



It's All About Credentialing

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DISCLOSURES

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Objectives

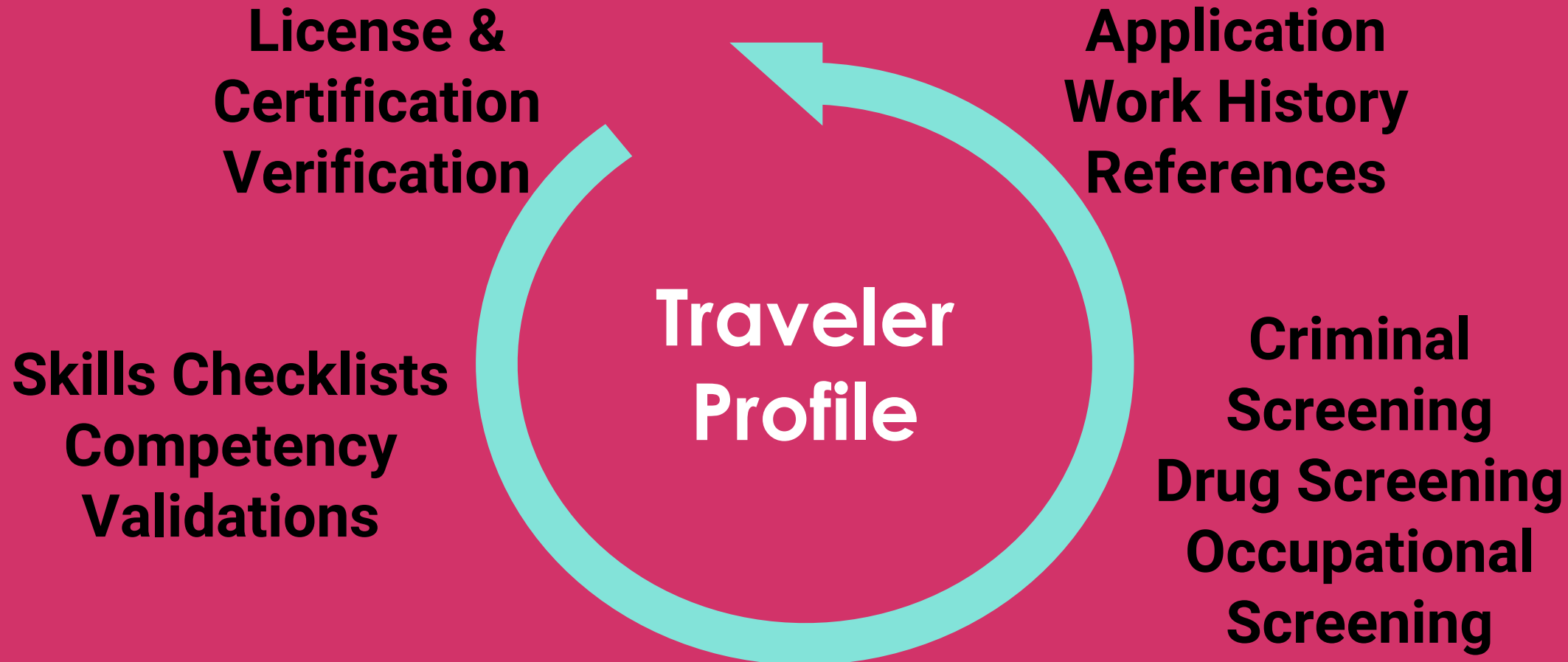
- Discuss how credentialing supports your professional image.
- Understand the regulations and requirements of compact licensure
- Understand the basics of per diem eligibility and how to complete the per diem application



When does credentialing start?

Your application!

credentialing is an ongoing & continuous process....



COMPETENCY ASSESSMENT

- Testing vs skills checklists, vs performance evaluations
- Steps to minimize repeat testing
 - Prophecy standardized testing or Nurse Competency
- More testing at the client site?
 - Medical calculation tests
 - Dysrhythmia
 - PBDS testing
- Common to repeat competency testing

I am an expert, why do I have to keep proving myself by taking these tests?

LICENSING & CERTIFICATIONS

Working in a federal facility?

