



Puolustusvoimat

Försvarsmakten • The Finnish Defence Forces



Conscript 2020

A guide for you to carry out your military service



Conscript 2020

*A guide for you who are preparing
to carry out your military service*



The Conscript booklet is a good source of information.
Familiarise yourself thoroughly with this booklet before the call-up.
Also familiarise yourself with the internet site of the Defence Forces at
puolustusvoimat.fi

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Entering service with an open mind



Corporal Elias Holmi, 2 GBADBN / RADBN, Vice-Chairman of the Jaeger Committee

Before entering into service, Corporal Elias Holmi had a goal of serving one year in military service. – My service motivation was high right from the first morning. My goal was to become a military police NCO, because I dreamed of enrolling in the Police University College one day. I have heard that it would be useful for me in the Police University College selection process, Holmi says. He had been assigned to the service location of his choice, and becoming a member of the Jaeger Committee after the MILPOL NCO course was another dream of his.

Before starting his military service, Holmi had heard that it could be tough and “hectic”. – I didn’t know

exactly what to expect, – I just embarked on military service with my spirits up. – The first morning wasn’t such a big deal. – I got a few hours of sleep, even if the barracks room was full of noises. – At first, at night, the room was a bit of a zoo, Holmi, who is serving in Rovaniemi, says with a laugh, but it didn’t take me long to get used to it.

During the basic training period, his physical fitness got better fast. According to Holmi, things in military service were hectic at the beginning, but physically not too much to take. – There is time to do various kinds of sports in your freetime as well, if you have enough energy left after the day’s service.

Holmi thinks that a good conscript leader is someone who is actively involved, shows example, gives guidance



Corporal Elias Holmi



Corporal Frans Wirtanen

and is there for you. These are qualities that he has striven to improve in himself as a leader. To conclude, Holmi says that so far, military service has made sense to him. He has lived in three different barracks rooms and made plenty of good friends. Mustering out is a few months away, and after a well-performed military service, it will be nice to enter the reserve ready to take on new challenges.

***Corporal Frans Wirtanen,
High-Level Readiness Unit / Lapland
Jaeger Battalion, ranger signaller***

Corporal Frans Wirtanen from Espoo is serving in Sodankylä in the High-Level Readiness Unit as a ranger signaller, – I expressed the wish to serve in Sodankylä and get away from the hustle and bustle of the south to the peace and quiet of Lapland. I had heard that Sodankylä provides tough training and you really get to challenge yourself. I haven't regretted coming here for one second and I'm really happy with my service location and branch, Wirtanen says.

– Before I started my military service, my friends tried to scare me by saying that in military service, the discipline is tough, time windows to get something done are ridiculous, it's horrible and demoralizing. Wirtanen was soon to learn the truth. – It has really not been at all what my friends told me it was going to be like. At times, it has been physically rough, of course, but it's part of the deal. It has not been as brutal as it is said to

be. The support by your service mates has been great, which helps you cope when things get tough. When asked about the beginning of his military service, Wirtanen recollects that you had 3 min. to get ready in the morning. – That is how we rolled for some time and you sort of wondered if that was how things were going to be like for the rest of your service and whether you'd get used to it. Soon enough, they switched to giving you plenty of time to do your morning routines, Wirtanen says laughing.

Wirtanen is highly motivated to do his military service and he wants to grow as a soldier and a human being. – It is my goal to get assigned for crisis management tasks after military service. I am also interested in the professions of a fire fighter or police officer, and I think that leadership training and well-performed military service will come in handy in those jobs. The past few days have also given him the idea to seek employment with the Defence Forces. According to Wirtanen, the most important qualities of a conscript leader are determination, ability to inspire confidence and set an example. – A good leader is someone who thoroughly knows the matter at hand and is prepared to teach it, and who reaches out to the subordinates.

– During his military service, Wirtanen's physical fitness has gone way up. – In the basic training period, I ran about 2300 meters in the 12 minute running test and towards the end of the NCO course 3100 meters. I have started to exercise more actively and in my free



Jaeger Niilles Hirvasvuopio

time, I'm in the habit of doing many types of sports. In service, at breaks, we sometimes do push-ups or "planking", Wirtanen states.

During his military service Wirtanen has made a lot of good friends. He has learned to enjoy challenging himself and says that here he has been given a great opportunity to learn and try new and cool things that aren't accessible in the civilian world. To conclude, Wirtanen says it's all about your attitude!

Jaeger Niilles Hirvasvuopio, 1st Jaeger Company / Lapland Jaeger Battalion, medic course

Jaeger Niilles Hirvasvuopio selected to the medic course is serving in Sodankylä in the 1st Jaeger Company. Hirvasvuopio got a spark for applying for medic duties from the supervisor of his barracks room, a medical NCO. One of Hirvasvuopio's friends, too, had recommended medic duties to him. – My service motivation has gone up, especially now that I got assigned to the medic course. In the future, I will enrol in studies probably involving medicine. Helping people is close to my heart, Hirvasvuopio says.

Hirvasvuopio's expectations before his military service were a bit contradictory. – I didn't actually know what to expect. My friends tried to scare me by saying that discipline would be tough. But military service has been a positive surprise to him and the team spirit has been good. It's all about your own attitude, and if you have

nice things to do you feel positive, Hirvasvuopio sums up. For Hirvasvuopio, the first morning at the garrison was no big deal. Even before his military service, he was used to waking up early to go to work. – The day of reporting for service was easy for me. We went to pick up our gear, had good meals and got to know the mates we were to share our barracks room with. The first night, I slept well, but trying to do my bed in the morning was not that easy at all, Hirvasvuopio recalls.

According to Hirvasvuopio, a good conscript leader is someone who sets a good example, motivates his subordinates, knows how to teach and gets it done. – If the leader is interested in the subject matter himself, he or she will make the subordinates interested in it, too. And you've got to do it with a bit of humour, too. A little "twinkle in the eye" won't do anybody any harm, as long as it is in good taste.

During his military service, Hirvasvuopio's physical fitness has gone up. His running stamina and oxygen uptake have improved the most and his muscle fitness has remained at a good level. – To balance it all out, don't forget to eat well and get a good amount of sleep, Hirvasvuopio says. According to Hirvasvuopio, simulators and marksmanship with laser guns serve their purpose well indeed in training. – In our freetime as well, we have had an opportunity to train marksmanship with laser guns, so our scores have improved. Pretty often, though, we start competing with each other, Hirvasvuopio says with a laugh.

Future conscript

The security of Finland and the regional division of Finland's military national defence

"You are the best person to defend our country."

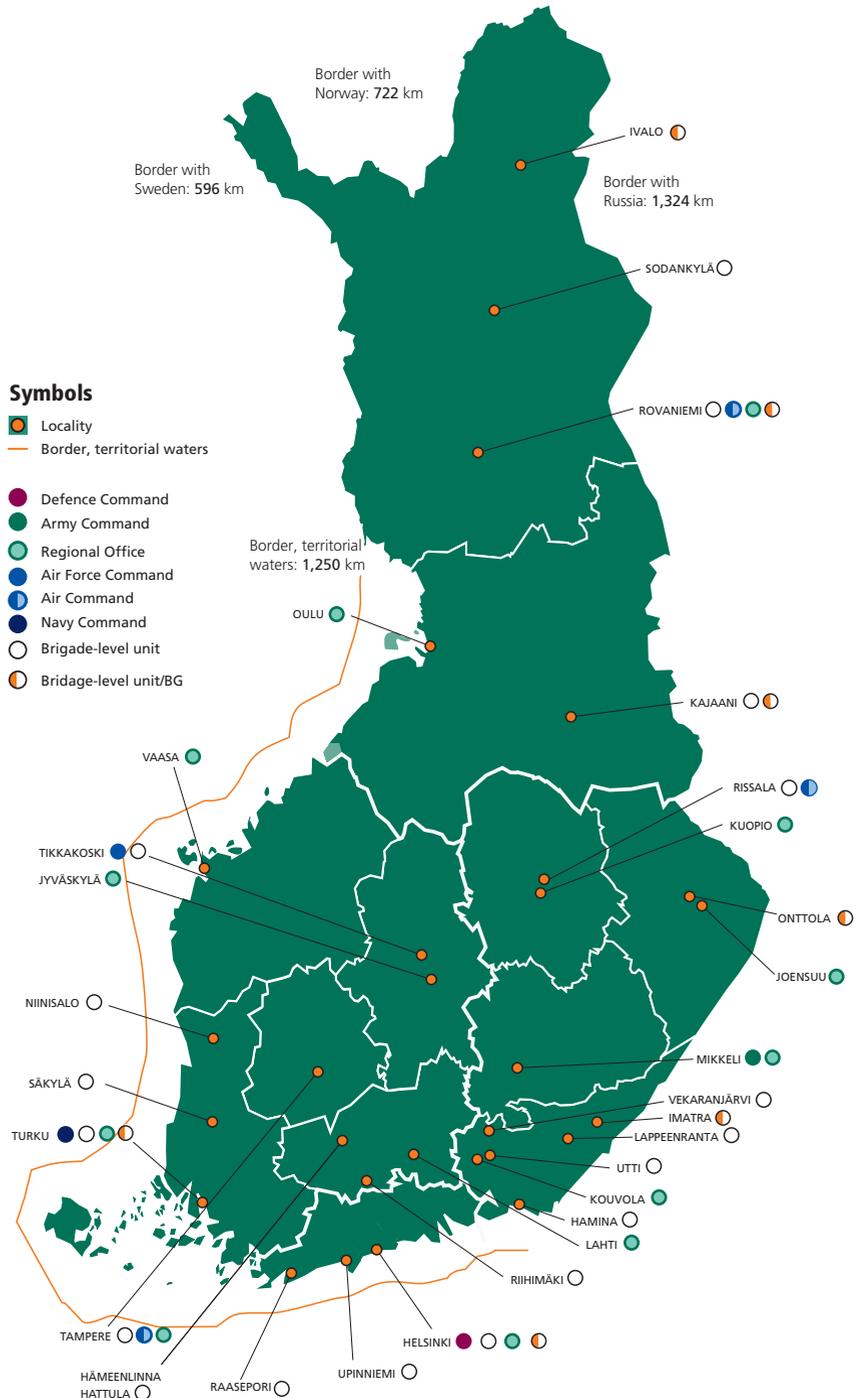
Finland needs your effort, because you are the best person to defend our country, our independence and our territorial integrity. Military national defence based on general conscription and your own input guarantee that your rights and the rights of everyone living in our country are not violated against, and that no-one can threaten our life here in Finland.

Finland does not belong to any military alliance, which is why it maintains and develops its national defence and a credible military capability. Finland strives to stay outside of international conflicts and look for peaceful solutions to such situations.

At the same time, however, it is necessary to show that Finland is able to defend itself. Independence and safe conditions for our citizens must be maintained – they are what Finland has fought for in previous wars. As a conscript, in other words, you are an important part of our national defence.

During your military service you will be given training which will enable you to effectively defend Finland and those close to you, including yourself. The FDF trains every conscript for a specific wartime duty.

By carrying out your military service to the best of your ability, you demonstrate your will to secure the future of our country. Those who are not able to help secure their country and its rights are also depending on you.



The tasks of the Defence Forces

The Defence Forces must be at the disposal of the state authorities to ensure the independence of our country by arms in such cases where all other measures have been exhausted. The most important task of the Defence Forces is by its mere existence to prevent our country from becoming involved in war.

The tasks of the Defence Forces are:

- 1) The military defence of Finland, which is to:
 - a. monitor the land and sea areas of Finland and its airspace, and to ensure the territorial integrity of Finland;
 - b. secure the livelihood and basic rights of the population and the freedom of action of the government, and to defend the legal social structure;
 - c. provide military education, to guide voluntary national defence and to promote the will to defend the country.
- 2) Giving support to other authorities, which is to:
 - a. work with other authorities to maintain law and order and security (called executive assistance), prevent and interrupt crimes of terrorism and to secure society in general;
 - b. take part in rescue activities by providing equipment, personnel and expert advice when needed;
- 3) take part in providing aid, regional surveillance cooperation or otherwise providing aid and participating in international activities as mentioned in Article 222 of the Treaty on the Functioning of the

European Union or in Article 42 paragraph 7 of the Treaty on European Union;

- 4) participating in international military crisis management and in military duties in other international crisis management.

How Finnish defence works

Finland's military defence is implemented according to the principle of territorial defence. Territorial defence means that the vital functions of society are secured and targets and functions that are important from the point of view of military activity are protected in cooperation with other authorities. An invader's entry into areas that are important from the point of view of the functioning of the nation, along with the invader's possibility to influence the vital functions of society, are prevented. Areas that are important from the point of view of the country's own activities are held under all circumstances. Attacks are repelled and if necessary the invader is defeated through a joint ground, sea and air operation.

Defence delays the enemy and causes casualties to his manpower and materiel. The enemy is pushed back and defeated in a decisive place of our own choosing using ground defence. Air defence is used to prevent an attacker from gaining air superiority and to protect the vital functions of society and friendly units. The task of maritime defence is to repel attacks by sea and secure the sea lines of communication of the nation.

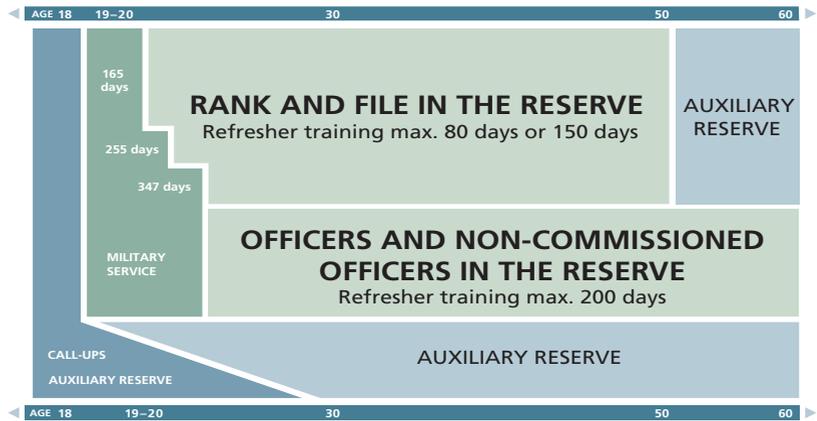
All three services, along with the Border Guard, and civilian authorities take part in the realisation of ground, sea and air defence. Conscripts carrying out their service are an important part of this system.



Every man is liable for military service

The civic duty defined in section 2 of the Conscription Act, starts at the beginning of the year in which a young man reaches his eighteenth birthday and continues until the end of the year in which he turns sixty. A man liable for military service is either in service, in the reserve or in the auxiliary reserve.

In general, military service is carried out at the age of 19-20. In special cases, men enter service-between the ages of 18 and 29.



Period of liability for military service in Finland is 43 years.



Military service lasts 165, 255 or 347 days. The training period for an officer, non-commissioned officer and conscripts being trained for especially demanding rank and file duties is 347 days. The service period for conscripts trained for demanding rank and file tasks that require special and professional skills is 255 days. Unarmed service lasts 255 or 347 days. The service period for other rank and file duties is 165 days.

The task for which a conscript is trained and the related service period is determined based on selections made in the brigade-level units. The majority of conscripts serve 347 days. This is why, when entering service, you should always be prepared to serve the maximum period of service, i.e. 347 days.

More specific information about the length of service is available at the call-ups and by directly contacting the brigade-level unit responsible for the training in question. Contact information can be found on page 66 of this booklet.

The aim of conscript training is to produce troops with good combat efficiency and skilled and capable personnel for placement in the wartime units of the Defence Forces. In addition, training helps maintain basic readiness and the capability to raise readiness when necessary.

Training phases (165–347 days)

Voluntary military service for women

The requirements for women's voluntary military service are: Finnish citizenship, 18-29 years of age at the start of military service, a good state of health and personal suitability for military training. At the earliest you can apply during the year that you turn 18.

A woman who has received an order to enter military service, must give notice in writing if she decides she will not enter into service. Correspondingly, a woman who has begun her military service may give notice within 45 days of the date of entry into service, that she will not continue her service. Within 45 days, the commander of a brigade-level unit can revoke the order to enter service given to a woman due to an injury, illness, evident unsuitability or other similar reason. A woman who has been ordered into service is subject to regulations concerning all conscripts.

After their service, women enter the reserve and are called to refresher training according to the same principles as men and they are subject to the Conscription Act until the end of the year that they reach the age of 60.

Applying to serve

The 12 Regional Offices of the Defence Forces process the applications, accept them and give the service orders to women who have applied to do voluntary military service. Acceptance into the special operations forces is handled by the brigade-level unit in question. Instructions for applying and application forms are available at the Regional Offices, other service points of the Defence Forces and the Defence Forces website. At the time of printing this booklet, women's application into military service through the Finnish Defence Forces E-Service is being prepared. You should check the possibility for electronic application from the Finnish Defence Forces' website before submitting paper applications.

Your application with attachments must arrive at the regional office that your home municipality belongs to by 1 March at the latest. You can apply to both contingents of the three years following the year of application and the July contingent of the year of application. The number accepted in the July contingent of the year of application is limited. You can find the coming years' general dates of entry into service and mustering out on page 16. The instructions on how to apply for special forces can be found on page 53.

Based on applications, the Regional Offices and special operations forces will notify those selected about

the selection events, where information on voluntary military service is given, applicants are interviewed and their state of health is determined. Selection events are held during April. After this, an order to enter service is sent to those who have been chosen for service. Those who have not been chosen will receive a notification telling them their application was not successful.

As grounds for selection the following is considered: individual characteristics and the fact that those selected should be as suitable as possible to be trained for the Defence Forces Reserve. Women begin their service at the same time as the men.

Unless otherwise stated in your employment contract or agreed with your employer, the selection day is an unpaid day off. You must cover the travel costs relating to the application procedure yourself. You may be reimbursed for costs relating to a medical examination. You should keep the receipts and bring them to the selection event.

The following documents must be included in the application:

- ▶ **Application for voluntary service**
- ▶ **Questionnaire concerning service and for the evaluation of your state of health**
- ▶ **A doctor's certificate on the applicant's state of health (Defence Forces' form)**

A word on special arrangements

Military service for women is realised in all Services and Branches. Military tasks are not distributed according to gender. Appointment to different duties is determined based on the demands of the task and on suitability. The content of women's training is the same as that of other conscripts. Entry requirements for the special operations forces or special branches are the same as for men, as is the possibility for leadership training and later a military career. Women's physical fitness is maintained according to the same principles as men's.

Women's military service is implemented with as few special arrangements as possible and using solutions that are economically favourable from the point of view of the Defence Forces. Women have their own barrack rooms in garrisons. In field exercises, during military exercises and on naval warships separate accommodation is not arranged.

Pregnancy is grounds for interruption of military service. A separate decision on how the service is to be continued is made later.



Before military service



At the call-up: you are given information and guidance, your official identity is verified, your state of health is checked, you can express your wishes on your upcoming military service, important decisions on your military service are made, including whether you are fit for military service, when and where you begin your service, issues related to exemption and decisions on applications.

First to the call-up

Call-ups are organised every year between August and December. They concern male Finnish citizens that reach the age of 18 during the year in question. In addition such persons also take part in the call-ups, who have been ordered to be re-evaluated in that year's call-up, and people under thirty years of age who have not reported to previous call-ups and who have not been separately evaluated.

Among other things, this booklet, questionnaires and the call-up notice, which includes information on the arrangement of call-ups in different municipalities, are sent to the home address of each person liable for military service. Even if you have not received this consignment due to, for example, a change of address, this does not give you the right to stay away from the call-up. The call-up notice can also be found on the website of the Defence Forces at www.puolustusvoimat.fi and on the official notice board of your municipality. Failing to arrive at the call-up without a legal reason

is punishable in accordance with the Conscription Act. If you move to a different municipality before the call-up, you should contact the Regional Office of your new area of residence in good time before the call-up. Unless otherwise stated in your employment contract or agreed with your employer, the call-up day is an unpaid day off from work.

Remember that notice of removal must be given to the Registry Office when you move permanently from one address to another or when the duration of a temporary move is longer than three months. Notice of removal must be given at latest one week after the move. You can give notice e.g. electronically on the Internet at www.muuttoilmoitus.fi. Additional information on matters relating to giving notice of removal can be obtained from your nearest Local Register Office or on the Internet at www.maistraatti.fi.

Physical Examinations

According to law, physical examinations of men of call-up age are carried out at municipal health centres be-

branch at the call-up but are chosen on the basis of applications and selection examinations. They are assigned a reserve location at the call-up.

► **Further information on the special operations forces and branches on pages 53-65.**

The call-up

To the call-up, you should bring your driving licence, passport or some other official identification card as well as any medical and student certificates you might need.

Persons who are temporarily resident in a different locality can also go to the call-up there or to the closest possible call-up location. However, you must agree on this with your own Regional Office in good time before the planned call-up day.

Persons residing abroad are not required to appear in person at the call-up. They can manage their call-up affairs by proxy in Finland. Those residing abroad may send the required call-up documents also to the closest Finnish mission, which will send them to Finland.

Most employers pay wages when you attend the call-up like on any other normal working day even though no such obligation is included in collective agreements.

At the call-up:

- you are given information and guidance
- your personal information is verified
- your state of health is checked
- conscripts' wishes are heard
- decisions regarding the conscript are made:
 - decision on fitness for military service
 - decision regarding the date and location of entry into service
 - matters relating to exemption from service.

Reporting for service

When the age group is divided into contingents, we strive to take into consideration among other things also the wishes you have expressed. We recommend that those taking their matriculation examination in the spring following the call-up should apply to be included in the January contingent of the next year. If your studies/school does not pose a problem, we recommend that you be in the contingent entering service in January immediately following the call-up. The winter contingent also enables you to improve your grades in the autumn or to improve your financial situation by working.

The general reporting for service takes place twice a year in January and July. The Sports School has different dates of reporting for service.

Choice of service location

A general rule of principle is to place conscripts in brigade-level units located near their home. The aim is also to place conscripts in such military training and tasks that correspond with their education, profession, plans for the future, skills and hobbies. However, the location of the brigade-level units, training possibilities and number of conscripts often make it impossible for all conscripts to be situated in the brigade-level unit closest to their home.



Photo: JAAKKO ALA-HIIRO

for the autumn call-up. This check-up does not exempt you from the actual call-up. A youth health certificate does not exempt you from the preliminary physical examination. If you have a doctor's certificate from a specialist, bring it with you to the preliminary physical examination and the call-up.

Travel expenses to health centres and call-ups are not refundable, nor are possible specialist's medical certificates.

Questionnaire

The determination of your fitness for military service, service location and branch of training is affected by the answers you give on the preliminary questionnaire. Questionnaires should be filled in carefully and returned as instructed. The authorities handling the information you provide are bound to confidentiality.

The wishes you express in your answers regarding service location and period of service are taken into consideration where possible. Conscripts are not assigned directly to the special operations forces or to a special

Swedish-speaking conscripts are mainly trained in the Nyland Brigade in Raasepori. If they so wish, this brigade-level unit also takes conscripts who have Finnish as their mother tongue but also speak Swedish in case there are enough places available.

Make sure you tell about your wishes concerning what service and branch of training you want to do you service in beforehand. In what kind of tasks could you make use of your civilian knowledge and skills? What training can the Defence Forces provide that would benefit you in your studies or professional life? Notice that similar tasks can be found among the different branches. Make your wishes clearly known to the Call-up Board!

