



# MAURITIUS PRISON SERVICE MAGAZINE

# 2017



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# Editorial



**Mr M. Verrappa**  
Assistant Commissioner of Prisons  
Chairman Magazine Committee

The Editorial Board is pleased to launch the Prison Magazine Edition 2017 of the Mauritius Prison Service. The articles in the magazine discuss contemporary issues that reflect national, Regional and Strategic issues of the Mauritius Prison Service.

The magazine being a centre of excellence focuses all its attention around the participants for the articles therefore this magazine gives an opportunity for all various participants to present their well research articles that reflect reality issues that represent the vision, mission and objectives of the Mauritius prison service. I personally reckon nearly thirty-eight years of service at the Mauritius Prison Service and I witnessed all strategic changes that have occurred during my career. There have been various challenging issues on interesting area of study for staff, detainees and stakeholders.

Our magazine has always been a platform for members of the service and their families to express their views pertaining to culture, art and sport highlight. This year's issue is no different. Bringing together such a magazine is nothing less than a herculean task.

I would like to congratulate the Magazine's Committee members, each and every contributor, no matter how small their contribution to have this publication possible.

Also I express my deepest appreciation to the editorial Board and administrative staff for their hard work and relentless support towards the publication of this magazine.

Last but not the least, I wish the participants and the entire crew of the Mauritius Prison Service fraternity a most enjoyable year 2017 and a rewarding year 2018.



# Managing Committee



## **Standing from the left to right**

- Mr CHUNNOO – Prison Officer/Senior Prison Officer-Photographer
- Mr Jitano JULIE – Prison Welfare Officer-Member
- Mr Josian BABET – Prison Welfare Officer-Advert Cordinator
- Mr Subhanand SEEGOOLAM – Prison Welfare Officer-Member
- Mr Clive PRAYAG – Manager Procurement an
- Mr Alain TOURAIL – Assistant Superintendent of Prison-Cartoonist
- Mr Vinesh SOOKUN – Prison Officer/Senior Prison Officer-Member

## **Sitting from the left to right**

- Mr Krishnaduth Asveer SALICK – Senior Officer Cadet-Secretary
- Mrs Lorsinie CUNNIAPEN-BAICHUN – Women Prison Officer
- Ms Mirella LATCHMAN – Assistant Superintendent of Prisons-Member
- Mr Mukesh VEERAPPA – Assistant Commissioner of Prisons-Chairman
- Mrs Nandanee KHEDAN – Woman Senior Officer Cadet-Member
- Mr Jean Alex CASIMIR – Senior Officer Cadet-Member

## **Editorial Team:**

- Mr Hedley HANNELAS – Assistant Superintendent of Prison
- Mr Vinesh SOOKUN – Prison Officer/Senior Prison Officer
- Mr Krishnaduth Asveer SALICK – Senior Officer Cadet-Secretary
- Mr Jean Alex CASIMIR – Senior Officer Cadet
- Mr Jitano JULIE – Prison Welfare Officer
- Mr Josian BABET – Prison Welfare Officer



# What's Inside

Mauritius Prison Service Magazine Number 08 – 2017

01	Editorial	34 – 35	Cliché sur la Prison de Grande Rivière Nord Ouest
02	Prison magazine Committee	36	Self Care Unit « Projet soutenu et viable »
03 – 04	What inside	37	Integrity
05 – 06	Message of Mentor Minister	38	Cliché sur le Centre Correctionnel des Jeunes
07	Message du Commissaire des prison	39	Inauguration of new dog complex
08 – 09	Flashback	40	Music
10	Pastry Unit	41	Mots Croisés/Cartoon
11	E- Procurement	42 – 43	Cliché sur la Prison Ouverte De Richelieu
12 – 13	From Police to Prison	44	La decadance des jeunes
14 - 15	Cliché sur la prison des femmes	45	Advert SD Farm
16 – 17	Flashback	46	Clichés sur la Prison Ouverte pour les Femmes
18	Advert Mutual Aid	47	Training of CERT
19 – 20	Encyclopédie vivante du milieu carcéral	48 - 49	The value of diversity in the workplace
21 – 22	Training Course on Training Methods	50 - 51	Clichés sur la Prison Centrale
23	Cartoon	52	Research collaboration MPS/UOM
24	Flashback	53	Baro Pa aret lavi
25	Open letter to parents	54	Launching of Drug Rehabilitation Centre
26 - 27	Cliché sur la Prison Haute Sécurité de Melrose	56	La Calligraphy
28 - 29	Flashback	57	Queens Baton Relay
30	10 fantastic words and Golden Rules/Solution Mot Croisée	58 - 59	Les Centre Educatifs fermés
31	Cartoon	60 - 61	Cliché sue La prison Petit Verger
32	An unmanned aerial vehicle	62	Biometric Identification system
33	Kermesse de la Fonction Publique	63	Reflets

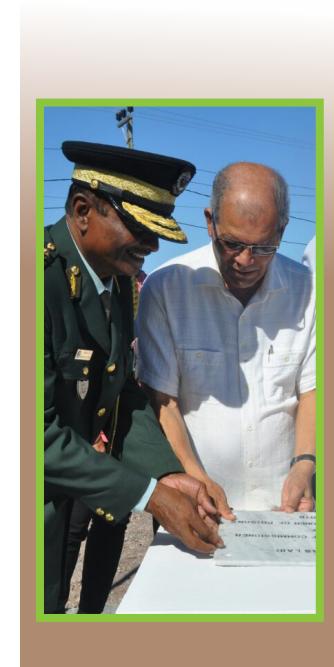
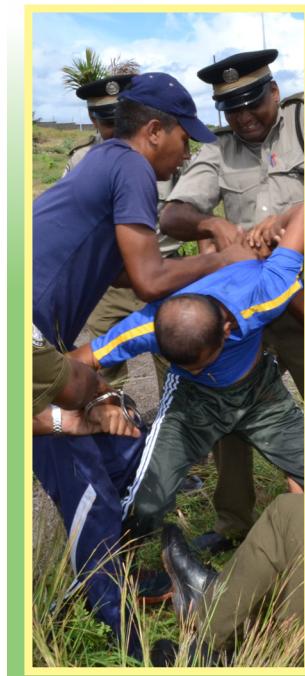




# What's Inside

Mauritius Prison Service Magazine Number 08 – 2017

64	Orbituaries	81	Clichés sur la Prison de Rodrigues
65	Aux grands maux, aux grand remèdes	82	Cartoon
66	Prison Officers Benefit Fund	83	Advert Panagora Marketing
67	Mission to Dakar/Advert La Vanille	84	How to improve efficiency in organisation
68 -69	Paving a better future	85	Why Correctional Professionals shouldn't be overlooked
70	Holidays	86	Clichés sur la Prison de New Wing
71	Advert Bunker Shoes	87	Hommage à un pionnier / Learning behind bars
72 - 73	The New generation	88 - 90	List of Recipients of Medals
74 -76	Interview de l'ancien Commissaire Des Prisons. Monsieur Jean Bruneau	91	Promotions
77	Advert EWF	92	Recruitment / Retirement
79 - 79	Simulation a la Prison De Petit Verger	93-94	Sports Day 2016
80	Provident Fund	95-96	Inter-Institutions Foot Ball Tournament



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- Prison Officers Welfare Fund
- La Vanille Crocodile Park
- Prison Officer's Benefit Fund
- Bunker Shoes
- SD Farm
- Prison Officers Provident Fund
- EWF
- Panagora Marketing
- SBM
- Mauritius Telecomer



**Prime Minister  
Republic of Mauritius**

**Message**





# Message de COMMISSAIRE DES PRISON



**B**onheur au Bagne ? OUI, C'est possible. Il suffit pour cela une Vision et une Volonté.

Le milieu carcéral, semblable aux hôpitaux psychiatriques a, de tout temps, été perçu comme une institution intimidante qui suscite de la crainte, qui dérange et qui culpabilise. Travailler à la prison n'intéresse pas et provoque souvent des réactions de rejet dans la société. Je suis à la tête de cet établissement depuis 1 année et ces douze mois ont été suffisants pour m'éclairer sur les difficultés vécues autant par le personnel pénitencier que par les internés. Je choisis délibérément d'éviter l'emploi du terme « prisonnier », ces derniers n'ayant que trop subi des jugements déplacés voire inconvenants de la part de nous tous.

Je suis pleinement conscient combien ce milieu est appréhendé par mes officiers et par la population en général. C'est comme si, affirmer que : « Je passe mes journées à la prison » équivaut à une humiliation. C'est justement cette image péjorative que je vise à modifier. Univers pénitencier, certes, qui suppose un châtiment, une sentence mais Univers de l'Homme, Univers de la Femme et Univers de l'Enfant aussi. Il est malheureux qu'on oublie trop souvent l'individu, l'être humain qui évolue au sein de cet Univers. Dans ce milieu clos et contraignant existent des êtres vivants en voie de formation - formation pratique, acquisition des diplômes pour certains mais apprentissage de la vie pour tous. Cette expérience vécue en geôle est une épreuve de vie.

Ces derniers temps, les événements qui ont eu lieu à la prison ont entraîné divers débats. Les médias en ont fait couler des flots d'encre. Je positive toujours et,

pour moi, je suis heureux de constater que notre public a pris conscience de cette partie de notre population qui existe en réclusion. Dans ce lieu, il y a une Culture – une Culture Communicative pour optimiser l'évolution comportementale des longues peines. Tout est pris en charge car c'est le Bien-Être des êtres qui nous tient à cœur. Il est un fait que la réglementation et la discipline sont de mise et ils sont sources de respect vers un cadre de vie harmonieux. Sans Civilité Mutuelle, Pas d'Équilibre ; Pas d'Équilibre, Pas de Société Apaisée.

Durant le temps de mon mandat, je souhaite que la perception des gens en général sur l'institution de détention change. Je salue les Hérauts, mes Officiers, qui sont de véritables Héros pour travailler dans un environnement difficile où chaque jour, ils font preuve de fermeté, d'énergie et de bravoure. Je renouvelle mon appréciation vis-à-vis de ces Hommes, de ces Femmes et de ces Enfants vivant dans cette sphère cellulaire. George Bernard Shaw n'avait-il pas raison de proclamer avec conviction :

« L'Homme le plus inquiet d'une prison est le Directeur » ? Je profite de cette occasion pour souhaiter à tous mes compatriotes, collègues et amis mes voeux de bonheur et de prospérité en cette nouvelle année qui s'annonce. Je remercie l'équipe éditoriale pour le travail abattu afin de respecter l'échéance convenue. Avec votre soutien, j'espère que notre équipe restera fidèle aux engagements que j'ai pris devant vous pour l'avenir de notre peuple.

P. Appadoo  
Commissaire des Prison



# Members of the Senior Officers Club participated in a Team Building activity at Tamarin

FLASH BACK



FLASH BACK

## Blood Donation – 26 January 2017

The Mauritius Prison Service in collaboration with the National Blood Transfusion Service of the Ministry of Health & Quality of Life and the Blood Donors Association has organised a blood collection on Thursday 26 January 2017 at Beau Bassin Prison and Eastern High Security Prison. A total of 200 pints of blood (108 at Beau Bassin Prison and 92 at Eastern High Security Prison) has been collected. The Commissioner of Prisons extends his heartfelt thanks to those who have donated their blood for a noble cause.





FLASH BACK

## EAC delegation *delegation*



The East African Community (EAC) held its 6th Meeting of the EAC Chiefs Of Prisons/Correctional Services in collaboration with the Indian Ocean Commission at the Prison Staff Training School, Beau Bassin from 18th – 22nd April 2017.

The meeting was chaired by the Commissioner of Prisons, Mr. P. Appadoo.

Mr. Raj Mohabeer, Chargé de Mission from the Indian Ocean Commission, Mr. Leonard ONYONYI, Secretary General from the East African Community Secretariat.

During the sessions, the following issues were discussed:

- Progress in Implementation of previous decisions
- Reports from Uganda on Draft Cooperation Instruments
- Reports on benchmarks in Uganda and Kenya, focussing on Prisons Intelligence and Community Corrections.
- Presentation on Human Rights by representative of Raoul Wallenburg Foundation, (Sweden).
- Report of Chiefs of EAC Correctional Services.
- Signing and Adoption of Reports from Chiefs of EAC.

Twenty Four members from six African Countries and Senior Officers from the Mauritius Prison Service participated in the conference.

The delegates have had the opportunity to visit the Eastern High Security Prison, Melrose.





# Pastry Unit

The Pastry Unit at the Eastern high Security Prison was inaugurated on the 21st of July 2015 by the former Commissioner of Prisons, Mr. Jean Bruneau.

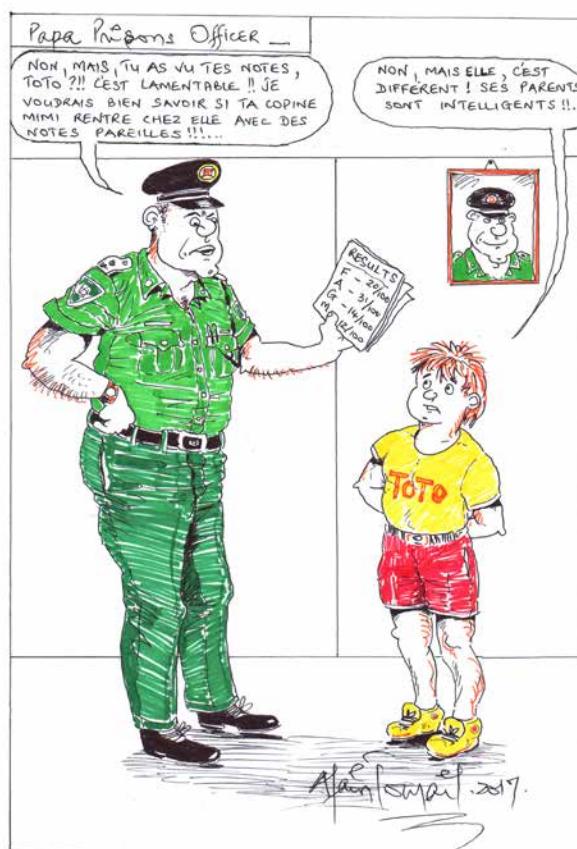
Since the opening two batches of nine detainees have successfully completed the National Certificate Level 3 course on Pastry which is equivalent to a diploma at the MITD level and the certificate is duly recognised under the coaching of Prisons Officer/Senior Prisons Officer Savoo Devarajen. A third batch of nine detainees is actually attending the same course and their examination is scheduled for the month of June 2018.



With the implementation of this project at the Eastern High Security Prison, we can proudly state that we are achieving our objective that is the rehabilitation of detainees to ease their reintegration in the society.

PO/SPO Bagah and I thank the Officer in Charge of Eastern High Security Prison, Mr. Pudaruth who has facilitated for the realisation of this project and is still giving his full support for its continuity.

Savoo Devarajen  
Prisons Officer/Senior Prisons Officer





# e-Procurement



E-procurement (also known as supplier exchange) is a business-to-business or business-to-consumer or business-to-government purchase and sale of goods, works and services through the E-system using the Internet as well as other information and networking systems, such as electronic data interchange and enterprise resource planning. It is a tool designed to improve the purchasing process transparency and efficiency. It helps companies to capture savings.

The e-procurement value chain consists of e-Indent management, e-Informing, e-Tendering, e-Auctioning, Vendor management, Catalogue management, Purchase Order Integration, Order Status, Ship Notice, e-Invoicing, e-Payment and Contract Management. E-Indent Management is the workflow involved in part of the preparation of tenders. In Indent works procurement, administrative approval and technical sanction are obtained in electronic format.

In goods procurement, indent generation activity is done online.

E-procurement in the public sector is emerging internationally. Hence, initiatives have been implemented in Ukraine, India, Singapore, Estonia, United Kingdom, United States, Malaysia, Indonesia, Australia, European Union, Rwanda etc.

E-procurement system benefits all levels of an organization. It offers improved spend visibility and control. It helps finance officers match purchases with purchase orders, receipts and job processes. It lowers transactional cost, deliver better reporting of procurement trends through automation. It limits purchases outside the parameters set in contracts. It is less time consuming than traditional procurement. It increases productivity. It eliminates paperwork. It is easily saved and stored electronically. Retrieving old tenders is simpler. It increases transaction speed. It is more efficient and effective as it eliminates unnecessary procurement activities. It standardizes procurement

- processes and goods required by different user departments. Electronic paperwork is streamlined, thus
- easier to check errors and to ensure that new orders are correct.
- 
- The disadvantages of e-procurement are mostly on the side of suppliers. Suppliers have shorter ordering cycles, a wider adoption of "just-in-time" practices and increased supplier involvement in product development.
- Suppliers face problems such as high training cost, necessity of dealing with more than one marketplace, higher risk of data compromise. Suppliers who used to deal face to face with clients may find online transaction uncomfortable. Just like online dating, knowing and verifying an organization over the internet is more difficult. Deception is easier to carry online. Rapid growing multiple standards adds confusion as to which one to use and which one is more cost effective.

*The government e-procurement system has gone live since 28th September 2015*

- 
- valued at about Rs 17 Billion were awarded to private companies. Private companies may register in more than one category as suppliers. They have to go on line to create a user account on e-PS by signing up and completing its registration in open category. Public procurement comes on your desktop. The bidding document can be downloaded, uploaded and filled in anytime and anywhere before the closing date and time.
- 
- The Mauritius Prison Service is implementing its e-prison system. Now it is embarking itself in the e-procurement project and soon will procure its goods, works, services and consultancy services online. During the first phase both e-procurement and the traditional bidding process will be used. At the final stage, only e-procurement process will be used.



# From Police to Prisons: *The switch*



There's a seemingly never-ending list of skills disciplined officers need, but these are the qualities they say make good officers great: Compassion. A sense of humor. Attention to detail. Ethical and professional responsibility. Creativity. Self-reflection abilities. Verbal and non-verbal communication skills. Working in a unit whose main job is to combat trafficking of drugs is a tough job where an officer's safety often depends on his or her ability to communicate effectively and demonstrate heightened situational awareness.

"If I had never worked in the Police Department and had never been in an environment dealing with dangerous people, I would not have learned how to pay such close attention to my surroundings," said SOC Taurah, who worked in the Police Department for sixteen years as a Police Officer in various units and branches of the Mauritius Police Force especially at the SMF, Regular Police, Police Headquarters and at the ADSU before making the switch to his current career as Senior Officer Cadet.

In 2004, he enrolled and graduated on a Bachelor Degree Course in Police Studies at the University of Mauritius in collaboration with the University of Portsmouth, UK. SOC Taurah affirmed that while his education prepared him for work as a police officer, it

was his career at the SMF and ADSU that gave him many of the skills he depends on to keep him safe on a daily basis.

## Enhanced Situational Awareness

After working in the Police or Prisons, an officer's situational awareness and intuition is surprisingly acute. "You know what a normal situation feels like," said SOC Taurah. "If you're in tune with your environment, you can sense tension in the air and know when something isn't right."

Police Officers learn how to trust their instincts. Such intuition is critical for prison officers as well. Soon after SOC Taurah made the transition to prisons, he carried out intelligence gathering and specific cell searches in prison, he felt especially uneasy in this situation. "The hair stood up on the back of my neck. It was the same feeling I had when I went through a house search for dangerous drugs in hot spot areas," he said. He was immediately on the defensive and his instinct was right—the detainee blocked the door and tried to flush the drug in the toilet, but with the help of other officers, the detainee was tackled and the drugs recovered. While the situation ended without any officer being harmed, it was affirmation that instinct plays an important role in officer safety. "If you sense



BY SOC TAURAH J. K.

something is wrong, it probably is. Trust your gut,” recommended the officer.

Likewise, awareness of physical space is important. Corrections officers work in close quarters with detainees and quickly learn how to tactically position themselves in physical spaces, a skill also needed in police work. “Prisons officers know how to situate themselves around people so they’re never caught in the middle,” said SOC Taurah.

### Learn to Build Respect

Prison officers work in an environment with dangerous people who don’t have much to lose, so officer safety often depends on respect, said SOC Taurah. Prison officers are vulnerable because they are not equipped with the same amount of protective equipment as police officers—they do not carry guns—and often all they have is a short baton to protect themselves.

SOC Taurah has found that effective prison officers were often the ones who treated inmates well, but

not biasedly. “Corrections officers earn respect from convicts by being firm, fair, and consistent,” he said. When detainees know that officers treat them fairly, they are likely to reciprocate that respect. “There have been examples of officers who were protected by detainees during fights because they respected those officers,” he said.

### Improve Communication Skills

A big part of earning respect and staying safe is learning how to communicate effectively with detainees. “The odds aren’t in your favor in a prison setting,” said SOC Taurah. “You must hone your communication skills because you can’t rely on the fear of your badge to protect you.” Learning how to talk to people from all walks of life is an important skill. “Whether you’re a prison or police officer, male or female, it’s important to hone your communication skills and learn how to find common ground and break down barriers with people who don’t want to talk to you”. “The officers who can do that and get people talking are the ones who are successful officers in either career.”