Any state license will do!

Maintaining current licensure & certification

- All professional licenses and certs get verified
- Present only current or valid certifications
- NEVER alter a certification or license

The NURSYS Report (www.nursys.com)

- Do you know what yours says?
- Publically available query

Avoid unintentional misrepresentation

- Failure to disclose
- Licensure actions
- Claiming compact licensure in a state other than your PSOR

Managing multiple licenses

- requirement to monitor licensure status/expiration
- reporting change of address
- requirement to report criminal convictions
- requirement to report other board disciplinary actions
- FOR NURSES - Your NURSYS report

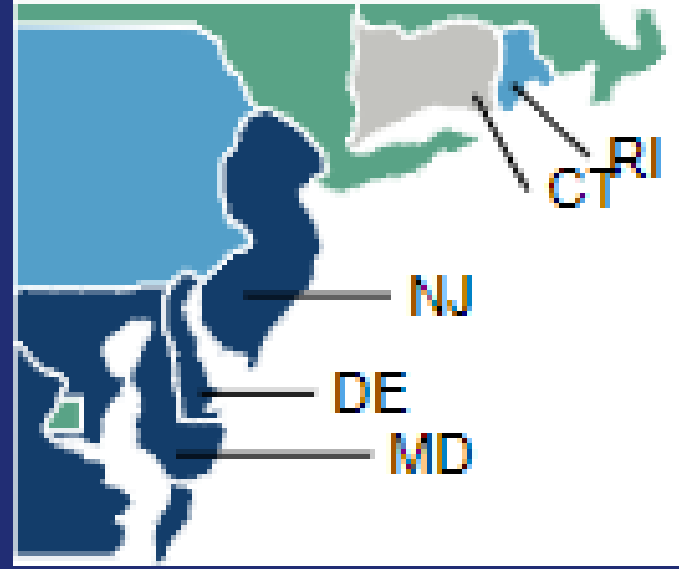
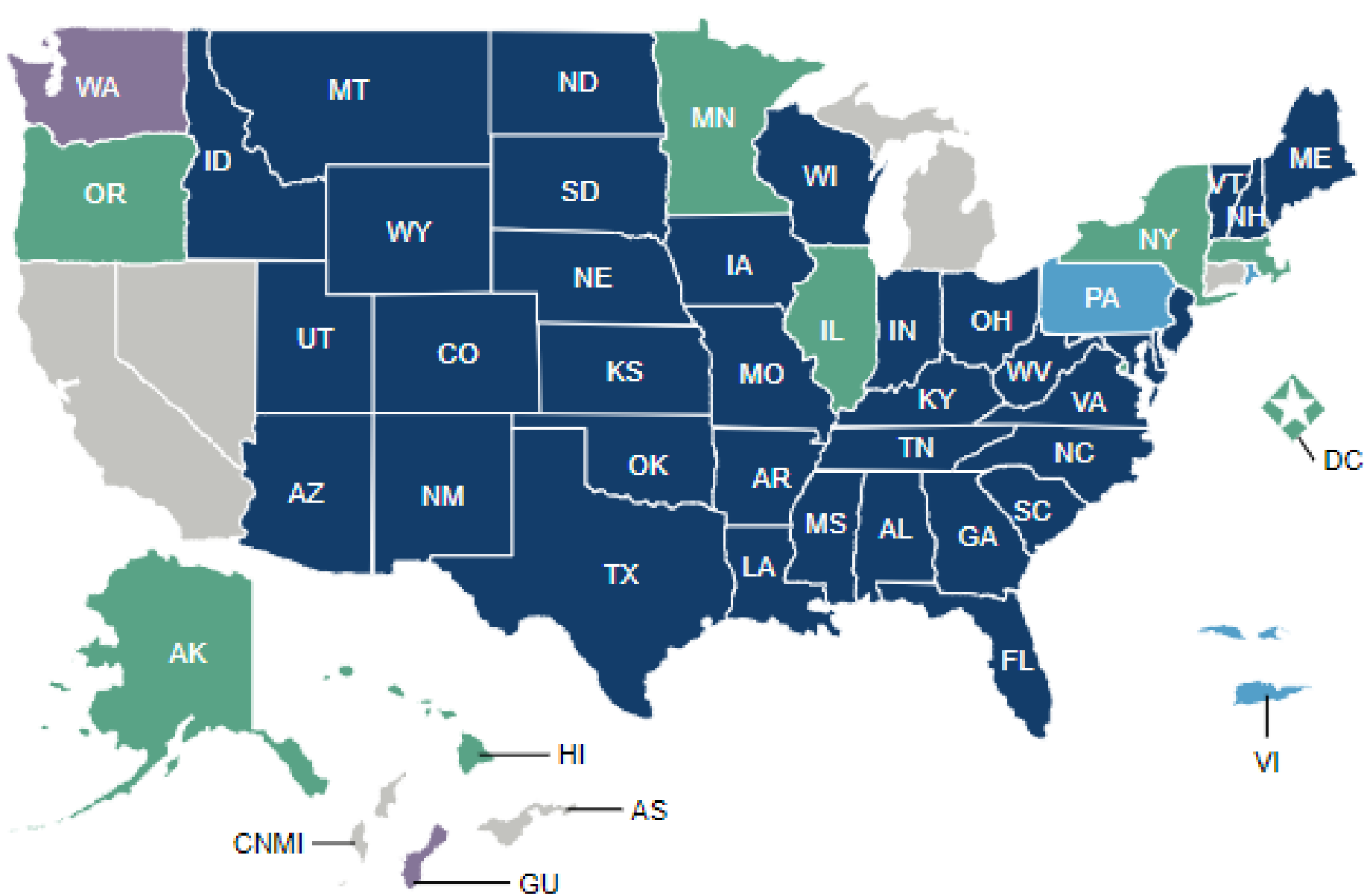


