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**SPECIAL EVENTS****110th Meeting of the Board of Management of APCA**

Sri Balram Kumar Upadhyay, IPS, Honorable Board Member, APCA and Director General of Prisons and Correctional Services, Kerala and Sri. B. Pradeep, Director and Secretary, BOM, APCA, Vellore are seen in the picture.

The 110th Meeting of the Board of Management of APCA was held in person at the Conference Hall of APCA, Vellore, on 18th July 2025. At the outset, Sri. B. Pradeep, Director, APCA, welcomed the members of the Board. Dr. Mahaswar Dayal, IPS, Director General of Prisons and Correctional Services, Tamil Nadu, and Chairperson of APCA, presided over the meeting and extended a warm greeting to all the Board members.

Members who attended the meeting online included Smt. Malini Krishnamoorthy, IPS, Director General of Prisons and Correctional Services, Karnataka; Sri Anjani Kumar, IPS, Director General of Prisons and Correctional Services, Andhra Pradesh; Dr. Soumya Mishra, IPS, Director General of Prisons and Correctional Services, Telangana; Sri Arun Sobti, Director, Prison Reforms and Anti-Trafficking, Ministry of Home Affairs, Government of India, New Delhi; and Sri Jitendra Singh Meena, IPS, Inspector General/Director (R&CA), BPR&D, Ministry of Home Affairs, New Delhi.

Sri. Balram Kumar Upadhyay, IPS, Director General of Prisons and Correctional Services, Kerala, was physically present at the meeting.

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

**DIRECTOR'S DESK**

**Shri. B. Pradeep,**  
Director, APCA, Vellore.

**DIRECTOR AND SECRETARY, BOARD OF MANAGEMENT, APCA**

**7<sup>TH</sup> ALL INDIA PRISON DUTY MEET – 2025**

The 7th All India Prison Duty Meet– 2025, a prestigious biennial event organized by the Bureau of Police Research and Development (BPR&D) in collaboration with the Telangana Prisons and Correctional Service Department, was held at the RBVR Police Training Academy Hyderabad from 9th and 11th September 2025.

The meet was inaugurated by Sri. Jishnu Dev Varma, Honorable Governor of Telangana with a warm welcome address by Dr. Soumya Mishra, IPS, Director General of Prisons and Correctional Services, Telangana.

An impressive March Past marked the occasion, featuring over 1,200 Participants from 21 States and 3 Union Territories competing in 33 events– the highest ever in participation and representation. For the first time, a Technology Exhibition and a prison products stall showcasing items crafted by inmates were organized, reflecting the true spirit of reformation and rehabilitation through constructive engagement.

The meet served as an excellent platform for prison officers across the nation to exchange experiences, share innovations and strengthen Professional collaboration. A large number of Directors General, ADGPS, IGS, and senior officers from various states attended the event, underscoring its national significance.

Quoting Mahatma Gandhi, "Prison life should not make one bitter; it should make one better". The Meet echoed this message, highlighting the evolving role of Prison officers in modern society– as instruments of reforms, discipline and human dignity. The Academy of Prisons and Correctional Administration (APCA), Vellore, proudly participated by deputing two professors as Judges for various competitions, thereby reaffirming APCA's enduring commitment to nurturing professionalism, integrity and compassion among correctional officers.

It is suggested that a Best Physique Competition be included in the next All India Prison Duty Meet, as many young and energetic officers display remarkable fitness and enthusiasm. Introducing this event would further promote physical discipline, confidence and camaraderie among the Prison fraternity.

The Closing ceremony was graced by Sri. Bandi sanjay kumar, Honorable Minister of state for Home Affairs, Government of India, Despite intermittent



rain, the enthusiasm of the Participants and organizers remained high. Telangana State achieved a proud hat-trick of Victories, emerging as the overall champion.

The Telangana Tourism Departmental added a special touch by organizing one-day and half-day tours for participants, making the event both memberable and enriching.

