



# National Police School

FINLAND



2002



# Contents

Director's Review	4
Duty and Vision of The National Police School	
Police School	4
Student Recruiting and Selection	7
Training	8
Training Areas	10
· <i>Field Activities</i>	
· <i>Traffic</i>	
· <i>Crime Prevention</i>	
· <i>Legal Studies</i>	
· <i>Behavioural Studies and Communication</i>	
Police Dog Activities	13
Staff	14
Financing	14
International Co-operation	15

The area belonging to the Police School, located in the suburb of Hervanta in Tampere, covers a total of 20 hectares. The training premises and workrooms are in the main building and the annex. There is a test-driving track, facilities for vehicle instruction, practical training and two shooting ranges in the area. The Sports Hall houses a fitness suite, swimming pool, wrestling hall and a gymnasium suitable for ball games. The seven residential halls have accommodation for 776 people. A training area is planned to be constructed in the area giving an opportunity to stage different situations in the police work.



**National Police School**  
FINLAND

Box 123 (Hervannan valtavyly 93)

FIN-33721 Tampere, Finland

Tel. +358 3 285 0111

Fax +358 3 285 0297

poliisikoulu@pk.poliisi.fi

www.poliisikoulu.fi



The image shows a modern interior space with a bright yellow wall on the right. Several white, cylindrical pipes run horizontally across the frame. From these pipes, four white, dome-shaped pendant lights with green interiors hang down. The ceiling is a light blue, ribbed structure. Large windows in the background show a view of trees and a brick building. The overall atmosphere is clean and contemporary.

## **The National Police School of Finland**





## **Duty of the National Police School**

The National Police School is responsible for providing training required for the Diploma in Police Studies and the Non-Commissioned Police Officer's Certificate as well as specialised professional training related to the functions of the school. Recruiting and selection of new students for the Diploma in Police Studies and the Non-Commissioned Police Officer's Certificate programmes are also a part of the School's responsibility.

As organisations, the Police training institutes are subordinated to the Supreme Command of the Finnish Police with whom the National Police School has a performance agreement. The National Police School and the Police College of Finland have a common 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.

The year 2002 had an active start-off in every field. The number of intake for the Diploma in Police Studies was confirmed in January as 360 students instead of 288 recorded in the government Draft Budget and the Performance Agreement. The increase of 25 percent in the intake required reorganisation of activities in every level. The National Police School had anticipated the situation already at the end of the previous year by making different calculations based on different intakes. The remarkable increase in intake was directly reflected in the selection processes, offer of continuing and specialisation training, use of the premises as well as number and workload of the staff.

The activities of the past year at the National Police School were however carried out undisturbed, thanks to the highly professional, flexible and committed personnel. There was a full intake of students for the Diploma in Police Studies and Non-Commissioned Police Officer's Certificate programmes and the training results corresponded mostly to the aims. The figures indicating the contentment of the Police Administration and the students showed that the National Police School had fulfilled and partly even exceeded the expectations.

### ***Student Recruiting more visible***

The National Police School continues to develop the student recruiting and becomes more visible as a serious alternative for professional training. Efforts to reinforce student recruiting and close co-operation with interest groups are necessary. The recruiting methods shall be competitive and up-to-date. An unusual number of vacant jobs will be available for the newcomers in the Police Administration as the numerous post-war generation will retire. At the same time the number of youngsters choosing a career will diminish.



# Director's Review

The reinforced student recruiting has been effective: in 2002 the number of applicants was visibly on the rise after a few years' decline. It is important to remember that the recruiting task, how effective it might be, is just one factor attracting the applicants to the training. Also the amendments of the selection criteria may have an influence on the number of applicants. The public debate and the general opinion also affect the image of the police work, its meaning and challenges.

## **Successful Training**

The training has undergone constant improvement. The Ministry of the Interior confirmed that the Diploma in Police Studies will consist of 110 study weeks. In 2001 the Non-Commissioned Officer's Certificate degree was reformed. The degree structures are now better functioning and the National Police School has the possibility to develop the contents, structures and practices of the degrees in a more integrated manner. The goal is to make the training satisfy the needs of the field.

In 2002 a record number of new policemen, almost 400, got their Diplomas. The Non-Commissioned Police Officer's Certificate was also taken by an exceptionally high number of policemen.

## **New challenges**

A new concern in 2002 was the threat of unemployment among policemen. Not all of the Diploma holders were employed right after studies, because of the difficult financial situation in the police forces.

The optimal design and targeting of the training will be assured by close and long-term co-operation. The confirmation of the yearly intake at the initial stage of the performance planning period gives a firm start for the practical arrangements of the training. The annual planning of the training in close co-operation with the Supreme Police Command, provincial and national units as well as those responsible for training at the Helsinki Police Department and the Police College will assure an appropriate training offer.

