

PLAN OF ACTION FOR IMPROVING PRODUCTIVITY AT
CENTRAL INSTITUTE OF BRACKISHWATER AQUACULTURE, CHENNAI
2017-18

A. IMPROVEMENT IN THE RESEARCH OUTPUT

- Collaborative research programmes with international, national agencies and Universities need to be taken up on strategic and priority areas.
- Contract research with the private and corporate sector in addressing the issues affecting the sector may be taken up in PPP Mode.
- Research programmes need to be focused and time bound.
- Administrative and non-scientific activities are to be kept minimum to enable scientists to focus on actual research needs of the sector
- Enhanced team work through multi-disciplinary approach to improve the work efficiency.
- Scientists should be encouraged and facilitated to get externally funded projects.

B. IMPROVING THE COMPETENCY OF SCIENTIFIC, TECHNICAL AND ADMINISTRATIVE PERSONNEL

- Need based training on new scientific advancement
- Need skilled man-power support to the scientists
- Facilitating services to be taken care by administration and audit section
- One liaison officer from HQ may be nominated to pursue KRC matter

C. ENCOURAGEMENT AND RECOGNITION

Appreciation and awards need to be given to scientist, technical, administrative staff and research scholars

D. INSTITUTE VISIBILITY

- To motivate scientists for timely research publications and permission procedure should be time bound as per ICAR Guidelines.
- The technologies developed in the Institute should be communicated to State Department time to time for their mass scale implementation at field level.
- Publications – Publishing in high impact factor journals and other publications (popular articles & farm publications)
- Optimal visibility through Website and Digitisation of publications
- Workshops, seminars, conferences, symposium and stakeholders meets to share the information
- Commercialization of institute's technologies to entrepreneurs and farmers
- Linkages with development departments to reach the new clients
- Thrust for more number of TOT programmes
- Mass media programs (TV, Radio & News paper, etc)
- Institute's "Open Day" on annual basis to showcase the technological advancements.

E. INTER PERSONNEL RELATIONSHIP AMONG CIBA STAFF

- For proper functioning of Staff Recreation Club necessary assistance from the institute is required.
- Increase recreational activities and get-together programmes
- Sports, gymnasium, Yoga, Health shows and Stress Relief classes for the staff.