

# APCA News letter

ACADEMY OF PRISONS & CORRECTIONAL ADMINISTRATION  
VELLORE - 632 002.



(Vol. 14, Issues: 2,3 & 4 and Vol.15 Issue: 1)

Combined Issue: April - June, July - September & October-December, 2022 & January-March, 2023

## BOARD OF MANAGEMENT OF APCA (UP TO 31.03.2023)



**Sri. K. Padmakumar, IPS**  
**Current Chairman,**  
(from 01/06/2023)  
Board of Management of APCA &  
Director General of Prisons and  
Correctional Services, Kerala.



**Shri. Balram Kumar Upadhyay, IPS**  
**Chairman**  
(till 31/05/2023)  
Board of Management of APCA &  
Director General of Prisons and  
Correctional Services, Kerala.



**Shri. Amaraesh Pujari, IPS**  
**Member**  
Board of Management of APCA &  
DGP/Director General of Prisons &  
Correctional Services,  
Tamil Nadu.



**Shri. Mohd. Ahsan Reza, IPS**  
**Member,**  
Board of Management of APCA &  
Director General of Prisons and  
Correctional Services,  
Andhra Pradesh



**Dr. Jitender, IPS**  
**Member,**  
Board of Management of APCA &  
Director General of Prisons  
and Correctional Services (FAC),  
Telangana.



**Shri. Manish Kharbikar, IPS**  
**Member**  
(till 22/06/2023)  
Director General of Prisons &  
Correctional Services,  
Karnataka



**Smt. Malini Krishnamoorthy, IPS**  
**Member**  
(from 23/06/2023)  
Director General of Prisons &  
Correctional Services,  
Karnataka



**Shri. Arun Sobti,**  
**Member,**  
Board of Management of APCA &  
Deputy Secretary (PR),  
PR&AT, MHA,  
New Delhi.



**Smt. Anupama N. Chandra, IPS,**  
**Co-opted Member**  
(till June) Board of Management of  
APCA & I.G./ Director  
(R & CA), BPR&D,  
New Delhi.



**Shri. Ravi Joseph Lokku, IPS,**  
**Co-opted Member**  
(from July) Board of Management  
of APCA & I.G./ Director  
(R & CA), BPR&D,  
New Delhi.



**Sri. M. Chandrasekhar**  
**Member-Secretary,**  
Board of Management &  
Director, APCA,  
Vellore.

## Special Events

### 102<sup>nd</sup> Meeting of the Board of Management of APCA

The 102<sup>nd</sup> Meeting of the Board of Management of APCA was held on 03.06.2022 at Vellore. Mr. Mohd. Ahsan Reza, IPS, Chairman, Board of Management of APCA and Director General of Prisons & CS, Andhra Pradesh chaired the meeting and welcomed the Members and discussed Agenda of the Meeting. Dr. Alok Mohan, IPS, Director General of Prisons and CS, Karnataka; Mr. Sudesh Kumar, IPS, Director General of Prisons and CS, Kerala; Mr. Sunil Kumar Singh, IPS, Director General of Prisons and CS, Tamil Nadu; Mr. Arun Sobti, Deputy Secretary (PR&AT), Ministry of Home Affairs, New Delhi and Mr. M. Chandrasekhar, Director, APCA attended the meeting.

### 103<sup>rd</sup> Meeting of the Board of Management of APCA

The 103<sup>rd</sup> Meeting of the Board of Management of APCA was held on 13.12.2022 in Online Mode. Mr. Balram Kumar Upadhyay, IPS, Chairman, Board of Management of APCA and Director General of Prisons & CS, Kerala chaired the meeting and welcomed the Members and discussed Agenda of the Meeting. Mr. Mohd. Ahsan Reza, IPS, Director General of Prisons and CS, Andhra Pradesh; Dr. Jitender, IPS, Director General of Prisons and CS, Telangana;

Mr. Arun Sobti, Deputy Secretary (PR&AT), Ministry of Home Affairs, New Delhi; Mrs. Anupama N. Chandra, IPS, I.G./Director, R&CA, BPR&D, New Delhi; Mr. R. Kanagaraj, DIG of Prisons (HQ), i/c of DGP Prisons & CS, Tamil Nadu and Mr. M. Chandrasekhar, Director, APCA attended the meeting.

### 104<sup>th</sup> Meeting of the Board of Management of APCA

The 104<sup>th</sup> Meeting of the Board of Management of APCA was held on 21.03.2023 at Academy of Prisons and Correctional Administration (APCA) Vellore.

Mr. Balram Kumar Upadhyay, IPS, Chairman, Board of Management of APCA and Director General of Prisons & CS, Kerala chaired the meeting and welcomed the Members and discussed Agenda of the Meeting. Mr. Amaraesh Pujari, IPS, Director General of Prisons and CS, Tamil Nadu; Mr. Manish Kharbikar, IPS, Director General of Prisons and CS, Karnataka; Dr. Jitender, IPS, Director General of Prisons and CS, Telangana(Online); Mr. Arun Sobti, Deputy Secretary (PR&AT), Ministry of Home Affairs, New Delhi(Online) and Mr. M. Chandrasekhar, Director, APCA attended the meeting.



Mr. Balram Kumar Upadhyay, IPS, Director General of Prisons and CS, Kerala chairing the board meeting (2<sup>nd</sup> from Right). Other Members: Mr. Amaraesh Pujari, IPS, Director General of Prisons and CS, Karnataka; Mr. Manish Kharbikar, IPS, Director General of Prisons and CS, Telangana (Online); Dr. Jitender, IPS, Director General of Prisons and CS, Telangana (Online); Mr. Arun Sobti, Deputy Secretary (PR&AT), Ministry of Home Affairs, New Delhi (Online) and Mr. M. Chandrasekhar, Director, APCA, Vellore are seen in the picture.

