



**भा.कृ.अनु.प.- केंद्रीय शीतजल मात्स्यिकी अनुसंधान संस्थान**  
**ICAR-Central Institute of Coldwater Fisheries Research**  
**Bhimtal, Nainital District, Uttarakhand, 263136, India**



**SECTION 4 OF THE RIGHT TO INFORMATION ACT-2005**

**(i) The particulars of organization, functions and duties of the DCFR**

The Estimates Committee of the fourth Lok Sabha (1967-68) emphasized the need for intensive research to provide a scientific basis for development of trout and other hill fisheries. The committee further suggested that vigorous attempts be made by the Central Inland Fisheries Research Institute (CIFRI), Barrackpore, Kolkata for the development of trout and other high altitude fisheries in hilly areas of Uttar Pradesh, Karnataka, Kerala and Tamilnadu. Subsequent review of research programmes of the CIFRI by the achievement audit committees in 1972, 1978 and quinquennial review team in 1983 repeatedly stressed the urgent need to intensify research on coldwater fisheries by creating infrastructure and providing additional scientific, technical and other support staff. During mid-term appraisal of the VI plan the ICAR decided for intensification and strengthening of coldwater fisheries research. In spite of various recommendations made by different committees, the coldwater fisheries research under the aegis of CIFRI remained limited due to lack of infrastructure facilities. Even the manpower support for coldwater fisheries remained same since third five-year plan period. Subsequently the working group on Agriculture Research and Education for the VII plan suggested that research in this area be strengthened by having a separate National Research Centre (NRC). It was in 1987 that the National Research Centre on Coldwater Fisheries (NRCCWF) was born as an independent centre directly under ICAR control with its temporary headquarters at Haldwani in erstwhile Uttar Pradesh. Subsequently, from May 1997 this temporary headquarters of the institute was shifted to Bhimtal about 30 km from Haldwani, where the main complex of NRCCWF was constructed.

Keeping in view the ever expanding activities of NRCCWF and the greater potential of coldwater fisheries in different Himalayan states, in a significant decision during the XI plan, it has been made a Institute of Coldwater Fisheries Research (DCFR), to develop location, situation and system specific technologies by utilizing and augmenting resources in all the Himalayan states from Jammu and Kashmir to Arunachal Pradesh. From the humble beginning, the DCFR is now emerging as the nodal facility in the country where research investigations are under taken both on capture and culture aspects with a focus on exotic and coldwater species. Since its inception, DCFR, in spite of limited scientific and technical manpower has made significant contribution for proper appraisal of coldwater fishery resources and evolve suitable technologies to propagate important fish species in hills. Keeping the research, extension and region specific work, the ICAR-DCFR has been elevated to the Central Institute of Coldwater Fisheries Research (ICAR-CICFR) in the 2025.

The CICFR-CICFR is on its glorious path of virtually actualizing its vision by imparting boon of quality research in sustainable coldwater fisheries production, management and conservation.

**Vision**

Coldwater fisheries and aquaculture to be an important economy activity in upland region for livelihood security and eco-tourism

## **Mission**

To become a centre of excellence for assessing and managing coldwater fishery resources, development of technologies and models of hill aquaculture and formulating strategies for holistic growth of the sector.

## **Mandate**

In accordance with the changing demands of coldwater fisheries sector, the mandate of ICAR-CICFR has undergone necessary changes from time to time. To achieve the objectives, the institute has the following functions:

