

2003



National Police School
FINLAND



THE NATIONAL POLICE SCHOOL OF FINLAND

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Director's Review

The year 2003 was an active one for Police School operations and brought new challenges. The decision of Minister of the Interior Kari Rajamäki to relocate the Police College from Espoo to Tampere and to merge the institutes means that police training and research work are consolidated in one institution. For police training, the merger means new possibilities and challenges. According to the plans, the new institute will be in use in the fall of 2007 or at the beginning of 2008, at the latest. The construction planning was begun at the end of 2003.

Effective Recruiting

Despite effective and versatile recruitment work, the number of applicants declined. This is worrying. Recruitment and recruiting methods must be emphasised even more in the future – especially as places for new Diploma in Police Studies students increased from the 360 of previous years to the 408 for the year 2004. The number of places roughly corresponds to the attrition caused by the retirement of the baby-boom generation. The quality of the applicants has remained high, and a sufficient number of police cadets suitable for the profession has entered training. In fact, the proportion of competent applicants has increased.

Up-to-date Training

The structure and content of the training for the Diploma in Police Studies and the Non-Commissioned Police Officer's Certificate was modernised at the beginning of the millennium. During the year under review, the focus was on follow-up and evaluation of the quality and effect of the renewed degree programmes. In order to ensure that the training corresponds with the demands of practical police work, the evaluation continues without interruption.

A new goal for the planning of the training was the vocational specialisation training worth 30 credits and covering the areas of traffic, field

activities, and investigation. The outline for this training was prepared according to the police training strategy.

The new era and new possibilities to implement the training require a new kind of paedagogical approach and skills from the teachers, too. Therefore, the paedagogical training of the teachers has for a long time been one of the areas of focus in the personnel training.

The Police School provides training for personnel of such varied interest groups as the Emergency Response Centre Administration, Finnish Customs, and the Frontier Guard, as well as to trainers in the use of force in the private security industry.

Diversifying Activities

The Police School took over responsibility for the National Police Museum project in 2003. The goal is to have a functioning National Police Museum open to the public on Police School grounds by the year 2010.

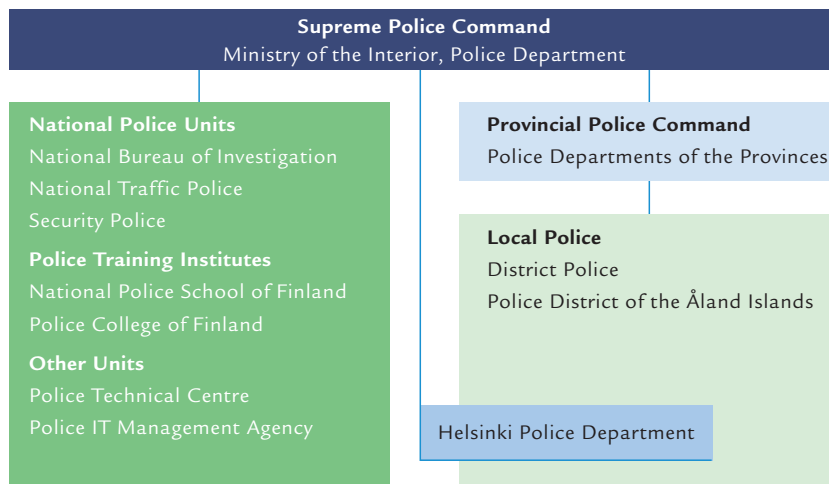
As a new function, the Police School took over responsibility for tasks related to international civil crisis management. The Police School is, among other things, responsible for the nomination and travel orders of police officers taking part in civil crisis management.

I would like to take this opportunity to thank all of the personnel of the Police School for a successful year 2003 and a job well done.



Anja Mikkola
Director

Police in Finland



Duty of the National Police School

The National Police School of Finland is responsible for recruitment to the profession, selection of students, training for the Diploma in Police Studies and Non-Commissioned Police Officer's Certificate, and specialisation training related to the functions of the School.

As an organisation, the Police School is subordinate to the Supreme Command of the Finnish Police. The National Police School and the Police College of Finland have a joint board that also supervises institutes providing police training.

