



NLCA

NURSE LICENSURE COMPACT ADMINISTRATORS

TOPICS COVERED IN THIS ISSUE

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COMPACT *focus*

FACILITATING STATE COLLABORATION & SHARING INFORMATION

Message from NLCA Chair:
Gloria Damgaard, ED, South Dakota Board of Nursing

Welcome to the inaugural edition of the Nurse Licensure Compact Administrator’s Electronic Newsletter—Compact Focus. The “focus” of each newsletter will be to provide information and updates on the Nurse Licensure Compact and implementation strategies. Since the newsletter is intended to facilitate communication and understanding of the compact, your questions, suggestions and feedback are very important to us. We are committed to responding to all questions received and start with the question raised at the NCSBN Midyear Meeting regarding the relationship between the NLCA & NCSBN found on page 4. Also included in this first edition is a NLCA Discipline Case Study as well as highlights from the recent research study on the Nurse Licensure Compact conducted by The Gallup Organization & Insight Research. We look forward to hearing from you! GD



NLCA Meeting Dates

The NLCA business meetings are held every other month by telephone conference calls and during the Midyear and Annual NCSBN Meetings. Teleconferences calls are held the second Monday of odd numbered months at 2 PM Central Standard Time. The conference calls and business meetings are open to the public and if interested in attending, please provide advance notice to the NLCA Secretariat, Kristin Garcia at: kgarcia@ncsbn.org. The last business meeting was in Salt Lake City Marriot Downtown on July 31 from 3:00 pm to 6:00 pm. The next conference call for the NLCA is Tuesday, October 10, 2006 at 2 PM CST. Meetings for December and calendar year 2007 will be posted on the website: http://www.ncsbn.org/pdfs/NLCA-Schedule_FY07.pdf

NCSBN Report of Findings: June 2006

Evaluation of the Nurse Licensure Compact

NCSBN contracted with The Gallup Organization and Insight Policy Research to identify the Nurse Licensure Compact's impact on State Boards of Nursing. Data collected from each of the 50 Boards of Nursing as well as perceptions of currently licensed nurse resulted in the following findings.

A. Interviews with All Boards of Nursing Executive Officers & Six Common Concerns:(Rank Ordered)

1.) loss of revenue to the states; 2.) concerns about disciplinary processes; 3.) variation in standard/criminal background checks across states; 4.) difficulties tracking nurses working in the state; 5.) need to address issues raised by state nursing associations/organized labor; 6.) need to adapt the legislative language to the state legislative environment.

B, Five Major NLCA Benefits as Perceived by NLCA Administrators

1.) Nurses benefited most-particularly traveling nurses and those practicing tele-health; 2.) nurses have greater flexibility & reduced fees practicing across state lines; 3.) improved communication/collaboration with other NLC states particularly regarding disciplinary issues; 4.)streamlined licensing procedures and decreased regulatory barriers; 5.)facilitated hiring process for state employers;

C. Three Major Challenges of NLC Perceived by NLCA Administrators

1.) Educating all affected parties about the NLC; 2.) updating paper forms & electronic data bases in relation to new NLC policies/regulations/data requirements; 3.) establishing standards -particularly in respect to discipline.

D. Non-NLC States Request Information Six Key Areas Regarding the Effects of NLC:

1.) need detailed information regarding the NLC status in each state; 2.) need information on issues encountered when joining the compact and how those issues were resolved; 3.) more specific details on the financial impact; 4.) more information on the disciplinary process and how it works under the NLC including actions by type of problem; 5.)need greater sharing of information between NLC & Non NLC states including Non NLC in open meetings; 6.) provision of more public forums for Non NLC to network with NLC and discuss concerns.

E. Common Nursys Recommendations By All States:

1.) Eliminate duplicate records; 2.) require all states to update daily/weekly; 3.) improve disciplinary data; 4.) allow ability to query; 5.) add required data fields

F. 800 Nurses Surveyed in both NLC & Non- NLC States to Assess Perception of NLC Benefits

1.) 80% of NCL state nurses had heard of the compact.
2.) 50% of nurses in Non NLC states erroneously believed their state was part of the compact.
3.) 88% of the nurses support or would support their states being a part of the NLC

Coming March 2007

Alternative Programs:

Discipline vs.

Non-discipline



The NLCA appointed a task force to review the requirements for the various alternative programs currently utilized in the 20 compact states. Val Smith reported on the results of the analysis at the July 31, 2006 NLCA Meeting.

Recommendations will be provided in the next Compact Focus

Nurse Licensure Compact Case Study: Sanction of Multi-State License

Justine graduated from nursing school in nursing in 2001 and was licensed to practice as a registered nurse in her home state. She was issued a compact license which allowed her to work in those states who were party to the compact on a multi-state privilege.