The development of training will never end. The work of the policemen and the training change as society changes and are big challenges to those responsible for the development and realisation of the training.

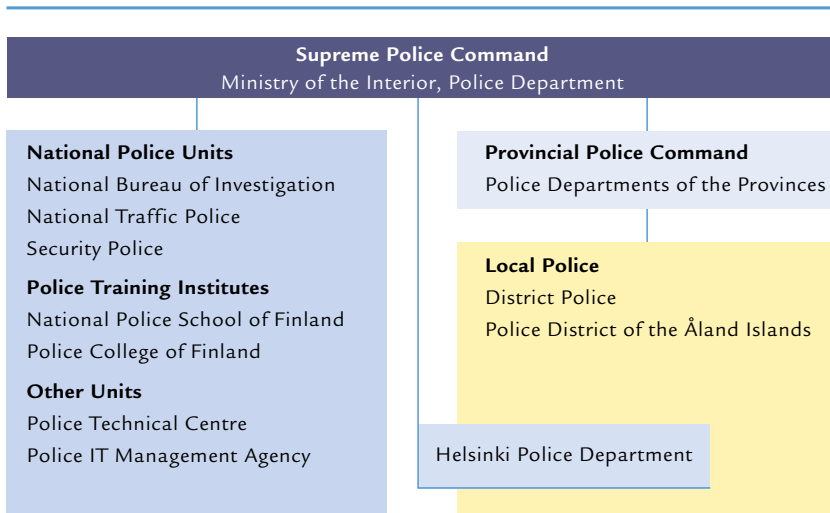


Anja Mikkola  
*Director*





### Police in Finland

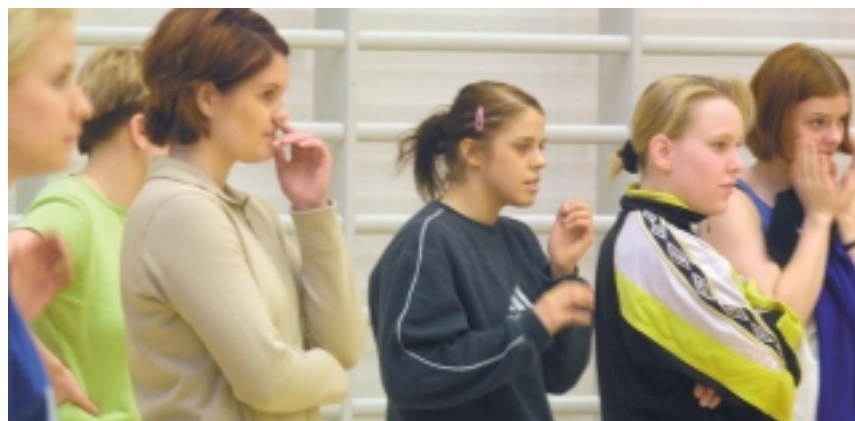


### Applications to Police Training and Persons having started training in 2000–2002

Year	Applications			Invited to the entrance exam Total	Started training		
	Male	Female	Total		Male	Female	Total
2000	1 617	666	2 283	1 558	333	93	426 <sup>1)</sup>
2001	1 107	451	1 558	1 207	283	78	361 <sup>2)</sup>
2002	1 273	573	1 846	1 406	291	69	360

<sup>1)</sup> Six out of 432 study places were reserved for other co-operation authorities. Four of them were filled.

<sup>2)</sup> Instead of the ordinary group of 24, a total of 25 students started their studies in the Swedish language course for the Diploma in Police Studies.



# Student Recruiting and Selection

The goal of the selection of students for the Diploma in Police Studies is to find enough cadets suitable for the police work. All those fulfilling the application criteria are tried to give a chance to take part in the entrance exam. At the National Police School the student recruiting and selection are in the charge of the National Police School Selection Unit.

The National Police School has a non-stop application system. The year is divided into application periods, independent of the calendar year. In 2002 there were four Finnish language application periods and one Swedish language one.

The Police cadets are selected on the basis of aptitude and entrance exam. Three out of four applicants are qualified for the entrance exam. More than a half of the applicants have taken the matriculation exam.

A total of 1 846 applicants submitted their applications for the Diploma in Police Studies in 2002. The share of female applicants increased from the previous year to 31 percent. The average age of the applicants was 24 years. The training was started by 360 cadets, 19 percent of whom were women.

Since the beginning of 2002 the Selection Unit and the Recruitment Committee have also selected the students for the Non-Commissioned Police Officer's Certificate programme. A total of 24 students were selected for the training starting in 2003.

## ***Increase in applications***

The number of applicants for the Diploma in Police Studies degree increased in all the application periods compared to the previous year. The total increase of applicants in 2002 was 18.5 percent. The goal, 2 000 applications, was not quite reached.