Vision of the National Police School

By 2010, the National Police School will be a polytechnic-level institute in the field of security.



Student Recruiting and Selection



Number of applicants and students starting police training in 2001–2003

Year	Number of applicants			Invited to the entrance exam	Started training		
	Male	Female	Total	Total	Male	Female	Total
2001	1,107	451	1,558	1,207	283	78	361
2002	1,273	573	1,846	1,406	291	69	360
2003	1,104	482	1,586	1,240	273	87	360 ¹⁾

¹⁾ There were 360 student places, of which 4 to 6 were reserved for other co-operation authorities.



The goal of recruitment and selection of students for the Diploma in Police Studies is to find enough cadets suitable for police work. The students are selected on the basis of aptitude and entrance exam results. Qualification requirements are prescribed in the decree concerning police training. Of the applicants, 78 per cent meet these terms. The goal is to give all those fulfilling the application criteria a chance to take part in the entrance exam.

The Police School has a rolling application system. The year is divided into three-month-long application periods. In 2003, there were four Finnish-language periods and one Swedish-language application period.

In 2003, there were a total of 1,586 applicants for the Diploma in Police Studies, of whom 30 per cent were women. The average age of the applicants was 24 years. Almost 60 per cent of the applicants to the Police School took the matriculation exam. A total of 360 cadets started the training. The proportion of women starting the training increased from the year 2002. In 2003, almost a quarter of students starting the Diploma in Police Studies programme were women.

For the Non-Commissioned Police Officer's Certificate training, there were 168 applicants, of whom 49 were selected for the training starting in 2004. Eight of those selected are women.

Quality of the Applicants Still High

The goal of 2,000 applicants for the Diploma in Police Studies course was not achieved. The number of applicants in 2003 was 14 per cent lower than that for the year 2002. This was due to, among other factors, the smaller age groups and competition for students with polytechnics and universities.

Despite the declining number of applications, the quality of applicants has remained high, and the proportion of applicants fulfilling the application criteria has even risen. Consequently,

a sufficient number of students suitable for the profession was obtained.

Active Recruiting

Successful recruitment requires both nationwide visibility and active work on the local level. The National Police School co-operates closely with the Judicial Districts, Provinces, and other Police Units.

The 'Haku päällä' ('Apply now') theme for the recruiting of new students was given visibility during fairs and in brochures and application ads. Over the course of the year, the Selection Unit participated in approximately 80 recruiting events. The National Police School's hot air balloon visited seven events around Finland. A new recruiting method involved personal letters targeting Swedish-speaking young people living in the metropolitan area. The letter campaign had a significant effect on the number of applicants from this target group.



Training

Training for the Diploma in Police Studies takes two and a half years. Part of the training is carried out in police departments and units around Finland, and the students spend a total of approximately one year first in work practice and then in the fieldwork period as part of advanced studies.

In 2003, a total of approximately 820 students studied for the Diploma in Police Studies degree. Swedish-language training was held for three groups of 24 students each. The number of students for the Diploma in Police Studies degree who participated in classroom teaching at the Police School during the year was 528 at its highest and 380 at its lowest. The year 2003 saw the graduation of a total of 362 new police officers from seven courses taught in Finnish and one taught in Swedish.

Varied Continuing Training

There were three types of Non-Commissioned Police Officer's Certificate taken at the National Police School in 2003. The number of students studying in the two old systems was about 500. One group of 24 students began the reformed degree course, which was accredited in 2001. The time for completing degrees under the old system ended at the end of 2003.

