



Board of Directors Policy

R-10

Category	Registration		
Subject	Language Proficiency		
Approved by	Board		
First approval	November 2003	Last approved	September 2024

Purpose

This policy defines language proficiency requirements for registration with the College of Licensed Practical Nurses of Manitoba (CLPNM).

Preamble

The CLPNM contributes to safe and competent nursing care for Manitobans. It is recognized that a high degree of proficiency in reading, writing, listening, and speaking is extremely important for providing safe nursing care; therefore, demonstrated language proficiency is an important competency to substantiate prior to engaging in licensed practical nursing practice.

Background

Guidance regarding language proficiency is described in the Licensed Practical Nurses Regulation as follows:

Section 6(1) states:

The requirements for initial registration as a licensed practical nurse are as follows:

- c) If the applicant's first language is not English or French, the applicant must be able to speak and write either English or French with reasonable fluency.*

Policy statements

1. Applicants must provide evidence of a high level of proficiency in English or French prior to:
 - a. participation in an approved refresher or bridging education program, if that education program has been directed by the CLPNM as a pre-requisite to registration with the CLPNM; except if the applicant is entering bridging education as outlined statement 2. h. of this policy
 - b. registration in the Graduate Practical Nurse Registration class, or
 - c. registration in the Licensed Practical Nurse Registration class
whichever comes first.

In order to satisfy clause one above, a high level of proficiency in English or French must be met in all four (4) of the following skill areas: listening, reading, writing, and speaking.

2. Applicants applying for registration with the CLPNM who can produce evidence of one or more of the following criteria are deemed to have reasonable fluency in English:

- a. The applicant is currently registered as an LPN (or RPN in Ontario) and has satisfied that jurisdiction's language proficiency requirements.
- b. The applicant graduated from a nursing education program in Canada and the language of instruction, in both theory and clinical components, was English and the program was approved/recognized by the jurisdictional practical nursing regulatory authority.
- c. The applicant has performed safe nursing practice while being registered as a regulated nurse on an active practicing register in another Canadian jurisdiction in the past 2 years.
- d. The applicant is applying for student practical nurse registration, for the purposes of undertaking the Diploma in Practical Nursing program, and has met the language proficiency requirements for the CLPNM approved school providing the Diploma in Practical Nursing program.
- e. The applicant can provide evidence directly from source for one of the following Board approved language proficiency tests with the minimum results indicated:

International Language Testing System (IELTS) (academic version)

- i. Listening: no less than 7.0
- ii. Reading: no less than 6.5
- iii. Writing: no less than 6.5
- iv. Speaking: no less than 7.0

Canadian English Language Benchmark Assessment for Nurses (CELBAN)

- i. Listening: no less than 9
- ii. Reading: no less than 8
- iii. Writing: no less than 7
- iv. Speaking: no less than 8

Occupational English Test (OET)

- i. Reading: no less than C+ (330)
- ii. Listening: no less than B (350)
- iii. Writing: no less than C+ (320)
- iv. Speaking: no less than B (350)

Pearson Test of English (PTE) Academic

- i. Reading: no less than 66
- ii. Listening: no less than 73
- iii. Writing: no less than 68
- iv. Speaking: no less than 75

- f. The applicant who is applying for registration as a licensed practical nurse in Manitoba who can provide evidence of one (1) or more of the following criteria are deemed to have reasonable fluency in French:

Test d'évaluation de français (TEF)

- i. Listening: no less than 4
- ii. Reading: no less than 4
- iii. Writing: no less than 4
- iv. Speaking: no less than 5

Applicants who have graduated within the past two (2) years from a Board approved/ accredited Canadian entry level nursing education program taught in French.

- g. Employer Language Attestation: The applicant is currently employed, or was employed within the previous six months, by one of the following Manitoba employers and their affiliated sites:
- o Shared Health
 - o Interlake-Eastern Regional Health Authority
 - o Northern Regional Health Authority
 - o Prairie Mountain Health
 - o Southern Health-Sante Sud
 - o Winnipeg Regional Health Authority
 - o Cancer Care Manitoba
 - o Indigenous Services Canada – Manitoba region

And the applicant is/was working in a position that involves direct communication with patients, families and members of the health care team, will be deemed proficient for six months from the date the CLPNM receives the required Language Attestation form directly from a regulated health care professional who:

- i. shares the same employer as the applicant, and
 - ii. has worked with the applicant in the past two years, and
 - iii. is in a supervisory position, and
 - iv. has worked directly with the applicant for at least six months, and
 - v. while working with the applicant, directly observed frequent examples of the applicant's interactions both verbal and in writing, with patients, families and members of the health care team, and
 - vi. attests to the applicant's possessing English language proficiency at a level required for safe LPN practice.
- h. Successful completion of the full Practical Nursing Qualification Recognition Program (PNQR), may be accepted as proof of meeting language proficiency requirements in the following cases:

Applicants who are within one benchmark of each category on the CELBAN or Academic IELTS,

and

whose CCA results reflect that they are candidates for the PNQR program,

Will have the option of completing the full PNQR program successfully as a proxy to meeting the required language proficiency requirements.

