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An Introduction to License Verification



Introduction

Compliance management is one piece of the compliance puzzle for healthcare organizations. It's simple to ensure the licensed healthcare professional has valid medical licensure. It can be complicated. HR teams, especially those within the enterprise healthcare space, look for better ways to manage a process for thousands.

Understanding the basics

Let's get a solid foundation for verifying a license, why it's necessary, how it's typically done, and who is responsible for ensuring it gets done.

What is primary source verification?

A primary source is an issuing authority that grants healthcare practitioners licensure, certifications, and registrations. This may include agencies like state licensing boards and national certifying boards.

Primary source verification validates an individual's license, certification, or registration with the issuing authority.

You'll often hear this term interchanged with license or LCR (license, certification, and registration) verification.

Where and how does one verify a license?

This can be accomplished in a few ways. Many licensing boards have electronic databases where the public may search for individual and licensure information. Some require faxing mail or phone call to the board. You'll see license details like:

- **The name of the individual to whom the license is issued.** Be sure to verify that it matches the name of the individual you're verifying the license status. Be on the lookout for any negative or alternative status that might require further investigation.
- **The expiration date.** Be sure the individual hasn't allowed their license to elapse.
- **Whether there are any disciplinary actions usually present as a yes/no field.** You'll likely have to contact the board directly for more information regarding the nature of the sanction, as they're not typically displayed here.

Other licensing authorities issue physical or electronic certification records. For example, the American Heart Association issues Basic Life Support, Advanced Cardiac Life Support, or other certifications using a course completion card or an e-card that can be accessed online.

Why is verification necessary?

By law, any individual practicing patient care must be properly licensed. This important safety measure ensures that only qualified professionals provide care.

License verification also has essential compliance implications. Hospitals and healthcare organizations accredited by regulatory boards such as The Joint Commission, DNV GL, or HFAP are required by the accreditation standards to verify licensure. The Joint Commission requires it at hire and again at renewal. Hospitals may be required to present proof that the verifications were performed promptly and effectively during a compliance audit.

Who verifies licensure?

Typically, licensure verification is a function of the Human Resources department in most hospitals and health systems. In some instances, the Medical Staff Professionals will verify licensure for providers as part of the comprehensive credentialing process.



Conclusion

In conclusion, license verification is important for healthcare organizations to ensure that licensed healthcare professionals are properly licensed to practice patient care. Primary source verification, which validates an individual's license, certification, or registration with the issuing authority, is the most reliable way to verify licensure. Compliance with license verification is essential for hospitals and healthcare organizations accredited by regulatory boards.

Understanding the basics of license verification is crucial for healthcare organizations to manage compliance effectively.

Interested in learning more about license verification or selecting the right license verification platform for you? Check out our [Buyer's Guide](#) or [Vendor Evaluation Checklist](#) for more information.



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