



## CLIMATE ASSESSMENT – STAFFING March 2022

- ...workload is unrealistic and unmanageable
- Managers at the BC level are extremely overloaded.
- ...it's extremely challenging to manage all the technical areas due to the lack of bandwidth. As a result, certain technical issues do not receive the amount of attention they deserve. The division is also lacking in senior scientists who have programmatic expertise and lacking in staff.
- Not even remotely enough people to do the work. (And we take the heat for it.)
- We don't have enough staff to do all of the work thoroughly and efficiently. Particularly in RAB. We have a handful of human health assessors responsible for all of the new chemicals cases, which means each one might have over a hundred cases they need to keep track of at a given time. That's too much work and quality can suffer as a result. Other disciplines are also overburdened, but human health is the most complicated and the issue is largest there. Frequently, cases have to be delayed in the review process because human health hazard reports or risk assessments have not been finalized.
- The process and timeline for new chemical registration make it extremely difficult to provide high-quality and confident assessment outputs. Given the limited resources and people's time, there was minimal training for new staff to get acclimated to the process.
- ... it takes months to onboard new staff and existing staff are overloaded with an unsustainable workload.
- Not enough risk assessors to get cases done and excessive workload.
- We are a very small team, and it is difficult to balance the workload with the number of people that we have
- insufficient staff to have proper separation of functions, and delays tend to ripple through the system.
- limited resources impede my ability to get work done.
- I "go" to work each day fully expecting to play a grownup version of "Red Light, Green Light" and often crash in the evening, frazzled from being on overdrive for 9 or 10 hours.
- we are woefully understaffed given the 2016 mandate. Lautenberg requires us to make a risk assessment finding for all cases (400-500 a year) whereas before 2016 we would only need to do so for ~20% of the cases received. Also, the reorganization in October of 2020 removed people from the PMN program (many very experienced). Finally, due to workload and other issues, people are leaving the program for other opportunities, and we have not been able to attract good candidates to come to our group.
- ...the New Chemicals program was not resourced appropriately... We quite frankly do not have enough team members to process the volume of work that is required of us. Further, our work is scientifically complicated and requires time for in-depth thought and research for which we do not have enough time to do due to the previously mentioned lack of sufficient team members.
- General lack of resources at both staff level and branch level. Staff does not have the bandwidth to improve the science beyond the day-to-day casework.
- It's also difficult to recruit and retain staff

- Branch chiefs are busy with a lot of work and don't seem to have the time to do all of the management reviews they need to do... Ideally, there should be more people capable of doing the second line "management" review and they should be out of the chain of command of the staff health assessors.
- At the OCSPP level, the most important thing is for upper management to realize that adherence to the statutory deadlines is virtually impossible without sacrificing quality or greatly expanding the workforce.
- Due to the paucity of data, many short deadlines, and a high volume of work, new chemicals is a far more difficult job than many other places in the agency. The NCD human health toxicologists need to be primarily GS-14 level positions with GS-13 and GS-12 apprenticeships. This was the way the program ran for many years and has recently been jettisoned due to staffing shortages.
- at the office level - insufficient resources
- The organization needs to hire the resources it needs to get the work done.
- The science branches need more people to do the work, including technical GS-14 scientists and organizing the scientists by expertise.
- Staffing levels for our team are by far the most critical issue
- [Need] LOTS more staff to do the work
- Hire more RAB staff
- we need more people...primarily in human health toxicology and risk assessment. But we also need more folks in other disciplines (i.e., environmental fate and engineering) and some general scientists (what used to be called integrators).
- hire more human health assessors for New Chemicals Risk Assessment Branches.
- Hire the resources needed to get the work done.
- We can't do it all now as we don't have enough people. Even if we have money to send to the contractors, you still need people in the division to evaluate/check the contractual deliverables. There are inherently governmental functions that can't be given to our contractors. There are limits to what we can accomplish in-house based on current staffing levels... The first line supervisor and staff are overwhelmed, and we need some relief. Otherwise, we will see another wave of people leaving the division. The high level of stress is affecting our well-being and is sickening people.
- Increase staffing
- I hope that ...the division can be provided more resources (FTE)
- [My hope is] that we hire more RAB staff. We could use at least two more RAB branches.
- [My hope is to] retain and hire more employees (to spread the workload).
- Biggest challenge is that there are not enough people to do the work required by the statute. We could get the work done more quickly if there were increased staffing.
- The final review process needs more people. There is too much work on top of all the other duties.
- The biggest barrier is the bottleneck with risk assessments due to a shortage of staff ...
- Need more staff. Need at least double the number of risk assessors.
- [The most important next step is] Staffing, staffing, staffing!
- [The most important next step is] Hire more people

- Hire more Ecotox Assessors and Human Health Assessors
- People are leaving. There are resource issues...
- Recruit additional Human Health resources.
- Recruit new people with a ton of Emotional Intelligence.
- ...lack of resources and deficient IT infrastructure,
- Hire more people
- Increase staffing. Rational recruitment. Not just “butts in the chairs.”
- The Environment Fate group is decimated. There are only 2 scientists plus a brand-new hire. They are functional but under severe stress.
- People don’t want to come to NCD because we are a dysfunctional overworked group
- Need more staff...Need at least 4 people on each rotation, with a mix of junior and senior staff...Need overlapping knowledge in various disciplines.
- We need more funding and more FTEs.
- Need more staff...Too much work, and not enough of us.
- Make the workload reasonable.
- Hire new people, and train mindfully and intentionally.
- Hire new people – many new people.
- Make the workload reasonable. Coverage issues are problematic
- Work overload with no solutions in sight.
- Hire more people
- More people and extramural funds.
- Hire more risk assessors.
- Need more people to do the management review.
- Hire more people
- More people.