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Implementation of the Correctional System For Inmates In Class I Correctional Institution Medan

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Abstract: The correctional system is an important component in the framework of the integrated criminal justice system in Indonesia. This institution has strategic duties and responsibilities in enforcing the law and providing guidance to prisoners, correctional students, and correctional inmates at the pre-adjudication, adjudication, and post-adjudication stages. The implementation of the penitentiary system in Indonesia is based on the noble values of Pancasila and the state constitution, which upholds the principles of legal protection and respect for human rights. However, the implementation of the correctional system in many correctional institutions in Indonesia still faces various obstacles and problems. One of the crucial issues that often arises is the problem of overcrowding or excess housing capacity in correctional institutions. This condition not only gives rise to various technical and security problems but also hampers development and rehabilitation efforts for prisoners. This research aims to examine in depth three main aspects related to the penitentiary system in Indonesia. First, this research will analyze the legal basis and statutory regulations governing the correctional system, starting from constitutional norms to operational technical regulations. Second, this research will explore various efforts and strategies carried out by correctional institutions, especially the Medan Class I Correctional Institution, in overcoming the problem of overcrowding and optimizing the implementation of Law Number 22 of 2022 concerning Corrections. Third, this research will comprehensively analyze how the law is implemented in the practice of coaching and mentoring prisoners at the Medan Class I Penitentiary. The research method used in this study is an empirical juridical research method, which combines normative studies of statutory regulations with direct observation and interviews in the field. This research is descriptive-analytic, which means that the data and information obtained will be analyzed in depth concerning the applicable legal framework. The research results show that legal regulations regarding the penitentiary system in Indonesia are rooted in higher legal norms, namely Pancasila and the 1945 Constitution, which are then revealed in various statutory regulations, including Law Number 22 of 2022 concerning Corrections. To overcome the problem of overcrowding at the Medan Class I Correctional Institution, the institution has made various efforts, such as optimizing the social reintegration program, transferring prisoners to other correctional institutions that have more adequate capacity, and collaborating with various related parties. Implementation of Law Number 22 of 2022

concerning Corrections in Class I Medan Penitentiary covers various aspects, starting from fulfilling the rights and obligations of prisoners, implementing coaching and mentoring programs, as well as implementing a security system that is under applicable security standards. Even though there are still several obstacles in its implementation, the institution continues to strive to improve and improve the quality of the implementation of the correctional system to achieve the goals of law enforcement and justice.

Keywords: Correctional System ; Correctional Institutions ; Prisoners.

INTRODUCTION

The judicial system in Indonesia is the main foundation for maintaining stability, justice, and law enforcement in the country. This system is based on the principle of the state of law stated in the constitution and is sourced from the noble values of Pancasila as the nation's philosophy. The correctional system is an integral part of the entire criminal justice process which aims to enforce the law in terms of coaching and treatment of Prisoners, Correctional Students, and Correctional Assisted Citizens at the pre-trial, trial, and post-trial stages (Pakpahan, Kartina, 2024). The implementation of correctional services as part of an integrated criminal justice system is based on a framework called the Correctional System. This system regulates the direction, limits, and methods of implementing correctional functions in an integrated manner between correctional officers, prisoners, correctional students, correctional-assisted citizens, and the community. The penitentiary system is a series of law enforcement that cannot be separated from the entire criminal justice system. In this system, there is a process of coaching and guidance for law violators with the ultimate goal of restoring the unity of life, life, and livelihood of Correctional Assisted Citizens as individuals and as part of society.

Correctional officers have a central role in carrying out the function of coaching and guidance. They are required to have high competence, integrity, and dedication in carrying out the state's mandate to realize the goals of the correctional system. In addition, active community participation is also needed in the social reintegration process for Correctional Assisted Citizens so that they can be accepted back into the community.

According to the view of the late Mr. Sahardjo, SH, the purpose of the prison sentence is rehabilitation. The basic philosophy of the prison system that focuses on punishment and revenge is no longer under the basic principles and ideology of the Indonesian nation that respects human rights. According to his view of the law as a guardian, the treatment of prisoners through a rehabilitation approach is the goal of prison sentences. This concept of rehabilitation was then recognized in the Decree of the Conference of Prison Leaders on April 27, 1964, which stipulated that the implementation of prison sentences in Indonesia changed from a prison system to a rehabilitation system. This change aims to guide and develop inmates (Kusuma, 2013).