# Clické sur la prison des femmes





## Le travail dans tous ses sens





## Training for Sniffer Dog



Mr. Helene and Mr. Boodhoo Dog Trainers of the Custom Unit for the Mauritius Revenue Authority dispensed training to four Prison Dog Handlers in “In-printing and use of authentic Narcotic samples” as well as “Detection of mobile phone” from 10 February to the end of July 2017.

## Equal Opportunities Commission & Non Discrimination

The Prison Training School in collaboration with the Equal Opportunities Commission & Non Discrimination organised an awareness/sensitisation programme on the 26 May 2017 thirty prison staff attended the seminar.<sup>7</sup>





## Fête du Pain

A l'occasion de la fête du pain organisé par les moulins de la Concorde plusieurs variétés de pains préparées par les boulangeries de la prison ont été exposé et mises en ventes au grand public. L'événement a eu lieu le 19 Mai 2017 au Front De Mer Caudan, Port Louis.



FLASH BACK



## Training on breathing apparatus

Twenty one prison officers were trained by personnel of the Prosofe's Technicians Ltd on proper use and manipulation of self contained breathing apparatus on the 26th May 2017 in the gymnasium of the Prison Training School

FLASH BACK



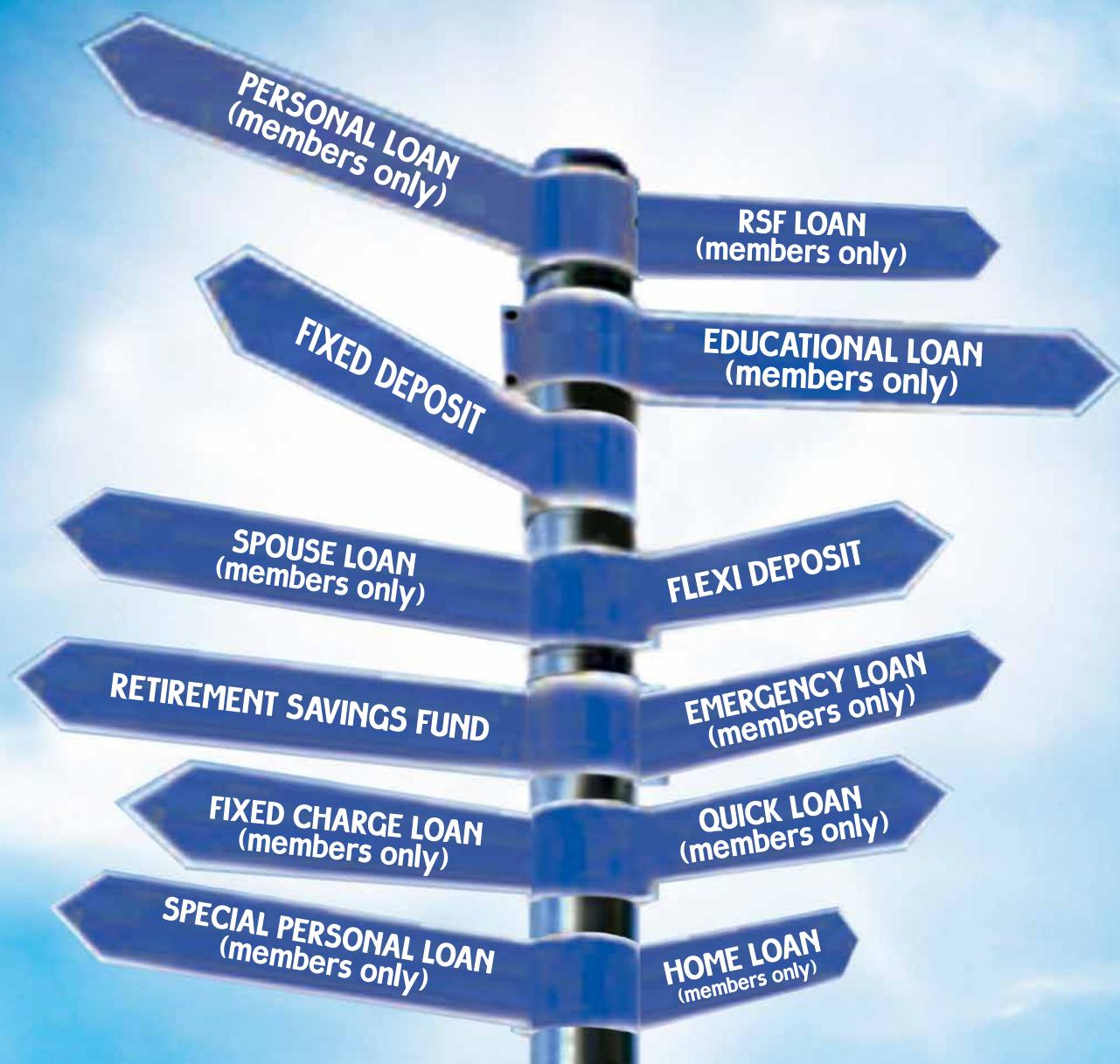
## ICAC Course

On Thursday 4 May 2017 2017, Mr. Koonjul, Chief Prevention Correction Officer of the Independent Commission Against Corruption has a working session with seventy four staff of the Prison Service on re-implementation of the public sector anti corruption framework.



FLASH BACK

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## Ramalingum Mootien

# L'encyclopédie vivante du milieu carcéral



Dans sa tête des milliers de souvenirs se bousculent. À 77 ans, Ramalingum Mootien est l'un des doyens du milieu carcéral à Maurice. Aujourd'hui à la retraite, il compte derrière lui plus de 35 années de service comme garde-chiourme. Le temps d'une rencontre, cet habitant de Rose-Hill nous fait revivre son parcours jalonné de succès, de moments bouleversants et des souvenirs indélébiles...

Nous sommes dans les années 60, Ramalingum Mootien ambitionne de prendre un emploi stable après avoir cumulé des petits métiers comme laboureur, maçon et ferrailleur. La discipline acquise à travers le scoutisme et son engagement auprès de la Mauritius Naval Volunteer Force lui ouvre les portes de la prison. En 1963, le jeune homme soumet son application pour intégrer les services pénitentiaires. « Mon père était un Major dans l'armée dans les années 40. C'était un véritable exemple qui m'a poussé à embrasser une carrière dans les forces disciplinaires. Avec les recommandations de la marine et de l'état-major des Scouts, j'étais un candidat à fort potentiel » raconte Ramalingum Mootien.

Il s'en souvient comme si c'était hier. Le 27 janvier 1964 le jeune homme fait ses premiers pas comme Recruit Officer à l'établissement de Beau-Bassin. À ses côtés, les recrues Joanis et Goruch. À cette époque, les recrues venaient vêtus en civil et la profession s'apprenait tout d'abord sur le tas. Ses premières missions : faire office de sentinelle sur les points de contrôle dans l'enceinte de la prison. Un mois plus tard, Ramalingum Mootien reçoit son premier uniforme et sa trousse d'équipements. C'est fait ! Il fait désormais partie de la grande famille de gardes-chiourme. Des formations lui sont octroyées chaque samedi pour apprendre le rouage et les valeurs de la profession.

Après six mois d'apprentissage, Ramalingum Mootien obtient le titre de Temporary Prison Officer. Et pourtant, le jeune homme digère difficilement sa nouvelle vie. « Arriv enn moma, monn dir mo mama ki mo pa pu al travay dan prison ankor ! Pa ti mo lenvironema sa. Enn zurne nu ress deboute lor lipie », se rappelle-t-il. L'officier était soumis à un emploi du temps rigide soit une soirée de libre après avoir cumulé sept night duties. Mais il fait preuve de persévérance et décide de ne pas baisser les bras. Cette profession était bel et bien faite pour lui !

Très vite Ramalingum Mootien retrouve ses repères. Il est affecté dans le grand jardin de la prison de Beau-Bassin. Le jeune homme retrouve alors un aspect de son passé qu'il affectionne tant : le jardinage. En effet, dès son jeune âge



il accompagnait et aidait ses parents dans les carreaux de plantations. Avec ses nouvelles fonctions, il a sous sa responsabilité un groupe de détenus qui cultivent une variété de légumes pour les repas.

En 1976 Ramalingum Mootien est promu au grade I et est affecté à la Training School. Peu après il est envoyé au cœur des opérations de la prison : les cellules. Sa voix se noue en racontant cette période de sa carrière. « J'ai vécu au plus près la mutinerie qui a frappé la prison de Beau Bassin. Ce jour-là, j'arrive à la prison aux alentours de 13h et l'on m'informe d'une mutinerie. C'était le chaos. Des gardes-chiourme sont pris en otage. Les détenus contestaient leurs conditions de vie dont les traitements médicaux et la nourriture », raconte-t-il avec émotion.

Après cet épisode marquant, Ramalingum Mootien continue à gravir les échelons au sein des services pénitentiaires. Il décroche son titre de *Principal Officer* en 1984 puis, cinq ans plus tard, celui de *Chief Officer I*. Il sera par la suite nommé *Chief Officer 2* puis assistant surintendant. En parallèle, Ramalingum Mootien deviendra également *Mid Management Officer*, puis Vice Chairman du Prison Council. Durant sa carrière il a été affecté dans plusieurs établissements nommément la prison de Phoenix, la première prison Borstal et à Grande-Rivière.

La riche carrière de Ramalingum Mootien prend fin en 2000 à l'âge de 60 ans. De son parcours, il ne gardera que les meilleurs souvenirs. « *Mo fier mo ti enn gard prison. Mo senti mwa privilezie ki mofin travay pou rehabilit bann deteni* », confie le septuagénaire. Et d'ajouter : « Ces 36 années ont été les plus belles de ma vie. Etre garde de prison c'est une véritable vocation, voire une passion. Quand je sortais pour me rendre au travail, je le faisais avec amour. Je disais bonjour aux détenus chaque matin. Tout cela s'insère dans le processus de réhabilitation».

Discipline, loyauté et valeur auront été les moteurs de sa carrière. « Si un garde-chiourme n'a pas de discipline dans sa propre vie, il ne pourra jamais faire son travail correctement ». Devenu aujourd'hui unijambiste suite à une maladie, Ramalingum Mootien garde précieusement ces souvenirs ancrés à jamais dans sa mémoire...



Hedley HANNELAS  
Surintendant des prisons



# Training Course on Training Methods and Skills for Managers at the National Institute of Micro Small and Medium Enterprises (NIMSME), Hyderabad, India



**14 November 2016 – 06 January 2017**

The Mauritius Prison Service, for the first time, acquired the opportunity to send one Officer from the department to attend a training course on Training Methods and Skills for Managers which was held from 14th November 2016 to 06th January 2017 at the National Institute of Micro Small and Medium Enterprises (NIMSME), Hyderabad, India.

NIMSME, formerly known as National Institute of Small Industry Extension Training (nisiet), is an organisation of the Ministry of Micro, Small and Medium Enterprises, Government of India. The Institute facilitates value addition to micro, small and medium enterprises (MSMEs) through training, research, consultancy, extension and information services.



Nimdhoo

Assistant Surintendant des prisons

Three International Executive Development Training Programmes were offered simultaneously by the Institution during that period:-

1. SME Financing – Approaches and Strategies (SMEFA)
2. Training Methods and Skills for Managers (TMSM)
3. Total Quality Management and ISO 9001:2015/14001/22000/27000 & Six Sigma (TQM)

Economic Cooperation (ITEC) / Special Commonwealth Assistance for Africa Programme (SCAAP) / Afro-Asian Rural Development Organisation (AARDO).

A total of 89 executives from 31 countries mainly of Africa and Asia benefitted from the Indian MSME experience through the three programmes.

## Training Methods and Skills for Managers (TMSM)

The above training courses have been structured for various professionals in the developing countries, sponsored by the Ministry of External Affairs, Government of India, under the Indian Technical and

The course on Training Methods and Skills for Managers was attended by 33 participants from 19 countries of the African and Asian continents.



The theme sessions were largely addressed by respective Programme Coordinators and also by other Instructors of the faculty of NIMSME. Experts in respective subjects were invited as guest speakers to share their knowledge and experience.

## Rationale

The role of a manager is to create an environment in which people perform at an optimum standard in the pursuit of the organisation's goals. Training, in managerial jobs is a process of imparting new knowledge and developing skills, attitudes and values in managers in order to make them effective and efficient in their job through instruction, practice and demonstration. Training is an essential element of organisational interventions for management development, which in turn contribute to organisational development.

While the need for training is ever increasing, the paucity for effective trainers is widely evident in many a training organisations of the developing countries. Experiential Learning is widely applied in training, particularly for management and trainer training. Experiential Learning is precisely what the name implies, learning from experience. The aim of this programme is to develop professional trainer skills among managers, so that they could function as managers of different training programmes, and to train executives who can manage the training function in different organisations.

## Objectives

After completion of the training, the participants shall be able to assess the training needs and draw training policy and plan for their organisations; to design and conduct training programmes based on the training needs; to apply different training techniques to a given learning situation; and to describe criteria for evaluation of training programmes.

## Benefits to Participants

Learning solutions to problems that the participants face on the job; Get insight into the application of Experiential Learning Technique; Opportunity for sharing experience with their counterparts from different countries; Become effective trainers.

## Target Groups

Trainers of management training and development institutions, managers/coordinators of training activity in industrial establishments, executives in consultancy firms, small business promotion organisations, financial and educational institutions and persons who are directly or indirectly connected with management of training function.

## Methodology

The training approach and tools deployed were typically interactive, designed to facilitate participative learning. Discipline specific theme papers as background material set the tone for introspective learning. Lecture-cum-discussions and case studies form the major tools. Inclusion of field study visits and in-plant studies in the curriculum ensured an appropriate mix of theory with practice. Renowned subject experts and experienced field level functionaries from the core resource faculty.

## Participants' Assignment

Each participant was required to submit a report on a broad aspect of our training and to indicate as to how the knowledge acquired would be implemented in our respective situation.

## Field Visits and Study Tour

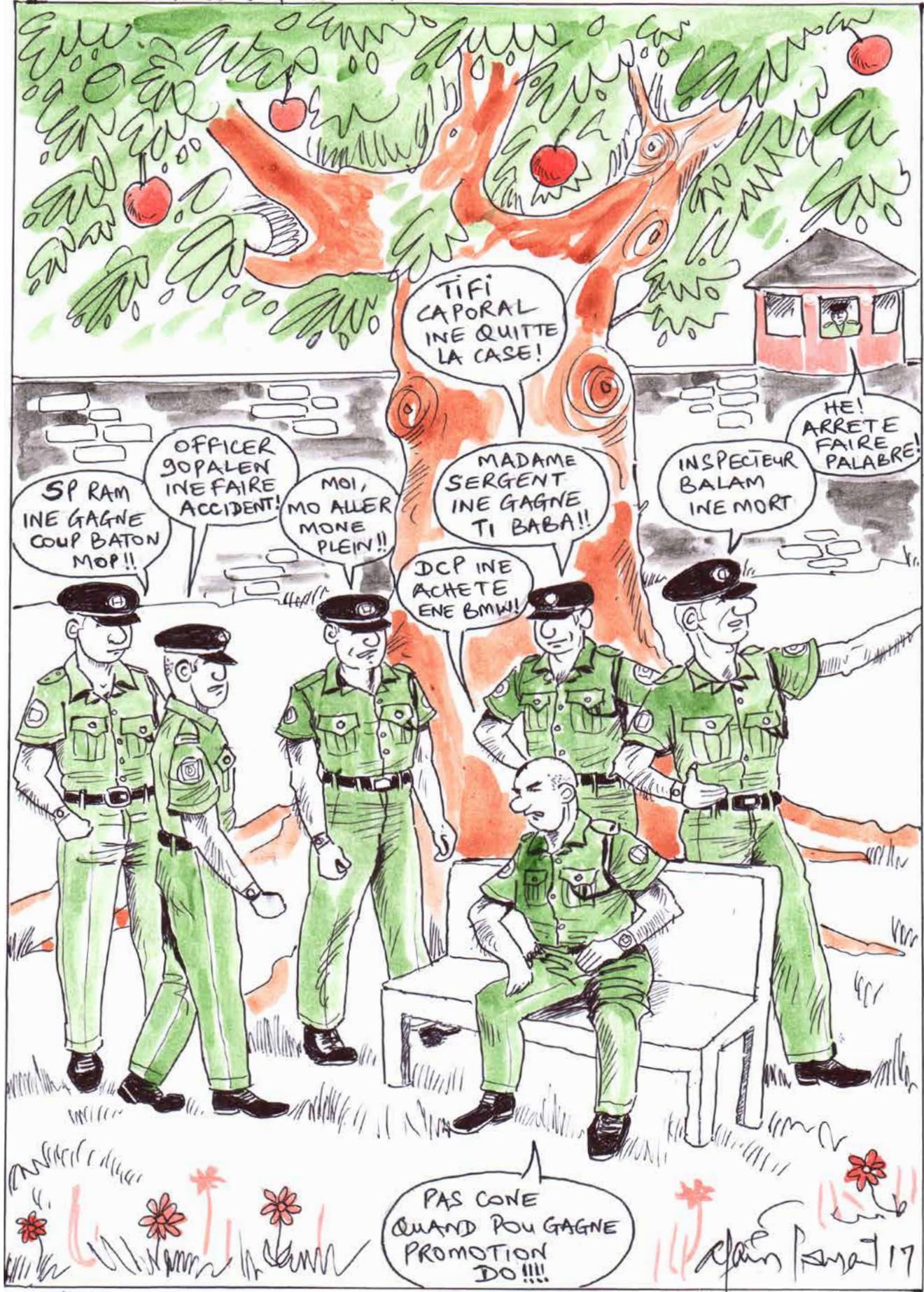
With a view to have a better understanding of the implementation of the various training methods and skills and to familiarize ourselves with all these concepts, we visited several Institutions located in Hyderabad, Mysore and Bangalore.

## Certificate

On 06 January 2017, a certification ceremony was held at the NIMSME Institution. Each participant was issued with a certificate after having successfully completed the programme with satisfactory record of attendance and performance.



PIED PALABRE AT BBP.





## Diabetes Session

Forty four Officers attended a seminar on "Diabetes, a silent killer" in the Lecture Theatre of the Prison Training School on Thursday 29 June 2017.



## La célébration de dix ans d`existence de "Induction" à la prison de New Wing.



Le dévoilement d'une plaque commémorative a été fait par le Commissaire Des Prison, Monsieur P. Appadoo, à l'occasion de la dixième anniversaire de l`ouverture de «Induction Wing » à la prison de « New Wing » le 28 Juin 2017.



## L`ouverture d'une nouvelle cantine à la prison de Beau Bassin

Une nouvelle cantine a été inaugurée à la prison de Beau Bassin le 8 Mai 2017. Cette cantine offre un meilleur service aux officiers et se trouve dans un environnement plaisant.





# OPEN LETTER TO PARENTS: ARE YOU RAISING LEADERS?

As someone who is typically disinclined to hear parental advice from others, I do my best to avoid dishing out my own. However, after experiencing some extremely disturbing trends in parenting that are difficult to ignore, I have found it tough to sit quietly. I strongly believe that the majority of parents are good parents -- and in fact, great parents. For the most part, this diatribe does not pertain to you. I also believe that all parents are generally good, decent human beings who, deep in their heart, mean well for their kids.

With that said, the problem I am watching unfold seems to have much more to do with a generational shift in parental guidance. It is not necessarily a particular handful of parents who are the problem but rather a macro-level generational understanding of a parent's role in a child's education.

I should start by describing how my generation's parents -- and many generations of parents before mine -- approached the concept of childhood education. The responsibility of education fell on the shoulders of the parents, then students, then on the teacher and schools. When we failed an assignment or received a less-than-exemplary grade, the result was a stern reprimand followed by the loss of a privilege for a time, the duration of which varied based on the severity of the grade.

Rarely, if ever -- that I remember -- did a parent reprimand a teacher for doing a poor job when a student received a bad grade or simply acted in poor judgment in school. That is not to say that our teachers did not have a role in poor performance or judgment. Rather, parents and students were responsible for filling in any gap in education delivery at home or on their own -- for good or bad -- and it taught us accountability and responsibility. These days, the exact opposite is happening. Parents are going back to teachers and placing blame on them for their child's failing grade or misconduct. Moreover, any issue that shatters, or even scratches, the perfect image of their child -- be it bullying another kid at school, cursing in line or being disobedient in the classroom -- is now either becoming the teacher's responsibility or, as I have seen, a lie made up by the school to besmirch them. It is insane!

Many are those who openly criticize teachers about their "long" holidays. I know for certain how many among them wouldn't last a day either in a primary or secondary school. Not because they don't like children but rather because of the rude spoilt brat who always "forgets" that the teacher is front of him and he swears. What about that parent calling into

question the teacher's morals, ethics and teaching methods because their son or daughter failed his or her assignment -- a writing that was to be completed at home. Or that parent who would call and question the teacher about why her daughter did not pass the Audition for school Music Day (the parent hired a "coach" to teach the girl how to dance for a week). Who would have the patience to deal with them?

So, with that off my chest, I'd like to offer parents who feel inclined to scold their child's teacher for any performance or attitude related failures in school some help. Below is a template letter that I welcome and encourage you to copy and send to your teacher -- today.