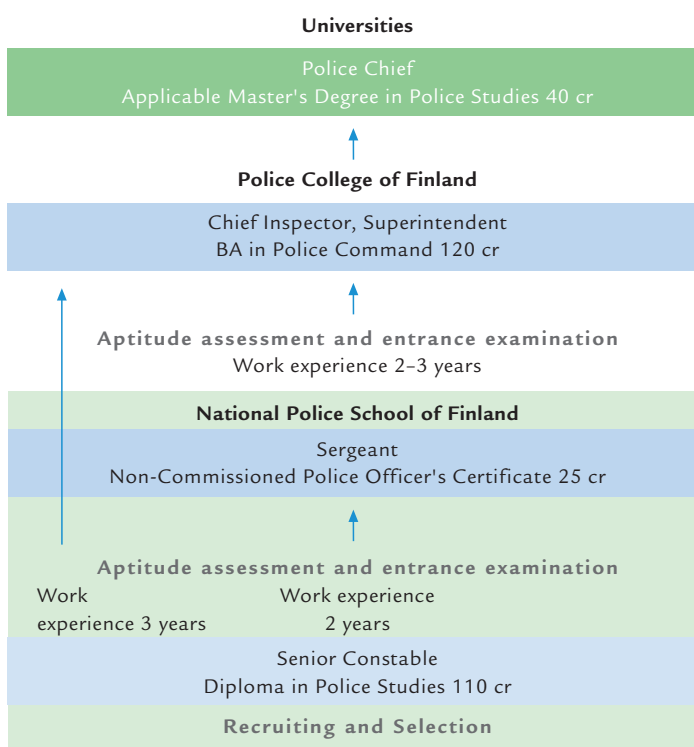
A record number of 398 Non-Commissioned Police Officer's Certificates were taken in 2003. Of these, 23 were attained via the Swedish-language training.

In addition to the Diploma in Police Studies and Non-Commissioned Police Officer's Certificate programmes, the National Police School offers continuing training to maintain and enhance the vocational skills of those working in the Police Administration. In addition to the Diploma in Police Studies and the reformed Non-Commissioned Police Officer's Certificate training, there were about 230 training events. Approximately 7,300 persons in total attended these. The number attending training provided by the Police School equates to 77 per cent of all Police Administration personnel and 100 per cent of police officers.

Toward Even Better Training

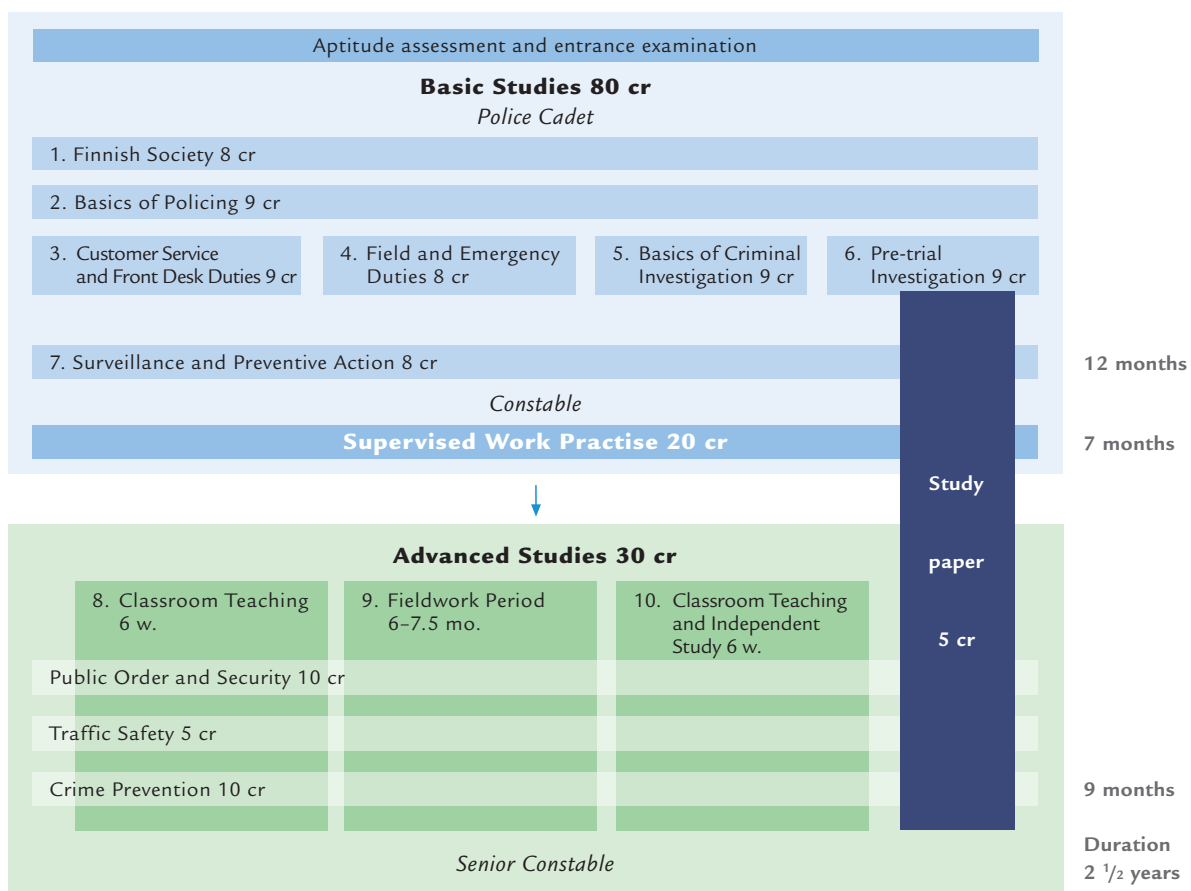
The National Police School continuously monitors the effectiveness of recruitment and the quality of training. According to an enquiry made among the examinees, the single most important factor arousing interest in police work is still the personnel of the police forces. In addition to the period and final exams, the quality of the training for the Diploma in Police Studies is assessed in policing skills competitions and other tests measuring professional skills. The effectiveness of the training is assessed during the work practice period, too. The students' level of satisfaction with the training is followed up throughout the course. After the first year at work, further information concerning the

