



THE BOARD OF MANAGEMENT OF APCA



**Shri. Alok Kumar, IPS.
Chairperson,**

Board of Management of
APCA & Director General of
Prisons & Correctional Services, Karnataka.



**Sri. N. Balasubramanyam,
IPS., Member,**

Board of Management of
APCA & Director General of
Prisons and Correctional Services,
Andhra Pradesh



**Dr. Soumya Mishra, IPS,
Member,**

Board of Management of
APCA & Director General of Prisons and
Correctional Services ,
Telangana.



**Shri. K. Shankar, IPS,
Member,**

Board of Management of
APCA & Director General of Prisons and
Correctional Services ,
Tamil Nadu.



**Shri. Balram Kumar Upadhyay, IPS.,
Member,**

Board of Management of
APCA & Director General of
Prisons and Correctional Services,
Kerala.



**Shri. Arun Sobti
Member,**

Board of Management of
APCA & Director(PR&ATC),
MHA, Govt. of India,
New Delhi.



**Shri. Jitendra Singh Meena, IPS,
Co-opted Member,**

Board of Management of
APCA & IG / Director (R&CA), MHA,
Govt. of India.

DIRECTOR'S DESK



Shri. B. PRADEEP,
Director, APCA, Vellore.

Personality Development for Prison Officers

Prison officers play a crucial role in maintaining security, discipline and rehabilitation within correctional institutions. Their duties demand physical fitness, emotional stability, ethical conduct and effective communication skills. Personality development is therefore essential for prison officers to perform their duties effectively while maintaining their own well-being. The following aspects highlight the key elements of personality development in this profession.

Enhancing the Power of a Positive Mind

A positive mindset helps prison officers remain calm and composed in stressful and unpredictable situations. It enables them to approach challenges with confidence, reduce negativity, and maintain emotional balance while interacting with inmates and colleagues.

Fostering Creativity

Creativity allows officers to think beyond routine procedures and find innovative solutions to complex problems. Whether it is resolving conflicts or engaging inmates in constructive activities, creative thinking can improve outcomes within correctional facilities.

Professional Etiquette

Professional conduct is vital in maintaining discipline and respect. This includes proper behavior, respectful communication, punctuality, and adherence to institutional policies. Good etiquette strengthens authority and fosters a healthy work environment.

Leveraging Technology for Personal Growth

Technology offers valuable opportunities for continuous learning. Prison officers can use digital platforms, training programs, and communication tools to upgrade their skills, stay informed, and improve efficiency in their daily responsibilities.

Leadership Skills

Leadership is an essential quality for prison officers. It involves guiding others, making responsible decisions, and setting a positive example. Strong leadership helps in maintaining order and promoting a culture of respect and accountability.

Motivation

Self-motivation drives commitment and dedication. Motivated officers are more proactive, responsible, and focused on achieving both personal and professional goals. It also helps them remain resilient in challenging situations.

Embracing Change for Transformation

The correctional environment is constantly evolving. Officers must be open to change, whether it involves new technologies, policies, or rehabilitation methods. Embracing change leads to growth and better adaptability.

Team Building

Effective teamwork is crucial in ensuring safety and efficiency. Building strong relationships with colleagues promotes cooperation, trust, and coordinated efforts, which are essential in managing daily operations.

Adaptability and Growth Mindset

An adaptable officer can respond effectively to changing situations. A growth mindset encourages continuous learning, self-improvement, and the ability to see challenges as opportunities for development.

Professional and Personal Integrity

Integrity is the foundation of trust and respect. Prison officers must uphold honesty, fairness, and ethical behavior in all aspects of their work, ensuring accountability and credibility.

Communication and Presentation Skills

Clear communication is essential for maintaining discipline and preventing misunderstandings. Officers must effectively convey instructions, resolve conflicts, and document incidents. Strong presentation skills also enhance training and professional interactions.

Conclusion

Personality development is an indispensable aspect of Professional excellence among prison officers. It enhances leadership, confidence, discipline, empathy and decision making abilities, enabling

officers to discharge their duties with efficiency and humanity. A well- developed personality not only improves institutional functions but also promotes a healthy and reform-oriented correctional system.

DEPUTY DIRECTOR'S DESK



Dr. P. GOVINDARAJAN,
Deputy Director, APCA, Vellore.

Recoup : The Essential Energy Resource for Correctional Officers

Correctional officers work in a highly demanding and disciplined environment that requires constant alertness, emotional stability, and physical endurance. The nature of their duty involves long hours, responsibility for safety and security, and the ability to respond effectively to challenging situations. In such a profession, maintaining consistent energy throughout the day is not just beneficial—it is essential.