The transformation from the prison system to a rehabilitation system also resulted in a change in the name of the institution that oversees it. What was previously known as the Detention House was changed to a Correctional Institution based on the Instruction Letter of the Head of the Directorate of Corrections Number J.H.G.8/506 dated June 17, 1964. This change reflects a paradigm shift in the handling of prisoners, from a punitive approach to a more humane and rehabilitative approach, under the principles of human rights and the philosophy of an independent Indonesian state.

The legal system has an important role in regulating the governance of society, with three main functions: as a tool of social control, as a means to facilitate social interaction, and as a mechanism to create favorable conditions for all members of society. In Indonesia, the right legal system is one based on the values of life and culture of the Indonesian nation,

namely Pancasila, which has been used as the philosophical basis of the state by the founders of the nation. Therefore, the national legal system must refer to the legal ideals (reconsider) of Pancasila (Kuswanto, Delken, 2021).

The penitentiary system in Indonesia follows the principles of Pancasila and the 1945 Constitution of the Republic of Indonesia, which emphasizes that the treatment of suspects, defendants, and convicts who lose their liberty must be based on the principles of legal protection and respect for human rights, as regulated by Pancasila and the 1945 Constitution of the Republic of Indonesia (Leonard, 2016).

In the Indonesian criminal law system, there are two types of punishment, namely the main punishment and the additional punishment. Article 10 of the Criminal Code explains that the main punishment includes the death penalty, imprisonment, and fines, while additional punishments include the revocation of certain rights, confiscation of certain items, and the announcement of the judge's decision.

Correctional institutions in Indonesia have an important role as a place of rehabilitation for inmates and correctional participants, both physically and spiritually. The duties of correctional institutions include detention, coaching, and supervision of inmates while serving their criminal sentences. There are not only prisoners who have been sentenced but also prisoners who are still undergoing legal proceedings, which means that they have not been found guilty or not by the court (Sianturi, Ronald Hasudungan, 2017).

In practice, many correctional institutions in Indonesia have not fully implemented the ideal penitentiary system. This can be seen from various problems such as riots and fights between inmates at the Kerobokan Class IIA Prison in 2015, the fire at the Labuhan Ruku Class IIA Prison, the fire at the Tangerang Class I Prison, and the riots at the Medan Class I Prison in 2013 (Pasaribu, Merry Roseline, 2024).

Based on interview data with the Head of the Rehabilitation Section (Bimkemas) at the Medan Class I Prison, the ideal capacity of the residential block in the correctional institution is for 1,500 people, but in reality, it is filled by 3,081 individuals. This shows an overcapacity of 205% or twice the normal capacity. Of these, 2,455 individuals are perpetrators of drug-related crimes. In addition, the high rate of recidivism and the limited number of residential blocks also contribute to overcapacity in the Class I Prison in Medan.

Facts show that overcrowding and weak supervision of drug-case inmates can trigger various problems (Mulyadi, 2012).

The implementation of the correctional system in Correctional Institutions is closely related to the condition of residential blocks and available capacity. Correctional institutions have a great responsibility in fulfilling the purpose of correctional facilities as a place of guidance, training, and rehabilitation for inmates. In this context, correctional institutions are required to implement the correctional system optimally. However, the problem of overcapacity remains a major obstacle to the implementation of the correctional system within these institutions. This situation raises questions about the efforts made by the Class I Correctional Institution of Medan to overcome this challenge to effectively implement the correctional system.

The penitentiary system is designed to ensure the protection of the rights of prisoners and adolescents, as well as to enhance the personality and independence of prisoners. The goal is to make them aware of their mistakes, encourage self-improvement, and prevent them from breaking the law again. As a result, they can be re-accepted by society, lead a normal life as good and law-abiding citizens, be responsible, and actively participate in development. In addition, this system functions to protect the community from the potential for the recurrence of criminal acts.