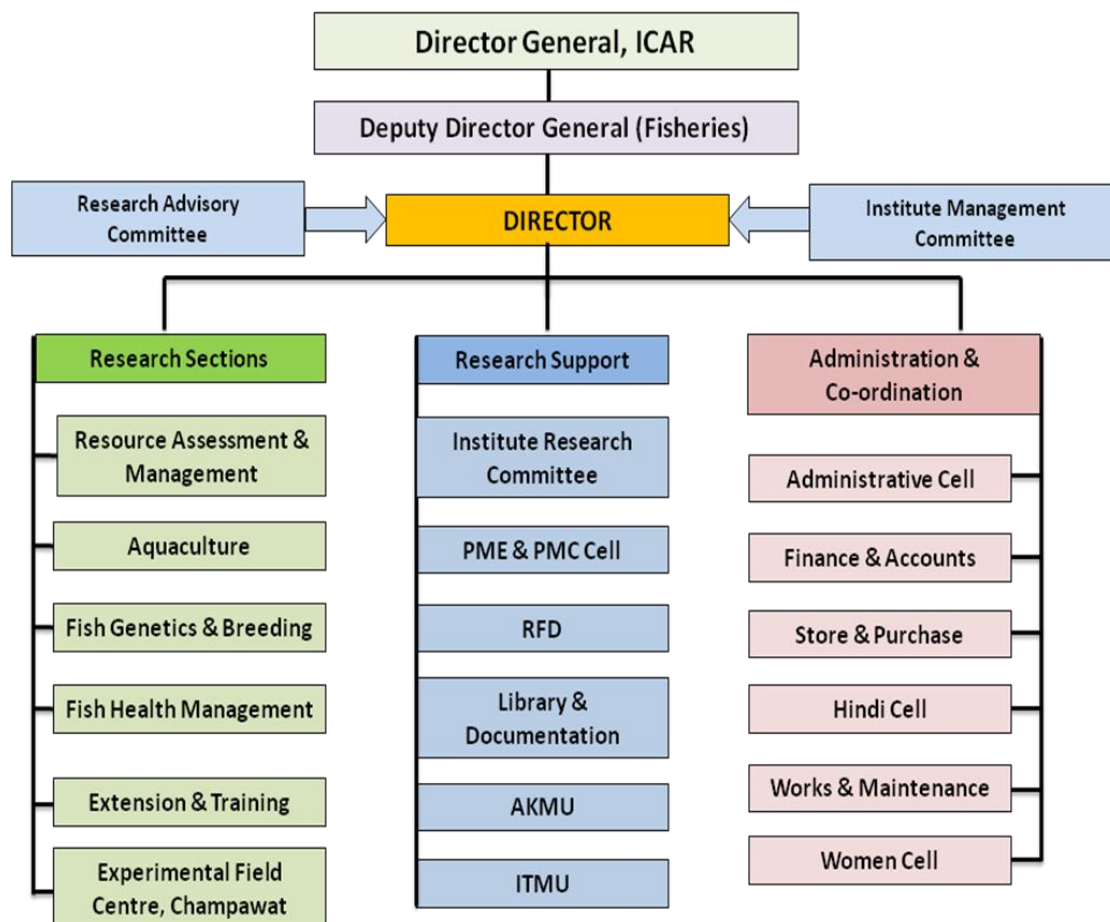
- Basic, strategic and applied research in coldwater fisheries and aquaculture
- Act as repository of hill fisheries resources
- Human Resource Development through training, education and extension.

## **Organizational Structure**

In order to fulfill the mandate, the institute is pursuing its research activities through three main divisional approaches, which are supported by various cells/ units and one experimental field centre which is reflected in the Organogram. The institute is headed by the Director in Research Management position. A high powered Research Advisory Committee (RAC) guides this Institute in the research in thrust areas and on new initiatives. The RAC also evaluates and monitors the progress of research activities of this Institute. The Management Committee (IMC) constituted and mandated by Indian Council of Agricultural Research under the Chairmanship of the Director, supervises various management aspects of this Institute. A number of internal committees such as Institute Research Council (IRC), Official Language Committee and Institute Joint Staff Council (IJSC) are in place of decentralized management.

### **Staff strength (As on 31.03.2025)**

<b>Category</b>	<b>Sanctioned</b>	<b>Filled</b>	<b>Vacant</b>
Director (RMP)	01	01	-
Scientific	30	19	11
Technical	14	10	04
Administrative	18	10	08
Supporting	11	05	06
<b>Total</b>	<b>74</b>	<b>45</b>	<b>29</b>



**Figure 1: Organogram of ICAR-CICFR**

## **Research Support Services**

### **1. Laboratories**

The Institute has well equipped laboratories of Fish Nutrition, Environmental Fish Biology & Nutrient Profiling, Molecular Genetics, Fish Health Management (Diagnostic Virology Laboratory & Diagnostic Bacteriology Laboratory), Fish Nutrition Laboratory, Nutritional Physiology Laboratory and Geoinformatics Laboratory. In addition to these there is a Wet laboratory facility equipped with flow through troughs for setting up physiological experiments and nutrition trials for coldwater fishes. One Feed mill also installed at the main campus of Institute to meet routine requirements of fish feeds.

### **2. Library and Documentation Section**

The ICAR-CICFR library and documentation unit acts as a repository of literature and provides the latest information in fisheries and allied subjects. The library holds ~7611 books, ~1700 volumes of foreign journals, ~550 volumes of Indian journals and more than 9000 other publications. The library provides services to the institute's scientists and other staff members apart from scholars, researchers, students and other stakeholders from local organizations interested in the scientific literature on coldwater fisheries and allied subjects. Institute's library is providing access to the ICAR CeRA journals through the J-gate platform. However, from January 2025, institute has received *One Nation One Subscription* platform for the access of journals on various subjects. The library maintained the records of books, journals, bulletins etc.