Degree Programmes in Police Studies





Diploma in Police Studies (110 credits)



effectiveness of the training is gathered with questionnaires handed out to the police officers and their supervisors.

These assessment tools indicate that the Diploma in Police Studies training provides good professional skills and responds well to the demands of police work. Based on the feedback, the distance learning period has been earmarked for special development.

The paedagogical assessment of the Diploma in Police Studies training, begun in 2002, was completed in 2003. The assessment was performed in co-operation with the Faculty

of Education of the University of Tampere. Based on the report, a project aiming to introduce problem-based learning as a teaching method for the advanced studies was started.

In 2003, the Police School offered for the first time training that incorporated network learning. The new learning method was tested in continuing training. Furthermore, the teachers at the Police School produced electronic learning material for, among other subjects, independent language studies, training in the use of force, police communications systems training, traffic studies, and legal studies.



Training

Areas of Training

The subjects taught at the National Police School form five training areas: Field Activities, Traffic, Crime Prevention, Legal Studies, and Behavioural Studies and Communication.

The co-operation between training areas is close. The study units are planned by teams of teachers responsible for the Diploma in Police Studies training. If necessary, teaching is provided co-operatively by different study subjects and different teachers. For example, those teaching psychology, mother tongue, and use of force provide integrated training in customer relations.

In further and continuing training, the learning method increasingly used is co-operative learning based on interaction and student activity.

The Police School also provides training in Swedish.

Field Activities

Subjects:

- General Police Studies
- Police Communications Systems
- Use of Force
- Physical Education
- First Aid

Training staff: 28

The aim of the Field Activities training is to give police officers good professional skills in field operations and make them aware of the goals of policing and the principal elements of professional ethics.

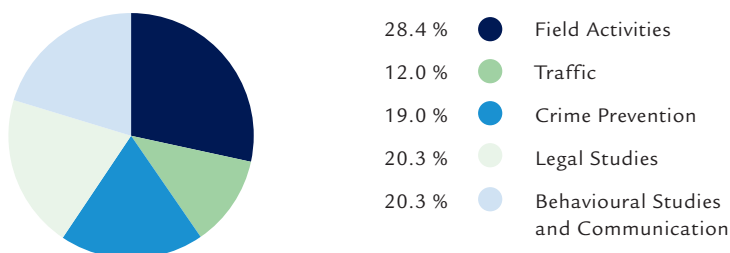
General Police Studies acquaints the students with field activities, the most common police studies, and preventive basic policing activities. During these studies, the students will learn about the main principles of policing and the role of a police officer in the police organisation and society. In 2003, the special themes of the training were family violence, human rights, and the effect of the European Union on the work of a police officer.

