



**VON Provincial Negotiating Team  
Lucja Masoom, Region 1 Candidate  
ONA14, VON Thunder Bay**

Hello,

My name is Lucja Masoom, I am an Internationally Educated Registered Nurse.

After completing all required Nursing Upgrading Programs, and passing the Nursing exam, I was fortunate to be employed by VON Thunder Bay Branch.

It's been over 26 years since my hire.

Over the years, VON has gone through many changes, transformations, and challenges.

Currently, the Home Care Sector consists of many private, for - profit agencies.

VON is one of only a few companies that is not for profit.

Professionals, including nurses, in the Home Care sector play a fundamental role within the Health Care system.

However, for years, this sector has been neglected and disrespected, mostly by governments.

For many years now, most Home Care agencies, especially VON, have been dealing with a staffing crisis, caused by low wages, low mileage compensation, and huge safety risks. Growing violence, crime, poverty, and instability in mental health are reasons that community work has become dangerous and unsafe.

Nurses and other health care professionals work in isolation, often entering an unknown work environment. Providing treatments independently by themselves, while the same treatment, in hospital or clinic settings is provided by two or more nurses. In most homes, we do not have hospital beds to raise them to proper height.

Patients are being discharged home from hospitals in more acute state / conditions.

During COVID, many primary clinics closed their doors; more patients then were referred to visiting nursing for assessments and care. Often nurses had to change into PPE outside of patients' homes in temperatures -20-25 degrees Celsius.

Nurses in the Home Care Sector have the same nursing education as nurses in other sectors.

Wound care in all areas of nursing: post-surgical, cardio-respiratory, complex wounds care, palliative care, health teaching, mental health support, diabetes management, and many more. Our patients are of all ages.

Sadly, our wages do not reflect our skills, commitment, dedication, and unique challenges.

We must work united, and strong towards equal treatment, equal wages, and safety across all sectors. We must build public awareness about Home Care sector nurses and other professionals, and the importance of our work and services.

The hospitals, emergency departments, our seniors and citizens depend on the Home Care Sector.

We all have a responsibility to speak up, to fight for respect, equity, dignity, and safety of nurses, our patients, and citizens.

In solidarity and with most respect,

Lucja Masoom, RN  
Bargaining Unit President  
VON Thunder Bay, ONA14  
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