**DIRECTOR'S DESK:**

**Prison Industries: The Right Approach**

Prison is an integral part of criminal justice system. Over a period of time, prisons have evolved into a complex organization and today every aspect of prison administration is examined and studied in-depth. One of the key areas in our prison system that needs considerable attention due to its multidimensional relevance is 'prison industries'. The Indian Jail Committee (1919-1920) in their report has dedicated a full chapter on Prison Labour and Manufactures. Therein the Committee explicitly observed that mere extraction of profit cannot be the true object of prison labour, rather the object must be the prevention of further crimes by the reformation of the criminals. It was also expressed that prisoners shall be provided with works that excite their interest and also enable them to form habits of industry and make them secure such employable skills to earn suitable livelihoods after their release. The scope of prison industries, especially in terms of their potential for revenue generation, has also been well recognized by our political leadership. It would be quite appropriate to quote Pandit Jawaharlal Nehru, the first Prime Minister of our nation, here:

*"If properly run on modern industrial lines, the prisons cannot only be self-supporting but can actually make a profit after providing for all the additional amenities ... There is absolutely no difficulty in introducing the changes except one – the absolute necessity of having a competent, human staff fully understanding and appreciating the new angle of vision and eager to work it"(All India Committee on Jail Reforms, 1980 – 83).*

However, the early prison industries were primarily focusing on producing required articles for inmates such as clothing and bedding, vessels, etc, and also to provide necessary carpentry and furniture items to the offices.

Thereafter there was a shift in the Prison Industries Policy that enabled prisons to engage in industries producing articles which could be utilized by other Government Departments and the public as well. Hence prisons started manufacturing garments and apparels, steel furniture, stationery items, food articles, leather goods, etc.

During the last one decade prisons have started to establish and operate public utilities such as fuel stations, restaurants etc. which are found to be beneficial and profitable and enabled the prisons to offer employment to released prisoners also, thereby ensuring rehabilitation to some of the ex-prisoners.

Nevertheless, this latest policy and approach focused on establishing and promoting profit oriented prison industries alone do not provide the prison inmates opportunities to acquire skills which interest them and beneficial to them after release and to find suitable job or self employment. Hence the approach to prison industries should be oriented towards enabling prison inmates to acquire the skills which they like and which will be useful to them after their release from prisons.

The Nelson Mandela Rules recommend that, so far as possible the work provided shall increase the prisoners' ability to earn an honest living after release and the vocational training in useful trades shall be provided for prisoners especially for young prisoners. Further it is specified that the organization and methods of work in prisons shall resemble as closely as possible those of similar work outside of prisons, so as to prepare prisoners for the conditions of normal occupational life. The interests of the prisoners and of their vocational training, however, must not be subordinated to the purpose of making a financial profit from an industry in the prison. Therefore, it is a pressing priority to develop a Prison Industries Policy to have a right approach towards prison industries.

The Prison Industries Policy shall be comprehensive, clear and shall lay down the key objectives of prison industries on a priority basis. It shall also offer appropriate guidelines to ensure maximum freedoms in establishing and operating prison industrial units. The policy shall also enable the authorities to find out ways and means to ensure sufficient funding. It would also offer suitable modalities to undertake Tie-ups and MoUs with outside private and public industries. The Policy shall also clearly indicate the objectives of prison industries duly emphasising the need for introducing useful skill development programmes keeping in view of the prisoners' interests even after release from the prisons.

Prisons Departments should rope in the skill development programmes being offered by various Ministries of the Government of India, notably the Ministry of Skill Development and Entrepreneurship and the Ministry of Rural Development, into the prisons, specifically programmes which are feasible to implement in the prisons and useful for the prisoners on a larger scale. The prison industries should be selective in which many number of prisoners are interested to take part and improve their skills. This should be the first priority.

Prisons, being very complex institutions, their priorities are oriented towards maintaining security, discipline, healthcare, production of prisoners before the Courts, and these issues dominate the prison management. In such a scenario, the prison administration need not have misplaced priorities towards producing more and earning more revenue through the prison industries. The goal of the prison industries should be providing skills and enable more prisoners to gain employment after release.

Further, a unique mechanism called the Prison Development Board is being set up in various States, wherein certain freedoms are being provided to the Director General of Prisons and to the Departments to utilize the funds earned and available with them for the development of the prisons and prison staff. Towards this end, the areas where maximum profits can be earned with minimum efforts should be chosen like establishing and running petrol bunks and establishing suitable industries in Public-Private-Partnership mode duly allowing functional freedom, preferably in open prisons, through which

maximum profits can be earned and which can be utilized for the development of the Department and welfare of the prisoners and prison staff through the Prison Development Board.

Further, a unique mechanism called the Prison Development Board is being set up in various States, wherein certain freedoms are being provided to the Director General of Prisons and to the Departments to utilize the funds earned and available with them for the development of the prisons and prison staff. Towards this end, the areas where maximum profits can be earned with minimum efforts should be chosen like establishing and running petrol bunks and establishing suitable industries in Public-Private-Partnership mode duly allowing functional freedom, preferably in open prisons, through which maximum profits can be earned and which can be utilized for the development of the Department and welfare of the prisoners and prison staff through the Prison Development Board.

In brief, the objectives of prison industries shall be to make the optimum utilization of labour force available in prison, however, without exploiting prisoners in any manner; to provide the inmates opportunity to learn employable skills and earn income during their incarceration - which will help in their rehabilitation after release and also to generate some revenue to the public exchequer, which can reduce the burden on tax payers to run the system.

Sri.M. Chandrasekhar

**DEPUTY DIRECTOR'S DESK:**

**PRISONS AS CORRECTIONAL HOMES :  
A GENERAL PERSPECTIVE**

**Brief introduction:**

We all agree that modern Prison administration is deeply based on the Prison legislation enacted during the British Rule over our country and we are in the process of enacting new Prison legislations from past few decades. We are trying to shed the punitive path making way for a reformatory approach in Prisons from the last 6 to 7 decades with moderate success. It appeared during late 90s and early 2000, that we are making certain headway in improving our Prisons in all spheres of administration, thanks to persistent efforts by some committed Prison Officers and learned Policy makers. While there is continuous remarkable improvement in Prison conditions over the years, we must accept there is still a lot desired to be done. There have been conscious efforts to bring about radical changes in Prison reforms but these are far too few and generally taken up by the individuals at Institution level or at State level. We should accept that there is no consistency and uniformity in these initiatives. They usually vary from Prison to Prison and from State to State depending upon the understanding of the punitive / corrective philosophy by the particular individual or a particular group heading the institution or the Prisons Department who matter the most when it comes to Prison administration and treatment of offenders. We also acknowledge that of late, the Policy makers are showing interest in bringing about qualitative changes in the Prison administration which is reflected in the way seminars and workshops being conducted at the National Level from time to time besides funding training programmes at regional level and State level involving various Prison Cadres and other stake holders connected to Prison administration.

