

# APCA News letter

ACADEMY OF PRISONS & CORRECTIONAL ADMINISTRATION  
VELLORE - 632 002.



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### Director's Desk



#### Contribution of APCA to the betterment of correctional administration in India

The Academy of Prisons and Correctional Administration (APCA), Vellore, is completing four decades of dedicated service in training and capacity building of prison and correctional officers of the country. Setting a unique model for regional cooperation in establishing and operating a training institute of this nature, the Academy has been founded and sponsored by five southern states of India. Being the only institute of this kind, the Academy's services are not only utilized by its participating states, but by other States and Union Territories, thus somehow covering the absence of a national level training academy for prison services. It is quite worthy to acknowledge that the Academy has been established before decades when the role and worth of

prison services were largely neglected. Over the years the Academy has played unparalleled role in shaping and improving professional status of prison cadre from across the country – specifically of the southern States. It is not an exaggeration to state that the prison administration in the five southern States, i.e., Andhra Pradesh, Karnataka, Kerala, Tamil Nadu, and Telangana, is observed to be more effective for which the APCA will claim part of the credit. Officers working at present in the executive cadre and correctional cadre in all the southern States are alumni of this esteemed institute. Officers who have received training from the Academy have been risen to the level of Inspector General of Prisons in some states. Since its inception in 1979, the Academy has completed 24 batches of Basic Courses with one year duration; 22 batches of Basic Course with 9 months duration; 42 batches of in-service course with 6 months duration; and 32 batches of in-service course with 3 months  
(Continues in the page 2)

duration and trained over 5000 prison officers hailing from almost of all States and UTs of India. As far as southern State prison officers are concerned, it is mandatory for them to undergo basic and in-service courses training at APCA. This has helped the prison departments of southern States to have a fully trained workforce, and the multifaceted benefits of having a trained workforce significantly influenced the prison administration and management. The inter-state nature of the Academy provides a wider arena for trainee officers to gain more exposure and learning. The training curriculum of the Academy is formulated in such a way that wisely blends indoor theoretical components with outdoor practical components so as to equip the officers to manage and administer the prison institutions in most successful manner.

The role of Academy in betterment of correctional administration did not confine to offering of regular training alone. During the past several years the Academy played a key role in many areas related to prison and correctional administration.

APCA is the first ever prison training institute in India to develop and adopt training manuals for all its courses. Later in 2017, these manuals were used by the Bureau of Police Research and Development, New Delhi to formulate their Model Training Manuals for Prison Officers and Warders. It is a pride for APCA to note that it has provided a model for standardization of training of prison and correctional staff.

The Academy is also known for introducing collaborative training programs. The Academy has signed Memoranda of Understanding with renowned national and international organizations such as Penal Reform International, UK; Tata Institute of Social Sciences, Mumbai; VIT University, Vellore; PRAJA, New Delhi; NLSIU, Bengaluru etc. and organized various training programs to the benefit of officers of prison and allied services.

Another milestone in the history of APCA is the training courses organized in collaboration with foreign agencies and international study visit organized for prison officers. In the year 2014 a group of 10 senior prison officers from India visited prisons and other institutions in UK. This year the Academy is contemplating to organize another international study visit to a few countries which are globally known for having advanced correctional systems. The Academy also arrange for training and capacity building of prison officers in collaboration with national organizations such as Bureau of Police Research and Development, National Human Rights Commission, National Institute of Social Defence etc. Besides, the Director and other senior officers of the Academy is constantly invited and consulted by these agencies in policy formulation and implementation related to correctional administration.

The Academy also took initiatives to recognize and encourage outstanding contributions made by prison officials and institutions. Every year the Academy presents the KLN Reddy Memorial Award to an eminent person, who has contributed distinguished services for the betterment of Prison and Correctional Administration. In the year 2016, the Academy instituted two other awards, namely, APCA award for 'Innovation in Corrections' to be presented to a prison

official who is responsible for bringing new correctional initiative in the prison departments of the southern states and APCA Awards for 'Best Institution of the Year' to recognize the excellence demonstrated by the prison institutions in various aspects of correctional administration. As the Director of this prestigious institute, I take this opportunity to fondly remember and thank the visionaries and stalwarts, especially the founding Board Members, Shri. R.L.Handa IPS, former I.G. of Prisons, Tamil Nadu; Shri. C.S. Mallaiah, former I.G. of Prisons, Karnataka; Shri. Mahamood bin Muhammad IPS, former I.G. of Prisons, Andhra Pradesh; Shri. P. Gopala Menon, former I.G. of Prisons, Kerala and Shri. KLN Reddy, founder Director. All of them made painstaking efforts to establish this institute.