COMPACT
LICENSURE

AUDIENCE POLL

**STAND UP IF YOU HAVE A
COMPACT LICENSE**





- NLC State
- NLC enacted: Awaiting implementation.
- Partial Implementation
- Pending NLC legislation
- Currently No Action

NURSING COMPACT

nursecompact.com

MAINTAINING COMPACT LICENSURE

- Must maintain a primary residence in your compact license state
- Required to complete a Declaration of Primary State of Residence (PSOR)
- Have a driver's license, voter registration, or federal income tax in PSOR
- Upon permanently relocating, apply for licensure by endorsement in new state of residence. There is no grace period
- Practicing under an illegal compact license is the same as practicing without a license
- [Travel Nurse Compact Licensure FAQs:](#)

TWO COMPACTS COMPARED

A driver's license compact
VS
a nurse license compact



- Issued in your primary state of residence.
- When driving in other states, you must know and obey that state's laws (rules of the road).
- While driving in other states, if you violate the state's law, the state can remove your driving privileges in that state.
- When you change your primary state of residence (move) to another compact state, you need to apply for that state's driver's license. You can drive on your former license for a certain number of days (depending on the state). The former license then becomes invalid.
- While driving in other states, if you violate the state's laws and the state takes action (discipline), it is reported to the state that issued your license (where you reside). Most home states can take the same action as if you committed the violation in your home state.