The Correctional System, which is a method of treating Prisoners, Children, and Assisted Citizens, is implemented through various correctional functions that include Service, Coaching, Community Guidance, Care, Security, and Observation. In carrying out these

functions, the importance of respect, protection, and fulfillment of human rights is highly emphasized. The protection of the rights of prisoners and children is an integral part of the legal protection provided following applicable laws and regulations. This protection includes preventive and coercive measures that can be written or unwritten, to enforce the law. The principles of the implementation of this system are in line with the human rights inherent in each inmate. Every human being, in essence, is born with inalienable human rights. The system is designed to comply with the Convention against Torture and Other Cruel, Inhuman, or Degrading Treatment or Punishment, which has been ratified by Indonesia through Law No. 5 of 1998 concerning the Ratification of the Convention (Sunarto, 2022).

The implementation of the Correctional System not only aims to provide guidance and rehabilitation to prisoners and children but also to ensure that their rights are respected and protected. The services provided include meeting basic needs such as health, education, and welfare. The coaching aims to develop the skills and abilities of inmates so that they can reintegrate into the community after completing their sentences. Community guidance focuses on supervision and support during the transition period of inmates back into society. Treatment in correctional institutions involves efforts to maintain the physical and mental health of inmates, while security ensures that the correctional environment remains safe and orderly. Observations are carried out to monitor the development of inmates and evaluate the effectiveness of the coaching programs implemented. With this comprehensive system, it is hoped that inmates will not only serve their sentences but also get the opportunity to change into better individuals and be ready to contribute positively to society. This Correctional System affirms the state's commitment to respecting and protecting human rights, as well as carrying out correctional functions with the principles of justice and humanity.

The implementation of the correctional system in Correctional Institutions is based on several main principles, namely the principles of non-discrimination treatment, humanity, cooperation, independence, proportionality, loss of freedom as the only form of suffering, and professionalism. These principles aim to ensure that inmates receive fair and humane treatment during their sentences. The principle of non-discriminatory care means that all inmates should be treated equally regardless of their background, race, religion, or social status. The humanitarian principle emphasizes the need to respect human rights and maintain the dignity of prisoners. The principle of cooperation invites all parties, including officers and inmates, to cooperate in creating a conducive correctional environment. The principle of independence aims to encourage inmates to develop their abilities and potential so that they are ready to return to society after serving their sentences. The principle of proportionality ensures that the punishment given corresponds to the severity of the offense committed, without adding unnecessary suffering. The principle of deprivation of liberty as the only form of suffering underlines that prisoners should not suffer any additional suffering other than the loss of their liberty. Finally, the principle of professionalism requires all correctional officers to work with high integrity, competence, and professional ethics in carrying out their duties. By applying these principles, the penitentiary system aims to provide fair and humane treatment to inmates, as well as assist them in the process of rehabilitation and reintegration into society.

The formulation of this work is 1. What is the legal regulation of the penitentiary system in Indonesia? 2. How to handle the obstacles that arise during the implementation of Law Number 22 of 2022 concerning Correctional Services for Prisoners in Class I Correctional Institutions in Medan? 3. How is the implementation of Law Number 22 of 2022 concerning Correctional Services for Prisoners in Class I Correctional Institution Medan?

METHOD

The research method used in this study is the empirical juridical method, which is also known as field research (Arikunto, 2012). This research aims to investigate the applicable

laws and regulations and how they are applied in people's lives. This empirical juridical method focuses on the implementation of normative legal provisions in legal events that occur in society. In other words, this research is carried out by observing real conditions that occur in society to find and collect relevant facts and data. Once the data is collected, the research then identifies the existing problems and moves towards solving those problems.

The approach to solving problems is empirical juridical. This approach is legal as the norm. The data used is primary data obtained directly from the research location (Muhammad, 2004). Descriptive analysis is the form of analysis, which means analyzing objects by comparing them against norms, which is then further worked. In the context of this study, the main focus is to explain the implementation of the correctional system for inmates (Waluyo, 2002).