in the KOHA Library Software. The software currently holds more than 7500 records. The bar-coding of books and periodicals are actively being done. The digitalization work of the institute's in-house publications has been done and hosted in the institute website. The records of books, Journals, bulletins etc., were entered into the database. The bar-coding of books and periodicals is actively being done. The digitalization work of the institute's in-house publications has been completed and hosted on the Institute's website. The library also provides a platform to access free online downloads of publications and articles of many international and national journals through *One Nation One Subscription* platform. The library continues by its efforts in collecting processing and disseminating scientific/technical information to the potential users. The library, during 2024, has provided many scanned reprints of offline/back volume research articles to various distant users/researchers of NARS, an online document delivery service of J-gate plus under CeRA of ICAR. The documentation section of the library is entrusted with the responsibility of publishing in-house publications such as scientific bulletins, brochures, pamphlets, annual reports, newsletters, monographs etc., through the GeM portal. The documentation section of the library is entrusted with the responsibility of publishing in-house publications such as scientific bulletins, brochures, pamphlets, annual reports, newsletters, monographs etc., through the GeM portal. During the year, this section published one annual report for 2024, two training manuals, a Newsletter, and a Hindi magazine (Himjyoti).

### **3. Priority Setting, Monitoring and Evaluation (PME) Cell**

A separate cell called the Priority Setting, Monitoring and Evaluation (PME) Cell monitors the implementation and progress of research project programmes being conducted by the Institute. This cell biannually organizes the meeting of Institute Research Council (IRC) to evaluate the progress made in each research project and accordingly approves the work programmes for the current year. The new proposals are also approved by the IRC after thorough evaluation of the objectives, practical utility, manpower support and financial involvement. The cell is also responsible for maintaining records of project reports through RPP system. The PME cell has given the responsibilities of dealing with all technical matters within and outside matters of the ICAR system. The cell takes care of the training programmes, deputation and participation of scientists in seminars, symposia, workshop, meetings etc. and organizing conferences.

### **4. AKMU Cell**

The AKMU (Agriculture Knowledge Management Unit) Cell of this Institute provides the facilities for Internet, scanning, printing to the Scientists and other staff members. It also acts as Network Administrator and monitors the LAN connectivity of around 50 computers at this Institute. The Internet facilities were provided to all scientists, Library & Director cell, ARIS Cell. In AKMU Cell computer and Internet facilities also available for other research scholars and M.Sc./Ph.D. students working under various project/programmes. Administrative cases for LAN, Internet connectivity at institute were processed from time to time. The AKMU Cell also provides internet facilities at Experimental Field Centre, Champawat. The website of this institute is being updated from time to time as per instructions of the ICAR and under the AGROWEB project. The site contains the information about manpower, institute mandate, project programmes and achievements, tenders & job announcements etc. The Institute website has been uploaded with the new domain name <http://www.cicfr.res.in>. After hosting the website on CICFR's name, it is easier to update regularly. The website is being updated with content management system for better usability as per the suggestions of AGROWEB project. The major achievements of the Institute, the technology generated, consultancy services were incorporated

in the site. Further, the ongoing and forthcoming training programmes, seminar/symposia conducted by the institute, recruitments, tender notice has been reflected in the website. The Institute's website finds a place in the Indian Council of Agricultural Research (ICAR) website with the address: <http://www.cicfr.res.in>. The upgraded website of the CICFR is now operational with a new features.

## 5. Extension Cell

The institute has a extension section, which provides services with regard to technology transfer programmes, farmer related programmes, exhibitions, training programmes, distribution of fish seed, technical guidance about aquaculture to farmers and other clients in almost of hill States of India.

## 6. Hindi Cell

This section takes care of the required translation and preparation of various publications in Hindi. It also helps the administration and other sections to do their work in Hindi. The use of Hindi at the institute has been appreciated and a gazette notification about the institute having achieved the target of more than 80% use has been reflected in the notification. Apart from this most of the day to day meeting is being organized in Hindi. The Institute also celebrates Hindi week from 14-21 Sept every year. The Hindi cell facilitates all Hindi related matter and also provides support to non-Hindi scientific and other staff to learn Hindi and preparation for exams for Hindi Prabodh, Praveen and Pragya.

## 7. Administration & Audit

These two sections provide very crucial and critical support to entire research programmes of the institute and render required assistance to the institute management activities.

## 8. Women Cell

Women cell has been set up at this Institute to maintain congenial working environment for women employee and students, in accordance with the guidelines provided by the Supreme Court of India (Article 11, <http://wcdhry.gov.in>). As decided in the first meeting of women cell of this Institute, the International women day was observed on 8<sup>th</sup> March 2025 which will continue to celebrate every year.

## 9. Institute Technology Management Unit (ITMU)

Institute Technology Management Unit was established to protect unauthorized use of technologies, literatures and products developed in this Institute. The unit not only protects the scientific properties by copyright, trademark and patent acts but also to promote the extension of technologies through training, demonstration and consultancy in the coldwater sector. The unit is involved in facilitating the scientists to protect their works using Intellectual Property Rights (IPRs). Training, workshop and seminars are also conducted by this unit related to IPR issues as and when required.