Dear Teacher,

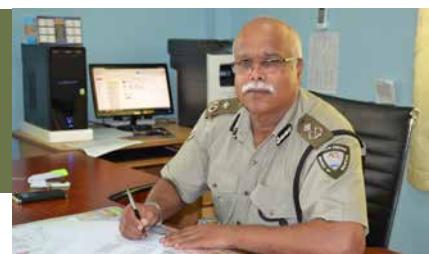
First, thank you as always for your time and dedication to the education of our child. I understand and appreciate that you are probably well-suited for another profession, most likely one that compensates you much better for the level of education and experience you have and certainly one with much more attractive hours, but instead you have chosen teaching because of your love for children and your commitment to the youth and future of our nation.

I write because I have a concern about my child's education. You see, we are trying to teach and instill real-world life skills, and we feel some of the experiences at school are not helping us establish a pattern of responsibility and accountability.

For starters, we ask that you do not coddle our child. Please do not give him special attention and personally remind him to remember his homework, or pack his backpack, or remember important dates. We already have this formation in the school journal which you graciously sign and update often.

We will take responsibility and check these at home. If our child forgets an assignment or a date, you can, at your discretion, provide him with an opportunity to make it up, but do not allow him to simply get away with it. Consequences are how children learn, and the absence of consequences only breeds apathy. Second, please do not give our child participation awards. I know you are required to by the school, but we would appreciate knowing how he performs compared to his classmates. It is not your responsibility to teach him how to handle failure -- that is our responsibility.

We ask that you provide him with the environment needed to instill in him the fact that life is a



Mr J. Pudaruth  
Assistant Commissioner of Prisons

competition, and it is perfectly fine to be competitive. When he stumbles, we will be there to lift him up, make the failure a learning experience and do our best to develop the character needed to bounce back and push forward in the face of setback.

Third, we have no problem and actually encourage you to grade him in the way he deserves. Red markings on homework and tests provide a clear and contrasting visual of poor work, and I believe it will teach him that poor work and effort has consequences. He needs to understand this as he grows and matures.

Fourth, I am completely fine with allowing my child to play tag, touch football or other sports during recess. I am fine with my child getting dirty, scraping a knee, or even landing in the nurse's office. If it is a result of his negligence, then I will reprimand and discipline as needed. For certain, I would rather him run, trip and fall -- and learn and mature -- under the watchful eye of capable teachers, rather than on his own when nobody is around.

In closing, we understand you have 30 children in your class and probably more than a few challenges daily. We know you teach nonstop, from the start at 8 a.m. to the close at 2:30 p.m. with only 30 minutes for lunch -- 20 minutes of which is corralling your classroom children and getting them to eat their lunch -- so we understand that any and every ounce of attention you provide our child is more than you can probably afford.

We also understand that after you work your eight-hour day, you spend the next several hours grading papers and preparing your lessons. And, of course, after all of this, you still manage to go home and spend time with your family.

For this, again, we thank you. And we appreciate you allowing us, the parents, to take an active role in our child's development by taking responsibility and accountability at home. Your responsibility is to provide our child with the tools necessary to learn and the environment in which best to apply them at school -- our job is to make certain that those tools and skills are being applied as best they can everywhere else.

Warm regards,  
Responsible Parents.



# Clické

## sur la Prison de Haute Sécurité de Melrose





# Le travail dans tous ses sens





FLASH BACK

## New Car Park Complex Inauguration

A new car complex was inaugurated on the 14 August 2017 at Beau Bassin Prison by The Hon Marie Cyril Eddy BOISSÉZON, Minister of Civil Service and Administrative Reforms.



## Confirmation Letter

Twenty four Trainee Prison Officers received their confirmation letter on the 14 May 2017.

The letters were handed over by the Commissioner of Prisons,

Mr. P. Appadoo.

FLASH BACK





## Launching of Duke Edinburgh's Award

The Honorable Jean Christophe Stephan Toussaint, Minister of Youth and Sports launched the implementation of The Duke of Edinburg's International Award in Mauritius Award for inmates of the Correctional and Rehabilitation youth Centre on the 02 October 2017.



FLASH BACK

## Fire Warden Course

The Mauritius Fire and Rescue Services dispensed a three days "Fire Warden Course" to fifty seven Prison Officers and Police Constable on 29, 30 and 31 August at the Prison Training School.

FLASH BACK





## ATTITUDE

L'attitude est une petite chose qui fait une grande différence.

L'attitude est la manière d'être dans une situation. L'attitude c'est une réaction de l'organisme, dépendant de facteurs individuels et sociaux. La pression du groupe social influence la personnalité, qui adopte des attitudes plus ou moins favorables à l'égard de certains objets, personnes ou situations. Notre attitude envers les autres, détermine leurs attitudes envers nous. L'étude des attitudes peut être considérée comme un sondage d'opinion publique. Les aptitudes sont ce que vous pouvez faire. La motivation détermine ce que vous faites et votre attitude détermine votre degré de réussite. Tu es seulement responsable de ce que tu peux changer. Mais ton attitude est la seule chose que tu peux changer et c'est là toute ta responsabilité.

Lorsinie CUNNIAPEN-BAICHUN  
(WPO / WSPO )



## 10 FANTASTIC WORDS

- 1) The Most Selfish One Letter word :  
**I - Avoid it**
- 2) The Most Satisfying Two Letter Word :  
**WE - Use it**
- 3) The Most Poisonous Three Letter Word :  
**EGO - Kill it**
- 4) The Most Used Four Letter Word :  
**LOVE - Value it**
- 5) The Most Pleasing Five Letter Word :  
**SMILE - Keep it**
- 6) The Fastest Spreading Six Letter Word :  
**RUMOUR - Ignore it**
- 7) The Hard Working Seven Letter Word :  
**SUCCESS - Achieve it**
- 8) The Most Enviable Eight Letter Word :  
**JEALOUSY - Distance it**
- 9) The Most Powerful Nine Letter Word :  
**KNOWLEDGE - Acquire it**
- 10) The Most Divine Ten Letter Word :  
**FRIENDSHIP - Maintain it**

### 'Try Not To Do Things To Others That You Would Not Like Them To Do To You'

Among many people in many lands for many ages, there have been versions of what is commonly called 'THE GOLDEN RULE'. The above is a wording of it that relates to harmful acts.

Only a saint could go through life without ever harming another. But only a criminal hurts those around him without a second thought.

Completely aside from feelings of 'guilt' or 'shame' or 'conscience', all of which can be real enough and bad enough, it also happens to be true that the harm one does to others can recoil on oneself.

Not all harmful acts are reversible; one can commit an act against another, which cannot be waived aside or forgotten. Murder is such an act. One can work out how severe violation of almost any law could become an irreversible harmful act against another.

The ruin of another's life can wreck one's own. Society reacts; the prisons and the insane asylums are stuffed with people who harmed their fellows. However, there are penalties; whether one is caught or not, committing harmful acts against others, particularly when hidden, can cause one to suffer severe changes in his attitudes towards others and himself, all of them unhappy ones. The happiness and joy of life depart.

The version of 'THE GOLDEN RULE' is also useful as a test. When one persuades someone to apply it, the person can attain a reality on what a harmful act is. It answers for one what harm is. The philosophic question concerning wrongdoing, the argument of what is wrong is answered at once on a personal basis: would you like that to happen to you? NO!

Then it must be a harmful action and from society's viewpoint, a wrong action. It can awake social consciousness. It can then let one work out what one should do and what one should not do.

In a time when some feel no restraint from doing harmful acts, the survival potential of the individual sinks to a very low ebb.

If you can persuade people to apply this rule, you will have given them a principle by which they can evaluate their own lives and for some, opened the door to let them rejoin the human race.



PRISON MELROSE.

KI TRACAS TO  
PE GAGNÉ ??  
Ici To Pou  
CORREK LA,  
BEBERT !!!



MADAME  
UN TEL

PORT

Afghanistan  
2016

ZOTTE DIRE NOI DANS NO CACHOÍ Pou  
ENA : ENÈ LED TV: 48" , ENÈ MOBILE  
GALAXY S7 EDGE , ENÈ SMART WATCH ,  
ORDINATEUR , HOME CINEMA , EAR PHONE  
EK PISCINE ..... NO TROUVE ZIS LE RĀS,  
CANCRELĀTS , LEZARDS , LICE - PINAISES EK  
ZARAIGNÉES ! .... ET ENÈ PÔTESAME !!  
DOMINÈRE CA !!!

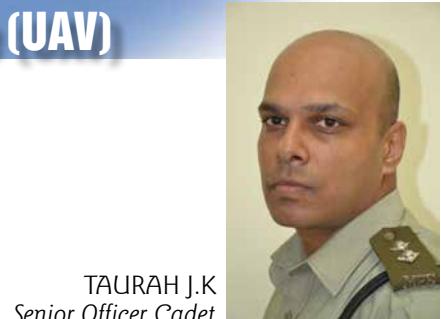


## An unmanned aerial vehicle (UAV)

An unmanned aerial vehicle (UAV), commonly known as a drone, is an aircraft without a human pilot aboard. In a technological context, it is an unmanned aircraft. Essentially, a drone is a flying robot. The aircrafts may be remotely controlled or can fly autonomously through software-controlled flight plans in their embedded systems working in conjunction with onboard sensors and Global Positioning System (GPS) to guide and track their movements. In the recent past, UAVs were most often associated with the military, where they were used initially for anti-aircraft target practice, intelligence gathering and then, more controversially, as weapons platforms.

Drones and quadcopters have modernized flight. Their aerodynamics features and uses, pique curiosity. Humans can now take to the air, in a new profound way. These nifty devices come with mind-blowing capabilities capturing dazzling aerial images as well as enabling augmented reality game playing. Drones can go to places where humans cannot, and enables them to do more than thought possible.

The quadcopter is a newer UAV. As its name suggests, this rotorcraft (a craft lifted by spinning rotor blades) depends on four quick-turning rotors to give it thrust. Two spin clockwise and the other two, counter-clockwise. Two sets of identical, fixed pitch propellers help the process. Pilots achieve control of the craft by using remote control transmitters to change the speed of its rotor discs. Quadcopters have the qualities of different helicopters i.e they are either pitched or co-axial. The pitched ones are agile and wind resistant whereas the co-axial ones, which depends on two layers of rotors, are more stable. As such, quadcopters are a comfortable blend of both pitched and co-axial. Moreover, three-axis gyro technology enhances their stability. Being very agile, yet steady, they are ideal vehicles for aerial photography. They carry aerial cameras and gimbals to make this possible. Pilots control the quadcopter with a joystick on a remote-controlled transmitter. A receiver on the quadcopter processes the pilot's instructions. The pilot's signals



TAURAH J.K  
Senior Officer Cadet

combine with output from the quadcopter's altitude sensors. The flight controller then signals the Electronic Speed Controllers which in turn move the quadcopter's motors. It uses different aerodynamics from an airplane to fly. Newton's law of motion states that for every action, there is an equal and opposite reaction. The four rotors, two move clockwise and the other two, counter-clockwise, negate any force or torque on the fuselage. They stabilize movement and function.

A typical helicopter single rotor, conversely, which rotates clockwise, forces the fuselage to move counter-clockwise. The resulting torque puts pressure on it and makes it vulnerable. The quadcopter's center of gravity (CG), in the middle of its four rotors, keep the apparatus stable and balanced. Putting loads on it may affect the CG and hence, stability, but pilots can adjust the helicopter's load to counteract this.

Amateur pilots and enthusiasts love quadcopters as their dazzling aerial stunts make excellent discussion topics. These days, many use them to capture aerial images and videos. Three-axis gyro technology stabilizes many of the latest quadcopters, allowing them to capture these images without a shaky, "jello" effect. Drones are now also used in a wide range of civilian roles ranging from search and rescue, surveillance, traffic monitoring, weather monitoring and firefighting to personal drones and business drone-based photography, as well as videography, agriculture and even delivery services.

Drones and quadcopters, with extensive history and capabilities, are the devices of the future. In time to come, human will find it difficult to imagine life without them.



# KERMESSE

# KERMESSE

# KERMESSE

The Mauritius Prison Service participated in the Annual Civil Service Kermesse which was held on Sunday 5 November 2017 at Gymkhana Football Ground Vacoas. The event was organised by the Public Officers' Welfare Council (POWC), under the Ministry of Civil Service and Administrative Reforms.





*Clické*

## sur la Prison de Grande Rivière Nord Ouest



# Le travail dans tous ses sens





# LA PRISON OUVERTE DES FEMMES



## « Self Care Unit » projet soutenu et viable

Déjà deux ans que la prison ouverte pour les femmes a été inauguré à Barkly, Beau Bassin. Nos premières pensionnaires sont arrivées un 16 Décembre 2015. Elles étaient cinq à tenter l'aventure et aujourd'hui nous sommes passés à onze sur une capacité maximum de quatorze détenues.

Une trentaine de femmes y compris une dizaine d'étrangères sont passées à la prison ouverte avant de retrouver la liberté. Après avoir purgé trois quart de leur sentence à la prison haute sécurité des femmes l'opportunité leur est donné pour reprendre leur vie en main et ainsi donc faciliter leur réinsertion dans leur famille et la société. On les apprend à se faire confiance et à retrouver la dignité et l'estime de soi qui est primordiale pour leur réintégration. Toutes les conditions sont réunies pour assurer la bonne marche du projet.

La prison ouverte est basée sur un modèle Australien connu comme «The Self Care Unit» qui fait toujours ses preuves dans beaucoup d'autres pays. Les détenues ont droit à des visites ouvertes avec leurs proches

pour recréer les liens surtout avec leurs conjoints et leurs enfants. L'opportunité est aussi donnée à tout un chacun de pratiquer sa foi religieuse qui les aide à développer les valeurs spirituelles et humaines.

Cependant, la discipline est le maître mot que les femmes sont appelées à respecter tout le long de leur séjour à la prison.

Mon équipe et moi sommes content et fière de notre accomplissement, quand on voit l'épanouissement des femmes, leur entraide, la solidarité et leur dévouement à sortir de l'échec, cela nous motive pour continuer le travail surtout que depuis l'existence du projet aucun cas de rechute n'a été enregistré.

On arrête jamais de dire que derrière la réussite d'un homme il y a une femme, mais ce qu'on ne dit pas c'est que derrière la chute d'une femme il y a toujours un homme.

Mirella Latchman  
Assistant Surintendant Des Prisons



# Visit of the President of the Republic at Women Prison



Her Excellency, the President of the Republic of Mauritius, Mrs. Ameenah Gurib-Fakim graced the Mother's Day Celebration at Women Prison on Wednesday  
07 June 2017.



Mr. M. Gunputh Acting Senior Chief Executive of the Ministry of Defence and Rodrigues and the Commissioner of Prisons, Mr. P. Appadoo also assisted the function.





# CORRECTIONAL YOUTH CENTRE (BOYS)



## 1. History

During the Second World War an old colonial building in stone situated at Grand River North West at the entrance of the City of Port – Louis was used to detain short term prisoners. At a certain period of time it was converted into a hospital for prisoners of war (POW).

Following the Borstal Ordinance No 15 of 1947 which was passed in the Legislative Council on the 7th May 1947, provision was made for a Borstal sentence and the enactment was followed by the official proclamation of the Borstal Institution on the 9th October 1947 to detain young offenders under the age of 21.

In fact, this institution owes its name to a village called Borstal in the Northern part of the United Kingdom reputed during the second world war for its high degree of criminality among young offenders and juvenile delinquencies who were living and brought up there. The Borstal institution to cater for young offenders was then set up in England. Subsequently, seventeen teenagers, in Mauritius under 21 who had previously been imprisoned to penal servitude had their sentences converted into detention training.

In 1988, despite the fact that the Prison Act 1981 was repealed and replaced by the Reforms Institutions Act, the institution was then known as the Correctional Youth Centre. We now note that the Borstal Ordinance 1947 is still in force so far remissions on sentences are concerned. The treatment of juveniles and worst, minors still falls under an Act intended and voted for adult detainees (RIA).

## 2. The Correctional Youth Centre (present form)

The Correctional Youth Centre (Boys) in its present form was established under the RIA 1988 for male offenders up to the age of 18 years. It falls directly under the authority of the Commissioner of Prisons. The CYC Boys is housed in an old style building situated at Barkly, Beau Bassin which is in fact a reform institution which provides opportunities for juveniles to follow educational and vocational classes. Indeed, section 9 "Education for inmates" of the Correctional Youth Centre Regulations 1947 makes provision of education of inmates, which is under the responsibility of the Commissioner of Prisons.



## 3. Mission

The objects of training at the institution shall bring to bear every influence which may establish in the inmates the will to lead a good and useful life on release, and to fit them to do so by the fullest possible development of their character, capacities and sense of personal responsibility.

Further, we shall devise rehabilitation programs with the assistance of Resource Persons from NGO's and to see to it that they are rightly and fruitfully implemented.

# Inauguration of a New Dog complex and 6-Aside Football Pitch at Petit Verger Prison



A new Dog Complex and a 6-Aside Football Pitch were inaugurated on the 31st August 2017 at Petit Verger Prison by the Commissioner of Prisons, Mr. P. Appadoo in presence of DCP Mr. R. Rughoobeer, DCP Mr. V. Hanumunthadu, Mrs. G Aubeeluck, the Officer in Charge of the Institution, Mr. F. Heetun and other Senior Officers of the Mauritius Prison Service.

During the event, a football tournament was also organized between staffs of the prison department and detainees at PVP, followed by a prize giving ceremony.



## New Dog complex

The New Dog complex comprise of the following facilities:-

- 01 Office for Staff
- 01 Lying Room
- 03 Kennels
- 01 Kitchen
- 01 Toilet
- 01 Bathroom for Staff
- Bathing corner for Dogs

This new dog complex has been erected at PVP with a view to enable dog handlers to perform their duties in a more conducive environment. It is worth noted that doghandlers are involved in a number of tasks such as training of dogs( including handlers), general care of a working dogs, daily kennel maintenance (fatigue duties ), feeding of dogs, escort duties, sentry, supervision and searches(detection of prohibited articles by sniffer dogs) among others on a daily basis.

Presently the Prison Dog Section comprises of 21 Prisons Officers and 16 dogs. Recently, this section has been re-organized through the acquisition of four Sniffer Dogs and additional Dog Units have been set up in other institutions as well namely Grand River North West Remand Prison and Eastern High Security Prison.

## 6-Aside Football Pitch

With a view to promote sport activities among detainees within the prison department, a new 6-Aside Football Pitch has been elevated at PVP in a more friendly environment. Furthermore, by encouraging detainees to be involved in such activities, there is no doubt the concept of dynamic security will be prevailed.

This football pitch will not only be used by detainees but also by Prison Officers. Prison Officers will get the opportunity to carry out physical exercises with a view to ensure their fitness. This will further help to promote team building exercise among Officers.





# Music

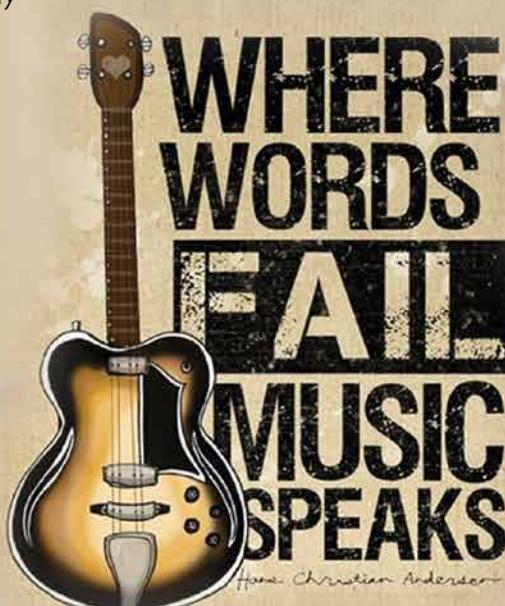


Music is without the least doubt, the only universal speech which transcends linguistic, national and ethnic barriers. During the early days after our birth, our parents always used to place musical toys near our cradle. While feeding and making us sleep, they always hum beautiful melodies to make us feel happy. Around the world, this way of growing babies is found in all society whatever culture and religion we follow. When we grow up, we are always surrounded by our country an example of multi-cultural always cemented the global relation Our elders have precious musical heritage from our various parts of the world. African traditional music and popular today. It has played a vital role in rites, rituals and of a great number of ceremonies. Different several types of guitar, violin, piano, nadeswaram (morlon), harmonium only to

different music of different cultures which make diversity around the globe. Music has among our multicultural society preserved our traditional ancestors who came from Oriental, occidental, and are very much alive in our country, music accompaniment role in the celebration of traditional cultures use instruments like drums, cymbals, parai (thapu), tabla, mention these.

Tourists visiting our amazed and pleased processions where these are being played by youngsters. Government music and this now form part of The Mauritius Prison service has in prisons so as to rehabilitate and detainees to launch their personal compositions *musique adoucit les moeurs*. Moreover, The Mauritius Police Force and The Mauritius Prison Services have their own Marching Band with experienced musicians among the officers. They participate in different National and social activities, throughout the country and my father always proudly talk about the success story of officers who performed musical show in the island.

