

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

Name of the Division: Natural Resource Management

RFD Nodal Officer: Dr. P.P. Biswas, Pr. Scientist (Soils)

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 shortfalls or excessive achievements, if applicable
							Excellent	V. Good	Good	Fair	Poor		Raw Score	Weighted Score		
							100%	90%	80%	70%	60%					
1.	Improving soil health & nutrient use efficiency in different production systems	20	Integrated Nutrient Management (INM)	Technologies for improving soil health and nutrient use efficiencies	Number	8	8	7	6	5	4	8	100	8	114.3	Achieved target of 100% column
				Developing INM packages for different agro-eco regions of the country	Number	7	10	9	8	7	6	10	100	7	111.1	Achieved target of 100% column
				Training & demonstrations organized	Number	5	35	30	27	24	20	36	100	5	120.0	Marginally higher than target of 100% column
2.	Enhancing water productivity through multiple uses of water, waste water utilization and efficient irrigation practices	20	Integrated Water Management (IWM)	Technologies for enhancing water use efficiencies	Number	5	5	4	3	2	1	6	100	5	150.0	Marginally higher than target of 100% column due to low target value.
				Technologies for water harvesting storage and groundwater recharge	Number	4	4	3	2	1	0	4	100	4	133.3	Achieved target of 100% column
				Technologies for multiple uses of water and waste water utilization in agriculture evaluated/developed	Number	4	4	3	2	1	0	5	100	4	166.7	Marginally higher than target of 100% column due to low target value.
				Watershed area treated	Hectare	4	600	540	500	420	350	673.5	100	4	124.7	SI is demand driven.

				Training & demonstrations organized	Number	3	16	15	14	13	12	17	100	3	113.3	Marginally higher than target of 100% column in absolute term.
3.	Enhancing productivity, profitability and livelihoods in different ecosystems	17	Improved package of practices for farming/cropping system	Efficient agronomic practices including agroforestry developed	Number	7	11	10	9	8	7	13	100	7	130.0	Marginally higher than target of 100% column in absolute term.
				Integrated farming systems developed	Number	6	17	15	13	11	9	19	100	6	126.7	Marginally higher than target of 100% column in absolute term.
				Training & demonstration organized	Number	4	50	45	40	35	30	50	100	4	111.1	Achieved target of 100% column
4.	Abiotic stress management including climate resilient agriculture	15	Climate resilient agriculture	Development/identification of varieties/breeds for climate resilience at different locations	Number	4	10	9	8	7	6	12	100	4	133.3	Marginally higher than target of 100% column in absolute term.
				Programs organized for developing trained manpower in research and technology dissemination	Number	3	30	25	20	15	10	36	100	3	144.0	SI is demand driven
				Awareness building on climate change in agriculture, horticulture, livestock, fisheries etc. amongst stakeholders through trainings /demonstrations	Number	3	110	100	90	80	70	117	100	3	117.0	Higher achievement as the indicator is demand driven.
			Rehabilitation of acid, salt affected and	Reclamation/amelioration technologies developed for problem	Number	3	8	7	6	5	4	8	100	3	114.3	Achieved target of 100% column

			degraded soils	soils												
				Resource conserving technologies developed for degraded lands	Number	2	6	5	4	3	2	7	100	2	140	Marginally higher than target of 100% column
5.	Soil resource characterization and mapping for efficient land use planning	15	Undertaking soil survey, preparation of GIS maps and developing land use plans	Soil resource maps including thematic maps developed at different scales	Number	5	20	18	16	14	12	22	100	5	122.2	Marginally higher than target of 100% column
				Land use plans developed at different scales	Number	4	9	8	7	6	5	9	100	4	112.5	Achieved target of 100% column
				Benchmark soils identified/ established	Number	3	12	11	10	9	8	13	100	3	118.2	Marginally higher than target of 100% column
				Trainings/workshops conducted	Number	3	6	5	4	3	2	6	100	3	120	Achieved target of 100% column
*	Efficient Functioning of the RFD System	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	April 24 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 7 2014	100	1		
*	Enhanced Transparency / Improved Service delivery of Ministry/Department	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	Degree of success in implementing GRM	%	1	100	95	90	85	80	100	100	1		

			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	Oct 13 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: 100.00
Rating: Excellent

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**

***Mandatory**