

Annual (April 1, 2014 to March 31, 2015) Performance Evaluation Report of RFD of CIFA, Bhubaneswar for the year 2014-2015

Name of the Division: Fisheries Science

Name of the Institution: ICAR-Central Institute of Freshwater Aquaculture, Kausalyaganga

RFD Nodal Officer: Dr P.K. Sahoo, Pr. Scientist & ICAR National Fellow

Sl. No.	Objectives	Weight (%)	Actions	Success Indicators	Unit	Weight (%)	Target / criteria value					Consolidated Achievements	Performance		Percent achievements against Target values of 90% co.	Reasons for shortfalls or excessive achievements, if applicable
							Excellent	Very good	Good	Fair	Poor		Raw score	weighted score		
							100%	90%	80%	70%	60%					
1.	Development of freshwater aquaculture technologies for increasing production and productivity	68	Technological interventions to enhance quality and production	Improved/diversified fish species for quality seed production	Number	25	3	2	1	0	0	3	100	25	150.0	#
				Environmental management measures taken	Number	16	4	3	2	1	0	4	100	16	133.3	##
				Feed formulations/feeding strategies developed	Number	16	3	2	1	0	0	3	100	16	150.0	###
				Health care measures developed	Number	11	3	2	1	0	0	3	100	11	150.0	####
2.	Transfer of aquaculture technologies and commercialization	12	Commercialization of aquaculture technologies	Product/process developed/commercialized	Number	6	3	2	1	0	0	3	100	6	150.0	#####
			Capacity building and skill development	No. of stakeholders trained	Number	6	240	200	160	120	80	512	100	6	256.0	#####

			of stakeholders													
	Publication/ Documentation	5	Publication of the research articles in the journals having the NAAS rating of 6.0 and above	Research articles published	No.	3	54	45	36	27	18	33	76.7	2.30	73.3	*
			Timely publication of the Institute Annual Report (2013-2014)	Annual Report published	Date	2	30.06.2014	02.07.2014	04.07.2014	07.07.2014	09.07.2014	30.06.2014	100	2		
	Fiscal resource management	2	Utilization of released plan fund	Plan fund utilized	%	2	98	96	94	92	90	99.5	100	2		
	Efficient Functioning of the RFD System	3	Timely submission of Draft RFD 2014-2015 for approval	On-time submission	Date	2	May 15, 2014	May 16, 2014	May 19, 2014	May 20, 2014	May 21, 2014	May 15, 2014	100	2		
			Timely submission of Results for 2013-2014	On-time submission	Date	1	May 1, 2014	May 2, 2014	May 5, 2014	May 6, 2014	May 7, 2014	April 5, 2014	100	1		
	Enhanced Transparency / Improved Service Delivery of Ministry/ Department	3	Rating from Independent Audit of Implementation of Citizen's / Client's Charter (CCC)	Degree of implementation of commitments in CCC	%	2	100	95	90	85	80	100	100	2		
			Independent Audit of implementation	Degree of Success in implementing GRM	%	1	100	95	90	85	80	0	0	0		

			n of Grievance Redress Management (GRM) system													
	Administrative Reforms	7	Update organizational strategy to align with revised priorities	Date	Date	2	Nov.1 2014	Nov.2 2014	Nov.3 2014	Nov.4 2014	Nov.5 2014	0	0	0		
			Implementatio n of agreed milestones of approved Mitigating Strategies for Reduction of potential risk of corruption (MSC)	% of implementation	%	1	100	90	80	70	60	100	100	1		
			Implementatio n of agreed milestones for ISO 9001	% of implementation	%	2	100	95	90	85	80	100	100	2		
			Implementatio n of milestones of approved Innovation Action Plans (IAPs)	% of implementation	%	2	100	90	80	70	60	100	100	2		

Total Composite Score: 96.30
Rating: Excellent

#, Due to concentrated effort, it could be achieved.

##, More emphasis was given during the period to attain higher production with due emphasis on environment through external project modes. Hence, the higher achievement was obtained.

###, As one outreach program is running to address the issue, higher attainment was obtained.

####, Due to concentrated effort and requirement of sector, higher attainment was obtained.

, One of the product was recommercialized due to demand and hence, higher attainment in the target.

#####, Due to demand from NEH, more programmes were conducted on FRP hatchery and ornamental fish.

*, Due to no weightage to authors other than first or corresponding authors

Approved by the RFD committee of the Institute

S.K. Swain
Member

P. Das
Member

S.C. Rath
Member

M. Samanta
Member

N.K. Barik
Member

F&AO

Admn. Officer

Co-Nodal Officer

Nodal Officer and
Member Secretary

**Director and
Chairman**

Procedure for computing the Weighted and Composite Score

- 1. Weighted Score of a Success Indicator = Weight of the corresponding Success Indicator x Raw Score / 100**
- 2. Total Composite Score = Sum of Weighted Scores of all the Success Indicators**
- 3. Percent of achievable targets = Consolidated achievements/targets under 90% column* 100**

ANNEXURE-I

Actual Scientific Staff in position in the Institute and their research publications published in International and National Journals having NAAS rating 6.00 or more during April 1, 2014 – March 31, 2015

Name of the Division: Fisheries Science

Name of the Institute: ICAR-CIFA

S. No.	Category of Scientific Staff	Actual Scientific Staff in position (Nos)	Research articles published as first/corresponding author (Nos.)	Publication productivity (number of research articles published/number of scientists)
1	Principal Scientist	30	26	0.87
2	Senior Scientist	12	04	0.33
3	Scientist	31	03	0.10
	Total	73	33	0.45