A big salute to Dr. Soumya Mishra, IPS and the entire Telanagana Prisons Department along with the BPR&D, for their exemplary leadership and team work in making the 7th All India Prison Duty Meet–2025 a resounding success- a true celebration of discipline, dedication and reform in the noble mission of Correctional Service.

#### ARTICLE ON PRISON AND CORRECTIONAL ADMINISTRATION

### The Role of Moral Intelligence in Prisons

Dr. Beulah Emmanuel  
Professor in Social Work

#### Introduction

Prisons are often viewed as punitive spaces, yet modern correctional philosophy advocates a rehabilitative and reformatory orientation. Prison and correctional Officers, as frontline custodians, are tasked with ensuring both security and dignity of prisoners. The concept of moral intelligence (MI)—defined as the ability to distinguish right from wrong, act on ethical principles, and demonstrate integrity, compassion, and responsibility (Lennick & Kiel, 2007)—provides a crucial framework for reform. In India, where overcrowding, custodial violence, and stigma impede prison reform (National Crime Records Bureau [NCRB], 2023), moral intelligence offers a humane corrective to purely custodial approaches. Moral intelligence has been described as the capacity to understand universal human principles, internalize them, and act consistently with them (Borba, 2001). Unlike IQ (cognitive) and EQ (emotional), MI emphasizes values such as integrity, responsibility, forgiveness, and compassion (Lennick & Kiel, 2007). In prisons, this translates into:

- i) Upholding the dignity of the inmates and treating with fairness without discrimination.

- ii) Considering them as person and not as non-persons.

Today, correctional institutions are increasingly expected to not only maintain discipline but also facilitate the rehabilitation and reintegration of prisoners into society. In this transformation, the role of Prison and correctional Officers becomes pivotal. They are not merely custodians of law but agents of change whose attitudes, values, and behaviors directly influence prisoner outcomes. In this context, the concept of Moral Intelligence (MI) becomes critical. Defined as the capacity to understand right from wrong and act on universal ethical principles such as integrity, responsibility, compassion, and forgiveness (Borba, 2001; Lennick & Kiel, 2007), MI equips prison staff to balance custodial responsibilities with humane treatment. Unlike IQ (intelligence quotient) and EQ (emotional intelligence), MI emphasizes ethical action, fairness, and integrity—qualities essential in high-stress correctional environments. For prisoners, interactions with morally intelligent officers can foster trust, reduce hostility, and open pathways to behavioral reform and personal growth.

#### Moral Intelligence in Prison, Prisoners and Correctional Officers

Prison officers often serve as the first line of contact in the reformation process. Their ability to demonstrate moral intelligence impacts not only the prison climate but also the behavioral and psychological outcomes of prisoners. Officers who treat prisoners with dignity reinforce the idea that offenders are capable of transformation, which directly aligns with India's legal mandate for reformation and the principles outlined in the Model Prison Manual (Government of India, 2016). When Prison and correctional staff exhibit moral intelligence, they cultivate a climate of trust and respect that supports prisoners in developing pro-social behaviors. For example, compassionate engagement encourages participation in vocational training and counseling, while integrity-driven leadership ensures fairness in various decisions and disciplinary measures. Over



time, such practices strengthen prisoners’ self-worth and their belief in rehabilitation. In India, where stigma against intelligence among officers is vital in bridging the gap between incarceration and successful re entry into society.

**Dimensions of Moral Intelligence**

Moral intelligence comprises several core dimesions that are directly relevant to prison officers: Moral intelligence can be cultivated through a combination of emotion, reason, and experience, and it helps individuals navigate complex social situations ethically.

Dimension	Application in prison context
Integrity	Maintaining fairness in disciplinary actions, avoiding corruption, and upholding legal safeguards.
Compassion	Demonstrating empathy toward prisoners’ struggles, especially vulnerable groups like women and juveniles.
Responsibility	Holding prisoners accountable for their actions while ensuring officers model personal responsibility.
Forgiveness	Encouraging a culture of second chances and rehabilitation rather than purely punitive approaches.
Self-control	Managing personal biases, stress, and emotions while interacting with prisoners under tense conditions.

