Board of Directors Policy **R-10**

Category	Registration		
Subject	Language Proficiency		
Approved by	Board		
First approval	November 2003	Last approved	September 2026

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 provided 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.

Additional guidance regarding language proficiency is provided in the Language Proficiency Testing Regulation under *The Fair Registration Practices Act*.

Policy Statements

1. Applicants must provide satisfactory evidence 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,[1] or

[1] Unless the applicant is entering the full Practical Nursing Qualification Recognition Program as outlined 4.b. of this policy.

b. registration in the Student Practical Nurse Registration class, for the purposes of being permitted to practise as a Supervised Internationally Educated Nurse (SIEN), or
c. registration in the Graduate Practical Nurse Registration class, or
d. registration in the Licensed Practical Nurse Registration class

whichever comes first.

2. In order to satisfy the CLPNM's English or French language proficiency requirements, proficiency must be demonstrated in all four (4) of the following skill areas: listening, reading, writing, and speaking.

Current or Recent Authority to Practise in Canada

3. An applicant may be deemed to meet the CLPNM's language proficiency requirements for registration if the Executive Director is satisfied that the applicant:

    a. is currently registered as an LPN in Canada (or RPN in Ontario) and has satisfied that jurisdiction's language proficiency requirements, or

    b. has performed safe nursing practice while being registered as a regulated nurse on an active practising register in another Canadian jurisdiction in the past 2 years.

Nursing Education

4. An applicant may be deemed to meet the CLPNM's language proficiency requirement for registration if the Executive Director is satisfied that the applicant:

    a. is applying for student practical nurse registration for the purposes of undertaking a CLPNM-approved Diploma in Practical Nursing program, and has met the language proficiency requirements for entry into the Diploma in Practical Nursing program established by the post-secondary institution, or

    b. has successfully completed the full Practical Nursing Qualification Recognition (PNQR) program, after undergoing a clinical competence assessment (CCA) that indicated the applicant was a candidate for the PNQR program, provided the applicant was within one benchmark level of the required cut scores, on each sub-test, of the CELBAN or IELTS Academic test, or

    c. successfully completed a practical nursing education program in Canada, recognized or approved by the jurisdictional regulatory authority, where the language of instruction for all components of the program (theory, lab, clinical,[2] as well as any virtual simulation[3]) was either English or French, or

d. has successfully completed a nursing education program, in another jurisdiction, provided that:
    i) the education program is one that is accepted by the CLPNM as providing the applicant with the qualifications necessary to apply to the CLPNM, and
    ii) all components of the program (theory, lab, clinical,[2] as well as any virtual simulation[3]) were instructed and evaluated in either English or in French, and
    iii) the educational institution completes and submits the required Language of Instruction Verification form directly to the College confirming the above.

5. Applicants who the Executive Director has approved to proceed with taking the full PNQR as evidence of meeting language proficiency, per 4.b., may be eligible to undertake less PNQR education and/or to participate in the SIEN program as supported by their CCA results, if prior to beginning the PNQR, the individual supplies evidence of meeting the language proficiency requirements.

Language Proficiency Tests

6. An applicant may be deemed to meet the CLPNM's language proficiency requirement for registration if the applicant provides evidence, directly from the source, of meeting the minimum required cut scores on one of the following the CLPNM Board-approved language proficiency tests:

    International English Language Testing System (IELTS) Academic

    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

    International English Language Testing System (IELTS) General

    i. Listening: no less than 7.0
    ii. Reading: no less than 7.0
    iii. Writing: no less than 7.0
    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

[2] To satisfy the CLPNM that the clinical components of the program were instructed and evaluated in English or French, the clinical components of the program must be completed in a practice setting where one of the primary languages is either English or French, and where documentation, reporting and direct interactions with clients and other health care professionals takes place in English or French.
[3] Programs must include in-person clinical interactions in English or French to be accepted by the CLPNM as providing the applicant with the qualifications necessary to apply to the CLPNM. Virtual simulation is not accepted exclusively in place of clinical experience.

iv. Speaking: no less than 8

Occupational English Test (OET)

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

Pearson Test of English (PTE) Academic

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

Canadian English Language Proficiency Index Program (CELPIP) – General*

i. Listening: 9
ii. Reading: 9
iii. Writing: 9
iv. Speaking: 9

*Note: although the CELPIP test has not been subjected to a formal standard setting exercise, the scores were derived using available reference points. The CLPNM accepts CELPIP scores in accordance with Manitoba's Language Proficiency Testing Regulation.