The Military Service Register

The military service register contains information necessary for the determination of conscripts' fitness for service, ordering into service, planning and arranging training and service. Information can be obtained and released on the basis of the Act on the processing of personal data in the Defence Forces. Information entered into the register is obtained from e.g. the Population Register Centre, health service providers, social and police authorities. The register can release information to e.g. the Police and the Social Insurance Institution. According to the Youth Act the Defence Forces are required to release individualisation and contact information to the youth's home municipality for youth work purposes concerning young people who are in need of support, e.g. after having been exempted from military service due to lacking fitness for service or dropping out of military service. The need for releasing information is always evaluated on a case-by-case basis. You can obtain a copy of your own register at your Regional Office.



Try to think of which service and branch you would like to serve in before you start military service

General dates of entry into service and mustering out

Army, Navy, Air Force and Border Guard

<i>Entering service</i>	<i>Mustering out</i>	<i>165 days</i>	<i>255 days</i>	<i>347 days</i>
I/21 4JAN2021	17JUN2021	15SEP2021	16DEC2021	
II/21 05JUL2021	16DEC2021	16MAR2022	16JUN2022	
I/22 03JAN2022	16JUN2022	14SEP2022	15DEC2022	
II/22 04JUL2022	15DEC2022	15MAR2023	15JUN2023	
I/23 02JAN2023	15JUN2023	13SEP2023	14DEC2023	
II/23 03JUL2023	14DEC2023	13MAR2024	13JUN2024	

You must report for duty by 1600 hours on the day of entry into service. Starting dates of the Sports School can be found on page 63.

Decisions made upon application

Changing your starting date or service location

It is recommended that conscript service should be started as soon as possible after finishing school and before starting a family, long-term studies, moving abroad or starting up one's own business. Carrying out your military service when older is often experienced as burdensome because of e.g. economic or family-related worries.

The date of entry into service can be changed upon application if it is seen as particularly important

- because of graduating to a profession or because of studies,
- in order to be able to arrange your financial circumstances,
- other similar special personal reasons.

The service location can be changed if it is absolutely necessary for the conscript for some special personal reason.

Submit your application to the Regional Office. The reason for applying must be explained and a certificate of proof of the necessity for changing the date must be included, for example a certificate of an educational establishment regarding the duration of studies. Having left in an application is not sufficient justification for failing to enter service.

Application forms and additional information are provided by Regional Offices, the Defence Forces' website and at call-up locations.

When you have more than one nationality

Foreign citizens who have gained Finnish citizenship and who have carried out the compulsory peacetime military service of his/her former home country, or a portion of it (at least four (4) months) can upon application be exempted from military service in peacetime. Decisions regarding exemption are made by the Regional Offices.

In peacetime, upon application for special reasons, the Regional Office can exempt from peacetime military service a Finnish citizen who is also the citizen of another country, if this person's domicile proper is not in Finland and he does not have any real ties to Finland.

Regarding the conscription of a Finnish citizen who also holds Norwegian, Swedish or Danish citizenship, that which is ordered in previously made agreements (Agreement 44/68) between the contracting countries in question is also in force. In addition, a corresponding agreement was made between the United States of America and Finland (Agreement 25/39) concerning conscription. A Finnish citizen, in relation to whom the aforementioned agreements apply, is not liable for military service, nor does he need to carry out service in relation to his liability for military service in Finland during a time when he is considered to be a citizen of a contracting country other than Finland.

Persons with multiple nationality living in contracting countries do not need to apply separately for exemption as the aforementioned agreements apply to them. Per-

sons with multiple nationalities living in the aforementioned contracting countries are encouraged to clarify their own position at the Finnish Embassy, consulate or their own supervisory Regional Office in Finland.

A person liable for military service is not obligated to report for the call-up or military service if he is also a citizen of another country and his place of domicile has been elsewhere than in Finland for the last seven years. Such persons do not need to apply separately for exemption. An exempted multinational conscript can be ordered into service if he moves to Finland before the end of the year in which he turns 30.

Decisions on exemption as well as agreement interpretations are based on address and citizenship data of the population data system. Therefore it is a good idea to check with the population clerk or mission that your data is correct. In addition, multi-nationals coming from abroad to serve who are 21 years or older, should make sure that they are not about to lose, or have not lost their Finnish citizenship at the age of 22.

► Further information on addresses:

migri.fi
maistraatti.fi
vaestorekisterikeskus.fi

► Contact information of Finnish missions abroad at formin.fi

Unarmed service

If your religious or ethical convictions prevent you from completing armed military service and you apply for unarmed service, you are relieved from armed service and ordered into unarmed service. The service time for unarmed service is at least 255 days, or 347 days, if required by the task trained for.

Information on applying for unarmed service is available on the Defence Forces website, at Regional Offices, and call-ups.

Non-military (civil) service

If as a conscript you have strong personal convictions that prevent you from doing the military service that is required by law, you are exempt from service and ordered to do non-military service instead. (Finns often call non-military service "civil service" in English. It is called "siviilipalvelus" in Finnish.) Non-military service includes a basic training period, community service, continuing training, additional service and service during mobilisation. Non-military service takes 347 days. The training period is 28 days and community service 319 days.

You can apply to do non-military service before, during or after the law requires you to perform military service. However, you cannot apply for non-military service before call-ups. For information on how to apply for non-military service go to siviilipalveluskeskus.fi, contact your regional office or ask personnel during the call-up.

Those with right of residence on Åland

Persons who have the right of domicile (regional citizenship) on the Åland islands and persons who have moved to Åland under the age of 12 and who have regional citizenship can instead of carrying out military service, serve in a similar way at a pilot station or light-

house service or within some other civilian administration. Until this type of service can be arranged, those with regional citizenship are exempted from carrying out military service.

Is your physical condition good enough to meet the challenges of military service?

In the conscript training system the proportion of physical education is over 20 percent of the time used for training, and the proportion of physical training almost half. The aim of physical education is to promote a permanent interest in physical exercise so that conscripts continue to maintain their physical fitness also in the reserve. Good physical fitness helps to improve your own health, working capacity and quality of life.

If you doubt your fitness

Start versatile fitness training without delay. Remember that you get in better shape if you exercise 3-4 times per week for at least 30 minutes each time. You will find that increasing your fitness does not require a great commitment in your weekly routines.

Military service includes a lot of walking. You can get used to walking in advance by increasing your daily amount of walking. If where you are going is not too far, walk instead of taking the car. Instead of using the elevator or lift, take the stairs. By changing your routines and the ways in which you move, you will get in better shape without even noticing it.

Stamina and muscle strength are the most important basic qualities needed in military training. Nor should you forget about the speed and agility needed for fighting in urban areas, for example.

Endurance can easily be developed through walking, Nordic walking, running, swimming, bicycling, rowing, roller-skating or cross-country skiing. You should do aerobic fitness exercises 1-2 times per week. One exercise session should last at least 30-60 minutes and it should make you a bit short of breath and break out a sweat.

Muscular strength can be developed by e.g. working out at a gym, through fitness boxing and martial arts. Muscular strength training focuses on working on the arm and mid-section muscles. You should do muscle strength exercises 2-3 times per week. One exercise session should last at least 30-60 minutes. You can also do physical exercises at intervals during the day. Do for example 10 push-ups, 20 sit-ups and 20 squats both morning and evening to start with. You will notice that you will improve quickly.

In addition to improving your aerobic and muscle fitness, it is good to work on your agility, speed and motor skills 1-2 times per week. Working on these abilities should be combined with your warm-up and cool down stretches while doing endurance or muscle fitness. The stretches can include for example different motor function, jump and leap, spurt and balance exercises. Also, for example, ball sports, gymnastics and athletics are

well-suited to develop these abilities. Good training in this category include, for example, different ball sports and athletics 1-2 times per week.

Fitness training should be started progressively and carefully, taking into consideration one's own starting level. For those who have done less exercising, training should be easy and short (20-30 minutes) during the first weeks. The level of exertion is increases as fitness improves by increasing the pace of the exercises and by moving to a more demanding exercise environment, by lengthening the duration of the exercises and by increasing the tempo and number of exercise times. When exercising to improve your fitness it is very important to do different kinds of exercises.

Take advantage of the mobile phone app Marsmars. It allows you to do a simple fitness survey and to take advantage of ready training programmes and instructions. With marsmars.fi you can track your own training and if you want, you can include your friends to see your training schedule and cheer you.

Testing of fitness

Before beginning fitness training you should make sure that you are in good health. If necessary you can see a doctor for a check-up. It would be a good idea to take a physical fitness test to check if your level of fitness is up to expectations. Download the Marsmars-application into your phone and complete a virtual fitness test, that drafts a training programme for you. The service also contains a large selection of training videos that give you tips for safe and varied fitness training.

You can also test your fitness level by doing the so-called Cooper test. Walk, jog or run for 12 minutes at as good a pace as possible. The test will tell you quite reliably the state of your respiratory and circulatory system as well as your physical fitness. If you are able to go over 2,900 metres in 12 minutes, you are in excellent physical shape. If you make it less than 2,200 metres you should start all-round exercising regularly as soon as possible. During the first weeks of conscript service your endurance will be tested with a 12 minute running test (so called Cooper test) and your muscle fitness will be tested with a fitness test consisting of sit ups, push ups and standing long jump. Your ability to swim will also be tested with a 200 metre swim test. You should train these abilities and practice the techniques already before starting military service, since only repeating them will help you prepare and improve your ability to do well in them.

Recovery and nutrition

In order for your fitness to rise optimally, you must also allow your system to recover. Remember that it is only during recovery that your system develops and your level of fitness rises.

You can help your recovery with the following:

- fitness exercises should always be preceded and followed by a warm-up and cool-down (10-15 minutes)
- regular muscle care/maintenance is a natural part of fitness training: (15-30 min/session): stretching the main muscle groups for 30 seconds after exercising, foam rolling during cool down, exercises increasing mobility, and 1 minute stretches.



MarsMars.fi Fit for the military in three months!

- Proper hydration during and after exercising (a sip of water every 15 minutes)
- exercise that is easy and aims for recovery after hard training and training periods (30–45 min), e.g. walking, Nordic walking, swimming, bicycling at an easy pace speed up recovery better than staying still. The intensity in recovery exercises should be low and a good practical advice is that you should be able to move without being out of breath.
- healthy and versatile nutrition
- regular and sufficient rest and sleep, 7–8 hours per day
- a regular, versatile and a stimulating life style. Smoking and alcohol slow down the recovery process.

A healthy diet includes enough essential nutrients (vitamins and minerals) and energy to meet the body's needs. Replace hard saturated fats with soft and unsaturated fats. Avoid refined carbohydrates that are rapidly absorbed. Don't overuse salt and alcohol. **Pay attention to at least the following things in your diet:**

- Vegetables, berries and fruit lighten your diet and promote a healthy heart. Eat half a kilo of these every day.
- Wholegrain products, beans, lentils, vegetables, nuts and seeds guarantee a sufficient amount of fibre (slow carbohydrates).
- Decreasing your salt-intake helps to prevent and control elevated blood pressure.
- Suitably sized portions and regular meals will keep your mind alert.

Tobacco products

Smoking and using snuff products causes both health-related and cosmetic damages as well as weakens users' physical performance. Smokers who smoke one pack a day spend on average € 2,500 per year on cigarettes.

An immediate benefit from giving up smoking is better health; smokers typically suffer from recurring respiratory infections. Also the risk of getting cardio-vascular diseases and cancers decreases. Scandinavian snuff has a high nicotine level (c. 20 times more than cigarettes) and prolonged use causes a strong addiction. Snuff is especially damaging for the mouth's mucous membranes and the teeth and it exposes users to cancer and cardiac and circulatory illnesses. Snuff may be used instead of cigarettes because it is wrongly thought to be less dangerous.

Welcome to Finland's biggest fitness centre!

- **More information on the Finnish Defence Forces physical education and training can be found at <https://puolustusvoimat.fi/web/sotilasliikunta/etusivu>**

Prepare Yourself Mentally for Military Service

Conscript service is different from the situations and life experiences most young men and women have experienced before. You will face a lot of new people in conscript service and do things according to specific instructions and schedules as part of a larger group. Life in garrison is much more regulated than in the civilian world. In civilian life you can avoid going out of your comfort zone, but in conscript service it is not necessarily always possible.

Doing your conscript service requires flexibility and some social skills, such as adapting to common accommodations, to a chain of command and working as a section. You also need to be able to fit together your conscript service and civilian life. You get the most out of military service if you see it as an opportunity to improve yourself. It will give you many useful skills and experiences for your future.

Social skills are something you can train before service by interacting with others. Good mental preparation could be for example learning a relaxation exercise technique and reading up on military service from the Defence Forces website or from this guide.

Recruit letter and preliminary questionnaire

Brigade-level units send recruit letters to future recruits about 2–3 months before the beginning of military service. The aim of the recruit letter is to wish the recruits welcome, guide them to fill in the preliminary questionnaire in the Finnish Defence Forces E-Service (asiointi.puolustusvoimat.fi) and provide instructions and information about military service and how to get prepared for it. You can also find the recruit letter on your brigade-level unit's website.

The purpose of the preliminary questionnaire is to find out about your motivation with regard to different training alternatives and the state of your physical fitness. The goal is to assign you to a company-level unit and platoon in accordance with the training option of your choice. Your answers will be taken into account for selecting a company-level unit, platoon and service task for you. However, your answers are not binding; during the basic training period, you will be asked what service task you would like to be assigned for.

You should answer the questionnaire primarily via the Finnish Defence Forces E-Service (asiointi.puolustusvoimat.fi). You can identify yourself in the E-Service with your online banking code, mobile ID or electronic identity card. Each brigade-level unit has its specific questionnaire in the E-Service.

Defence Forces' 12-minute fitness classification

Women's classification in parentheses

Less than 1950 m	Weak	(less than 1700 m)	2,700–2,900 m	Good	(2,400–2,600 m)
1,950–2,500 m	Poor	(1,700–2,200 m)	2,900–3,100 m	Commendable	(2600–2800 m)
2,500–2,700 m	Satisfactory	(2,200–2,400 m)	More than 3,100 m	Excellent	(more than 2,800 m)

Military service

Reporting for service



Order to enter service

Your order to enter service will either be given to you at the call-up or posted to you. It will tell you when and at which brigade-level unit you must enter into service. Your order to enter service also serves as your travel ticket: you can use the detachable tickets included to take the bus or train from your home municipality in Finland to the service location (the tickets are not valid in local public transportation in Tampere and Turku or in regional public transportation in the Helsinki region).

The time of validity is written on the ticket. Other modes of travel are reimbursed afterwards upon presentation of receipts at your place of service.

- compensation for travelling expenses from your home to your location of service for the part which the ticket included in the service order does not cover
- compensation for food costs if the trip takes more than six hours.

You must remember to present your tickets and other receipts together with your application for reimbursement as soon as you enter service.

If before leaving for military service, you have such an accident or illness that prevents you from travelling or is a hindrance to carrying out your military service, you should contact the Regional Office. It is very important that you give the Regional Office a medical certificate concerning the type of illness or injury, the detriment it causes and its likely duration or development.

Only submitting in a certificate does not mean that you do not have to enter service, for this you need a separate decision from your Regional Office.

Leave early enough

Leave early enough. If you arrive at your brigade-level unit already around noon you will have time to collect your equipment and try it on without any hassle. Be-



ing late when arriving at your brigade-level unit causes problems both for those receiving you and yourself.

Don't make yourself the object of attention by arriving intoxicated and remember that drunkenness in a soldier is punishable, as is bringing intoxicants into the garrison area.

Guidance and transportation will be arranged from the local railway or bus station of your brigade-level unit. Where possible, at least your first trip to your service location should be made using public transportation.

What to bring?

When you leave for military service, wear practical clothes suited to the weather that you will take home with you on your first leave. Although conscripts are allowed to wear civilian clothes when on leave and in their free-time, you are not permitted to keep your ci-

vilian clothes in the garrison area after your first leave.

When you leave for military service, take the following with you:

- if you want to, you can bring your own shaving kit
- personal hygiene necessities
- social security card (KELA-card) and driving licence, passport (if you have one), or some other official identity card
- vaccination card
- if you want to, you can bring this Conscript booklet
- your bank account number (in IBAN form) and your online banking access codes

If you do not have a bank account in Finland, in an EU or EEA country, you must open an account before the start of military service. It is recommended to have Finnish bank account, if you want to avoid possible account-use charges by foreign banks.

After some time, you can also bring sports equipment with you to the garrison. There is a locker or storage room at the brigade where you can store personal sports equipment.

The garrisons have a free WLAN network for conscripts. You can use your own laptop, tablet or mobile device. The company-level units distribute information using the Finnish Defence Forces online learning portal, PVMOODLE, so you can get information about current issues with your own mobile device regardless of the place and time.

Everyday life of a conscript

Day of reporting for service

You have entered into service the moment that you report to your brigade-level unit. According to law, a conscript is considered military personnel from the moment he/she should at the latest have arrived at his/her unit. The first day is reserved for picking up equipment. There will be no actual training yet so you can take time to get to know your new surroundings. The earlier you report to your unit the more time you will have to get used to life as a soldier.

The first morning

The first wake-up call in the military is memorable – though it is hardly as bad as in the stories you may have heard. The point is to start learning military promptness and punctuality right from the start. At the beginning, getting dressed and into formation with haste as well as military behaviour in general confuses anyone who is used to civilian life. At the beginning it feels like you are always in a hurry to wait somewhere, but this is part of it all, the idea is to get down to the actual training as soon as possible.

Don't be scared by the action-packed beginning. Everything will be taught to a recruit before he or she is required to know how to do it.

Training begins

Military service and the basic training phase start with a two-week orientation course. The course teaches you the basics of military service, the rights and obligations



The Soldier's Home serves conscripts in their free time.

of a soldier, serving in a military organisation and the basics of occupational and in-service safety.

Don't brood over your problems

You should not be hesitant about turning to your superior, they will give advice even in small matters. Your closest superior is your own section leader, usually of the rank of corporal/petty officer/senior airman. You can ask anything about the daily routines of military service from your conscript leaders; your **section leader** or your platoon leader (**usually the rank of an officer candidate**). The unit's **company sergeant major** manages the practical administration and logistics of the unit. You can also turn to him/her e.g. in matters relating to travel reimbursements or leaves. **The unit commander** is responsible for the administration, training and welfare of his/her entire unit. Every conscript may turn to him/her whether the problems are related to military or civilian matters.

In the private, so-called arrival interviews, superiors get to know their subordinates and offer the opportunity for conscripts to present their own wishes and questions. Discussing these will make it easier for you to get used to military life. The Defence Forces have an on-duty 24-hour health advice number +358 (0)299 581 010 that serves conscripts in all health-related problems. The phone is answered by a nurse. The Finnish Association for Mental Health also has a national crisis hotline 010 195 202 that is available almost round the clock if you need to talk to someone.

Also the commander of your brigade-level unit, chaplain, physician, nurse, social welfare officer and conscript committee are ready to help in solving problems.

Leave and free time

Time that is not counted as service or rest time is considered the conscript's own free time.

Service permitting, evening free time is usually from 1730 to 2130 hours. There can be exceptions to this because of training or readiness, catering arrangements or other reasons, such as maintenance or other preparations. You can use your own mobile devices during free time.

Also recruits have the right to leave the garrison area – but not until after they have learned the basics of military behaviour. This aim should be achieved during the first two weeks of service.

While on leave and during your free time you are allowed to wear civilian clothes outside of the garrison area. However, you must wear your military uniform when leaving to go on leave or free time and also when you return.

Weekend leave for conscripts who are not part of the on-site strength starts on Friday after service and ends on Sunday at 2100 to 2300 hours as a general rule, local circumstances taken into consideration. Usually once a month your weekend leave is extended to include Monday as personal leave. When included in the training plan, the weekend that is followed by personal leave is generally free.

It is important to leave enough time for returning from leave since being late usually leads to disciplinary measures.

► **Further information on leave and travel, pages 34-35**

The Soldier's Home canteen

The Soldier's Home is the conscript's place to "take a break" in the garrison. You can go there in your free time to relax between service with different games, books, magazines or coffee and pastries. The Soldier's Homes (often called "Sotkus") also serve combatants during long field exercises.

Exercise during free time

Most garrisons have modern sports facilities. In your free time, you can use the garrison's indoors and outdoors sports facilities, for example the swimming pools, gyms, ball playing and martial arts halls, indoors firing ranges and street basketball courts. Conscripts' sports clubs organise versatile free time exercise activities in garrisons. You can find information about the sports clubs and their timetables for example in Facebook. If you're interested in becoming an instructor in one of the sports clubs, contact your Conscript Committee or the local military sports club.

► **More information at sotilasurheilu.fi (in Finnish).**

Training and competitions

You have the possibility of continuing your own sports training and competition career also during military service. Conscripts can also participate in the competition activities of the Defence Forces – the most successful even compete at international level. If you compete at national top level, contact the physical education officer of your brigade-level unit. He/she will advise and help you in sports-related assignments.

Soldiers' clothing and equipment

In military service, conscripts are issued different types of clothing and equipment. All this equipment is equipment that the Defence Forces' troops would use in exceptional conditions. Everybody is obligated to observe the instructions on the use and care of the materiel. Appropriate care of materiel will ensure that it will last as long as planned, reduce use-related costs and ensure that it can be used also in exceptional conditions if needed.

Conscripts' clothing consists of several different combatants' outfits designed for different purposes and seasons. You are responsible for keeping and exchanging the clothing you have been issued at the central issue facility when it needs cleaning and mending. Instructions on the care of equipment will be given at your unit at the beginning of service.

The service dress in the Army, Air Force and coastal units of the Navy is the combat uniform M05. Combat training equipment includes combat uniform, rubber boots, a helmet, hearing protectors and the M05 combat vest and rucksack. The leave uniform in the Army, Air Force and the coastal units of the Navy is the combat uniform M05 that is part of the Combatant's Uniform 2005 combination. Navy conscripts wear the m/05 leave and parade uniform and the m/95 Navy battle dress and conscripts serving on Navy vessels and all those serving in the Coastal Fleet wear the m/30 conscript leave and parade uniform and m/55 overcoat.

In addition, each conscript is issued among other things:

- bed linen and a towel
- underwear and socks
- gloves and mittens
- winter boots and combat boots
- a backpack and mess kit
- a sweatsuit and sports shoes.

Suitable equipment is procured for conscripts wearing special sizes (very large or small sizes) to measurements taken at the latest when they enter service. **To ensure the availability of special-sized equipment at entry into service call the Quartermaster Depot (tel. +358(0)299 800, switchboard) at the latest six months before your service begins.** While on leave and during free time you are allowed to wear civilian clothes outside of the garrison area.





Catering

During service, conscripts are served filling, healthy and varied meals in the garrison dining hall and in the field that fulfil the general Finnish nutritional recommendations. Special diets are served for those who need them. The aims of catering include guiding conscripts' eating habits in a direction that promotes better health and maintains and ensures the availability of sufficient catering in all conditions during service.

Meals are served from a self-service buffet in garrison dining halls. On weekdays, breakfast, lunch, dinner and a voluntary evening meal are served. On Sundays a larger breakfast, dinner and voluntary evening meal are usually served. Garrison dining hall meals are planned according to a rotating 6 week menu, which is changed every six months. For meals in the field during exercises a mess kit and spork are issued to all conscripts. They are also issued canteens and additionally, thermos bottles if necessary. The food served in the field is based on separate menus that take into consideration the increased need for energy. In field exercises that are conducted near the garrison, the food is usually brought from the garrison kitchen. In some exercises meals are prepared according to the set menu in field kitchens by military cooks carrying out their military service. During exercises and training events catering can also consist of field rations or different kinds of lunch bags.