**The connect and application between The Moral intelligence, Emotional Intelligence and Intelligence Quotient :**

The constructs of Moral Intelligence (MI), Emotional Intelligence (EI), and Intelligence Quotient (IQ) represent complementary yet distinct dimensions of human functioning that collectively shape individual behavior, decision-making, and social adaptation. IQ, rooted in cognitive psychology, emphasizes logical reasoning, problem-solving, and analytical skills (Gottfredson,1997). EI, popularized by Goleman (1995), highlights the capacity to perceive, regulate, and utilize emotions effectively in social contexts. Moral Intelligence, as articulated by Lennick and Kiel (2005), focuses on the integrity, responsibility, compassion, and forgiveness that guide ethical behavior and moral decision-making. When viewed in an integrative framework, IQ ensures cognitive competence, EI enables social adaptability, and MI anchors choices in ethical and value-based foundations. Together, these intelligences provide a holistic model for reformation, especially in correctional contexts, where prisoners can be equipped not only with cognitive skills and emotional regulation but also with moral reasoning that fosters rehabilitation and prosocial reintegration.

**Linking Case Studies to Moral Intelligence**

Case studies provide practical illustrations of how moral intelligence shapes the correctional environment. They highlight real-life instances where integrity, compassion, and responsibility among prison officers influenced prisoner outcomes. By analyzing such cases, the transformative power of moral intelligence in fostering reformation and reducing recidivism becomes evident.

Case Study	Key Initiative	Moral Intelligence Dimension	Outcome
Rajasthan Prisons)	(Open Family living & work opportunities	Trust, responsibility, integrity	Lower recidivism, better reintegration
Kerala Industries)	(Prison Freedom Food Factory & vocational programs	Responsibility, dignity, compassion	Skill-building, stigma reduction
Tamil Nadu (Reformation Programs)	Counseling, education, life skills (PATTAM, PARAVAI)	Empathy, forgiveness, self-discipline	Reduced hostility, improved behavior
Delhi (Tihar Prison)	Vipassana meditation	Self-awareness, compassion, integrity	Reduced aggression, better emotional control
Telangana	UNNATI- cognitive and behavioural change programme	Self-control and Future Orientation, Compassion, self-discipline	Reduced aggression, hostility, improved behavior

**Conclusion**

Integrating moral intelligence into correctional training programs has been associated with better officer–inmate relationships and improved rehabilitation outcomes (Bandura, 2018). The Model Prison Manual of India (2016) also underscores the importance of humane treatment, accountability, and ethical conduct in correctional practices, aligning closely with the principles of moral intelligence. Case-based evidence from open prisons in Rajasthan and aftercare initiatives for women prisoners in Tamil Nadu demonstrate that when officers practice compassion and responsibility, prisoners transition more successfully into society (National Crime Records Bureau [NCRB], 2023). Thus, moral intelligence is not an abstract ideal but a practical tool for transforming Indian prisons from centers of punishment to institutions of reformation. By embedding integrity, compassion, responsibility, and forgiveness into correctional practice, prison staff can not only improve institutional culture but also ensure sustainable reintegration of prisoners into society. In the long run, cultivating moral intelligence among Prison and correctional Officers offer a path toward reducing



stigma, lowering recidivism, and building a justice system that balances custody with compassion.

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### COURSES AND PROGRAMMES CONDUCTED DURING JULY – SEPTEMBER 2025

Firing Exam for the 46th Batch of the Three - Month In-service Course and the 33rd Batch of the Nine-Month Course for Prison Officers



Sri B. Pradeep, Director APCA, supervised the firing exam for the 46th batch of the Three - Month In - Service Course and Nine Month Basic Training Course for Prison Officers. The Out door Incharge, Musketry Instructor, AO and staff nurse, APCA, are also seen in the picture.



The firing exam for the 46th Batch In-Service Course and the 33rd Batch Nine - Month Course for prison officers was conducted on 08.07.2025. A total of 23 prison officers, holding the rank of Deputy Jailor, Assistant Jailor, and Assistant Superintendent Grade I & II, attended and successfully completed the firing exam. The exam was conducted under the supervision of Sri B. Pradeep, Director, APCA, with the presence of Prof. R. Kanagaraj, Outdoor In-Charge; Sri M. Devendiran, PT Instructor; and Sri G. Perumal, MI, APCA, Vellore.