**Where we stand:**

Though there is steady progress in improvement of Prison conditions, introduction of new initiatives in Prisons from time to time, overall impact is not so overwhelming due to various untoward incidents that are taking place in various Prisons from time to time resulting in the bad propaganda in Media, on Social network and attracting attention of general public and creating a negative image in their minds which is detrimental to the growth of Prisons, especially in a democratic country like ours where the opinion of the common man matters most. All the good work done by Prisons over the years is undone by a solitary misdeed / mishap in the Prison. It is quite disheartening to hear about the violent attacks / assaults on co prisoners or prison staff and about the brutal murders that have recently taken place in our Jails which hogged the headlines in all National Newspapers and Channels across the country badly damaging the image of the Prisons and Prison Officers. As stated above, all the hard work done and all the great initiatives brought in Prisons over the decades is reduced to ashes in just a week. It is the prime and most important responsibility of every Prison Officer, right from the lowest cadres to highest cadres, to make Prisons secure and safe for all the prisoners and staff and to this end, every Prison officer should strive and commit him or herself. As Prison Officers, we should always remember that we need to be very progressive in our thinking and proactive in our approach to positive improvement in Prison conditions and administration. It is our responsibility to create a safe atmosphere in the Prisons conducive for reformation of offenders and general well being free from stress and threat or otherwise we are failing the purpose of having the Prisons with correction as prime philosophy and as a Nation with progressive and humane approach to treatment of offenders.

**Some suggestions:**

Apart from the security of the Prison and safe custody of inmates, the other most important aspect of prison administration is treatment of offenders entrusted to its custody which can make or mar the reputation of Prisons. A well designed, well directed treatment programme can win laurels and on the contrary despite having good treatment programmes if the inmates are ill treated, will result in severe back lash from all corners of civilized and socially conscious citizens. It is therefore, utmost important that the inmates be treated with appropriate human dignity and their problems be heard with sympathy. A reasonable showing of compassion towards inmates without being judgmental will go a long way in establishing a frictionless and positive environment in the Prisons. This can be practiced by the Prison Officers and enforced in Prisons without compromising on security, safety and discipline. The Prison Officers should be trained to be firm in the matters of security and safety but humane and empathetic in treatment of offenders. It should be engrained in the minds of Prison Officers that security and safety, though are of prime aspects in prison administration, they should never indulge in abuse, degrade or torture the inmates under any pretext. The Prison administrators should exhibit exemplary character, be service minded, never seek gratification for service done and serve as role models for the offenders to leave the wrong path and to embrace a law abiding life. The Prison officers can think of making an inmate friendly administration in the sense that they be extended all kinds of help like providing prompt medication, family contacts, telephone and video call facilities, legal aid, help pursue education, putting up help desks, smart kiosks etc. However, it should be borne in the mind that the high security prisoners and enclosures

are properly taken care of and utmost vigilance is maintained on them to ensure no escapes, no assaults are planned and executed and no ordinary prisoners get into contact with them to prevent radicalization. Prison Officers may also think of various incentives that can be extended to inmates who are showing good behavior and progressive personality traits while undergoing incarceration.

These together with other innovative initiatives would go a long way in making our Prisons better places and ultimately bring in laurels.

Sri. M.R. Bhaskar

### COURSES AND PROGRAMMES CONDUCTED DURING APRIL, 2022 – MARCH, 2023

#### Passing Out Parade of 27<sup>th</sup> Batch Basic Course for Prison Officers



Dr. Jitendra IPS, DG of Prisons & CS and Addl. DG of Police(Law & Order), Hyderabad, reviewing the PoP of 27<sup>th</sup> Batch . Sri. M.Chandrasekhar, Director, APCA and Sri. V. Karuppannan, Deputy Director, APCA are accompanying him.

The passing out parade of 38 Trainee Officers of 27<sup>th</sup> Batch Nine Months Basic Course was held on 21.05.2022 at Central Prison Parade Ground, Vellore. Dr. Jitendra IPS, Director General of Prisons & Correctional Services and Addl. Director General of Police(Law & Order), Telangana State, Hyderabad. The chief guest reviewed the parade and distributed Medals to the best performed trainee officers. Sri. M. Chandrasekhar, Director, APCA delivered the welcome address and presented the course report.Sri. V. Karuppannan, Deputy Director, APCA, administered oath to the Cadets.



Dr. Jitendra, IPS, Director General of Prisons & Correctional Services and Addl. Director General of Police (Law & Order) addressing the trainee officers at the PoP of 27<sup>th</sup> Batch.

This batch comprised of thirty four Assistant Superintendents from Tihar Prisons, one Assistant Jailor from Arunachal Pradesh, two Assistant Superintendents from Kerala, one from Tamil Nadu and one Assistant Superintendent from Karnataka. Out of thirty eight officers, nine were female officers and twenty nine were male officers.

Smt. Anju, Asst. Supdt, Delhi secured Best All Rounder Medal. Sri. Jasbir Dabas, Asst. Supdt, Delhi secured Best in Subjects Medal. Sri. Jayachandran, Asst. Supdt.Grade-I, Kerala received Best in Prison and Correctional Administration Medal. Sri. Arun Kumar, Asst. Supdt, Delhi received Best in Penology and alternative to imprisonment Medal. Sri. Sandeep,Asst. Supdt, Delhi received Best in Outdoor and Best in Shooting Medal. Sri. Sandeep Malik, Asst. Supdt, Delhi received Special Appreciation Medal. Miss Pooja Rani received Best in Criminology and Victimology Medal. Sri. Athul P, Asst. Supdt, Grade-I, Kerala received Best in Criminal Laws and special Acts and Constitution of India. Ms. Surbhi Hooda, Asst. Supdt, Delhi received Best in Parade Award.