Test d'évaluation de français Canada (TEF Canada)

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

Test de connaissance du français pour le Canada (TCF Canada)

As of the effectiveness date of this policy, the CLPNM is not able to accept TCF Canada as benchmark scores have not been set.

7. If the applicant is unable to achieve the required cut scores in a single sitting of a Board-approved language proficiency test, the applicant may combine results from two sittings of the same Board-approved test, but only in one of the following scenarios.

   a. The applicant completed the IELTS Academic or IELTS General and fell short of the required cut scores on only one of the four sub-tests. In this case, the

CLPNM will accept combined scores from the original IELTs test and from the IELTS One Skill Retake, if:

i. the combined test scores demonstrate that the applicant has met the required cut scores on all four sub-tests,
ii. the applicant required only one attempt at the IELTS One Skill Retake to achieve the required cut scores,
iii. the applicant completed the One Skill Retake within 60 days of the original IELTS test, and
iv. both the original IELTS test and the One Skill Retake were completed in the last two years.

Or

b. All of the criteria in i – vi. below are met:
   i. the applicant achieved the required cut scores across two sittings of the same Board-approved test, and
   ii. the two sittings occurred within six months of each other, and
   iii. the applicant was tested on all four sub-tests at the same time during both sittings, and
   iv. all scores in both sittings are within one benchmark level from the required cut scores, and
   v. the combined test scores demonstrate that the applicant has met the cut scores for all four sub-tests, and
   vi. both sittings occurred within the last two years.

8. Language test results must be submitted to the CLPNM directly from the testing centre. 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.

9. Language proficiency test results are considered current for two (2) years from the date the test was administered.

10. An applicant who establishes language proficiency by way of language test results is not required to re-establish language proficiency during the course of their application process with the CLPNM, as long as the applicant's file with the CLPNM remains active.

Employer Language Attestation

11. An applicant may be deemed to meet the CLPNM's language proficiency requirements for registration if:

    a. the Executive Director is satisfied that the applicant is currently employed, or was employed within the previous six months, by one of the following Manitoba employers or their affiliated sites:
       i. Shared Health

ii. Interlake-Eastern Regional Health Authority
iii. Northern Regional Health Authority
iv. Prairie Mountain Health
v. Southern Health-Sante Sud
vi. Winnipeg - Churchill Regional Health Authority
vii. Cancer Care Manitoba
viii. Indigenous Services Canada – Manitoba region
ix. Another Manitoba employer acceptable to the Executive Director, and

b. the Executive Director is satisfied that the applicant is/was working in a position that involves/ed direct communication with patients, families and members of the health care team, and

c. the required CLPNM Language Attestation form is completed by and submitted 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 for a period of at least six months, and
   iii. is in a supervisory position, and
   iv. 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
   v. attests that the applicant possesses English language proficiency at a level required for safe LPN practice.

12. An employer attestation is valid as evidence of language proficiency for two years.

General Requirements

13. Notwithstanding any other provision in this policy, the CLPNM reserves the right to require that any applicant demonstrate language proficiency for the profession by undergoing language proficiency testing, if:

    a. the Executive Director is satisfied that there are reasonable grounds to believe that the applicant lacks sufficient language proficiency to safely and competently practise the profession in English or French, and

    b. the reasonable grounds referred to in clause a. are based on the CLPNM's direct interactions with the applicant, orally or in writing.

14. Applicants directed to undergo language testing pursuant to paragraph 14 will be advised, in writing, of the direction and the reasons for the direction.

15. If any required or requested documentation regarding language proficiency does not provide evidence, satisfactory to the Executive Director, of proficiency as required by this policy, or if the CLPNM cannot verify the authenticity of the documentation, the CLPNM may require language proficiency testing.

Revision Log

Date of Revision/ Approval	Summary of Revision/Action	Date of Former Version(s)
September 28, 2026	Revised to continue addressing requirements in The Language Proficiency Testing Regulation under *The Fair Registration Practices Act*.	September 23, 2025
Revised & Posted August 12, 2025 Board Approved September 23, 2025	Policy revised to continue addressing requirements in The Language Proficiency Testing Regulation under *The Fair Registration Practices Act*.	April 7, 2025
Revised & Posted March 26, 2025 Board Approved April 7, 2025	Policy revised to address requirements in The Language Proficiency Testing Regulation under *The Fair Registration Practices Act*.	September 26 2024
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