### Three Day Short Term Course on "New Criminal Laws - BNS; BNSS and BSA-2023"

The Academy organized a Short-Term Course on "New Criminal Laws – BNS, BNSS, & BSA 2023," sponsored by the Bureau of Police Research & Development, New Delhi.



Dr. K. Latha, Principal, Govt. Law College, Vellore delivered the inaugural address during the function. Sri. B. Pradeep, Director, APCA and other staff members are seen in the photo

The course was conducted from 22.07.2025 to 24.07.2025. Dr. K. Latha, Principal of Government Law College, Vellore, was the Chief Guest and delivered the Chief Guest's address. Sri B. Pradeep, Director, APCA, Vellore, gave the Presidential speech. Prof. (Dr.) Beulah Emmanuel delivered the welcome address, and Prof. (Dr.) T.H. Ansar presented an introduction to the course. Prof. (Dr.) A. Mathan Raj proposed the formal vote of thanks.

A total of 32 prison officers, including Jailors, Deputy Jailors, Assistant Jailors, and Superintendents from the states of Karnataka, Telangana, and Puducherry, participated in the course.

The course included sessions on Attendance of the Prisoners (BNSS- 302-306) Chapter-XXIV; Evidence in Inquiries and Trials (BNSS– 308, 316); Primary and secondary evidence; Oral evidence and docu -

mentary evidence; Medical Examination (BNSS-53); Sessions Trial (BNSS 248-260); Plea of Guilty (BNSS-252); Warrant Trial by Magistrate (BNSS-261-273); Judgment (BNSS– 392 (1) (4) (5)– 395 & 400– 405); Submission of death sentence for confirmation (BNSS– 407– 412); Reforms Related to Electronic Evidence-BSA; Reforms Relating to the Relevancy of Fact; Public documents; Burden of proof and other allied reform; Appeals (BNSS 413-432); Transfer of Criminal Cases (BNSS– 446– 452); Sentences, Fine, Mercy Petition, Remission and Commutation (BNSS– 453– 477); Fines (BNS-8 (5), 8 (6), 8 (6)(b)); Solitary confinement (BNS– 11, 12); Negligent and escape of prisoners (BNS– 154, 155, 156, 224); Community services (BNS– 4, 202, 209, 226, 303, 355, 356); The Probation of Offenders Act, 1958 (401,402-BNSS); Plea Bargaining (BNSS-289-296); Bail (BNSS– 479 (1) (2) (3), 480,481, 187(3) (Overcrowding in prisons); Trial & Legal Aid (BNSS– 338– 366); Provisions related to unsound mind Prisoners (BNSS– 367-378) Chapter- XXVII.

Dr. Balakrishnan k., Director, Centre for Law and Development, The National University of Advanced Legal Studies (NUALS), Ernakulam; Adv. Viju Chakkalackan, Advocate & Notary, High Court of Kerala & Sessions Court, Muvattupuzha; Adv. M.R. Ravishankar, Senior Advocate, VIT University, Vellore; Dr.C.Hepzibah Beulah, Asst. Professor, Govt. Law College, Vellore; Dr.V.RAMYA, Asst. Professor, Govt. Law College, Vellore; Dr. Preetha S., Associate Professor, School of Legal Studies, Cochin University of Science and Technology, Kochi, Kerala were the resource persons in the programme.

### Study Tour of the 33rd Batch of the Nine - Month Basic Training Course Officers



Bhopal Central Jail



The 33rd Batch of the Nine-Month Basic Training Course for Prison Officers undertook a 15-day study tour from 16.07.2025 to 31.07.2025. The team visited Central Jails, District Jails, and Open Prisons in Nagpur, Bhopal, Agra, New Delhi, Jaipur, Ahmedabad, Pune, and Goa. The tour was led by Prof. R. Kanagaraj, APCA.

