

Credentials for Healthcare Providers

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 - Fellow Program in Management (FPM – Psychology)
 - Doctor of Science (D.Sc.)
 - Doctor of Education (Ed.D.)
 - Master of Arts in Nursing (M.A.N)
 - Master of Arts in Teaching – Psychology (M.A.T.)
 - Registered Nurse (PH, MYL, UAE)
 - Licensed Teacher (PH)
 - Certificate in Teaching,
 - Bachelor of Science in Nursing (BSN, PH)



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Introduction

❖ Credentials

- Provide information regarding qualifications and whether standards have been met

❖ Quality improvement

❖ Certification

- Credentials awarded by educational institutions, legal licenses awarded by governmental body, recognition by a professional organization



Approval and Accreditation of Institutions and Programs

- ❖ Accreditation of educational institutions
 - Major way to know an institution or program provides quality education
- ❖ Government approval of nursing programs
 - Requirement to be eligible to take NCLEX exam
- ❖ Accreditation of nursing education programs
 - Helps to strengthen uniform national standards for nursing education; can be specialized
- ❖ Accreditation of continuing education programs
 - Ensures meets appropriate standards



Credentials for Individuals

❖ Diplomas, Degrees, and Certificates of Completion

- Depends on type of program as to which is awarded on completion

❖ Licensure

- Legal credential; each state differs as to requirement of obtaining a license

❖ Certification

- Usually awarded by independent professional organization; granted on completing educational program and passing standardized exam



Question #1

- ❖ Is the following statement true or false?
- ❖ Credentials are written proof of qualifications and include diplomas awarded by professional groups.



Answer to Question #1

❖ False

❖ Rationale: Credentials are written proof of qualifications and may include diplomas awarded by educational programs, certification, or registration by professional groups, and legal licenses awarded by governmental agencies.



Nursing Licensure in the United States #1

❖ The History of Licensure in Nursing

- One of major concerns of ANA was establishment of legal licensure for nurses
- Led to Nurse Practice Act
- Mandatory licensure became a major focus; happened first in New York in 1947; is standard today in United States, Canada, and most other countries



Nursing Licensure in the United States #2

❖ Current Nursing Licensure Laws

- Purpose: protect the public, set minimal qualifications and competencies for safe entry-level practitioners
- Each jurisdiction's legislature establishes a licensure law
- Proposed changes occur through legislative process through an elected member who has been persuaded that change is in the best interest of the public
- Nurses have potential to influence decisions regarding healthcare



Nursing Licensure in the United States #3

❖ Rules and Regulations

- Administrative law
- State board of nursing

❖ Nursing Licensure Law Content

- ANA formulated first model nursing practice act for states to follow
- NCSBN updated its entire model act and model rules and regulations in 2014
- Must carefully read Nurse Practice Act in state you will be working; each are slightly different



Nursing Licensure in the United States #4

❖ State Licensure Laws for Nursing

- Purpose
- Definitions and Scope of Practice
- Qualifications for Licensure Applicants
- Titling
- License Renewal and Continuing Competence Requirements
- Nursing Education Programs



Nursing Licensure in the United States #5

- ❖ State Licensure Laws for Nursing (cont.)
 - Grounds for Disciplinary Action
 - Exceptions
 - Administrative Provisions
 - Grandfathering
- ❖ Sunset Laws and Nurse Practice Acts
- ❖ Advanced Practice Registered Nurses (APRN)
 - Nurse practitioners, nurse anesthetists (CRNA), nurse–midwives (CNM), clinical nurse specialists (CNS)



Nursing Licensure in the United States #6

- ❖ The Role of the State Board of Nursing
 - Establishes standards for licensure
 - Examines and licenses applicants
 - Provides for interstate endorsement
 - Renews licenses, grants temporary licenses, and provides for inactive status as requested
 - Enforces disciplinary codes
 - Provides rules for revocation of license
 - Regulates specialty practice
 - Establishes standards and curricula, and approves nursing education programs



Question #2

- ❖ Is the following statement true or false?
- ❖ Permissive licensure requires that all individuals who wish to practice in the field be licensed to practice.



Answer to Question #2

❖ False

❖ Rationale: Permissive licensure allows for those meeting certain standards voluntarily to be licensed, whereas mandatory licensure requires that all individuals who wish to practice in the field be licensed to practice.