"No education is complete without music" pointed out Plato, a famous Greek philosopher.



country are always during public traditional instruments Mauritians especially encourages the learning of of our academic curriculum. rightly introduced musical classes

encourage as it is known that – *la*



Kaveerajen Ramsamy Lingum



## Mots Croisés

### VERTICAL

- 1 QUI RÉSULTE D'UNE CONVENTION
- 2 LES DEUX ORGANES CONSTITUANT L'APPAREIL AUDITIF – EXPOSÉ À L'AIR
- 3 SONGES – DOUBLE CONSONNE – SA SEIGNEURIE – REPTILE À QUATRE PATTES COURTES, À CARAPACE, À MARCHE LENT
- 4 CRIE DANS LE BOIS – PHONÉTIQUE.HISSEZ – PERSONNAGE D'ALFRED JARRY – CONJONCTION
- 5 JE SUIS, TU ..... – VOYELLES – TIRÉ DE URINE – RONGEUR
- 6 DIALECTE – REVENU – TRÈS MINCE
- 7 PETIT MAMMIFÈRE RONGEUR AU CORPS RECOUVERT DE LONGS PIQUANTS – ENSEMBLE DE PAPIERS
- 8 FORMES – LAUGH OUT LOUDLY – ARTICLE ESPAGNOL
- 9 JEUNE FILLE – DONATION TELEVISEE
- 10 CONSONNES – CERTAINEMENT
- 11 VOYELLES – UNION REPUBLICAINE – SUD – EST – LE MATIN
- 12 IMPREGNÉ – PRÉNOM FÉMININ
- 13 JUPE PORTÉE PAR LES DANSEUSES DE BALLET CLASSIQUE – LUTTERA POUR OU CONTRE UNE CAUSE
- 14 VOYELLES/CONSONNE – SOLEIL ANGLAIS – VOYELLES
- 15 CARACTÈRE SENTIMENTALE

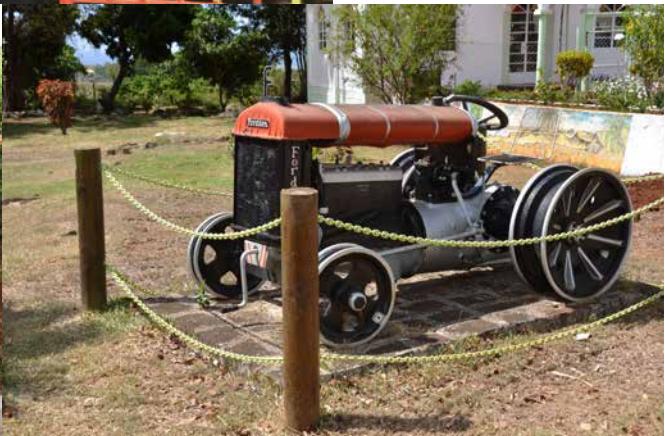
REPOUSE: MOTS CROISÉS																									
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6	10	7	11	8	12	9	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
5	9	6	10	7	11	8	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
4	8	5	9	6	10	7	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
3	7	4	8	5	9	6	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
2	6	1	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
1	5	2	6	3	7	4	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26

ALAIN TOURAIL – OCT - 2017





# Clické sur la Prison Ouverte de Richelieu



# Le travail dans tous ses sens





# LA DECADENCE DES JEUNES

Jitano Julie  
Prison Welfare Officer  
Correctional Youth Centre

La jeunesse peut être l`une des périodes la plus heureuse de la vie mais malheureusement pour beaucoup de jeunes ce n'est pas le cas. L`évolution des mœurs a plongé le monde dans la confusion et les problèmes privent aujourd'hui bien des jeunes de cette joie de vivre d'antan.

La jeunesse aime la danse, la musique, la mode et ont une grande tendance à imiter les grands stars de show-biz. Les jeunes s'identifient à leur idole de par sa manière d'être, sa tenue vestimentaire et son mode de vie. Ils aiment être célèbres. Les jeunes de 15 à 25 ans vivent dans de grandes illusions. Ils pensent qu'eux aussi peuvent devenir de grands stars de demain et donc, dès leur jeune âge, ils imitent leur idole, qui, la plupart du temps, mènent une vie immorale et irrespectueuse.

De plus, les jeunes vivent entre eux dans les groupes de copains, pour mieux pouvoir contrôler et s'imposer. Certains, dans leur comportement de consommation: mode, musique, discothèque et drogue (synthétique, douce et dure), s'évadent de la réalité quotidienne et trouve du plaisir éphémère. Pour se faire une identité, ils s'imposent des fois avec violence et n'hésitent pas à «batté, coquin, cassé, touyé».

Sur le plan social, les jeunes arrivent difficilement à se trouver un repère, un guide ou même un conseiller. Ils ne font pas confiance à nos institutions et pensent que tout est pourri et corrompu. De par leurs loisirs, ils sont souvent confrontés directement ou indirectement aux mœurs: la consommation de l'alcool, la cigarette, la drogue et la pornographie. Dans ce monde de plaisir facile, les jeunes ont tendance à rechercher le bonheur immédiat et temporaire.

Ajouté à cela, la technologie a apporté sa bonne dose de contribution. Les jeunes vivent des relations virtuelles que ce soit en amitié ou en amour. Le plaisir a remplacé l'amour; l'évasion a remplacé la confiance. Ils ne savent même pas à quoi ressemblent des relations qui sont amour, sincérité et fidélité. Etre jeune, c'est se trouver dans le plus beau temps de sa vie. C'est aussi un temps de l'entre-deux : du stage de l'adolescence au monde de l'adulte.

Cependant, on constate un grand divorce entre le monde des adultes et celui de la jeunesse. Les conflits entre les jeunes et les adultes ont tendance à augmenter dans la famille et la société. Beaucoup de parents n'arrivent plus à assumer leur responsabilité de par leur engagement professionnel et personnel. Certains parents n'ont même pas vécu leur jeunesse, ce n'est qu'après avoir été mariés et parents qu'ils découvrent la vie et n'ont plus de temps pour leurs enfants car ce n'est qu'alors qu'ils veulent profiter de la vie. Ceci dit, dans l'éducation de notre enfant, une grosse part de responsabilité repose sur les épaules des parents, c'est une raison qui devrait nous pousser à être plus objectifs face à l'avenir de nos jeunes. Des familles brisées ne cessent de contribuer à la désolation, la désorientation et à développer une attitude de fataliste parmi les jeunes.

Il est vrai de dire que « Zeness ine faire pou amiser ». Mais il n'y a qu'à dialoguer un moment avec ces jeunes pour découvrir et comprendre que derrière l'amusement et distraction, beaucoup sont en train de souffrir et de vivre une vie bien dure. Dans beaucoup de cas, l'amusement cache de gros chagrins et de grandes questions.

Adultes, parents, encadreurs, responsables, directeurs, dirigeants ressaisissons-nous car l'avenir appartient aux jeunes. Dans le cas contraire à quel avenir attendons-nous?

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Mobile : 5 753 4949

Contact : Mr Shailendrasingh DOMUN





*Clické*

sur la Prison Ouverte pour les femmes

Le travail dans tous ses sens



## Training session of the Correctional Emergency Response Team (CERT)





# THE VALUE OF DIVERSITY IN THE WORKPLACE

by  
Mr S. Chundhoo  
Prisons Welfare Officer



## DEFINITION

No two employees are alike. The differences and similarities could be in terms of age, socialization process, physical abilities and disabilities, race, religion, sex, attitude towards work, sexual orientation, geographical background and career orientation. People from all walks of life join business organizations to form a wide range of characteristics and experiences. An organization that embraces diversity can broaden its skill base and become more competitive and innovative. Workforce diversity also brings with it a number of these issues and challenges.

## Mutual Respect

Globalization encourages the shift of workforce around the globe and encourages the emergence of global market which makes work place diversity becoming a business necessity. Employees have to work in teams comprised of co-workers with varied work styles coupled with their different cultures, thus, paving the way towards a synergistic work environment which becomes the norm. As a result, workplace diversity fosters mutual respect among employees as they recognize the many strengths and talents that diversity brings to the workplace and they gain respect for their colleagues' performances.

## Conflict Resolution

Workplace diversity preserves the quality of employees' relationships with their co-workers and their supervisors. Even when the workforce is diversified, employees have to stick to the common goals of the organization whereby they acknowledge others' differences often also

find similarities. Consequently, respect for co-workers either reduces the likelihood of conflict or facilitates an easier road to conflict resolution.

## Organizational Productivity

A diverse workplace offers employees greater opportunities of learning available from an exposure to different cultures and backgrounds. Employees learn from co-workers whose work styles vary and whose attitudes about work vary from their own. Traditional-generation workers learn new technology and processes from workers who belong to the information technology era. Pooling the diverse knowledge and skills of culturally distinct workers together can benefit companies by strengthening teams' productivity and responsiveness to changing conditions. Consequently, it can result in creative solutions for problems and better organizational productivity.

## Generation Gaps

In larger diversified corporations, age differences among staffs may become an impediment for the good cohabitation of the young and old generations. As a result, the age differences can trigger "cliques" and separation of the company as a unit. In view to bridge the gap between multiple generations of workers can sometimes become an issue for employers attempting to establish teamwork.

## Research: A field study of group diversity, workgroup context, and performance

The study explores how the context of an organizational workgroup affects the relationship between group diversity and various performance outcomes based



on the examination of effects of three categories of workgroup context variables: cultures (people and competition oriented), strategies (stability, growth and customer oriented), and human resource practices (diversity and training oriented). The study analyses 1528 workgroups from a Fortune500 information-processing firm.

This study is aimed at assessing the conditions and providing evidence for managers of how to achieve higher levels of performance through effective management of a diverse workforce.

The results showed that members of groups diverse in functional background were paid higher bonuses when their workgroup context emphasized people-oriented cultures where emphasis should be on a sense of group identity and common fate and foster good relationships. Whereas in a stability-oriented environment with an extremely high focus on efficiency, managers avoid placing members of groups diverse because this may interfere with employees' productivity, so lower bonuses were paid.

The findings further suggest that managers awarded higher amounts of bonuses to group diversity whose level of education are beneficial in work group environments that support customer-focused values and emphasize change and innovation. Managers of such groups consider creating a more flexible, customer-oriented environment in which these diverse group members are given sufficient time to embrace and capitalize on their differences. However, members of such groups had lower levels of bonuses in environments that focused on training- and diversity-oriented human resource practices.

In sum, the study reveals that companies can improve the performance of their groups and individuals by establishing and promoting specific work environments in which a particular type of diverse group can thrive.

## Diversity in the workplace - Mauritius Prison Service (MPS)

In the Mauritius Prison Service the recruitment policy values diversity on the issues of competencies, educational background, religions and skills, ages, geographical locations irrespective of political viewpoints of the job seekers. The recruitment of a diversified work

force is highly essential for MPS because the prison population comes from a multicultural background. The preservation of diversity in the workplace is very important as it reinforces good communication or interaction among staffs and detainees especially on the issues of religious practices and celebrations, and communicating in Hindi, Tamil and Urdu with foreign detainees and detainees' relatives.

MPS has a workforce of diverse educational background in academic and vocational fields and has also a pool of experienced officers operating in various spheres in the Organization. Therefore, teams working on complex and expansive projects have benefitted on the varied experiences of fellow officers from diverse educational backgrounds such as in the setting up of E – prison system, Recycling of Green Waste, Green House Farming, Rain Water Harvesting, Winning Public Service Excellence Award, hosting of Regional Seminars for foreigners, ISO Certification for Induction and Staff Training, supervising the construction of Melrose prison, launching of a Residential Rehabilitation Lotus Centre, dealing with all sorts of trafficking, participating in overseas courses for the betterment of the service – the least but not the last.

The diversity of the MPS workforce in terms of a multigenerational population of officers operates most frequently in teams to provide a better service. Officers of the older generation function as supervisors and mentor to the new generation based on their rich experiences, stories about detainees and staffs and personal achievements and encounters. The Prison Training School often organizes Refresher Course for its staff members where interactions among the two generations of staffs are encouraged and the knowledge gained is transferred to the workplace. Team building exercises are organized to offset the disparities between the two generations of officers for improving respect, lessen conflict and enhance job performance.

Diversity in the workplace is an asset that managers have in hand to manage their organizations in the most effective way. Many empirical studies have been carried out in this field that managers can make best use of their findings to achieve their organizations' objectives. The MPS is already reaping the benefits of a diverse workforce enabling the organization to meet its objectives: keeping detainees in safe custody and to rehabilitate them.



# Clické sur la Prison Centrale





# Le travail dans tous ses sens





# MPS and UoM Research Collaboration

Dr G Somaroo

The University of Mauritius (UoM) is engaged in various Waste Management projects in Mauritius and in some African countries. UoM has also designed and tested a rotary drum composter under the academic and technical expertise of Professor Romeela Mohee and her research team who conducted intensive research in the field of composting since 1998. The research collaboration between the Mauritius Prison Service (MPS) and the University of Mauritius (UoM) dated since 2012, following the request of the former Commissioner of Prisons, Mr. Jean Bruneau, to Professor Romeela Mohee, former Vice-Chancellor of the University of Mauritius (UoM), for the implementation of the project entitled: *Sustainable Waste Management Practices at Petit Verger Prison*.

The project on Sustainable Waste Management Practices at Petit Verger Prison initiated in 2013 and funded by GEF SGP-UNDP (Mrs Pamela Bapoo-Dundoo, National Coordinator), has contributed to the Public Service Excellence Award 2013, and has also gained recognition in the report that has been prepared by Cazeau (2016), for the UN Joint Implementation Unit, quoted as follows: (1) page 10, paragraph 29: "*In Mauritius, the team visited the prison of Petit Verger, where it could observe the positive impact of the GEF Small Grants Programme. The project on sustainable waste management, an initiative of the Mauritius prison service in collaboration with the Association Kinouét, combined socioeconomic and environmental dimensions, including the consideration of gender issues and focus on youth engagement and participation. It was facilitated through UNDP and conducted in collaboration with the University of Mauritius.*" and (2) page 31, footnote 80: "*The team noted the*

*significant impact of the GEF Small Grants Programme in different SIDS and was able to observe the benefits in Mauritius with, among others, the project of the Association Kinouét at the Petit Verger prison linking climate change and social issues.*" The first part of this project consisted of assisting the prison officers and detainees in sensitization campaigns that was carried out on waste segregation at source at Petit Verger Prison and in the community of Pointe-aux-Sables. A waste characterization study was undertaken on the prison premises so as to assess the quantities of organic and recycled materials that are currently being generated. The detainees were trained on the principles and techniques of green wastes composting. Demonstration sessions on how to produce compost in rotary drum composters was conducted. Training sessions on the benefits and uses of compost was also organized. Also, a Green Wastes Composting Facility was constructed on the prison premises. MPS will not only generate income through the production and sale of compost but will also equip detainees with the proper knowledge of an alternative source of income.

Following the success of the project on Sustainable Waste Management Practices at Petit Verger Prison and in order to continue its endeavor for the improvement of Rehabilitation and Resettlement of detainees, the MPS through its 10-year strategic plan (2013 -2023) and through the support of the Commissioner of Prisons, Mr P Appadoo, will be implementing a project on Sustainable Energy Production Practices at New Wing Prison. A 3-zone plug flow bio-digester system which has already been developed and tested by UoM in 2013, was transferred to Richelieu Open Prison after the signage of a letter of intent between the MPS and UoM

in May 2017. A characterization study was conducted at Richelieu Open Prison in order to determine the quantities of organic wastes being generated. The installation of this bio-digester has already been completed at Richelieu Open Prison and is now in operation. The prison officers and detainees were trained on the principles and operation of the 3-zone plug flow bio-digester system. The total amount of biogas produced is 12,776L after 29 days of operation and it is being used for cooking purposes.

This project will be another opportunity for detainees (men and women) to make constructive use of their time in prison and to be engaged in a project that will help to reduce the amount of wastes going to Mare Chicose Sanitary Landfill and the amount of energy being consumed, in terms of liquefied petroleum gas (LPG). It has been gathered at MPS that around 145,000 kg of LPG is consumed yearly. The detainees would volunteer their services and will be trained on the installation, operation and maintenance of the 3-zone plug flow bio-digester system, integrated with a solar heating system, as well as, on the potential use of biogas for cooking purposes and for electricity production. It is to be noted that most detainees highly value the opportunity to give their time and work to projects that will directly benefit the prison community. Such project will definitely build the confidence, commitment and a sense of belonging of the detainees. Along the way, many of them will get the opportunity to pick up technical skills that can help them when they are released. The "Sustainable Energy Production Practices at New Wing Prison" project will be designed to provide the detainees with knowledge on how to convert waste into a resource and also be more



concerned about the environmental and climate change impacts being associated with improper waste disposal and excessive use of non-renewable energy. It is also envisaged that organic wastes from other prisons, as well as, in the vicinity of New Wing Prison (such as Central Prison, Women Prison, Brown Sequared Hospital, Police Training School and nearby communities) will be directed to the biogas production plant at New Wing Prison. Hence, reducing the amount of this organic wastes going to the landfill. Association Kinouéte in collaboration with the MPS has

enlisted UoM in this project for their technical advice, expertise and support. This project will be a showcase to the surrounding communities on the potential of producing biogas from organic wastes.

UoM forms part of the founder members of *Plateforme Re-Sources-Réseau pour une gestion durable des déchets solides* (<http://www.plateforme-re-sources.org/>), which is an EU-funded project supported by AFD, FFEM and ADEME. Plateforme Re-Sources is a network of international

experts and researchers from the African – Caribbean – Pacific (ACP) region, who collaborate and work together in the field of sustainable solid waste management. UoM has also introduced MPS as a member of *Plateforme Re-Sources*. UoM and MPS have participated to an international conference: Conférence Internationale de Dakar, Sénégal « *Des solutions pour la gestion des déchets dans les pays en développement* » on 23 – 25 Octobre 2017, and made a presentation entitled: *Gestion Durable des Déchets à la Prison de Petit Verger*.



Tout commença dans une cellule que je partageais avec un codétenu à La Prison de Grande-Rivière quinze ans de cela. Il ne quittait point sa Bible car il avait pris la ferme décision de se convertir et de commencer une nouvelle histoire de sa vie. Tout à coup, ce grand gaillard autrefois bandit, pleura à chaudes larmes. Il ne resta pas insensible aux cris de souffrances de la première émission radio qui s'intitule 'Baro pas aret lavi'. C'était le 'craze' de l'époque dans toutes les prisons. L'émission présentée par le Père Gérard Sullivan et Sœur Maud avait fait un immense impact dans toute la prison, on n'entendait que ça dans les parloirs pendant les heures de visite.

Je me rappelle qu'on lisait les lettres des détenus toujours bien fleuries écrites avec tant d'amour, d'émotions et de passion comme des poètes. Le Père Gérard Sullivan n'arrive toujours pas à comprendre ce mystère que les gens attendent le moment d'être derrière les barreaux, dans des situations douloureuses pour dire à leurs proches qu'on les aime. Par la suite, je collectais les messages ou alors je les aidais à écrire leurs messages car la majorité des poètes n'ont pas connu pas les bancs de l'école.

Chaque dimanche après-midi de 17 heures à 19 heures le standard de la MBC radio reste submergé d'appels jusqu'à ce jour. Si nombreuses sont les demandes qu'on s'est vu refaire la programmation et allouer une émission pour chaque prison. Les animateurs, tour à tour, faisaient leur entrée dans ce monde radiophonique. L'émission reste toujours émouvante, tantôt avec des cris de souffrance suite à cette grande séparation, tantôt avec des mots réconfortants.

Ma plus grande satisfaction réside quand je faisais partie d'une équipe soudée de Peer Support du Day Care Centre à la prison centrale pour collecter les messages des détenus. Certes, parfois et même souvent, on devait aller vers les détenus timides pour écrire leurs messages qui permet de tisser de nouveau le lien familial ou panser les blessures.

On ne peut évincer la technologie. C'est en 2013 qu'on a innové avec les messages enregistrés à travers un dictaphone. Ce qui a permis d'entendre des voix venant des détenus de différentes institutions pénitenciers de l'île et qui mettaient tout leur cœur et émotion dans leurs textes recherchés.

Quand j'écoutais l'émission dans ma cellule, je me posais souvent la question comment ça se passait en studio. C'est alors en 2017 après ma sortie en geôle que j'ai été invité par Josian Babet à faire partie de l'émission. C'est un travail déjà énorme d'aller enregistrer les messages des détenus, faire le montage de façon professionnelle agrémentée des disques demandés par les détenus. Chapeau aux animateurs et aux techniciens qui arrivent à jongler, à prendre des appels téléphoniques et à lire les messages, un vrai travail herculéen.

J'ai été témoin de la genèse de l'émission Baro pas aret lavi, de l'envol de cette émission mais le plus important c'est la rencontre des gens..... Baro pas aret lavi.