## Research Programme (2024-2025)

Research programmes of basic, strategic and applied in nature are being carried out at this Institute. The lists of on-going projects are given below:

Project Title	Investigators	Year of Start	Year of Completion
<b>Institutional projects</b>			
CF-6/Sub-project 8: Decision support framework	<b>P.A. Ganie (PI)</b>	2023	2026

for coldwater aquaculture in Ladakh, India using geospatial tools	K. Kunal Ms. Garima		
CF-6/Sub project 9: Assessment of microplastics in selected water bodies of Kashmir valley	<b>K. Kunal (PI)</b> P.A. Ganie Ms. Garima	2023	2026
CF-8/Sub project 2: Assessment of IUCN threat status and distribution of freshwater fishes of the eastern and western Himalaya	<b>S. K. Mallik (PI)</b> <b>Rameshori Yumnam (PI)</b> Assistant Professor Manipur University.	2022	2025
CF8/Sub project 3: Revisiting the taxonomy of snow trout ( <i>Schizothorax</i> sp.) from Indian Himalayan waters	<b>Ms. Garima (PI)</b> K. Kunal P.A. Ganie	2023	2026
CF8/Sub project 4: Evaluation of genetic diversity, inbreeding effects and environmental Landscape influences in rainbow trout population in India	<b>Ananya Khatei (PI)</b> P.A. Ganie Shahnawaz Ali	2024	2027
AQ16/Sub-project 6: Unravelling thermal and size-dependent fertility traits of male golden mahseer brooders in captive conditions	<b>M.S. Akhtar (PI)</b> Ciji A S. Ali	2022	2025
AQ16/Sub-project 7: Development of a weaning strategy for golden mahseer, <i>Tor putitora</i>	<b>Ciji A. (PI)</b> M.S. Akhtar B.S. Kamalam Rajesh M	2023	2026
AQ19/Sub-project 6: Upscaling of the seed production protocol of chocolate mahseer, <i>Neolissochilus hexagonolepis</i> for technology dissemination	<b>Ciji A (PI) (From Dec. 2023 onwards)</b> M.S. Akhter (From Dec. 2023 onwards)	2022	2025
NPOFBC-Network project on Ornamental fish breeding and culture (NPOFBC): ICAR- DCFR component: Development of breeding protocol and larval rearing technique of the selected indigenous hill stream ornamental loaches, suckers and hill trouts	<b>Ananya Khatei (PI)</b> (From March 2024 onwards)	2018	2026
AQ22/Sub project 3: Assessing the potential of cage farming for the production of quality seed of economically important indigenous and exotic fish species in Bhimtal lake	<b>S. Chandra (PI)</b> R.A.H. Bhat P.A. Ganie	2023	2026
AQ21/Sub project 5: Development and validation of RAS specific rainbow trout feeds	<b>B.S. Kamalam (PI)</b> Rajesh, M R.S. Patiylal	2024	2027
AQ18/Sub project 9: Evaluation of the effect of different temperatures on the sex differentiation and sex ratio in golden mahseer ( <i>Tor putitora</i> )	<b>Shahnawaz Ali (PI)</b>	2022	2025
AQ18/Sub project 10: Design and production of GnRH analog as an inducing agent for spawning in fish	<b>K.V. Chanu (PI)</b> D. Thakuria	2022	2025
AQ18/Sub project 11: Development of lab grown meat from Coldwater fish	<b>Amit Pande (PI)</b> K. V. Chanu	2024	2027

AQ18/Sub project 12: Development of vaccine against <i>Aeromonas salmonicida</i> infection for rainbow trout, <i>Oncorhynchus mykiss</i> in India	<b>Neetu Shahi (PI)</b> S.K. Mallik Amit Pande N.N. Pandey (till Sep. 2024)	2024	2027
AQ18/Sub project 13: Production of fish recombinant gonadotropin hormone for use in aquaculture	<b>D. Thakuria (PI)</b> Amit Pande K. V. Chanu	2024	2027
AINP-AMRFL-All India Network programme on antimicrobial resistance (AMR) in fisheries and Live-stock	<b>S.K. Mallik (PI)</b> N. Shahi R.A.H. Bhat	2021	2026
FP01-Processing and value addition of Rainbow trout	<b>Garima (PI)</b> Kishor Kunal B. S. Kamalam	2024	2027
<b>Externally funded projects</b>			
NSPAAD- National surveillance programme for aquatic animal disease-Surveillance of coldwater fish diseases in Uttarakhand (NFDB funded multi-institutional project)	<b>Amit Pande (PI)</b> S.K. Mallik Raja A. H. Bhat (from April 2024)	2022	2025
AINP-Fish Health- All India Network Project on Fish Health- AINP-FH	<b>S.K. Mallik (PI)</b> N. Shahi	2021	2026
NICRA-Development of climate resilient rainbow trout and innovative trout farming strategies to mitigate climatic stressors	<b>P.K. Pandey</b> (up to 31.03.2025) B.S. Kamalam Rajesh M. P. Sharma (till Sep. 2023) R.S. Patiyal P. A. Ganie	2021	2026
DBT-10-Translating the native fish germplasm for socio-economic benefits through aquaculture and fisheries in Himalayan region	<b>N. N. Pandey</b> (till Sep. 2024) R.S. Patiyal <b>S. Ali</b> (From Sep. 2024 onwards)	2022	2025
DBT-11-Development of autogenous vaccine against <i>Lactococcus garvieae</i> in farmed rainbow trout: An alternative to antibiotics	<b>N. Shahi (PI)</b> S.K. Mallik S. Chandra	2023	2026
DBT-12-Development of Aquaphage therapy as an alternative to antibiotics for bacterial infections in rainbow trout farms of Indian Himalayan region (IHR)	<b>R.A.H. Bhat (PI)</b> R.S. Tandel (till Dec. 2023) S. Chandra	2023	2026
DBT-13- Genome assembly, comparative genomics and transcriptomics of the endangered Himalayan golden mahseer ( <i>Tor putitora</i> ) to identify the genomic basis of sex differentiation and economically important traits for the development of aquaculture and conservation under climate change	<b>Shahnawaz Ali (PI)</b>	2024	2027
DBT-14-Computational prediction and characterization of novel cell penetrating peptides from fish virus protein	<b>D. Thakuria (PI)</b>	2024	2027