In brief, the Academy continues to play pivotal role in betterment of prisons and correctional administration of the country. It is indeed a great honor to head this institution – my alma mater, and I am more pleased that at the very beginning of my tenure I could bring about major renovations in the Academy including renovation of buildings, painting of all buildings and residential quarters, lying of roads etc. I am sure, with more support and guidance from the respected Chairman and Members of Board of Management, we can take this Academy to greater heights.

**M. Chandrasekhar**  
Director, APCA.

## Special Events

### Passing Out Parade of 23<sup>rd</sup> Batch Basic Course

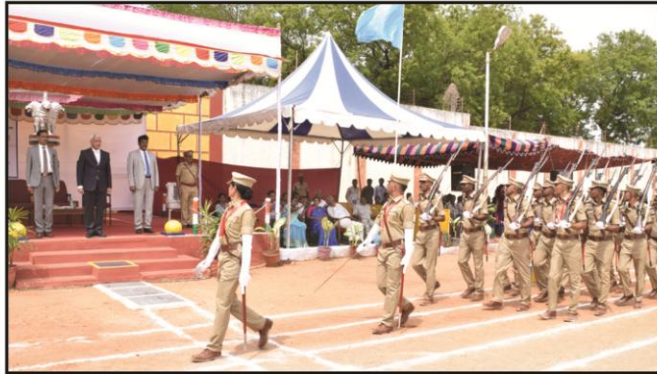
The passing out parade of the trainee officers of 23<sup>rd</sup> Batch of Basic Course was held on 01.06.2019 at the Central Prison Parade Ground, Vellore. Chief guest of the function Shri. N.S. Megharikh IPS, Member, Board of Management, APCA and Director General, Prisons & CS, Karnataka reviewed the parade and distributed medals to best performers. The chief guest in his address urged the officers to deliver their services with utmost honesty, sincerity and integrity. He insisted the soon-to-be officers of prison department to uphold high standards of professional ethics and told them not to fall prey for acts of corruption. He added that the officers should always work hard to bring good name for the department and shall never tolerate anything that would undermine the name and nobility of their service.

Shri. M. Chandrasekhar, Director of the Academy delivered the welcome address and presented the course report. Shri. V. Karuppannan, Deputy Director proposed vote of thanks.

The 23<sup>rd</sup> Batch comprised of a total of 36 officers which include 32 Jailors from Karnataka; 2 Assistant Superintendents Grade-I from Kerala; one Deputy Superintendent from Gujarat; and one Assistant Jailor from Tamil Nadu.

Shri. K. Vijayakumar, Jailor, Karnataka won the medals for Best All-rounder and Best in Criminology and Victimology, Shri. Anil Kumar Iranna, Jailor, Karnataka won the medal for Best in Subjects: Ms. Chethana.N.R, Jailor, Karnataka won the medals for Best in Out Door and Best in Parade and Shri. Anilkumar.S.S, Jailor, Karnataka, won the medal for Best in Shooting.





Shri. N.S. Megharikh IPS, Member, Board of Management, APCA and DG, Prisons & CS, Karnataka reviews the PoP. Shri. M. Chandrasekhar, Director, Shri. V. Karuppannan, Deputy Director are also seen.

Details of other medal winners are as follows:  
Ms. Geetha. M, Jailor, Karnataka – edal for Best in Penology, Probation, Parole & Aftercare; Shri. Sagar.G. Patil, Jailor, Karnataka – Medal for Best in Prison and Correctional Administration; Shri. Unnikrishnan. V.S, Assistant Superintendent Grade-I Kerala – Medal for Best in Criminal Laws.