There is a timeless saying, “Work while you work, play while you play,” and another that reminds us, “All work and no play makes Jack a dull boy.” These principles hold particular importance for prison officers, whose efficiency depends greatly on their physical and mental well-being.

Each day often begins with energy and determination. However, due to continuous duties, interactions, and responsibilities, fatigue can set in as the day progresses. This decline in energy can affect concentration, decision-making, and overall performance. Therefore, it becomes important for officers to recognize when their energy levels dip and adopt practical methods to restore them.

Recouping energy does not require elaborate arrangements. Simple and mindful practices during duty hours can significantly improve alertness and resilience. Taking short breaks, practicing deep breathing, or momentarily stepping away from stressful situations can help refresh the mind and body. Understanding one’s own energy patterns and responding to them effectively is a key aspect of professional efficiency.

Biologically, the human body supports energy restoration through natural processes, which can be enhanced by engaging in positive activities that stimulate “happy hormones.” These hormones play a vital role in maintaining emotional balance and sustained energy:

- **Dopamine** enhances motivation and focus. Activities such as walking, exercising, or engaging in creative outlets like writing or drawing during leisure time can boost this hormone.
- **Oxytocin** promotes trust and emotional stability. Positive interactions with colleagues, teamwork, supportive communication, and even a genuine smile or laughter can strengthen this hormone, improving workplace harmony.
- **Serotonin** helps regulate mood and promotes a sense of well-being. Exposure to sunlight, brief walks, and reflecting on positive experiences can elevate serotonin levels, helping officers stay calm and composed.
- **Endorphins** act as natural stress relievers. Physical activities like exercise, yoga, or even laughter can help reduce stress and increase resilience in high-pressure situations.
- **Melatonin** is crucial for quality rest. Adequate sleep after duty hours ensures recovery, mental clarity, and readiness for the next day’s responsibilities.

For Correctional officers, maintaining energy is directly linked to maintaining safety, discipline, and professionalism. A well-rested and mentally balanced officer is better equipped to handle challenges, make sound decisions, and interact effectively with inmates and colleagues.

In conclusion, recouping energy is not a luxury but a necessity in the life of a Correctional officer. It requires awareness, discipline, and small but meaningful habits. These simple practices cost nothing, yet they create a powerful impact—enhancing efficiency, promoting well-being, and ensuring that officers remain alert, and prepared to serve with integrity.

COURSES AND PROGRAMMES CONDUCTED DURING JANUARY – MARCH 2026

Celebration of Republic Day



On the occasion of Republic Day, Sri. B. Pradeep, Director, Sri. Govindaraj, Deputy Director, Professors, Outdoor Instructors, and the 34th Batch Nine - Month Basic Course Trainee officers of APCA are seen in the picture.

The 77th Republic Day of the Nation was celebrated in APCA on 26.01.2026. Sri. B. Pradeep, Director, APCA hoisted the National Flag and delivered the Republic Day Message. APCA professors, Trainee Officers and staff members were also present during the occasion.

Three – Day Training Programme on “LIFE STYLE MANAGEMENT”

The Academy of Prisons and Correctional Administration (APCA), Vellore, organized a Three-Day Training Programme on “Life Style Management” in collaboration with the Department of Business Administration, Auxilium College (Autonomous), Vellore.



Sri. B. Pradeep, Director, APCA, chief Guest of the programme, Inaugurated the Three-day Training Programme on “Life Style Management” along with Dr. P. Govindarajan, Deputy Director, APCA; Professors and participants.

The training was conducted from 28.01.2026 to 30.01.2026. Sri. B. Pradeep, Director, APCA, was the Chief Guest and delivered the Inaugural address and emphasized the importance of physical, mental, and emotional well-being of prison

officers for effective correctional administration. Dr. P. Govindarajan, Deputy Director, APCA, delivered the welcome address. Dr. Beulah Suresh, HOD, Department of Business Administration, Auxilium College, introduced the course and highlighted the relevance of lifestyle management for prison personnel working in demanding environments. Prof. Dr. A. Mathan Raj, proposed the vote of thanks.

A total of 14 prison officers from the state of Tamil Nadu, Kerala, and Nagaland participated in the training programme.