Consultancy project -NHPC - Hatchery management and seed production of golden mahseer and snow trout as a part of fisheries management plan for Subansiri Lower Hydroelectric project, Gerukamukh, Distt. Dhemaji, Assam	<b>P.K. Pandey (up to 31.03.2025)</b> M.S. Akhtar N.N. Pandey (till Sep. 2024)	2022	2026
PMMSY - Recirculating Aquaculture System (RAS) for broodstock and production of rainbow trout	<b>P.K. Pandey (up to 31.03.2025)</b> K. Kunal N.N. Pandey (till Sep.2024) B.S. Kamalam Rajesh M. Ms. Garima R.S. Patiylal	2022	2025
NMHS- Trout farming at backyard system in Vibrant village for livelihood and nutritional security	<b>Renu Jethi (PI)</b> R.S. Patiylal Dr. N.N. Pandey (till Sep.2024)	2024	2027
NABARD project - Innovative project for establishment and field demonstration of small scale recirculating aquaculture system for rainbow trout fish farming in hilly areas	<b>Rajesh M (PI)</b> B.S Kamalam N.N. Pandey (till Sep. 2024) P.K. Pandey	2023	2026
Contract Research P-3-Evaluation of the potential benefits of Antarctic krill meal inclusion in low fish meal feeds for rainbow trout	<b>Pramod Kumar Pandey (up to 31.03.2025)</b> <b>B S. Kamalam</b> Rajesh M. Ciji Alexander N.N. Pandey (till Sept. 2024)	2023	2025
Contract Research P-4-Evaluation of Guar protein HP-75 as sustainable alternative for fish meal in rainbow trout feed	<b>Pramod Kumar Pandey (up to 31.03.2025)</b> <b>Dr. Biju S. Kamalam</b> Dr. Rajesh, M Dr. Ciji Alexander N.N. Pandey (till Sept. 2024)	2023	2025
<b>Outreach projects</b>			
NEH-1-Establishment of a golden mahseer-hatchery unit in Manipur for its conservation (under NEH)	<b>M.S. Akhtar (PI)</b> S.K. Mallik	2023	2026
SCSP-1-Impact of fish farming on socio- economic status of SC farmers in North-Western Himalayan Region (under SCSP)	<b>Renu Jethi (PI)</b> N.N. Pandey K. Kunal	2023	2026
TSP-1-Validation and Demonstration of three production system for rainbow trout in tribal area of Indian Himalayan Region (under TSP)	<b>R. S. Patiylal (PI)</b> B.S. Kamalam Rajesh M.	2023	2026



## **Future Thrust Area & Scope**

The hill fisheries development & aquatic resource management have to be sustainable in view of fragile and sensitive ecosystems. The technologies aimed will have to be a balance of natural resource utilization and conservation with full consideration for environment, equity and economics. The major identified areas are:

- Evaluation of aquatic fishery resource and development of RS&GIS based maps for the aquatic resources for sustainable utilization.
- Habitat and, health assessment of aquatic resources, estimation of qualitative and quantitative biodiversity.
- Assessment of productive potential for conservation of mahseer and snow trout in open waters.
- Enhancement of fish production through expansion of aquaculture in hills.
- System and species diversification for enhanced production and productivity
- Cataloguing nutritional requirements of potential cultivable fishes and available local feed ingredients
- Formulating balanced and cost-effective feed for different stages of candidate species.
- Disease surveillance and identification of various pathogens in coldwater environment.
- Development of diagnostic kits, vaccines and delivery methods
- Investigations on impact of climate change in fragile coldwater ecosystems
- Water recirculation and water budgeting for aquaculture intensification
- Development of Aquaponic and Biofloc systems for enhancing water use efficiency and to minimize water exchange, feed inputs and environmental pollution
- Identification of climate resilient strains of fish based on epigenetic/genetic changes, physiological plasticity, phenotypic adaptation and behavioural response
- Development of feeds and feeding strategies to reduce 'Fish in Fish out' ratio

