



**STATE OF NORTH CAROLINA
OFFICE OF STATE PERSONNEL
1331 MAIL SERVICE CENTER
116 WEST JONES STREET
RALEIGH, NC 27699-1331**

**MICHAEL F. EASLEY
GOVERNOR**

**THOMAS H. WRIGHT
STATE PERSONNEL DIRECTOR**

ADVISORY MEMORANDUM #002-03

TO: Directors, Area Mental Health Programs
Directors, Departments of Public Health
Directors, Department of Social Services

A handwritten signature in black ink, appearing to read "Patrick J. McCoy".

FROM: Patrick J. McCoy, PHR
Program Team Leader
Local Government HR Services

DATE: May 23, 2003

SUBJECT: Employment of Licensed Nurses (RN's and LPN's)

We have received notification from the North Carolina Board of Nursing that when a nurse changes his/her primary state of residence to North Carolina from another state in the Nurse Licensure Compact, the law allows that nurse to practice in North Carolina under the license and multi-state privilege issued by the former home state during the processing of the nurse's licensure application **for a period not to exceed 30 days**. (Nurse Licensure Compact States: Arizona, Arkansas, Delaware, Idaho, Iowa, Maine, Maryland, Mississippi, Nebraska, North Carolina, South Dakota, Texas, Utah and Wisconsin. Beginning July 2003, Tennessee and Indiana will join the Compact). During the 30 days, the employee/applicant will need to pursue licensing in North Carolina. If you should have an employee who has applied for their North Carolina license and has not received it by the end of the 30 days, please notify the North Carolina Board of Nursing to discuss the employee's continued employment options (performing duties not related to direct patient care; i.e., reviewing charts for appropriate documentation, writing policies and procedures, reviewing/updating existing policies and procedures, etc.)

If you should have questions, please feel free to call me or the HR Partner assigned to your agency/county. Thank you.

PJM/ms

c: Joy Reid
OSP Local Government HR Partners
Stephen E. Davis