

## Language Proficiency

<b>Policy Section:</b> Administration of the Act	<b>Policy Number:</b> AA-2	<b>Approved By:</b> CEO/Registrar
<b>Regular Policy Review Frequency:</b> Every five years	<b>Date Approved:</b> August 24, 2001	<b>Date Reviewed/Revised:</b> February 28, 2024

### Purpose:

To state the policy on meeting the English language proficiency requirement for registration eligibility.

### Policy:

1. It is recognized that a high degree of proficiency in reading, writing, listening and speaking in English is extremely important for providing safe registered nursing care in Manitoba. Demonstrated English language proficiency is one element of fitness to engage in registered nursing practice.
2. An applicant for registration as a registered nurse in Manitoba will be deemed to have met the language proficiency requirement if:
  - a. The applicant is currently registered as a registered nurse in Canada where:
    - i. English or French language proficiency was required for registration eligibility if the applicant was registered prior to June 1, 2018; or
    - ii. English language proficiency was required for registration eligibility if the applicant was registered on or after June 1, 2018; or
  - b. The applicant was registered as a registered nurse in Canada and there is evidence of safe practice (as outlined in the Registration Practice Direction) in a jurisdiction in Canada where there is evidence of either:
    - i. English or French language proficiency being required for registration eligibility prior to June 1, 2018; or
    - ii. English language proficiency being required for registration eligibility beginning June 1, 2018; or
  - c. Within the past two years, the applicant has successfully completed:
    - i. an approved nursing education program in Canada where the education was provided in English or there was an English language requirement for admission to the program; or
    - ii. courses as required by the College offered in the Nurse Re-Entry Program at Red River College Polytechnic; or
  - d. Within the past five years, the applicant has held an RN registration/certificate of practice in Manitoba and:
    - i. has met the minimum verified practice hours requirement in the last seven years, and
    - ii. was in good standing at the time of expiration of their registration/certificate of practice in Manitoba; or
  - e. The applicant is currently registered as a licensed practical nurse or registered psychiatric nurse in Manitoba; or

- f. The applicant was registered as a licensed practical nurse or registered psychiatric nurse in Manitoba in the past two years; or
- g. An applicant who is currently employed by one of the following Manitoba employers or their affiliated sites:
- Shared Health
  - Interlake-Eastern Regional Health Authority
  - Northern Regional Health Authority
  - Prairie Mountain Health
  - Southern Health-Sante Sud
  - Winnipeg Regional Health Authority
  - CancerCare Manitoba
  - Indigenous Services Canada – Manitoba region

And who is 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 College 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. 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 to the applicant's possessing English language proficiency at a level required for safe RN practice; or
- h. The College receives direct from source one of the following English language proficiency tests with the minimum result indicated:

<b>Accepted Tests for Applicants Who Received Entry-Level Nursing Education Outside of Canada</b>	<b>Accepted Test for Applicants Who Received Entry-Level Nursing Education in Canada or Have Been RNs in Canada</b>
International Language Testing Source (IELTS) (academic version) <ul style="list-style-type: none"> <li>• Writing: no less than 6.5*</li> <li>• Speaking: no less than 7.0*</li> <li>• Listening: no less than 7.0*</li> <li>• Reading: no less than 6.5*</li> <li>• TOTAL: no less than 7.0*</li> </ul>	International Language Testing Source (IELTS) (academic version) <ul style="list-style-type: none"> <li>• Writing: no less than 6.5*</li> <li>• Speaking: no less than 7.0*</li> <li>• Listening: no less than 7.0*</li> <li>• Reading: no less than 6.5*</li> <li>• TOTAL: no less than 7.0*</li> </ul>
Official Canadian English Language Benchmark Assessment for Nurses (CELBAN) <ul style="list-style-type: none"> <li>• Writing: 7</li> <li>• Speaking: 8</li> <li>• Listening: 9</li> <li>• Reading: 8</li> </ul>	

Individual scores from components of one English language test cannot be combined with the individual scores from components of another English language test to achieve an overall passing score.

All language test results are considered current for two years from the date the test was taken.

3. Where, in their interaction with an applicant to whom clauses 2(b), (c), (d), (e) (f) or (g) of this policy applies, registration staff has reasonable grounds to believe that the applicant for registration does not meet the requirements of clause 2.7(1)(b) of The College of Registered Nurses of Manitoba General Regulations, the registration staff shall provide to the applicant:
  - a) Written reasons for that belief;
  - b) Notice that the applicant has the right to have the CEO/Registrar review their reasons; and
  - c) Notice that the request for review must be submitted to the CEO/Registrar within 30 days of the reasons being sent to the applicant.
4. At the conclusion of the review in clause 3 above, if the CEO/Registrar has reasonable grounds to believe that the applicant for registration does not meet the requirements of clause 2.7(1)(b) of The College of Registered Nurses of Manitoba General Regulations, the College reserves the right to request that the applicant provide evidence of successful completion of a language test acceptable to the College.

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*\*Note: This takes into account the established standard error of measurement of 0.5.*

## References:

[College of Registered Nurses of Manitoba General Regulations \(s. 2.7\[1\]\[b\]\)](#)  
[College of Registered Nurses of Manitoba Council Policy EE-12](#)  
[College of Registered Nurses of Manitoba Requisite Skill and Abilities](#)  
[College of Registered Nurses of Manitoba Entry-Level Competencies for the Practice of Registered Nurses](#)