### In a first, cash reward announced for parade commander and medal winners of PoP

First time in the history of Academy, the Chief Guest for the PoP of 23<sup>rd</sup> Batch of Basic Course Shri. N.S. Megharikh IPS, DG, Prisons & CS Karnataka, having extremely impressed by the excellent spectacular parade and performance of trainee officers, announced a cash reward of Rs. 20000.00 for the parade commander Ms. Chethna, Jailor from Karnataka and a cash reward of Rs. 10000 each for all Medal Winners from Karnataka state.

### Director attended One-Day Brainstorming Session at BPR&D

Shri. M. Chandrasekhar, Director, APCA, participated in a One-Day Brainstorming Session on 'De-radicalization in Indian Prisons' on 12.06.2019 held at BPR&D Headquarters, New Delhi. The meeting deliberated on key issues related to de-radicalization in prisons and elicited views and suggestions of stakeholders in order to formulate strategies and guidelines.

### APCA Faculty attended National Consultation Meeting by NISD, New Delhi

Prof.(Dr.) A. Mathan Raj, Professor in Criminology, APCA participated in a 2-Day National Consultation Meeting of Experts organized by the National Institute of Social Defence, New Delhi for developing modules for awareness creation and capacity building on substance use prevention, from 09.04.2019 -10.04.2019. Draft modules were proposed in the meeting addressing some of the common issues and concerns of substance use and methodological consideration to meet the training requirements among different population groups including prison institutions.

### APCA Deputy Director and Faculty attended Orientation Programme at NISD

Shri. V. Karuppannan, Deputy Director and Prof. Beulah Emmanuel, Professor in Social Work, APCA, participated in a One-Day Orientation Program on 'National Action Plan on Drug Demand (NAPDDR) Reduction' organized for State Course Facilitators of Prison Department by the National Institute of Social Defence, New Delhi on 21.04.2019. The Program was arranged to sensitize and orient the participants on core purpose of NAPDDR and mode of implementing awareness and capacity building programs on drug abuse prevention for different cadre of prison service functionaries.

### Courses and Programmes Conducted During April - June, 2019

#### Special Guest Lecture on 'Prison Security' and 'Use of Technology in Prison Administration'

A special invited talk by Dr. M.R. Ahmed, formerly Director of APCA and Inspector of General of Prisons, Andhra Pradesh on

'Prison Security' and 'Use of Technology in Prison Administration' was organized by academy on 16.04.2019.

### Short-term Course on 'Lifestyle Management for Prison and Correctional Officers'



Shri. Parvesh Kumar IPS, SP, Vellore inaugurates the Course. Shri. M. Chandrasekhar, Director, APCA, Shri. V. Karuppannan, Deputy Director, APCA; Prof. Beulah Emmanuel and Prof. (Dr.) Mathan Raj are also seen.

A 3-day Short-term Course on 'Life Style Management for Prison and Correctional Officers' was organized by the Academy in collaboration with Auxilium College, Vellore from 17.06.2019 to 19.06.2019 at the Academy. Shri. M. Chandrasekhar, Director, APCA, delivered the welcome address. Shri. Parvesh Kumar IPS, Superintendent of Police, Vellore, inaugurated the course. Shri.V.Karuppannan, Deputy Director, APCA, proposed vote of thanks. The key objective of the course was to create awareness among prison officers about the significance of management of stress and personal habits and prepare them to develop healthy lifestyles.

Details of sessions and resource persons are as follows: Personality Development, Stress Management & Work-Life Balance -Dr. Beulah Suresh, Asst. Professor & Head, Dept. of Business Administration, Auxilium College; Etiquette Management- Dr. Jayaprakash Jala, Asst. Professor (Senior), Academic Staff College VIT University, Vellore;



Emotional Management-Sr. Sagayamary, Asst. Prof., Dept. of Commerce, Auxilium College; Health Management & Nutrition Management-Dr.Priscilla Snahalatha, Senior Medical Officer, Drug Resistant TB Centre, Govt. Vellore Medical College, Vellore; Relationship Management- Dr. Amudha, Asst. Professor, Dept. of English, Auxilium College; Problem Solving & Decision Making-Sri. Dinseh Gajendran, Catalyst & Director, Audacious Dreams Foundation, Gudiyatham; Conflict Management & Negotiation Skills-Dr. Selvam M., Deputy General Manger, HR, BHEL, Ranipet; Dr. Indradevi, Associate Professor, VIT Business School, VIT University, Vellore; and Time Management - Ms. Preethi, Asst. Professor, Dept. of Business Administration, Auxilium College, Vellore.