#### Retirement of Staff

A farewell function was held at APCA to felicitate Sri. V. Kouthaman, Junior Accountant, who retired from APCA on 31.05.2022. Sri. M. Chandrasekhar, Director, APCA honored him and presented memento on behalf of APCA family. Sri. V. Kouthaman had served at APCA for 37 years , APCA wishes him a healthy and happy retired life.

#### Commencement of 28<sup>th</sup> Batch Basic Course for Prison Officers

Training of the 28<sup>th</sup> Batch Nine Months Basic Course for Prison Officers Commenced on 25.07.2022. As many as 22 officers (7 Assistant Superintendents from Delhi, 10 Assistant Superintendents Gr.I from Kerala, 1 Jailor from Tamil Nadu, 1 Deputy Superintendent from Andhra Pradesh and 3 Assistant Jailor from Sikkim) have joined in the course.

#### 76<sup>th</sup> Independence Day Celebration



The 75<sup>th</sup> Independence Day of the Nation was celebrated in APCA on 15.08.2022. Sri. M. Chandrasekhar, Director, APCA hoisted the National Flag and delivered the Independence Day Message. APCA professors and other staff members were also present during the occasion.

#### Convocation of 37<sup>th</sup> Batch In-service Course for Prison Officers

Convocation of the 37<sup>th</sup> Batch Three Months In-service Course for Prison Officers was held on 02.07.2022 at APCA.Smt. N. Vasanthaleela, Principal District Judge, Principal District Court, Vellore was the Chief Guest for the occasion.



Smt. N. Vasanthaleela, Principal District Judge, Principal District Court, Vellore, presenting the Best All Rounder Medal to Smt.Savitha Kelembeth, 37<sup>th</sup> Batch In-service Course. Sri. M. Chandrasekhar, Director and Prof. Dr. Baulah Emmuale are also seen in the picture.

The 37<sup>th</sup> Batch Three months In-service Course had 31 trainee officers, out of which eight Deputy Jailor from Telangana, ten Jailor from Karnataka, nine Asst.Jailor from Tamil Nadu and five Asst. Superintendent Grade-II from Kerala have completed training in this batch.

Smt. Savitha Kelembeth, Asst. Superintendent, Kerala secured Best All Rounder Medal. Sri. Thimmanna B. Bajantri, Jailor, Karnataka won the Best in Subjects Medal. Sri. M.D. Dharanasha, Jailor, Karnataka received Best in Prison and Correctional Administration Medal.Sri. K. Pandi, Asst. Jailor, Tamil Nadu received Best in Outdoor Medal and Sri. S. Parusharamulu, Deputy Jailor, Telangana received Special Appreciation Award.

**Convocation of 38<sup>th</sup> Batch In-service Course for Prison Officers**



Sri. M. Chandrasekhar, Director, APCA, congratulating Sri. Nagaraja Rao, S. Asst. Jailor, Karnataka, Best All Rounder of the 38<sup>th</sup> Batch In-service Course. Sri. V. Karuppannan, Deputy Director is also seen in the picture.

Convocation of the 38<sup>th</sup> Batch Three Months In-service Course for Prison Officers was held on 07.09.2022 at APCA. Sri. M. Chandrasekhar, Director, APCA was the Chief Guest at the programme.

The 38<sup>th</sup> Batch Three months In-service Course had 45 Trainee Officers, out of which 7 were women Trainee Officers and 38 were male Trainee Officers in the rank of Asst. Jailor, Karnataka.

Sri. Nagaraj Rao S, Asst. Jailor, Karnataka secured Best All Rounder Medal and Best in Subjects Medal. Smt. Thejavathi U.C, Asst. Jailor, Karnataka received Best in Prison and Correctional Administration Medal. Sri. Kumar M.S, Asst. Jailor, Karnataka received Best in Penology, Probation, Parole and After Care Medal. Sri. Shashidhara. D.R, Asst. Jailor, Karnataka received Best in Outdoor Medal and Sri. Basavaraj A. Dayasagar, Asst. Jailor, Karnataka received Special Appreciation Award.

**Three – Days Training Programme on “Counselling Skills and Techniques”**

A three-day training programme on “Counselling Skills and Techniques’ for the prison officers of 39<sup>th</sup> Batch In-service Course and 28<sup>th</sup> Batch Nine Month Basic Course was organized by APCA in collaboration with the Christian Counselling Centre, Vellore in two batches from 11.10.2022 to 13.10.2022 & 18.10.2022 to 20.10.2022. The programme included training sessions on topics such as: Emotional Stages on Imprisonment & Emotional Reaction of Prison Staff; Self Care of Prison Officers; Elements of Communication: Expression / Listening / Empathy; Brainstorming/SMART Goal Setting; Practice Session on Counselling Skills. The resource persons were: Dr. B.J. Prashanthan, Director, CCC; Sri. Swapna Sundar Dip; Clinical Supervisor, CCC;Vepau D, Clinical Supervisor, CCC; Sri. Zenith J. Joseph, Senior Intern in Counselling Psychology, CCC.

**Three-Day Short Term Course on ‘Prisoners Rights and Entitlement Laws, Policies and Apparatus : National and International Perspective-An Update’**



Sri. M. Chandrasekhar, Director, APCA is inaugurating the Short Term Course on “Prisoners Rights and Entitlement Laws, Policies and Apparatus:National and International Perspective-An Update”. Sri. V. Karuppannan, Deputy Director, APCA,Prof. Dr. Baulah Emmanuel, Professor, APCA; Prof. Dr. A. Manthanraj, Professor, APCA and Prof. Dr. T.H. Ansar, Professor,APCA are seen in the picture.

The Academy has organized a Short Term Course on “Prisoners Rights and Entitlement Laws, Policies and Apparatus: National and International Perspective-An Update, sponsored by Bureau of Police Research & Development (BPR&D), New Delhi.

