

## CT Nurses Association

As the largest and most trusted profession, nurses care for all of Connecticut, in all specialty areas, practice settings.

We are committed to harnessing the power of nurses to shape an integrated and equitable healthcare system that supports the health of the public, including individuals, families, populations, and communities.

The Association promotes evidence based nursing practice to drive the health and wellness needs of the public.

Since 1904 the Connecticut Nurses' Association has helped nurses navigate an increasingly complex healthcare environment.

## *HB 5058 An Act Adopting the Nurse Licensure Compact*

***Let's Get this Right, Connecticut  
Keep Connecticut Nurses Moving  
Forward, not Backwards***

### Issues and Concerns

The nursing (RN/LPN) compact is unique amongst occupational license compacts. While we support the concept of multistate licenses each must be considered individually, and the implications of adopting them must be well understood.

The NLC system is inflexible; it took them 18 years to update the compact to address longstanding concerns. That lack of responsiveness for updates and improvements to the compact makes it imperative that we pass the RIGHT legislation for Connecticut.

As it is currently proposed, this standard NLC language moves CT backwards in many important areas. It is critical that we legislate the compact with additional recommendations that protect the exemplary quality of nursing practice in CT and mitigate the unintended consequences that move the CT nursing workforce backwards.

The CT Nurses Association has highlighted these impacts since 2018, and in the 2022 DPH Advisory on Compacts report. Our ongoing national investigation and searches for solutions to mitigate issues that other states have encountered, recently and in the past, are summarized in the steps below.

### Confidentiality

The nursing compact is unique from other occupational compacts because it prohibits the state to maintain confidential information that may potentially impact the multistate licensee's performance. Confidentiality is the cornerstone of establishing the CT alternate to discipline program for licensed health professionals, The Health Assistance InterVention Education Network (HAVEN.) The word ***confidential appears 24 times*** in the Public Act 07-103. If enacted as is, nurses would become the ONLY licensed health professional to NOT have the privilege of confidentiality.

**Recommendation: Provide language, accepted by NCSBN, CNA and HAVEN, that preserves confidentiality for nurses.**



[Public Act 21-152 DPH Report to the General Assembly: An Act Expanding Economic Opportunity in Occupations Licensed by The Department of Public Health and Consumer Protection and Requiring a Report from Certain Executive Branch Agencies Regarding Background Checks and the Feasibility of Establishing Preclearance Assessments of Criminal History](#)

## Funding for HAVEN

Enacting the compact in CT jeopardizes a primary source of HAVEN funding. As a compact state there will be fewer single state CT licenses sold. Embedded in the single state CT license fee, \$5 is charged additionally that is directed to HAVEN. The fees from those lost single state licenses to our resident nurses will be lost, to HAVEN and to the state funds. Of note, the state has never funded HAVEN, funding comes from professional licensure fees.

**Recommendation: Provide statutorily guaranteed funding to HAVEN.**

## Data

CT nurse licensing data is exemplary compared to other states. CT Center for Nursing Workforce collects data from the CT DPH nursing national minimum data set. Our investigation into the implementation of the compact in states reveal a loss of important state data related to nurses currently working in the state. While nurses may all be in the database, there is no system-wide tracking mechanism that allows a state to know who is working in the state.

**Recommendation: Require employers to register nurses that are working in CT with a compact license with the DPH. DPH work with CNA and CCNW to identify information to be entered.**

## Scope of Practice

Nursing scope of practice varies amongst states. The compact puts the responsibility on the individual nurse to know and practice within the scope in the state they are working. A nurse may assume understanding of the state scope laws and inadvertently perform or delegate activities outside of their scope.

**Recommendation: Mandate compact nurses working in CT to complete a complete a learning module on the CT Nurse Practice Act. CT Nurses' Association is happy to work with CT Board of Examiners of Nursing to create and host this information to make it accessible.**

## Fingerprinting

CT does not currently require federal FBI fingerprinting, and the state will need to address capacity to implement this for thousands of nurses.

**Recommendation: Ensure the state has the capacity to manage FBI fingerprinting of thousands of nurses prior to implementing the compact.**



Public Act 21-152 DPH Report to the General Assembly: An Act Expanding Economic Opportunity in Occupations Licensed by The Department of Public Health and Consumer Protection and Requiring a Report from Certain Executive Branch Agencies Regarding Background Checks and the Feasibility of Establishing Preclearance Assessments of Criminal History

## State loss of Revenue

Currently CT issues 25,000+ single state CT nursing licenses to individuals that reside outside Connecticut. Multistate licenses are granted only in the state of residence. As a compact state those 25,000+ who hold a compact license will no longer require a single state CT license to practice. This will result in loss of licensing revenue to the state. RN renewal fees are \$110 annually (primarily general fund revenue minus \$5 to HAVEN)

**Recommendation: Investigate and compare state only and compact licensing fees and renewals across the country and create a competitive fee structure in CT. Consider an option for a permanent CT single state license.**

