

Strengths, Weaknesses, Opportunities, and Challenges (SWOC)

Program Name: Radiation Protection Services (RPS)

Date of Program Check-In: 2/5/14

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INTERNAL

Strengths

(What are your section's greatest strengths internally? What does your section do well? How can PHD Leadership and OSPHD Staff help ensure your continued success in these areas?)

- Staff competency & tech. Knowledge
- User –fee based programs
- Team-oriented & motivated staff
- Cross-trained staff
- Well-equipped/staffed radioanalytical lab (revenue stream)
- Dedicated ER Vehicles

RPS staff are multifunctional & proficient in educating clients; are timely & accurate in reporting; provide high –quality regulatory & licensing oversight

Protect user-fees from legislative sweeps

Support formal staff training

Recognize that mandated EP/ER activities/equipment are a PHD priority

Opportunities

(What are the more external opportunities for your section? How is the changing context creating new opportunities? How can PHD Leadership and OSPHD Staff help you seize these opportunities?)

- Potential reclassification of EHS/Management positions for retention
- Educating clients to assure regulatory compliance
- Inter-agency collaboration (Board relations)
- IT applications to increase proficiency/efficiency
- Increase funding streams (users/ lab/mitigation/licensing)
- Regulating additional radiation sources (lasers)

Support & advocate legislative action for new funding initiatives (tie fees to CPI & COLA)

Facilitate productive IT-RPS business enterprises

Approve increased authorized positions to improve client education opportunities & program delivery

Weaknesses

(What are barriers to success that are internal to your section? What are areas in which your section would like to improve? How can PHD Leadership and OSPHD Staff help you in these areas for improvement?)

- Inadequate staffing
- Lack of Staff Depth
- Facility Inspection backlog
- Dated ER equipment (analog versus digital meters)

Cost Allocation (CA) overage restricts filling vacant positions

Inadequate staffing requires more multi-tasking & creates nominal staffing depth

Modification of CA system (to indirect fees?) to known amount for realistic budgeting purposes

Provide funding for ER equipment enhancement

Challenges

(What external challenges does your section face? What work is currently not getting done? How can PHD Leadership and OSPHD Staff help you be successful in the midst of these challenges?)

- Cost Allocation overage (down two positions))
- IT inability to deliver cost-effective, timely & effective products (EFR)- decreases efficiency,
- Low user-fees (restricts staffing & new regulatory program development)
- Low salaries negatively effect recruitment/retention
- Inability to fulfill/regulate selected statutory radiation responsibilities (creates risk of injury to Oregonians)

Facilitate new CA system with "fixed-known" rate

Solidify accountability of OIS to deliver timely, cost effective products

Support RPS initiatives to implement/increase revenue streams

Support higher salary levels/structure (reclasses)

POSITIVE

NEGATIVE

EXTERNAL