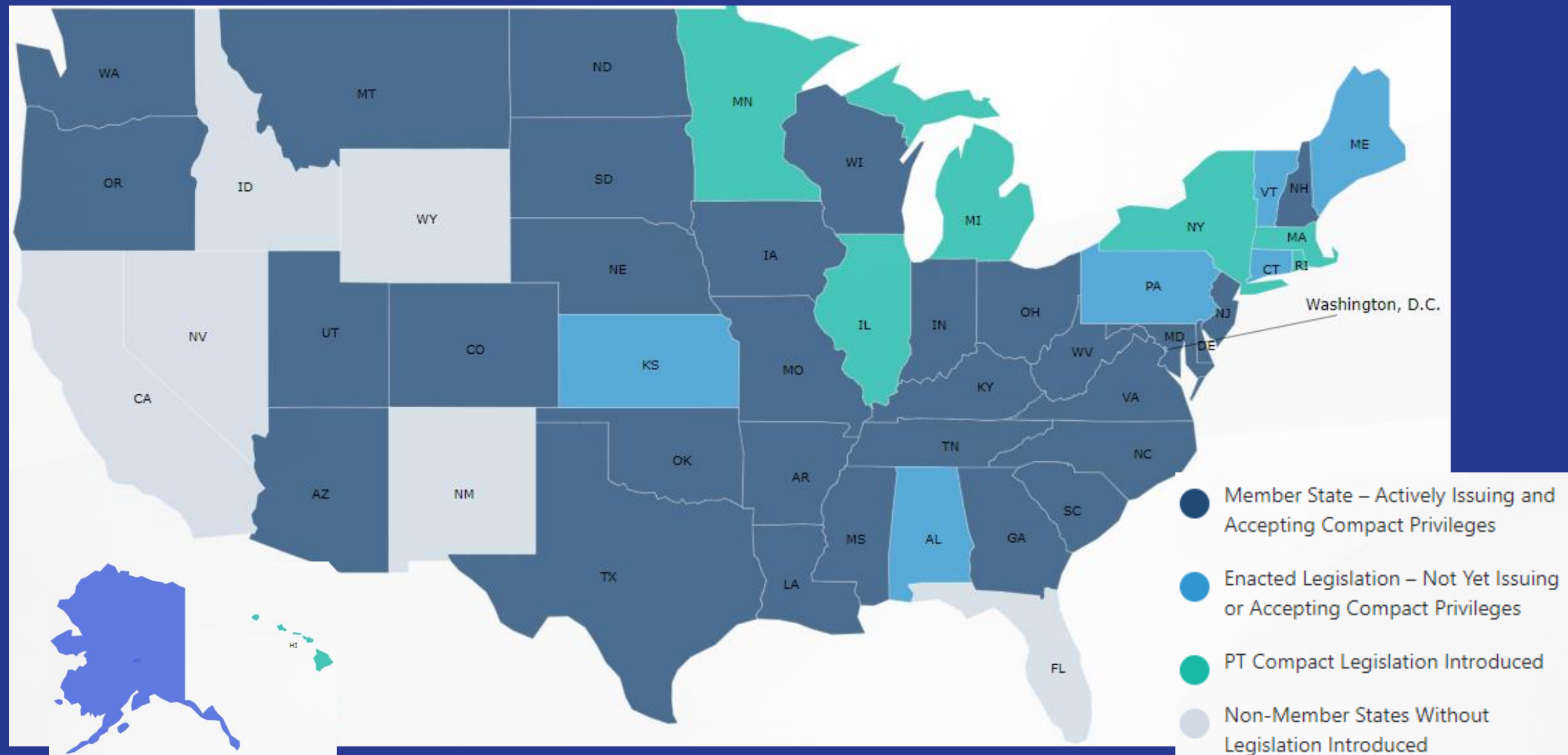


- Issued in your primary state of residence
- When practicing in other states, you must know and obey that state's laws (Nurse Practice Act).
- While practicing in other states, if you violate the state's laws, the state can remove your practice privileges in that state.
- When you change your primary state of residence (move) to another compact state, you need to apply for that state's nursing license. You can practice on your former license for 90 days. The former license then becomes invalid.
- While practicing in other states, if you violate the state's laws, and the state takes action (discipline), it is reported to the state that issued your license (where you reside). Most home states can take the same action as if you committed the violation in your home state



Uniform Licensure Requirements

1. Meets the requirements for licensure in the home state (state of residency);
2. Has graduated from a board-approved education program OR has graduated from an international education program (approved by the authorized accrediting body in the applicable country and verified by an independent credentials review agency)
3. Has passed an English proficiency examination (applies to graduates of an international education program not taught in English or if English is not the individual's native language)
4. Has passed an NCLEX-RN® or NCLEX-PN® Examination or predecessor exam
5. Is eligible for or holds an active, unencumbered license (i.e., without active discipline)
6. Has submitted to state and federal fingerprint-based criminal background checks
7. Has no state or federal felony convictions (FINGERPRINTING)
8. Has no misdemeanor convictions related to the practice of nursing (determined on a case-by-case basis)
9. Is not currently a participant in an alternative program
10. Is required to self-disclose current participation in an alternative program