## **Consultancy at CICFR**

Consultancy services are also available at this Institute. Many consultancy services are already completed and some of them are under process. ICAR Guidelines followed for consultancy project - <https://icar.org.in/sites/default/files/inline-files/ICAR-Guidelines-PSF-2014.pdf>

## **(ii) The powers and duties of its officers and employees**

### **Powers**

ICAR-CICFR is a Unit of the Indian Council of Agricultural Research (ICAR). Director of this Institute shall exercise such powers for their functioning as are delegated by the Governing Body or any authority of the ICAR. Powers are delegated to the Director vide ICAR letter No. F. n(4)/75-Cdn (A&A) dated 01/04/1977 and modified vide order No. 6-2/90-Cdn (A&A) dated 04/02/1993, 28/05/1994, 00 No. 6-3/92-Cdn (A&A) dated 28/07/1992.

Handbook of delegation of power in ICAR -

<https://icar.org.in/sites/default/files/Circulars/DOP%20LATEST.pdf>

### **Duties of Director**

- To plan/ coordinate research programmes and undertake case studies in the area of coldwater fisheries
- To coordinate the work of different units of this Institute
- To provide consultancies to Universities/ Research institutes
- To carry out duties as may be assigned from time to time by any authority delegated power in this regard

## **Duties of Scientific Staff**

- To guide, lead and contribute in training/ research/ consultancy in the areas of coldwater fisheries and its resources.
- To facilitate in bringing about inter-institutional linkages and collaboration.
- To carry out duties as may be assigned from time to time by the Director of this Institute or any authority delegated power in this regard.

### **(iii) The procedure followed in the decision making process, including channels of supervision and accountability**

The Director is assisted in the execution and implementation of various programmes by his subordinates' namely senior colleagues, AO, AAO, DDO and AF&AO. The Administration and Finance Sections of this Institute provide the needed support. The Institute Management Committee (IMC) guides and supports the Director by periodic review of programmes and approval of investments in new area of research and training programmes. The Research Advisory Committee (RAC) and Institute Research Council (IRC) provide broad guidelines and assist in developing and implementing specific research programmes and projects.

The Organogram of this Institute provided in above section (i) indicates the channels of supervision.

### **(iv) The norms set by it for the discharge of its functions**

The norms are set by the ICAR Headquarters, New Delhi. The various functions carried out by this Institute are indicated in the mission, mandate and objectives of this Institute, outlined in the above Section (i). The major achievements of the Institute are provided on its website and publications.

Major Research Achievements- <http://www.cicfr.res.in>

Institute Technologies- <http://www.cicfr.res.in>

Awards & Honors- <http://www.cicfr.res.in>

### **(v) The rules, regulations, instructions, manuals and records, held by it or under its control or used by its employees for discharging its functions**

ICAR-CICFR is a Unit of ICAR, New Delhi. ICAR follows GOI rules mutatis mutandis, besides Agricultural Research Service Rules, Technical Service Rules specially designed for Scientists and Technical personnel in ICAR. This Institute follows the rules, regulation, and instructions as followed by ICAR, and as indicated in the manuals and records of ICAR, New Delhi.

### **List of Rules, regulations, instructions manuals and records**

- Establishment and Administrative Manual
- Fundamental Rules and Supplementary Rules (General rules)
- Fundamental Rules and Supplementary Rules (Travelling Allowance Rules)
- Fundamental Rules and Supplementary Rules (Leave Rules)
- General Financial Rules & Delegation of Financial Power Rules
- Pension Rules
- Seniority and Promotion Rules
- Manual of Office Procedure
- Conduct Rules
- House Building Rules
- CCS (CCA) Rules

- Brochures on Verification of Character & Antecedents
- Instruction, Guidelines issued by the Department of Personnels & Training (DoPT) and Ministry of Finance time to time
- Rules and By rules of ICAR Society
- Delegation of Powers
- ARS Rules
- Handbook of Technical Service Rules
- Recruitment rules framed for different post in ICAR
- Seniority list in respect of various cadres/posts

**(vi) A statement of the categories of documents that are held by it or under its control**

Vision 2050 - <https://cicfr.res.in/vision-2050-2/>  
 Project reports – Under the Project Monitoring & Evaluation (PME) Cell  
 Annual reports - <https://cicfr.res.in/annual-reports/>  
 News Letters - <https://cicfr.res.in/newsletter/>  
 Technical Bulletin - <https://cicfr.res.in/technical-bulletins/>  
 E-Learning - <https://cicfr.res.in/e-learning/>  
 Books - <https://cicfr.res.in/books/>  
 Research Papers - <https://cicfr.res.in/research-papers/>

**(vii) The particulars of any arrangement that exists for consultation with, or representation by, the members of the public in relation to the formulation of its policy or implementation thereof**

This Institute is guided and supported by Institute Management Committee (IMC) and Research Advisory Committee (RAC).