The amendments in the selection criteria concerning the visual acuity and the height of the applicants, as well as amendments in the weighing of certain selection points made in 2001 had a certain effect as to the number of applications. The number of applications submitted to the police training also showed that the youth are interested in the field of security.

## ***Close co-operation in recruiting***

The National Police School co-operates closely with the Judicial Districts, Provinces and other Police Units. The practical co-operation is carried out particularly through a comprehensive network of recruiting contact persons. Thanks to the effective recruiting, a sufficient number of applicants suitable for the police work has been attracted to the training.

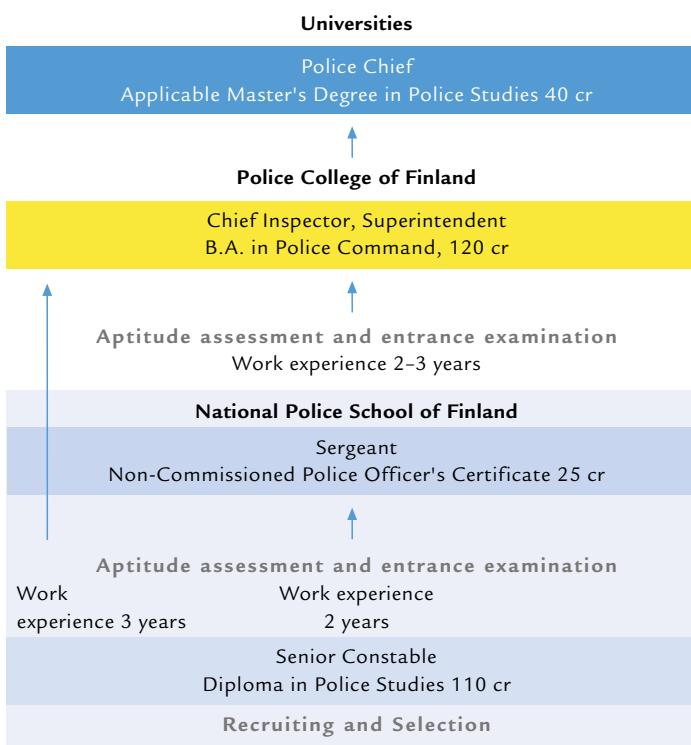
Challenges in the student recruiting are among others competition with universities and polytechnics, the diminishing age groups and the changes in the employment situation of the police. A successful recruiting requires both national visibility and local action.

*The new theme for the recruiting of new students "Haku päällä" (Apply now) was visibly presented during fairs, in brochures and application ads. The National Police School was also presented in a new way as the Police School hot air balloon visited 25 different events around the country.*



# Training

## Degree Programmes in Police Studies



*The training for the Diploma in Police Studies begins every six weeks and therefore new policemen also graduate equally frequently. The size of the starting Finnish language group is usually 48 cadets and that of the Swedish speaking group 24 cadets.*

The training for the Diploma in Police Studies takes about two and a half years, more than a year of which is spent in the work practice and field work period in police units in different parts of Finland.

The structure of training remained unchanged in 2002. The Diploma in Police Studies was determined to consist of 110 study weeks and the length of the field work period 6-7.5 months depending of the timing of the period.

In 2002 efforts were concentrated on the development of the training contents and the diversifying of the training and working methods.

The classroom learning period in the Diploma in Police Studies degree was attended at the most by 502 and at the least 360 students. The number varied according to the courses and the stage of studies possible to carry out in the classroom at the Police School.