The Course was conducted from 28.11.2022 to 30.11.2022. Sri. M. Chandrasekhar, Director, APCA, Vellore was inaugurated the course, Sri. V. Karuppannan, Deputy Director, APCA gave the opening remarks and Prof.Dr.A.Mathan Raj, APCA, delivered the welcome speech. A total of 40 Prison officers from Tamil Nadu and Karnataka participated in the course.



Sri. M. Chandrasekhar, Director, APCA is Presenting Course Material to a participant during the Inauguration of Short Term Course on "Prisoners Rights and Entitlement Laws, Policies and Apparatus: National and International Perspective-An Update". Sri. V. Karuppannan, Deputy Director, Prof. Dr. Beulah Emmanuel and Prof. Dr T.H. Ansar, APCA are seen.

The following topics were included in the courses : Human Rights of Prisoners-Laws of the Country; Session-II-Updates on International Covenants; Updates on Indian and Constitutional Rights of Prisoners; Rights of Women Prisoners and their children with special reference to Bangkok Rules; Oversight Mechanisms including Board of Visitors; Recent Supreme court Directions on Prisoners' Rights-Case Laws; Supreme Court Directions- Group Discussion; Rights of Undertrial prisoners & Under Trial Review Committee; Free Legal Aid to Prisoners and Best Practices Balancing Rights vs. Duties of Prisoners.

Sri. M. Chandrasekhar, Director, APCA; Sri. V. Karuppannan, Deputy Director, APCA; Sri. G.B.Senthamari Kannan, DIG of Prisons, Vellore Range, Vellore; Prof. Dr. Baulah Emmanuel, Professor, APCA; Prof. Dr. A.Mathanraj, Professor, APCA; Prof. R. Kanagaraj, Professor, APCA; Dr. T.H. Ansar, Professor, APCA were the resource persons for the course.

Study Tour of 40<sup>th</sup> Batch Three months In-service Course



Prof. Dr. T.H. Ansar, Professor, APCA and 40<sup>th</sup> Batch In-service Course Officers is Presenting Memento to Sri. Mohd. Ahsan Reza, IPS, Member, BOM, APCA Cum Director General Prisons & CS, Andhra Pradesh during the visit.

A one-week study tour for Trainee officers of the 40<sup>th</sup> Batch in-service Course was organised from 15.02.2022 to 22.02.2022. The team visited Prison institute at Nellore, Vijayawada, Vishakhapatnam, Rajahmundry, Tanuku, and Ongole. The officers were followed by Prof. Dr. T.H. Ansar, Professor, APCA.

Three-Day Short Term Courses on 'Technology in Prison Administration'



Sri. M. Chandrasekhar, Director, APCA is inaugurating the Short Term Course on "Technology in Prison Administration". Sri. V. Karuppannan, Deputy Director, APCA, Prof. Dr. Baulah Emmanuel, Professor, APCA; Prof. Dr. A.Mathanraj, Professor, APCA and Prof. Dr. T.H. Ansar, Professor, APCA are seen in the picture.

The Academy has organized a Short Term Course on "Technology in Prison Administration" with the financial sponsorship of Bureau of Police Research & Development, New Delhi.

The Course was organized from 15.12.2022 to 17.12.2022. The course was inaugurated by Sri. M. Chandrasekhar, Director, APCA. Sri. V.Karuppannan, Deputy Director, APCA introduced the course and delivered the welcome speech. A total of 36 prison officers from Tamil Nadu, Kerala, Karnataka, Andhra Pradesh, Sikkim and New Delhi participated in the course.



Sri. M. Chandrasekhar, Director, APCA is releasing the Course Material on "Technology in Prison Administration" Sri. V. Karuppannan, Deputy Director, APCA Prof. Dr. Beulah Emmanuel; Prof. Dr. A.Mathanraj ; Prof. R. Kanagaraj and Prof. Dr.T.H. Ansar, Professors, APCA are seen.

The course included sessions on E- Governance and Emerging Technologies: The Role of National Informatics Centre in India; National Prisons Information Portal: E-Prisons, E-Prisons live, E-Mulakkat Statistics and Tracking of Inmates; Prisons and the Web world: Important Websites and Online Learning Platform for Prison Officers; RTI Act 2005 - Proactive Disclosure of Information in Prisons; Role and Use of Technologies in Facilitating Prisoners'Interview, Prisoners' Production, Trial and Staff Review Meetings; Surveillance in Prisons Use of CCTV, their Benefits in

Prisons; Surveillance in Prisons Use of Drone etc., their Benefits in Prisons; Tracking of Prisoners and Pinpointing Prison Hotspots – The Technology of RFID; Use of Online Platforms and Digital Marketing for Prison Products; Application of Artificial Intelligence / Machine learning Approaches in Operational Management of Prisons; Body-Worn Cameras in Prisons - Telengana Experiment.

Sri.M.Chandrasekhar Director, APCA, Vellore; Sri.V.Karuppannan Deputy Director, APCA,Vellore; Sri.G.B.Senthamaikkannan DIG of Prisons, Vellore Range; Sri.Gopinath, Technical Director (Scientist-E), NIC Chennai, Govt. of India; Sri. Karthik KrishnaVijayasharathi, Scientist - C, NIC,New Delhi, Govt.of India; Dr. A. Mathan Raj Professor,APCA,Vellore; Dr.Ram Mohan ,ARC, VIT University, Vellore; Dr. Beulah Emmanuel Professor,APCA,Vellore; Dr.A. Sivakumar VITBS, VIT University, Vellore; Prof.R.Kanagaraj, Professor, APCA,Vellore; Sri R.PaulSundar Singh CTS, Dr.T.H. Ansar Professor,APCA,Vellore; Dr. C. M. Vidhyapathi, SENSE,VIT University, Vellore; Dr.RA.K .Saravanaguru SCOPE, VIT University, Vellore; Sri.M.Sampath Suptd. of Prisons, Telengana State were the resource persons for the course.