RESULTS AND DISCUSSION

Legal Arrangements Regarding The Penitentiary System In Indonesia

History of Legal Regulation on the Correctional System in Indonesia

Before the term "correction" was known, Indonesia already had a prison system since the Dutch colonial period. Over time, the prison system during the Dutch colonial period changed with classification efforts marked by the separation of shelters for various categories of prisoners. They separated between adult and child inmates, as well as between male and female inmates. When the Japanese succeeded in expelling the Dutch from Indonesia, the prison system underwent significant changes. Although in theory it was aimed at reform and rehabilitation, in reality, prisoners were more often exploited for the benefit of Japan's war against the Allies. The Japanese occupation period became a gloomy period in the history of the Indonesian prison system.

After the independence of our country, the prison system still uses existing rules, namely the Prison regime. However, a new philosophy emerged known as resocialization, which later evolved into a leadership policy focused on social protection. This concept is encouraged by the United Nations and involves the integration of convicts' work into the national economy. Prison as a place of punishment was changed to a correctional institution, and the term inmate was replaced with correctional inmate. This change confirms Indonesia's commitment to prioritizing rehabilitation and resocialization in handling prisoners (Priyatno, 2006).

The Concept of the Correctional System in Indonesia

The current penitentiary system in Indonesia is conceptually very different from the prison system implemented in the past. In the past, prisons emphasized the deterrent effect, where the institution used was a "prison house."

Currently, the application of punishment has undergone a more positive shift in meaning. The term "prison" is no longer used in its traditional sense; Now, the term has been replaced with "Correctional Institution." Similarly, the term "inmate" has been replaced with "Fostered Citizen." Institutions are required to guide and direct them according to the concept of punishment that focuses on rehabilitation and resocialization (Rahman, K., Nainggolan, S., Sinambela, J., Budi, K., & Lestari, 2022).

The implementation of this correctional system includes various aspects of coaching, ranging from education, and skills training, to mental and spiritual coaching. This is done so that the inmates not only receive punishment but also obtain provisions after returning to the community. Thus, the ultimate goal of this correctional system is to create a safer and more harmonious society.

Legal Arrangements Regarding the Correctional System in Indonesia

The framework of correctional law refers to the existing legal system, where the theory of hierarchy is known (Firma, Z., & Reza, 2018). The legal arrangements regarding the current correctional system in Indonesia are regulated in Law Number 22 of 2022 concerning the Correctional System. This law is the main legal basis that regulates various aspects of correctional services in Indonesia, including criminal execution procedures, the rights and obligations of inmates, and the functions of correctional institutions.

The implementation of Law No. 22 of 2022 does not automatically abolish all implementing regulations of the old correctional law. In the implementation of the penitentiary system in Indonesia, there are derivative regulations derived from the law regarding the implementation of the penitentiary system. Inside the penitentiary, every day begins with a series of routine activities that have been strictly scheduled. Inmates are required to wake up at a predetermined time, usually in the morning, followed by a breakfast time that has been arranged in such a way. All daily activities, including time to work, exercise, follow a coaching program, and other meal times, have been determined in detail until the time to return to each other's rooms at night to rest. This regular schedule aims to create discipline and order in the correctional environment. Cleanliness is an important aspect of the discipline of correctional institutions. Every inmate has a responsibility to keep their residential rooms and other public facilities clean. There are hygiene procedures that must be followed, such as daily and weekly cleaning schedules, as well as rules regarding the use and maintenance of cleaning facilities. Inmates must comply with these rules to ensure a clean and healthy environment for all residents. The rights of prisoners are also clearly explained in internal regulations. For example, inmates have the right to a proper education and access to health services. In addition to rights, there is also an obligation to participate in coaching activities provided by correctional institutions and contribute to maintaining security in their environment. To ensure discipline, the penitentiary has rules that include sanctions for inmates who violate the rules. These sanctions can be in the form of warnings, reductions in certain rights, or other disciplinary actions according to the level of the violation committed. This discipline rule is important. Visiting activities from family and friends are also regulated with strict procedures. Inmates have the right to visit, but the visit must follow the rules that have been set, such as the visit schedule, the duration of the visit, and the number of visitors allowed. In addition, there are rules regarding communication with the outside world, including the use of telephones and correspondence. Security and supervision are top priorities in correctional institutions. Some procedures must be followed by employees and staff in carrying out their duties, as well as by inmates in their daily activities. The use of security tools and technology, such as surveillance cameras and electronic locking systems, is part of efforts to ensure security in the penitentiary environment. In addition, the penitentiary provides various coaching and rehabilitation programs for inmates. These programs are designed to help inmates develop skills and knowledge that will be useful to them after returning to society. Participation in these programs is usually required and regulated with clear procedures, including a schedule of activities and an evaluation of the inmate's progress.