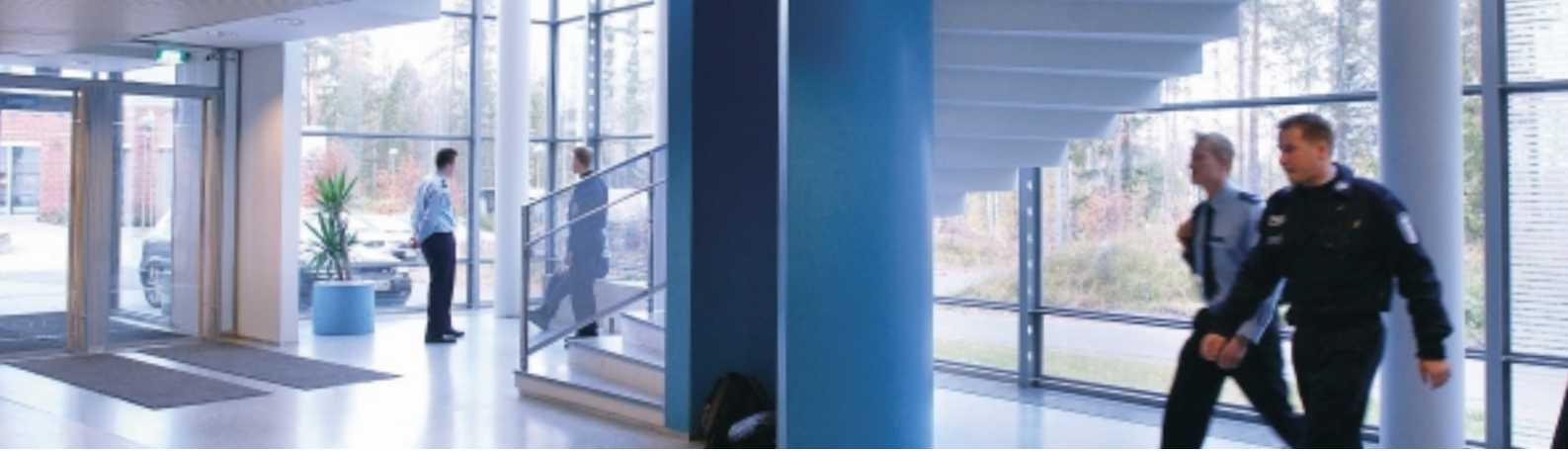
### **Almost 400 New Policemen**

Due to the increase of intake of students for the Diploma in Police Studies degree in 2000, a record number of 389 policemen graduated in 2002. They attended seven Finnish language courses and one Swedish language course. The number of students for the Diploma in Police Studies was at the highest 882 and at the lowest 834. There were two Swedish language groups of 24 students.

### **A New Record of Non-Commissioned Police Officer's Certificate Holders**

Until 2003 three different Non-Commissioned Police Officer's Diplomas are taken at the National Police School. The number of students studying in the two old systems was about 500. The reformed degree confirmed in 2001 was started by one group of 24 students. The reformed Non-Commissioned Police Officer's Certificate is clearly a diploma qualifying for all the posts of the Non-Commissioned officers. In the reformed system the number of students is tailored according to the needs in the field.





The studies for a Non-Commissioned Police Officer's Certificate may be started by a Senior Constable with at least two years' working experience. The training allows to take the degree in two or three years.

In 2002 a record number of 339 of Non-Commissioned Police Officer's Certificates were taken.

### ***Varied specialisation training***

The National Police School also organises specialisation training for those working in the Police Administration in order to maintain and develop their professional skills. Besides the Diploma in Police Studies and the reformed Non-Commissioned Police Officer's Certificate training, there were 230 training events in 2002.

In 2002 there were also 73 training events organised by other parties than the National Police School.

### ***Aiming at High Quality Training***

The National Police School takes active measures to assess the quality and effectiveness of the training. The aim of the internal and external assessment is to maintain the training high in quality and to meet the requirements set by the police work.

The effectiveness of the student recruiting is studied with a questionnaire handed out to the applicants in the entrance exams. The answers given by the applicants indicate that the most important factor arousing interest in the police field is still the personnel of the police forces.

The quality and effectiveness of the training for the Diploma in Police Studies is followed by questionnaires and follow-up studies from the selection up to the graduation. It is also studied by feedback questionnaires among the policemen after their first year at work as well as among their superiors.

The studies indicate that the structure and content of the training for the Diploma in Police Studies respond well to the demands of the work. An essential development area in the training is the distance learning period.



*The policemen holding a Diploma in Police Studies take an oath concerning the professional ethics of the police. The aim of the oath is to make the policemen better aware of the values and good practices expected of a policeman in Finland. In three oath ceremonies organised at the National Police School in 2002, a total of 392 policemen took the oath.*



*Besides the development of the degree training, the National Police School participates in that of other training in the police field as well. One remarkable developing aim is network learning. Training of the Emergency Response Centre staff has been planned and given together with the Emergency Service College and the Police College.*





## Training Areas

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

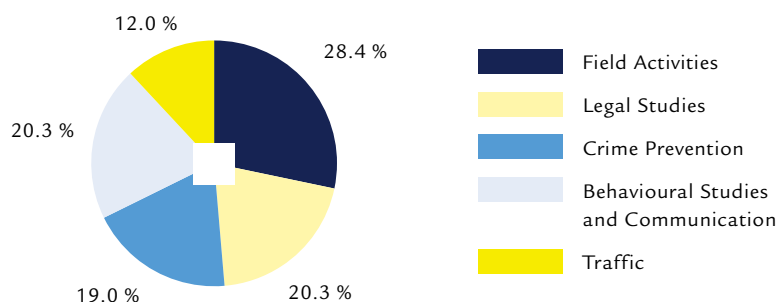
The Superior of each training area supervises and develops the teaching in his/her area of study and works as one of the teachers.

There is close co-operation between different training areas. If necessary, teaching is provided in co-operation by different areas and by different teachers. For example the teachers of Psychology, Mother tongue and Communication as well as Use of Force provide integrated training in the customer relations. The study units are planned and released by teams consisting of various subjects' teachers.