In the Police Communications Systems training, students in the Diploma in Police Studies and special courses learn how to use the communications systems.

The Use of Force training covers the norms concerning police competence, gun handling, tactics, and use of physical force. The suitability of the students for field operations is tested with, for example, a decision-making simulator. In 2003, about a thousand tests were conducted.

In the Non-Commissioned Police Officer's Certificate programme, the emphasis is on managerial skills and field management readiness.

Shares of different training areas in 2003





Traffic

Subjects:

- Traffic
- Vehicle Training

Training staff: 15
Other staff: 2

The training concerning traffic-related matters is divided into Traffic Control, Traffic Offence Law, Traffic Offence Investigation, and Driving Instruction. The role of the police is considered; this consists of road user, driver of a police vehicle, traffic offence investigator, and controller of road traffic. The training emphasises the importance of securing the clients' legal protection and the meaning of traffic control in prevention of traffic offences and accidents.

The students practice vehicle handling, traffic control, and emergency vehicle driving at the closed driving practice track of the Police School. The training also includes patrol driving in city and highway traffic. All the driving instruction follows the principle of economical and environmentally friendly driving.

In 2003, specialisation courses were organised in Traffic Safety, Traffic Offence Investigation, and Controls on Heavy Traffic and Transportation of Hazardous Substances on the Roads.

The Non-Commissioned Police Officer's Certificate programme emphasises the supervisor's role in planning of traffic control.

Crime Prevention

Subjects:

- Investigative Tactics
- Investigative Techniques
- Police Data Systems

Training staff: 14

The area of Crime Prevention provides training in pre-trial criminal investigation and police investigation methods. A police patrol usually makes the essential decisions concerning the whole criminal process while still at the scene of the crime. The training emphasises the meaning of the actions of the first patrol and the quality of, for example, technical crime scene investigation and the reporting of an offence. The aim is to train the students to carry out criminal investigation in a legal and appropriate manner.

In 2003, the special themes for this training area were, among others, crime prevention and rationalisation of crime scene investigation. Other current topics in the Crime Prevention area were Meeting a Child in Police Work and investigation of sexual, fraud, and environmental offences.

In the Non-Commissioned Police Officer's Certificate programme, the emphasis is mainly on acting as a supervisor and leader of an investigation group conducting criminal investigation activities.

Legal Studies

Subjects:

- Police Administration
- The Criminal Justice System
- Criminal Law Procedures
- Civil Law

Training staff: 11

Legal Studies training acquaints the students with the laws regulating the activities of the police. The purpose of the training is to ensure that the students know the laws concerning police tasks and thereby conduct their work in an ethically proper manner. The aim of Legal Studies is to ensure that the law is applied consistently in all police activities.

The Police Administration studies address police regulations and especially issues concerning civil rights. The Criminal Justice System and Criminal Law Procedures training both acquaint the students with various crimes and methods to be used in their investigation. Civil Law studies cover tort law. The special themes of 2003 were securing the rights of the victim of a crime and the protection of privacy in police activities.

The Legal Studies of the Non-Commissioned Police Officer's Certificate programme builds upon the Diploma in Police Studies and covers legislative reforms.

Behavioural Studies and Communication

Subjects:

- Finnish
- Swedish
- English
- Computer Studies
- Psychology and Ethics

Training staff: 11

The aim of Behavioural Studies and Communication is to guarantee good customer service. The training emphasises the communication skills needed in dealings with customers in the most common police duties. The objective is to develop communication skills needed in police work, self-esteem, and skills for evaluating one's own performance. Language instruction is given in order to guarantee the language skills needed in practical dealings involving customers. The training should improve the understanding of differences between people, teamwork skills, and knowledge of the surrounding community as related to crime and police work.