Jerry Lai Cheong King



# Launching of Drug Rehabilitation Centre (Lotus) Detoxification Programme – Eastern High Security Prison, Melrose.

On 05 October 2017, Dr the Honorable Mohammad Anwar HUSNOO, Minister of Health and Quality of Life inaugurated the Drug Rehabilitation Centre (Lotus)/Detoxification Programme – Eastern High Security Prison, Melrose in the presence of Mr. P. APPADOO, Commissioner of Prisons.





# Prison Officers' Welfare Association

## The Objects of the Association is to:-

- To foster good relations among Officers of the Mauritius Prison Service and to promote their general welfare.
- To raise funds in favour of the members of the Association by organizing dances, fancy fairs and such other social activities.
- To run a canteen offering a wide choice of goods at reasonable prices to its members and other persons.
- To provide a Retiring Gratuity to the contributors of the fund and to provide loan facilities to its members

Membership of the Association is open to all serving Officers of the Mauritius Prison Service of either sex.

The Association is administered by a Managing Committee and is composed of :

Name	Rank	Designation
Mr. LUGUN Ravind	Assistant Commissioner of Prisons	Chairman
Mr. BHOGUN Praveen	Assistant Superintendent of Prisons	Vice-Chairman
Mr. JULIE Jitano Rogers	Prison Welfare Officer	Secretary
Mr. HEMRAZ Sradhanand	Lead Prison Officer	Vice-Secretary
Mr. MURDAMOOHTOO Indrassen	Lead Prison Officer	Treasure
Mr. MOOTIEN Rouben	Lead Prison Officer	Vice-Treasure
Miss LATCHMAN Marie Jacqueline Mirella	Women Assistant Superintendent of Prisons	Member
Mr. CHOWTEE Jawaheerlall	Assistant Superintendent of Prisons	Member
Mr. BEEDASSY Navindranath	Senior Officer Cadet	Member
Mr. ALLADEEN Nazeer	Principal Prison Officer	Member
Mr. RAMSAHYE Muhammad		
Abdoollah Abedeen	Lead Prison Officer	Member
Mr. BOKHOREE Kailash	Lead Prison Officer	Member



# Calligraphy

Once , anyone with a half way reasonable education could write a fair hand . The first blow was the typewriter . Then schools stopped teaching traditional cursive , because it was too hard . And now , computers , printers , emails and text messages have rendered the whole business more or less redundant . Hardly anyone writes anything meaningful by hand anymore .

So , it's a revelation to see M<sup>r</sup> Neewan Doolub at work , although he writes more than a fair hand . When he came to know about the Calligraphy Competition organised by Parker in 2007 , then it was too late to subscribe and there he was , dejected at the very idea of not being able to take part . Nevertheless , this did not douse the hopes of participating in the forthcoming year . So , there he was at the third edition of the Parker Competition " La plus belle écriture " , Calligraphy category , in 2008 . Bringing Victory home was his aim which turned into a beautiful reality . He was confident of being the topper and he stood up to it . The reason behind the confidence was the practice for more than 30 years .

He does not remember from where the passion and fascination for Calligraphy came from but he does know that he had it since a very tender age . Swallowing different types of handwriting from cards , wedding's , and so on was his passion at primary school which developed over the years into a wonderful art of writing . Making efficient use of his free time , he reproduces different handwritings found in newspapers , magazines and so on and he was , standing with the trophy as the topper of the 2008 Parker Competition .

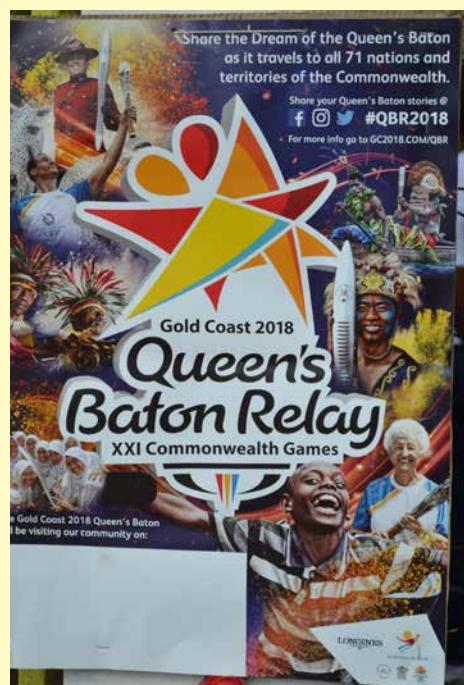
At present , Neewan's passion for calligraphy has remained intact and he still has the same determination to continue on the same path . His wish is seeing his children taking his passion further and that his Calligraphy image remains . But still , his children and his family believes , there can be no one who can be better than him .





# Queen`s Baton Relay

The message of Her Majesty Queen Elizabeth II regarding the forthcoming Commonwealth Games scheduled for 4 to 15 April at Australia placed in a baton called "Queen`s Baton Relay" which is transmitted to all Commonwealth Countries was received by Beau Bassin Prison and Richelieu Open Prison on the 18th April 2017.





# Les Centres Educatif Fermés

Un centre d'éducatif fermé est en France, une structure alternative à l'incarcération, créée en 2002 par la loi Perben I du 9 septembre 2002. 8 à 12 mineurs multirécidivistes ou multiréitérants peuvent être placés par un magistrat compétent, à la suite d'actes délictueux ou criminels.

C'est ainsi que j'ai rejoint le centre Robert Gauthier qui se situe à quelques kilomètres de Bordeaux, centre géré par L.O.R.E.A.G (Orientation et Rééducation des Enfants et des Adolescents de la Gironde). Le CEF a pour vocation de prévenir la persistance et le renouvellement des comportements délinquants par le retrait des mineurs de leur milieu social habituel. Ce centre complète les dispositifs des prises en charge déjà existant des mineurs délinquants les plus difficiles et est une ultime alternative à l'incarcération.

L'équipe du centre est constituée de plusieurs interlocuteurs :

- Le (la) directeur (trice) du centre
- Le (la) chef du service
- La secrétaire
- La (le) psychologue
- L'éducateur (trice) scolaire
- L'infirmier (ère)
- Le (la) chargé (e) d'insertion professionnelle
- Les éducateurs (trices)
- L'éducateur sportif
- La maîtresse de maison
- L'homme d'entretien
- Le psychiatre
- Intervenants extérieurs (art thérapeute, coiffeur, le psychologue extérieur pour la régulation des éducateurs)

Le CEF constitue un dispositif complémentaire et intermédiaire entre les solutions classiques de placement et l'incarcération. Le centre accueille prioritairement des mineurs pour lesquelles les différentes solutions classiques ont été mises en échec. Les jeunes, âgés entre 13 et 16 ans seront accueillis selon plusieurs cas de figures :

- Soit après un jugement dans le cadre d'un sursis avec mise à l'épreuve
- Soit après un jugement parfois en urgence, dans le cadre d'un contrôle judiciaire
- Soit dans le cadre d'une liberté conditionnelle
- Soit dans le cadre d'un placement à l'extérieur



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En fonction des places disponibles, le jeune est pris en charge sous couvert du bureau du magistrat par un professionnel du centre (le directeur, le chef de service ou un éducateur). Il est rappelé au jeune le contexte et l'objectif de son placement par le magistrat qui lui donne les prescriptions spécifiques qui s'ajoutent au règlement du CEF. Un rapport synthétique est transmis au CEF sous réserve de l'accord du magistrat par le professionnel de la Protection Judiciaire et de la Jeunesse au moment de la prise en charge physique du mineur. Ces rapports concernent les éléments de personnalité, la dynamique familiale, les interventions sociales, éducatives, judiciaires et les éléments récents survenus.

Le programme éducatif, dense, comprend notamment 6 volets :

- Les activités socio-éducatives de la vie quotidienne : planification des tâches quotidiennes
- Les activités pédagogiques d'apprentissages et l'ouverture vers la culture et les loisirs : cours, ateliers et activités sportives
- Initiations aux mondes professionnels : démarchages de stages chez des professionnels, ateliers de bois et métal au centre, atelier de cuisine
- Le suivi médical et psychologique : bilan médical et psychologique
- L'accompagnement du mineur dans sa phase de réinsertion : la sortie et l'après CEF
- Les sorties éducatives, sportives, découvertes et récréationnelles

## La fonction du psychologue

Le psychologue travaille en étroite collaboration avec les différents services mis en jeux. Il fait le lien avec la direction et rend compte de la prise en charge et mise en place concernant le quotidien et le suivi psychologique du mineur. Avec le chef de service,



l'éducatrice scolaire et les éducateurs, elle met en place un emploi du temps adaptés aux jeunes. De plus, avec le chargé insertion professionnel et le jeune, la psychologue aide à l'élaboration du projet professionnel selon ses compétences, ses habiletés, son évolution psychologique et sociale mais surtout sa capacité à accepter sa différence par rapports aux autres jeunes qu'il va côtoyer à sa sortie. Il est important de prendre en compte la fragilité psychologique du jeune et son incapacité à gérer sa vie quotidienne en toute autonomie. Enfin il assure un accompagnement lors de son intégration dans le monde professionnel.

Dans certains cas elle fait appel à un psychiatre. Ce dernier peut intervenir à la demande ou toutes les deux semaines afin d'établir un bilan médical et psychiatrique complet du mineur. Souvent l'intervention du psychiatre s'avère importante notamment dans les cas où des jeunes à tendances suicidaires nécessiteraient une hospitalisation ou une médication suivie selon les symptômes perçus par la psychologue, l'infirmière ou bien même les éducateurs.

Le psychologue joue un rôle important dans la prise en charge des jeunes qui passent la porte de CEF. Dès le premier entretien, elle analyse les comportements et la réaction du jeune au fur à mesure que le centre est exposé à lui mais elle demande aussi à entendre les craintes et les aprioris du jeune à l'encontre du centre. Elle prend le temps de voir deux à trois fois dans la semaine les petits nouveaux arrivants afin de discuter de leur placement et du centre mais aussi de voir leur évolution en milieu fermé loin de la famille et des amis. Elle s'assure que le jeune trouve une espace émotionnelle stable (nouvel endroit, nouveaux éducateurs, nouvelles règles, etc) mais veille aussi à ce que le jeune trouve sa place auprès des anciens résidents.

Il reçoit les jeunes dans son bureau à raison d'une heure ou plus, selon la demande ou l'état psychologique du jeune. Les mineurs y trouvent souvent un coin d'apaisement, un espace où se confier, loin des autres regards du centre. Le lien de confiance avec des jeunes est très difficile à mettre en place. Souvent méfiants, la présence d'un stagiaire facilite beaucoup l'ouverture vers la discussion avec le psychologue en abordant de tout ou rien.

Qui dit psychologue clinicien dit évidemment entretien clinique. Dans son bureau autour des canapés

entreposés, les jeunes donnent libre cour à leurs mots. Quelques fois dirigé par le psychologue, les jeunes s'aventurent sur des discussions concernant la société, leur famille, leur vécu au centre et la raison de leur venu. Ces rendez-vous hebdomadaires pour certains ou quasi quotidiens pour d'autres, permettent au psychologue de dresser le bilan psychologique, affectif et de travail sur soi du jeune.

Le psychologue a mis en place divers ateliers notamment l'atelier peinture où les jeunes trouvent une façon d'exprimer leurs émotions mais aussi donner libre cour à leur imagination. Les dessins sont souvent exposés à l'occasion des journées portes ouvertes. Certains jeunes n'hésitent pas à participer dans des diverses compétitions où les qualités artistiques de certains sont souvent primées.

Ce stage fut très intéressant pour moi en tant qu'étudiant, ayant effectué un stage en centre correctionnel pour mineur à Maurice. La différence est flagrante car nous n'avons pas les mêmes projets concernant les jeunes. J'effectuais deux visites hebdomadaires au Correctional Youth Center pendant mon stage. N'ayant jamais eu des entretiens avec des psychologues (pour certains), les jeunes étaient très loin de l'idée du travail de ce dernier. Pendant les deux premières visites, j'ai ainsi pu faire des groupes de discussion autour du travail d'un psychologue mais aussi celui d'un stagiaire. Ils posèrent beaucoup de questions et ainsi les discussions s'animaient de plus en plus. On parlait de leur quotidien mais aussi de leur environnement familial et pour certains, on a pu s'aventurer sur les délits qui les ont amenés au centre. Pour certains il s'agit des concours de circonstance, d'autres une première alors que certains ne font que suivre les grands. Mais finalement, en se plongeant un peu plus dans la vie de ces jeunes, nous pouvions constater des jeunes fragilisés par la société, des jeunes à bout de souffle, incapable de suivre la mondialisation de notre société trop rapide. Certains sombrent dans l'oubli alors que d'autres trouvent des sorties pour se faire remarquer et marquer leur présence en société. Il nous arrive parfois d'oublier qu'il nous faut nous adapter à toutes les personnes qui constituent notre société. Il ne faut sans doute pas oublier que ces mêmes jeunes seront les adultes de demain et que les projets et solutions mis en place dès maintenant ne serviront qu'à les rendre plus responsables de leurs actes.



# Clické sur la Prison Petit Verger



# Le travail dans tous ses sens





# Biometric Identification System - Information Technology

Biometric Verification is the various means by which a person can be uniquely identified by evaluating one or more distinguishing biological traits. The means of Identifiers are as follows:-

## Fingerprint identification System

S. Pertaub  
Senior Officer Cadet



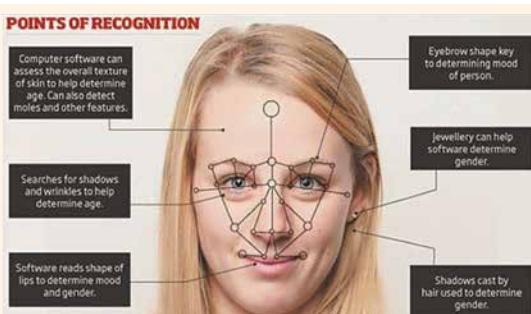
When referring to computers and security, a fingerprint or digital fingerprint refers to any trace of information left by someone. Often, if someone has gained unauthorized access to a computer or network, an administrator or security agent may look for any digital "fingerprints" left by the attacker. This identifying evidence may include IP addresses, host names, etc.

Iris recognition is a method of identifying people based on unique patterns within the ring-shaped region surrounding the pupil of the eye. The patterns in your irises are unique to you and are virtually impossible to replicate, meaning iris authentication is one of the safest ways to keep your phone locked and the contents private. Registering your eyes for scanner is very easy, just start setup and keep your eyes inside two circles appear on the screen. Scanner will capture your iris.

## WHAT IS AN IRIS



AN IRIS IS THE COLOURED PART OF YOUR EYE



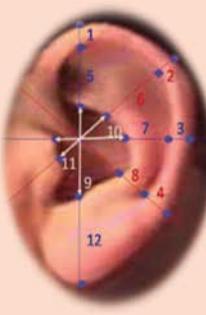
Like all biometrics solutions, face recognition technology measures and matches the unique characteristics for the purposes of identification or authentication. Often leveraging a digital or connected camera, facial recognition software can detect faces in images, quantify their features, and then match them against stored templates in a database.

Voice recognition is also referred to a voiceprint, is the identification and authentication arm of the vocal modalities. By measuring the sounds a user makes while speaking, voice recognition software can measure the unique biological factors. Voiceprints can be measured passively as a user speaks naturally in conversation, or actively, if she is made to speak a passphrase. The key is that true voice recognition measures the minutia of the voice, and is not wholly dependent on a spoken code or passphrase. Speech recognition, on the other hand, is a user interface technology. In today's increasingly mobile and connected world, having hands free interface options is critical. Speech recognition technology, also called voice command, allows users to interact with and control technologies by speaking to them.



## EARS COULD MAKE BETTER UNIQUE IDS THAN FINGERPRINTS

On a planet hosting 6.7 billion human beings, having proof you're unique is of tantamount importance. The ear, it turns out, may be the best identification yet. Through a new shape-finding algorithm called "image ray transform," which boasts 99.6 percent accuracy it has also been proved in the International Conference on Biometrics that the outer ear may prove to be one of the most accurate and least intrusive ways to identify people. "When you're born your ear is fully formed. The lobe descends a little, but overall it stays the same. It's a great way to identify people," said Mark Nixon, a computer scientist.





# Reflets Le travail dans tous ses sens





## TRIBUTE TO MY FRIEND

# Gunesh Sanjay



Many times we wait until a friend has passed away to tell the world what a wonderful person they were, and I'm just as guilty as the next person about that. Today, I would like to pay tribute to a very dear friend and pray that God will allow me to be present as he is presented with his crown of glory. Over the years, he taught me that we could be friends with pretty much anyone if we give it time time. His sudden death came with so many questions, lessons and memories.

We often say that the hour of death cannot be forecast. When we say this we imagine this hour would be in a distant future. We never thought we would be thinking about Sanjay as a memory.

We are so privileged to have worked with such an amazing, strong man, who had such a deep care about his team members. Sanjay taught us strong values and the importance of working together tightly as team, tolerance towards one another, generosity and tolerance towards one another's weaknesses. The void created by the sudden death of someone as beloved as Sanjay is still hard to grasp. He was someone we took for granted would be around for much longer. His laughs, his yelling, his help ... I can still see his smile and thumbs up.

We say that the hour of death cannot be forecast, but when we say this we imagine that hour as placed in an obscure and distant future. It never occurs to us that it has any connection with the day already begun or that death could arrive this same afternoon, this afternoon which is so certain and which has every hour filled in advance.

There is nothing more certain than death, and nothing more uncertain than the time of dying. Hence, we must be prepared at all times for that which may come at anytime.

Ved Bhukhureea  
Principal Prison Officer

S.N	PF No.	Surname	Othername	Grade	Date Joined Service	Date Passed Away
1	3230	AH CHINE AH NEE	Gino	Motor Mechanic	28 May 1984	27 Mar 2017
2	2215	DAWOOJEE	Ootum Rao	PO/SPO	6 Sep 1996	13 April 2017
3	3363	LUCHMUN-ROY	Bhusan	PO/SPO	16 Aug 2011	28 Oct 2017
4	1649	GUNESH	Dilawar	PO/SPO	1 Sep 1986	9 Nov 2017



# Aux grands maux, les grands moyens



Avekanand Heeramun  
Chief Prison Welfare Officer

C'était du domaine public, l'état dans lequel se trouvaient les prisons de notre pays surtout pendant les années fin 90 et même après, malgré leur gestion par des administrateurs tantôt locaux tantôt étrangers. Nous avions toujours subi les séquelles des événements qui ont secoué le paysage pénitencier. Mais, il faut apprécier à juste titre que ces administrateurs ont quand même apporté leurs touches personnelles, qui même si elles ne s'avéraient pas bénéfiques, elles étaient riches en enseignement.

Mais ce micro monde qu'est la prison mérite l'attention et la compassion de tout le monde parce que nous avons affaire à des êtres humains qui vont tôt ou tard atterrir dans notre société. Nous savons tous que le taux de récidive demeure une problématique qu'il faut attaquer dans le meilleur délai et sans oublier le coût que comporte la maintenance de ces pensionnaires. Le problème de récidive était plutôt sujet de controverse parce qu'on n'arrivait pas à choisir la formule appropriée.

Malgré tout, il fallait conjuguer avec les moyens parce que le degré d'une civilisation est jugé par la manière dont on traite les détenus. Les mécanismes mis en place au niveau national et les conventions dont notre pays est signataire, paraissent comme des contraintes sans faire mention des articles de presse qui, la plupart du temps, sont sans fondement. Avec une législation qui date plus de trois décennies, avec des amendements qui ont été apportés sans changement majeur, c'était quasiment impossible pour d'autres de donner des résultats escomptés.

L'avènement de Mons. Appadoo aux commandes a changé beaucoup de données. Son expérience comme patron de l'ADSDU et son passage dans plusieurs sphères du département de la police ont été mis au profit de l'administration carcérale. S'il avait pour mission de s'attaquer à des problèmes spécifiques comme le coût que comportaient les opérations, n'empêche qu'il assainissait la façon dont les choses ont été traitées quotidiennement. Bien qu'il avouait ne pas être friand du côté administratif parce qu'il s'adonnait plus aux opérations dont les résultats étaient percutants, il finissait par mettre bon ordre.

Bien que la plupart de nos pensionnaires soient les fruits de ses arrestations, c'est avec une aisance légendaire qu'il s'attelle à la réhabilitation des incarcérés. Il ne cesse d'être leur défendeur pour qu'ils réussissent dans leur réinsertion sociale. Par exemple, il démontre son étonnement que la plupart de nos boulangeries emploient des étrangers alors que des centaines des ex-détenus ont été formés dans la fabrication du pain et des friandises. Les discussions qu'il engage avec les organisations non-gouvernementales démontrent sa qualité d'un facilitateur passionné pour faire bouger les choses et améliorer le sort des gens vulnérables de notre société.

Son intérêt pour les familles démunies qui soutiennent les détenus alors que ça devrait en être autrement l'interpelle. Son approbation pour des programmes de sensibilisation, avec pour thèmes des sujets brûlants d'actualité, est acquis. Il va même au-delà lorsqu'il s'agit de la dissémination des informations pour les officiers afin qu'ils améliorent leur performance dans leurs tâches. Le sérieux et la persévérance sont les maîtres mots dans toutes ses allocutions que ce soient pendant les réunions qu'il tient souvent avec ses subordonnées ou lorsque l'occasion se présente que ce soient ses entretiens avec la presse parlée ou écrite.