The method of co-operative learning based on active interaction is increasingly used in the training.

Training for the Diploma in Police Studies and Non-Commissioned Police Officer's Certificate are also given in the Swedish language. The Finnish and Swedish language training contents correspond to each other in all the training areas.

*The shares of different training areas in 2002*



## Field Activities

### Subjects:

- General Police Studies
- Police Communications Systems and their use
- Use of Force
- Physical Education
- First Respond

Training staff: 26

The Field Operation Studies include General Policing, Communications training and Physical Education and Use of Force as well as First Respond instruction. The aim is to give the policemen good professional skills in field operations and make them aware of the goals of the policing and the principals of the professional ethics.

The General Police Studies will provide the student with the main principles of policing and show the role of a policeman in the police organisation and society. The students will learn field activities and the most common police duties as well as preventive policing. The special theme in 2002 was family violence.

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

In addition to the norms concerning police competence, physical use of force, gun handling and tactics are practised.

In the Non-Commissioned Police Officer's Certificate programme the managerial skills and field management are emphasised.

The suitability of the students for the field operations is tested among others with a decision making simulator. In 2002 about a thousand tests were made.





## Traffic

### Subjects:

- Traffic
- Vehicle training

Training staff: 15  
Other staff: 2

The training of traffic related matters is divided into Traffic control, Traffic Offence Law and Driving Instruction. The role of the police is considered as user of the road, driver of a police vehicle, traffic offence investigator and controller of road traffic. In 2002 preventive actions as security enforcing factor were emphasised.

The Non-Commissioned Police Officer's Certificate programme emphasised the superior's position in the planning of the traffic control. Specialisation courses were organised on Traffic Safety and Controls on Heavy Traffic and Transportation of Hazardous Substances on the road. In 2002 the National Police School arranged the first investigation course on traffic offences. The students practice patrol driving in the city and highway traffic and take an exam in emergency vehicle driving in the closed test-driving track of the National Police School. All the driving instruction follows the principles of economic and environmental friendly driving.

## Crime Prevention

### Subjects:

- Criminal Tactics
- Criminal Techniques
- Police Information Systems

Training Staff: 14

The area of Crime Prevention provides training in criminal pre-trial investigation and police investigation methods. The aim is to train the students to carry out the criminal investigation in a legal and appropriate manner. A police patrol usually makes the essential decisions concerning the securing of the pre-trial investigation as early as at the scene of the crime and these acts have a remarkable significance to the whole criminal process.

In 2002 training of the leadership of the investigation group was organised for the Non-Commissioned Police Officer's Certificate programme students. Other current topics in the Crime prevention were "Meeting a child in the police work" and investigation of sexual, environmental and fraud offences. The co-operative training of police and the prosecutors started in 2001 continued.

Particularly in the Non-Commissioned Police Officer's Certificate programme and the specialisation courses a co-operative learning method is used, based on the talks, acting as an opponent of the presentations and expert lectures.

## Legal Studies

### Subjects:

- Police Administration
- Criminal Justice System
- Law of Criminal Procedure
- Civil Law

Training Staff: 11

The aim of the Legal Studies is to give the students for the Diploma in Police Studies comprehensive knowledge of the Finnish legal system and its functioning principles. The Legal Studies emphasise particularly the legal matters relating to the police work. Special topics of the year 2002 were the status of the victim of a crime and effect of the publicity to the police work.

In the studies on Police Administration the police laws and especially the basic and human rights are focused. Training in criminal justice system includes among others property, violent and traffic offences. Pre-trial and coercive measures provisions, summary penal proceedings and criminal trials are essential themes in the law of criminal procedure.

The Legal Studies of the Non-Commissioned Police Officer's Certificate programme build upon the previously learned subjects and focus on the revisions of legal provisions. In 2002 special emphasis was laid upon narcotics crime.

## Behavioural Studies and Communication

### Subjects:

- Mother tongue
- Swedish
- English
- Information technology
- Psychology and Ethics

Training Staff: 12

The Behavioural Studies and Communication encourage the student to gather information actively, to serve the customers in a good manner and to develop the authority activities. Language instruction is given in order to secure language skills needed in practical situations with customers.