Accommodation

During military service, conscripts are accommodated in barracks. The barracks of a company-level unit include rooms for 8-10 persons, classrooms, rooms for the company commander, Company Sergeant Major and instructors, storage and sanitation facilities and a lounge for free time.

During field, combat and live firing exercises accommodation is arranged in tents for 10 to 20 persons. The tents have a wood heater so you don't need to freeze in the tents in wintertime. A sleeping bag and pad are also provided for field accommodation. During exercises accommodation may also be arranged in temporary barracks or other buildings.

► **Women's accommodation, see page 13**

Health care

Health care for conscripts begins already before the call-up, with preliminary medical examinations conducted each spring. Conscripts who fall ill during their military service receive basic medical care in the Centre for Military Medicine's garrison health centres (where a conscript may consult a nurse, doctor or dentist) and specialist services at regional civilian partnership hospitals.

The services and medication arranged by Defence Forces health care are free of charge for conscripts.

In addition to these, the medical care of the Defence Forces also includes preventive health care and training and field hygiene, which means ensuring the cleanliness of the environment (food, water etc.) especially during field exercises.

Chief physicians are responsible for medical care in garrisons. They work at the garrison health centre together with medical professionals and other personnel. Conscripts carrying out their military service who have an education in the field of health care (e.g. a physician's or nurse's education) take part in providing medical services in duties corresponding with their education.

At the physical examination carried out in connection with entry into service, the health care personnel check the health of the new conscripts and evaluate their fitness for service. If you have medical certificates or copies of medical records, bring them with you when you enter service. If necessary, additional examinations will be carried out and your class of fitness for service may be redefined. The validity of vaccinations is verified (it is important that you bring your vaccination card) and conscripts are given the necessary statutory vaccinations.

Health issues are discussed in lessons on medical issues and on exercises, training in first aid is given as well as instructions on what to do if you fall ill during service. Some conscripts are trained to be medics or medical section leaders.

During military service the most common illnesses are upper respiratory track infections and pains and illnesses due to physical stress as well as other symptoms from physical exertion. Starting military service is a big change in life that can sometimes cause psychological symptoms. If you wish, you can talk about such problems with the health care staff. A conscript suffering from personal worries can also always talk to the social welfare counsellor or chaplain of the brigade-level unit.

Contact the health care personnel if you want information and support to stop smoking or using snuff or intoxicants.

On weekdays, conscripts who feel ill can visit the brigade-level unit's health centre. Doctors and nurses on duty are bound by confidentiality with regard to all health data.

- ▶ **Special training for physicians, dentists and pharmacists (M. Sc.), see page 64**

Military chaplains

The chaplains' work aims to spiritually and mentally support everyone serving within the Defence Forces and Border Guard, and to maintain their capability to act in an ethical manner in all circumstances.

The FDF employ Lutheran and Orthodox chaplains. They are there for all conscripts regardless of denomination or conviction.

During military service conscripts take part in lessons held by a chaplain. Lessons relate to soldiers' ethical and mental ability to act. The lessons are part of the training that aims to enhance your overall capabilities and all conscripts must take part in these lessons. Participating in religious events that take place during your service time is part of military service. Alternatively, conscripts may choose a non-religious event that aims to enhance one's psychological capabilities. Participation in any religious event that takes place when you are on leave or during free time is voluntary. It is also possible to take confirmation classes as a conscript.

Pastoral care is part of the work of military chaplains. The aim is to help people in a holistic way by listening and talking with them. The chaplains are also bound by absolute confidentiality.

- ▶ **Training for conscript military chaplains and deacons on page 65.**



Social Welfare Officers

The Social Welfare Officers are the experts in their field, working in the brigade-level units to support fulfilling the Defence Forces' tasks. According to the Conscript Act, in matters associated with social security during military service, a conscript is entitled to relevant professional assistance. The brigade's social welfare officer supports the psychological and social capacity of conscripts, the Defence Forces' salaried personnel, reservists and crisis management personnel by organizing teaching, guidance and appointments relating to social welfare.

The social welfare officer provides advice and guidance in issues relating to social and economic benefits and other matters. These include, among other things, income support and conscript's allowance, work and studies, as well as relationship issues. Social welfare officers are also a link to services of relevance to the conscript, such as outreach youth work, working with KELA and educational establishments. S/he is also a member of the unit's psychosocial support group.

Conscript Committee

Conscript Committees are a part of the organisation of the FDF and the activities of the brigade-level units. Each brigade-level unit of the FDF and those of the Border Guard training conscripts run a Conscript Committee composed of conscripts. The conscripts choose a committee among themselves to improve the conscripts' service conditions and free time. The Committee arranges various free time activities for conscripts, such as entertainment evenings, mustering in and out parties, courses, exercising and competition activities, possibilities to play an instrument and loans gaming equipment etc. In many brigade-level units, the Conscript Committee takes part in arranging joint transportation for conscripts going on leave.

The Conscript Committee makes initiatives and proposals to the commander of the brigade-level unit and higher headquarters regarding matters concerning military service. The activity is a part of the military service feedback system. You can tell CC officials about matters or problems concerning service. Conscript committees have initiated many important reforms related to service conditions.

The brigade-level unit's Conscript Committee includes a chairman and other officials if necessary as well as a representative from each company (equiv.). Further information on the CC is available at varusmies.fi and from the CC officials of the brigade-level units.

Initiative activities

If you come up with a great idea during military service – you should make an initiative! An initiative is a proposal that, when implemented, can improve the quality of functions, make activities more effective, save costs and time or increase satisfaction and safety during service. An initiative does not need to be inventive or a novelty, nor does it need to be ready to use as such. All conscripts can make initiatives.

The Initiative Committees of the Defence Forces consider initiatives aiming to improve the workings of the Defence Forces that are made by conscripts, reservists and personnel in the brigade-level units. You can submit your initiative to your brigade-level unit's initiative committee or CC.

Leadership Training

– a once-in-a-lifetime opportunity



Purpose, end goal and objective

Leadership training is the beginning of your development and growth as a leader. It spans over the entire military service period. Those in conscript leadership training are given the basics and positive attitude they will need to develop as leaders once they are in the Reserve. The aim is for leaders in the Reserve to be able to start leading and training their troops independently with self-initiative and efficiently once they participate in refresher training or in the mobilization of troops.

Lifelong resources for development as a leader – learn to learn

By taking part in leadership training, conscripts gain a great advantage for the future. A large part of those who have gained leadership training in the Defence Forces succeed very well in life and come to be placed in valued positions in society.

Developing as a leader is growing as a leader. For each of us, this is a lifelong challenge. We can meet this challenge by leaving it to chance or by learning the hard way. But there is also another, more systematic way of facing this challenge – by ensuring that you learn and seeking entry into leadership training.

At the core of leadership training is the skill to lead people and develop oneself as a leader. Learning how to lead people is taught and learned on the basis of deep leadership. The aim is to become a leader who builds trust, gets people enthusiastic about their work, brings about learning and values others as equal human beings.

Development as a leader is based on activities and practice together with real subordinates, which takes place during the last six months of service. Learning during the leadership period is supported by systematic feedback, which also includes leadership profiles and individual development plans. The aim is the ability to evaluate one's own learning, i.e. one's capability for reflection and self-steering.

The learning process is filed in a so-called leadership file, which is given to the conscript for further use in the Reserve. The time in the Reserve, i.e. the time after your first service as a conscript when you are still liable for military service, is a long time. It is a time, when development as a leader should continue based on experiences in civilian life.

Everyone has the possibility of taking part in leadership training – your own skills are decisive

With the exception of certain specialised units, leader selections are carried out in all brigade-level units at the same time and in the same way. The selections take place after about 11 weeks of service. The selection procedure is absolutely objective, fair and is based on scientific research.

In the selections, capability and individual leadership qualities displayed in service carry the most weight. Gender and the profession or educational background of your parents does not affect leadership selections. Everyone starts from the same line as new recruits.

Leadership training is divided into reserve non-commissioned officer (NCO) and officer training. All those chosen for leadership training go through the first phase



of the NCO course. Afterwards, those to be trained as reserve officers continue on to the reserve officer course. After the courses, leadership training continues in the form of the leadership phase in the company level (equiv.) units. Conscript leaders who complete the leadership phase courses generally act as leaders of the next contingent.

Leadership training is useful – the greatest beneficiary being yourself

Thanks to the new leadership training programme, the leadership training given to conscripts is valued extensively in society. Its esteem is seen in both studies and work life.

The deep leadership training programme is developed in order for it to fully correspond with the demands of civilian organisations concerning development as a leader. Today's labour market competes for this kind of know-how, not to mention the near future's.

Educational institutions, universities and other higher education establishments recognise study credits accumulated from military leadership training. It is important to remember that each educational establishment, university faculty and institution of higher education determines whether credit is given for education, training and work experience during military service when applying to the establishment or in the studies themselves.

There are some educational establishments, universities and institutions of higher education that do not yet credit leadership training received during military service. Information on credits given for studies during military service is provided by the educational establishment in question.

When continuing on developing as a leader in the reserve, national defence is in good, knowledgeable hands. It is also possible to deepen your leadership and training skills in fixed term service or by applying to the National Defence University and flexibly taking examinations at different levels.

The greatest beneficiary is, however, the leader himself/herself. Growing as a person, developing as a leader and learning to learn is a great resource that will be of use to you for the rest of your life. It is good to be prepared for the fact that you will need your leadership certificate and leadership file in many instances in civilian life.

With a few exceptions, reserve officer training is given at the Reserve Officer School in Hamina, which belongs to the Army Academy (Army) or Naval Academy (Navy) on Suomenlinna or Air Force Academy (Air Force) at Tikkakoski.

Non-commissioned Officer Courses are organised at almost all brigade-level units. Special courses for NCOs are primarily organised centrally at brigade-level units specialising in the field in question.

Experiences gained from war show that in defence forces based on an extensive reserve, both non-commissioned officers and reserve officers must have the same kind of leadership training. For this reason both groups receive the same amount of training in leadership and training skills.

We take care of our conscripts



The aim of the Defence Forces is to create the service conditions that will allow you to fulfil your civic duty without being concerned by civilian matters too much. *This guide contains basic information on the social security and financial benefits and other support measures for conscripts and their families. Your immediate superiors in the military unit, the social welfare officer, and the conscript committees will answer any question you may have.*

The information in this guide is based on the situation in 2019. The same benefits apply to women carrying out voluntary military service.

If you organize your civilian life properly before you enter service, you will avoid many problems during your service.

Changing your starting date or service location

If you have a pressing need to change your starting date or military unit, due to, for example, the recent birth of a child, a difficult financial situation, an important stage in studies, a change of residence, illness, injury or some other similar reason, you should contact your Regional Office immediately to discuss changing your date of entry. Women volunteers must give notification in writing if they decide not to start their service after all.

► **More information on changing the date of entry into service or the location can be found on page 17.**



Conscript's Allowance

Conscript's allowance is a benefit paid by the Social Insurance Institution (SII, or KELA in Finnish) based on the Conscript's Allowance Act.

For the duration of their military service, conscript's allowance is paid to conscripts, women carrying out voluntary military service as well as to his/her next of kin. The following are entitled to conscript's allowance: the conscript's spouse; registered partner, common-law spouse (with whom the conscript has an underage child); the conscript's own or adopted child; spouse's child; and a child placed permanently in the conscript's custody. Other relatives are not entitled to conscript's allowance.

The actual disposable net income of the conscript

and the family members entitled to allowance affect the allowance given. Any property or return on it does not affect eligibility or quantity of conscript's allowance.

Conscripts themselves can receive housing allowance and have the interest on student loans paid for them during conscript service.

In order to receive housing allowance, the residence must have been obtained about 3 months prior to starting service, unless there is a valid reason for having acquired it at a later date (such as starting a family, studies or work beginning in a different locality). In addition, a conscript applying for housing allowance must be able to prove that he/she pays for his/her own housing expenses.

The conscript's allowance paid to a conscript's family can consist of basic assistance, housing allowance and special allowance.

The basic assistance is intended to cover everyday expenses, for example groceries, clothing, phone expenses and insurance payments that cannot be covered by other income. The full basic assistance is equivalent to the monthly national pension (EUR 628.85). The amount of basic assistance received varies according to the number of eligible family members: the first person receives 100%, the second 50% and the third and anyone after that receives 30% of the full amount. Kela pays the amount corresponding to maintenance allowance to a child entitled to maintenance allowance if the conscript is not capable of paying it during his military service. If the conscript has an income, Kela takes it into consideration in the amount of maintenance allowance to be paid. Kela does not grant basic assistance to a child entitled to maintenance allowance.

A housing allowance is used to pay for the conscript's or conscript's family's reasonable housing costs, which include rent, maintenance charge, water bills, interests on housing loans, electricity and gas bills, and the normal maintenance costs of a detached house. Fees paid for the use of the Internet, sauna and parking space fees, security deposits, forehand rents, real estate agent fees or real estate taxes are not taken into account as housing costs. Home insurance can be covered with income support.

Special allowance can be used to pay for expenses that are necessary and of a reasonable size, such as *other than minor health care expenses (e.g. prescription medication, hospital fees, dental care fees and fees related to sight testing and purchase of eyeglasses), costs relating to child care (e.g. average-priced pram/baby carriage, pushchair/stroller, bed or car seat) interest on a family member's student loan, moving costs, funeral costs and work-related travel costs that exceed EUR 500 per year. The special allowance can be granted on condition that costs do not fall under the basic assistance and that the applicant does not receive compensation for them from elsewhere.*

Conscript's allowance is applied for from a Kela office or using the Kela website (www.kela.fi), preferably a month before entering military service. An application on paper may be submitted to any Kela office. The application is made by the conscript him/herself, a family member entitled to the allowance or the guardian of such a family member. Application forms and instruc-

tions on filling in the form and on appealing a decision are available at Kela offices, on the Kela website or via the customer service number 020 692 200 (Mon.–Fri. 08:00–18:00) as well as from the social welfare officers of military units, and from the company-level unit Company Sergeant Major. As for conscript's allowance, there is no deadline for applying for backdated payment.

Conscripts *living abroad* should apply well ahead of time (2-3 months) either through a Finnish diplomatic mission or electronically before entering military service.

The allowance is paid from the beginning of the month when the application was submitted, but no earlier than the actual starting date of military service. The allowance is paid to the end of the month you muster out. The allowance is paid to the end of the month you muster out. Kela can grant you the allowance once it has received confirmation from the military unit that you have effectively started your service. Notify Kela immediately, if changes occur in your life that may affect your eligibility for conscript's allowance. Inform Kela if your service is interrupted or ends, if your income or the income of your immediate family changes, or if your obligation to pay child maintenance support ends or custody changes. Conscript's allowance is not adjusted due to a change in income if the income is of a one-time nature and fully retrospective.

Conscript's allowance is tax-free. Kela will pay the allowance on a Finnish bank account provided by the applicant, usually on the first banking day of the month.

The decision on allowance can be appealed within 37 days of the day it was posted in writing. Appeals must be delivered to the Kela office.

Studies

It is a good idea to do your military service before embarking on any long-term studies. If you have been accepted to study somewhere, you must make arrangements with the educational institution about starting or continuing your studies after your military service. **Check if you can postpone or continue your studies.** While in military service, you can plan for studies after military service, apply and participate in entrance exams. You can familiarise yourself with matters relating to studies and submit applications at opintopolku.fi. You can turn to the brigade-level unit's social welfare officer for guidance and advice in matters relating to studies. Financial aid for students is not paid during military service.

Interest on student loans

Kela can pay the interest on a conscript's student loan as military assistance, if the interest payments fall due during service or during the last month of service. Kela requires that you have not received study assistance during the semester or the one before it, when the interest falls due for payment. If you have received study assistance the interest is added to the loan capital. The interest will be paid either to the applicant or directly to the bank. Apply for interest assistance early enough for Kela to be able to make the payment by the due date.

When loan interest is paid by Kela, only the income that affects your conscript's allowance is taken into account. The income of your relatives referred to in the Conscript's Allowance Act is not considered.

Other income support, social services and social security benefits

You and your family are entitled to apply for all the statutory social security benefits you need, such as income support, social services (children's home care, day care, social counselling), housing allowance provided by Kela and other services provided by society. The social welfare officer will give you guidance in matters relating to these benefits and services.

Public service and employment contracts

According to law, (Act on the Continuation of Contractual and Public-Service Employment contracts of People Fulfilling Their National Defence Obligation 305/2009) public service or employment contracts cannot be terminated or notice given on them by the employer while the employee is carrying out military service. The employer must offer the same or equivalent work after his/her employee has been mustered out. Furthermore, an employee can be given notice under the Employment Contracts Act in connection with transfer of business, the employer's death or bankruptcy.

That is why you should tell your employer at least two months beforehand when your service starts and make initial arrangements for when you are going to go back to the same job. As an employee, you must tell your employer that you will be returning to your job at least 14 days before you intend to start working again. If you want to start working immediately after you finish your military service, contact your employer while you are still doing your military service. Once you have told your employer that you will start working again, you must start working within 14 days, unless you have agreed otherwise. If you do not contact your employer within a month of having finished or interrupted your military service, your employer may consider your employment contract is terminated.

if you have taken part in refresher training, you must return to work immediately after it is over.

Do not quit your job because of military service!

Entrepreneurship

Many young people have started companies, and it may be problematic to ensure that this company is kept running during military service. At the moment, the best way is to try to arrange everything in the company beforehand and to secure your financial situation and that of your family, because during your military service you will only have limited opportunity (during leave and free time) to take care of business matters. Brigade-level units try to be flexible within the regulations to allow you to run your business. As an entrepreneur, you can also get advice from your central organisation.

Farmers

Farmers that fulfil the general requirements for having an appointed stand-in can receive one for the duration of their military service. For more detailed information, contact the office responsible for these matters in your own municipality.



Unemployment

If you are unemployed, you must inform the employment and economic development office of the date you begin your military service, and regularly report to the employment office until your military service starts. You must also inform the unemployment fund if you receive earnings-related unemployment allowance.

Taxation

A decrease in income due to conscript service can lower the amount of tax withheld or even result in there being no tax withheld. When you go to the tax office, take along a military service certificate or your military service order, and a declaration of income.

You must meet the deadlines for your tax return and all other taxation matters (tax rectification, tax appeal, payment of tax arrears, and application for postponement of payment). You should mention in the tax form that you have a smaller income because you are doing military service. Daily allowance (also called per diem) and conscript's allowance are not taxable income, so you do not have to report them.

Pension

Military service does not accrue pension.

Loans and debts

The conscripts' daily allowance is only enough to cover small expenses from living in garrison, so changes in your income level and how it impacts paying off loans and payments should be considered.

It is a good idea to try to agree to postpone loan instalments or make part-payment arrangements with

your bank or other lender. If you have any fines, it can usually be arranged so that you pay the fine after you have finished military service. You can also make arrangements with the bailiff concerning payments.

Avoid taking loans and making instalment purchases before or during military service! For example, quickie loans, credit card debts or mobile phone bills may cause payment difficulties.

Driving licence

We recommend that you have the second stage of your driving licence (i.e. a full valid driving licence) completed before you begin military service. This may be difficult to do while in service.

Passport and Police Clearance

For the purposes of getting a passport, police clearance can be given to conscripts living in Finland or abroad until the end of the year when the applicant turns 28. Provided that your conscription issues are in order, the police clearance remains in force after you have finished military service.

Occupational and In-Service Safety

The occupational and in-service safety of conscripts is assured by making sure that they can serve in an environment that is healthy and safe in all situations. The FDF follows its own safety regulations (in military training and exercises) and general legislation on occupational health and safety. The aim of the FDF's occupational and in-service safety activities is a state of zero accidents as well as an open and uninhibited culture where safety risks are reported. The aim is always to



prevent accidents from happening. Here, the incident cards ("near misses") filled out by conscripts and salaried personnel alike play an important role. The goal is to improve activities so that no accidents or damages happen. It is important that the conscripts openly report any dangerous situations that they observe so that accidents can be prevented.

Traffic safety is always considered when making free time and leave arrangements. The risk for young men dying in traffic accidents as drivers is higher than other age groups so leave transportation is available for conscripts via public transport (trains, busses, airplanes) or by common transportation arranged by the brigade-level unit.

The Conscript Committee of each military unit has an in-service and occupational safety delegate. S/he will participate in the brigade-level unit's occupational and in-service safety activities and will represent the conscripts and report observations from the field regarding in-service safety.

Suspected health risks

The Defence Forces' aim is that their premises are suitable for their purpose and safe and healthy for their users. In addition to being unpleasant, bad air indoors can also cause health problems, which can appear as different symptoms and illnesses.

1. Recognise a problem

Recognising problems with air quality is often up to one's own senses. Good air should be fresh and suitably warm. In addition to this, ventilation should be sufficient and drafts should not be a problem. Common air quality problems are stuffiness, dry air, dustiness and abnormal strong smells. Rooms can be drafty and the temperature can vary from too cold to too warm. The most common symptoms caused by air problems are respiratory tract, eye and skin irritation. If possible symptoms are relieved during weekend and longer furloughs, there is reason to suspect that there is a problem with the air in the barracks.

2. Report a suspected problem to the Conscript Committee

If you suspect that there is an air problem in your barracks, it is in your own interest to report this. Based on reports, investigations will be started to determine if there is a problem and necessary measures will be taken to fix the problem and remove the possible health risk. Conscripts should report their observations to their closest superior, the company sergeant major, local conscript committee or the occupational and in-service safety officer of the brigade-level unit. For the sake of your own health, it is important that you also tell your garrison health station about possible symptoms.

3. Keep your room clean

Common reasons for air problems in garrisons are untidiness, dust and drying wet equipment and kit in barracks rooms and closets. The daily cleanliness checks that may sometimes seem irritating are carried out for a good reason! Also, the ventilation vents must not be covered or adjusted. If there is a draft in the room or the ventilation does not work, you must notify your superiors who will contact maintenance. In other words, you can help to avoid the most common problems by taking care to keep the barracks clean and by reporting problems that arise.

Military injuries and service-related illnesses

During military service, the Defence Forces' health care system is responsible for health care and treatment costs. When you have completed your military service, the State Treasury will cover the costs caused by a disability or in-service illness acquired as a result of military service and it will take care of any other compensation according to the Compensation for Military Injuries Act. The compensation corresponds to that provided under statutory accident insurance.

The following groups are entitled to compensation based on the act on military injuries: conscripts in either

armed or unarmed military service, women in voluntary military service, and men in non-military service. Compensation can also be paid to anyone who has participated in refresher training, call-ups, the health examination arranged by the Regional Office or an entrance examination to a military educational establishment.

Compensation can be paid when an accident has occurred at one's service location or in an area belonging to it. Compensation can also be made for an accident that has occurred while travelling in connection with military service, or during free time or leave that is considered military service time.

A service-related illness can be any disease referred to in the Occupational Diseases Act. It can also be a disease probably caused by military service or made considerably worse by military service.

The compensation process begins with filling in a military accident/service-related illness form with the brigade-level unit's occupational safety delegate. The person who has been injured or has fallen ill can apply for compensation themselves from the State Treasury over the Internet at https://lomake.fi/forms/xml/VK/VK_sotilastapaturma/fi.

Register into the SUOMI.fi viestit service so that you can easily and securely contact the State Treasury.

Daily allowance and other compensation

Data is based on the situation in 2019.

Conscript's daily allowance

The conscripts' daily allowance (also called per diem) is progressive and based on the number months a conscript is in military service: EUR 5.15 (1 to 165 days), EUR 8.60 (166–255 days) and EUR 12.00 (256–347 days). The daily allowance is paid to a bank account twice a month on a Friday. The daily allowance is paid for each day in military service, including free time and leave. Special personal leave or absences without leave are not regarded as days in military service.

