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

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

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