

## Arizona State Board of Nursing

### Proposed COVID- 19

#### Graduate Nurse or Practical Nurse Authorization to Practice with Temporary Permit

#### ***Requirements for Graduate Nurse Candidates to Practice Under Temporary Authorization:***

A new graduate who completes an accredited basic, nursing education program within the United States, its Territories, or Possessions and who applies for initial licensure by examination in Arizona may be eligible to receive temporarily permit to practice from the Arizona State Board of Nursing (Board) to practice nursing as a graduate nurse (GN), for registered nurse (RN) candidates; or graduate practical nurse (GPN), for practical nurse (PN) candidates, after the candidate has submitted a license application to the Board, and while pending the results of the mandatory licensing examination, the NCLEX. This temporary permit is renewable in six month increments, but automatically expires on the earliest date of any of the following: (1) when the candidate passes the NCLEX-PN® or NCLEX-RN® test; (2) when the candidate fails the NCLEX-PN® or NCLEX-RN® test; (3) on the last day of the sixth month following the effective date of the temporary authorization; (4) when the Arizona State of Emergency (COVID-19 pandemic) ends.

Licensure candidates who have previously failed the NCLEX-PN® or NCLEX-RN® are ineligible for temporary permit to practice. A graduate of a nursing program within the United States jurisdiction also may be deemed ineligible for temporary permission to practice based upon a Board determination related to the health, safety, and welfare of the public, through the normal licensing review pursuant to the Arizona Nurse Practice Act and other, applicable Arizona laws.

Any Applicant for a temporary, emergency permit must agree that the Board's decision is final, and release the Board and the State from any causes of action related to the permit application process, or possible revocation of the permit in the future.

At its sole discretion, the Board may deny any permit applications, or summarily revoke any permits it previously granted upon making a finding that the permit for that individual of program may endanger the health, safety or welfare of the public. Any such denial or

revocation action is final and is not subject to legal review.

The Board delegates decisions regarding the permit applications and revocations to the Board's designee.

### ***Verification of Temporary "Permission to Practice"***

Effective April 16, 2020, a licensure candidate (GPN or GN) who meets Board requirements will be issued a temporary "permission to practice" via the Board's website at [www.azbn.gov](http://www.azbn.gov). Potential employers must verify that a licensure candidate has current temporary "permit to practice" via the Board's website. Hard-copy (paper) temporary permits will not be issued.

### ***Expired or Invalid "Permit to Practice"***

New graduates may not continue to practice as GPNs or GNs after failing the NCLEX-RN® or NCLEX-PN®, as the temporary permit to practice will automatically expire upon receipt of a failing NCLEX score. Employers must verify the results of the new graduate's test results, either by asking to see the new graduate's test results, or by monitoring the new graduate's licensing status by using the on-line licensure verification process on the Board's website. If the new graduate is allowed to continue to practice after receiving notice of failing the NCLEX-RN® or NCLEX-PN®, resulting the expiration of the temporary permit to practice, both the nurse manager and the new graduate may be subject to disciplinary action by the Board.

The Board will not issue a GPN or GN permit to practice until all regular, license application processes are complete, enabling the new graduate to be deemed eligible to sit for the NCLEX-PN® or NCLEX-RN® exam. The new graduate must schedule to sit for the applicable licensure exam as soon as possible because his/her Authorization To Test (ATT) is only active for a period of six months. If the new graduate does not sit for the exam in time to receive a nursing license before the date that the permission to practice expires, the GPN or GN must cease practicing as a graduate nurse. **There are no extensions for the temporary permission to practice as a GPN or GN based on failure to schedule the licensing examination.**

### ***Verification of Licensure***

Results of NCLEX-PN® or NCLEX-RN® are mailed to applicants within 30 days of testing. The new graduate may choose to obtain "quick results" from the test vendor (NCS Pearson-Vue) within 48 hours of testing; however, these quick results are unofficial and cannot be considered as evidence of successful exam completion until verified directly from NCS Pearson/VUE to the Board. Employers and/or candidates may use the on-line licensure verification system on the Board's website to verify whether the GPN or GN has been issued. Please be aware that the on-line verification

systems will only verify that a temporary permit has been issued.

### ***Integration of the GPN, GN, or Newly Licensed Nurse Entry Into Practice***

Both the graduate nurse (GPN or GN) and the newly licensed nurse are in a transitional process from student to professional. As a novice practitioner, the GPN, GN, or new LPN or RN, is inexperienced and not fully integrated into his/her professional nursing role and setting

Temporary Permission to Practice requires that the new graduate who has been authorized to practice as either a GPN or GN pending the results of the NCLEX licensing examination must work under the direct supervision of a licensed RN. Practical nursing graduates must work under the direct supervision of either a LPN or RN; registered professional nursing graduates must work under the direct supervision of a RN. "Direct supervision" means the licensed nurse is physically present in the facility or practice setting and is readily available to the GPN or GN for consultation and assistance. If the facility is organized into multiple units that are geographically distanced from each other, then the supervising nurse must be working on the same unit to which the new graduate is assigned.

A graduate nurse (GPN or GN) is not yet "licensed," and thus shall not be placed in supervisory or charge positions and shall not work in independent practice settings, such as home health. A licensure candidate (GPN or GN) must first achieve nursing licensure through passing the NCLEX-PN® or NCLEX-RN® prior to any consideration of employment involving charge nurse/nurse manager responsibilities or nursing in independent practice settings.

Additionally, the Board provides the following guidance to employers of recent graduates of LPN or RN programs:

1. New graduates are permitted to perform any function that falls within the scope of nursing practice for which they have received educational preparation and have demonstrated minimal competency.
2. It is important during this transitional period for the new graduate or newly licensed nurse to seek and receive direction, supervision, consultation and assistance from experienced nurses.