Women's equipment allowance

Women's military clothing is largely the same as men's. In order to buy any personal items that are not provided by the Defence Forces, women receive an equipment allowance of EUR 0.50 per day on the same grounds as conscript daily allowance is granted.

Additional daily allowance for military service abroad

For the duration of military service taking place abroad, for example in international Rapid Deployment Force training, conscripts can receive an additional daily allowance of EUR 11.00 to cover personal costs.

Paratroopers', divers' and pilots' allowances

Conscripts in special training receive additional allowances as follows: paratroopers – a total of EUR 110.00 for the basic parachuting course and EUR 22 each for the next 20 jumps; combat divers – EUR 13,50 for the days when diving; aeroplane pilots – EUR 182.56 per month after the first solo flight.

IF DURING SERVICE...

If you are injured or become ill during service you can apply for compensation from the State Treasury



→ FIND MORE INFORMATION ON THE STATE TREASURY'S WEBSITE

[statetresury.fi/en-US/
Citizens and Communities/
Compensation and
benefits](https://statetresury.fi/en-US/Citizens%20and%20Communities/Compensation%20and%20benefits)

Valtiokonttori
Statskontoret
State Treasury

Food and accommodation allowance

Food and accommodation allowance is paid on assignments during which the Defence Forces cannot provide either of these.

On domestic assignments, the food allowance is EUR 7.50, for assignments that last from 6 to 8 hours; and EUR 13.50 for assignments that last more than 8 hours. If the assignment exceeds a full day as calculated above by 2–8 hours, EUR 7.50 is added to the increased food allowance.

On foreign assignments, the food allowance is EUR 28.00 for each day in which at least 8 hours is spent on the assignment, starting the moment the assignment began; and EUR 15.00 if the assignment exceeds a full day as calculated above by 2 to 8 hours.

The accommodation allowance is EUR 55.00 for each assignment that at least 4 hours between 21:00 and 06:00 have been used for other than travel. On foreign assignments the allowance is EUR 100.00. If the actual expenses during the assignment are more than the above, only the Defence Command can authorize payment.

A *food allowance* of EUR 13.50 a day is paid during home care to those who are under the responsibility of the FDF's health care.

Leave and free time

Under the Conscription Act and the decree on conscription, conscripts can be granted *exemplary conduct leave*, *personal leave*, and *special personal leave*.

Exemplary conduct leave can be granted to conscripts who have distinguished themselves during service. The maximum amount granted is 10 days (to those serving 165 days), 15 days (those serving 255 days) and 20 days (those serving 347 days).

Every conscript has the right to personal leave: 6 days (165 service days), 12 days (255 service days) or 18 days (347 service days). Conscripts do not have to state the reason for applying for personal leave, but it is intended for seeing to personal matters. In accordance with training plans, some personal leave days are used as the unit's common leave days (for those serving 165 days the number is four days, for those serving 255 days nine days and for those serving 347 days twelve days) so that conscripts usually have one Friday or Monday that is not a public holiday per one month of service as a personal leave day. You do not need to apply for the unit's common leave days, but you must apply for the remaining personal leave days and earned exemplary conduct leave yourself. If you know that you will be attending a higher-education entrance exam(s) while you are completing your military service, it is worth saving a few days of leave to prepare for and attend the exam(s).

A maximum of 6 months of *special personal leave* can be granted to conscripts for pressing personal reasons. It must be noted that special personal leave extends the service period by an equivalent amount of time. Superiors can grant special personal leave for example on the following grounds: studies, financial reasons, family reasons, sports competitions, and duties of a position of trust.

As an option to special personal leave, conscripts can apply for deferment. Based on a medical certificate, or due to the death or serious illness of a near relative, or for some other urgent personal reason, a conscript can be granted exemption from other service. Exemption from other service is granted by the company commander (72 h at most). For participating in entrance exams, you should use personal leave or exemplary conduct leave days, or if it is not possible, you can ask for exemption from other service or special personal leave.

A *travel time extension* can be granted if the conscript's one-way travel to his domicile using public transport and/or arranged transport takes more than six hours. The leave or weekend is extended by the same amount of time as the six-hour limit is exceeded.

You may travel *abroad* during leave only with the permission of the officer granting the leave. The conscript identification card may not be taken out of Finland.

Leave can start on the first day of military service only if there is an extremely pressing reason for this.

Free evenings offer conscripts a chance to take part in many activities, events and training during free time organized by the conscript committee.

More information on regulations concerning free time and leave are on display in your company-level unit.

Temporary work is permitted during free time and leave, as long as it does not interfere with military ser-

vice duties. When doing temporary work, it is good to remember the validity of accident insurance and the effect of income on your possible conscript allowance.

Travel during leave

Conscripts have the right to travel to their municipality of domicile or residence or to a location in Finland where they have special ties. Travel using long-distance trains is free of charge for conscripts during leave if you are wearing your leave uniform and use a conscript card with a bar code. When travelling on a long-distance train, it is a good idea to book a seat with the VR mobile application. You are also entitled to travel free of charge when entering service and being discharged.

For leave travel, you receive a bar code for your conscript card for railway travel, a travel card or voucher for bus travel and, under conditions defined by your brigade-level unit, an airline ticket for long flights. Garrisons often arrange transportation for conscripts by bus to the nearest railway and bus stations, or in some cases directly to the municipality or region you live in.

Use public transportation when you can – it is safe and comfortable!

Conscription for those coming from abroad

Under the Act on Conscription, all men who are Finnish citizens are liable for military service. It is possible for multinationals to be exempted from military service. So if you are granted the nationality of another country, particularly during call-up or conscription age, you must inform the military authorities, or if you are abroad, inform the Finnish diplomatic mission.

► **More information on multinationals on page 17.**

The Finnish diplomatic mission abroad (embassy, consulate) is the contact authority for conscripts. Before entering military service, you should at least take care of the following: clear up any uncertainties regarding nationality; have medical examinations concerning possible changes in your state of health; make sure that your passport, visa, and work and residence permits are valid; submit your application for conscript's allowance (Kela office); get the travel tickets you need to report for service at the beginning of your service.

Conscripts entering military service must themselves make the necessary notifications and arrangements concerning their accommodation, work, studies or taxation abroad. The law concerning the obligation of employers to take back an employee to his previous position applies only in Finland.

For further information on the free travel quota for those entering military service from abroad see below under "Travel Abroad and to Finland". As soon as you start military service, contact the unit's company sergeant major to get a refund for travel and food costs incurred on your journey to your service location. The company sergeant major will procure tickets for travel to destinations outside Finland.

The families of conscripts living abroad are entitled to the same conscript's allowance as the families of conscripts who live in Finland. A conscript living abroad re-



ceives conscript's allowance for keeping his accommodation there during military service (reasonable housing costs), and for the accommodation he may have needed to acquire in Finland for the duration of his military service. The military allowance is explained in more detail under 'Military allowance'.

Conscripts entering military service from abroad should note that the Compensation for Military Injuries Act also covers leave and related travel abroad. The benefits and paternity allowance in the Sickness Insurance Act do not apply to those who live permanently abroad. As a temporary resident, you can apply for income support from the Kela offices. (ask the social welfare counsellor for help).

Conscripts arriving from abroad have the right to use their own mother tongue when dealing with public authorities, so interpreting arrangements will be made upon request. The language used in conscript training is Finnish or Swedish.

Travel abroad and to Finland

Within their basic quota, conscripts permanently resident abroad carrying out their military service in Finland can travel to their domicile abroad, depending on the length of their military service, 1-4 times (2 trips for those serving 165 days and resident in Europe and one trip for those resident outside of Europe; three trips for those serving 255 days and resident in Europe and one for those resident outside of Europe; four trips for those serving 347 days and resident in the Nordic countries and three trips for those resident elsewhere in Europe and two trips for those resident outside of Europe. In addition to the above quotas, conscripts can be granted a free return trip abroad in the case of serious illness, death or burial of a family member, their own wedding or the birth or christening of their own child.

Tickets (ship tickets on the Baltic Sea and flight tickets) booked for starting your military service must primarily be booked via the Carlson Wagonlit (CWT)

customer service team at pv.fi@contactcwt.com. Instructions for booking tickets will be attached to your call-up order. If you have compelling issues relating to the trip to start your military service, you can contact the Finnish diplomatic mission abroad. You can be reimbursed for the tickets you purchased yourself, when you have travelled by using the cheapest mode of transport and will deliver all of the receipts and documentation with the reimbursement application to your company-level unit's Company Sergeant Major immediately upon starting your military service.

Your time of travel must be in immediate relation to your entry into service (within 4 weeks before). Those who have arrived earlier than four weeks must send a substantiated application to the Regional Office.

Travel expenses to and from Finland are only reimbursed if you live abroad permanently.

In order for you to receive a refund on your ticket home abroad after mustering out, you must still have a permanent home in that country. In order for your travel to be reimbursed it must be directly related to you having finished your military service (4 weeks). Freely formulated applications concerning lengthening the time frame should be sent to the brigade-level unit for a decision.

The company-level unit usually obtains free tickets for travel during leave for conscripts living abroad, or refunds the equivalent sum against receipts. Air tickets are not usually bought for conscripts who live in Sweden.

Paternity Leave and Paternity Allowance

Conscripts who are married or live in a common-law relationship are granted a paternity leave of 12 days either as a single period when the child is born or, taking into consideration the service or family situation of the conscript, in several periods. Paternity leave does not affect the length of the service period.

Paternity leave must start within one month of the child's birth, but due to for example the illness of the

newborn or the mother, it can also start later. In order to be granted paternity leave, you must present a birth certificate or a certificate from the child welfare officer of your place of residence.

A conscript who requires time to care for his child can receive paternity allowance from Kela. Paternity allowance can be paid to a person in military service or non-military service who lives together with the child's mother and is on paternity leave or on other leave from service.

The paternity allowance for a person carrying out military service is EUR 27.86 per day. Paternity allowance can be applied for online (kela.fi) or at the Kela Office with the form Application – Parental benefits for fathers (SV 29a).

Paternity allowance is taxable income.

Crisis prevention and support measures for conscripts

The Defence Forces' support network that provides mental support for conscripts consists of specialists in the brigade-level unit (doctor, social welfare officer, chaplain) as well as superiors and fellow conscripts. The role of comrades, conscript committees and conscript leaders in preventing crises among conscripts and in support measures is important since it might be easier for young people to talk about their problems with someone who is of the same age than with someone older. Every conscript can provide peer support and a person to talk to for their fellow conscripts. If you have a hard time in service and you feel anguished, contact your closest superiors, brigade-level unit specialists and in urgent cases a doctor for an evaluation of the situation and possible treatment.

Time Out! Getting life back on track and outreach youth work

Social welfare officers are there to help conscripts in need of support. If necessary, conscripts who are dropping out of military service are assigned a Time Out! or outreach youth councillor. Time Out is a cooperation model used in the Defence Forces. It provides active support to young people during call-ups and for those who drop out of military service. Together with the Time Out! or youth outreach councillor, conscripts can talk about personal issues relating to coping with for example studies, applying for a job, living, relationships and health. The councillors offer personal support, information and encouragement in managing your affairs. If necessary conscripts also receive help in finding the services they need.

Equality and non-discrimination, and appropriate behaviour in military service

It is the right of every conscript to be able to serve and train in an environment where equality and non-discrimination are respected. In a well-functioning conscript service, men and women, different contingents, people of different origins and with differing personal characteristics, all have an equal opportunity to make choices, increase their knowledge and skills in military service, and be rewarded.

It is the duty of every conscript to build and maintain a working culture which respects equality and non-discrimination and ensure that no one is treated unfairly. The Defence Forces working culture and being a soldier also include good behaviour. Harassment, bullying and hazing are not tolerated. Anyone doing his/her military service has to make sure that he/she behaves appropriately. Superiors carry particular responsibility for the operating procedures and atmosphere within their unit. If a superior becomes aware of inappropriate behaviour directed at his/her subordinates, it is his/her duty to intervene. It is the company commander's duty to ensure that all of the conscripts in his/her unit know what to do in a situation where someone is treated inappropriately. You can find more information on procedures in case of harassment, bullying and hazing in the Soldier's Guide, on company notice boards and in barracks information folders.

Questions on day-to-day garrison life?

Join your brigade-level unit's Facebook group. There you will find information on everyday life in the military and useful tips for entering and carrying out your military service. The Facebook groups are maintained by the previous contingent's conscripts, the so-called Some (Social Media) Agents. You can also use Facebook's private message function to ask them about things you may be wondering about. You can find the links to the groups in the recruit information bulletin you get before starting your service. Come and find out about everyday life in the garrison and your fellow soldiers through Facebook!

Military justice

Military justice is based on the provisions of Chapter 45 of the Criminal Code concerning military offences as well as on the Military Court Procedure Act and on the Act on Military Discipline and Crime Prevention in the Defence Forces. Conscripts and women who have been accepted into voluntary military service fall under the jurisdiction of military justice as soon as they have arrived or were liable to arrive to carry out their military service. They remain within the system until they muster out, even in their free time and during leave. Persons failing to arrive at their military unit when called up are guilty of absence without leave or desertion.

The commanders of company-level units (company/battery/flight/unit), their superiors and the company sergeant major have the right to enforce discipline. In military discipline proceedings, after investigations have been carried out, a conscript can be given a disciplinary punishment (reminder, confinement to barracks, extra duty, warning, disciplinary fine). You can appeal a disciplinary decision made by the battalion commander, company commander or company sergeant major, i.e. make a request for settlement to the commander of the brigade-level unit. Disciplinary decisions, including those based on pleas for resolution, given by the brigade commander or a higher disciplinary official can be appealed by issuing an official disciplinary complaint to a court of law.

The Parliamentary Ombudsman ensures the legality of military justice. According to law, the Parliamentary

Ombudsman must especially monitor the rights and fair treatment of conscripts.

Legal assistance

Conscripts can meet with legal problems, with which they need expert help. Especially in legal proceedings it is often necessary to have a legally trained advisor.

Conscripts can be appointed an advisor to help with legal matters either entirely or partly funded by the state. Legal assistance is provided by public legal advisers, lawyers and other jurists. The website oikeus.fi provides more specific information on legal assistance as well as other information on the workings of the judicial system.

Anticipate entering the Reserve

After mustering out, you may experience a temporary feeling of indecision and emptiness. A busy and eventful time in service is left behind and new friends are no longer there. It is a good idea to keep in touch with your friends, and it is easier to return to civilian life if you start planning your future: work, studies or future profession well in advance. The social welfare officer and the conscript committee are there to support you also in this phase.

Professional matters and military service certificate

Many aspects of military training are of use in a civilian profession, too. Certain elements of military training are accepted as the equivalent of the practical training needed for some professions, and in some fields conscript service can be considered work experience.

It may be easier to obtain many civilian jobs if you have done your military service successfully and have received special or leadership training. Military service also opens up opportunities in peacekeeping, the Rapid Deployment Force or a military career.

All conscripts who have completed their military service receive a military service certificate stating the military training given and a personal assessment. This will be useful in working life (work experience) and educational establishments (credit). Educational establishments decide independently how military service can be credited.

Mustering out

If you have a job, inform your employer well in advance that you will be returning to your job. Remember that you have the right to return to your own position or post or an equivalent one.

If you are unemployed, you should report to the employment and economic development office and to the unemployment fund of your trade union.

If you have a place as a student in an educational establishment, inform your school that you will start your studies and make sure your student financial aid is in order.

If you are an entrepreneur, you should inform your pension institution that you are mustering out.

If you cannot work because of an accident or an illness you had when you were doing military service, ask



for the military unit's physician to write you a certificate, contact the State Treasury for actual compensation, and, if necessary, apply for income support from KELA.

You and your family are entitled to an evaluation of the need for income support and other social security benefits (contact KELA) as well as the social services in your municipality (contact the social welfare office in your home municipality).

Refresher training and voluntary national defence

Once you have completed your military service, you will be placed in the Reserve. The Reserve forms the major part of the Defence Forces' wartime personnel.

Reservists are paid a reservist salary when they must attend refresher training. The rates are the following (situation in 2019):

- rank and file EUR 60.10 a day
- non-commissioned officers EUR 62.80 a day
- commissioned officers and special officers EUR 65.85 a day
- all receive a tax-free per diem of EUR 5.15 a day (women receive an additional equipment per diem of EUR 0.50 a day).

In addition to mandatory refresher training, reservists can participate in voluntary national defence and attend courses organised by the National Defence Training Association in order to maintain and develop their military skills and the feeling of togetherness and team spirit with their wartime unit.

Services *and branches*





Photos: FDF PHOTOGRAPHIC CENTRE / Processing: TEEMU LIIRI

The aim is a wartime force

The aim of conscript training is to provide training and orientation for conscripts in functions serving national defence, and thus provide the necessary prerequisites for the country to form total units in case of war. This means that each conscript must be trained for wartime duties according to his abilities and talent. Conscript training takes place in the Army, Navy and Air Force or Border Guard.

The training of the wartime units takes place at the end of the service period for rank and file (165 days), which is called the unit training phase. The unit training phase lasts six weeks. The aim is that training and other activities take place during the entire training period in as realistic circumstances as possible and in the wartime composition in which training in refresher exercises also takes place. The unit training phase is considered the peak of conscript training with regard to skill and knowledge.

The successful realisation of training requires leaders with the right kind of attitude towards their subordinates. Straightforward and strict military discipline is a part of the training, but leaders must understand their responsibility for the well-being of their subordinates. In the same way, subordinates must understand the responsibility of their leaders with regard to the activities of the unit and the training. All involved, both those in training and their instructors, belong to the same unit and work towards a common goal.

The content of the basic training phase is the same for everybody

With regard to the content of training, the basic training phase that begins military service is basically the same for all conscripts. During the phase, all conscripts receive a soldier's basic training and take the basic military examination. The basic training phase is identical in all Services and branches of service.

Selections for training branches are made during the basic training phase. When selections are made, the conscript's motivation for entering the training in question is also taken into consideration. After the basic training phase, conscript training diverges according to branch of training.



Army

The Army forms the main part of the Defence Forces' wartime strength. During peacetime, the main task of the Army brigade-level units is to train the ground forces to be formed in case of raising readiness. The Army includes infantry, field artillery, air defence, engineer, signals, logistics and nowadays also army aviation.



Infantry ➤

The infantry is the backbone of the Army. In combat, its task is to repel and strike at the enemy in cooperation with other branches. The infantry moves by modern all-terrain trucks or armoured vehicles. Success depends on the speed of the action.

Carrying out combat missions requires good ability to move both on foot and skis. Infantrymen are required to be in good physical condition and to have psychological resilience and the ability to take the initiative in fulfilling their tasks.

Approximately half of all conscripts called up are trained in the infantry. The versatile training is divided into several branches of training. These are:

- jaeger training
- reconnaissance and special forces training,
- mortar training
- anti-tank training
- armour training and
- military police training

In all branches of training some conscripts are trained as non-commissioned officers and some as reserve officers. Learning the personal skills of a combatant and how to use modern weaponry as well as leadership training are interesting and challenging.

► **Infantry is trained in different parts of the country:**

- Jaeger Brigade in Sodankylä and Rovaniemi
- Kainuu Brigade in Kajaani
- Karelia Brigade in Kouvola
- Army Academy in Hamina
- Utti Jaeger Regiment in Kouvola
- Armoured Brigade in Hattula
- Pori Brigade in Säkylä and Niinisalo
- Guard Jaeger Regiment in Helsinki

Although training varies according to where the brigade-level unit is and what special branch the training is for, on the whole the training is the same: it aims to train an efficient combatant and his leader.

Field artillery ➤

The field artillery is a versatile and technological branch. It has at its disposal the most modern equipment, such as target acquisition equipment, laser range finders thermal cameras, light amplifiers, radars and information technology in different levels of calculators, signal systems and simulators. The most important task of the field artillery is to support the infantry in battle with well-timed and precise close support fires. This is done by firing artillery pieces, armoured self-propelled guns and rocket launchers at distances up to 70 kilometres.

Those serving in the field artillery are called gunners. Gunners have the possibility of training for the task of reserve officer, non-commissioned officer or rank and file. The branch is an entity made up of leaders, signalmen, forward observers, target acquisition men, reconnaissance, gun line and others in different support tasks.

Activities are often carried out as cooperation between different sections and fireteams. The spirit of the



gunner, which is prevalent in the branch comes from the awareness that the input of each and every one is equally important so that the common goal is reached.

However, the best professional skill is gained during exercises. Each gunner earns his spurs on the largest firing range in Western Europe at Rovajärvi in the scenic nature of Lapland.

► **Field artillery training units:**

- Pori Brigade in Niinisalo
- Armoured Brigade in Hattula
- Kainuu Brigade in Kajaani
- Karelia Brigade in Kouvola
- Army Academy in Hamina

Ground-based air defence ►

Ground-based air defence protects combat units and military and civilian targets against enemy air attacks, and cause casualties to the enemy. Units are equipped with surface-to-air-missiles and air defence guns as well as command and control and surveillance instruments. Air defence missiles are efficient and technologically demanding systems. They form the brunt of regional air defence. The mid-range ITO12 (NASAMS) and short-range ITO90M (Crotale) missile systems are used for protecting important regional targets, the most important troop formations and military targets, and to cause casualties to the attacker. The short-range ITO05 and ITO05M missile systems are well-suited for causing casualties to the enemy in the deployment areas of the combat troops. Projectile-based air defence weapons are used to supplement the capability of missile systems. The size of the projectile air defence weapons varies from the 12.7 mm heavy machine gun to the 35 mm air defence cannon.

An advanced command and control system is used to lead combat operations. This means situational awareness can be created and the use of fire be led in real-time.

Rank and file and section leaders of the air defence branch are trained in Parolannummi, Vekaranjärvi and Rovaniemi and reserve officers in Hamina.

Air defence as a branch offers tasks that are technologically challenging to both those in rank and file and those trained for leadership duties. Command and control (C2) and weapons systems are now technically more demanding. That is why there is a greater need for people with an education in electronics and information technology.

A special group needed in all air defence units is people with experience of RC model air planes to fly remote controlled target drones. If you are interested in these types of duties, please let your superiors know by the time you start your service in a brigade-level unit that trains conscripts in air defence.

► **Ground-based air defence training units:**

- Jaeger Brigade in Rovaniemi
- Karelia Brigade in Kouvola
- Armoured Brigade in Hattula



Signals ►

The task of signals units is to build and maintain connections for command and control, reconnaissance and use of fires. Connections are achieved using modern signal systems and instruments, among others digital IP-based communications system M18, regional units' communications systems and digital field radios. Signals units establish, maintain and protect their echelon's command posts and are responsible for moving and maintaining them. Communication links and command posts are established either in vehicles or in movable containers and the information systems that they contain enable situational awareness and the effective command of troops. The signals branch offers interesting tasks for those interested in making use of possibilities provided by technology in different crisis conditions. Although training in communication and information technology is considered an extra bonus for those applying into the signal branch, it is not essential.

Signals NCO's are trained in the same brigade-level units as rank and file. Reserve officers are trained at the Army Academy's Reserve Officer School in Hamina and in the Army Academy's Armour School in Hattula.