The programme features interactive sessions on Conflict Management; Health Management; Nutrition Management; Work-Life Balance; Positive Thinking & Resilience; Relationship Management; Emotional Management; Problem Solving & Decision Making; Time Management; Stress Management and Holistic Wellness handled by academicians, medical professionals, and experts from reputed institutions, aiming to equip prison officers with practical tools to manage occupational stress and improve overall quality of life.

Martyrs' Day



The pledge of equality and faith in the constitution was administered by Sri. B. Pradeep, Director, APCA along with staff and trainee officers.

Martyrs' Day was solemnly observed on 30th January 2026, in accordance with the directions of the Ministry of Home Affairs, Government of India, to honour the memory of those who sacrificed their lives for India's freedom. All staff members and trainee officers of APCA, Vellore, observed a two-minute of silence with due reverence. On this occasion, the Pledge of Equality and Faith in the Constitution was administered by Sri B. Pradeep, Director of APCA, and was solemnly repeated by the staff and trainee officers.

STUDY TOUR OF THE 8TH BATCH OF THE THREE - MONTH BASIC TRAINING COURSE FOR PROBATION OFFICERS



8th Batch of the Probation officers of APCA and Prof. (Dr.) Beulah Emmanuel, Professor, APCA visited Gandhibhavan, Pathanapuram, Kerala, the founder and secretary of Gandhibhavan, Dr. Punalur Somarajan, along with other officials of Gandhibhavan, are seen in the picture.

The trainee officers of the 8th Batch of the three-month Basic Training Course for Probation Officers had a 12- day study tour scheduled from 04/02/2026 to 15/02/2026. The team visited TISS-Mumbai, Goa, Mangalore, Pathanampuram, Trivandrum and Madurai under the leadership of Prof.(Dr.)Baulah Emmanuel, APCA, Vellore.

THREE – DAY TRAINING PROGRAMME ON “PERSONALITY DEVELOPMENT”

The Academy of Prisons and Correctional Administration(APCA), Vellore, organized a Three-Day Training Programme on “Personality Development” in collaboration with the Department of Business Administration, Auxilium College (Autonomous), Vellore.



Dr. Sr. Arokia Jyaceli A. Principal, Auxilium College, Guest of Honour of the programme, lighting the Lamp along with Sri. B. Pradeep, Director, APCA; Dr. P. Govindarajan, Deputy Director, APCA; Dr. Beulah Suresh, HOD, DOBA, Auxilium College and Professors of APCA.

The training was conducted from 18.02.2026 to 20. 02.2026. Sri. B. Pradeep, Director, APCA, was the Chief Guest and delivered the Inaugural address. Dr. P. Govindarajan, Deputy Director, APCA, delivered the welcome address. The course was introduced by Dr. Beulah Suresh, HOD, Department of Business

Administration, Auxilium College. The Guest of Honour, Dr. Sr. Arokia Jyaceli A. Principal, Auxilium College, addressed the participants. Prof. Dr. A. Mathan Raj, Professor in Criminology, APCA, proposed the formal vote of thanks.

The programme was attended by 22 prison officers including three women officers drawn from the States of Andhra Pradesh, Kerala, Tamil Nadu and Nagaland.

The training aims to enhance the personal and professional competencies of prison officers by focusing on leadership , communication, integrity, adaptability, creativity and positive mindset – qualities essential for effective correctional administration. The resource persons for the three-day training programme were distinguished academicians, Industry leaders, and professionals from reputed institutions including VIT University, VIT Business School, Voorhees college and christian medical college, Vellore.

CONVOCATION OF THE 8TH BATCH OF THE THREE - MONTH BASIC COURSE FOR PROBATION OFFICER



Sri. B. Pradeep, Director, APCA presenting certificate and medal to Ms.Amidya Amitha, PO from Telangana for being the Best in subjects and Best in Penology, Probation and After care. Dr. P. Govindraj, DD, and Professors of APCA are also seen in the picture

The convocation ceremony of the 8th Batch of the Three-Month Basic Course for Probation Officers was held on 27th Feb 2026 at the Academy of Prisons and Correctional Administration (APCA), Vellore. Sri. B. Pradeep, Director, APCA, graced the occasion as the Chief Guest and delivered the Convocation Address. The programme began with a warm welcome address by Dr. P. Govindarajan, Deputy Director, APCA. Course Report was presented by Prof. Dr. Beulah Emmanuel. The ceremony concluded with a formal vote of thanks proposed by Prof. Dr. A. Mathan Raj, APCA.