A total of 33 prison officers of various ranks from the states of Andhra Pradesh, Karnataka, Kerala and Tamil Nadu participated in the course.

**Convocation of 32<sup>nd</sup> Batch of In-service Course for Prison Officers and 4<sup>th</sup> Batch of Basic Course for Welfare Officers**



Shri. K. Bhargava Teja IFS, District Forest Officer, Vellore with Shri. M. Chandrasekhar, Director, APCA and Shri. V. Karuppannan, Deputy Director, APCA distributes certificates to trainee officers during the convocation.

The convocation of 32<sup>nd</sup> Batch of In-service Course for Prison Officers and 4<sup>th</sup> Batch of Basic Course for Welfare Officers was held on 24.06.2019. Shri. K. Bhargava Teja IFS, District Forest Officer, Vellore was the chief guest during the occasion. Shri. M. Chandrasekhar, Director presented the course report. A total of 13 officers including 6 Asst. Superintendents Grade - 1 from Kerala, 3 Deputy Jailors from Andhra Pradesh and 4 Jailors from Karnataka were trained in In-service Course and a total of 7 officers including 3 Welfare Officers and 2 Social Casework Experts from Tamil Nadu and 2 Welfare Officers from Kerala were trained in Welfare Officers Course. Shri. Aneesh.C.S., Assistant Superintendent Grade I, Kerala won the medal for Best All-rounder, Shri. P.Natarajan, Social Casework Expert won the medal for Best in Subjects and Shri. Sooraj.V.V., Assistant Superintendent Grade I, Kerala won the medal for Best in Outdoor.

**Short-term Course on 'Dealing with Difficult Situations in Prisons'**



Shri. A. Muraleetharan, Chairman/District Judge, Permanent Lok Adalat, Vellore inaugurates the course. Shri. M. Chandrasekhar, Director, Shri. R. Kanagaraj, Secretary/Sub Judge, DLSA, Vellore, and Shri. V.Karuppannan, Deputy Director are seen in the picture.



Participants of Short-term Course on 'Life Style Management for Prison and Correctional Officers' along with Shri. Parvesh Kumar IPS, SP, Vellore; Shri. M. Chandrasekhar, Director, APCA, Shri. V. Karuppannan, Deputy Director, APCA, and other faculty members on 17.06.2019.



A 3-Day Course on 'Dealing with Difficult Situations in Prisons' was organized from 27.06.2019 to 29.06.2019. Shri. A. Muraleetharan, Chairman/District Judge, Permanent Lok Adalat, Vellore inaugurated the course. Shri. M. Chandrasekhar, Director, delivered the welcome address. Shri. R.Kanagaraj, Secretary/Sub Judge, DLSA, Vellore was guest of honour during the inaugural function. The course composed of sessions on how to deal with various prison incidents such as prison escapes, prisons gangs, riots, hostage crisis, managing vulnerable, suicidal and self-harming prisoners, drug abuse management, contingency planning in prisons and emergency preparedness etc. Shri. M. Chandrasekhar, Director; Shri. V.Karuppannan, Deputy Director; Shri. B.M. Ezra, Former DIG of Prisons; Smt. M. Jayabharathi, DIG of Prisons, Vellore Range; Dr. Anbu, Banyan, Chennai were the resource persons. A total of 39 officers in the ranks of Chief Warder to Jailor and Welfare Officers from the states of Andhra Pradesh, Karnataka, Kerala, and Tamil Nadu participated in the course.

### Study Tours of Trainee Officers

#### Study Tour of 23<sup>rd</sup> Batch of Basic Course



Trainee officers of 23<sup>rd</sup> Batch of Basic Course during their visit to Central Prison, Bhopal.

