



## Board of Directors Policy

R-10

Category	Registration		
Subject	Language Proficiency		
Approved by	Board		
First approval	November 2003	Last approved	September 2021

### 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

10.1 For the purposes of this policy, primary or first language is defined as:

- a. The language you primarily use for reading, writing, listening and speaking and it is the language you first learned and understood in childhood; and
- b. The language you primarily use for reading, writing, listening and speaking and it is the language you know best and are most comfortable with.

10.2 Prior to opening an application for registration with the CLPNM, applicants must provide evidence of a high level of proficiency in English or French.

In order to satisfy 10.2 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.

## **English Language Proficiency**

10.3 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. Applicants whose first or primary language is English.
- b. Applicants who are currently registered as an LPN (or RPN in Ontario) and have satisfied that jurisdiction's language proficiency requirements.
- c. Applicants who have graduated within the past two (2) years from a Canadian entry-level nursing education program taught in English and approved/recognized by the jurisdictional practical nursing regulatory authority.
- d. Applicants who graduated more than two years ago and have, in the previous four years, been registered as an LPN in Canada and have accumulated at least 1000 nursing practice hours in a Canadian health care environment where English was the official language.

10.4 Applicants who do not meet the criteria in 10.3 above are required to provide evidence of English language proficiency by completing one of the following Board approved English language tests and receiving the minimum result indicated:

- a. International Language Testing System (IELTS) (academic version)
  - i. Listening: no less than 7.5
  - ii. Reading: no less than 6.5
  - iii. Writing: no less than 7.0
  - iv. Speaking: no less than 7.0
- b. Canadian English Language Benchmark Assessment for Nurses (CELBAN)
  - i. Listening: no less than 10
  - ii. Reading: no less than 8
  - iii. Writing: no less than 7
  - iv. Speaking: no less than 8

Applicants cannot submit a combination of two (2) tests (e.g., IELTS and CELBAN), and cannot submit scores from one test date and scores from another test date to achieve an overall passing score.

## **French Language Proficiency**

10.5 Applicants 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:

- a. Applicants whose first or primary language is French.
- b. Applicants who have graduated within the past two (2) years from a Board approved/accredited Canadian nursing education program taught in French.

10.6 Applicants who do not meet the criteria in 10.5 are required to provide evidence of French language proficiency by completing the following Board approved test and receiving the minimum result indicated:

- a. Test d'évaluation de français (TEF)
  - i. Listening: no less than 5

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

10.7 Applicants are required to have test results sent directly from the testing center or 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.

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

10.9 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 verbal and/or written interaction, the CLPNM has sufficient reason to believe that the applicant/registrant to whom clause 10.4 (a) and 10.5(a) of this policy applies, may not be proficient in either English or French, the CLPNM may request language benchmark testing.
- b. 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.

Applicants/registrants will be advised, in writing, of the reasons for the request.

**Revision Log**

<b>Date of Revision/ Approval</b>	<b>Summary of Revision/Action</b>	<b>Date of Former Version(s)</b>
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