**Convocation of 39<sup>th</sup> Batch In-service Course for Prison Officers**

Convocation of the 39<sup>th</sup> Batch Three Months In-service Course for Prison Officers was held on 13.12.2022 at APCA. Sri. M. Chandrasekhar, Director, APCA was the Chief Guest during the programme.

**Study Tour of 40<sup>th</sup> Batch Three months In-service Course**



Sri. M.Chandrasekhar, Director, APCA, congratulating Sri. Umashankar L., Karnataka, Best All Rounder of the 39<sup>th</sup> Batch In-service Course. Sri. V. Karuppannan, Deputy Director is also seen in the picture.

As many as 48 prison officers, out of which eight were female officers and forty were male officers in rank of Asst. Jailor, Karnataka have completed training in this batch.

Sri. L. Umashankar, Asst. Jailor, Karnataka received Medal for Best in Subject, Best in Outdoor and Best All Rounder . Sri. Ramu L Rathod, Asst. Jailor, Karnataka secured Best in Prison and Correctional Administration Medal. Smt. Mukthiyar, Asst. Jailor, Karnataka received Best in Penology, Probation, Parole and After Care Medal. Sri. Iranna B Uppin, Asst. Jailor, Karnataka and Sri. Suresh K.C, Asst. Jailor, Karnataka received Special Appreciation Awards.

**MOU**

Renewal of Memorandum of Understanding with Auxilium College, Vellore for years on dated 13.12.2023 in the presence of Dr. Sr.Jaya Santhi R, Principal, Auxilium College, Vellore; Sri. M. Chandrasekhar, Director, APCA; Sri. V. Karuppannan, Deputy Director, APCA and Professors are present.



**Three-Day Short Term Course on 'Incident Response System: Challenges and Solutions for Prison Administrators'**



Sri. M. Chandrasekhar, Director, APCA and participants of the course is inaugurating the Short Term Course on 'Incident Response System: Challenges and Solutions for Prison Administrators'on 03.01.2023. Sri. V. Karuppannan, Deputy Director, APCA and Prof. Dr. Baulah Emmanuel, Professor, APCA are seen in the picture.

The Academy has organized Short Term Course on 'Incident Response System: Challenges and Solutions for Prison Administrators' with the financial sponsorship of Bureau of Police Research & Development, New Delhi.

The Course was conducted from 03.01.2023 to 05.01.2023. The course was inaugurated by Sri. M. Chandrasekhar, Director, APCA. The Sri. V.Karuppannan, Deputy Director, APCA gave introduction of the course and delivered the welcome speech. Total 34 Prison officers from Tamil Nadu, Kerala, Karnataka, Andhra Pradesh, Sikkim and New Delhi participated in the course.



Sri. M. Chandrasekhar, Director, APCA Delivering the inaugural speech on short Term Course on 'Incident Response System: Challenges and Solutions for Prison Administrators'. Sri. V. Karuppannan, Deputy Director, APCA and Prof. Dr. Baulah Emmanuel, Professor, APCA; Prof. Dr. A. Mathan Raj Professor,APCA,Vellore; are seen in the picture.

As many as 34 prison officers in the ranks of Assistant Jailor, Deputy Jailor, Jailor, Assistant Superintendent and Deputy Superintendent from Tamil Nadu, Kerala, Karnataka, Andhra Pradesh, Sikkim and New Delhi have participated in the course.

The Course included sessions on Safety and Security in Prisons: An overview of Prison Emergencies; Major Challenges in Hostage Situations and their Management in Prisons; Escapes and Outbreaks in Prisons - Case Studies of Major Incidents; Dealing with High Risk Offenders and Sensitive Issues in Prisons; Radicalization as a Challenge in Prisons and De-radicalization Techniques; Management of Vulnerable Prisoners: Self harm, Suicide, and Drug abuse Management; Managing Medical Emergencies in Prisons; Hunger Strikes and Mass Agitations in Prisons: Methods to deal with, use of Force & Procedures to be Followed; Panel Discussion-Ground realities and Strategic planning in Incident Management.

Sri.M.Chandrasekhar Director, APCA, Vellore; Sri.V.Karuppannan Deputy Director, APCA,Vellore; Sri.G.B.Senthamaikkannan DIG of Prisons, Vellore Range; Dr.M.Varaprasad DIG Prisons, Andhra Pradesh; Dr. Santhosh C Clinical Psychologist, Christian Medical College Vellore; Dr. A. Mathan Raj Professor,APCA,Vellore; Dr. Beulah Emmanuel Professor,APCA,Vellore; Dr.P.Prakshlyappan M. B.B.S, M.D Civil Surgeon, Vellore; Prof.R.Kanagaraj Professor, APCA,Vellore; Dr.T.H. Ansar Professor,APCA,Vellore were the resource persons for the course. Pro. Dr. Prof. Dr. A. Mathan Raj Professor in Charge of Training, Coordinated the course.

#### Three-Day Short Term Course on 'Personality Development'

The Academy was organized three days Short Term Programme on "Personality Development". The Course was conducted from 10.01.2023 to 12.01.2023 for the prison officers of 28<sup>th</sup> Batch Nine Months Basic Course in collaboration with the Auxilium college, Vellore.

Sessions on the following topics were included in the programme : group dynamics and team building; conflict management; enhancing the power of mind and positive thinking; etiquette; communication skills; time management; stress management; public speaking skills; motivation and leadership skills; professional ethics and morality; interpersonal relations. Dr. Beulah Suresh Head & Assistant Professor; Mr. Allen Jebaraj, R Administrative Assistant, Department of Physical Medical Rehabilitation, CMC, Vellore; Dr. Sagayamary, Director, Department of Management Studies, Auxilium College; Dr. Kishore, Assistant Professor, Department of Commerce, Voorhees College; Dr. Colin Crispin, Head & Assistant Professor, Dept. of Business Administration, Voorhees College; Dr. Uma Magewari, Assistant Professor, Dept. of Business Administration, Auxilium College; Dr. Preethi Prabhakaran, Assistant Professor, Dept. of Business Administration, Auxilium College; Dr. Amutha, Assistant Professor, Dept. of English, Auxilium College; Dr. Samuel N J David, Assoc. General, Superintendent & Sr. Manager & Head, Dept. of Hospital Mgt. Studies & Staff Training, CMC, Vellore and Ms. Sonia Valas, Deputy General, Superintendent, CMC, Vellore were the resource persons in the programme.