► **Signals systems training units:**

- Jaeger Brigade in Sodankylä
- Guard Jaeger Regiment in Helsinki
- Pori Brigade in Säköylä
- Karelia Brigade in Kouvola
- Kainuu Brigade in Kajaani
- Armoured Brigade in Hattula

► **Long-range radio training units:**

- Karelia Brigade in Kouvola
- Kainuu Brigade in Kajaani
- Jaeger Brigade in Sodankylä
- Pori Brigade in Säköylä
- Utti Jaeger Regiment in Kouvola

Engineers ➤

Engineers are the workmen of the battlefield. Their tasks are extensive and diverse, and include combatant tasks. Engineers mould the operating environment so that it is to the advantage of their own troops and limit the effects of the enemy and the prevailing circumstances. The engineer branch trains conscripts into engineers, explosive ordnance disposal (EOD) experts and CBRNe specialists. Some of the engineers are trained to work as mechanics and drivers of various machinery and into special equipment operators. Engineers are trained by the Army in Kainuu Brigade, Pori Brigade, the Armoured Brigade, Karelia Brigade, the Reserve Officer School and by the Navy in Nyland Brigade.

The task of the engineers is to slow the movement of the enemy by laying mines and by destroying roads and bridges essential for the operations of the enemy. To aid the movement of friendly troops, engineers clear mines, maintain the roads in good condition and, when needed, build bridges and roads that are suitable for field conditions. Pontoon and bridge equipment can also be used to cross waterways. Those who are trained for Explosive Ordnance Disposal (EOD) become specialised in clearing demanding target areas. Most rank and file and leaders that train to become engineers complete a blaster's certificate.

CBRNe is part of the engineer activities. The objective of CBRNe training is to provide combatants with readiness to survive when within the sphere of influence of chemical, biological, nuclear and incendiary weapons. Training includes CBRNe surveillance and reconnaissance, protection and decontamination as well as rescue activities. Rescue training includes a fire fighting and rescue course, which earns participants a certificate equivalent to that of the Finnish National Rescue Association's course. In addition, training is also given in smoke diving and first aid skills. CBRNe training is of use also in the civilian sector, in fire fighting and rescue duties. If you are willing to serve in CBRNe duties you should make this known at the call-up. Conscripts to be trained in the CBRNe troops and persons going on crisis management missions are trained in the Pori Brigade. All other brigade-level units that train engineer branch conscripts (excl. the Army Academy) also train conscripts for CBRNe reconnaissance and rescue sections.

➤ Engineer training units:

- Karelia Brigade in Kouvola
- Kainuu Brigade in Kajaani
- Pori Brigade in Säkylä
- Armoured Brigade in Hattula
- Nyland Brigade, Raasepori (Navy)
- Army Academy in Hamina
- Jaeger Brigade in Sodankylä



A pontoon bridge built by engineers in use.



Military Police ►

The Defence Forces also trains military police. Their task is among other things the security surveillance of military installations and maintenance of order as well as traffic supervision and direction.

In addition to the basic training of a combatant, military police also gain knowledge and skills that can be compared with the training of a civilian police or guard. These are e.g. knowledge and skills relating to the use of force. Military police training is of use when applying for posts in the aforementioned professions.

As training progresses, the military police serve in guarding tasks in the garrisons. Here also, the aim is a high-quality combatant. At the same time, the tasks of military police in times of crisis also become familiar. Those to be trained as military police are selected from among the brigade-level units.

Due to the nature of the tasks, military police are required to be in good physical and mental condition. In addition, those in military police training must have an irreproachable background. The service period for military police to be trained as leaders is 347 days and 255 days for regular military policemen.

Logistics ►

The job of logistics is to make sure that the troops are equipped for combat. In order to protect their own activities, logistics units are capable of fighting as infantry.

In order to maintain the capability, logistics replenishes and maintains materiel, transports, provides combatants with medical care in the field and maintains the capability of soldiers by means of support services. Resupplying includes among other things the storage of munitions and petrol, oil & lubricants (POL) and their distribution to the units. Maintenance includes e.g. maintenance and repairing of weapons and vehicles. Transportation moves materiel and troops to the right place at the right time. The task of the medical corps is to provide care and treatment for the injured, ill and wounded as well as to evacuate them to a treatment facility. Logistics services also include providing rations and water for the troops.

The logistics units' compositions include heavy trucks and trailers and load-handling equipment, road tractors and container trailers, all-terrain vehicles (quad bikes), different kinds of containers, maintenance vehicles and modern repair equipment. The medical corps has modern field medicine stations, evacuation vehicles and ambulances. Logistics' command and control equipment has been updated to meet logistics command and control requirements and challenges of the modern-day battlefield.

You can specialise in logistics also elsewhere than in the logistics units. Logistics tasks are included in the tasks of wartime personnel in all branches and services. Logistics training for rank and file and NCOs is given in all brigade-level units and reserve officers are trained in the Reserve Officer School in Hamina.

It is definitely a good idea to apply for a placement in logistics already at the call-up, if you are interested in a



technical and versatile training environment, if you have a professional degree in a logistics-related subject or if you are studying in the field of technology (metal, machinery or electronics), transportation or logistics, or if you intend to apply to study in this field after your military service. If you have a degree in health care or medicine, military medical training offers an excellent opportunity to gain experience in emergency field medicine.

At the end of military service, you receive a service certificate stating your tasks, which will be of use to you in the future.

► **Logistics branch conscripts are trained in all brigade-level units conducting conscript training.**



Driver training ➤

The Defence Forces train around 3,000 conscripts annually to become military drivers of heavy vehicles. Driving licence instruction is given for C1, pvC, C, CE and D licences as well as advanced driving training if needed. Basic level (280 hours) and expedited basic level (140 hours) professional training is also given, as well as advanced professional training. Some of those in driver training also receive ADR training for transporting dangerous substances. Training is given in eight brigade-level units.

Drivers are needed in all units. To be chosen for driver training you have to have at least a B licence that has been valid for a minimum of three (3) months at the time of selection for training. Your state of health must satisfy the requirements set for a C/CE licence. To be chosen for the training you cannot have committed any serious traffic offences during the last two years. It is to the applicant's advantage if he or she already has a basic degree in logistics or forest machinery (equiv.) and/or a professional bus, combination or lumber driver's degree and a valid C/CE licence. Professional competence training and possible work experience in the field are also to your advantage. Persons who have completed basic level professional competence for goods traffic drivers (280 h) are eligible for applying for D category driving training. Those selected receive extended professional competence training for passenger traffic. The service time for military drivers (C, CE and D licences) is 347 days.

Brigade-level units also provide training other drivers to qualify them to drive the Defence Forces vehicles they need to drive for performing their tasks. You can be trained to drive e.g. the following vehicles: cars and off-road vehicles, emergency vehicles, tractors, snowmobiles, all-terrain vehicles (quad bikes) and off-road motorcycles. The rank and file combatants receiving this training usually serve for the same amount of time as soldiers carrying out the unit's main task. Note that those trained as ambulance drivers take the C1 licence and emergency driving course, but do not gain basic level professional competence.

The Defence Forces driver training provides a driver's professional competence and deepens the professional competence of those who have a basic degree in logistics. This is not a vocational degree, however, but rather a driving permit in accordance with the act on the professional qualification of truck and bus drivers. The skills acquired in the Defence Forces are also useful when applying to continuing training and professions in the transportation and logistics branch.

► **For more detailed information contact your Regional Office or the brigade-level unit that you would like to do your military service in.**

Transportation and logistics are important components of Logistics.





Navy

The Navy's tasks for the military defence of Finland include monitoring our maritime areas and repelling territorial violations, protecting sea lines of communication and repelling attacks by sea.

*The goal of the Navy's capability and readiness building is to carry out the tasks assigned by law. **The Finnish Defence Forces have four main tasks:** Finland's military defence, assisting other authorities, providing and receiving international assistance and participating in international military crisis management. The Navy maintains real-time operational situation picture and participates in the multinational surveillance of the Baltic Sea. The Navy is on standby, patrols and monitors 24/7/365.*

The Navy acts as a territorial surveillance authority. The Navy steers and monitors military seafaring and measures to promote and ensure it by participating in cooperation between maritime actors, for example.

The Navy comprises naval and coastal units. Naval striking force is composed of surface warfare and mine counter-measure squadrons equipped with fast attack missile craft, minelayers and coastal minelayers as well as mine counter-measure vessels. The coastal troops include e.g. coastal jaeger, maritime reconnaissance coastal missile and coastal engineer units. The Navy's combat divers are the maritime element of Finnish special operations forces.

The only Finnish Defence Forces unit that uses the Swedish language in training is the Navy's Nyland Brigade. In addition to coastal jaeger training the Nyland Brigade also provides international training on its Amphibious Task Unit courses.

Challenging circumstances, demanding tasks requiring independent initiative as well as the international operational environment make service in the Navy popular. The Navy's almost one hundred different leadership or rank and file duties in conscript training offer something for everyone.



Conscript training in the Navy

Conscripts enter naval service in January and July. The basic training phase is carried out either in the Coastal Brigade or the Nyland Brigade. In the Coastal Brigade, conscript training is provided in Upinniemi in Kirkkonummi. The training provided by the Nyland Brigade takes place in Dragsvik, in Raasepori.

In the course of the basic training phase, all conscripts receive the standard basic training of a combatant. After this, training is divided into specialised training in naval and coastal troops.

In the Navy, a large part of the conscripts in the coastal troops are trained as specialists whose service is at least 255 days. The service period for those in training to become officers, NCOs and for special rank and file (military boat and C and E class drivers) is 347 days. All those in training to become officers for the Navy and most of those to be trained officers for the coastal troops receive their reserve officer training at the Naval Academy in Suomenlinna. Training for reserve officer students is divided into training for naval and coastal forces. All troops receive the same leadership, instructor and tactics training. Naval reserve officers gain the basic knowledge and skills in seafaring and seamanship required for steering a small vessel. The coastal forces' programme is divided into maritime surveillance and maritime reconnaissance. Maritime surveillance teaches basics in maritime surveillance and forward observation. Those trained in maritime reconnaissance gain basic skills in reconnaissance patrolling and observation in demanding coastal conditions.

Part of the officer training in the special fields of the coastal troops is carried out in programmes of the Army at the Reserve Officer School in Hamina. Such fields include for example the military police, rifle, mortar training, anti-tank training and engineer training branches.

- ▶ **For instructions for applying to the diving course see page 54**

Naval troops

The service places of the naval troops are among the naval vessel units. Naval training begins with a basic training period in the Coastal Brigade. The actual service aboard is carried out aboard the vessels of the Coastal Fleet in Pansio (Turku) and Upinniemi (Kirkkonummi).

The requirement for entry into service aboard as well as diver is fitness class A. Those in training for tasks on deck and those applying to naval training on the Naval Reserve Officer Course must have normal colour vision and vision must be at least 1.0 in the better and 0.5 in the lesser eye without eyeglasses. Radio communications men, machine engineers and ship's cooks are required to have at least 0.2/0.2 vision without eyeglasses and 0.8/0.2 with eyeglasses. Those chosen for service aboard cannot be prone to sea sickness, severe lactose intolerance or coeliac disease. The Navy's health regulations have been published in the Defence Forces' current health examination guidelines (Terveystarkastusohje, TTO 2012 (in Finnish) puolustusvoimat.fi ori google: "Terveystarkastusohje", pp 39-41).

After basic training in Upinniemi, the branch training phase begins in Pansio (Turku). During the first three weeks the training focuses on general training for navy sailors. After this the special training phase continues aboard vessels in Pansio and Upinniemi.

Naval troops experiment transferring to a one-contingent training system starting from 2021. One of the

Training 2020 Programme experiments looks into the carrying out of naval troops training with one contingent per year. Depending on the results of the experiments conducted in 2020, in the future, conscripts might be selected for naval service only once a year from the January contingent. At the same time, the service time of all conscripts serving on vessels will be extended from 255 to 347 days.

Coastal troops

Coastal troops are given versatile training year-round in the demanding conditions prevailing in the archipelago and the territorial waters. There are coastal troops service places in all naval units that provide conscript training. During the basic training phase, conscripts are taught all the basic skills of a soldier, the skills of the individual combatant and a pair of combatants within a section.

The branch training phase and special training phase for those serving in the coastal troops last 12 weeks in all, during which they gain the knowledge and skills of the branch and specialise in one specific crisis task. The requirements for entry into training are largely the same as in corresponding duties in the Army. Some of the NCO training in the coastal troops as well as the special training of the rank and file, such as e.g. logistics NCO training, is given on courses provided by the Army.

Coastal jaegers are trained in the Swedish-speaking Nyland Brigade

The physically and mentally demanding coastal jaeger training is given at the Nyland Brigade in Raasepori. Versatile training is provided in a maritime environment with modern equipment. The coastal jaegers move through the archipelago by e.g. Jurmo and Jehu class landing craft and fast raiding craft. The brigade also provides international crisis management training on its Amphibious Task Unit courses. Boatmen, coastal missile specialists and coastal engineers are also trained at the Nyland Brigade. Those aiming to become boatmen must have normal hearing, normal colour vision and their vision without eyeglasses must be at least 1.0 in the better and 0.5 in the lesser eye. Training in the Nyland Brigade is carried out in Swedish but commands are given in Finnish.



- ▶ **The dark green beret is one of the most famous berets in the world. The President of the Republic granted the coastal jaegers the right to wear the green beret in 1980 to show the demanding and special nature of the coastal jaeger training. This beret is one of the insignia that must be earned, and sweat is not the only thing it takes to earn it. You can also lose the beret through conduct not befitting a soldier.**



Air Force

The Air Force is responsible for the continuous surveillance and security of Finland's airspace. Violations of airspace are prevented by force if necessary. In addition, the Air Force supports the activities of other authorities, such as the police and rescue services, and participates in international missions. During wartime the main task of the Air Force is defending Finland's airspace with fighter aircraft.

The Air Force trains pilots and other personnel for peace and wartime duties in airbases, radar stations and command centres. The Air Force offers a rewarding way of carrying out military service for those interested in flying, aviation, technology, transportation or military police work. After military service, you may even find your future profession in the Air Force.



Military service in the Air Force

The Air Force annually trains approximately 1,300 conscripts for air defence tasks. Half of these are trained in the Air Force Academy in Tikkakoski. Conscript training is also provided in the Satakunta Air Command in Pirkkala, and the Karelia Air Command in Rissala. Conscripts serving in the Lapland Air Wing in Rovaniemi serve under the administration of the Jaeger Brigade. It is possible to enter military service in the Air Force either by applying separately for specialist courses, or through the call-ups. Both of these possibilities can lead to the career of an NCO or officer, which means that your service location can also become your future workplace!

Service begins in January or July. During the basic training phase, all conscripts receive the same basic training of a combatant as in all services. After this the training diverges according to tasks. The service periods in the Air Force are 165, 255 or 347 days. Training for leadership tasks always lasts 347 days. All Air Force NCO courses enable possible entry onto the Reserve Officer Course. The Defence Forces' leadership training is highly regarded in the civilian labour market.

Women can apply for voluntary military service in the Air Force through selection events or special forces /tasks application. Women applying to the special forces/tasks fill in the special forces/tasks application form and send their applications along with appendices to their own Regional Office.

Military service in the Air Force through the call-up

Those who have entered military service in the Air Force through the call-up are trained to be leaders and rank and file in the wartime troops of battle bases and overall air defence. The rank and file are trained for among others the tasks of, ordnance handling, military police and signalman. Leaders for among others battle base signal troops and force protection sections are trained on the NCO course.

Military Service in the Air Force by application

Conscripts serving in the Air Force special tasks get to fly, repair aircraft, monitor the airspace, lead fighters in the sky or drive lorries or articulated vehicles.

The application period for special courses of the Air Force ends on 1 September for the January contingent and on 1 March for the July contingent. The application period for the Pilot Reserve Officer Course (military pilots) that starts in July next year, ends on 1 November. The following special courses are arranged in Tikkakoski: Pilot Reserve Officer Course, NCO Aircraft Maintenance Programme (assistant mechanics), NCO Control and Reporting Centre Programme (situation

picture operators and fighter controllers) and Military Driver Course.

The service period for the special courses is 347 days, and with the exception of rank and file driver training, this always includes completing the NCO or Reserve Officer Course (conscript leadership training). When applicants are accepted onto a special course, the Regional Office will change their service location to the Air Force Academy, regardless of what service location was assigned in the call-up.

► **For more information for applying to the Air Force's special courses see pages 58-61.**

Up-to-date information on the training, selection criteria and application process can be found on the intti.fi website at: intti.fi > About to enter into the military? > Air Force's Special Programmes

Contacts and possible questions can be sent by email to: erikoiskursusit.ilmav@mil.fi





Border Guard

Operating under the Ministry of the Interior, the Border Guard is a modern, cooperative and internationally renowned centre of expertise in border security and maritime rescue issues. The core functions of the Border Guard are border surveillance, border checks, crime prevention, maritime safety, maritime environmental protection, international cooperation and national defence.

The Border Guard functions on land, at sea and in the air, providing security in all conditions.





The task of the Border Guard, which is subordinate to the Ministry of the Interior, is maintaining border security. The most important tasks are monitoring the borders on land and in territorial waters as well as passport control at border crossing points and in seaports and airports. The Border Guard leads maritime rescue services, carries out search and rescue tasks, as well as the urgent transportation of patients. The Border Guard is also responsible for maintaining public order and safety at border crossings in cases when the Police is unable to do so. On occasion, the Border Guard can also perform urgent tasks related to maintaining public order and safety that the Police is not immediately able to perform. In parallel with the Customs Service, the Border Guard carries out customs surveillance along the borders of Finland and at such border crossings where the Customs Service has not organised customs surveillance. The Border Guard has the authority to investigate crimes that it detects in its field of duty and if necessary it submits these for consideration of charges. The Border Guard has a military organisational structure. It consists of the Border Guard Headquarters, four border guard districts, two coast guard districts, the Air Patrol Squadron and the Border and Coast Guard Academy. The Border Guard employs about 2,800 people.

Defending the nation has always been an important task of the Border Guard, a task which it carries out in cooperation with the Defence Forces. Border control, i.e. patrolling the national border and territorial waters is at the same time the surveillance of territorial integrity. The Border Guard also trains conscripts for crisis duties.

Into the Border Guard Through the Call-up

The North Karelia and Lapland Border Guard Districts train reconnaissance men in the border jaeger companies in Onttola and Ivalo for the wartime and emergency situation duties as border guard reserves. Entry into training takes place through the call-ups. The Border Jaeger Company of the North Karelia Border Guard also trains women who have applied for voluntary military service.

All conscripts receive e.g. weapon and marksmanship training, reconnaissance, ranger, wilderness skills and engineer training. In addition, all conscripts receive training for border guard duties, which enables carrying out the main functions of the Border Guard in times of crisis or, if necessary, already in peacetime. The training is challenging, especially physically, so those applying to serve in the Border Guard are expected to be in good condition when entering service. Conscripts that are trained to become reserve officers are sent to the Reserve Officer School in Hamina. Reserve NCOs are trained on the Border Jaeger Companies' own NCO courses. NCOs are trained as combat lifesavers (medical NCO), engineer, weapons and combat runner NCOs.

Rank and file are trained on the following special courses:

- sniper's spotter
- Combat Lifesaver (medic)
- signals
- engineer
- all-terrain carrier and quad bike driver
- runner, including snow mobile or motorcycle training

► **More information on military service in the Border Guard will be available at the call-up and the Border Guard website at raja.fi.**

Applying for special forces training in the Border Guard

The Border Guard's special border jaeger training is provided by the Border and Coast Guard Academy's Special Border Jaeger Company in Immola in Imatra. One contingent is accepted annually in July based on applications and selection exams held on an annual basis from January to February.

► **Further information and instructions for applying to the special forces and branches under the heading Special Border Jaeger (p. 55).**



Special forces and special tasks

Applying to join the special operations forces and special tasks

You must apply separately to join the special operations forces. You can apply to the special operations forces and courses before the call-up, after the call-up before starting your military service or during military service. Persons having applied via the special forces application process will be called to selection events based on which the actual selections are made. Each training has its own entry requirements and application period. Each training programme will advertise their own selection, organise their own selection, select the applicants accepted into training and notify the applicants of the results and the Regional Offices to send the orders for starting military service. In other words, no-one is assigned directly through the call-ups to serve in the special operations forces or special courses. For those who have applied to serve in them, a reserve posting is determined at the call-up, in case they are not selected to join the special operations forces or tasks. Special operations forces and tasks are e.g. paratroopers, divers, special border jaegers, the Finnish Rapid Deployment Force, military bandsmen and special courses of the Air Force, electronic warfare personnel and athletes. You must report for service in accordance with the information stated in the call-up order given you at the call-up. In other words, even if you have applied to be accepted into special training, you must report for duty at the service location marked in your order to enter service. Before conscript service you can ask about the different tasks at the Regional Offices, and during your service you can ask the commander of your company-level unit.

Women applying for special operations forces and tasks

You apply to special operations forces according to each unit's application schedule.

If you are applying with a paper application, submit the following forms to your regional office:

- application to voluntary service
- an application to the special operations forces
- questionnaire concerning service and for the evaluation of your state of health
- A doctor's certificate on the applicant's state of health (must use Defence Forces' form)

If you are applying by E-Service, still submit the following forms to your regional office:

- application to voluntary service
- questionnaire concerning service and for the evaluation of your state of health
- A doctor's certificate on the applicant's state of health (must use Defence Forces' form)

Apply online

Mainly, you apply to the special operations forces and specialist courses and tasks through the Finnish Defence Forces E-Service. The service can be found on the websites of the Finnish Defence Forces and the Border Guard and on the Suomi.fi platform. **Always check the application instructions and deadlines on the Finnish Defence Forces website (intti.fi > about to enter into the military?) which has the latest information!**

Applying for special tasks

In special tasks, the aim is to train conscripts, who have a university or equivalent degree or who are far along enough in their studies or otherwise have the required skills, for wartime duties that correspond with their field or specialisation. In special tasks you get to use and develop your own area of speciality and in return your time as a conscript will pay off later in your studies and your working life. Special tasks are available for those who are studying or have completed studies in journalism or media, intelligence, IT, scientific research, sports science, environmental studies, theology, medicine and law, among others. Especially in the near future the Defence Forces will be looking for photographers, graphic designers, journalists, programmers and research assistants. The newest special tasks are cyber specialist and virtual training environment support specialist. The need for trainees and application instructions are published on the Defence Forces website (intti.fi > about to enter into the military ?), in the Ruotuväki bulletin, as well as using other e.g. professional channels. Instructions for applying are available on the Defence Forces website (intti.fi > about to enter into the military?).

Those chosen for special tasks, transfer to their tasks as soon as the basic training phase is completed. From special tasks you can also apply for leadership training. Those selected for leadership training return to special tasks as conscripts leaders after undergoing leadership training (NCO or Reserve Officer Course).

In addition to this, brigade-level units may also offer the possibility to serve in special tasks in one's own brigade level unit or e.g. in the conscript committee. Applying for local tasks is specific to the brigade-level unit.

Special Operations Forces Paratroopers

The special operations forces of the Army are trained in the Utti Jaeger Regiment. The Special Jaeger Battalion's Paratrooper Company trains conscripts that have applied and been selected to become paratroopers in the special forces of the reserve of the Army.

Soldiers in the special forces are physically and mentally fit soldiers that are capable of operating as small groups in very demanding conditions. These soldiers show judgement and initiative, and are capable of putting the interests of the unit before his/her own interests.

Paratrooper training is challenging both mentally and physically. Conscripts that have applied and been accepted into paratrooper training receive basic training in special forces' reconnaissance and combat duties. The special features of this type of training are versatile weapons, marksmanship and combat training, parachute training and operating with helicopters. Paratrooper training is the basic training of a special forces' soldier. All paratroopers are trained at least as an NCO and about 20 % are trained to become reserve officers on the Reserve Officer Course arranged at the Utti Jaeger Regiment.