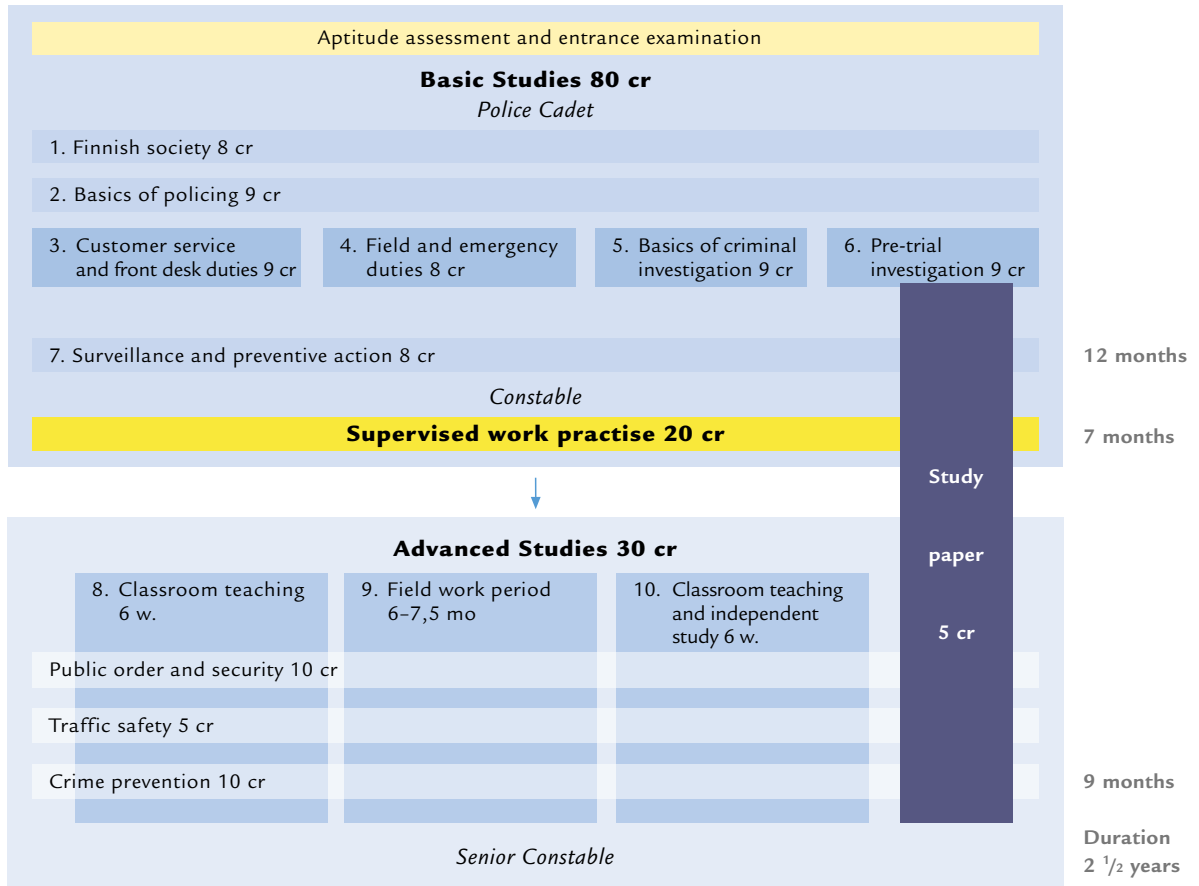
The training emphasises communication skills needed with customers in the most common police duties. The objective is to develop communication skills needed in the police work, self-esteem and skills to evaluate one's own performance. It shall also contribute to understanding differences between people, teamwork skills and the knowledge of the surrounding community relating to crime and police work.

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

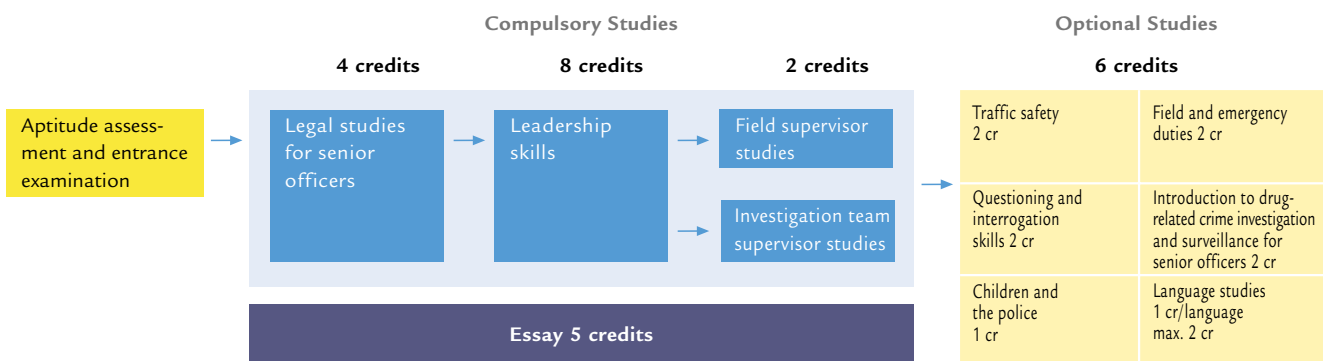


# Training

## Diploma in Police Studies (110 credits)



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





## Police Dog Activities

The Dog Trainers are trained and the police dogs are selected by the Police Dog Training Centre that is a part of the National Police School. The Centre, situated in Hämeenlinna, develops the police dog activities and maintains contacts to national and international interest groups. The most important interest groups in Finland are the Armed Forces, the Frontier Guards, the Customs and the Criminal Sanctions Agency.

