

# Did You Know?

## EMS Compact

### **When did Oklahoma become an EMS compact state?**

Oklahoma officially became the 24<sup>th</sup> EMS compact state on November 1, 2023. In 2023, House Bill 2422 created law in Recognition of EMS Personnel Licensure Interstate Compact (commonly referred to as REPLICA). This bill was codified in 63 O.S. § 1-2550 et. seq.

### **Is EMS compact participation the same as the Universal Licensing Act, commonly referred to as “reciprocity?”**

No, the Military Service Occupation, Education and Credentialing Act (59 O.S. § 4100 et. seq.) and the Universal Licensing Recognition Act (59 O.S. § 4150 et. seq.) provides a quick pathway for license holders from other states to become a license-holder in Oklahoma.

### **What does it mean to be a compact state?**

All compact states have enacted legislation allowing for license holders in compact states to have the “**privilege to practice**” in all compact states. This means that any license holder from another compact state may enter Oklahoma and practice. They do not need an Oklahoma-specific license to do so. This is similar to the way anyone with a U.S. driver’s license may drive through other states without a state-specific license for any U.S. state in which they are driving.

### **Does this mean that once someone is licensed in a compact state, they never have to be licensed again?**

License holders from compact states must follow the designated process for renewal in their “home state.” Additionally, if a license-holder has disciplinary action in another state, each compact state has the authority to access that information.

### **How does this affect Oklahoma EMS agencies?**

Oklahoma EMS agencies may utilize compact state license holders as employees in their agency. It is not required for agencies to notify the Department when they utilize compact state license holders. However, during routine and complaint investigations, agencies must be prepared to provide documentation demonstrating the employees at their agency meet requirements to practice. For employees who are compact state

license holders and are not licensed in the state of Oklahoma, agencies must have documentation demonstrating the employee's "privilege to practice."

**How do I know if a compact state license holder currently has the "privilege to practice?"**

To determine if a license holder from a compact state has the privilege to practice, agencies may go to the National Registry website and look up the license holder's information with their unique 12-digit National Registry identification number.

**Are all compact states interoperable with the National Registry in real time?**

No. Many states have not yet "plugged into" the National Registry for real time information on the privilege to practice. It is recommended that agencies look in the National Practitioner's Database (NPDB) to see if there is any disciplinary action of concern for the compact state license holder. Additionally, agencies may contact the home state of the license holder to inquire about any discipline or adverse action against a compact state license holder.

**Are agencies required to utilize compact state license holders?**

It is at the discretion of each agency whether they will employ compact state license holders from other states.

**Are compact license holders required to become licensed in Oklahoma to work here long term?**

In order to align with the EMS compact requirements, the Oklahoma State Department of Health does not place limitations on the length of time compact state license holders can practice in the state of Oklahoma under their home state license

**What if I want EMS compact state license holders who work for my agency to become licensed in Oklahoma?**

Agencies have the ability to determine the requirements for their employees. The EMS compact privilege to practice is not intended to be a substitute for home state licensure. Although nothing prevents long-term use of an out-of-state license in another compact state, many states require a minimum amount of time and/or number of shifts to be worked in their states to be eligible for licensure renewal. Each state has the authority to determine those state-specific requirements.