Both the IMC and RAC have two members in its composition who are drawn from the public, who take active part in the deliberations and decisions of these committees.

The IMC guides and supports this Institute by periodic review of programmes and approval of investments in new areas of research and training programmes. The Research Advisory Committee (RAC) and Institute Research Council (IRC) provide broad guidelines and assist in developing and implementing specific research programmes and projects.

**(viii) A statement of the boards, councils, committees and other bodies consisting of two or more persons constituted as its part or for the purpose of its advice, and as to whether meetings of those boards, councils, committees, and other bodies are open to the public, or the minutes of such meetings are accessible for public**

The IMC, RAC and IRC are the committees, which help this Institute in guiding and implementing its various programmes and activities.

The composition of these committees is as per the guidelines of ICAR Headquarters, New Delhi.

**(ix) A directory of its officers and employees**

Please refer to section (x).

**Scientific** - <https://cicfr.res.in/scientific/>  
**Technical** - <https://cicfr.res.in/technical/>  
**Administrative** - <https://cicfr.res.in/administrative/>  
**Supporting** - <https://cicfr.res.in/supporting/>

**(x) The monthly remuneration received by each of its officers and employees, including the system of compensation as provided in its regulation**

The total emoluments in these pay scales are realized as admissible and as revised by Government of India/ ICAR from time to time.

**List of employees with their salary particulars (as on 31.03.2025)**

Sl. No.	Name	Designation	Pay Band/ Basic	Grade Pay/ Level
<b>Scientific</b>				
1.	Dr. Pramod Kumar Pandey	Director	2,18,200/-	Level 14 Cell 14
2.	Dr. Amit Pande	HoD-UFP & Pr. Scientist	1,99,600/-	Level 14 Cell 12
3.	Dr. R.S. Patiylal	Pr. Scientist	1,82,700/-	Level 14 Cell 9
4.	Dr. Suresh Chandra	Pr. Scientist	1,82,700/-	Level 14 Cell 9
5.	Dr. Shah Nawaz Ali	Pr. Scientist	1,57,600/-	Level 14 Cell 4
6.	Sh. Sumanta Kumar Mallik	Scientist(SS)	1,47,900/-	Level 13A Cell 5
7.	Dr. Neetu Shahi	Sr. Scientist	1,47,900/-	Level 13A Cell 5
8.	Dr. Md. Shabaz Akhtar	Sr. Scientist	1,43,600/-	Level 13A Cell 4
9.	Dr. Renu Jethi	Sr. Scientist	1,43,600/-	Level 13A Cell 4
10.	Dr. Dimpal Thakuria	Sr. Scientist	1,39,400/-	Level 13A Cell 3
11.	Dr.(Mrs)Ciji Alexander	Sr. Scientist	92,600/-	Level 11 Cell 11
12.	Dr. Rajesh M	Sr. Scientist	82,300/-	Level 11 Cell 07
13.	Sh. Biju Sam Kamalam, J.	Sr. Scientist	92,600/-	Level 11 Cell 11
14.	Dr. Victoria Chanu	Sr. Scientist	1,35,300/-	Level 13A Cell 2
15.	Sh. Raja Adil Hussain	Scientist(SS)	77,600/-	Level 11 Cell 5
16.	Sh. Parvaiz Ahmad Ganie	Scientist(SS)	77,600/-	Level 11 Cell 5
17.	Sh. Kishor Kunal	Scientist(SS)	77,600/-	Level 11 Cell 5
18.	Smt. Garima	Scientist	66,800/-	Level 10 Cell 6
19.	Dr. Pankaj Kumar	Scientist	84,800/-	Level 11 Cell 8
20.	Ms. Ananya Khatei	Scientist	57,700/-	Level 10 Cell 1
<b>Administrative Staff</b>				
21.	Sh. Khilawati Rawat	Sr.AO	74,000/-	Level 11 Cell 4
22.	Sh. Ankesh Kumar Sinha	AAO	53,600/-	Level 7 Cell 7
23.	Sh. D.C. Sati	SF&AO	73,200/-	Level 10 Cell 10
24.	Smt. Susheela Tewari	Pr.P.S.	95,500/-	Level 10 Cell 19
25.	Sh. P.C. Tewari	AAO	53,600/-	Level 7 Cell 15
26.	Sh. Pratap Singh	Assistant	49,000/-	Level 6 Cell 12
27.	Smt. Munni Bhakt	Assistant	43,600/-	Level 6 Cell 8
28.	Sh. Jaideep Gulia	Assistant	35,400/-	Level 6 Cell 1
29.	Sh. H.S. Bhandari	U.D.C.	41,000/-	Level 4 Cell 17
30.	Sh. Dharam Singh	L.D.C	40,600/-	Level 3 Cell 22
<b>Technical Staff</b>				
31.	Sh. Amit Kumar Joshi	ACTO	83,300/-	Level 11 Cell 8
32.	Sh. Santosh Kumar	ACTO	78,500/-	Level 11 Cell 6
33.	Sh. Hansa Dutt	T-5 (Tech. Officer)	60,400/-	Level 7 Cell 11
34.	Sh. R.K. Arya	T-5 (Tech. Officer)	60,400/-	Level 7 Cell 11
35.	Sh. T.M. Sharma	T-5 (Tech. Officer)	60,400/-	Level 7 Cell 11
36.	Sh. Amit Kumar Saxena	T-6 (Sr. Tech. Officer)	61,300/-	Level 10 Cell 4