Handling Of Obstacles Arising During The Implementation Of Law Number 22 Of 2022 Concerning Correctional Services For Inmates In Class I Correctional Institutions In Medan.

Implementation of the Reintegration Program

The Reintegration Program is a long-term strategy designed by the Indonesian Ministry of Law and Human Rights throughout Indonesia. The program covers a wide range of steps. Under the law, inmates meet certain conditions for a reintegration program, except for those sentenced to life or the death penalty. The implementation of the Law that prisoners get

justice and the right to participate in the reintegration program is different from the previous rules stipulated in PermenNo. 99 of 2012. The regulation changes the Regulation and tightens the rules regarding remission, as well as tightening the provision of reintegration programs for prisoners in corruption cases. This creates injustice and is contrary to the principle of non-discrimination in the penitentiary system. The Reintegration Program is the final phase of coaching. The success of these programs can reduce recidivism rates or the return of inmates to correctional institutions, thus helping to reduce overcapacity and overcrowding. Prisoners can undergo a fair and effective reintegration process, supporting adaptation and reducing the risk of future violations of the law.

Implementation of Acceleration of Follow-up Remission

The implementation of accelerating the process of granting follow-up remission is part of a medium-term strategy to overcome the problem of overcapacity within the institution. In this effort, the acceleration of the provision of follow-up remission is given to inmates so that they continue to get their rights and can immediately participate in the reintegration program provided by the Medan Class I Correctional Institution. With this acceleration, inmates can return faster. This helps reduce excess capacity and overcrowding in the residential blocks of Correctional Institutions. Thus, accelerating the provision of follow-up remission is not only beneficial for individual prisoners but also contributes to the improvement of the overall condition in the correctional institution. This acceleration of the process ensures that eligible inmates remain entitled to remission on time, which in turn accelerates their admission into rehabilitation and reintegration programs. These programs are designed to prepare better skills and mentality, thus reducing the possibility of recidivism. Ultimately, this step helps to create a more humane and effective correctional environment, as well as strengthens the function of correctional institutions in supporting the rehabilitation and reintegration of inmates into society.

Implementation of Prisoner Transfer

The transfer of inmates to other correctional institutions is part of a short-term strategy. This transfer is not only aimed at reducing overcrowding in residential blocks but is also carried out for the safety of certain inmates as well as to break the chain of causes of conflict or problems. For inmates who are considered high risk and continue to cause problems during the coaching period, they will be transferred to the Correctional Institution with maximum super security. This step was taken to ensure the safety of origin and to provide more intensive treatment for high-risk prisoners. Meanwhile, inmates who have low risk and are serving lighter sentences transit around the province of North Sumatra. This relocation not only helps reduce overcrowding in larger correctional facilities but also provides a conducive environment. Thus, the implementation of the transfer of inmates is an important step in managing the population placed in an environment that is suitable for their level of risk and needs, to support a more effective and safe coaching process.

Implementation Of Law Number 22 Of 2022 Concerning Correctional Services For Inmates In Class I Correctional Institution Medan.