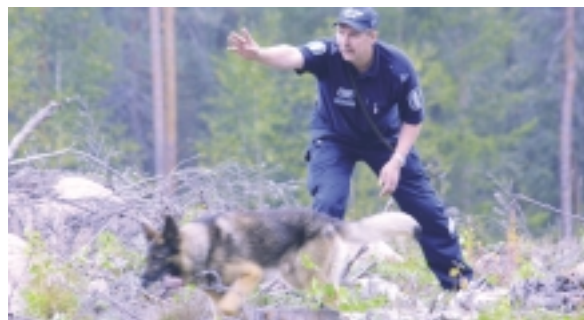
At the end of the year 206 police dogs were used in the field work; 118 of them were narcotics dogs, 39 explosives dogs, 4 special explosives dogs, 12 cadaver dogs and 2 arson dogs.

The Police Dog Training Centre celebrated its 75th anniversary in 2002. The Finnish Championships of the police dogs were organised in a more festive way than usually. The History of the Police Dog Training Centre was published in the 75th anniversary celebration event.

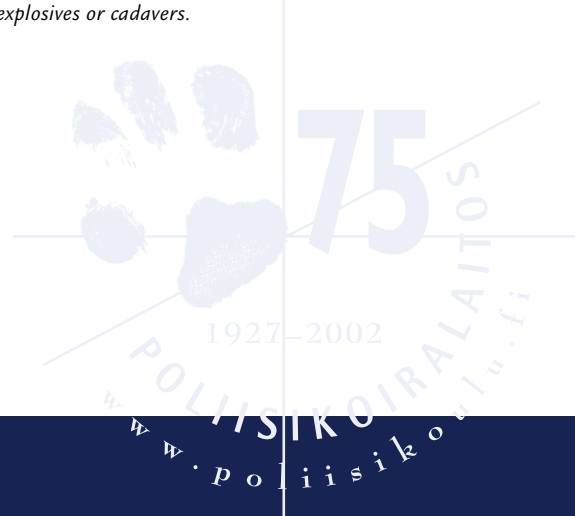
The arson dog project started in 1999 was finished in 2002. The arson dog activities are continued with two trained dogs. Dogs were used to help investigation on 56 scenes of arson. The Centre also arranged training of the arson dog instructors in Sweden and Norway.

The National Police School arranged in 2002 an international identification dog seminar. The Supreme Police Command made a decision on starting the training of identification dogs in Finland.

An international training project with Latvia and Lithuania was continued in 2002. The Police Dog Training Centre also has continuous co-operation with the Nordic Police Dog Institutes.



*A starting police dog trainer makes a commitment to train the dog given to him and to take care of the dog and maintenance of its performance level. The dogs are trained basically for patrol dogs. After the basic training the dogs will specialise in the sniffing of narcotics, explosives or cadavers.*



### Number of dogs purchased in 2000–2002

	2000	2001	2002
Number	59	54	57





# Staff

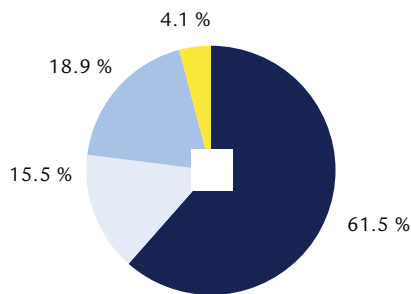
The number of staff at the beginning of the year was 133 and at the end of the year 148. 69 of them were police officers. The mean age of the staff was 42.9 years.

In 2002 the five teaching areas employed 80 people. Four teachers worked in the planning and the coordination of the work practice, field practice and teaching. Three teachers worked in the training development and study material production. The Police Dog Training Centre employed five people in the instruction.

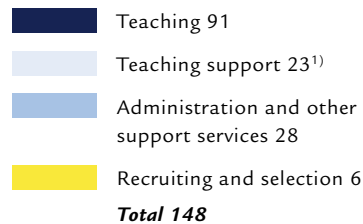
The Diploma in Police Studies training is also provided in Swedish. The Swedish course training is given by three full-time and several part-time teachers.

The project of "Taking the resources into use" started in 2001 was finished in 2002. The aim of the project was to establish the organisations' functioning ability and development needs and assist the staff in the work management and the well-being at work.

The working conditions and well-being at work of the staff was surveyed in 2002 by a Police Staff Barometer. The contentment with and commitment to work are very high at the National Police School. Stress factors are however work loads and continuous pressure.