37.	Sh. Manoj Kumar Yadav	T-3(Tech. Asstt.) (Driver)	44,900/-	Level 6 Cell 9
38.	Sh. Sunder Lal	T-1 (Technician)	40,600/-	Level 3 Cell 22
39.	Sh. Bholu Dutt.	T-1 (Technician)	37,200/-	Level 3 Cell 19
40.	Sh. Vivek Pandey	T-1 (Technician)	22,400/-	Level 3 Cell 2
<b>Supporting Staff</b>				
41.	Sh. Ravinder Kumar	S.S.S.	44,800/-	Level 4 Cell 20
42.	Sh. Manoj Kumar	S.S.S.	39,400/-	Level 3 Cell 21
43.	Sh. Pooran Chandra	S.S.S.	39,400/-	Level 3 Cell 21
44.	Sh. Kuldeep Kumar	S.S.S.	37,200/-	Level 3 Cell 19
45.	Smt. Basanti Devi	S.S.S.	34,000/-	Level 2 Cell 19

(xi) The budget allocated to each of its agency, indicating the particulars of all plans, proposed expenditures, and reports on disbursement made (kindly refer ICAR-CICFR Annual report for Head wise expenditure: <https://cicfr.res.in/annual-reports/>)

**Budget:**

<i>(Rupees in Lakhs)</i>				
Year	Funds Non-Plan	Expenditure Non-Plan	Funds Plan	Expenditure Plan
2006-2007	124.50	116.21	192.91	186.26
2007-2008	146.00	142.40	208.00	207.65
2008-2009	217.30	214.91	270.00	269.23
2009-2010	282.32	278.23	270.00	269.95
2010-2011	394.00	371.17	350.00	349.46
2011-2012	364.01	360.43	401.00	400.27
2012-2013	402.30	373.32	395.00	388.17
2013-2014	438.56	429.69	360.00	359.85
2014-2015	507.00	474.63	340.00	339.36
2015-2016	537.00	535.93	454.00	453.93
2016-2017	649.00	619.46	515.50	513.56
			<b>R.E.</b>	<b>Total Expenditure</b>
2017-2018	-	-	1259.00	1175.55
2018-2019	-	-	1440.36	1419.86
2019-2020	-	-	1410.20	1405.30
2020-2021	-	-	1426.07	1421.87
2021-2022				1474.36
2022-2023				1608.41
2023-2024				1761.28
2024-2025				828.96

(xii) The manner of execution of subsidy programmes, including the amounts allocated and details of beneficiaries of such programmes

NIL (Not Applicable)

(xiii) Particulars of concessions, permits, or authorizations granted by it

LTC concession as per admissibility under Government of India Rules/Orders.

**(xiv) Details in respect of the information, available to or held by it, reduced in an electronic form**

**ICAR-CICFR Internet web:** [www.cicfr.res.in](http://www.cicfr.res.in)

- About CICFR
- Research
- Services
- Extension
- For farmers
- Publications
- Downloads
- Announcements

**(xv) The particulars of facilities available to citizens for obtaining information, including the working hours of a library or reading room, if maintained for public use**

**Contact Details:**

**Director**

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The information about the various details of this Institute is put on "the CICFR website, <http://cicfr.res.in>

This information, provided on the web is accessible to the public.

The library of this Institute is kept open from 09.00 hrs to 17.30 hrs. The library is open to all students attached to this Institute, the participants undergoing training at this Institute and also to all staff members working in the CICFR.

**(xvi) The names, designations, and other particulars of the Public Information Officers**

**1. Dr. Shahnawaz Ali**

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ICAR-Institute of Coldwater Fisheries Research, ICAR Bhimtal - 263136  
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