The batch consisted of 17 officers, including 9 from the Department of Women and Child Welfare, Telangana, and 8 from the Tamil Nadu Probation Department, among them 4 were women officers holding graduate and postgraduate qualifications in various disciplines, including Social Work.

Ms. Amidyala Amitha, from Telangana, was awarded the Best in Subjects and Best in Penology, Probation, Parole and Aftercare Medal. Smt. R. Radhika, from Tamil Nadu, received the Best in Prison and Probation Medal and Sri. Bachala Naveen from Telangana and Sri. N. S. Kumaresan from Tamil Nadu was given a Special Appreciation Award.

Study Tour of the 35th Batch of the Nine - Month Basic Training Course Officers



The trainee officers of the 35th Batch of the Nine-Month Basic Training Course for Prison Officers has a 15- day study tour scheduled from 10.03.2026 to 25.03.2026. The team visited Central jails, District jails, and Open jails in Kalaburagi, Pune, Ahmedabad, Jodhpur, New Delhi, Chandigarh, Shimla, Udhampur and Srinagar under the leadership of Prof.(Dr.) T.H. Ansar, Prof. of Prison & Correctional Administration, APCA, Vellore.

Study Tour of the 48th Batch of the Three - Month In-Service Training Course Officers



The trainee officers of the 48th Batch of the Three-Month In-Service Training Course for Prison Officers includes an eight- day study tour scheduled from 08.03.2026 to 15.03.2026. The team visited Central jails, District jails, and Open jails in Vijayawada, Nalgonda, Hyderabad, Raichur, Anantapur, Tiruchirappalli, and Puducherry under the leadership of Prof.(Dr.) A. Mathan Raj, Professor of Criminology, APCA, Vellore.

Commencement of the 9th Batch Basic Course for Probation Officers

Training of the 9th Batch of Three- Month Basic Training Course for Probation Officers commenced on 10.03.2026. As many as 10 Probation Officers from Tamil Nadu have joined the course.

Commencement of the 36th Batch Nine - Month Basic Training Course for Prison Officers

Training of the 36th Batch Nine-Month Basic Training Course for Prison Officers commenced on 12.03.2026. As many as 7 officers (2 Assistant Superintendents Grade-I from Kerala and 5 Assistant Jailers from Tamil Nadu) have joined the course.

One - Day Training for Non- Official Visitors, Batch – I

The Academy organized a One-Day Training Programme for Non - Official Visitors (NOV's), Batch-I. sponsored by the Tamil Nadu Prisons and Correctional Services Department, Tamil Nadu.



Thiru. K. Shankar, IPS, DG of Prisons and Correctional Services of Tamil Nadu, Chief Guest, gave an Inaugural address and graced the programme. Sri. B. Pradeep, Director, APCA; Dr. P. Govindraj, DD and Professors are seated on the dais.

The Programme was inaugurated on 27th March 2026, at KLN Reddy Hall, APCA. Thiru. K. Shankar, IPS, Director General of Prisons and Correctional Services, Tamil Nadu, who graced the occasion as the Chief Guest and delivered the

inaugural address to the gathering. Sri B. Pradeep, Director, APCA, Vellore, gave the Presidential speech, who emphasized the importance of community participation in correctional administration. Dr. P Govindarajan, Deputy Director, APCA, Vellore delivered the welcome address. Prof. Dr. A. Mathan Raj, Course Coordinator, APCA, introduced the objectives and significance of the training programme. Prof. (Dr.) Beulah Emmanuel proposed the vote of thanks.

A total of 46 Non-Official Visitors are participated from all over the Tamil Nadu. The training programme is being organized to sensitize NOV's statutory roles and responsibilities as members of the Board of Visitors under the Tamil Nadu Prison Rules, 2024.

The programme covers key areas including- Role and functions of Non-Official Visitors in Prison Oversight; Overview of prison administration in Tamil Nadu; Tamil Nadu Prison Rules, 2024, with special reference to Rule 504; Correctional measures, prison reforms, and rehabilitation programmes; Human rights of prisoners and ethical prison monitoring; and Practical issues in the interface between prison administration and Non- Official Visitors through an interactive session. The training emphasizes regular prison visits, grievance redressal, inspection of facilities such as food, sanitation, and medical care, and the importance of maintaining confidentiality, impartiality, and non-interference while discharging duties. The programme also highlights the vital role of Non-Official Visitors as a bridge between society and prison institutions in ensuring protection of prisoners rights and promoting correctional objectives.