THE PHYSICAL THERAPY COMPACT



PT Compact Difference

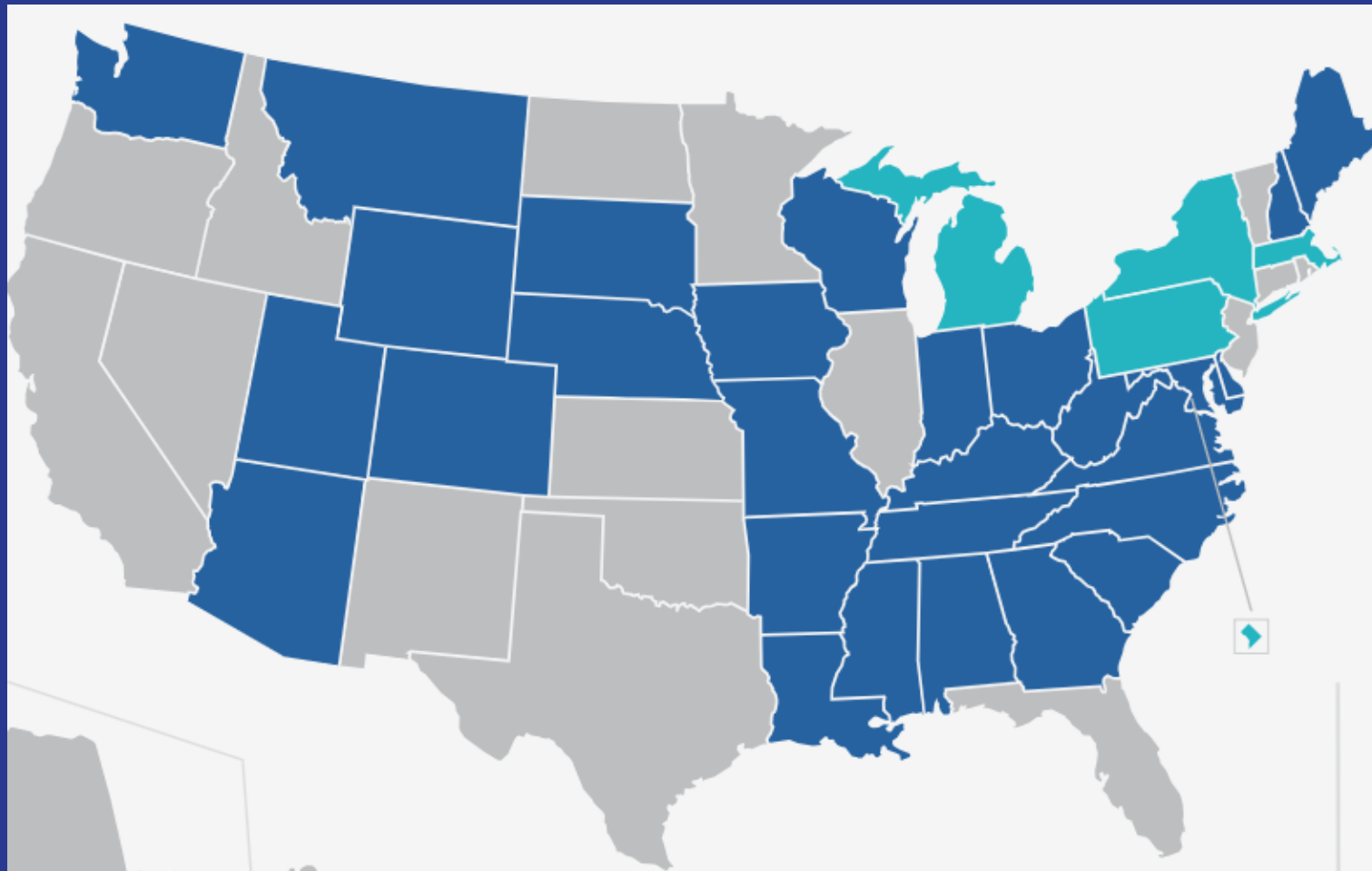
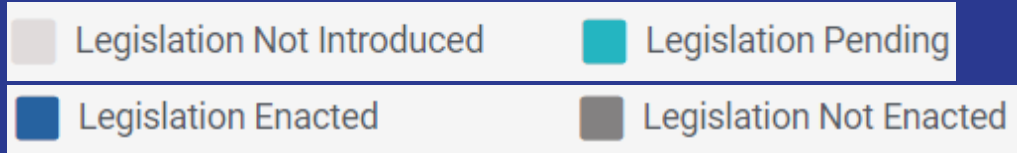
ELIGIBILITY