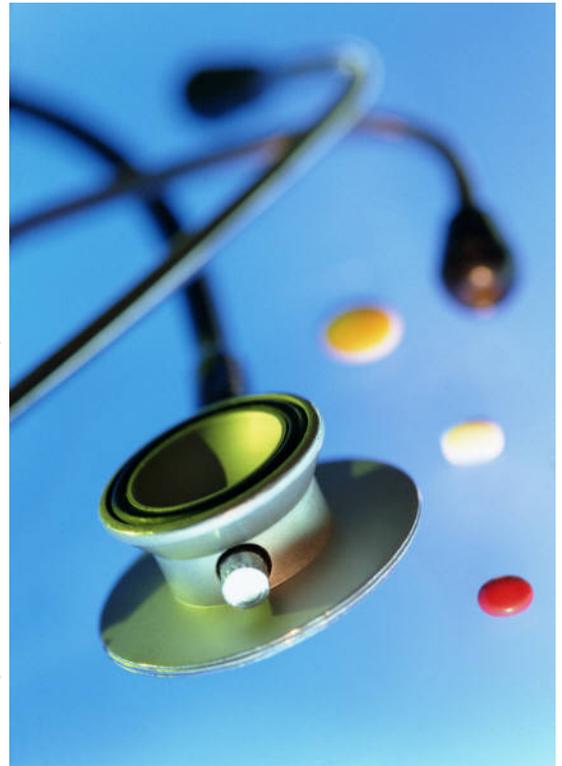
Justine spent two years working in a large university hospital in her home state. Subsequently she accepted a job to work in an acute care pediatric facility in a remote party state maintaining her primary place of residency in her home state. Justine's new position lasted three months as she did not transition well to this new position.

Justine was again hired into a nursing position in an acute pediatric facility. During the first four months of her employment, Justine administered Morphine 2mg to an infant in error. She was to have administered Ativan 2mg as ordered by the physician. In less than one month she again made a serious medication error when she administered Valium 1.5 mg intravenously to a infant who was to have had the medication administered via a gastrointestinal tube. Justine administered 3 times the maximum dose. Less than one month later, Justine made yet another serious medication error when she administered Toradol 15mg to an infant instead of Lasix 5 mg as ordered by the physician.

Following this last incident, Justine was unemployed for a period of four months. During this time she changed her primary state of residence to the remote where she had been practicing on her multi-state privilege, obtained a new compact license and found employment in a pediatric home health care agency. Justine was subsequently the subject of a complaint that was filed with the Board of Nursing in the state where the medication errors had occurred and where she was now working on a compact license in her new home state.

The Board of Nursing determined that there was sufficient cause to take disciplinary action including revocation of the license to practice professional nursing in this state. The Board had jurisdiction over the multi-state privilege during the course of Justine's employment when the medication errors occurred and now has jurisdiction over the license since Justine changed her primary state of residence to the remote state where she was practicing and obtained a new compact license.

Justine was provided with notice of the allegations and due process procedures were followed. As a result, an order was entered that encumbered Justine's license to practice as well as her multi-state privilege. It was further ordered that Justine may not work outside of the state pursuant to a multi-state licensure privilege without the written permission of both the home state and the Board of Nursing in the party state where she would wish to work.



Relationship of Nurse Licensure Compact Administrators & National Council of State Boards of Nursing

At the NCSBN 2006 Midyear Meeting, the compact administrators were asked to explain the relationship between the Nurse Licensure Compact Administrator's and NCSBN. The purpose of this article is to clarify the purpose of the NLCA and to define the relationship with NCSBN from the perspective of the compact administrators.

The purpose and function of the NLCA is to: implement and maintain the NLC by encouraging the cooperation of party states in the areas of nurse licensure and regulation; facilitating the exchange of information between party states relating to nurse licensure and regulation; and protecting the public's health and safety by promoting compliance with the laws governing the practice of nursing in each party state through the mutual recognition of party state licenses.

The Articles of Organization delineate an affiliation with NCSBN. The NLCA is affiliated with NCSBN which may have a non-voting representative attend and participate in all meetings of the NLCA. NCSBN is designated as the secretariat of the NLCA and through a contractual agreement provides services including record keeping, recording minutes of the meetings and other additional functions as may be negotiated with NCSBN. Currently, each member of the NLCA pays an annual \$3000 fee to cover the cost of the secretariat services. National Council is authorized under the articles of organizations to hold and disburse all funds for the benefit of the NLCA and its activities.

Another formal relationship exists between the NCSBN and the NLCA in that all party states are required by statute to participate in a coordinated licensure data base that includes information on the licensure and disciplinary history of each nurse contributed by the party states. NURSYS, which is owned

by the NCSBN, is the official licensure information system utilized by the NLCA to implement the provisions of the compact. The NLCA works with NURSYS staff to provide a system that meets the enforcement needs of the compact states.

The NLCA relationship with NCSBN also centers around communication with all states (compact and non-compact) through:

1. Providing press releases when a new state joins the NLC.
2. Maintaining awareness of federal changes that may impact the NLC; such as the Telecommunications Act and telehealth activities in Congress;
3. Facilitating communication with external constituents and referring requests for articles, speakers and presentations to the NLCA Executive Committee (NCSBN works with states in the pre-legislation and legislation phase);
4. Facilitating summits to provide education and foster communication between compact and non compact states.
5. Including NLC updates on each NCSBN policy conference call.

In summary, a formal relationship exists with the NLCA and NCSBN as set in the Articles of Organization of the NLCA which members pay a fee for service. The relationship is similar to other compacts and organizations.



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