**Section 690.90 Prerequisites for Employment, Assignment, or Referral**

a) Every licensee shall verify:

1) with the Department of Professional Regulation that each applicant RN or LPN holds a valid license; and

2) with the Department of Public Health that each applicant CNA has completed certification requirements (77 Ill. Adm. Code U.C. 395).

b) No licensee shall employ, assign or refer any applicant until the licensee has checked the applicant's references.

c) A licensee may conditionally employ, assign, or refer a RN or LPN if the licensee has requested such verification (see subsection (a)(1)) of the current license of an applicant RN and LPN in writing from the Department of Professional Regulation; a licensee may conditionally employ, assign, or refer an applicant CNA if the licensee has requested such verification (see subsection (a)(2)) in writing from the Department of Public Health that the applicant is registered as having completed a course as approved by the Department of Public Health (77 Ill. Adm. Code U.C. 395). The length of conditional employment, referral, or assignment of the applicant is subject to approval by the Department of Labor if written verification has not been received by the Nurse Agency within 20 working days. The length of conditional employment shall be extended to more than 20 working days only if the delay in response from the Department of Professional Regulation or the Department of Public Health was as a result of a staffing problem or clerical error.

d) No nurse agency shall assign or refer an applicant to a health care facility unless the health care facility has provided the clinical area of skills required for job assignment.