- Hold a current, valid PT or PTA license in your home state
- Valid driver's license in your home state
- No active encumbrances or discipline
- States in which seeking licensure are part of the compact

DIFFERENCES FROM NURSING COMPACT

- Must seek licensure in each state
- May need to take state specific jurisprudence exam
- Additional cost/fees for each state
- Issued unique compact privilege number for each state (license expirations = Perm state license expiration date)
- licensure/credentialing process managed by central PT Compact Commission

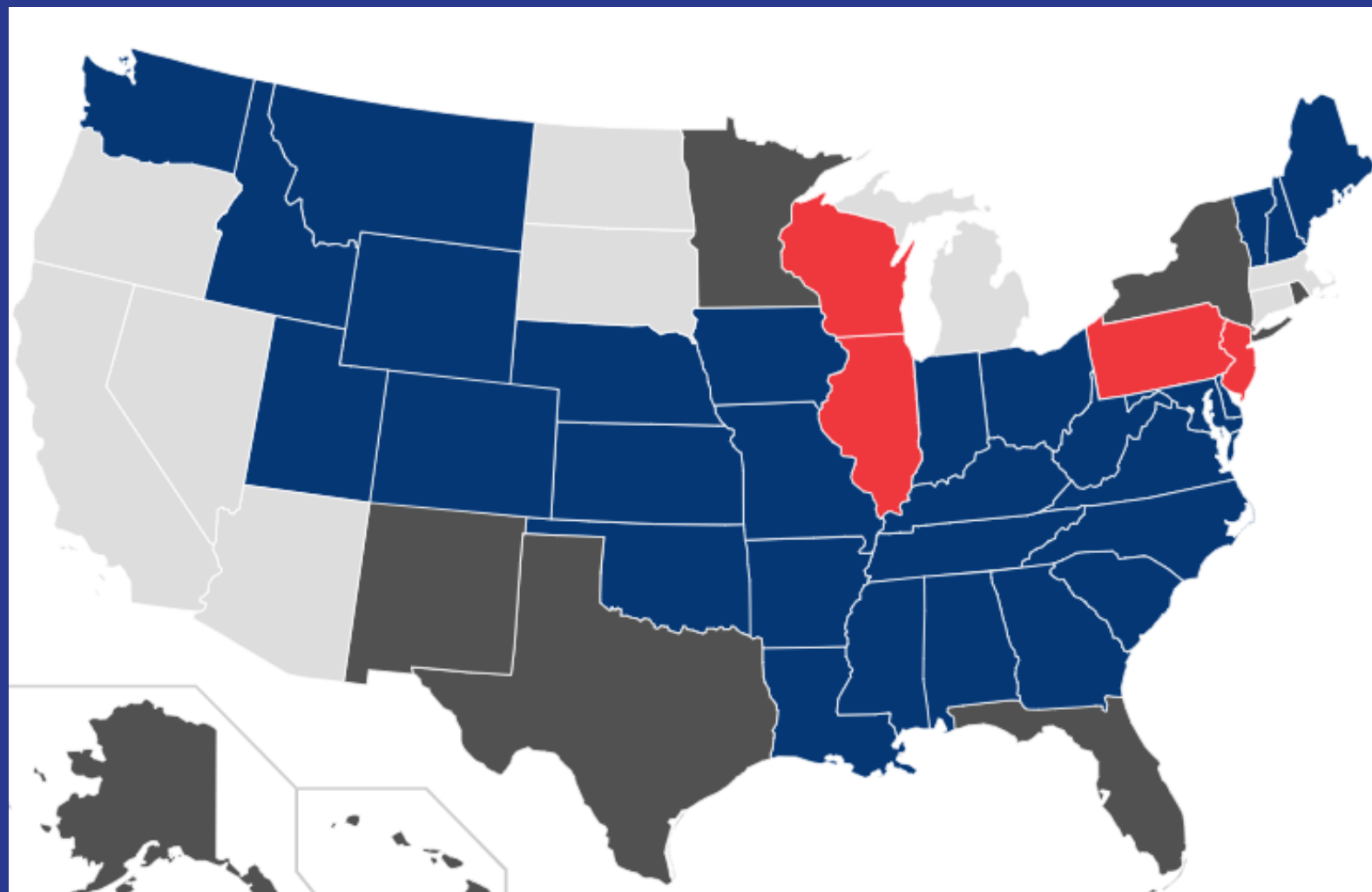
THE OCCUPATIONAL THERAPY COMPACT



28 states have passed the compact. Member states have established the interstate commission and officially convened its first meeting in August 2022 to draft the rules.

The process to stand up the commission can take a year or more

ASLP INTERSTATE COMPACT



As of August 2023, ASLP-IC has been enacted into law in 25 states, surpassing the threshold for activation of the compact.

The ASLP-IC Commission held its first meeting in January 2022 to establish rules and bylaws to implement the compact. The process to stand up the commission can last 18 months to two years. The Commission anticipates applications for compact privileges will open in late 2023 or early 2024.

HEALTH SCREENING REQUIREMENTS

Hep B series - series of 3 vaccinations
Influenza Vaccine (CDC mandate 90%
vaccination rate)
2 doses of MMR
2 doses of Varicella
Tdap Vaccine
COVID Vaccination
Physical
Fit Testing & Respirator physical
TB Testing



Health Screening – Other Tips



Vaccinations vs Titers



Understanding your options for Hep B as a HCW



CDC Recommendations vs Agency Requirements
vs Client Requirements vs State Specific
Requirements



<http://www2a.cdc.gov/vaccines/statevaccsApp/>



TB SCREENING – CURRENT GUIDELINES

CDC recommended TB screening program

- All healthcare workers at the time of initial hire
