



## **Regulation of Nursing Support Technicians- Certified (NST-C) Healthcare Facility Information Sheet**

**Background:** Nursing support positions are currently utilized in every hospital, healthcare facility, and home health agency, as well as numerous patient care organizations across the state. The current workforce for these workers in Alabama is approximately 12,000-14,000 nursing support workers employed under various titles (approximately 16, including PCT, Med Tech, etc.), which leads to redundancies.

### **Benefits of permitting Nursing Support Technicians:**

1. Provides consistent educational, training, and certification requirements with a standardized curriculum plan and scope of practice for the NST (see Core skills list).
2. Allows NSTs to perform duties under supervision and without delegation from a nurse.
3. Provides for consistency in job titles and elimination of role confusion for the NST, nursing staff, and employers. Creates one title across the facility with a skills list that all nurses can understand.
4. Establishes NST-C standards of practice to promote high quality patient care and a well-rounded patient centered care team of RNs, LPNs, NST-Cs, and MACs.
5. Provides a mechanism to identify and hold accountable NST-Cs who fail to comply with the standards of practice. Creates a standard mechanism for employers to validate the status of a potential employee's permit.
6. Enhances hiring and allows for transferable credentials for individuals which may be accepted by employers without duplication of cost and effort related to education and training of employees.
7. Inspires recognition and pride of accomplishment for the nursing support worker.
8. Increases recruitment opportunities to fill the 2,000+ current vacancies in Alabama.

### **ABN Permit Process**

- The ABN is authorized to issue permits and regulate the practice of nursing support positions under the common title "Nursing Support Technician - Certified" (Alabama Act No. 2024-249).
- This creates one job title of NST-C for nursing support workers.
- The permitting process is voluntary. Current hospitals who have previously trained nursing support positions (Examples: Nursing Assistant, Patient Care Tech, Nurse Support Tech, Emergency Room Tech, Nurse Aide, Med/Surg Tech, etc.) may have staff complete an application for an NST-C permit through the ABN with grandfathering provisions allowed.
- Upon application, the healthcare facility must submit a primary source attestation form (available on the ABN website) confirming the education, training, and competency validation (NST-C approved skills list) have been completed.
- After the applicant submits the application and the attestation form is received, the ABN will approve the applicant to take the certification exam. The applicant will schedule the exam through ACCS. After the exam is passed, the ABN will list the permitted NST-C on the "License Look Up" page, available on the ABN website. Employers may add the NST-C to the subscription service at that time.