

### Annexure 3. Summary of proposed actions

Issue	Strategy	Actions
Brain drain of scientists	Enhance perks of scientists	<ul style="list-style-type: none"> <li>• Grant performance allowance</li> <li>• Convert some non-cash benefits to cash payments</li> <li>• Provide government approved allowances</li> </ul>
	Usage of outside expertise	<ul style="list-style-type: none"> <li>• Contractual appointments of scientists</li> <li>• Outsource unattended projects to other institutes</li> <li>• Form a task force with retired competent personnel for addressing special needs in the industry</li> </ul>
Inadequate skills of staff	Provide regular training (local/foreign) to staff	<ul style="list-style-type: none"> <li>• Develop proper HRD plan for all staff</li> </ul>
Inadequate research on processing & product development	Expand research on coconut processing & product development	<ul style="list-style-type: none"> <li>• Establish a separate wing (Product, Process and Machinery Development) under a separate DDR</li> </ul>
Inadequate interaction of stakeholders and low level of confidence on some recommendations	Improve stakeholder participation in R&D and enhance their confidence on recommendations	<ul style="list-style-type: none"> <li>• Establish a Business Development Unit for target oriented R &amp; D projects as PPP</li> <li>• Modify the format of Research Extension Dialogue</li> <li>• Establish Research Stakeholder Dialogues</li> <li>• Develop CRI estates as model coconut gardens</li> <li>• Expand the technology park for processing technologies</li> </ul>
Lack of resources for high end research	Seek avenues for international collaborations for unresolved issues & high-tech research	<ul style="list-style-type: none"> <li>• Sign MOUs with international organizations</li> </ul>
Inadequate research on some identified key issues in industry	Address the issues on high cost of production, energy, mechanization of field operations/processing, improving labour productivity and cost effective strategies for	<ul style="list-style-type: none"> <li>• Commence research projects on these aspects</li> </ul>



	weed management.	
Poor adoptability of recommendations	Refine the technologies for improved adoptability by stakeholders	<ul style="list-style-type: none"> <li>• Introduce adaptive trials</li> <li>• Form Technology Release Committee</li> </ul>
Insufficient availability of resources	Efficient use of available resources in research	<ul style="list-style-type: none"> <li>• Amalgamation of SPND &amp; Agronomy Division and GPBD &amp; Tissue Culture Division</li> </ul>
Inadequate performance assessment of staff	Encourage scientists for output targeted research	<ul style="list-style-type: none"> <li>• Establish a proper performance evaluation system</li> <li>• Link publications to some extent in grade promotions</li> </ul>
Lack of traceability in R&D work & experimental data	Improve the traceability of R&D	<ul style="list-style-type: none"> <li>• Introduce log books to record key R &amp; D activities</li> <li>• Reintroduce the detailed annual technical report</li> </ul>
High demand for quality seed nuts	Address the future demand for seed nuts	<ul style="list-style-type: none"> <li>• Restore the productivity of seed gardens (e.g. Ambakelle)</li> <li>• Establish new seed garden/s in North &amp; East</li> </ul>
Inadequate resources for conventional technology transfer	Improve the efficiency of technology transfer with modern technology	<ul style="list-style-type: none"> <li>• Expand the available mass communication activities (Tech. Transfer) with new apps</li> </ul>