**October 1, 2025**

**Reciprocity – Session Law 2025-61 (House Bill 763)**

**Frequently Asked Questions**

1. **What is the difference between Pathway #1 and Pathway #2?**
* Pathway #1 is DHSR’s original nurse aide reciprocity law that went into effect in 2021.
* Pathway #2 is a new reciprocity law that goes into effect beginning October 1, 2025.
1. **If I have an active nurse aide listing in Georgia, Virginia, South Carolina, West Virginia or Tennessee, will DHSR evaluate my application for reciprocity under Pathway #1?**

Yes. DHSR will evaluate your application under Pathway #1 to determine if you meet the requirements for reciprocity.

1. **If my nurse aide listing has expired in Georgia, Virginia, South Carolina, West Virginia or Tennessee, will DHSR evaluate my application for reciprocity under Pathway #2?**

No. If your registry listing has expired, then DHSR will not evaluate your application for reciprocity under Pathway #2.

1. **When does DHSR evaluate an application for reciprocity under Pathway #2?**
* The Candidate has an active listing in Georgia, Virginia, South Carolina, West Virginia or Tennessee.
* The Candidate’s application was not approved under Pathway #1.
1. **If I have an active nurse aide listing in Georgia, Virginia, South Carolina, West Virginia or Tennessee, and I meet the reciprocity requirements under Pathway #1, will DHSR automatically evaluate my application under Pathway #2?**

No. If your application meets the reciprocity requirements under Pathway #1, then DHSR will not evaluate your application for reciprocity under Pathway #2.

1. **Do I have to live in North Carolina for a specific amount of time for my application to be approved for reciprocity under Pathway #2?**

No.

1. **Can I have a P.O. Box as my current address?**
* Yes – for Pathway #1.
* No – for Pathway #2 because the law requires Candidates to establish residency in North Carolina.
1. **How long do I need to be listed on the nurse aide registries in Georgia, Virginia, South Carolina, West Virginia or Tennessee for my reciprocity application to be evaluated under Pathway #2?**

At minimum one year.

1. **Is a state and federal background check required for Pathway #1?**

No.

1. **Am I required to submit state and federal background check information for Pathway #1?**

No.

1. **Are state and federal background checks required for Pathway #2?**

Yes.

1. **What background checks are required are under Pathway #2?**

Federal and State background checks are required.

1. **Will DHSR complete my background checks?**

No. It is the Candidate’s responsibility to complete the required background checks prior to submitting the reciprocity application.

1. **If my reciprocity application was approved under Pathway #2, does this mean I meet the requirements for reciprocity in other States?**

Candidates should contact the other States to determine their reciprocity requirements.

1. **If my reciprocity application was deemed incomplete, can I resubmit the application for evaluation?**

Yes. You are required to make the necessary corrections prior to resubmitting the reciprocity application.

1. **If I resubmit the reciprocity application, will it be evaluated under Pathway #1 and Pathway #2?**
* Each reciprocity application will be evaluated under Pathway #1.
* If you have an active listing in Georgia, Virginia, South Carolina, West Virginia or Tennessee then your application will be evaluated under Pathway #2 if it was not approved under Pathway #1.
1. **Who do I contact if I have additional questions regarding reciprocity?**

Please contact the Registry Office at 919-855-3969 (Monday-Friday, 8:00am-12:00pm; 1:00pm-3:00pm).