

Annual (April 1, 2014 to March 31, 2015) Performance Evaluation Report in respect of RFD 2014-2015 of RSCs i.e. Institutes

Name of the Division : FISHERIES SCIENCE
Name of the Institution : ICAR-CENTRAL INSTITUTE OF FISHEREIS TECHNOLOGY
RFD Nodal Officer of the RSC : Dr. NIKITA GOPAL

Weight	Actions	Success Indicators		Weight	Target / Criteria Value					Achievements	Performance		Percent achievements against Target values of 90% Col.	Reasons for shortfalls or excessive achievements, if applicable
					Excellent	Very Good	Good	Fair	Poor		Raw score	Weighted score		
					100%	90%	80%	70%	60%					
15	Development of responsible fishing craft/gear and accessories	Responsible fishing craft/gear and accessories designed and developed	No.	10	4	3	2	1	0	4	100	10	133.3	The targets were fixed based on past historical data for six years. As such the targets were realistic. The achievements have not exceeded the 100% criteria value.
	Identification/ evaluation and standardization of improved craft and gear materials	Alternate materials for fishing craft and gear identified/evaluated and standardized	No.	5	4	3	2	1	0	3	90	4.5		
39	Development of appropriate post-harvest technologies and packaging systems for total utilization & value addition of fishery resources	Protocols for value addition and packaging systems developed	No.	16	7	6	5	4	3	7	100	16	116.7	The targets were fixed based on past historical data for six years. As such the targets were realistic. The achievements have not exceeded the 100% criteria value.
	Development of suitable technologies for fish waste utilisation and high value byproducts	Products from fish wastes/processes for fish waste utilization developed	No.	6	5	4	3	2	1	5	100	6	125.0	
	Development of indigenous processing machinery	Processing machinery-designed/ developed	No.	2	4	3	2	1	0	3	90	1.8	100.0	

	Development of technologies for isolation of bioactive compounds and industrially important products from aquatic sources and nutrient profiling of fishes	Bioactive compounds/ industrially important products identified/nutrient profiling/chemical contaminants done	No.	5	8	7	6	5	4	8	100	5	114.3	
	Development/implementation of quality and safety system for fish and fishery products	Protocols/ concepts/ technologies/ methods for implementation of quality and safety systems for fish and fishery products	No.	5	10	8	6	4	2	10	100	5	125.0	
	Assessment of microbial seafood safety hazards and bio-prospecting of aquatic microbial resources	Seafood borne pathogens characterized/ Biomolecules prospected from microbial sources/ Protocols/ technologies/ methods for diagnostics/bio-catalyst production	No.	5	6	5	4	3	2	6	100	5	120.0	
26	Extension and HRD programmes for stakeholders in fisheries sector	Training in harvest and post-harvest technologies & skill upgradation programmes conducted	No.	8	156	130	104	78	52	123	87.3	7.0	94.6	
		Exhibitions participated	No.	5	19	16	13	10	7	23	100	5	143.8	This Success Indicator is dependent on external request

	Consultancy services/ commercialization of products and processes	Analytical and advisory support to the industry	No.	8	970	810	650	490	330	916	96.6	7.73	113.1	
		Technical guidance/ consultancy services provided	No.	5	12	10	8	6	4	12	100	5	120.0	This Success Indicator is dependent on external request
5	Publication of the research articles in the journals having the NAAS rating of 6.0 and above	Research articles published	No.	3	42	35	28	21	14	50	100	3	142.9	Effort taken to increase the target set based on RAC comments
	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	02.07. 2014	90	1.8		
2	Utilization of released plan fund	Plan fund utilized	%	2	98	96	94	92	90	99.97	100	2		
3	Timely submission of Draft RFD for 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 16 2014	90	1.8		
	Timely submission of Results for 2013-2014	On-time submission	Date	1	1-May 2014	2-May 2014	5-May 2014	6-May 2014	7-May 2014	8-April 2014	100	1		
3	Rating from Independent Audit of implementation of Citizens' / Clients' 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		

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	Aug. 1 2014	100	2		
	Implementation 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		
	Implementation of agreed milestones for ISO 9001	% of implementation	%	2	100	95	90	85	80	100	100	2		
	Implementation of milestones of approved Innovation Action Plans (IAPs)	% of implementation	%	2	100	90	80	70	60	100	100	2		

Total Composite Score : 97.63

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 SCIENCE

Name of the Institute: ICAR-CENTRAL INSTITUTE OF FISHERIES TECHNOLOGY

S.No.	Category of Scientific Staff	Actual Scientific Staff in position (Nos.)	Research articles publications as first /corresponding author (Nos.)	Publication productivity* (Number of research articles publications divided by number of Scientists)
1.	Principal Scientist	16	11	0.69
2.	Senior Scientist	16	15	0.94
3.	Scientist	31	24	0.77
Total		63	50	0.79