A study tour to prisons and other allied institutions in North India was organized for the trainee officers of 23<sup>rd</sup> Batch of Basic Course from 25.04.2019 to 08.05.2019. The team visited Central Prisons at Bhopal, Agra, Jaipur, Tihar, Varanasi, Beur, and Kolkata; Open Prison at Sanganer, Bihar Institute of Correctional Administration, Patna, NHRC and BPR&D, New Delhi. The team also called on I.G. of Prisons, Rajasthan and Bihar. Shri. R.Kanagaraj, Professor in Psychology, lead the team.

#### Study Tour of 32<sup>nd</sup> Batch of In-service Course



Trainee officers of 32<sup>nd</sup> Batch of In-service Course during their visit to Central Prison, Thane.

A study tour to prisons and other allied institutions was organized for the trainee officers of 32<sup>nd</sup> Batch of in-service

Course and 4<sup>th</sup> Batch of Basic Course for Welfare Officers from 15.05.2019 to 22.05.2019. The team visited Central Prisons, Women Prison, Open Prisons and State Institute of Correctional Administration at Hyderabad, District Prison and Prison Museum at Sangareddy, Central Prisons at Thane and Arthur Road and District Prison, Byculla, Mumbai, Central Prison at Colvale, and Aguada Fort Old Central Jail, Goa. The team was lead by Prof. (Dr.) A.Mathan Raj, Professor in Criminology, APCA.

### Guest Lecture/Special Training Session



Trainee officers with Shri. M.R.Ravikiran, Superintendent, Central Prison, Nellore, after his Guest Lecture on 13.05.2019.



Shri.M.C. Vishwanathaiah, DIG of Prisons (Rtd.), Karnataka, delivering lecture on 30.05.2019.

### Medal Winners of 32<sup>nd</sup> Batch of In-service Course



From L-R: Shri. Sooraj.V.V., Asst. Superintendent Gr.I, Kerala, Shri. Aneesh, Asst. Superintendent Gr.I, Kerala, C.S and Shri. P.Natarajan, Social Casework Expert, Tamil Nadu.



Reference Article

Achieving the key correctional goals: An overview



Prisons and correctional services in India have seen remarkable changes in the past few decades. After independence, though the initial few decades were somewhat reminiscent of the British colonial prisons, a sign of change was started to appear in

correctional system especially after 1980s. Some of the land mark judgments by Supreme Court on prison related issues and impact of much debated Mulla Committee Report paved way for prison reforms. As far as southern States are concerned, establishment of Regional Institute of Correctional Administration (RICA), later renamed as APCA, in the year 1979 was a great step. Various steps were taken by state governments and central government on prison modernization programs and central assistances schemes were also introduced.

However, a great deal of questions is still remaining unanswered. The fundamental question that remains obscure is about the main goals of correctional system. Why do we imprison people? What are the common goals of corrections? Four different goals of corrections are normally espoused: retribution, deterrence, incapacitation, and rehabilitation. But how far our correctional system is able to deliver effective services to achieve these? Assessment studies conducted in some western countries have shown that prison officers even now consider incapacitation and deterrence as the main objectives of imprisonment, and rehabilitation is not given due prominence. While public safety is said to be the highest priority of criminal justice agencies, many a times it is seen that lack of concerted efforts among different agencies such as police, prosecution, judiciary, prison and probation, fail in its achievement. Though imprisonment incapacitate offenders for a while, and thereby ensures public safety as long as such offenders are kept in prisons, this would not ensure prolonged public safety.

Without a focus on reducing the recidivism rates, correctional efforts would be of limited utility. Effective reformation of offenders and their successful reintegration into mainstream society are the key correctional goals. But it is sorry to note that major emphasis of our prison system is on custodial aspect rather than correctional efforts. It is no mistake of theirs, as the organizational, structural and functional components of our prisons remain to be of custodial in nature.

Absence of a well framed correctional mechanism, including lack of correctional cadre staff, policy guidelines and resources ails our prisons. As per Prison Statistics India Report 2016, there are only 621 correctional cadre staff in all States and UTs. This itself indicates the saddest state of affairs. Similarly effective treatment programs for inmates, including counseling, vocational training, education, spiritual uplifting, family and social support etc are much needed.

