

**NO. TB-72907/2009**

Police Headquarters, Kerala

Thiruvananthapuram

Dated: 23/08/2009

**EXECUTIVE DIRECTIVE No. 11/2009**

Sub: Assessment of performance of Station House Officers – Reg.

It is proposed to devise a system of regular assessment of the performances of the Station House Officers of all Police Stations in Kerala in order to maintain efficiency of policing at a high level. The following instructions are issued for strict compliance.

**02.** The performance of all the SHOs shall be assessed by the SP/CP concerned on a monthly basis. The performance of each SHO shall be assessed in the following fields of work, giving Very Good / Good/ Satisfactory / Poor as the rating in each.


- A. Maintenance of Law and Order
- B. Prevention of Crimes
- C. Crime work and Investigation
- D. Station Administration and Maintenance of discipline
- E. General reputation and Public image
- F. General Remarks

**03.** The monthly report shall be generated at the Camp office of the SP/CP and sent to IGP Ranges by 10<sup>th</sup> of the succeeding month.

**04.** IGP Ranges shall monitor the performance assessment being conducted by SP/CP and shall take corrective steps at the Range level. They shall consolidate the monthly reports unit wise and year wise.

**05.** In any context if corrective measures are required by the intervention of Director General of Police, the matter shall be reported to the Director General of Police immediately.

**06.** The monthly assessments will be the personal assessment by the SP/CP and will be treated as totally confidential.

  
**JACOB PUNNOOSE IPS**  
**DIRECTOR GENERAL OF POLICE**