The Paratrooper Company takes only one contingent per year. Paratroopers begin their service in July and serve for 347 days. There is an entrance exam where 60 to 80 of the most suitable applicants are chosen. Preselection takes place based on applications. Those who pass the pre-selection are called to a two-day selection event in January. The selection includes physical and psychological aptitude tests, interviews and a medical exam. Women who are applying for voluntary military service can also apply for paratrooper training. The admission criteria are the same for men and women.

Entrance Requirements

- ▶ **Good health: category A fitness for service**
- ▶ **Vision minimum 1.0 in both eyes without eyeglasses (no eyeglasses/contact lenses)**

- ▶ **flawless colour vision**
- ▶ **normal field of vision and hearing**
- ▶ **good physical condition**
- ▶ **Able to swim 200 metres**
- ▶ **fair skiing skills**

Eliminating factors include asthma, lactose intolerance that is easily aggravated, coeliac disease, difficult skin diseases and rashes, allergies demanding medical treatment, other prolonged, severe diseases requiring regular medication, unkempt teeth or dentures, limbs that have been broken within a short period of time or difficult joint injuries and a criminal register or acts that have led to punishment (theft, embezzlement, assault, driving while intoxicated, aggravated endangering of traffic safety, or three other traffic offences and other issues considered disqualifying for driver training in the Defence Forces).

Applying:

Conscript service in the paratroopers is based on voluntary applications. The application period ends every year on 30 November. An electronic application is submitted the year before starting military service.

A two-day selection is held at the end of January. The selection includes physical and psychological aptitude tests, interviews and a medical exam. Based on the selection, 60 to 80 of the most suitable applicants are chosen. The selections are announced in March.

You can apply to be admitted into paratrooper training even if you have started your military service in some other brigade-level unit. Even though you have already done part of your military service, this does not count when you are accepted into paratrooper training.



Paratrooper training always lasts 347 days. If you have completed your military service in another unit of the Defence Forces, you cannot start it again.

You can ask for more information by email at Isvjk-hakeutuminen.utjr@mil.fi.

Apply for paratrooper training through the Finnish Defence Forces E-Service. The electronic application can be found at <https://asiointi.puolustusvoimat.fi>

► **Further information:** intti.fi

Divers

The Navy Diving School trains FDF divers in the Coastal Brigade in Upinniemi. The selection is held during week 35. The selection exams include physical fitness tests and the applicant will have a Medical Examination, an aptitude test and an interview. The applicant's fitness class must be A. The requirement concerning vision is 1.0 in both eyes and normal colour vision. Previous diving experience is not required.

The Diving School trains for combat diving and EOD tasks. The training alternates by year so that combat divers are trained even years and EOD divers odd years. All diver conscripts attending diver training are trained as NCO's or reserve officers. During conscript training diving days amount to around 60. A separate reimbursement is paid for diving.

Entrance into service takes place annually with the January contingent. The easiest way to apply is to fill out an electronic application in the Finnish Defence Forces E-Service. Fill in an application at <https://asiointi.puolustusvoimat.fi>. Use a paper application only if you

have no way to fill out the electronic application. Applications should arrive at the Diving School by 31 July at the latest.

You can apply to the diving course also after you have entered service. Ask for more information from the Diving School or your own company-level unit.

Further information and instructions for applying are available at the Navy Diving School, tel. +358 299 325 502, FDF Regional Offices and the Defence Forces website intti.fi > About to enter into the military?

► **Diving School**
P.O. Box 5, 02471 UPINNIEMI
sukeltajakoulu.rpr@mil.fi

Special Border Jaegers

The Border Guard's special border jaeger training is provided by the Border and Coast Guard Academy's Special Border Jaeger Company in Immola in Imatra. Motivated, physically and mentally balanced and strong people are accepted for training. One contingent is accepted annually in July based on applications and selection exams held on an annual basis from January to February. Selection exams include physical and psychological aptitude tests and a medical exam. All special border jaegers are trained to be reserve NCOs at a minimum. Approximately 10 special border jaegers from each contingent are trained as reserve officers at the Utti Jaeger Regiment in Utti. Special border guards are trained to perform the Border Guard's most demanding border safety, reconnaissance and strike force duties in times of crisis and war.

The training is versatile and challenging because it aims to prepare the people to work as a part of a war-time unit. Proximity to the border and its special features are typical characteristics of the operational environment.

Entrance requirements:

- **good physical condition and health**
- **fitness for service, class A**
- **visual acuity minimum 0.7 in both eyes**
- **without glasses (glasses should not be necessary)**
- **normal color vision, normal field of vision**
- **normal hearing**
- **the ability to swim at least 200 metres**
- **fair skiing skills**
- **a 12- minute running test result that is less than six months old**

Eliminating factors include difficult skin diseases, allergies demanding medical treatment, other prolonged, severe diseases requiring regular medication, unkempt teeth or dentures, limbs that have been broken within a short period of time or difficult joint injuries and a criminal register or acts that have led to punishment (theft, embezzlement, assault etc.).

Applying:

- **you can apply for the special border jaeger course via the Defence Forces E-Service or by filling in a application in writing.**



- ▶ Fill in an electronic application at <https://asiointi.puolustusvoimat.fi>
- ▶ A medical certificate no less than six months old must be submitted with the paper application. Defence Forces medical examination form or T certificate (top part) are accepted, a youth health form is not.

Additional information, application forms and instructions are available at raja.fi/varusmies, or the **Border and Coast Guard Academy**, tel. 029 542 9000, email: erikoisrajaakaarioksi@raja.fi or **Regional Offices**. Your application with appendices must arrive by 6 December the year before you are to start your service. Written applications should be sent to the following address:

- ▶ **Border and Coast Guard Academy**
Special Border Guard Company
Selections Secretary
Niskapietiläntie 32 D
55910 Imatra

Finnish Rapid Deployment Force

The Finnish Rapid Deployment Force is a special Army unit that aims at training a high-quality, internationally interoperable battle group. Rapid deployment force units are primarily trained to defend Finland, in addition to which conscripts serving in these troops also receive special training for military crisis management tasks during an international phase held at the end of the 347-day military service phase.

Training

The units in training are internationally compatible and they are trained based on both national training requirements and criteria set for NATO's combat forces. This ensures a high quality of training and good capabilities. In addition to defending their homeland, conscripts who have undergone Finnish Rapid Deployment Force training are ready to participate in international crisis management tasks where conscripts are able to practice the required skills as part of a multinational force in an international exercise.

Rapid deployment force training produces a jaeger company and an engineer platoon out of the January contingent.

A conscript in international rapid deployment force training wears a gold beret emblem. The right to bear the emblem is earned in a demanding beret emblem test towards the end of military service.

Selection criteria

Requirements for applicants to the Finnish Rapid Deployment Force

- ▶ **Fitness for service classification A,**
- ▶ **At least satisfactory skills in the Finnish language,**
- ▶ **Capacity to withstand psychological pressure,**
- ▶ **Good physical condition,**
- ▶ **At least satisfactory skills in the English language (good grade in English in comprehensive school),**
- ▶ **At least a class B driving licence**

Applicants cannot have

- ▶ **A criminal record,**
- ▶ **A record of drunk driving or a report of three other offences,**
- ▶ **Chronic eczema or allergies,**
- ▶ **Signs of psychological disorders,**
- ▶ **Lactose intolerance that is easily aggravated,**
- ▶ **Coeliac disease,**
- ▶ **Musculoskeletal disorders.**

Of benefit to applicants

- ▶ **A suitable civilian education (e.g. a driver's, carpenter's, mechanic's education or education in the medical, rescue, electrical or IT field),**
- ▶ **Other language skills,**
- ▶ **A clean traffic offence record,**
- ▶ **Class C driver's licence**

Applying

Application instructions are available at intti.fi under About to enter into the military? Applications must include:

- ▶ **an application to the special forces (Finnish Rapid Deployment Force)**
- ▶ **a copy of your most recent school report**
- ▶ **a free-form certificate that states the result of your latest running test and is attested by the signature of another person**

Having already received an order to enter service does not prevent you from applying for international training. Those selected receive a new order to enter service, which includes the new date of entry into service.

The easiest way to apply is to fill out an electronic application in the Finnish Defence Forces E-Service. Fill in an application at <https://asiointi.puolustusvoimat.fi>

Use a paper application only if you have no way to fill out the electronic application. Applications must be received by 15 January at the latest at:

- ▶ **Pori Brigade**
- ▶ **Application for FRDF conscript training**
- ▶ **Headquarters/Training Section**
- ▶ **P.O. Box 38**
- ▶ **27801 SÄKYLÄ**

Selection event

The Pori Brigade conducts a pre-selection annually based on applications. Those accepted based on the pre-selection test are sent a written invitation. The selection event lasts two days and takes place in Säkyli in March or April. The event includes the following:

- ▶ **A 12-minute running test**
- ▶ **Evacuation test**
- ▶ **Muscular fitness test (push up, sit up, standing long jump)**
- ▶ **Basic test 1**
- ▶ **Basic test 2b**
- ▶ **Interview**
- ▶ **English language test (as part of the interview)**

The result of the 12-minute running test must be at least 2,500 meters.

The result of the evacuation test must be at least 150 meters in two minutes. The evacuee is a doll weighing approximately 55 kg.

In the three-part muscular fitness test, applicants must reach a satisfactory result with the points 2.25.

The technique and points given in the test are the same for women and men.

The objective of the interview is to determine the applicant's motivation and willingness to commit to the readiness forces also after their military service. The English language test is arranged as part of the interview and it tests the applicant's vocabulary and ability to communicate in English.

In the written basic tests, the applicant's intellectual talent and characteristics are determined.

All participants in the selection tests, also those who were not chosen, are informed of the results in writing during the month of May.

For more information relating to the selection tests you can email koulutusala.porpr@mil.fi or telephone+358 (0) 299 441 266.

Electronic Warfare Training

Electronic warfare (EW) refers to the gathering of reconnaissance data by means of systems using electromagnetic radiation, disruption of such systems, and countermeasures against such systems. The Electronic Warfare Training Centre in Riihimäki trains conscripts for demanding wartime duties in the field of electronic warfare. The special characteristic of the training is the intelligence and communications training taking advantage of technical systems. We are looking for motivated, regular men and women with interest in technology, who want to challenge themselves both physically and mentally during military service. Everyone trained for electronic warfare duties are trained as non-commissioned officers (NCOs) or reserve officers. A single contingent will be trained for electronic warfare duties each year and the service last for 347 days.

Requirements for electronic warfare training:

- ▶ **normal health: category A fitness for service**
- ▶ **flawless colour vision**
- ▶ **normal fields of vision and hearing**
- ▶ **Good physical condition, 12-minute running test at least 2,400 metres**

It is to your advantage if you:

- ▶ **are motivated and interested in learning new things**
- ▶ **Have skills for persistent and independent action and logical thinking**
- ▶ **are interested in information technology, electronics, foreign languages, amateur radio and mathematical subjects,**
- ▶ **and are an upright citizen**

Eliminating factors are:

- ▶ **12-minute running test under 2,400 metres on the selection test day**
- ▶ **No medical certificate or medical certificate expired**

Military service:

- Service will begin in July of the same year in the Armoured Brigade in Parolannummi with the basic training of a combatant. The final selection for the EW NCO course will be done during the branch training phase.
- The NCO course is organised in the Electronic Warfare Centre in Riihimäki.
- Those selected for the Reserve Officer Course will complete the training in the Reserve Officer School's reconnaissance programme in Hamina.
- During the second half of conscript service (the special capabilities training period and unit training period) everyone will be in Riihimäki.



The training is practical and includes command of electronic warfare troops and systems and system operator duties. The exercises will take place mainly with mobile systems in the field. Knowledge of cyber or network warfare is not a prerequisite nor is it included in an operator's tasks.

After completing your military service, you can apply for jobs within this field in the Defence Forces or a posting abroad in a crisis management operation.

Applying and selection exams:

- You apply to electronic warfare training after your call-up, but before the start of your military service
- Application is done via the Defence Forces E-Service at asiointi.puolustusvoimat.fi under "Hae erikoisjoukkoihin" by 31 January.
- You can send the application also on paper, using the form "Application to the Special Forces" (Hakemus erikoisjoukkoihin), which is available from the Regional Offices, or you can print it from puolustusvoimat.fi/asiointi/lomakkeet. Paper applications must arrive on 31 January at the latest at:

- ▶ **Armoured Brigade**
Electronic Warfare Training Centre
P.O. Box 5
11311 RIIHIMÄKI

Write "application to electronic warfare training" on the envelope in Finnish:

Based on the applications, some of the applicants will be invited to a one-day long selection event arranged in March. The testing day starts with a 12 minute running test. Failure to achieve the 2400 m requirement leads to immediate elimination from the selection. Based on the selection the most suitable are ordered to report to the Armoured Brigade for military service.

Electronic warfare training offers you interesting and challenging work with first class technology - accept the challenge!

Pilots

The Pilot Reserve Officer Course at the Air Force Academy opens up the possibility for an officer's career as a military pilot in the Air Force, helicopter pilot in the Army or a Border Guard pilot. The Course includes reserve officer training, aviation theory and approximately 40 hours of flight training on a primary trainer.

Approximately 40 students are selected for the training that begins in July based on applications and selection exams arranged once a year. The Reserve Officer Course, which begins after the branch training phase, includes a total of around 180 hours of aviation theory. The course also includes survival training at the Utti Jaeger Regiment, including e.g. parachuting training.

Flight service begins at the turn of the month in January-February. The aim of flight training is to determine the students' suitability for continued training to become fighter and helicopter pilots. Those who have completed the course can apply to the military pilot programme at the Military Academy.

The period of application ends on 1 November the year before service begins. Selection tests are arranged during the winter and spring. If you have already begun your military service, it should not be completed before the pilot reserve officer course begins.

Applicants receive the final results of the selection test approximately one month before entry into military service.

Selection criteria:

- ▶ **The applicant has achieved the Finnish matriculation examination or at least a 3-year vocational degree or is otherwise eligible for higher education studies (a person in the final year of high school or 3-year vocational institution may apply in case he satisfies the above criteria before the start of the Pilot Reserve Officer Course).**
- ▶ **The applicant must present his/her matriculation examination certificate or other degree certificate required (e.g. vocational) before the Pilot Reserve Officer Course starts.**
- ▶ **The applicant must not be older than 22 the year the course starts.**
- ▶ **the applicant must have turned 18 before the Pilot Reserve Officer Course begins.**
- ▶ **military service already started must not be completed when the course starts.**
- ▶ **The applicant's school grades must correspond to a sufficient total of points.**
- ▶ **The applicant has applied to the Pilot Reserve Officer Course twice at most. – One may apply to the Pilot Reserve Officer Course a total of three times maximum.**
- ▶ **Applicants must be Finnish citizens and have a good command of the Finnish language. The applicant's language skills demonstrated during the selection process are enough to prove his command of the Finnish language**
- ▶ **The applicant's psychological and physical qualities, his health and life style are suited for the training.**
- ▶ **the applicant has a normal level of swimming skills; he can swim 200 m. without stopping.**
- ▶ **vision requirement: at least 0.5 on both eyes without eye-glasses, and with glasses at least 1.0. (Landoltin C chart, distance of 5 metres). Refractive error may be at most +2.5 – -1.5 diopter**
- ▶ **normal colour vision**
- ▶ **mild allergies do not exclude application**

To apply, use the Finnish Defence Forces E-Service:

- ▶ <https://asiointi.puolustusvoimat.fi>

Up-to-date information on the training, selection criteria and application process can be found on the intti.fi website at:

- ▶ intti.fi > **About to enter into the military?** > **Air Force's Special Programmes** > **Pilot Reserve Officer Course**

Contacts and possible questions can be sent by email to:

- ▶ erikoiskursit.ilmav@mil.fi

Assistant fighter aircraft or helicopter mechanics

Students on the aircraft maintenance programme of the NCO Course at the Air Force Academy are trained to do maintenance work on fighters or helicopters, i.e. for assistant mechanic duties. Assistant mechanics par-

ticipate in real fighter and helicopter maintenance work in airbases. After successfully completing military service you can apply for a job as an NCO in aircraft maintenance or apply to study at the Military Academy to become an officer in the field of aircraft maintenance .

On the NCO Course, which begins after the branch training phase, you will study both aviation technology and leadership skills.

After the NCO Course, training continues as a fighter, helicopter, transport aircraft or UAV assistant mechanic in the Defence Forces' and Border Guard's flight units (Air Force Academy, Satakunta Air Command, Karelia Air Command, Lapland Air Command, Utti Jaeger Regiment, Pori Brigade's Satakunta Artillery Regiment, Air Patrol Squadron).

Some of the students in the NCO Course's aircraft maintenance programme are admitted to the Air Force's reserve officer training.

The NCO Course's aircraft maintenance programme is arranged twice a year. The application deadline for the January contingent is 1 September and for the July contingent 1 March. Approximately 65 trainees are chosen for each contingent.

The applicants approved for entrance exams are called to one-day selection exams (aptitude tests, psychological tests and physical fitness test). The selection exams are arranged in October and April. The applicants will receive the final results of the selection test approximately one month before entry into military service

Selection criteria:

- ▶ **The applicant must be 18 years of age before the course begins**
- ▶ **The applicant must be eligible for higher education studies before the military service related to the Air Force special course begins;**
 - Matriculation examination
 - International Baccalaureate (IB)
 - European Baccalaureate (EB)
 - Reifeprüfung (RP)
 - Vocational upper secondary qualification, Further vocational qualification, or Specialist vocational qualification

a foreign degree that carries eligibility in the country in question for corresponding higher education studies.

- ▶ **The applicant must present a degree certificate before his/her military service on a special course begins**
- ▶ **A person in the final year of studies aiming at the above qualifications may apply in case he satisfies the above degree criteria before the service starts**
- ▶ **Applicants must be Finnish citizens and have an adequate command of the Finnish language**
- ▶ **The applicant's psychological and physical fitness, his health and life style are suited for the training.**
- ▶ **Health: category A fitness for service**
- ▶ **Vision requirement: at least 1.0 in both eyes without or with eyeglasses, in which case the strength of the correctional lens is at most ± 5 diopter (Landoltin C chart, distance of 5 metres).**
- ▶ **The applicant must have a sharp colour vision (examined under a daylight lamp with Ishihara plates).**
- ▶ **The applicant's fields of vision must be normal examined with a perimetry test with fingers**
- ▶ **The applicant's hearing category must be I-II**
- ▶ **the applicant cannot have strong allergies.**

To apply, use the Finnish Defence Forces E-Service:

- ▶ <https://asiointi.puolustusvoimat.fi>

Up-to-date information on the training, selection criteria and application process can be found on the intti.fi website at:

- ▶ intti.fi > **About to enter into the military ? > Air Force's Special Programmes > NCO Aircraft Maintenance Programme**

Contacts and possible questions can be sent by email to:

- ▶ erikoiskurssit.ilmav@mil.fi

Air picture and fighter controllers

The Control Centre Course in the Air Force Academy trains students as air picture controllers or fighter controllers. After the branch training phase, training in ra-





dar surveillance and the use of air defence signal systems, as well as leadership skills continues on the NCO Course. You can also advance to the Reserve Officer Course from the Control Centre Course.

After the NCO Course, training continues as air picture and fighter controllers in the Air Force's Control and Reporting Centres in Karelia and Lapland Air Commands, where trainees participate in forming a real-time recognised air picture or controlling fighter aircraft in the air. Some will stay in the Air Force Academy as Reserve NCO Training instructors. After successfully completing your military service you can apply for available NCO posts in the control centre field or apply to the Military Academy's command and control training programme and an officer's career.

The Control Centre Course is arranged twice a year. The application deadline for the January contingent is 1 September and for the July contingent 1 March. Approximately 10 people are selected for the January contingent and 15 for the July contingent. Fighter controllers are trained only from the July contingent. The applicants approved for entrance exams are called to one-day selection exams (aptitude tests, psychological tests and physical fitness test). The selection exams are

arranged in October and April. The applicants will receive the final results of the selection test approximately one month before entry into military service

Selection criteria:

- ▶ **The applicant must be 18 years of age before the course begins**
- ▶ **The applicant must be eligible for higher education studies before the military service related to the Air Force special course begins;**
 - Matriculation examination
 - International Baccalaureate (IB)
 - European Baccalaureate (EB)
 - Reifeprüfung (RP)
 - Vocational upper secondary qualification, Further vocational qualification, or Specialist vocational qualification
- ▶ **A foreign degree that carries eligibility in the country in question for corresponding higher education studies.**
- ▶ **The applicant must present a degree certificate before his/her military service on a special course begins**
- ▶ **A person in the final year of studies aiming at the above qualifications may apply in case he satisfies the above degree criteria before the service starts**
- ▶ **Applicants must be Finnish citizens and have an adequate command of the Finnish language**



- ▶ The applicant's psychological and physical fitness, his health and life style are suited for the training.
- ▶ health: category A fitness for service
- ▶ vision requirement: at least 1.0 in both eyes without or with eyeglasses, in which case the strength of the correctional lens is at most ± 5 diopter (Landoltin C chart, distance of 5 metres).
- ▶ The applicant must have a sharp colour vision (examined under a daylight lamp with Ishihara plates).
- ▶ The applicant's fields of vision must be normal examined with a perimetry test with fingers
- ▶ The applicant's hearing category must be I-II
- ▶ Applicants cannot have strong allergies.

To apply, use the Finnish Defence Forces E-Service:

- ▶ <https://asiointi.puolustusvoimat.fi>

Up-to-date information on the training, selection criteria and application process can be found on the intti.fi website at:

- ▶ intti.fi > About to enter into the military? > Air Force's Special Programmes > NCO Control Centre Programme

Contacts and possible questions can be sent by email to:

- ▶ erikoiskurssit.ilmav@mil.fi

Military drivers

Trainees on the Military Driver Course at the Air Force Academy are trained for versatile transportation tasks. All drivers receive articulated vehicle training. After the Military Driver Course, service continues in the Air Force's brigade-level units (Air Force Academy, Satakunta Air Command, Karelia Air Command, Lapland Air Command) or in the Utti Jaeger Regiment.

After the basic training phase military drivers receive articulated vehicle training and the foundation for independent driving tasks. Trainees receive driving licence training and basic level professional competence training. This allows for the possibility of gaining a BECE licence before the age of 21 and the prerequisites for working as a driver.

Training includes e.g. pre-emptive and economical driving, loading, information on occupational safety and first aid training. Most drivers also gain preparedness for working on an airfield in tasks relating to refuelling, cleaning, maintenance and repair and transportation.

In the brigade-level units, training includes familiarisation with forklift and motorised machinery, terminal functions, special transportation, driving in the terrain



and aiding a vehicle in difficult conditions. The training also includes 20 hours of driving training for professional competence.

Those who complete driver training receive an ADR licence for the transportation of dangerous goods, occupational and road safety 1 instruction, forklift driving training and a digital tachograph card. Some of the trainees also receive training in driving motorised machinery.

If you already have a basic level professional qualification, you will receive versatile continuing training in transportation, experience of driving special vehicles and the possibility to take the courses mentioned above, if you have not already passed them all. In addition to this you also have the possibility of taking the continued training courses under the professional driver directive.

The Military Driver Course is arranged twice a year. The application deadline for the January contingent is 1 September and for the July contingent 1 March. Approximately 60 trainees are chosen for each contingent. Selection interviews are arranged in October and April.