- After any potential exposure or facility/community outbreak
- ANNUAL TB SCREENING IS NO LONGER RECOMMENDED

TST vs TB blood assay testing (IGRA)

IGRA testing recommended for individuals that have received the BCG vaccine in the past or individuals that have difficulty returning to have the TST test read.



OTHER EMPLOYMENT DOCUMENTS

- The **I-9**
- **Tax Forms** – understanding income tax liability
- **Per Diem Application** – determines eligibility for tax free benefits
- Other **employment documents** – handbooks, policies, etc
- **Benefit enrollment** - time limit to enroll



MAINTAIN YOUR CREDENTIALING PORTFOLIO

The organized Traveler Portfolio:

- Detailed work and education history
- Copies of diplomas & certs
- Listing of current licenses and certifications
- Health documents including previous annual serial testing (tb testing) & immunizations
- Skills testing
- Performance evaluations



CLOUD OPTIONS

Google+

 BluePipes

kamana

 nurse
backpack

Agency portals
& apps

REFERENCES



- CDC Recommendations for health screening of health care workers as viewed at <http://www.cdc.gov/mmwr/preview/mmwrhtml/rr6007a1.htm>; Centers for Disease Control
- TB Screening and Testing of Health Care personnel as viewed at <https://www.cdc.gov/tb/topic/testing/healthcareworkers.htm>; Center for Disease Control and Prevention, July 28, 2022
- NURSIS Overview as viewed at <https://www.ncsbn.org/nursis.htm> ;National Council of State Boards of Nursing
- Nurse Licensure Compact as viewed at <https://www.ncsbn.org/nurse-licensure-compact.htm>
- Physical Therapy Compact as viewed at <https://ptcompact.org/about-compact>
- Occupational Therapy Compact as viewed at <https://otcompact.org/about/>
- ASLP Interstate Compact as viewed at <https://aslpcompact.com/>
- Frequently Asked Questions, Per Diem as viewed at <https://www.gsa.gov/travel/plan-book/per-diem-rates/frequently-asked-questions-per-diem> U.S. General Services Administration