Police School Staff by duties 31.12.2002



<sup>1)</sup> One person worked as a researcher financed by the Ministry of the Interior.

## Financing

The total funding available for the National Police School consists of a State budgetary appropriation and chargeable operations. In 2002 the National Police School's budget was EUR 15,362,400. The share of the cost of instruction was 95 percent and student selection 5 percent. The funding of the Police School covers 2.8 percent of the total funding of the police.

The cost of providing training for a Diploma in Police Studies was EUR 33,028 per student. The costs include not only training but also accommodation, meals and health care during the class teaching periods. The cost of providing training for the Non-Commissioned Police Officer's Certificate was EUR 10,236 per student. The average cost of a daily training at the National Police School was EUR 115.

### Use of premises 2000–2002

	2000	2001	2002
Utility rate of training facilities	70 %	70 % <sup>1) 2)</sup>	75 %
Accommodation nights	200,000	197,584	185,196
Utility rate of accommodation facilities	75 %	74 %	67 % <sup>3)</sup>

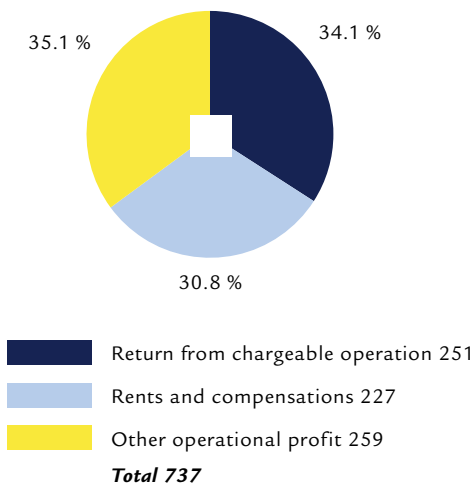
<sup>1)</sup> Weekends and holidays excluded.

<sup>2)</sup> Because of the flexible training system the maximum capacity is 80 % and the optimal one 70–75 % guaranteeing own classrooms to the groups.

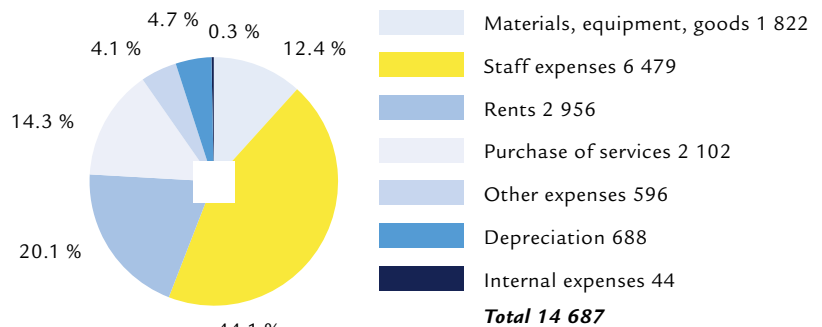
<sup>3)</sup> Training for the Diploma in Police Studies was mainly given in the autumn meaning a decrease of 13,000 in accommodation nights. Short courses do not result in accommodation nights in the same extent as the training for the Diploma in Police Studies.



## Operational profit in 2002 (EUR 1000)



## Operational expenses in 2002 (EUR 1000)



## International Co-operation

The National Police School co-operates in the planning and realisation of training with particularly the EU police training network, other Nordic countries, Baltic States and Russia. Central themes in 2002 were closer co-operation between the institutes and the development of the quality of training.

In 2002 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 (College of European Police) and AEPC (Association of European Police Colleges). The Police School took also part in a project that aimed at the raising of the training level of the EU candidate countries to that of the EU Member States.

In 2002 the National Police School organised the first Police Training Seminar on the practices and development of European Police Training. The seminar attracted more than 70 European experts in the field of police training from 19 countries.

Active co-operation between Nordic Police Schools continued in 2002. Together with the Police College, the National Police School organised among other events a meeting for the directors of the Police Training Institutes discussing the training strategies in the Nordic countries. The seminar of

those responsible for student recruiting discussed the Nordic recruiting practices.

Some teachers from the National Police School made expert visits to different European countries. The training was given in the management of the criminal investigation, crowd control, use of force, field operations tactics and staff administration.



*The co-operation network NBPA of the Nordic countries and the Baltic states has been functioning for almost ten years. In the autumn of 2002 the coordinators of the NBPA had a meeting at the National Police School.*





BOX 123 (Hervannan valtaväylä 93), FIN-33721 Tampere, Finland, Tel. +358 3 285 0111, Fax +358 3 285 0297, [poliisikoulu@pk.poliisi.fi](mailto:poliisikoulu@pk.poliisi.fi), [www.poliisikoulu.fi](http://www.poliisikoulu.fi)