#### 74<sup>th</sup> Republic Day Celebration

The 74<sup>th</sup> Republic Day of the Nation was celebrated in APCA on 26.01.2023. Sri. M. Chandrasekhar, Director, APCA hoisted the National Flag and delivered the Republic Day Message. APCA professors and other staff members were also present during the occasion.



#### Farewell Party for Deputy Director

A farewell function was organized by the Director and staff of APCA to felicitate Sri. V. Karuppannan, outgoing Deputy Director who has relieved from APCA service on 23<sup>rd</sup> January 2023. He has served in APCA for four years. The staff of APCA gave farewell in a fitting manner, for his contribution to the institution. APCA family wishes him good health and a long life.



Sri. M. Chandrasekhar, Director, APCA, honours Sri. V. Karuppannan, Outgoing Deputy Director during farewell.

#### Five-Days Short Term Course on "Training Of Trainers"



Sri. M. Chandrasekhar, Director, APCA with participants are inaugurating the Course on "Training Of Trainers". Prof. Beulah Emmanuel, Professor, APCA, Prof. Dr. Mathanraj, Professor, APCA and Prof. Dr. T.H. Ansar, Professor, APCA are seen in the picture



The Academy has organized Five Days Short Term Course on "Training Of Trainers" with the sponsorship of Bureau of Police Research & Development, New Delhi.

The Course was conducted from 31.01.2023 to 04.02.2023. The course was inaugurated by Sri. M. Chandrasekhar, Director, APCA. Prof. Dr. Prof. Dr. A. Mathan Raj, Professor, APCA gave introduction of the course and Prof Beulah Emmanuel, Professor, APCA delivered the welcome speech.

As many as 24 Prison Officer in the ranks of Assistant Jailor, Deputy Jailor, District Sub Jail Officer, Superintendent, Librarian and Computer Lecturer from Tamil Nadu, Kerala, Karnataka and Andhra Pradesh have participated in this course.



Sri. M. Chandrasekhar, Director, APCA is presenting Course Certificate to a participant during the Valediction of five days short term course on "Training of Trainers". Prof. Beulah Emmanuel, Professor, APCA; Prof. Dr. Mathanraj, Professor, APCA and Prof. R. Kanagaraj are seen in the picture.

The course included sessions on "Training of Trainers" are Systematic Approach to Training (SAT); Training Needs Analysis (TNA) in Prison Context; Qualities of a Professional Trainer; Design and Development of Training Courses for Prison; Andragogy – A Technology for Adult Learners; Key Learning Domains – Cognitive and Affective - BLOOM'S Taxonomy; Holistic Approach in Training through Yoga and Meditation; Developing Training Programs for Treatment of Prisoners; P T and Parade of Prisoners and their Benefits to Prisoners and Prison Administration; Creativity and Innovation in Training; Activity Based Learning Methods; Motivation of Learners through Demonstration, Coaching and Group Learning; Effective Delivery of Training Content: Presentation and Communication Skills; Seeing is Learning - Training of Prisoners to Maximize Prison Labour Utility - Industrial Visit to PA Footwears, Ranipet; Experiential Learning of Various Training Methods: Group Discussion, Role-Plays, Lecturing, Case Study and Storytelling etc; Experiential Learning of Various Training Methods - Practical Session by the Participants; Group Exercise on Learning Points. Sri.M. Chandrasekhar, Director, APCA; Prof.Dr.Beulah Emmanuel, Professor, APCA, Prof.Dr.A.Mathan Raj, Professor, APCA; Prof.R. Kangaraj, Professor, APCA; Prof. Dr. T. H. Ansar, Professor, APCA; Dr. Uma Sharma, Asst. Professor of Business Administration, Auxilium College, Vellore; Sri. G. B SenthamaraiKannan, DIG of Prisons, Vellore Range; Dr. Anu Baisel, Assistant Director, Career Development Centre (CDC), VIT University, Vellore;

Prof. P. Periyasamy, World Community Service Centre, Vellore; Sri. Allen Jebaraj. R, Admin Assistant, CMC, Vellore; Sri. Dinesh Gajendiran, Audacious Dreams Foundation, Vellore; Dr. Beulah Suresh, HOD, Dept. of Business Administration, Auxilium College, Vellore; Dr.AmudhaArockiyamary, Asst. Professor of English, Auxilium College, Vellore were the resource persons for the course.

**Commencement of 29<sup>th</sup> Batch Basic Course for Prison Officers**

Training of the 29<sup>th</sup> Batch Nine Months Basic Course for Prison Officers commenced on 24.03.2023. As many as 14 Prison Officers (one Deputy Superintendent from Andhra Pradesh, two deputy Jailor from Telangana, two Asst. Superintendent Gr. I from Kerala and 9 Assistant Superintendent from Karnataka) have joined in the course.

**Convocation of 40<sup>th</sup> Batch In-Service Course for Prison Officers**



Sri. Balram Kumar Upadhyay, IPS, Director General of Prisons and Correctional Services, Kerala and Chairman, BOM of APCA, Vellore Presenting Medal to Sri. Dhivan K., Asst. Jailor, Tamil Nadu, Best All Rounder of the 40<sup>th</sup> Batch In-service Course. Sri. M. Chandrasekhar, Director, APCA and Prof.Dr.Beulah Emmanuel, Professor, APCA is also seen in the picture.

Convocation of the 40<sup>th</sup> Batch Three Months In-service Course for Prison Officers was held on 20.03.2023 at APCA. Sri. Balram Kumar Upadhyay, IPS, Director General of Prisons and Correctional Services, Kerala and Chairman, BOM of APCA, was the Chief Guest during the programme.

