



**Stephen Hoffman**

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To the Ones Responsible for Changing Staffing in our Nursing Homes in PA:

The care required by elderly people is complex and arduous. Stop and consider: You or a loved one will need this type of care one day. Please don't look the other way or tell yourself that we can't do better. We must do better.

I care for people on a memory ward. Many times in the day there are periods when the residents are left alone. The administrator tells me they are in compliance with state regulations but the fact is we are betraying our own people. I work on a memory care unit and see how the staffing impacts the most vulnerable people who can't do one thing to advocate for themselves or report the living conditions.

And not only do we betray the residents, we betray the staff. Most often the staff are Black women, often from other countries, fearing they will get in trouble if they don't accept whatever conditions are imposed. The practice where I work is, one black woman, cares for 5 - 7 patients by herself. She cleans the floor, does the laundry, sets the table, serves the food, loads and empties the dishwasher all the while while assisting the resident. She needs to direct them to come to eat, some she must feed, some will need her to be cleaned and changed when they soil themselves. Some are in wheelchairs. When she can find time to take a break, she leaves the patients alone. Day after day it is unimaginably exhausting. And

what is her hourly wages? Isn't this modern slavery? No one wants to work in these conditions. We must change these realities.

When I tell my family and friends about what is going on they are shocked. We need to change this TODAY.

Please change the staffing policies that are in place for our nursing home residents and staff. You shouldn't be afraid to go go to a nursing home in our nation.

Thank you.

Patricia Cashman, RN, BSN, MDIV, MS

*The Lord gave the word; great was the company of women who bore the tidings.*

*Psalms 68:11*