The studies encourage active acquisition of information. The students are encouraged to undertake independent language studies. In 2003, the Swedish and English teaching made use of network learning material, with which the students could improve their language skills on their own initiative.

The Non-Commissioned Police Officer's Certificate programme emphasises the development of the students' management skills as well as independent gathering and processing of information, and its representation in the final essay.



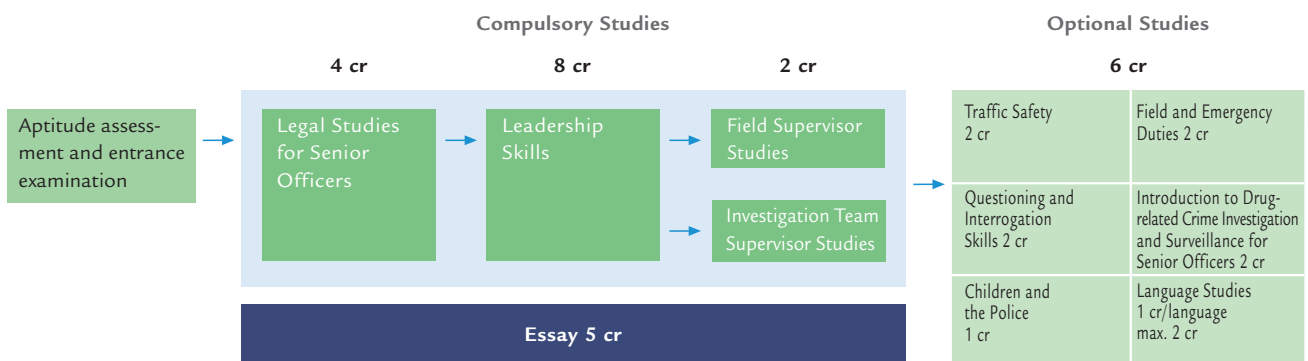


Training



Finnish-language training for the Diploma in Police Studies starts at the Police School every six weeks, and new police officers graduate every six weeks. The size of a group beginning this training is 48 cadets. The yearly intake for the training conducted in Swedish is 24 cadets.

Non-Commissioned Police Officer's Certificate (25 credits)



Police officers with a Diploma in Police Studies take an oath concerning the professional ethics of the police. The aim of the oath is to make the police officers better aware of the values and good practices expected of a police officer in Finland. In the two oath ceremonies organised in 2003, a total of 374 police officers took the oath.





A dog trainer makes a commitment to train the dog given to him or her, to take care of it, and to maintain its performance level. The dogs are trained primarily to be patrol dogs. After the basic training, the dogs are trained to find narcotics, explosives, or corpses.

Police Dog Activities

Part of the National Police School, the Police Dog Training Centre at Hämeenlinna trains the dog trainers and acquires the police dogs. The Police Dog Training Centre develops police dog activities and maintains contacts with national and international interest groups.

The total number of patrol dog trainers graduating in 2003 was 15. Nine patrol dog trainers were trained to work as narcotics dog trainers, one as an explosives dog trainer, and two as cadaver dog trainers. At the end of the year, 203 police dogs were being used in the field; of these, 119 were narcotics dogs, 4 special narcotics dogs, 28 explosives dogs, 5 special explosives dogs, 13 cadaver dogs, and 2 arson dogs.

The curriculum for police dog training was ratified in 2003. Thanks to the reform, the amount of classroom teaching given to the patrol dog trainers increased. Furthermore, the training of narcotics dog trainers was renewed and the Police Dog Training Centre started to train special narcotics dog trainers.

The three-year co-operation project between the National Police School, the National Bureau of Investigation, and the Helsinki Police Department to train identification dogs started in 2003. A trained identification dog can detect humans by their specific scent, thus enabling use of the dogs for criminal investigation purposes. The Police Dog Training Centre is training four identification dogs to be used for investigation purposes in 2004.

The Police Dog Training Centre is also involved in international co-operation. The training project with Latvia and Lithuania was concluded in 2003. The Police Dog Training Centre maintains continuous co-operation with the Nordic Police Dog Institutes. In 2003, the Police Dog Training Centre, in co-operation with the Nordic Police Dog Union, arranged a police dog seminar with 190 attendees, representing all of the Nordic countries.