Grant and Implementation of Rights and Obligations of Prisoners

Prisoners have a variety of rights designed to safeguard their well-being during their sentences. These rights encompass various aspects of life that are essential to support rehabilitation. One of the rights given is to carry out worship. This ensures that inmates can maintain and develop their spirituality. In addition, inmates are also entitled to receive medical care both physically and spiritually. This provides an opportunity for inmates to develop themselves and prepare for life after the sentence. They are also entitled to the health and nutrition of each individual. The right to information aspect is also a right given to

prisoners. They have access to legal counseling and legal assistance, which is essential for understanding their rights and getting help with the legal issues they face. Inmates are also allowed which helps them stay informed and connected to the outside world. Humane treatment is another basic right. Social service is also a right they receive, to support their well-being during the sentence period. Finally, inmates are an important part of emotional and social support. By complying with and implementing these rights, the Medan Class I Correctional Institution not only fulfills its legal obligations but also supports the rehabilitation and reintegration process of inmates into society. As is the case in the management of social media and photography in the Garage Class, which requires attention to detail and deep understanding, this holistic approach ensures that each inmate is treated with dignity and allowed to thrive and contribute positively after their sentence ends.

Additional rights include several forms of leniency and opportunities designed to help inmates better serve their sentences and prepare them for life outside of prison. First, there is the right to remission, which is a reduction in the sentence period. Furthermore, there is an assimilation program, which is a reintegration program that involves inmates in community life. The program allows inmates to gradually interact and blend in with the community, facilitating their adaptation process when returning to the wider social environment. The right to leave is important because it gives inmates time to carry out their roles, thus strengthening family relationships that can be an important support during the penitentiary period and beyond. Conditional leave undergoes coaching outside the prison environment with strict supervision, helping them adapt to life outside of prison gradually. Immediate release leave is a right for inmates who have a short remaining sentence to allow them to rebuild social and family relationships before their sentence ends. The parole program provides an opportunity for inmates to serve the remainder of their sentence outside of prison with certain conditions that must be met. These rights recognize the importance of the role of prisoners in their family lives and provide opportunities for them to fulfill their legitimate family responsibilities under the law. All of these rights are designed to support the rehabilitation process more humanely and sustainably.

During the sentence, inmates not only receive corporal punishment but also have to follow the rules and obligations (Arief, 1998). Prisoners have several obligations that they must fulfill. This code of conduct was made to maintain order and security in the environment. Inmates are also required to participate in the coaching program in an orderly manner. This coaching program is designed to help them develop skills and abilities that will come in handy once they are free. In addition, inmates must maintain a clean life (Kartina Pakpahan, Roswita Sitompul, Nelli Sihombing, Feby Hutagalung, 2022). This is important to create an environment that is conducive to all residents. They are also required to respect the human rights of everyone around them, both fellow inmates and correctional officers. Respecting this human right means not taking actions that could harm or hurt others. It is hoped that the correctional process can run well and effectively. Their right to health insurance, education, and legal protection will make them feel valued as human beings. On the other hand, by carrying out their obligations, inmates will learn discipline and responsibility. All of this aims to have a positive impact on inmates during their sentences and prepare them after their release.

Implementation of Prisoner Development and Training Program

Coaching is a coaching activity carried out that functions as a forum for the rehabilitation of inmates. Prisoners are a vulnerable group in society. Their rights have been taken away by the state under applicable law. This program is a process or activity that involves spiritual development for inmates, which is directly related to religion and is carried out in places of worship in prisons. In addition to spiritual guidance, the prison also provides moral education (Marselina Tobing, Budi Halim, Anthony Jaya, 2022). This moral education

aims to teach mutual respect between fellow inmates and prison officers, as well as to remove existing bad habits. To train discipline, scouting activities are provided for inmates, where they are taught scouting values such as discipline and love for environmental cleanliness. In addition, the Medan Class I Correctional Institution also holds a Nation and State Awareness Day ceremony every Monday, which must be attended by all inmates (Sipayung, 2023).

Independence development involves skills training activities for inmates, which aims to provide them with skills that they can use to work in the future. This training covers a wide range of areas, such as handicrafts, agriculture, and other technical skills, so that inmates have a greater chance of getting a job and becoming independent individuals after their sentence ends. With proper and effective coaching, it is hoped that inmates can experience positive changes, both in terms of personality and independence, so that they can contribute constructively to society after they are released.