Senior prison officers, including Thiru. G. Shanmugasundaram, DIG Prisons, Vellore Range; Thiru. Murugesan, DIG Prisons, Madurai Range; Mr. M. R. Ravishankar, Senior Advocate, and the professors of APCA, are serving as resource persons for the programme.

Firing Exam for the 34th Batch of the Nine - Month Basic Training Course and 48th Batch of the Three - Month In-service Course for Prison Officers



Sri. B. Pradeep, Director, APCA; Dr. P. Govindarajan, DD; Out door Incharge, Instructors; staff nurse; 34th Batch of the Nine-Month Basic Course and 48th Batch of the Three- Month In=service Course for prison officers are seen in the picture.

The firing exam for the 48th Batch of the Three-Month In-Service Course for Prison Officers. A total of 18 prison officers, holding the ranks of Assistant Jailor, Assistant Superintendent Grade-II and Assistant Deputy Jailor from the state of Karnataka, Tamil Nadu, Kerala and Telangana in the 48th Batch of the Three - Month In-Service Course for Prison Officers, attended and successfully completed firing exam. Similarly, the firing exam for the 34th Batch of the Nine - Month Basic Training Course for prison officers was conducted on 25.03. 2026. A total of 12 prison officers, holding the ranks of Jailor, Assistant Jailor from the state of Tamil Nadu and Nagaland, attended and successfully completed firing exam.

The exam was conducted under the supervision of Sri B. Pradeep, Director, APCA, with the presence of Dr. P. Govindarajan, Deputy Director and Prof. R. Kanagaraj, Outdoor In-Charge; Sri M. Devendiran, PT Instructor; and Sri Jayaprakash & Perumal, MI and staff nurse, APCA, Vellore.

Inauguration of Wellness Centre for Female Trainee Officers and Gymnasium



Sri. Alok Kumar, IPS, Hon'ble Chairperson, Board of Management (BOM) of APCA & Director General of Prisons and Correctional Services, Karnataka, inaugurated a wellness centre for female trainee officers and a refurbished gymnasium. Sri. B. Pradeep, Director, APCA, is seen in the picture.

Sri. Alok Kumar, IPS, Hon'ble Chairperson, Board of Management (BOM) of APCA & Director General of Prisons and Correctional Services, Karnataka, visited APCA, Vellore on 31.03.2026. During the visit, the Hon'ble Chairperson inaugurated a wellness centre for female trainee officers and a refurbished gymnasium, aimed at promoting the health, well - being, and physical fitness of the trainee officers.

SPECIAL EVENTS

111th Meeting of the Board of Management of APCA

The 111th Meeting of the Board of Management of APCA was held virtually at the DG office, Bangalore, Karnataka, on 20th Feb 2026. At the outset, Hon'ble Chairperson welcomed the Hon'ble members of the Board of Management. Shri. Alok Kumar, IPS, Director General of Prisons and Correctional Services, Karnataka, and Chairperson of BOM of APCA, presided over the meeting and extended a warm greeting to all the Board members.

Sri. B. Pradeep, Director, APCA & Secretary, BOM of APCA attended along with the Chairperson of the BOM of APCA at Bengaluru. Members who attended the meeting online included Dr. Soumya Mishra, IPS, Director General of Prisons and Correctional Services, Telangana; Shri. K. Shankar, IPS, Director General of Prisons and Correctional Services, Tamil Nadu; Sri Balram Kumar Upadhyay, IPS, Director General of Prisons and Correctional Services, Kerala.

The meeting concluded with a vote of thanks proposed by the Chairperson of the Board of Management, APCA.

Editor in Chief : Shri. B.Pradeep, Director, APCA

Editorial Board Members : Dr.P. Govindrajan, Deputy Director; Prof. (Dr.) Beulah Emmanuel, Professor in Social Work; Prof. (Dr.) A. Mathan Raj, Professor in Criminology; Prof. R. Kanagaraj, Professor in Psychology; Prof. (Dr.) T.H.Ansar, Professor in Prison Administration.

Editor In Charge : Dr. Geeta D Dhiwar, Librarian, APCA.

Published by : Director, APCA, P.B.No.207, Thoarpadi, Vellore-632 002. Tamil Nadu, India, Telephone : (0416) 2266507 (Director), 2267907 (Office) 2266493 (Fax), E-mail : apcavellore@gmail.com, Web : www.apca.org.in

Disclaimer: The views/opinions expressed here in this newsletter are personal views/opinions of the authors and do not reflect the views/opinions of the Board of Management of APCA, or it's Member- States.