Number of dogs purchased in 2001–2003

	2001	2002	2003
Number	54	57	63

Staff

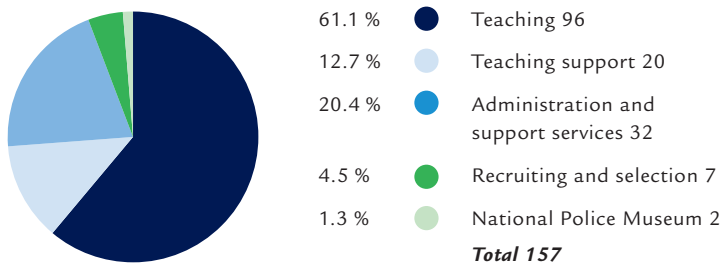
The number of staff at the beginning of the year was 146 and at the end of the year 157. The year 2003 saw a total of 10 new posts established in order to change temporary positions to permanent appointments starting from the beginning of 2004. The total number of man-years of work was approximately 178. Of the staff, 82 were police officers. The mean age of the personnel was 44 years.

In 2003, the number of teaching staff reached a total of 101. Of these, 81 took care of the actual educational tasks, and five worked with work practice, the fieldwork period, and the planning and co-ordination of the training. Two teachers and a person from Information Management worked on training development

and production of study materials. The number of teaching staff at the Police Dog Training Centre was nine. Four full-time and several part-time teachers were responsible for the training offered in Swedish. Besides the teaching staff, the educational staff included seven persons working with the planning and organisational tasks involved in the teaching.

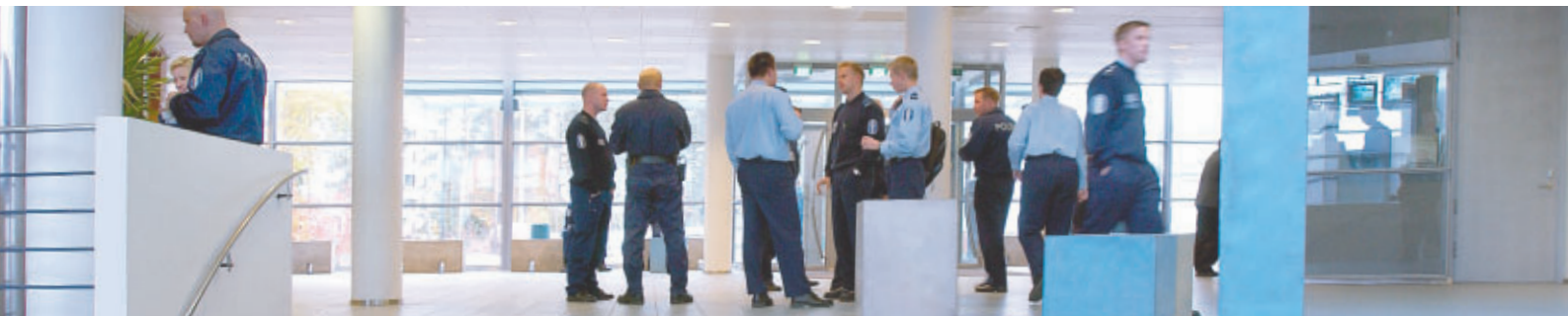
The National Police School's development programme for improving occupational well-being received the State Treasury's 'Kaiku' award as well as the 'Team-Finlandia' award for the Pirkanmaa region. The programme concentrates on developing supervisory skills and teamwork, and on supporting the well-being of the employees.

Police School staff by duties on 31.12.2003



Facilities

The Police School's premises, located in the Hervanta district of Tampere, cover a total of 21 hectares. Besides classrooms and work-rooms, the area also includes a driving practice track, facilities for vehicle instruction, a practice building, and two shooting ranges. The sports facilities include a fitness suite, indoor swimming pool, wrestling hall, and gymnasium suitable for ballgames. There are seven student hostels that offer accommodation for 776 people. A practice area enabling the simulation of real-life police activity situations will be built in the area.



