



**NURSE PRACTITIONER
Association of Maryland**

“Advocating for Nurse Practitioners since 1992”

The Nurse Practitioner Association of Maryland Inc. (NPAM), **OPPOSES** the advanced practice registered nurse compact (APRN Compact).

- NPAM strongly opposes the inclusion of 2,080 practice hours as a prerequisite for a multistate APRN Compact license when nurse practitioners have no current hour requirement and are safe to practice following graduation and successful completion of their certification exams.

A post-graduation practice hour requirement would pose a challenge to workforce development in a time when nursing is so essential. Many states with similar requirements have expressed difficulty recruiting and retaining nurse practitioners.

- The current Compact will create new barriers to providing care in Maryland. In contrast to Maryland’s allowance of full practice authority for nurse practitioners, the APRN Compact noticeably excludes controlled substances.
- The Compact provides that the APRN Compact Administrators are composed of the head of each participating state licensing board or that person's designee. It is unacceptable that the proposed Board would not include an APRN. It is essential that the compact administrators have a full understanding of the role of an APRN.
- Licensure fees will most certainly shift, and it is unknown how this will impact the Maryland Board of Nursing (MBON) fiscally and how much the Compact Administration Fee will be. Administratively, the MBON is already over-burdened with work, as is indicated in the long license renewal wait times and it is unknown what the impact an APRN Compact will have.

NPAM supports a APRN Compact but not **THIS** compact. We would welcome and support a compact that addresses our concerns above but because the current Compact cannot be changed, and it is unlikely that this Compact will receive the four other states to enter into it in the near future, we propose the solutions below to address the Maryland healthcare workforce shortages.

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Facilitate improved efficiency of Maryland Board of Nursing processes to grant and renew licenses and certifications for all nurses:

- Issue temporary/interim licenses for applicants during the licensing process
- Recruit and hire talented professionals to fill the over 30 vacancies
- Hire temporary personnel to fill the personnel gaps in the interim
- Fast track implementation of the new computer technology system
- Require staff to work on-site
- Provide criminal background check services on site
- Update the antiquated phone and computer system
- Provide licensees the opportunity to problem-solve via telephone by hiring receptionists so that phone calls are answered timely
- Create streamlined processes for APRN license reciprocity between states/licensure by endorsement
- Partner with schools of nursing and nursing faculty to provide support for new licensees as they go through the license and certification process

Enhance the nursing workforce in Maryland:

- Mandate nurse-patient ratios in acute care settings
- Increase funding for nurse residency programs to increase retention of new grads
- Work with the Maryland Hospital Association (MHA) to decrease demand that Associate Degree RNs start a BSN program within three months of hire
- Investigate criminalization of medical errors
- Provide financial incentives for continuing education to those who wish to pursue a career in nursing education
- Provide low interest business loans, educational loan repayment, and other financial incentives to increase NP owned practices in rural and underserved areas

Maximize access to Primary Care and Mental Health Services for all Marylanders:

- Increase broadband infrastructure across the state
- Ease restrictions on use and reimbursement for audio-only telehealth visits
- Provide for tuition payment for RNs wishing to obtain advanced degrees
- Provide for tuition payment for APRNs wishing to obtain advanced certifications such as Psychiatric Mental Health Nurse Practitioner (PMHNP) to improve access to care for those seeking mental health services