As many as 49 prison officers (5 Deputy Jailors from Andhra Pradesh, 10 Asst. Superintendent Gr.II from Kerala, 10 Asst. Jailor from Tamil Nadu, 20 Asst. Jailor from Karnataka and 1 Deputy Jailor from Telangana) have completed training in this batch. Sri. Dhivan K. Asst. Jailor, Tamil Nadu received Best All Rounder Medal. Sri. Alagarsamy M. Asst. Jailor, Karnataka secured Best in Prison and Correctional Administration Medal. Ms. Soja Nalakath Vayalil, Asst. Superintendent Gr.II received Best in Penology, Probation, Parole and After Care Medal. Smt. Manjula. G. Asst. Jailor secured Best in Subject Medal. Sri. Jogulu B. Deputy Jailor and Sri. Gurusiddayya V Math, Asst. Jailor, Karnataka received Special Appreciation Award.

**New Deputy Director Takes Over**

Sri.M.R. Bhaskar, Formerly Deputy Inspector General of Prisons, Hyderabad assumed charge as Deputy Director of APCA on the FN of 22<sup>nd</sup> May 2023.



Sri. M.R. Bhaskar joined as Deputy Jailor in the year 1985 and served in various prisons of Andhra Pradesh and Telangana viz., Central Prisons, Warangal, Hyderabad, Nellore and Cherlapalli, District Prisons, Nizamabad, Vijayawada, Mahabubnagar, Prisoners Agricultural Colony, Chelapalli, Camp Jail, Gachibowli and at State Institute of Correctional Administration.

He has worked in different cadres over a career span of 35 plus years. He received gold medals, appreciation letters and commendation letters from SICA, Hydrabad; RICA, Vellore and from the H.O.D. He is also a recipient of Presidents Correctional Medal for Meritorious Service on Republic Day 2017. Retired as D.I.G Prisons, Hyderabad Range in the year 2021. Re- employed as Deputy Director, APCA, Vellore w.e.f May 2023.

Photo Feature

Passing Out Parade and Convocation Programme



Sri. M. Chandrasekhar, Director, APCA honouring with Memento to Chief Guest Dr. Jitendra IPS, Director General of Prisons & CS and Adtl. Director General of Police(Law & Order), Telangana State, Hyderabad during the PoP.



Dr. Jitendra, IPS, Director General of Prisons & Correctional Services and Adtl. Director General of Police(Law & Order), Telangana State, Hyderabad, Congratulating Smt. Anju, New Delhi, Best All Rounder of the 27<sup>th</sup> Batch Nine Month Basic Course, Sri. M. Chandrasekhar, Director, Sri. V. Karuppannan, Deputy Director is also seen in the picture.



Dr. Jitendra IPS, Director General of Prisons & CS and Adtl. Director General of Police(Law & Order) presenting Course Certificate to Sr. Jasbir Dabas, Asst Jailor, New Delhi on 21.05.2022.



The Trainee officers of 27<sup>th</sup> Batch Nine Months Basic Course with Dr. Jitendra IPS, Director General of Prisons & CS and Adtl. Director General of Police(Law & Order) Telangana State, Hyderabad; Sri. M. Chandrasekhar, Director, APCA; Sri. V. Karuppannan, Deputy Director, APCA; Professors; Guest Faculty and Outdoor Instructors, after the PoP on 21.05.2022.



The Trainee officers of 37<sup>th</sup> Batch Three Months In-service Course with Smt. N. Vasanthaleela, Principal District Judge, Principal District Court, Vellore; Sri. G.B.Senthamari Kannan, DIG of Prisons, Vellore; Sri. M. Chandrasekhar, Director, APCA, Professors, Outdoor Instructors on 02.07.2022.



Medal winners of 38<sup>th</sup> Batch In-service Course Officers (from L to R) Sri.Ajit Pundalik Kamble, Asst. Jailor, Karnataka ( Best in Shooting); Sri. Shashidhara D.R., Asst. Jailor, Karnataka (Best in Outdoor); Sri. Basavaraj A. Dayasagar, Asst. Jailor, Karnataka (Special Appreciation Award); Sri. Nagaraja Rao. S, Asst. Jailor, Karnataka ( Best All Rounder and Best in Subjects ); Sri. Kumar, M.S. Asst. Jailor, Karnataka (Best in Penology, Probation, Parole and After Care ) and Smt. Thejavathi U.C. Asst. Jailor, Karnataka ( Best in Prison and Correctional Administration).



The Trainee officers of 38<sup>th</sup> Batch Three Months In-service Course with Sri. M. Chandrasekhar, Director, APCA; Sri. V. Karuppannan, Deputy Director, APCA; Professors, Guest Faculty and Outdoor Instructor on 07.09.2022.



The Trainee Officers of 39<sup>th</sup> Batch In-service Course with Sri. M. Chandrasekhar, Director, APCA; Sri. V. Karuppannan, Deputy Director, APCA; Professors; Outdoor Instructors; Guest Faculty Members on 13.12.2022.



The Trainee Officers of 40<sup>th</sup> Batch In-service Course with Chief Guest Sri. Balram Kumar Upadhyay, IPS, Director General of Prisons and Correctional Services, Kerala and Chairman, BOM of APCA, Sri. M. Chandrasekhar, Director, APCA; Professors and Outdoor Instructor on 20.03.2023.

Short-term Courses



Participants of Three-Days Short Term Course on "Prisoner's Rights and Entitlement-Laws Policies and Apparatus, National and International Perspective - an Update with Sri. M. Chandrasekhar, Director, APCA; Sri. V. Karuppannan, Deputy Director, APCA; Professors and Outdoor Instructor on 28.11.2022.



Participants of Three - Days Short Term Course on "Technology in Prison Administration" with Sri. M. Chandrasekhar, Director, APCA; Sri. V. Karuppappan, Deputy Director, APCA; Professors and Outdoor Instructor on 15.12.2022.



Participants of Three-Days Short Term Course on "Incident Response System, Challenges And Solutions For Prison Administration" with Sri. M. Chandrasekhar, Director, APCA; Sri. V. Karuppappan, Deputy Director, APCA; Professors and Outdoor Instructor on 03.01. 2023.



Participants of Five-Days Short Term Course on "Training of Trainers" with Sri. M. Chandrasekhar, Director, APCA and Professors on 31.01.2023.

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