Use of facilities in 2001–2003

	2001	2002	2003
Utilisation of the training facilities ¹⁾	70 %	75 %	84 %
Nights of accommodation	197,584	185,196	205,770
Utilisation of the accommodation facilities ²⁾	74 %	67 %	73 %

¹⁾ Weekends and holidays are excluded. Owing to the flexible training system, the maximum capacity is 80 % and the optimum capacity is 70–75 %, guaranteeing the groups their own classrooms.

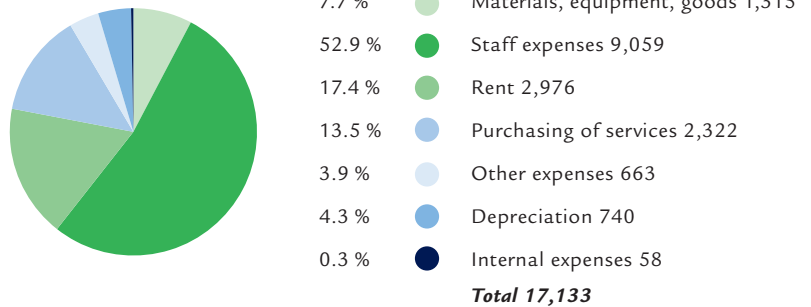
²⁾ The optimum capacity of the accommodation facilities is 80 %. Weekends and holidays are included.



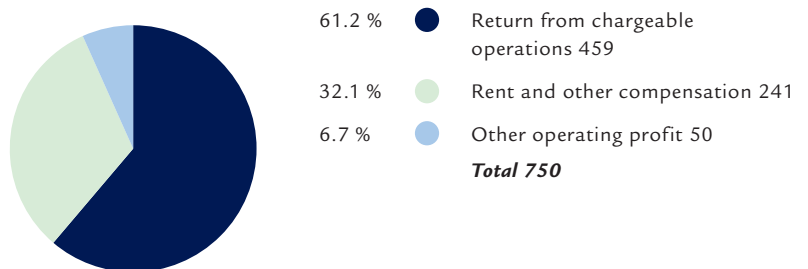
The total funding available for the National Police School consists of a State budgetary appropriation and chargeable operations. In 2003, the National Police School's budget was EUR 15,979,500. The proportion of the cost accounted for by instruction was approximately 95 per cent and student selection approximately 5 per cent. Funding of the Police School comes to 2.8 per cent of the total funding of the police.

The cost of providing training for a Diploma in Police Studies was EUR 34,833 per student. The costs include not only training but also accommodation, meals, and health care during the classroom teaching periods. The cost of providing training for the Non-Commissioned Police Officer's Certificate was EUR 10,063 per student. The average daily cost of training at the National Police School was EUR 113.

Operating expenses in 2003 (in 1000 €)



Operating profit in 2003 (in 1000 €)



International Co-operation

The National Police School has international training co-operation in particular with the EU police training network, the other Nordic countries, and the Baltic countries. Central themes for co-operation in 2003 were crowd control and tactics for field operations. The National Police School participates in a co-operation project between the Nordic police institutes, dealing with professional ethics in the Nordic police forces. The Police School also participates in a joint Finnish, Swedish, Norwegian, and Danish project studying the use of firearms by the police as well as the related instructions and regulations. During the year, the National Police School, the Police College, and the University of St. Petersburg signed a letter of intent concerning co-operation.

In 2003, the National Police School continued to work as the Secretariat of the NBPA

(Nordic-Baltic Police Academy). The School also participated in the activities of CEPOL (the College of European Police) and AEPC (the Association of European Police Colleges).

The National Police School organised the Police Training Seminar for the second time. The seminar discussed the challenges of police training management in Europe and the development of co-operation between the Nordic and Baltic training institutions. The seminar attracted over 40 attendees, from 14 different countries. In conjunction with the seminar, there was a meeting for the NBPA co-ordinators and a meeting for the CEPOL Management of Learning Committee.

Teachers from the National Police School attended international police training events and worked as trainers in various European countries.



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