La remise en question des pratiques courantes était son véritable cheval de bataille et il a ébalé au grand jour ce qui se trame et qui gangrène l'ordre et la

discipline. Il a osé attraper le taureau par ses cornes et me permet de lire dans ses pensées qu'il anticipait déjà les dénouements positifs. Le chapelet des mesures qu'il préconisait n'était pas verbal mais était écrit noir sur blanc. Il n'avait pas froid aux yeux parce qu'il avait l'audace de défendre tout ce qu'il entreprenait. Il emprunte des sentiers là où d'autres craignaient de s'aventurer. Notre salut réside dans ce genre de prise de position.

Sa déposition devant la commission Lam Shan Leen marquaît le début d'une péripétie annoncée par un combat inlassable qui allait non seulement établir l'ampleur qu'avait pris le commerce de la mort mais également mettre hors d'état de nuire ceux qui tiraient les ficelles même à l'intérieur des prisons. Ses astuces, son flair, son engagement, sa touche personnelle, sa dextérité et son sens de professionnalisme contribuèrent énormément à étaler au grand jour les tentacules du Trafic des stupéfiants. Même les menaces de mort ne l'ont pas fait reculer. Il flairait aussi des choses qui sentaient le tabou et osait engager une réflexion. Peu importaient les sentiments, il appliquait des décisions correctives qui étaient appréciées par les pensionnaires à juste titre.

D'emblée, il prôna une politique porte ouverte, mais son emploi du temps permettait difficilement l'interaction avec ceux qui auraient voulu partager des idées pour améliorer le service. Il a plusieurs arcs à son arbalète et il se permet d'être sur n'importe quel front même là où le bât blesse. Pour ceux qui se fiaient au syndicat pour améliorer les conditions, le Commissaire en prenait soin avec une approche holistique. Il déléguait ses pouvoirs pour mieux faire bouger les choses dans la bonne direction; il reprochait avec l'idée que les fautes ne se reproduisent et il est peu revanchard. Être à l'écoute des idées nouvelles émanant des jeunes éléments et être déterminé à travailler pour des solutions à long terme sont aussi les qualités qui animent le commissaire actuel.

Il est cyberphile de surcroît et se sert des moyens technologiques pour



apporter des solutions pratiques là où les moyens logistiques peuvent être coûteux. Il est pour l'effort et déteste l'oisiveté. Il propose même des projets pour faire baisser les coûts que ce soit pour l'électricité ou le téléphone. C'est lui qui est venu de l'avant avec le projet pour la production de poulet de table. Il se soucie également des jeunes délinquants et le lancement du 'Duke of Edinburgh Award' est aussi son œuvre. Il est partant pour beaucoup de choses mais les contraintes l'agacent.

C'est dans cette optique qu'il se sert de grands moyens, comme ses rencontres avec le parquet et le Master & Registrar. Il veut aligner les pratiques de notre judiciaire avec ce qui se font dans les grandes démocraties. Mais jusqu'ici, la plupart de ses actions ont été des réussites et il n'a, à aucun moment clamé la paternité. Pour lui, c'est le travail d'équipe qui prime. Et pourquoi ne pas faire mention des exercices pour promouvoir l'esprit d'équipe? C'est à travers un de ces exercices qu'il a attiré l'attention de l'autorité centrale du pillage de notre patrimoine qu'est la 'Batterie de L'Harmonie'.

Malgré le fait que beaucoup d'eau aient traversé sous le pont, n'empêche qu'il faut apprécier la décision de l'autorité centrale de nommer Mons. P. Appadoo à la tête de l'administration pénitentière au moment opportun. Le gros morceau reste à faire parce que les recommandations de la Commission sur la dogue demanderont beaucoup de courage et de témérité pour leur application. Jusqu'à preuve du contraire, on aurait souhaité que le Commissaire actuel reste aux commandes des prisons pour compléter cette mission surtout après avoir contribué dans l'assainissement des affaires courantes dans toutes les prisons de l'île.

Mons. Appadoo aurait pu laisser les choses telles quelles pendant plusieurs années précédentes. Mais en tant qu'un bon patriote il a refusé de se soumettre surtout en ne se laissant berner ou apostrophé par la presse. Le travail est gigantesque et ce sont des gens de calibre comme le commissaire actuel qu'il faut pour diriger les centres pénitenciers. Il ne se prête pas à la complaisance parce qu'il est conscient du revers de la médaille. À travers ses

actions, il a démontré que la prison ne peut pas fonctionner en isolation parce qu'il y a d'autres partenaires qui doivent contribuer dans son bon déroulement.

Cette chronique pourrait être encore plus longue, mais pour le besoin d'un article il m'a fallu escamoter pas mal de choses aussi intéressantes qu'éblouissantes. En somme, on doit admettre qu'avant sa venue, la situation allait de mal en pis et ces moyens, que le Commissaire avait employés et continue de le faire, n'étaient pas tombés du ciel. Il fallait du courage et de la fermeté. Et comme dit l'adage en anglais 'You cannot start something you cannot stop' il a prouvé le contraire. Mais moi j'irai plus loin en disant que 'You cannot change a winning coach', alors Mons. le Commissaire bien que vous méritiez une retraite paisible, sachez également que la vie commence à soixante ans... vous l'avez bien commencée et le sacre n'est pas loin. La prison sentait cette odeur d'écurie d'Augias. Mais L'histoire retiendra de vous comme quelqu'un qui a su maîtriser, qui a su mettre bon ordre et qui a rendu à la prison ses lettres de noblesse

## The Prison Officers Benefit Fund

The Prison Officers Benefit Fund (POBF) is regulated by Standing Order No. 18 of the Mauritius Prison Service and is an association which main objectives are to grant loan to serving Officers and to endow funeral expenses at the death of its members and their dependents.

Every member is required to pay a monthly contribution of one hundred rupees (Rs.100.00). All amounts payable by a member shall be deducted monthly from his salary.

The POBF is managed by a committee composed as follows: -

- Chairperson: Mr. Avekanand Heeramun
- Vice-Chairperson: Mrs. Mardaye Palaniandy
- Treasurer: Mr. Kreshnadev Ancharaz
- Vice-Treasurer: Mr. Beerajsingh Jankee
- Secretary: Mr. Mahen Dhirajsing Ramchurn
- Vice-Secretary: Mr. Hansley Martinet
- Members: Messrs. Namoj Singh Sanjaye Peerthy, Rouben Mootien and Avinash Singh Boodnah



## Conference on “Solutions pour la gestion des déchets dans les pays en développement”

**Dakar Senegal from 23 to 25 October 2017**

I attended the above conference in company of Dr Ms Geeta Devi Somaroo and Dr Oumesh Gokhool of the University of Mauritius whereby I made a presentation on the Compost Project implemented at Petit Verger Prison under the technical guidance of the University of Mauritius. The presentation was focused on the strategies, the community involvement in the surroundings of Petit Verger Prison, the quality results obtained as well as a source of income to be derived from the compost making by the detainees involved in the project after their release from Prison. The idea of Bio gardening was mentioned and subsequently reduced the quantity of fertilizers in the near future.

Some 100 participants from 15 countries mostly from eastern Africa were present in the conference and they also presented their achievements in the field of sustainable management of waste. It is good to note that they praised the Mauritian Compost project in Prison to the fact that it touched the vulnerable group of the society.



**Subhanand Seegoolam**

Prison Welfare Officer  
Planning Unit Orchids House.

Following this conference, am intending to prepare on such other projects with the technical help of University of Mauritius such as :

- (1) recycling of waste papers from all prisons including Prison Headquarters
- (2) Recycling of Plastics bottles with the help of an NGO named Belle Verte of Medine Bambous.
- (3) Working on a proposal for Eco green Prison.

## MEET OCTAR

Meet our animals

3.5ha of tropical greenery

More than 700 giant tortoises

More than 100 crocodiles,

The Lost Land of the Dodo Exhibition Centre

Insectarium

Pony Rides and interactive farm

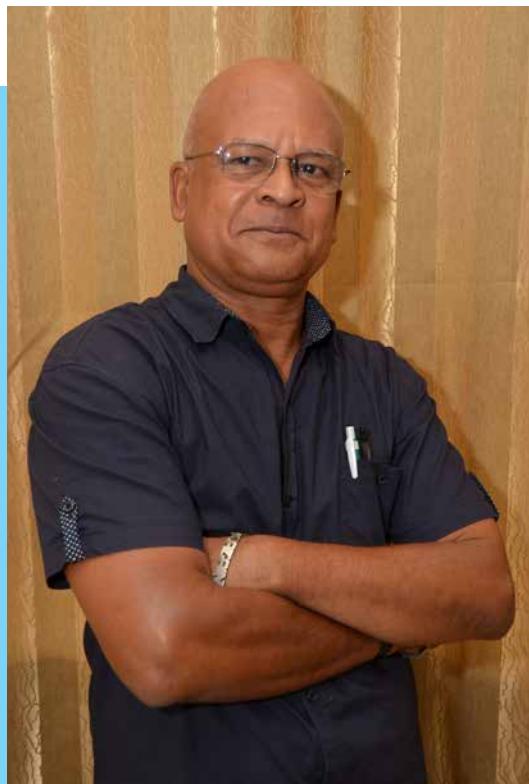
Restaurant

Shop





# Paving a better future through art and culture



EHSP is fortunate to be one of the largest prisons in the Indian Ocean, with modern buildings, asphalted roads, green areas, a modern medical complex and a big kitchen space. During their stay in prison, the inmates will have the 'opportunity to participate in several activities ranging from handicraft, music, cooking, painting amongst others. Encouraging the development of these kinds of hobbies is part of the missions and aims of the prison to shape and foster a better future through cultural or artistic activities.

## Alan Tourail

*Assistant Superintendent of Prisons  
Eastern High Security Prison*

EIISP has a big kitchen where a great deal of careful planning is required to carry on formidable and impressive culinary operations to feed seven hundred men..., two meals a day. Culinary culture has a massive importance in prison. The prison may not offer five-star meals but each meal served must meet nutritional standards and be ready at a specific time. Strict sanitation is observed at any moment to avoid contamination of food and all is accomplished with detainees trained and supervised by culinary officers.

Even if they have no choice about what and when they shall eat, the meal has a massive importance for the detainee. Mealtime is a social moment of gathering in the daily life of the inmates and is a vital factor with high moral connotations. In fact, a number of prison disturbances have resulted from inadequate, monotonous or poorly prepared food. Therefore, every effort is made to provide attractive, interesting and nourishing meals at EIISP. This effort is clearly rewarding

as it has been noted that most of the detainees are in better physical condition when, they leave EIISP than when they arrived. Moreover, through the work they do in the kitchen, these inmates are not only learning semi-skilled kitchen tasks, how to prepare and cook food but they are also learning team spirit and bringing their contribution to the daily routine of the prison.

There is a common adage saying that: "*Idleness is the mother of all vice*". It is 'often believed that the detainees roam about lazily in prison waiting for the end of their sentenced time. This preconceived idea linking idleness and inactivity to the day-to-day prison life is obsolete. EHSP has realised that if positive results are to be achieved, detainees should be given the opportunity to work in different fields.

So every detainee is attributed a job to provide for the necessary manpower to operate the institution properly and to maintain it in good condition. Essential day-to-



day operations which require the participation of the detainees are general cleaning, laundering, painting and maintenance, carpentry, plumbing, electric maintenance and metallurgy. Some detainees also work in the hospital, the school and the library while others take care of the garden. In all these tasks, specific health and safety practices are observed.

At EHSP, many detainees are engaged in educational or vocational training work. Courses are available at all levels and attendance at school is compulsory. The teaching staffs are composed of both detainees and officers. In addition to all that, fostering culture and general knowledge is highly encouraged and books, music and hobbies form part of the daily life of the detainees.

Apart from being one of the main forms of artistic expression, music has also therapeutic values and it should not be neglected in prisons where there is such a great need for the healing of emotional wounds. The famous singer Elton John once said: "*Music has healing power. It has the ability to take people out of themselves for a few hours.*" EIISP provides opportunities for music lovers to participate in musical groups and meet for practice and rehearsals on a weekly basis. Moreover, the prison units are equipped with radio broadcasting popular music and with a TV set in the dining room.

*"Reading gives us someplace to go when we have to stay where we are."* This quote from the American writer Mason Cooley is totally relevant in prison. For some of them it is merely a way to spend their time while for others, books represent a tremendously stimulating pursuit, a way to satisfy their 'imagination'. In fact, many detainees find a loophole and solace in reading. The world of books presents a new challenge in their lives. With its modern library, the EHSP is a vast and rich territory for detainees who grasp the opportunity of intellectual exploration.

Developing useful and stimulating hobbies will prevent the detainees to be involved in the evil of trafficking inside the prison's wall. They have the opportunities

to get involved in different activities such as painting. Detainees whose minds have been wrapped in crime and trafficking find comfort and satisfaction in handicraft. Whatever they create bears some special significance for them and sometimes they discover some unsuspected hidden talents and constructive potentials. The painter Pablo Picasso said a very interesting thing about art and detention: "*We artists are indestructible; even in a prison, or in a concentration camp, I would be almighty in my own world of art, even if I had to paint my pictures with my wet tongue on the dusty floor of my cell.*"

Before being in prison, the detainees have had little contact with religion in the outside world. At EHSP, the opportunity is offered for men of all faiths to participate in religious activities and religious services are done on specific days and on religious holidays. These activities help the detainees to find comfort, 'inspiration and solace during their stay in prison and to rediscover the cultural importance of their religious beliefs and practice.

Nevertheless, EHSP's basic task and watchword remains "Security". The greatest security of all doesn't lie in fences or walls, however high and solid they are, but it lies rather in the officers and the way they do their work. In fact, having well trained and alert personnel is more worthy than the highest fences and walls. All officers are required to undergo thorough basic training before they are given assignments on high-responsibility duties and before they are themselves allowed to train the detainees.

No matter what's his crime, no matter what's his attitude or behaviour during his stay in EHSP, any man who enters the institution will go out someday with the best wishes of the staff. With their new cultural capital and the experiences they got in prison, they will hopefully find their path to an enhanced future and to a better way of life. EHSP is fully oriented towards the aim of helping the detainees build a better future and planning for release is an active motivation for each detainee from the very first day of his admission.



# Holidays

## What is a holiday?

I have heard of that; it is a put together form of "Holy Day(s)." It sounds close enough to real that I believe it. Most of our biggest holidays are religious or based off of religious celebrations. Valentine's Day after the death of Saint Valentine; Easter after the fertility gods of our pagan forebearers, rabbits and eggs, but stolen by Christians; Christmas, the biggest holiday of all, originally celebrating the birth of the sun god but which is now just a commercial exploitation day. Then there are the other holidays that are a bringing together of our countrymen. Independence Day, where we shrugged out from our domineering parent's thumb; Mother's and Father's Day, where we show our love for our parents; Remembrance's Day where we show our gratitude and appreciation to those who have served our country through military service; just to name a few.

There are so many holidays in this day and age that you can pick and choose your own set of days to honor or celebrate. And each religious and ethnic group has its own set as well, different from the mainstream. My very own favorite and most supreme holiday is not recognized or celebrated by anyone except for me. Can you guess what it is? My birthday! It only really matters to me. It is the day that through whatever paths and variances, I came into being. And even though this momentous occasion is nothing special to most, it is my very own "king for a day," at least in my own little world! Plus, it

just plain feels good to be special, even if it is only one day of the year. I guess I could say I am thankful I wasn't born on Leap Day.

My next favorite holiday is really a category of holidays, the ones that my children and family love: Christmas for presents, New Year Celebrations, Valentine's Day for cards and chocolate, and religiously based holidays like Cavadee, Mahashivratri and Divali are also mostly welcomed and enjoyed. I believe that holidays are mainly a source of unity for a group of people. It brings them together and gives them a sense of identity as a nation, country, religious or ethnic group. And this unity promotes all manners of attitudes and beliefs that help them form a cohesive whole as a distinct group. This provides them with a shared cultural background rich in what they believe is the right way. Today, in this matter, as people have more access to knowledge and other cultures, it is possible to take what you see are the good parts of many different systems and create the right one for you. This has already happened in the past to create every social system and religion, except that they absorbed this knowledge and practices over centuries and millennia. Now it is at a much faster rate of decades or year years. Why wouldn't you take the best, disregard the worst, and generalize or specialize the rest to get an eclectic system that works better and has better results, and with the advance of science and technology, we have so much more to learn and pass on and actually have proof of its veracity.



by SOC Taurah J. K.

You no longer have to blindly follow superstitions, myths, and legends, but have historical and archeological accounts, histories we can now translate, and a better understanding of how life and nature work. All of this we express through the choice of what holidays we promote and partake in celebration of; most people do so without consciously realizing it and by raising their children with it, they pass it on to future generations where it will be built upon even more to fit new times and needs, all with its primary purpose of holding together and unifying a group left intact. So pretty much what I am saying is that holidays are a social tool, which no matter how much they change, they still have the same purpose and that as such are a major part of social fabric, no matter the culture or religion. That is why many people celebrate holidays they do not understand or even believe in and why commercial exploitation of these holidays only binds people together more.

Holidays are fun and sometimes stressful, but the meaning behind them, no matter how lost in obscurity, will still work under unification and will be perpetuated until even our modern descriptions are no more. They are a part of human nature we cannot give up.



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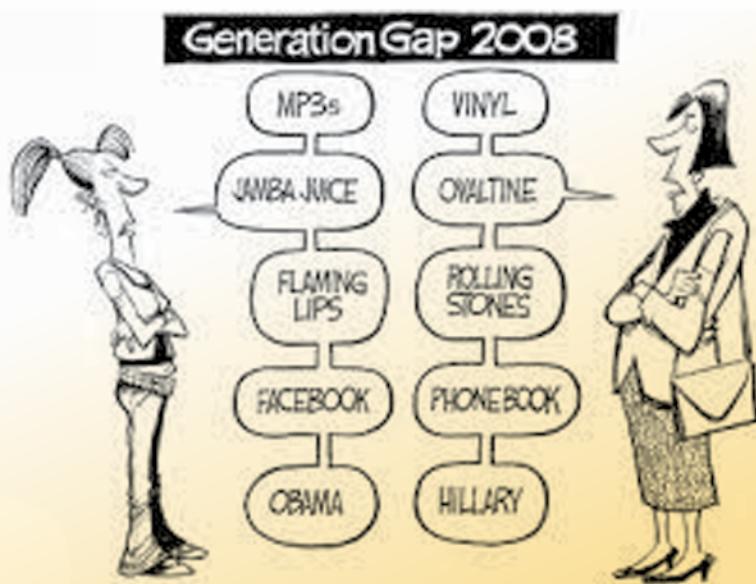
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# Do we understand our generation?



We all step in different stages in the human life cycle; we start up as a new born till we reach the late adulthood where we have gathered much experience and wisdom. Dr Armstrong clearly defines 12 different stages in human life, respecting the fact that each step should be fulfilled before proceeding to the other.

"Each stage of life has its own unique "gift" to contribute to the world. We need to value each one of these gifts if we are to truly support the deepest needs of human life." The Human Odyssey: Navigating the twelve stages of life, Dr Armstrong.

Some might claim that infancy is the key stage, when a baby's brain is wide open to new experiences that will influence all the rest of its later life. Others might argue that it's adolescence or young adulthood, when physical health is at its peak. Many cultures around the world value late adulthood more than any other, arguing that it is at this stage that the human being has finally acquired the wisdom necessary to guide others. Yet other classifies life into only four stages

for example Mark Manson; he stated only 4 stages: mimicry, self discovery, commitment and legacy. However, both Dr Armstrong and Mark Manson talk on young adult, we noticed that adolescence is the most rapid phase of human life. It is at this stage that we learn how to manage emotions and relationships, and acquire necessary characteristic to assume adult roles. However the question that arises nowadays is why our youngsters differs from other generation.

To understand our young adult we should understand their generation. They are classified in the generation known as generation Z (born between 1995-2012), they completely differ from baby boomer (born 1946-1954) or even the generation Y (1977-1994).

Baby boomers are adults born between 1946 to 1954. They are those who work hard for their professional achievement. They are independent and self assured and are team oriented that's why during that period of time most of them were living in extended family. Even though there was many people under the same roof, discipline were maintained. Then come



Mrs Joana Figaro  
Hospital Officer

the generation X born between 1955 to 1976. They are those who started to change the living pattern of baby boomers. Generation Y, are those grown up with new technologies. They started to live in nuclear family and change careers several times, fail to achieve economic independence, delay marriage. And the new generation is generation Z; they are like the previous one but live with updated technologies.

Our society is mixed up with all three generation. They are called to work together. The positive aspect of this situation is that new generation operates with new ideas and more advanced devices. But there will always be a barrier between each generation. The young one will always say "sa bann vieux la bisin aler", such opinion occur because baby-boomer or previous generation are not well verse with new technologies and will remain in their "old School system". On the other hand, we will hear the elders

say "sa bann zen la pa serieux zot pa content travail, pena confiance ar zot", simply because they are the Y generation.