It is equally important to give enough emphasis on aftercare and reintegration of released offenders. Without having adequate support for rebuilding social bonds, prisoners would most probably relapse into criminal behavior, thereby making all efforts taken during their incarceration meaningless. Hence aftercare and reintegration mechanisms should be in place to ensure achievement of correctional goals.

The role of prison workforce is most important in this regard. Prison staff should have faith in and orientation towards a rehabilitation oriented approach. Their lack of trust and apathetic approach towards treatment of prisoners would miserably affect the achievement of correctional goals. This underlines the necessity of having a properly trained and skilled prison workforce. There are many factors at play that are outside of the control of the prison authorities: who is sent to a prison, how long the inmates stay, why they are there, and what issues they bring with them. That means prisons cannot select their prisoners; they have to accept whoever is sent to them by the court or the legal authority. However, prison administration can choose their staff. It is essential that the staff should be carefully selected, properly trained, supervised and supported.



Participants of Short-term Course on 'Dealing with Difficult Situations in Prisons' along with Shri. A. Muraleetharan, Chairman/District Judge, Permanent Lok Adalat, Vellore, Shri. M. Chandrasekhar, Director, Shri. R.Kanagaraj, Secretary/Sub Judge, DLSA, Vellore, Shri. V.Karuppannan, Deputy Director, and other faculty members of APCA.



The Nelson Mandela Rules (Rule 74.1) urges prison administration for the careful selection of every grade of the personnel, since it is on their integrity, humanity, professional capacity and personal suitability for the work that the proper administration of prisons depends. Therefore state prison administrations should accord due importance for prison staff selection and training. The role of APCA in training and capacity building of prison personnel from across the country are highly emphasized here. Over the past 40 years APCA had done remarkably well in training of prison workforce.

In brief, achievement of correctional goals depends on fulfilment of few major requirements as mentioned above in our prison systems on a priority basis. In absence of these, any initiative or effort taken towards reformation and successful reformation of prisoners would not fetch the desired results. Implementation of a concerted, well formulated plan towards this end is the need of the hour in our country.

**V.Karuppannan**  
Deputy Director, APCA.

## Snapshots from Passing out Parade of 23<sup>rd</sup> Batch Basic Course



Shri. M. Chandrasekhar, Director, APCA, presenting course report during PoP of 23<sup>rd</sup> Batch.



Shri. M. Chandrasekhar, Director, APCA, honouring the chief guest Shri. N.S. Megharikh IPS, Member, Board of Management, APCA and DG, Prisons & CS, Karnataka. Shri. V. Karuppannan, Deputy Director, looks on.



Shri. N.S. Megharikh IPS, Member, Board of Management, APCA and DG, Prisons & CS, Karnataka congratulating Ms. Chethana, Parade Commander; Shri. M. Chandrasekhar, Director, APCA, Shri. V. Karuppannan, Deputy Director, APCA are seen in the picture.



Trainee officers of 23<sup>rd</sup> Batch of Basic Course with Shri. N.S. Megharikh IPS, Member, Board of Management, APCA and ADGP & IG of Prisons, Karnataka; Shri. M. Chandrasekhar, Director, APCA, Shri. V. Karuppannan, Deputy Director, APCA, and other faculty members after their PoP on 01.06.2019.



Medal Winners of 23<sup>rd</sup> Batch



From L-R: Shri. Anilkumar.S.S., Shri. Unnikrishnan. V.S., Shri. Anil Kumar Iranna, Shri. K. Vijayakumar (Best All-rounder), Ms. Chethana.N.R, Ms. Geetha. M, & Shri. Sagar.G.Patil.

Renovation Works



Renovated library building: Exterior view.



Renovated library building: Interior view.



Renovated library building: Interior view.

Convocation of 32<sup>nd</sup> Batch of In-service Course



Trainee officers of 32<sup>nd</sup> Batch of In-service Course with Shri. Bhargava Teja IFS, District Forest Officer, Vellore, Shri. M. Chandrasekhar, Director, Shri. V.Karuppappan, Deputy Director, and other faculty members of APCA, after their convocation on 24.06.2019.

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