**Convocation of the 46th Batch of the Three-Month In-service Training Course for Prison Officers**



Sri B. Pradeep, Director, APCA, presenting certificate and medal to Sri Sangamesh K. Goudar, Assistant Jailor, Karnataka, for being the best All-Rounder and Best in Subjects, in the presence of his family members.

The convocation of the 46th Batch of the Three-Month In-Service Training Course for prison officers was held on 04.08.2025 at APCA. Sri B. Pradeep, Director, APCA, Vellore, was the Chief Guest and delivered the convocation address. Prof. (Dr.) A. Mathan Raj, APCA, delivered the welcome speech, while the course report was presented by Prof. (Dr.) T.H. Ansar, APCA. Prof. (Dr.) Beulah Emmanuel, APCA, proposed the formal vote of thanks.

A total of 12 prison officers participated in the batch, including 8 Assistant Jailors from Karnataka and 4 Assistant Superintendents (Grade-II) from Kerala.

Sri Sangamesh K. Goudar, Assistant Jailor, Karnataka, was awarded the Best All-Rounder and Best in Subjects Medal. Sri Shaji S., Assistant Superintendent (Grade-II), Kerala, received the Best in Outdoor Medal, and Sri Prabeesh P., Assistant Superintendent (Grade-II), Kerala, was given a Special Appreciation Award.

**Inauguration of the 47th Batch of the Three-Month In-service Training Course for Prison Officers**



Sri B. Pradeep, Director, APCA, along with Professors, AO, and Trainee Officers, inaugurated the commencement of the 47th Batch In-Service Training Course by lighting the lamp.

The 47th Batch of the Three-Month In-Service Training Course for prison officers commenced on 11.08.2025. The program was inaugurated on 12.08.2025 with the lighting of the lamp by the Chief Guest, Sri B. Pradeep, Director, APCA, who also delivered the inaugural address. Prof. (Dr.) Beulah Emmanuel, APCA, delivered the welcome address and introduced the course, and Prof. R. Kanagaraj, APCA, proposed the formal vote of thanks.

The batch comprises 15 officers—4 female and 11 male—holding the ranks of Assistant Jailors and Assistant Superintendents (Grade-II) from Karnataka, Kerala, and Tamil Nadu.

**79th Independence Day Celebration**



Celebration of the 79th Independence Day of the Nation. Sri B. Pradeep, Director, APCA, along with Professors, Outdoor Instructors, and Trainee Officers, are seen in the photo.

The 79th Independence Day of the Nation was celebrated at APCA on 15.08.2025. Sri B. Pradeep, Director, APCA, hoisted the National Flag and delivered the Independence Day speech. Trainee officers, faculty members, and other staff were also present on the occasion.



**New Deputy Director Takes Over**



**Dr.P. Govindrajan**

Dr.P. Govindrajan was awarded Ph.D. in Social Work by Bharathiar University, Coimbatore and M.A. in Defence Studies from Madras University and M.Phil in Social Work (Youth Welfare) from Bharathiar University, Coimbatore. He had also obtained M.L. in Crime and Torts from Madras University. His experience is vast and had a colourful career as- DIG of Prisons (April 2009– 2014) in Coimbatore and Chennai Range; Superintendent in charge from June 2008 to 22 April 2009 in Coimbatore Central Prison; Additional Superintendent from March 1998 to 2008 in Chennai, Madurai and Coimbatore. Additionally, he served as a resource person in all UGC programmes in the Dept. of Social Work in Bharathiar University, Coimbatore and he had also served as a Technical Member in the Tamil Nadu Public Service Commission (TNPSC) for the recruitment of Prison Cadres. He had published many research papers in reputed Journals and Books “Mental Health Problems among Prisoners and a Peer-help Counselling Model for Suicide Prevention, The International Journal of Indian Psychology, ISSN:23485396, Vol. 4 (4)”. Driven by a strong commitment to social service, his aim is to empower the youth through motivation and skill development. He was awarded Black belt in Karate. He is currently re-employed as Deputy Director at APCA, Vellore, with effect from 1st Sept 2025.

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

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