We cannot categorize the generation Y as a lazy one. It is clearly seen that our young adult, either received money for their living or are still living with their parent or both. Who is to be blame? The majority of our youngsters, especially female, will opt to remain either single or to get married but do not want kids. Our living environment has completely change, autonomy has taken a larger place with new technologies and online services, our youngsters will not remain idle or focus on only one aspect of life, he will like to discover other scope without engaging themselves in household tasks. We do not expect our young person to make a career in a specific job but that does not mean that they are not reliable, they are just living their generation style.

# A bâtons rompus avec Jean Bruneau.....



Père de quatre fils et grand père de 8 petits enfants, Jean Bruneau ancien No 2 de la Force Policière pendant presqu'une décennie a consacré 47 ans de sa vie au service de son pays. Plusieurs fois décoré, homme de lettres et de culture, il est l'auteur des œuvres « Lettres de mes casernes » et « Fenêtres ouvertes sur les Prisons Mauriciennes ».

Il a tiré sa révérence le 23 Décembre 2010 lors d'une parade officielle pour remercier ses collaborateurs pour leur soutien. Il est aujourd'hui un homme comblé et mène une vie tranquille dans sa paisible demeure à Pointe aux sables entouré d'êtres qui lui sont chers tout en se mettant au service des nécessiteux à travers le bénévolat.

**47 ans passés au niveau de deux corps disciplinaires est un long cheminement. Votre sentiment ?**

Effectivement. Je me retrouve pénétrant l'enceinte des Casernes Centrales en ce Lundi matin du 5 août 1968 pour mon baptême de feu au sein des forces de l'ordre comme si c'était hier. Ma carrière à la police et plus tard dans le service pénitencier a été si enrichissante et tellement passionnante que j'ai le sentiment d'avoir vécu un rêve d'où ce conseil fraternel à mes concitoyens : Donnez le meilleur de vous-même au travail. Vous ne le regretterez pas d'autant plus que le temps passe si vite et ces opportunités ne reviennent pas.

**Q – Existe-t-il un secret derrière cette belle réussite ?**

J'ai toujours fait confiance à la recette du travail en équipe et pris pour règle de m'investir au boulot tout en tirant le maximum de satisfaction dans tout ce que j'entreprends. Pour moi, l'être humain a un potentiel infini. Ayant eu le privilège de faire partie des corps de métiers ou

l'on évolue avec des centaines de collègues pour assurer la sécurité du pays, venir en aide à ceux qui en ont besoin quotidiennement à toutes les heures du jour et de la nuit, traquer les malfrats et délinquants souvent au péril de sa vie et préparer leurs dossiers afin qu'ils répondent de leurs actes devant la justice. J'ai eu comme bonus en fin de carrière le privilège

de veiller à ce que nombreux parmi ces derniers purgent leur peine dans des conditions favorisant leur réhabilitation et réinsertion dans la société. Un cheminement qui a duré presque un demi-siècle où j'espère avoir pu apporter ma petite pierre à l'édifice de la courte histoire mais bien remplie de notre pays.



**Q – Apres cinq ans à la tête du Service Pénitentiaire, avez- vous le sentiment du devoir accompli ?**

Il y a toujours possibilité de mieux faire. Prenant appui sur le bon travail légué par nos prédecesseurs, nous avons en équipe consolidé les acquis et apporté certaines réalisations pour la bonne marche de ce corps disciplinaire essentiel au service de la nation toute entière et à l'épanouissement de l'homme en particulier. Je suis convaincu que ceux qui ont pris la relève vont apporter leur contribution pour que le service pénitencier confirme sa réputation en tant que référence au niveau régional aussi bien qu'au niveau international.

**Q – Quelles sont les différences fondamentales que vous constatez entre la Force Policière et le Service Pénitentiaire ?**

Les deux corps disciplinaires sont complémentaires et essentielle à la sécurité du pays. La Police occupe en permanence le terrain à travers notre territoire en vue de la sécuriser et forte des pouvoirs qui lui sont investis, détiennent entre autres la responsabilité de s'assurer que l'ordre prévaut. Et tout contrevenant aux lois du pays est amenés à répondre de leurs actes devant la justice. C'est quand les tribunaux ont infligé des peines d'emprisonnement à ceux qui ont fauté que le service correctionnel prend la relève pour s'assurer que ces derniers purgent leur peine et concurremment soient soumis à un régime qui a pour objectif leur réhabilitation.

**Q – Qu'est-ce qui vous a poussé à intégrer la Force Policière en 1968 ?**

Au lendemain de notre indépendance, les choix et les opportunités de carrières étaient rares, j'ai intégré la force policière guidé par mon tempérament porté vers l'aventure.

**Q – La décision d'accepter l'offre du gouvernement d'alors à prendre les rênes de la prison en 2010 fut-elle difficile ?**

Au début j'ai hésité mais finalement mon goût à relever les défis a primé.

**Q – Quel a été votre meilleur souvenir durant votre passage au département des prisons ?**

Les satisfactions de notre équipe lors de mon affectation à la prison sont innombrables. Je pense au travail colossal de notre personnel qui a aidé à produire un document pour le développement stratégique de la Prison Mauricienne pour dix ans, la construction et la mise en opération de la prison Haute sécurité de Melrose qui possède tous les atouts pour faire face aux défis de bonne gouvernance et sécuritaires pour nos services pour les prochaines décennies. La mise en valeur des talents de nos détenus dans nos ateliers et fermes pour la production des produits artisanaux, légumes et autres tableaux. La réhabilitation à travers l'éducation de nos détenus dans nos centres de formation avec la cerise sur le gâteau de deux de nos étudiants incarcérés devenus après de gros efforts lauréats diplômés de la Open University of Mauritius. Last but not the least le National Award du Service civil pour un projet environnemental du traitement des déchets verts à la prison de Petit Verger

**Q – Et les pires moments ?**

*"Uneasy the head that wears the crown"* disait William Shakespeare. C'est le sort réservé à ceux qui assument des postes de responsabilité. Je l'ai porté avec philosophie et cela m'a aidé à grandir. Il n'est pas toujours facile de répondre aux critiques pour les manquements de vos subordonnés. Les suicides en cellule, l'agression d'une garde chiourme par des

détenues, le devoir en tant que responsable du département de démettre de leurs fonctions à titre permanent ou temporaire pour manquement grave aux devoir me faisaient toujours de la peine.

**Q – Pensez- vous que la réintroduction de la remise de peine obligatoire à tous les détenus indistinctement s'avère impérative en la circonstance ?**

Un séminaire sous L'égide de L'Université de Technologie de Maurice avec la participation des sommités du pays en 2011 dont les représentants du gouvernement, du judiciaire et des forces vives du pays a recommandé la réintroduction d'une remise de peine à tous les détenus sujets à certaines conditions bien strictes. La remise de peine est un outil indispensable aux autorités pénitentiaires pour une gestion saine de la prison et aide dans la réhabilitation des détenus pourvu qu'il soit utilisé à bon escient.

**Q – Comment expliquez – vous la prolifération des drogues illicites et de téléphones portables en milieu carcéral ?**

La drogue est un fléau avec à ses racines remontant très loin dans l'histoire de l'homme. Sa commercialisation a pris pendant ces dernières décennies une telle proportion particulièrement dans notre île Maurice contemporaine qu'elle menace les fondements mêmes de notre société. Elle est comme une épée de Damoclès suspendue sur la tête de nos enfants et des générations futures. La prison locale avec sa forte concentration de trafiquants et de victimes de la drogue dont beaucoup d'étrangers réunit les conditions pour sa prolifération. Fort de leur expertise, des moyens illimités en termes d'argent, de leurs contacts en dehors à tous les niveaux du pays, ces derniers profitent de l'ombre et



de leur proximité pour faire fructifier leur sale besogne. Quant au téléphone portable, elle est devenue une denrée aussi importante que la nourriture à l'être humain pour sa survie. Les détenus n'échappent pas à la règle. Le danger étant que certains s'en servent pour des causes illicites. Il y a cependant des solutions à cet état de choses mais les mesures doivent être coordonnées. Il est impératif qu'il y ait une volonté à tous les échelons de notre société pour endiguer ces fléaux. Nous formons le vœu pour que la présente commission d'enquête sur la drogue apporte de solutions à nos angoisses et attentes.

**Q – Depuis votre retraite, vous êtes le Président du comité exécutif à titre bénévole de deux Centres de Réhabilitation sous l'égide du Diocèse de Port – Louis. Croyez-vous en la réhabilitation complète et la réinsertion sociale de détenus et de drogués endurcis ?**

La réhabilitation consiste en une thérapie pour les toxicomanes et les alcooliques qui sont en fait des victimes et des malades. Elle est un processus long et difficile car le nombre de rechutes est élevé. A travers le pays et dans plusieurs confessions religieuses notamment L'Eglise catholique, il y a des volontaires regroupés au

sein des O.N.G qui abattent un travail colossal avec des moyens limités pour aider ceux qui se sont retrouvés dans cet abîme de la dépendance. Il est impératif que les autorités leur donnent les moyens pour amener à bien leur mission. En tant que vrai patriotes, les fils du sol se doivent de descendre dans l'arène pour combattre ce fléau qui gangrène lentement mais sûrement les fondements de notre société.

**Q – Vingt-quatre heures dans la vie de J. P. Bruneau se décrivent comment ?**

J'ai fait mienne l'adage que la vie appartient à ceux qui se lèvent tôt. À chaque aurore, je me retrouve comme un poisson dans l'eau du lagon de mon village côtier ou à arpenter sa plage. Je prends plaisir à concocter de plats pour nos menus du jour. Je m'intéresse à l'actualité surtout sportive, je vague à mes responsabilités concernant les O.N.G dont je fais partie. J'éprouve un bonheur immense à rattraper le temps perdu auprès de celle qui a partagé ma vie et qui m'a soutenu dans mes responsabilités professionnelles et familiales. Nous savourons les moments intimes passés avec nos enfants et leurs conjoints et nos huit petits-enfants. La dernière, Amandine âgée de 5 mois illumine nos journées avec son sourire.

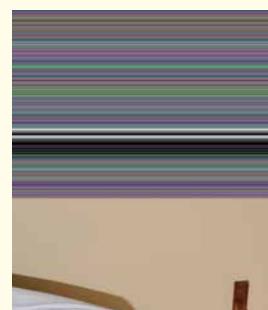
**Q – Si vous étiez le Premier Ministre de ce pays, quelles auraient été vos trois priorités ?**

En vue du calibre et des compétences de nombreux de mes compatriotes, il serait présomptueux de ma part d'aspirer à une telle fonction, mais pour me prêter à votre jeu, je privilégierais une politique axée sur l'unité, je veillerais à ce que tout natif de notre république puisse avoir a priori accès à des chances égales et œuvrerais pour que la justice et la paix règnent sur ce petit bout de terre sur lequel le créateur s'est inspiré pour créer le paradis.

**Q – Le mot de la fin ?**

Un grand merci à ces milliers de personnes que j'ai eu l'occasion de côtoyer au cours de ma longue carrière en tant que collègues, membres du public, détenus et autres pour leur collaboration, compréhension et amitiés. Ils occupent une place spéciale dans mon cœur et dans mes prières.

*Interview réalisé par Josian Babet (Prison Welfare Officer)*





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# Simulation Exercise at Petit Verger Prison

In line with the Emergency Management framework established by the Mauritius Prison Service, a simulation exercise, in respect of *"Fire Outbreak followed by an Attempt to escape by detainees"* was carried out at Petit Verger Prison, Pointes aux Sables, on Friday 05th May 2017 from 09.30 hrs to 10.30 hrs.

The exercise was carried out under the supervision of the Commissioner of Prisons, Mr. P. Appadoo, DCP Mr. R. Rughoobeer, Chairman of the Emergency Management Planning Team and Mr. F. Heetun, Officer in Charge of Petit Verger Prison.

During the course of this exercise, a total of 70 Prison Officers were involved. It has been observed that all Officers showed great enthusiasms and the

exercise was very instrumental with a view of improving emergency response protocols within the MPS.

It is worth mentioning that such exercise including a desktop and a live drill are being carried out twice yearly in each penal institution of the prison department.

The management of the Mauritius Prison Service is thankful to its vital stakeholders namely the Fire and Rescue Service, Police department and the CEB for their collaboration.

## Objective of an Emergency Management Plan

The objective of an Emergency Management Plan is to ensure that

incidents are resolved with the minimum risk of harm to staff and detainees. It relates to emergency management procedures to provide staff with the techniques by which an emergency will be dealt with.

It also aims at providing timely, appropriate action during emergency situations to ensure the safety of staff, detainees and the public and it incorporates departmental policy, rules and directives when dealing with emergency incidents. Emergency situations require immediate action on the part of all staff to minimize the negative effect on the prison

A.Nimdhoo

Assistant Superintendent of Prisons





## **Annexed: Scenario Scenario of Simulation**

S.No.	Time	Action	Remarks
1.	09.30	Detainee X, posted at the Animal Farm, reported to Prison Officer A that waste located in the Farm compound took fire.	
2.	09.31	Immediately Prison Officer A makes a quick assessment of the situation.	
3.	09.32	He picks up a fire extinguisher which was found in his Office. He attempts to extinguish the fire but the fire has already expanded. And the fire extinguisher was already empty.	
		At the same time, Prison Officer B, also posted at the Animal farm raised the alarm.	
4.	09.35	Prison Officer B informs ASP in charge of the Morning Shift ,who in turn inform the Control Room and the Incident Controller, i.e Officer in Charge of the Institution	
5.	09.36	Incident Controller, moved to the Control Room.	
6.	09.37	He convened an urgent meeting at the control Room and briefed accordingly.	
7.	09.38	Incident Controller instructed O/ic's of all other workshops to cease labour and send back all detainees to their respective Association Yard, after taking count.	
8.	09.40	Incident Controller informs the Deputy Commissioner of the Prison and the Commissioner of Prisons.	
9.	09.41	Incident Controller instructed Prison Officer C, posted at the Control Room to request service of Fire and rescue service, Police, CEB, Beau-Bassin PSS.	
10.	09.42	A team of 05 officers was sent to the Animal Farm for assistance and security.	
11.	09.43	Prison Officer D, posted in Tower Outside found 01 vehicle stand-by on the public road outside the security wall and 03 persons moving around.  He informed Control Room.	
12.	09.45	The Officer in charge of Garden, Prison Officer E noticed 03 detainees missing in his gang. He raised the alarm and informed ASP's Office and Control Room.  Prison Officer F also posted at the garden escorted remaining detainees back to the ASP's Office.	
13.	09.47	Incident Controller sent another team of 05 officers (Team B) at the garden.	
14.	09.50	Fire and rescue service arrives. Prison Officer F accompanied them towards the Animal Farm.	
15.	09.51	PSS Team from BBP calls in.	
16.	09.53	Team B with the help of PSS succeeded at arresting the three detainees, who were found hiding in the bushes and behind the water tank.	
17.	09.54	02 detainees slightly injured and seen by the Prison Health Officer.	
18.	09.55	Fire extinguished.	
19.	09.57	Situation under control.	
20.	09.58	General count of detainees taken.	
21.	10.05	Incident Controller informs CP	



# Prison Officers Provident Fund

The Prison Officers Provident Fund (POPF) was initially established in the year 1982 by a group of Prison Officers with a view to assist members in some specific situations.

With time, it gathered momentum by grouping almost around 90% of the total prison staff and is among one of the leading Association among the various Departmental Funds within the Prison Department.

The POPF is a duly registered Association and also guided by Standing Order 17 made by the Commissioner of Prisons, who is also the Honorary Chairman. The level of business and the financial situation for the year 2016 are considered satisfactory being given that the Association has generated Surplus of Rs. 739,922 with a Turnover of 17.7 Million Rupees.

The main activity of the Association is to provide grants and advance loans to compliant members according to the existing Rules and Regulations. The seat of the Association is located at the Prison Headquarters, Beau Bassin.

The objectives of the Association are to provide:

- (a) Death Grant
- (b) Permanent Disability Grant
- (c) Injury Grant
- (d) Loans
- (e) Retiring Benefit
- (f) Marriage Grant
- (g) Birth Grant
- (h) Book Loan
- (i) Spectacle Grant
- (j) Dental Aid
- (k) Grant to subscribers for surgical/medical treatment in local clinics, or in Overseas hospitals or clinics
- (l) Grant for Medical Diagnostic Investigation

The list of Office Bearers for the Managing Committee of the POPF for the year 2017 to 2019 are as follows:

Mr. Mahesh Ramassur - Chairman  
Mr. Magan Rao Ramma – Secretary  
Mr. Kailash Bokhoree – Treasurer  
Mr. Praveen Bhogun – Vice Chairman  
Mr. Rouben Mootien – Assistant Secretary  
Mr. Nitin City of Palaces – Assistant Treasurer  
Mr. Hanson Heeranath Mungrah  
Mr. Muhammad Abdoolah Ramsahye  
Mr. Kreshnadev Ancharez  
Mr. Jaynool Kherdali – (Principal Hospital Officer)

The Financial Statements of the Association is prepared by a Certified Accountant and duly verified by a Licensed Auditor.

The Managing Committee is constantly bringing innovative measures to meet the ever-increasing needs and aspiration to improve the overall welfare of its members.

M. Ramassur  
Principal Prisons Welfare Officer  
Prisons Headquarters



# Clické sur la Prison de Rodrigues

## Le travail dans tous ces sens







Chantecler

**SA KI BON SA!**

Panagora

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CIRCUS



# How to Improve Efficiency in Our Organisation

## Identifying and Eliminating the famous eight types of waste

Through this article I intend to show my appreciation to the whole team of the Mauritius Civil Service College for the successful organization of a series of training programmes for us, public officers. My colleagues who have attended the different trainings will agree with me that the short sessions allowed us all to benefit from the sharing of expertise by professionals from different backgrounds and specialized fields. It provided us with the opportunity to sharpen our skills and to come back with new knowledge and skills for implementation in our respective organizations.

Together with forty-two officers of the Mauritius Prison Service released in batches I attended the training on the present topic that is 'Improving Efficiency in Organisations'.

Before introducing the eight types of wastes in an organization let us have a look at the academic or dictionary definition of 'Organisation', 'Efficiency' and 'Effectiveness' which you will get from the Business Dictionary downloadable from Internet.

### An organization can be defined as

A social unit of people that is structured and managed to meet a need or to pursue collective goals. All organizations have a management structure that determines relationships between the different activities and the members, and subdivides and assigns roles, responsibilities, and authority to carry out different tasks. Organizations are open systems-they affect and are affected by their environment.

### Efficiency is

The comparison of what is actually produced or performed with what can be achieved with the same consumption of resources (money, time, labor, etc.). It is an important factor in determination of productivity.

Effectiveness on the other hand refers to the degree to which objectives are achieved and the extent to which targeted problems are solved. In contrast to efficiency, effectiveness is determined without reference to costs and, whereas efficiency means "doing the thing right," effectiveness means "doing the right thing."

### IMPROVING EFFICIENCY IN OUR ORGANISATION

In almost all management and political discourses we often hear the phrase "arrêt fer gaspillage" or "pa bizin fer gaspillage" that is we should stop wasting resources.

Before considering putting an end to this culture of wastage let us have a look at the definition of 'waste'.

'Waste' can be defined as any human activity which absorbs resources but creates NO VALUE. This is the direct translation of 'Muda' the Japanese term for waste.

It also refers to the use of resources over and above what is actually required to produce the product/services as defined by the customer. If the customer does not need it or will not pay for it then it is waste.

The two major categories of waste are 'Obvious Waste' and 'Hidden Waste'.

Obvious waste is easily recognisable while Hidden Waste refers to work which is necessary under current methods of operation, but could be eliminated if improved methods were adopted.

Examples of obvious waste are undisciplined meetings not respecting the agenda of the day and which are unnecessarily long and unproductive, excessive paperwork system, working ahead of schedule, and doing more than what is required which time could have been spent productively in other more useful activities.

Hidden wastes occur when there is poor layout of buildings, offices and other physical structures, excessive overtime and excess labour.

The **eight (8) types of waste** that we need to identify and eliminate if we want to succeed are as follows:

### Transportation

Waste of transportation occurs when there is back and forth work or activities or processes (va-et-viens inutile). Handling of documents more than once, unnecessary moving or handling of work between departments or sections. This can also happen when a particular process for a particular operation has well started with a dedicated team and half way there is a rescheduling of activities due to a change in the composition of the team under which the process re-starts involving more or less the same activities. Hence the old adage "Never change a Winning Team". We must think twice even thrice before changing the composition of a team which has well started a project. If we are doing so, we are jeopardising its life-cycle and successful completion and implementation.

### Inventory

Waste of inventory occurs when there is any amount of work greater than single-piece flow. For instance excessive work in progress, projects in abeyance due to unavailability of funds and materials, bottlenecks in realisation of projects, phone calls on hold for long time and people waiting in line (visitors at main gate).