Selection criteria:

- ▶ **The applicant must have completed basic education (Comprehensive school)**
- ▶ **The applicant must have at least a category B driving licence and have completed advanced driving training (if the driving licence was obtained before 1 July 2018)**
- ▶ **The applicant must be 18 years of age before the course begins**
- ▶ **the applicant's health must satisfy the health requirements set for group 2 for having a driving licence (Act on Driving Licences, Section 18) and allow him/her to handle aviation fuels.**
- ▶ **no aggravated traffic offences committed in the past two years**
- ▶ **Applicants must be Finnish citizens and have an adequate command of the Finnish language**

To apply, use the Finnish Defence Forces E-Service:

- ▶ <https://asiointi.puolustusvoimat.fi>

Up-to-date information on the training, selection criteria and application process can be found on the *intti.fi* website at:

- ▶ [intti.fi > About to enter into the military? > Air Force's Special Programmes > Military Driver Course](#)

Contacts and possible questions can be sent by email to:

- ▶ erikoiskursit.ilmav@mil.fi

Military bandsmen

The Defence Forces Conscript Band, which is part of the Armoured Brigade in Parolannummi, trains about 100 conscripts and women doing their voluntary military service a year.

The normal service period in the Conscript Band of the Defence Forces is 347 days, including NCO training in the military music branch, after which it is possible to apply to the Reserve Officer Course. It is also possible to undergo training in 255 days.

Wind and percussion instrument players, vocalists, bass players, guitarists, keyboard and stringed instrument players, sound and light technicians, people with skills in media and communication and other performing artists can apply to become conscript bandsmen. Applicants who want to become military bandsmen are invited for musicality and suitability testing arranged annually in April by the Defence Forces Conscript Band in Parola.

There are no formal entrance requirements. Musicianship and ability are what counts. In addition to playing skill, applicants are required to behave in an upright way and to be enthusiastic about the task of conscript bandsman. Some of the musicians that are selected are placed in other military bands as conscript bandsmen. There are six military bands in Finland.

Service begins in the January contingent with an eight-week basic training phase, which is the same for

Military service for men and women at the Sports School:

<i>Service begins</i>	<i>Mustering out 165 days</i>	<i>Mustering out 347 days</i>
III/20 13 APR 2020	24 SEP 2020	25 MAR 2021
IV/20 12 OCT 2020	25 MAR 2021	23 SEP 2021
III/21 12 APR 2021	23 SEP 2021	24 MAR 2022
IV/21 11 OCT 2021	24 MAR 2022	22 SEP 2022

all conscripts. During the further training period, a figure marching composition, symphonic wind orchestra, string ensemble, entertainment ensemble, show band, technician team (lights, sound and image) and a media and communications team are formed. The Defence Forces Conscript Band performs abroad annually at international tattoo events.

Band and string musicians and sound and media people who are chosen for the conscript band are put into groups of around 20 people to form a rifle drill team. Members of this troop must have a good sense of rhythm, be of proportional build physically and have a particularly commendable attitude towards military training, which demands persistence. The group performs as a part of a figure marching programme or as its own unit.

After military service, bandsmen who have undergone leadership training and are interested in the profession of military bandsman may be recruited into one of the military bands. Those with leadership training can also apply to the military conductor training programme at the Sibelius Academy.

The military bands are the:

- ▶ **Guards Band, Helsinki,**
- ▶ **Dragoon Band, Lappeenranta,**
- ▶ **Navy Band, Turku,**
- ▶ **Air Force (Big) Band, Jyväskylä (Tikkakoski),**
- ▶ **Lapland Military Band, Rovaniemi,**
- ▶ **Defence Forces Conscript Band, Hattula (Parola).**

Applying is done primarily by electronic application. You can fill in an electronic application at varusmiessoittokunta.fi > Puolustusvoimien varusmiessoittokunta > Palvelus Varusmiessoittokunnassa.

Applications to the Conscript Band must arrive by 31 December at the latest.

Paper applications sent to the Armoured Brigade can be accepted in exceptional cases:

- ▶ **Armoured Brigade**
- ▶ **Defence Forces Conscript Band / Application**
- ▶ **P.O. Box 5, 13701 Parolannummi**

Instructions for applying and application forms to become a military bandsman are available from the Regional Office in one's area or the website of the Defence Forces at puolustusvoimat.fi. The path is: Aineistot -> varusmiehillä -> hakemukset ja lomakkeet -> hakemus erikoisjoukkoihin.

Athletes

The Defence Forces Sports School is the national training centre for young top athletes and military athletes. The school caters for professional athletes, teams coached

by and representing the FDF and it is where the best athletes of each age group of conscripts are given their military training.

The Defence Forces Sports School is located within the Guard Jaeger Regiment in Helsinki. All disciplines serve in the Guard Jaeger Regiment, except the winter sports biathlon, orienteering on skis, snowboarding, cross-country skiing, ski jumping and Nordic combined skiing, which serve in the Kainuu Brigade in Kajaani. Entrance tests for all disciplines are arranged in Helsinki at the Guard Jaeger Regiment.

Military Training

The objective of the military training is to train reconnaissance sections for needs during exceptional conditions. The compositions of the reconnaissance sections include reserve officers that are trained as section leaders and reconnaissance unit forward observers and non-commissioned officers that are trained in other section tasks. Examples of a reconnaissance NCO's tasks include such tasks as wireless operator, forward observer NCO, sniper and combat lifesaver. Those selected for rank and file training are trained as reconnaissance soldiers or for tasks within a reconnaissance company's support and command elements.

The period of service is 347 or 165 days. Both the reserve officer and NCO courses are carried out at the Sports School. Leadership training is a natural part of the athlete's path; through it the athlete strengthens and learns skills in teamwork, organisation and leadership. Training on the courses is integrated with the sports training in a way that does not interrupt training and competition activities.

Sports training

The Finnish Defence Forces Sports School is a part of the sports academy programme led by the Finnish Olympic Committee. The Sports School cooperates very closely with the metropolitan Helsinki area sports academy URHEA and with the Vuokatti-Ruka sports academy in the field of winter sports. The goal of the Sports School is to facilitate and enable continuing goal-oriented development and coaching for the talented athletes who are at the top of their age group, also during conscript service. The goal of the Sports School is to grow and develop the athlete holistically so that they get used to professional training and have the opportunity to develop their abilities all the way to become a top athlete internationally. Also goal-oriented military training has a meaning in the athlete's development. Demanding and disciplined military training helps support the emotional growth of the athlete. The most important support the Sports School offers is combining coaching and military

training. In the Sports School 55% of the total military service period is used for coaching, events and competitions. The training of an athlete doing his military service at the Sports School is carried out contingent by contingent following a discipline-specific training and personal coaching plans. The coaching and training is supported during the main training season with training camps organised by the Sports School. In addition to the common weekly schedules and training events, the athletes can use 45–95 days of military service for training and competition activity depending on their service period and competition level. The coaching of the athletes during military service is still the responsibility of the respective associations/federations, clubs and personal coaches of the athletes. The Sports School supports training with capable event-specific coaches and generalist coaches and with extensive, high-quality testing and physical therapy services.

Applying:

Conscript service in the Sports School is based on voluntary applications. The application periods end annually on the last day of February (summer sports) and August (winter sports). Selections are held during calendar weeks 14 and 40. Selection exams include physical and psychological aptitude tests and a personal interview.

Entry into the Sports School takes place through application via the Defence Forces E-Service: <https://asiointi.puolustusvoimat.fi/>

When applying for voluntary military service for women in the Sports School, the application form must be submitted to the regional office by 1 March.

Applying via the E-Service:

▶ <https://asiointi.puolustusvoimat.fi>

Alternatively, paper application forms with annexes must be sent to:

▶ **Finnish Defence Forces Sports School**
Guard Jaeger Regiment
P.O. Box 6
00861 Helsinki

The applicants to the Sports School must be at the top level in their discipline nationally or internationally. The discipline must be included in the Olympic or World Championship programme. Selections are carried out based on statements made by the olympic committee and experts in the various disciplines and on the results of psychological and physical testing.

Sports masseurs with training for a professional masseur's diploma can also apply to the 347-day service at the Sports School.

Further information about military service in the Sports School: intti.fi > **About to enter into the military?**

Special duties

Conscripts apply for special duties independently at intti.fi > **About to enter into the military?** by the end of the third service week at the latest. The opportunities for applying to special duties are publicised after service has

started during the Company Commander's class and Conscript Committee's class and at the Finnish Defence Forces website and in social media. You can serve in special duties also as a conscript leader, so if you are interested in leadership training, you can apply for both.

Only conscripts who have specialised in medicine prior to their military service are eligible for special tasks in medicine after the basic training phase. Eligibility for special duties requiring legal expertise is restricted to those who have been selected for the reserve officer course. The special duties within medicine, church work and the legal sector are described more in detail in the sections that follow. More detailed descriptions of other special duties, such as those in communications and the media sector (for e.g. graphic designers, journalists, photographers, information technology (incl. cyber tasks), or for programmers, virtual training support specialists and research assistants, can be found at

▶ [website intti.fi](https://intti.fi) > **About to enter into the military ?**

Physicians, dentists, veterinarians and pharmacists (M.Sc.)

Physicians, dentists, veterinarians and pharmacists, and students of these disciplines are placed in Army, Navy or Air Force brigade-level units at the call-ups. After the basic training phase they are assigned to the Logistics School in Riihimäki for the conscript physician course. During the conscript physician course students are selected for the Reserve Medical Officer Course.

The aim of the Reserve Officer Course is to produce medical officers capable of planning and managing the wartime medical care of the company and brigade-level unit. The trainees specialise in combat injuries and know the basics of the Defence Forces' medical care. During their unit training phase, officer candidates go through additional field and disaster medicine training and acquire professional experience by working in health centres and in exercises.

Those that are not chosen for the Reserve Officer Course after the conscript physician course will continue their service in professional duties at health centres and receive further training in medical care.

Legal branch

Application to reserve officer training in the judicial field is done through conscript leaders' supplementary application for special duties (intti.fi > **About to enter into the military?**) at the beginning of the Reserve Officer Course. A person with a higher law degree, or a law student who has finished intermediate level studies in criminal law and law of procedure in Finland, can be accepted onto the judicial officer training programme (as a Jurist Candidate). In the selection process, consideration is also paid to whether the Defence Forces need persons with legal training to be assigned to jurist candidate duties. Jurist Candidates accepted for training are trained to be placed in different levels of wartime judicial tasks among the units and in headquarters, such as legal officer in a wartime brigade.

The Defence Command assigns Jurist Candidates accepted into training in one of the Services. The Defence Forces' chief legal advisor determines who will be as-



signed where. Training is carried out in a brigade-level unit under the leadership of a Service headquarters and in accordance with the training programme drawn up by it. The training programme provided for the jurist candidate is carried out after the reserve officer course. Until that, the conscript is expected to do regular military service.

A jurist placed in a Service headquarters and the legal officer of each brigade-level unit are together responsible for the practical implementation of this training programme.

The training programme includes full-time work under the guidance of one or more brigade-level unit officials, such as a legal officer, chief of logistics and chief of personnel, and an introduction to the legal activities of a Service's headquarters.

Conscript chaplains and deacons

You can apply for conscript chaplain and deacon training through the national special duties application process (intti.fi > About to enter into the military ?). The aim of conscript chaplain and deacon training is to train

conscripts to conduct church work both in times of peace and in emergency situations. Rank and file conscripts serve 255 days. Those in leadership training serve 347 days. Training is realised through a two-part conscript chaplain and deacon course (CCDC I and II) and practical training.

CCDC I is held during the branch training phase. The course deals mainly with duties in peace time. The Field Bishop will conduct the final approval of the applicants. The entry requirement for the course is degree in theology or that of a Bachelor of Social Sciences (sosionomi). The degree must include qualification to work in a tenured position in the national Church of Finland. Also students of the previously mentioned degrees can be accepted to the course.

After CCDC I, those trained to be conscript chaplains and deacons continue training in different brigade-level units. They can also apply for leadership training.

CCDC II is arranged after the unit training phase. The course trains conscripts to work as military chaplains and deacons in emergency conditions.

Contact Information:

REGIONAL OFFICES (street addresses in parentheses)

The Regional Offices websites can be found in the Finnish Defence Forces online service puolustusvoimat.fi

South Savo Regional Office

P.O. Box 57, 50101 Mikkeli

(Tyrväntie 9, Rak 3, Mikkeli, Karkialampi)..... etela-savonluetoimisto@mil.fi Tel. +358 299 436190.

Häme Regional Office

P.O. Box 175, 15111 Lahti

(Kirkkokatu 12, Lahti)..... hameenluetoimisto@mil.fi Tel. +358 299 484190.

South-eastern Finland Regional Office

Kauppalankatu 43 C, 45100 Kouvola

(Kauppalankatu 43 C, Kouvola)..... kaakkoi-suomenaluetoimisto@mil.fi..... Tel. +358 299 438109.

Central Finland Regional Office

P.O. Box 1100, 40101 Jyväskylä

(Asekatu 3 D, Jyväskylä)..... keski-suomenaluetoimisto@mil.fi Tel. +358 299 485190.

Lapland Regional Office

P.O. Box 23, 96101 Rovaniemi

(Someroharjuntie Rak 21, Rovaniemi) lapinaluetoimisto@mil.fi..... Tel. +358 299 455118.

Southwest Finland Regional Office

P.O. Box 69, 20811 Turku

(Rykmentintie 15B, Turku, Heikkilän kasarmi) . lounais-suomenaluetoimisto@mil.fi..... Tel. +358 299 480190.

Pirkanmaa Regional Office

P.O. Box 37, 33541 Tampere, Finland

(Uimalankatu 1, Tampere)..... pirkanmaanaluetoimisto@mil.fi..... Tel. +358 299 482190.

Pohjanmaa (Ostrobothnia) Regional Office

P.O. Box 22, 65101 Vaasa

(Wolffintie 35B, Vaasa)..... pohjanmaanaluetoimisto@mil.fi..... Tel. +358 299 486190.

North Karelia Regional Office

P.O. Box 28, 80101 Joensuu

(Torikatu 36 B, Joensuu)..... pohjois-karjalanaluetimisto@mil.fi..... Tel. +358 299 434434.

North Pohjanmaa (Ostrobothnia) and Kainuu Regional Office

P.O. Box 119, 90101 OULU

(Hiukanreitti 40, Oulu, Hiukkavaara).... pohjois-pohjanmaanajakainuunaluetoimisto@mil.fi .. Tel. +358 299 456108.

North Savo Regional Office

P.O. Box 1080, 70111 Kuopio

(Vuorikatu 26 B, 5.krs, Kuopio) pohjois-savonluetoimisto@mil.fi..... Tel. +358 299 435000.

Uusimaa Regional Office

P.O. Box 9, 00861 Helsinki

(Santahaminantie 1, Santahamina, Helsinki) ... uudenmaanaluetoimisto@mil.fi..... Tel. +358 299 422211.

Also the following brigade-level units provide further information about military service

The websites of the brigade-level units can be found on the Defence Forces' website at puolustusvoimat.fi

ARMY

Jaeger Brigade kirjaamo.jpr@mil.fi Tel. +358 299 800.

Guard Jaeger Regiment kirjaamo.kaartjr@mil.fi Tel. +358 299 800.

Kainuu Brigade kirjaamo.kaipr@mil.fi Tel. +358 299 800.

Karelia Brigade..... kirjaamo.karpr@mil.fi Tel. +358 299 800.

Army Academy kirjaamo.maask@mil.fi Tel. +358 299 800.

Armoured Brigade..... kirjaamo.pspr@mil.fi Tel. +358 299 800.

Pori Brigade..... kirjaamo.porpr@mil.fi Tel. +358 299 800.

Utti Jaeger Regiment kirjaamo.utjr@mil.fi Tel. +358 299 800.

NAVY

Coastal Brigade..... kirjaamo.rpr@mil.fiTel. +358 299 800.
Nyland Brigade kirjaamo.uudpr@mil.fi.....Tel. +358 299 800.

AIR FORCE

Air Force Academy kirjaamo.ilmask@mil.fiTel. +358 299 800.
Karelia Air Command kirjaamo.karlsto@mil.fi.....Tel. +358 299 800.
Satakunta Air Command..... kirjaamo.satlsto@mil.fiTel. +358 299 800.

BORDER GUARD

Lapland Border Guard District lapinrajavartiosto@raja.fi..... + 358 (0) 295 425 000
North Karelia Border Guard District..... pohjoiskarjalanrajavartiosto@raja.fi..... + 358 (0) 295 423 000
Border and Coast Guard Academy..... rajajamerivartiokoulu@raja.fi +358 (0)295 429 000

Other contact information:

Defence Forces Initiative Committee

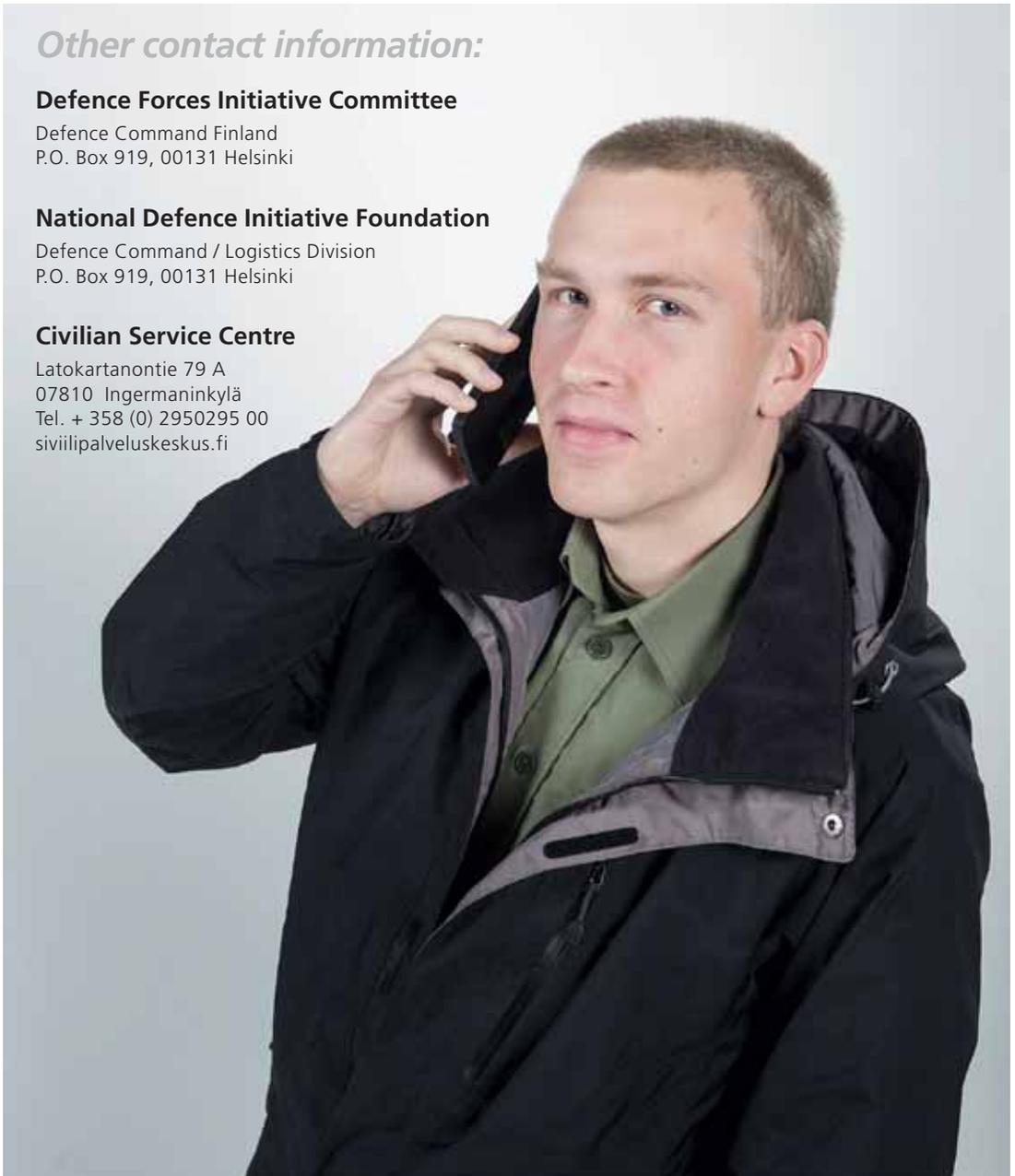
Defence Command Finland
P.O. Box 919, 00131 Helsinki

National Defence Initiative Foundation

Defence Command / Logistics Division
P.O. Box 919, 00131 Helsinki

Civilian Service Centre

Latokartanontie 79 A
07810 Ingermaninkylä
Tel. + 358 (0) 2950295 00
siviilipalveluskeskus.fi



After Military Service



Military training includes many aspects of training that are of direct use in your civilian profession or in other areas of your life after you have mustered out. The training provided by different branches opens up the possibility of a civilian job in a similar field, where among written applications of equal value, special military training is considered a merit.

Certain elements of military training received as a conscript are accepted as equivalent to the practical training period needed in some professions. This is above all the case when applying to secondary-level vocational institutions. Depending on the task during conscript service and branch of training, the period of time accepted as working experience varies. Furthermore, the length of military service as such is accepted as general working experience. All conscripts who have completed their military service receive a certificate stating work experience.

With regard to future plans, it is a good idea to take into consideration the practical leadership training included in NCO and Officer education. Many civilian jobs require Reserve Officer or NCO training or that military service has been carried out successfully. As visible proof

of military service, conscripts receive a military passport and service certificate.

Obligatory Refresher Training

After military service, you will be transferred to the Reserve. Because the personnel of our Defence Forces is made up mainly of reservists during wartime, it is essential that training received during conscript service is maintained and supplemented, for example in refresher training exercises. The refresher training exercises are based on the Conscription Act, according to which person who is in the reserve must take part in refresher exercises after receiving orders to attend training. The number of days depends on the training he or she initially received as a conscript. The maximum number of training days in the reserve for the rank and file is 80 days, rank and file that require special skills or rank and file that have been trained for special tasks (longer service period for rank and file) is 150 days and for NCO's, warrant officers and officers 200 days.

In addition to the days mentioned, if needed, the reservist can be ordered to attend refresher training corresponding to their wartime task for an extra 20 calen-



dar days in one year based on their consent. This can be done if the reservist is seen by the Defence Forces to be essential to the command or training of the unit. These orders to refresher training also require the written consent of the reservist's employer if the training takes place during working hours.

Refresher training exercises are therefore service prescribed by law in the same way as conscript service is. Refresher training exercises form an essential part of the peacetime training system of our Defence Forces and have an important effect on the defence readiness of our country. Most reservists are called to the first refresher training exercise in the same composition as they were trained in during conscript service. The first refresher training exercise is approximately 2-5 years after military service has been carried out.

Who is ordered to participate in refresher training exercises?

The units and HQ staff needed the most rapidly during times of crisis are trained in refresher training exercises. Reservists placed in these units are called to refresher training. Task-specific refresher exercises provide training for leaders and key combatants who are placed in tasks central from the point of view of combat efficiency.

The length of refresher training exercises varies depending on the nature and the goal of the exercise. Usually refresher training lasts for 5-6 days. Reservists are paid a reservist salary and daily allowance for their time in refresher exercises and possible travel costs are reimbursed according to the costs one would acquire while using the cheapest available mode of public transport. Detailed instructions for those called to refresher training exercises and information about e.g. financial benefits are included with the exercise orders. Additional information on the Reserve and refresher exercises can be found at puolustusvoimat.fi.

