

## Guidance for emergency deployment of student and newly graduated nurses for engagement in the workforce during the COVID-19 epidemic

1. Participation is voluntary on the part of these students and recent graduate nurses, and must be confirmed in writing.
  - a. Position expectations, including care for COVID-19 patients where expected, should be negotiated with participant and documented prior to initiating employment.
2. Participants must be appropriately supervised by Indiana licensed nurses.
3. Participants must be afforded access to appropriate personal protective equipment (PPE) and appropriate training and oversight in the use and reuse of PPE.
4. Where necessary, coverage must be provided for malpractice liability.
5. Coverage must be provided for health care resulting from any exposures, illnesses, or injuries, in particular, those of COVID-19, leaving no out-of-pocket expenses for the participant.
6. Recommended work hour limits are set at no more than 20 hours per week.
7. Employer must communicate all requirements for participation, including both a temporary practice permit (if applicable) and sign-up to the [COVID-19 Temporary Healthcare Provider Registry](#) for purposes of [liability immunity](#).
8. Processing, badging, onboarding, training, and credentialing is the responsibility of the employing health system.
  - a. Any fees regarding participants' activation, such as licensing fees, should also be the responsibility of the employing health system.
9. For recent graduates practicing under the temporary permit, provisions to support participants' time for preparing for licensure examination must be discussed and negotiated prior to employment, and may include but not be limited to: protected paid time, covering costs of exam preparation courses, etc.
10. Participation should be considered as "employment" and not a "training program".
11. Compensation – Students/recent graduates should be offered appropriate compensation for their services and must be free to accept or decline to participate with a certain facility.
12. Participants may terminate their employment status at any time, for any reason, without advance notice, and without penalty or retribution.