### Motion

Movements of people that adds no value (searching for paperworks, quotes, supplies etc.), dispatch work not well-planned resulting in multiple travels of auxiliaries doing piecemeal dispatch between sections and departments. When people keep waiting on computers, copiers, faxes or for signatures of supervising officers there will be reduced productivity due to undue delays.

### Waiting

When work or file is sent from one department or section to another then waits for the next processing to occur, e.g. queuing time when no value is added. Other examples are processing of salaries and other payments, enquiry files, personal files of staff awaiting promotion etc.

### Over-Production

Producing or processing more than the next operation can handle will result in unnecessary accumulation of physical stock or unnecessary waiting time at the next point of operation. This is often observed during visiting hours when staff at the main gate or counter service processes visit applications more than the next operation at the outreach unit or visiting room can handle. This will also result in waste of waiting. In the context of prisons the ultimate consequence will be an increased threat to security if the waiting time of a growing number of visitors is not managed effectively.

### Over-Processing

Unnecessary processing or procedure. That is extra effort which adds no value to the product or service from the customer's perspective. When there is over-processing we can observe that there is unnecessary work, extra equipment, time or other resources is required, there is longer lead time to process a document (loan, salary, overtime payment), and excess material or people movement. A typical example is when the processing of a document requires five unique approval signatures, four out of the five signatures are from managers who do not need to be involved and just sign everything without reviewing it.



R. Lugun  
Assistant Commissioner of Prisons

### Defects/Rework

Waste of defect/rework occurs when ineffective work practices result in poor data collection and poor data entry. Issues like data integrity and wrong customer details need to be addressed when there is this type of waste. With the e-prison system which is operational since 2014 it is believed that such risk of defect/rework does not arise. However, a word of caution to users. Unskilled or poorly trained users or a lack of commitment will definitely put at risk the integrity of our data collection as wrong details of prisoners or other information wrongly inserted in the system will misguide each and every one working in the system and which can lead us taking wrong decision with serious or fatal consequences. A typical situation is when a visitor travelling by bus from a distant region calls at Beau Bassin Prison Counter Service and is wrongly redirected to Petit Verger Prison to visit a detainee when in fact the said detainee is located at Eastern High Security Prison.

According to management experts the causes can be a weak process control, questionable quality or poor process design. In this way there will be excessive waste generation and we can lose customer confidence.

I have quoted example of our e-prison system but it is equally relevant to other systems or processes like the procurement procedures, financial operations, the forthcoming Human Resource Management Information System (HRMIS), Medical Records etc.

### Skill

Last but not the least. Not listening to employees ideas or not asking them to use their brain and help solve problems.

Intellect, skills, improvement ideas and learning opportunities lost by not engaging with or listening to employees often results in waste of skills and the organisation can lamentably fail in pursuit of its goals.

Root causes are poor employee relations and management style with limited tools or authority available to listen to employees.

We must always have knowledge of and at the same time value the skills of our employees. This is essential when it comes to capacity building. This reminds me of an old adage "Trying to fit a square peg in a round hole" resulting in a mismatch of skills. This funny situation can be observed in organisations with poor management styles where employees' skills are not considered when allocating tasks or when selection exercises are carried out, be it in-house or for external purposes.

By adopting a culture of meritocracy we can avoid wastage of skills in an organisation.

Identifying and eliminating the eight types of waste mentioned above is the key to success.



# Why correctional professionals shouldn't be overlooked

The corrections field is a vital component of the law enforcement and criminal justice communities. Unfortunately, the contribution that corrections staff make toward public safety is often overlooked or forgotten about. Still, each day men and women all around the country courageously walk into prisons and jails surrounded by individuals that society has often discarded. The contributions made by corrections officers and corrections staff across this country are rarely seen by the public. Acts of bravery, acts of sacrifice and acts of kindness go unnoticed as these professionals walk their beats, simply doing the right thing each day. Correctional Officer's Week is a time to remember and reflect on those corrections professionals who bring light to those dark places where others fear go.

For those that have worked in corrections for many years and those who have come before them, your service is appreciated and your bravery admired. For those just entering the profession, we look to you as the new energy that will steer our departments and our profession into the future.

Corrections staff have long had an incredibly difficult and daunting task. Not only do they work in a career that many do not want to do, but they voluntarily work around people that are often feared by society. A day in the life of a corrections officer may mean seeing the worst that humankind has to offer. Violence, conflict, mental illness and those disturbing scenes that are usually reserved for television and the movies are a reality for those working in our facilities each day and serve as a daily reminder of the dangers that exist within our communities. They see, hear and experience those things that many people would prefer to ignore.



Rajhub  
Prisons Officer/Senior Prisons Officer

One thing that corrections staff sometimes forget is that what they do matters. Whether working in a security capacity or in a support services role, your job is important and what you do is important. You fulfill the mission of corrections departments all over the country by protecting the public, staff and even offenders and are on the front lines of the war on crime. At the same time, you are charged with helping individuals effectively reenter society. Again, what you do matters.

An interaction with you may be the first time in an inmate's life that they interact with a positive, pro-social, productive member of society. An interaction with you may be the first positive experience that an offender has had with a member of the law enforcement community. Helping people change is more than holding them to a higher standard than they hold themselves or expecting more out of them than anyone else has ever expected out of them. While those things are important, it's really about practicing what you preach, as you lead by example and model the way to success. Each day thousands of people working in

corrections do exactly those things, and for that I say, "Thank you."

The field of corrections is founded on the guiding principle that people have the ability to change, if given the opportunity. The philosophy of corrections maintains that each one of us can have a positive and lasting impact on those they are charged with managing each day. The manner in which we treat people and carry out our duties serves as a reminder of the way people should be treated. The character and integrity exhibited by corrections professionals serves as a reminder of the qualities that each person can possess, even if those qualities have previously escaped them before.

It is interesting that in a country that is founded on liberty and freedom, your job serves to limit the freedom of those who have harmed our communities. It's crucial that during this week honoring corrections professionals we remember how important that mission is. By standing your watch, walking your beats, and patrolling your fences, you ensure the safety of our communities by limiting the freedom of those who have harmed them.

Then, in what seems to be an even more difficult task, your job is about sending people back to their communities better than they were when they came to us. In my opinion, perhaps no one in the law enforcement community does more to ensure our communities live without fear. The public looks to you for safety and protection and this is no small task; it is a task to be proud of. What you do is important. What you do matters.

Don't forget that.



# Clické

## sur la Prison de New Wing

### Le travail dans tous ces sens





L'équipe éditoriale du magazine de la prison tient à remercier vivement Monsieur Jackie Kamanah pour son immense contribution dans les neuf dernières éditions du magazine. Il a rejoint le service pénitencier un 8 décembre 1980 et il a grimpé les échelons pour terminer sa carrière en tant que surintendant de la prison d'où il eut la possibilité d'être responsable du centre correctionnel pour les adolescents aussi bien que la prison ouverte de Richelieu.

Suite à l'initiative du Commissaire des Prisons d'alors, Monsieur Deepak Bhookun qui a eu la brillante idée de lancer un premier magazine connu sous le nom de 'LAZOL' et la responsabilité lui est revenue vu qu'il avait la plume facile.

## Hommage à un pionnier

Après deux éditions de LAZOL, le Phoenix renaît de ses cendres en 2012. L'ancien Commissaire des Prisons, Monsieur Jean Bruneau relança l'idée du magazine et Jackie Kamanah se remet au travail et contribue largement dans les six autres éditions. Son savoir-faire lui permettait de faire des interviews et écrire des articles liés à la recherche. Il bouquinait beaucoup avant de mettre la plume sur papier.

Toute l'équipe de l'éditorial tient à le remercier pour sa grande contribution et aussi pour avoir légué un grand héritage intellectuel de par ses écrits surtout pour ceux et celles qui désirent utiliser le magazine de la prison comme outil de référence. On voudrait aussi lui souhaiter une très bonne retraite et de toujours passer de bons moments en famille

L'équipe éditoriale



Mr Burtaleea  
*Educator*  
Eastern High Security Prison

## Learning behind bars

We all value education until the topic turns to prison education which is very often forgotten by the public. Prison Education encompasses numbers of academic and vocational training, preparing students for success outside of a penal institution to enhance the rehabilitation aspects.

Most students who enroll in our program begin to see themselves as students and not as convicts, therefore this upgrades their self-esteem to become better citizens once they are released. Such detainee students enter prison with educational deficits and are encouraged to benefit from education while incarcerated.

Being an Educator in a penal environment is a real challenge between education and prison as the prison regime has its own set up which has to be respected. The alarming irregularity in classes makes it hard to deliver an outstanding lesson when students have impending court cases, visits or feeling depressed.

Despite all the odds, we have excellent results and I am proud of my students' success and feel honored to be involved in rehabilitation education.



**NATIONAL AWARDS 2017**  
**MAURITIUS PRISON SERVICE**  
**PRESIDENT'S LONG SERVICE AND GOOD CONDUCT MEDAL**

S/N	NAME	OTHER NAMES	RANK
1	LUXIMON	Jaykrishan	Prisons Officer/Senior Prisons Officer
2	RUHOMAH	Soumen	
3	POYE	Sachiddanand	
4	AGATHE	Nicolson	
5	GOULAMGOSKHAN	Ahadkhan	
6	ROSUN	Nagnid	
7	SANASSY	Davarassen Pillay	
8	KHEDOO	Raj Kumarsingh	
9	DOMUN	Namdeo	
10	AUTAR	Priveeरeरaj	
11	VUNKA JUNGUM	Atchanah	Prisons Officer/Senior Prisons Officer
12	POYE	Vijeyendra Singh	
13	SALIM	Mohammud Junaid	
14	TAUROOA	Dhineshing	
15	HURDOYAL	Dinesh Kumar	
16	HURDOYAL	Hemant Kumar	
17	SOBURRUN	Devanand	
18	PEEROO	Bidyinand	
19	ALLEJAUN	Naushad	
20	RAMAI	Raj Kumar	
21	RAMDANY	Teeraj	
22	NARAIN	Prakash	
23	SARATHEE	Krishna	
24	DEWKARUN	Mehen Dranath	
25	DAVID	Jacques Marclen Brenkle	Woman Prisons Officer/Senior Woman Prisons Officer
26	RAHATOLEE	Faizal	
27	SOMRAH	Talakkall	
28	EDOO	Hafezah Bibi (Mrs)	
29	RUPCHUND	Dhanwantee (Miss)	
30	RUNGHEN SEENEEVASSEN	Camla Devi (Mrs)	
31	AUGUSTIN	Marylene (Mrs)	
32	LAGAN SALIM	Zarintaj(Mrs)	
33	RESAL	Dilshad Banu(Miss)	
34	CHUTOO	Nazir Hossen	



**NATIONAL AWARDS 2017**  
**FIRST CLASP TO THE PRESIDENT'S LONG SERVICE**  
**AND GOOD CONDUCT MEDAL**

S/N	NAME	OTHER NAMES	RANK
1	ALIRAJA	Bye Reshad	Assistant Superintendent of Prisons
2	APPADOO	Ravind	
3	RAMTOLLA	Mohammad Asiff	Principal Prisons Officer
4	RAMKHALAWAN	Mooneswar	
5	GUNNUCK	Roopesh Joy	
6	NAZURALLY	Ahmad Zeelanee	
7	GAUJEE	Dawood Nizam	
8	MOHIDEEN	Sohrab Ally	
9	GOBURDHUN	Bhamendur	
10	ROOPUN	Premraz	
11	RAMNAUTH	Lutchmiraj	
12	APPA	Krishen Row	
13	RAMSAHYE	Abedeen	
14	APPADOO	Rajbhooshun	
15	BOODOO	Sheik Mohammed Ali	
16	NUNKOO	Roopnarain	
17	RAMDASS	Damrag	
18	ELAHEEBUCUS	Mohammed Naser	
19	PANYANDEE	Mardaymootoo	
20	SEENEEVASSEN	Radhakrishna	
21	BABOOLALL	Moolduthdeo	
22	BALKISSOON	Satyaprakash	
23	RAMDHANEEM	Rameswar	Prisons Officer/Senior Prisons Officer
24	RAMRAKHA	Parmeswar	
25	RAMSAMY	Nunda Gopala	
26	MUNGUL	Mahendra Kumar	
27	BUNDHOO	Leckraj	
28	DUVAL	Louis Serge Dose	
29	HOSSENY	Noorani	
30	GOORANSING	Pravine Kumar	
31	BISSOO	Kamal	
32	BETUN	Govinda	
33	FERRE	Louis Desiré Patric	
34	RAMESSUR	Sanjay	
35	RUHOMAULLY	Rafick	
36	NOHUR	Maniram	
37	SEEBALUCK	Kaviraj	
38	VEEREN	Ramsamy	
39	LAVENTURE	Gerard Michel	
40	BIJMOHUN	Sanjaye	



**NATIONAL AWARDS 2017**  
**SECOND CLASP TO THE PRESIDENT'S LONG SERVICE**  
**AND GOOD CONDUCT MEDAL**

S/N	NAME	OTHER NAMES	RANK
1	BOODHEE	Shyam	Assistant Commissioner of Prisons
2	DWARKA	Rudradev	Senior Prisons Welfare Officer
3	JEETUN	Hansrawtee (Mrs)	Prisons Welfare Officer
4	SEEGOOLAM	Subhanand	
5	RAMUDIT	Ambika	Assistant Superintendent of Prisons
6	CALEECHURN	Jean Marion Eddy	
7	DELAWARALLY	Abdool Satar	
8	BALKARAN	Dayanand	
9	RAMGATI	Parmanand	
10	JUNDOOSING	Premnathsing	
11	SEESHAYE	Ravindranath	
12	LUTCHMUN	Khaluduth	
13	MADARUN	Kamal Youdeen	
14	BUNDHUN	Pravind Sharma	
15	SOOKRAJOWA	Premnath	
16	GUNESH	Dilawar	
17	KISTAN	Gajendra	
18	MUNGUR	Ram	
19	RAMLUGUN	Parsandsing	
20	PEERTHY	Namojsingh Sanjaye	
21	UDAIYAN	Menegan Marday	
22	MOHIT	Reshad	
23	SOBRON	Prambhanand	
24	LUCHUN	Nundlall	Principal Prisons Officer
25	BHUKHUREEA	Vidianand	
26	GUNESH	Deonarain	
27	CHINNATAMBI	Marie Alain Sevaramen	
28	RAGOOBER	Parmanand	
29	NEEDROO	Soonilduthsing	
30	YVON	Marie George Gerard	
31	RAMDANEE	Iswarduth	
32	NARAYANA PILLAY	Krishna	
33	SOOBRAYEN	Gurunada	
34	BUCKLAND	Louis Jean Michel	
35	MONEERAM	Mahen Kumar	
36	BEEHARRY	Pardoomun	
37	SOOBARAH	Rajendrasingh	
38	RAMPHUL	Vijendranath	
39	DOOKHY	Nabeerassool	
40	SEECHUNDUR	Chandan	
41	SOMRAH	Deoraj	
42	BHOOJEDHUN	Sanjay	
43	TOPISE	Jacques Jean Claude	Prisons Officer/Senior Prisons Officer
44	JANY	Mahen Kumar	
45	NOORMAHOMED	Claire Marie (Mrs)	Principal Hospital Officer (Female)
46	DWARKA	Karuna (Mrs)	Woman Prisons Officer/Senior Woman Prisons Officer
47	LAMOUR	Marie Josiane Denise (Miss)	Woman Assistant Superintendent of Prisons



# PROMOTIONS YEAR 2017

S.No	Promoted to the the grade of	Surname	Othernames	Date Promoted
1	Principal Prisons Welfare Officer	DWARKA	Rudradev	7-Mar-17
2	Assistant Commissioner of Prisons	PAUL	Jean Lindsay	31-Jul-17
3	Assistant Commissioner of Prisons	BUMMA	Vishwanath	31-Jul-17
4	Superintendent of Prisons/Senior Superintendent of Prisons	NEMDHARRY	Dhanraj	17-May-17
5	Superintendent of Prisons/Senior Superintendent of Prisons	AUJAYEB	Jagdishwar	17-May-17
6	Superintendent of Prisons/Senior Superintendent of Prisons	GOKHOOL	Parsun	17-May-17
7	Superintendent of Prisons/Senior Superintendent of Prisons	RAMSING	Kooldeep	4-Jul-17
8	Superintendent of Prisons/Senior Superintendent of Prisons	AUBEELUCK	Premnath	4-Jul-17
9	Superintendent of Prisons/Senior Superintendent of Prisons	CASSAGNE	Jacques Philipe	21-Sep-17
10	Superintendent of Prisons/Senior Superintendent of Prisons	MOUTOU	Sylvio Désiré Joseph	21-Sep-17
11	Principal Prisons Officer	NAZURALLY	Ahmad Zeelanee	23-Oct-17
12	Principal Prisons Officer	VADANAYAKAM	Jean Cyril	23-Oct-17
13	Principal Prisons Officer	MOHUNG	Sajid	23-Oct-17
14	Principal Prisons Officer	SOWAMBER	Laval Louis Hendy	23-Oct-17
15	Principal Prisons Officer	BHAUGEEROTHEE	Nuresh	23-Oct-17
16	Principal Prisons Officer	BOODHOO	Roodrasen	23-Oct-17
17	Principal Prisons Officer	GAUJEE	Dawood Nizam	23-Oct-17
18	Principal Prisons Officer	JEAWON	Dhoobraj	23-Oct-17
19	Principal Prisons Officer	AGATHE	Nicolson	15-Nov-17
20	Principal Prisons Officer	MUNUSAMI	Govinden	23-Oct-17
21	Principal Prisons Officer	RAMBURN	Sadish	23-Oct-17
22	Principal Prisons Officer	MARDAMOOTOO	Siven	23-Oct-17
23	Principal Prisons Officer	VALERIE	Georges Michel karl	23-Oct-17
24	Principal Prisons Officer	ANCHARAZ	Kreshna dev	23-Oct-17
25	Principal Prisons Officer	BISSESSUR	Sewsunkur	23-Oct-17
26	Principal Prisons Officer	SOOKUN	Sewanand	23-Oct-17



## Recruitment Batch 2017

S.N	Surname	First Name	Date Joined Service	Grade
1	RAMNAUTH	Bhavna	15 May 17	Prisons Psychologist
2	FOKEER	Mahammad Mouzammille	8 Jun 17	Carpenter
3	DUVAL	Jeanette Nadia (Mrs)	9 Oct 17	Hospital Officer (female)
4	BAPTISTE	Anne Jelina (Mrs)	2 Oct 17	WPO/SWPO
5	SOOKEEAH	Ansoobye (Miss)	2 Oct 17	WPO/SWPO
6	LOUIS	Marie Melany Angel (Miss)	2 Oct 17	WPO/SWPO



## List of officers who retired in 2017

S.N.	PF No.	Surname	Othername	Grade	Date of Retirement
1	1283	JAYEPALL	Daywanund	PPO	01-Jan-17
2	1299	MADHEWOO	Nundun	PPO	07-Jan-17
3	1071	MOHUNGOO	Jayanand	ACP	22-Jan-17
4	1381	LALLMOHAMED	Bhaye Sidick	ASP	27-Mar-17
5	1977	BALKISSON	Satya Prakash	PO/SPO	27-Mar-17
6	1081	JEEAWODY	Sidikhan	ASP	31-Mar-17
7	1145	OMRAHOO	Sateeadew	ASP	01-Apr-17
8	1105	BOODHEE	Shyam	SP/SSP	01-Feb-17
9	1121	MOONEESAMY	Nagesh Reddy	SP/SSP	01-Feb-17
10	3042	NEETHALEEA	Premchand	Watchman	12-Jan-17
11	1101	IDUN	Abdool Khalid	PPO	01-Feb-17
12	1295	TULLOO	Dowluth	ASP	01-Feb-17
13	1216	JANKEE	Ashok Kumar	SP/SSP	01-Mar-17
14	1485	WOOCHEET	Anund	PPO	17-Apr-17
15	1202	JUGESSUR	Krishna	PPO	07-Apr-17
16	1430	SOBRUN	Jeewan	ASP	17-Apr-17
17	1288	KAMANAH	Jackie	SP/SSP	03-Apr-17
18	1231	BEEGUN	Hamad	SP/SSP	01-May-17
19	1260	JUKHOO	Radha Krishna	PPO	01-Jul-17
20	1988	RUHOMAULLY	Rafick	PO/SPO	30-Jun-17
21	1317	ARMANSIN	Jean Raymond	PPO	30-Aug-17
22	1059	SOORJEE	Madhun	SP/SSP	10-Jul-17
23	1491	LUXIMON	Jaykrishan	PO/SPO	18-Sep-17



# ALBUM SPORTS DAY 2016





# ALBUM SPORTS DAY 2016



## The Prison Staff Inter Institution Football Tournament

The Prison Staff Inter Institution Football Tournament was launched on the 17 October 2017 by the Commissioner of Prisons, Mr. P. Appadoo. The match was won by the Beau Bassin Football Team by three goals to nil against Eastern High Security Prison (B).





## The Prison Staff Inter Institution Football Tournament



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