Obtaining a Nursing License #1

❖ Licensure by Examination

- Required to take appropriate examination (NCLEX-RN or NCLEX-PN)
- Standardized exam to be taken by all new graduates administered through computerized adaptive testing
- Covers client need categories (safe effective care environment, health promotion and maintenance, psychosocial integrity, physiologic integrity) and subcategories
- Covers integrated processes: nursing process, caring, communication and documentation, teaching/learning, and culture and spirituality



Obtaining a Nursing License #2

❖ Licensure by Endorsement

- Process of obtaining nursing license in a new state while already licensed in another state
- Each state differs as to criteria for new licensure
- May need to hold licenses in several states based on situation



Obtaining a Nursing License #3

❖ Mutual Recognition of Licensure

- Receive RN license in home state and allowed to legally practice in additional states without obtaining licenses for those states
- Must follow Nurse Practice Act of client's location
- Many healthcare organizations operate across state boundaries, decrease cost of licensing for nurses
- Better enables telenursing opportunities
- Concerns
 - Requirements for maintaining licensure
 - Disciplinary processes differs among states



Revocation or Limitation of a License

- ❖ License may be revoked by state board of nursing, designated disciplinary board, or court of law based on specific reasons stated in the Nurse Practice Act.
- ❖ Board may provide license with conditions, suspend a license until certain conditions are met, or revoke a license completely.
- ❖ Decision may be appealed in court of law in most states.
- ❖ If determined actions constitute a felony, obligated to report to criminal authorities for prosecution.
- ❖ Individual being investigated should have an attorney; may be covered by malpractice insurance.
- ❖ It is your responsibility to know the Nurse Practice Act in each state you care for clients.



Question #3

- ❖ Is the following statement true or false?
- ❖ The American Nurses Association is the administrative agency that has the authority to carry out the provisions of the Nurse Practice Act.



Answer to Question #3

❖ False

❖ Rationale: The state boards of nursing (or their equivalent) are the administrative agencies that have the authority to carry out the provisions of the Nurse Practice Act.



Licensure for Graduates of Foreign Nursing Schools #1

- ❖ Must meet two requirements
 - Have a visa that permits employment
 - Obtain a state license to practice nursing
- ❖ Must provide verification that nursing education meets state requirements and must take appropriate NCLEX exam



Licensure for Graduates of Foreign Nursing Schools #2

- ❖ CGFNS International (Commission on Graduates of Foreign Nursing Schools)
 - Provides special visa for nurses after reviewing education, evaluation of current and previous licenses, assessment of English language proficiency, and completion of CGFNS exam or NCLEX-RN
- ❖ International Centre on Nurse Migration
 - Project of CGFNS and ICN
 - Works on policies worldwide that affects nurse migration, collects and reports data on nurse migration, serves as resource for those working with regulations regarding nurse migration



Nursing Licensure Around the World

- ❖ Education and licensure differ greatly around the world
- ❖ Practice patterns and expectations also differ
- ❖ If interested in international nursing:
 - Consider language proficiency
 - Educational backgrounds
- ❖ Contact organizations involved in international healthcare



Certification in Nursing

- ❖ Certification provides evidence of specialized clinical knowledge and ability beyond the basic level
- ❖ Certification as nurse practitioner may be used as basis for legal approval for the ARNP role
- ❖ American Nurses Credentialing Center Certification
 - *See Box 3.2*
- ❖ Other Nursing Certifications Available
- ❖ Certification for Licensed Practical Nurse
 - Available for long-term care



The Future of Credentialing in Healthcare #1

- ❖ The ideal credential clearly communicates qualifications and competence
- ❖ Institutional Control of Credentials
 - Belief that licensing institution instead of individuals would be an adequate safeguard for the public
 - Belief that specific competencies should be certified instead of entire field of practice
 - Site-based examination and site-based certification
 - Is not without concerns



The Future of Credentialing in Healthcare #2

- ❖ National Academy of Medicine Recommendations and the Future of Approval/Accreditation
 - Promotes higher education for RNs, changes to scope of practice for APRNs
 - Recommended core competencies
 - Delivering client-centered care
 - Working as part of interdisciplinary teams
 - Practicing evidence-based healthcare
 - Focus on quality improvement
 - Using information technology



Question #4

- ❖ Is the following statement true or false?
- ❖ The goal of credentials is to clearly communicate the necessary qualifications and competence of the individual.



Answer to Question #4

❖ True

❖ Rationale: The use of credentials is to inform others that the individual with the credential has met the necessary qualifications and is competent to complete the task associated with that credential.



Question #5

- ❖ Is the following statement true or false?
- ❖ Certification as a nurse practitioner may be used as a basis for legal approval for the advanced registered nurse practitioner role.



Answer to Question #5

❖ True

❖ Rationale: Certification provides evidence of specialized clinical knowledge and ability beyond the basic level. Certification as a nurse practitioner may be used as a basis for legal approval for the advanced registered nurse practitioner role.