Data Collection and Classification of Prisoners

Data collection and classification of inmates is the first step in Class I Medan. This process involves recording all personal data, verdicts, and other verdict documents into the correctional database system. The purpose of this data collection is to ensure the completeness of the inmate administration so that they can receive their rights. In addition, this data collection also aims to map and establish criteria for classifying inmates based on various factors, such as the type of crime committed, the level of risk they have, and the coaching needs that must be provided. With this classification, correctional institutions can develop and implement effective programs. This data collection and classification process is very important because it helps correctional institutions in managing inmates better. This structured approach ensures that every inmate gets attention. This not only supports the rehabilitation process of prisoners but also contributes to the reduction of recidivism rates.

Security in Correctional Institutions

Safeguarding includes all activities aimed at preventing, acting, and recovering. This security activity includes various preventive, reactive, and recovery measures, with the ultimate goal of maintaining stability and order in the environment.

Security is carried out through a series of planned and structured activities, starting from efforts to prevent security disturbances, strict action against each violation, to recovery measures after disturbances occur. All of these actions aim to ensure that the situation is safe and orderly, and can provide a sense of security for all residents and officers in it.

Safeguarding implementation focuses not only on reacting to disruptions that have already occurred but also on proactive efforts to identify and address potential disruptions before they develop into larger problems. This includes regular checks, monitoring of inmate behavior, and coordination with relevant parties to anticipate any possible disturbances. With a comprehensive and integrated approach, it is hoped that security in correctional institutions can run effectively and efficiently, and be able to support the creation of a conducive environment for the process of fostering inmates.

Reporting and Evaluation of Prisoners

Training and coaching programs for inmates are the implementation of the Law. To achieve effective goals, this program must be carried out carefully and appropriately so that the benefits are felt directly by the inmates. Every program implementation must be accompanied by the preparation of a comprehensive report and evaluation of the inmates. This coaching must consider the level of risk and the needs of individual inmates to reduce the level of recidivism. Therefore, risk assessment and needs assessment are important mechanisms that must be carried out to deeply understand the level of risk and needs of each inmate (Astrika Puspita, 2018).

Competency of Correctional Officers

HR is individuals who work in an organization and play an important role in driving and contributing to achieving the organization's targets and goals. Human resources include all aspects of abilities possessed by each individual, both intellectually and physically. In the context of the organization, HR is expected to be able to make optimal use of all available resources and carry out their duties and responsibilities efficiently and effectively to support the achievement of organizational goals. HR also includes the management and development of the potential of these individuals so that they can make maximum contributions to the success of the organization (Muhammad Falah, 2013).

In explaining the results of the research, the author must convey the findings in detail and in-depth. This includes comprehensive data analysis and interpretation of the results obtained. If there is a relevant literature review, it is best to include it in this chapter to provide context and support the research results. A literature review can help show how the findings of these studies contribute to existing knowledge and how they differ or align with previous research.

CONCLUSION

The law is the basis. To deal with the obstacles that arise in the process of implementing the correctional system, there are several handling strategies carried out for the long-term strategy, namely the implementation of the reintegration program for all inmates who are eligible and meet the requirements to participate in the program. The successful assimilation of the reintegration program can reduce the return of correctional inmates / inmates, thereby reducing the density in the Correctional Institution, the medium-term strategy is to accelerate the provision of follow-up remission for inmates can accelerate the inmate to be free and immediately to get a reintegration program so that he can quickly return to society, for the short-term strategy is the transfer of high-risk inmates who still committing violations or causing problems to the Super Maximum Security Correctional Institution and for inmates whose sentences are short are transferred to the Medium Security Correctional Institution, the implementation of the correctional system consists of the granting and implementation of inmates' rights and obligations, the implementation of inmate coaching and training programs, data collection and classification of inmates, Security in Correctional Institutions, Reporting and Evaluation of inmates, Competency of Correctional Officers, these steps must be implemented properly in the process of implementing the correctional system for inmates of Class I Medan Prison, the condition of optimizing the provision of reintegration programs for inmates by utilizing existing resources and optimizing the use of *Restorative Justice* in minor criminal cases and for cases of drug users should not be immediately punished but sought to be rehabilitated.

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