If, at any time prior to beginning the PNQR, the individual supplies evidence of meeting the language proficiency requirements as noted in this policy, the applicant may be eligible to undertake less PNQR education and/or the SIEN program as supported by their CCA results.

3. If the applicant is unable to achieve the required cut scores as outlined in this policy, the applicant may combine two sittings of the same Board approved test but only as follows.
 - a. The applicant must achieve the required cut scores across two sittings of the same test only; and
 - b. The applicant sits the same test within 6 months or less period; and
 - c. The applicant must be tested in all four sections at the same time for both tests; and
 - d. All scores in both sittings are not below more than one band score level from the required cut scores; and
 - e. The combined test scores must demonstrate that the applicant meets the cut scores for all four sections; and
 - f. All sittings must have been completed within the last 2 years.

The CLPNM will not accept combined results from two different tests.

4. Despite paragraph 3. if the applicant has completed IELTS (academic version) and is unable to achieve the required cut scores in one skill of the four-part English language proficiency test as outlined in this policy, the applicant may complete IELTS (academic version) One Skill Retake as follows:
 - a. The applicant can complete one IELTS One Skill Retake (academic version) per full IELTS test; and
 - b. The applicant must take IELTS One Skill Retake within 60 days of the original test.
5. If the applicant's test scores show significant fluctuations across the test sittings, the CLPNM reserves the right to deny the test results.
5. Applicants are required to have test results sent directly from the testing center or, if applicable, the National Nursing Assessment Service. Original results brought in by the applicant and/or certified true copies from other jurisdictions may be deemed acceptable by the Executive Director in extenuating circumstances.
6. Language benchmark test results are considered current for two (2) years from the date the test was administered.

7. The CLPNM reserves the right to request that any applicant/registrant undergo language benchmark testing. This may include, but is not limited to, the following circumstances.
- a. If after interaction, the CLPNM has sufficient reason to believe that an applicant/registrant may not be proficient in either English or French, the CLPNM may request language benchmark testing.
 - b. Applicants/registrants will be advised, in writing, of the reasons for the request.
8. If any required or requested documentation regarding language proficiency does not provide satisfactory evidence of proficiency, or the CLPNM cannot verify the authenticity of the documentation, the CLPNM may request language benchmark testing.

Revision Log

Date of Revision/ Approval	Summary of Revision/Action	Date of Former Version(s)
September 26 2024	Additional forms of evidence of language proficiency added (PTE Academic, PNQR), wording revisions to reflect these additions.	June 3 2024
June 3 2024	Occupational English Test added as an approved test. IELTS One-Skill Re-Take added.	April 3 2023
April 3 2023	Revised to reflect CNRC approved policy statements and add flexibility for applicants to provide evidence of language proficiency.	December 12 2022
December 12 2022	Language test cutscores/benchmarks updated and timing of requirement.	November 14 2022
November 14 2022	Language test cutscores/benchmarks updated.	November 8 2022
November 8 2022	10.2 revised. Language proficiency no longer needs to be demonstrated at the time of application.	September 2021
September 2021	Scheduled review. Revised to reflect changes to French test and NNAS processes.	September 2016
December 2015	Repealed and replaced.	September 2015
September 2015	Repealed and replaced.	November 2003



Approved Language Benchmark Tests

Language Benchmark Test	Minimum Required Scores	Testing Centre locations and Contact Information
CELBAN (Canadian English Language Benchmark Assessment for Nurses)	Listening: 9 Reading: 8 Writing: 7 Speaking: 8	Canadian English Language Benchmark Assessment for Nurses Website: www.celbancentre.ca/ The College strongly advises that applicants complete a CELBAN Readiness Self-Assessment (and take English as an Additional Language classes) before writing the exam.
IELTS (International English Language Testing System) *Academic Version only	Listening: 7.0 Reading: 6.5 Writing: 6.5 Speaking: 7.0 The above scores take the Standard Error of Measurement (SEM) into consideration.	International English Language Testing System Website: www.ielts.org The College strongly advises that applicants take English as an Additional Language classes before writing the exam.
TEF (Test d'évaluation de Français)	Listening: 4 Reading: 4 Writing: 4 Speaking: 5 The above scores take the Standard Error of Measurement (SEM) into consideration.	Test d'évaluation de Français Website: http://www.alliance-francaise.ca/en/exams/tests/tef-canada
OET Occupational English Test	Reading: C+ Listening: B Writing: C+ Speaking: B	Occupational English Test Website: https://oet.com/
PTE Pearson Test of English *Academic Version only	i. Reading 66 ii. Listening 73 iii. Writing 68 iv. Speaking 75	Pearson Test of English Website: https://www.pearsonpte.com