



## Quick Links

[CAP Home](#)

[Risk E-Notes Archive](#)

[CAPsules Archive](#)

[CAP Risk Management  
& Patient Safety](#)

[Contact Us](#)



## Do Your Employees Have Active Licenses?

You should not assume that your employee(s) work under a current, active license. Occasionally, during litigation, a physician finds out - too late - that the employee involved was practicing without a current license. It is in your practice's best interest to establish a protocol for checking every employee's license status on a regular schedule. California has made this process relatively easy.

To verify the license of a nurse (Registered Nurse, Nurse Practitioner, LNM, Nurse Anesthetist), access the Board of Registered Nurses (BRN) [www.m.ca.gov](http://www.m.ca.gov).

1. Click on "Licensees" at the top navigation bar.
2. Then, click "Verification" and choose "Permanent License Verification" in the Quick Hits menu on the left.
3. Entering either licensee's name or license number will produce information about the type and status of the license and its expiration date.
4. As an alternative, the BRN's 24-hour automated voice verification system is available by calling 1-800-838-6828. You will need the license number when you call.

For Physician Assistant License verification, visit <http://www.pac.ca.gov/>. Click "Verify a Physician Assistant License" and "Continue Search" to take you to the fields for name or license number

entry. The same information as above is available.

For verification of other types of licenses, see sites below:

- Physical Therapists and Physical Therapy Assistants [www.ptbc.ca.gov](http://www.ptbc.ca.gov)
- Licensed Vocational Nurses and Psychiatric Technicians [www.bvnpt.ca.gov](http://www.bvnpt.ca.gov)
- Estheticians (Note: Establishment license all required from Board) [www.barbercosmo.ca.gov](http://www.barbercosmo.ca.gov)
- Accupuncturists (other than physicians) [www.accupuncture.ca.gov](http://www.accupuncture.ca.gov)
- Physician Employees [www.caldocinfo.ca.gov](http://www.caldocinfo.ca.gov)

CAP's Risk Management & Patient Safety Department recommends that its members check the license status of his or her staff *annually*, or near the time the license is scheduled to expire.

If your practice discovers an employee's license has lapsed, we would like to know that we assisted you in making this valuable discovery. Please send an e-mail to [wdrake@cap-mpt.com](mailto:wdrake@cap-mpt.com) with a line or two about your discovery. In your e-mail, **you do not have to submit either employee or practice name.**

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If you have questions about this article, please use the "Contact Us" button to the left.

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