



STATE OF NEW MEXICO
BOARD OF NURSING
6301 INDIAN SCHOOL NE SUITE 710
ALBUQUERQUE, NM 87110
505/841-8340
FAX 505/841-8347
www.state.nm.us/nursing



Employers of Nurses in New Mexico:

IMPORTANT NOTICE: New Mexico implemented the Nurse Licensure Compact on January 1, 2004. Implementation affects your hiring of nurses and the verification licensure status. Please carefully review all information provided in this letter.

The Nurse Licensure Compact implemented on January 1, 2004. Please click on link "Nurse License Compact" to be directed to site that states all states currently in compact. Nurses who reside in other compact states will have the "multistate privilege to practice" in New Mexico without having a license issued by the NM Board of Nursing, **if** that state has issued a multi-state privilege. Because you are an employer of nurses from out of state, the Board is providing the following information about the Nurse Licensure Compact and how it will affect your hiring of nurses from other compact states (party states) that have enacted the Compact.

- Q. What does a 'multistate privilege to practice' mean?
- A. Similar to the driver's license model, this is the mechanism in the Nurse Licensure Compact that allows a nurse who is licensed in one compact state (home state/primary state of residence) to legally practice in another compact state (remote state). It is important to understand that the Nurse Licensure Compact requires the nurse to adhere to the practice laws and rules of the state in which he/she practices. In the case of electronic practice (telenursing), the nurse must adhere to the practice standards of the state in which the client (s) receives care.
- NOTE: Employers will need to provide any nurse practicing in New Mexico under the 'multistate licensure privilege' information about how to access New Mexico nursing practice laws and regulations and the Nurse Registration Form Information and the Nurse Registration Form can be located on the Board of Nursing Website (www.state.nm.us/nursing) or by contacting the Board at (505) 841-8340.
- Q. Where will nurses obtain/renew/reactivate their license under this mutual recognition model of licensure?
- A. Nurses must meet the requirements to obtain and renew/reactivate their license in their primary state of residence. Primary state of residence as defined in the Compact means "the person's fixed permanent and principal home for legal purposes; domicile."
- Q. How will the Nurse Licensure compact affect the nurses who live in Compact states?
- A. As of January 1, 2004, a nurse who resides in our state and holds an unencumbered New Mexico nursing license will have the 'multistate privilege to practice' in any of the other compact states. Likewise, a nurse who resides in and is licensed by another compact state will have the 'multistate privilege to practice' in New Mexico, **if** that state has given the multi-state privilege. **PLEASE NOTE:** simply because a license is shown from a current compact state does not mean a nurse has multi-state privilege. You must check on multi-state status with the state issuing the license. Only when a nurse changes his/her primary state of residence to another compact state will he/she be required to apply for and obtain a nursing license in that state. A nurse who lives in a compact state will no longer obtain (or renew) a license in any of the other states that have enacted the Nurse Licensure Compact.
- Q. Will the nurse who lives in a non-compact state and practices in New Mexico still need to have a license to practice in New Mexico?

- A. Yes. Nurses who practice nursing in New Mexico but live in a non-compact state, such as Colorado or Kansas, must continue to hold a license issued by the New Mexico board of Nursing. The Nurse Licensure compact will not change how they obtain or renew/reactivate their New Mexico license. However, the New Mexico nursing license will be a single state license for non-compact state residents. *It will not include the multistate licensure privilege to practice in other compact states.* This privilege is extended only to those nurses who reside in New Mexico.
- Q. How will employers verify licensure status of nurses under this mutual recognition model?
- A. **For nurses who hold a license issued by the New Mexico Board of Nursing**, employers will continue to verify licensure status via the internet (www.state.nm.us/nursing) or through our automated telephone verification system @ (505) 841-8340. Please note that verification via internet and automated phone verification will include multistate privilege to practice for those nurses who have declared residence in New Mexico. **For those nurses who are licensed in another compact state and are seeking employment in NM**, employers will be able to electronically access the nationally coordinated licensure information system called NURSYS (www.nursys.com). Basic licensure information as well as disciplinary history for a licensee will be provided through this system.

NOTE: With the implementation of this new model of licensure and the continuation of the single state license for nurses who reside in non-compact states, it is most important that employers verify the licensure status of all nurses seeking employment in NM.

- Q. How will employers be informed of new states joining the Nurse Licensure compact?
- A. This information will be available on our website, as well as on the website for the National Council of State Boards of Nursing (www.ncsbn.org). It most important that employers remain informed as other states join the Compact.
- Q. How will complaints about nurses be handled within this mutual recognition model?
- A. The compact authorizes the nurse licensing board of any compact state (home or remote) to investigate allegations of unsafe practice by any nurse practicing in that state. Based upon the outcome of the investigation, a remote state licensing board may deny the nurse's multistate privilege to practice in that state. Only the nurse's home state (state of residence) licensing board may take action against the nurse's license. States will continue to apply the same administrative and due process procedures for imposing discipline as they have always done. However, compact states will have more timely access to information, including current significant investigative information and the disciplinary history of nurses, through the coordinated licensure information system (NURSYS). Should you have a complaint to report about a nurse practicing in New Mexico, submit it to the New Mexico Board of Nursing.
- Q. How do I get more information about mutual recognition and the Nurse Licensure Compact?
- A. The Nurse Licensure Compact (Nursing Practice Act, Section 61-3.24.1-61-3.24.3. NMSA 1978) and other information related to the mutual recognition of nursing regulation is available on our website (www.state.nm.us/nursing). The National Council of State Boards of Nursing (NCSBN) website (www.ncsbn.org) lists all the states that have

enacted the Nurse Licensure Compact and provides in-depth information on the mutual recognition model. Their website may be accessed directly or through the NM Board of Nursing website.

The New Mexico Board of Nursing believes that nurse licensure compact it will enhance the delivery of nursing care as well as improve our processes for public protection. If you have specific questions about this new model of nursing regulation or wish copies of the Nursing Practice Act, please contact the Board office.