

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

Name of the Division Fisheries Science

Name of Institute ICAR - Central Institute of Fisheries Education

RFD Nodal Officer Dr. Neelam Saharan

S. No	Objectives	Weight	Actions	Success Indicators	Unit	Weight	Target / Criteria Value					Consolidated Achievements	Performance		Percent Achievements against Target Values of 90% Col.*	Reasons for shortfall or excessive achievements as applicable
							Excellent	Very Good	Good	Fair	Poor		Raw Score	Weighted Score		
1	To conduct academic programs for HRD	45	HRD in specialized disciplines	No. of students passed	Number	45	82	80	78	76	74	96	100	45	120.0	Few Ph. D. students who had discontinued earlier to join ARS have submitted their theses this year.
2	To conduct basic and strategic research in emerging areas of fisheries science	15	Aquaculture production enhancement	<i>Pangasius / L. vannamei</i> and other suitable fish cultured and demonstrated in farmers' fields in inland saline soils	Date	2	25/03/2015	26/03/2015	27/03/2015	28/03/2015	29/03/2015	25/03/2015	100	2		-

			Development of molecular markers for stock identification	Microsatellite markers in <i>Clarias batrachus</i> developed	Number	2	15	12	9	6	3	15	100	2	125.0	-
			Bio-diversity conservation and management	Bio-diversity indices developed and categorisation of species	Number of explorations	2	15	12	9	6	3	16	100	2	133.3	During the collection of the data at Khar Danda some time was left for the low tide to get over so the data from the nearby Bandstand Bandra was collected.
				DNA barcoding of fish done	Number	2	72	60	48	36	24	72	100	2	120.0	-
			To delineate physio-metabolic and immune response of fish to dietary nutraceuticals	Enhanced growth and immunity of fish	Date	2	25/03/2015	26/03/2015	27/02/2015	28/02/2015	29/01/2015	25/03/2015	100	2		-
				Gene expression in relation to growth and immunity of fish	Number	1	3	2	1	0	0	3	100	1	150.0	-
			Post-harvest and value addition	Fish based value added products developed	Number	2	3	2	1	0	0	3	100	2	150.0	-

			Surveillance of aquatic animal diseases	Screening of shrimp farms for disease status (for selected viruses) conducted	Number of farms screened	2	22	18	14	10	6	31	100	2	172.2	There was demand from shrimp farmers to cover more farms and there was also emergency disease situation where we had to screen some more farms to give the diagnostic support to the farmers.
3	To conduct training programs in fisheries sector	20	Training and skill up-gradation	Number of persons trained	Number	20	950	850	750	650	550	1061	100	20	124.8	There were some additional demand driven training programs.
*	Publication/ Documentation	5	Publication of the research articles in the journals having the NAAS rating of 6.0 and above	Research articles published	Number	3	88	73	58	43	28	75	91.3	2.74	102.7	-
			Timely publication of the Institute Annual Report (2013-2014)	Annual Report published	Date	2	30.6 .201 4	02.0 7.20 14	04. 07. 07. 201 4	07. 07. 07. 201 4	09. 07. 07. 201 4	30.06.20 14	100	2		-
*	Fiscal resource management	2	Utilization of released plan fund	Plan fund utilized	%	2	98	96	94	92	90	90.39	62	1.24		Out of the amount earmarked for dry docking of the vessel (2.59 crores), only 40% was paid to GSL as per the advice of CF&AO

																	and that too in the end of March, 2015. Secondly due to first time introduction of ERP, system of new financial management, Scientific and Administrative staff took time to be familiar with the operation of the system.
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 8, 2014	100	2		-		
		Timely submission of Results for RFD 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 of Grievance Redress Management (GRM) system	Degree of success in implementing GRM	%	1	100	95	90	85	80	100	100	1		-
Administrative Reforms	7		Update departmental strategy to align with revised priorities	Date of revision of strategic plan	Date	2	Nov . 1, 2014	Nov. 2, 2014	No v. 3, 2014	No v. 4, 2014	No v.5, 2014	Oct.24, 2014	100	2		-
			Implementation of agreed milestones of approved Mitigating Strategies for Reduction of potential risks of corruption (MSC)	% of implementation	%	1	100	90	80	70	60	100	100	1		-
			Implement agreed milestones for implementation of ISO 9001	% of implementation	%	2	100	95	90	85	80	100	100	2		-

		Implementati on of agreed milestones of approved Innovation Action Plans (IAPs)	% of implementati on	%	2	100	90	80	70	60	100	100	2			-
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**Total Composite Score : 98.98 %**

**Rating : Excellent**

**ANNEXURE-I**

**Actual Scientific Staff in position in the Institute and their research articles 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 Division**

**Name of the Institute: Central Institute of Fisheries Education, Mumbai**

<b>S.No.</b>	<b>Category of Scientific Staff</b>	<b>Actual Scientific Staff in position (Nos.)</b>	<b>Research articles publications as first /corresponding author (Nos.)</b>	<b>Publication productivity* (Number of research articles publications divided by number of Scientists)</b>
1.	Principal Scientist	14	42	3.0
2.	Senior Scientist	26	19	0.73
3.	Scientist	40	14	0.35
Total		80	75	0.94

**\*Kindly calculate up to decimal second place**