



AP06: Language Proficiency Requirements

Policy Type:
Administration of the Act

Policy No:
AP06

Effective Date:
March 24, 2025

Last Approval/Revision Date:

Policy Review Frequency:
Every 5 years

Purpose:

This policy sets out the language proficiency requirements that demonstrate an applicant's ability to speak, read, write and comprehend English or French with sufficient fluency to practise as a pharmacy professional in the province of Manitoba.

Application:

This policy applies to:

- All pharmacists who apply for registration in any class.
- All pharmacy technicians who apply for listing in any class.

Background:

Applicants for registration and licensing or listing as a pharmacist or pharmacy technician in Manitoba must possess the necessary language proficiency to comprehend and communicate for safe, effective, and ethical practice in either English or French in accordance with the language proficiency criteria established by the College of Pharmacists of Manitoba (CPhM).

Policy:

1. CPhM adopts and applies the National Association of Pharmacy Regulatory Authorities' (NAPRA) [Language Proficiency Requirement Policy](#) (NAPRA Policy) that was approved by the NAPRA Board of Directors and published in February 2024.
2. CPhM applies the [Language Proficiency Testing Regulation](#) of *The Fair Registration Practice in Regulated Professions Act* (C.C.S.M. C. F12) (FRPO) and accepts the tests that are not already an accepted language test under the NAPRA Policy, referenced above. The minimum acceptable scores for these tests will be equivalent to the requirements set in the NAPRA Policy and determined using language equivalency charts used by NAPRA, the Government of Canada, and the respective testing agencies.
3. A combined test result can be accepted from the applicant if the organization or institution that developed the accepted language test has a policy that permits combined test results, and the combined test result was achieved in accordance with the requirements of the policy.
4. All language proficiency test scores are valid if received by CPhM within two years from the test date. For combined test results, this will be from the date of the oldest component score. Test

scores remain valid until the applicant receives a final registration/listing decision in respect of the application. The Board of Examiners may extend the validity of the applicant's scores for a period of one year from the original expiry date (i.e.: to a maximum total validity of three years from the date of the test or oldest component score) to allow the applicant to fulfill the remaining registration/listing requirements, where:

- The applicant has, within the previous year, successfully completed the Qualifying Examination of the Pharmacy Examining Board of Canada (PEBC) to become registered as a pharmacist or listed as a pharmacy technician;
 - The original test scores met the minimum acceptable scores as outlined in the NAPRA language proficiency requirements document in effect on the date of the test or as outlined in [Appendix A](#);
 - The original test scores have expired within the past year; and
 - In the opinion of the Registrar, there is no other reason to question the applicant's ability to speak, read, write and comprehend English or French with sufficient fluency to practise the profession.
5. CPhM accepts current licensure as a pharmacist or pharmacy technician in another Canadian province or territory as evidence of language proficiency.
6. CPhM accepts graduation from a pharmacy or pharmacy technician education programs in which all components, including clinical placements or practicums, were instructed and evaluated in the language required for licensure or listing as evidence of language proficiency. Supporting documentation must be submitted with the CPhM application.
7. In addition to the education evidence outlined in the NAPRA Policy and the Language Proficiency Testing Regulation, CPhM accepts:
- Graduation from a Council-approved pharmacy technician bridging program offered by a Canadian Council for Accreditation of Pharmacy Programs (CCAPP) accredited pharmacy technician College in Canada, that was provided in the language required for licensure and whose language proficiency admission criteria match those outlined in the NAPRA policy;
- OR
- Pharmacy work employment in a majority English or French* country in a similar role or scope of practice as application; AND successful completion of an undergraduate or post-graduate university degree in Canada.
8. Any trigger identified according to the NAPRA policy will be reviewed and assessed directly with the applicant by CPhM staff.
9. If an applicant wishes to appeal a decision related to language proficiency, they may request that the Board of Examiners review their file and provide additional supporting evidence.

* A majority English or French language country is one where the primary official language is English or French. The College will confirm this through various resources, including, but not limited to the [CIA's World Factbook](#) (English or French must be listed as an official language of the country)

Appendix A

Minimum Acceptable Scores

English Tests

Canadian English Language Proficiency Index Program (CELPIP) – General

- Reading: 10
- Writing: 9
- Listening: 10
- Speaking: 10

International English Language Testing System (IELTS) – Academic format

- Reading: 7
- Writing: 6.5
- Listening: 7
- Speaking: 7

International English Language Testing System (IELTS) – General Training

- Reading: 8
- Writing: 7
- Listening: 8.5
- Speaking: 7.5

Occupational English Test (OET)

- Reading: B
- Writing: C+
- Listening: B
- Speaking: B

French Tests

Test d'Évaluation de Français (TEF) or TEF Canada – scores for tests taken after December 10, 2023

- Reading: B2 / 503
- Writing: B2 / 512
- Listening: C1/ 546
- Speaking: C1 /556

Test de connaissance du français (TCF) or TCF Canada

- Reading: 524
- Writing: 14
- Listening: 549
- Speaking: 16

References:

1. [NAPRA Language Proficiency Requirement Policy](#)
2. [IELTS and the CEFR](#)
3. [OET results table with CEFR benchmarking](#)
4. [Correspondance des scores TEF-NCLC](#)
5. [Aligning the Canadian Language Benchmarks \(CLB\) to the Common European Framework of Reference \(CEFR\)](#)
6. [Government of Canada's language test equivalency charts](#)