Voluntary Training

Obligatory refresher training exercises are held about every 3-7 years. In addition to these you can develop your skills and capabilities by participating in the voluntary exercises led by the Defence Forces, in courses contributing to military skills organised by the National Defence Training Association of Finland, by participating in crisis Management Operation or other voluntary national defence training and by taking advantage of the Defence Forces open learning environment online. The activity and voluntary training and capability development of reservists is taken into consideration when a person is assigned to a wartime task that corresponds to his/her know-how.

Training by the National Defence Training Association

The courses organised by the National Defence Training Association (NDTA) of Finland are part of the reserve training system. In addition to participating in refresher training, you can maintain and develop your military skills after conscript service by participating in the courses organised by the NDTA or become a voluntary instructor on their courses. In addition to gaining new skills, you earn refresher training days that are counted towards promotions. By participating, you can be assigned more easily to the Finnish Defence Forces Local Battalion's Local Defence Company and Combat Training Unit. For more information see www.mpk.fi or contact the local training site of the National Defence Training Association in your area.

The National Defence Training Association of Finland, established in 1993, is a national training organisation that has a public duty to organize military training. The NDTA organises approximately 2,000 courses every year and its courses have 50,000 participants annually. In addition to training contributing to military capabilities, preparedness and security education and training is organised open to all Finnish citizens which helps people to better survive dangerous situations encountered in their daily lives and in emergency conditions.

► **Join us: Turvallisuutta yhdessä – Maanpuolustuskoulutusyhdistys MPK**

Military professions

After conscript service you can apply to join the Defence Forces as a contractual soldier, become a non-commissioned officer, a special officer or apply for professional officer training. To become an officer, you study at the National Defence University. Instructions and requirements for applying to the National Defence University are published annually each November-December in the National Defence University's Selections Guide, on its home page online and in the electronic application system of Finnish universities. The applicant must have completed the Reserve Officer Course. If they fulfil all other requirements, applicants who have completed reserve NCO training can also be accepted if they successfully complete the Platoon Leader Course at the Reserve Officer School before the cadet course begins. A special requirement is that those applying to the pilot's programme must have successfully completed the Pilot Reserve Officer Course.

The Reserve Officer Course can also be completed together with the next contingent of conscripts. NCOs who have already or will muster out during the Course, take the Course according to the terms of service of a conscript.

During conscript service you will form a picture of the Defence Forces as a workplace and of the professions available within the Defence Forces. In addition, you can test your own suitability for work within the Defence Forces. Success on the NCO and Reserve Of-

ficer Courses directly affects your entrance points. If you are interested in a military profession it is a good idea to tell this to the platoon leader and unit commander when you have your interview with them during your first days of service.

If you aim for or are considering a military profession, do your best in service and tell your superiors that you would like to undergo leadership training. Make sure you do well in the NCO course and let your superiors know that you want to study at the Reserve Officer School. If you are not accepted into the Reserve Officer School, make it known that you want to study there later.

In the NCO and Reserve Officer Schools, professions within the Defence Forces are presented and you are given the opportunity to familiarise yourself with the National Defence University, Army, Naval and Air Force Academies.

After military service you also apply to become a contractual soldier for a fixed amount of time. In this task you can add to your know-how and try working as an instructor. The aim is that after you have served as a contractual soldier for a certain amount of time, you then apply to study at a military educational establishment or serve in other military specialist tasks in the Defence Forces.

In addition to a career as an officer, the Defence Forces also offers tasks for special officers, technicians, engineers and physicians who have passed at least the NCO Course. Non-commissioned officers work as instructors and specialists. They are employed either in sentry and supervisory duties, music-related duties or certain technical duties.

Additional information about becoming an officer and other military professions offered within the Defence Forces are available from the instructors at your company-level unit, the social welfare counsellor and cadets carrying out their practical training. More information can also be found on social media and in news papers, such as the Ruotuväki bulletin. More information on university degrees in Military Sciences can be found in the National Defence University's Selections Guide. More information is also available at: puolustusvoimat.fi, upseeriksi.fi and valtiolle.fi.

Defence Forces special operations forces course

On the Defence Forces special forces course, the Utti Jaeger Regiment trains contractual military personnel for demanding special forces tasks. Students on the course are paid a salary for the time in training.

This interesting and challenging course includes reconnaissance and combat training in open terrain and urban areas. Their versatile movement training includes parachutist training, waterway training and vehicle training. Most of the training happens in small groups in demanding conditions.

Preselection takes place based on applications. Those who pass preselection are invited to an entrance exam where the most suitable candidates are admitted into training. The entrance exam is divided into two sepa-



rate phases. The first phase lasts two days and it is organised at the end of January in conjunction with the paratrooper course entrance exam. Only those that pass this first phase are asked to participate in the second phase that takes place in the spring.

Anyone under 25 who is liable for military service and has gone either through NCO or officer training can apply for special forces training. In certain special cases, those that are between 25 and 30 can also be accepted onto the course. If you are liable for military service and are currently doing your military service, you can apply to the course. You must, however, finish your military service before the special forces course begins. The course is arranged every year. It begins in July and lasts twelve months.

Once trainees have finished the special forces course, they can apply for a fixed term non-commissioned officer's position in the Utti Jaeger Regiment's Special Jaeger Battalion or the Navy's Special Operations Detachment. Non-commissioned officers represent the most capable component of the special forces. Training lasts throughout your service. Trainees can also serve in exercises and

operations overseas. Non-commissioned officers serve in fixed term five-year public-service posts. It is possible for the employer to renew this contract twice (the total length of service then being at most 5+5+5 years).

► **Further information** puolustusvoimat.fi/tyo-ja-koulutus

Civilian duties within the Defence Forces

The Defence Forces employ civilian personnel in versatile and challenging tasks with good possibilities for developing one's own know-how. Around Finland, approximately 4,000 civilians work within the Defence Forces in both vocational and academic expert tasks according to their civilian education. The range of jobs available in the Defence Forces is wide. There are hundreds of job titles. They include such titles as engineer, chief of systems development, researcher, social welfare officer,

financial coordinator, training coordinator, public information officer, legal adviser and physician, fitter and PT instructor. Irrespective of job title, civilian personnel are always qualified professionals. Those selected for civilian tasks are not required to have undergone military service or voluntary military service for women.

- ▶ **Further information** puolustusvoimat.fi/rekry and valtiolle.fi.

Working in the Border Guard

Every year, in January, new border and coast guards are admitted into service in the Border Guard. Selections are made based on applications, and on entrance examinations held in May or June. The basic Border Guard Course last approximately one year.

An applicant must be a Finnish citizen who has undergone military service for conscripts or women's voluntary military service and fulfils the general qualification requirements for a government post.

Applicants must be in good health and physical condition, irreproachable and trustworthy. Applying for officers' duties in the Border Guard takes place by applying to the National Defence University. Officers entering the service of the Border Guard are chosen in connection with choice of branch during the first academic year before specialisation studies begin.

- ▶ **For additional information on how to apply for service in the Border Guard, see** raja.fi.
- ▶ **Contact information of the Border Guard, page 66**

Applying for crisis management duties

Finland has a long tradition of peacekeeping. Finland took part in its first peace support operation in Suez in 1956 and has already had over 56,000 peacekeepers in peacekeeping duties. At present the annual number in ongoing operations is around 500 persons. Serving in a crisis management mission provides an interesting service period, an opportunity to see other countries and peoples, an opportunity to save up some money and improve your language skills. You gain unique experiences of working with people from different conditions and backgrounds.

You can apply to serve in crisis management duties by sending an application after you have finished your military service. To apply, you must be in good physical condition and health, have a balanced personality, be able to tolerate stress and to cooperate, have adequate English language skills and an irreproachable way of life (no criminal record).

If you have done your military service well you can apply to the Finnish peacekeeping forces without having received international training as a conscript. Reserve Officers have also the possibility of becoming military observers. In addition to the general qualification re-

quirements, to become a military observer must have carried out your previous peacekeeping duties successfully and hold at least the rank of Lieutenant.

Send your application to the Pori Brigade in Säkylä. Application forms and further information are available from the Regional Offices and website of the Pori Brigade at puolustusvoimat.fi/porinprikaati. Finnish crisis management forces are supplemented continually. Based on applications, the Pori Brigade calls the most suitable candidates for a 3-4-week selection and training course in Säkylä, where the final selection will take place.

Being called to the selection and training course does not yet mean that you have been accepted into the crisis management forces.

Terms of service

The actual service commitment is made after the training that precedes departure. In practice, the service commitment is an employment contract, where terms of service are agreed upon.

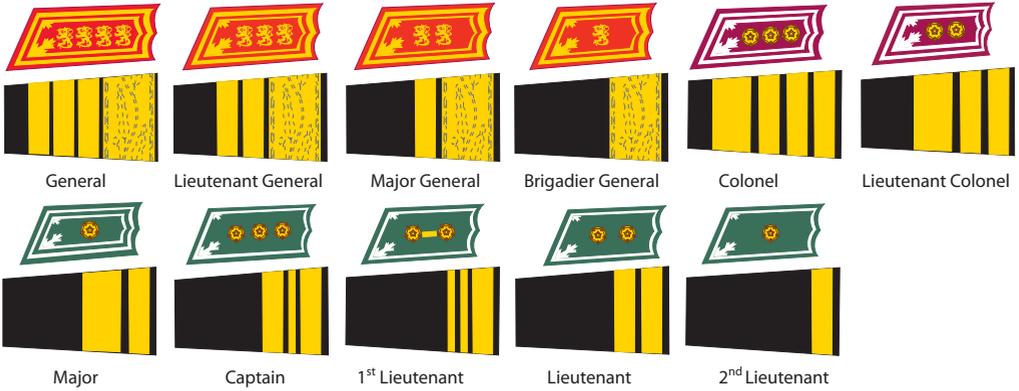
Both those employed in the public administration and private sectors will be given leave of absence or leave from work for the duration of crisis management training. Thus, a person leaving for a crisis management mission is not obliged to resign from his/ her work. Every person being sent on a crisis management operation makes a commitment to serve for six (6) months, unless a different length of service has been determined for a specific operation. On certain conditions, the service period can be extended by another six (6) month period. Serving on a crisis management mission is regarded as being in the service of the Finnish government.

The salary of a person serving on a crisis management mission is graded according to how demanding the mission and work is. In addition to their regular salary, crisis management personnel and military observers are paid a crisis management per diem for each service day. The salary paid for crisis management is taxable income, but daily allowances and benefits in kind are not. In the crisis management forces, benefits in kind means full board and lodging, i.e. free accommodation, food, clothing and equipment.

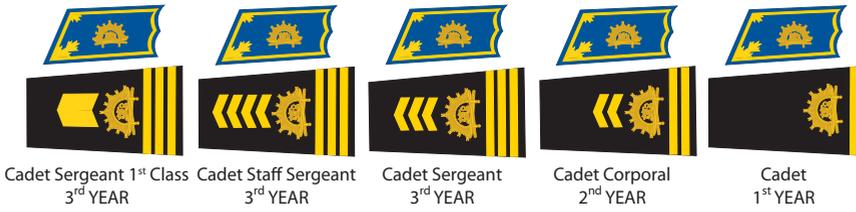
- ▶ **Additional information:** puolustusvoimat.fi/rauhanturvaaja and puolustusvoimat.fi/porinprikaati

Insignia of Rank of the Army

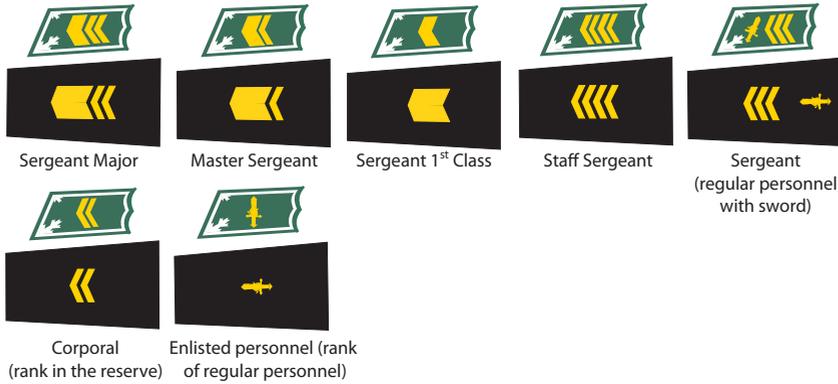
OFFICERS AND WARRANT OFFICERS (Lieutenant - Captain)



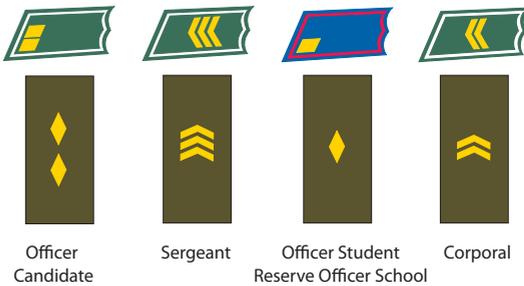
CADETS



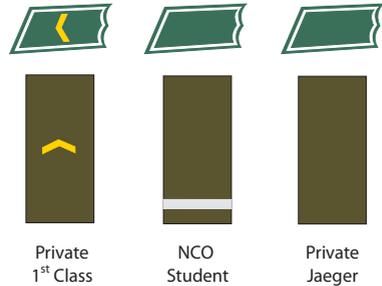
NON-COMMISSIONED OFFICERS



CONSCRIPT LEADERS

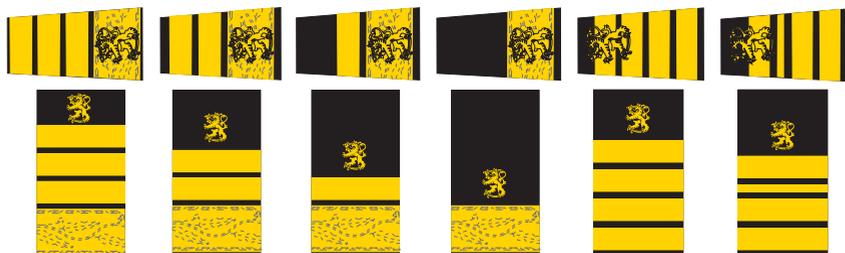


RANK AND FILE

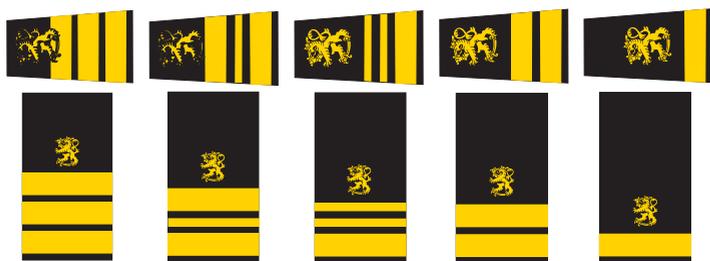


Insignia of Rank of the Navy

OFFICERS AND WARRANT OFFICERS (Lieutenant - Captain)

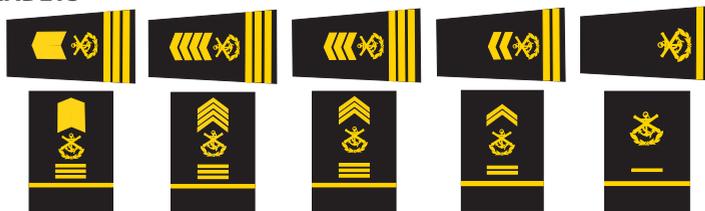


Admiral Vice Admiral Rear-Admiral Commodore Captain (Navy) Commander



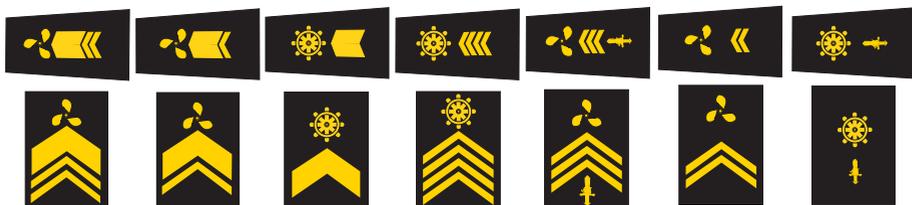
Lieutenant Commander Lieutenant, Sr. Grade Lieutenant Lieutenant Jr. Grade Ensign

CADETS



Cadet Chief Petty Officer 3rd YEAR Cadet Petty Officer, 1st Class 3rd YEAR Cadet Petty Officer, 2nd Class 3rd YEAR Cadet Petty Officer, 3rd Class 2nd YEAR Cadet 1st YEAR

PETTY OFFICERS



Master Chief Petty Officer, Engine Senior Chief Petty Officer, Engine Chief Petty Officer, Deck Petty Officer, 1st Class, Deck Petty Officer, 2nd Class, Engine (regular personnel with sword) Petty Officer, 3rd Class (rank in the reserve) Enlisted personnel/Deck (rank of regular personnel)

CONSCRIPT LEADERS



Officer Candidate Petty Officer, 2nd Class Navigation Officer Student Petty Officer, 3rd Class Navigation

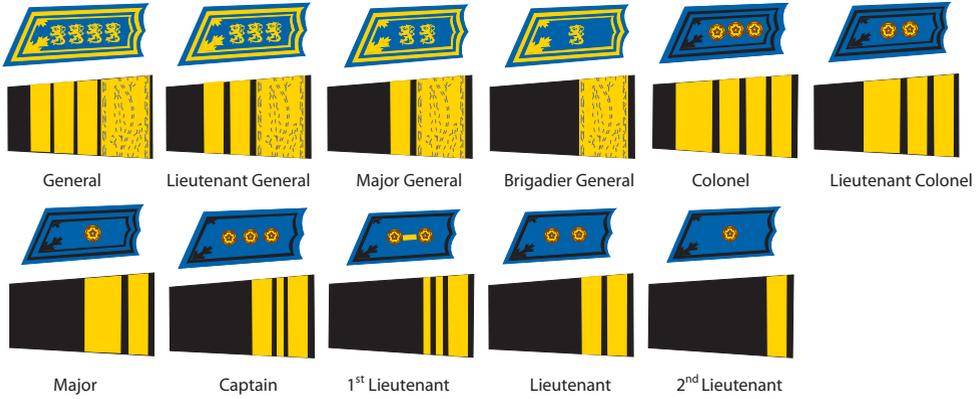
RANK AND FILE



Seaman Ordnance NCO Student Seaman Apprentice Ordnance

Insignia of Rank of the Air Force

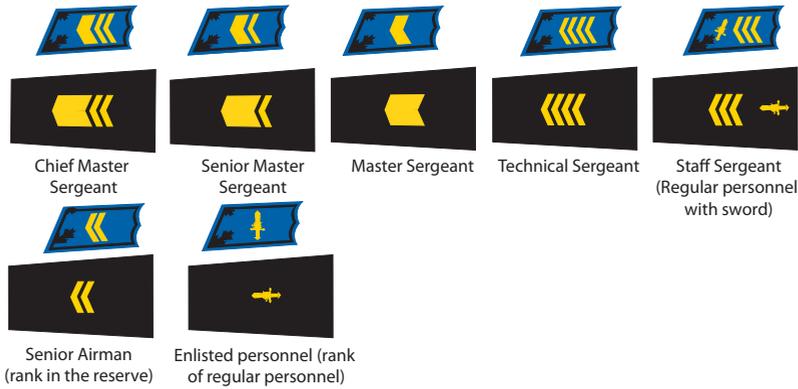
OFFICERS AND WARRANT OFFICERS (Lieutenant - Captain)



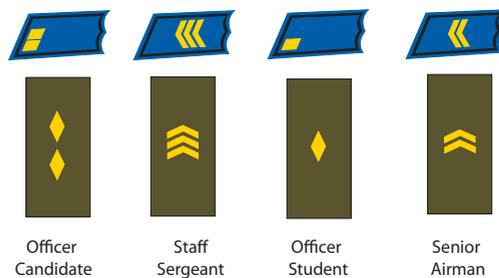
CADETS



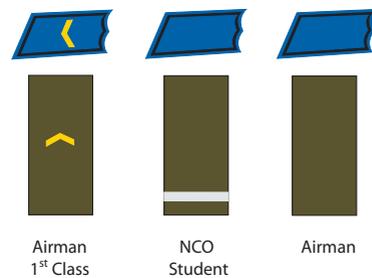
NON-COMMISSIONED OFFICERS



CONSCRIPT LEADERS

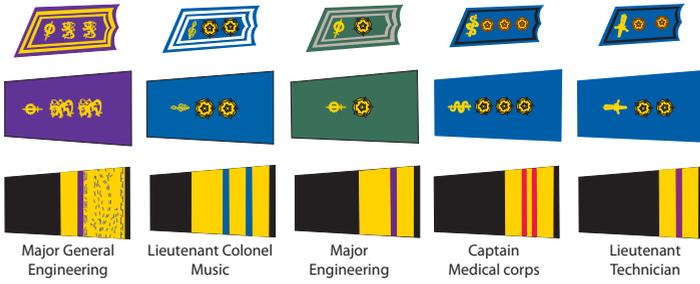


RANK AND FILE



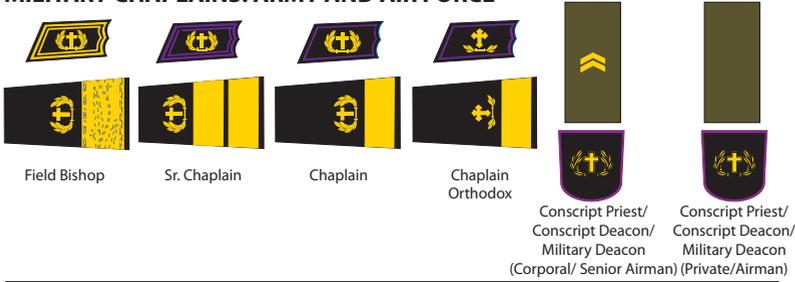
Special Insignia of Rank

OFFICER SPECIALISTS: ARMY AND AIR FORCE



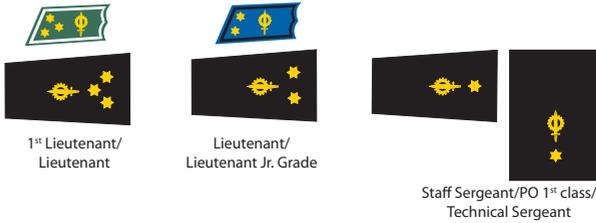
Major General Engineering Lieutenant Colonel Music Major Engineering Captain Medical corps Lieutenant Technician

MILITARY CHAPLAINS: ARMY AND AIR FORCE



Field Bishop Sr. Chaplain Chaplain Chaplain Orthodox Conscript Priest/Conscript Deacon/Military Deacon (Corporal/ Senior Airman) Conscript Priest/Conscript Deacon/Military Deacon (Private/Airman)

MILITARY SPECIALISTS: ARMY, AIR FORCE, NAVY / engineering



1st Lieutenant/Lieutenant Lieutenant/Lieutenant Jr. Grade Staff Sergeant/PO 1st class/Technical Sergeant

OFFICER SPECIALISTS: NAVY



Rear-Admiral Engineering Commander Engineering Lieutenant Commander Medical corps Lieutenant, Sr. Grade, Music Lieutenant, Jr. Grade, Technician

MILITARY CHAPLAINS: NAVY



Sr. Chaplain Chaplain Conscript Chaplain/Conscript Deacon/Military Deacon (Petty Officer, 3rd Class) Conscript Chaplain/Conscript Deacon/Military Deacon (Seaman Apprentice)

Army Command Finland

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