



The Finnish Defence Forces

# Soldier's Guide 2020





The Finnish Defence Forces

# Soldier's Guide

2020



AQ9267 PUOLUSTUSVOIMIEN OHJESÄÄNTÖTOIMIKUNNAN KOKOUS 2/2020 (18.5.2020)

**SOLDIER'S GUIDE 2020**

**Sotilaan käsikirjan 2020** englanninkielinen versio **Soldier's Guide 2020** hyväksytään käyttöön otettavaksi.

Uudella käsikirjalla kumotaan Soldier's Guide 2017.

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# Soldier's Guide

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**ISBN** 978-951-25-3136-3  
978-951-25-3137-0 (PDF)

**SAP** 10353870

**Photographs, graphic design, print makeup and illustrations:**

Defence Forces Shared Services Centre/ Learning (ADL) and Image Services Unit

**Translation:** Finnish Defence Language Centre

**Printer:** Punamusta Oy, 2020

# To the Reader and Instructor

This guide and the module workspaces in the online learning portal, PVMoodle, will give all the necessary information that is needed in the basic training phase's training and weekly tests. This chapter explains the purpose of this book to the conscript and the instructor, and user instructions for using it to support training and military service.

This Soldier's Guide provides you with the basis for acquiring the basic skills needed by a soldier in all services. This guide is meant as learning material, particularly for the basic training phase, but it also supports the training of the other phases, provides information on social and safety issues relating to military service, and provides information for the future time in the reserve.

Branch-specific and speciality-specific basic soldier skills are presented in guides and manuals used in training in the phases following the basic training phase. Leadership training also uses other learning material and manuals, such as the Leader's Handbook and Instructor's Guide.

## 1.1 To the Reader

To get an overall picture of the book, we recommend you read the contents page. The contents roughly correspond to the structure of the basic training phase.

Flip through the book. The beginning of each chapter contains the module or programme goals and learning objectives. Key concepts and important things are highlighted in the text in bold and separate information boxes. Pictures and tables provide additional information as well. Each chapter ends with a set of questions and some scenarios to encourage further thought and discussion.

You can find more information on the subjects discussed here in PVMoodle and in the books and teaching materials listed in the bibliography at the end of this guide.

Detailed weekly and daily schedules on upcoming exercises and lessons are displayed on your unit's PVMoodle workspace and notice board. The weekly schedules may refer you to specific pages in this Soldier's Guide or the regulation that you should familiarise yourself with before an exercise or lesson. They may also refer to study material on PVMoodle, such as miniature films.

The most common regulations are also available online at [puolustusvoimat.fi/asiointi/aineistot/ohjesaannot-ja-op-paat](http://puolustusvoimat.fi/asiointi/aineistot/ohjesaannot-ja-op-paat) and in PVMoodle.

You should familiarise yourself with the training topic beforehand. Even a little preparation will go a long way. It makes the actual training less stressful, you can participate in the discussion and you can help others learn too. The only dumb question is the question you leave unasked!

Soldiers learn their skills through practical exercises and the way to learn is to repeat something so many times that it becomes a routine. There is no point in practising something the wrong way. You will not learn properly if you do not understand why something is being done the way it is. The Soldier's Guide contains instructions and recommendations on training and other service-related matters.

#### NOTE!

**The legally binding and specific regulations on training, in-service safety and other service-related matters are to be found in the Finnish Defence Forces' collection of standards.**

Keep this guide as a memento of your military service. You can then read up on the most important things as you prepare for a refresher exercise as a reservist.

## 1.2 To the Instructor

The Soldier's Guide is given to every conscript and to every woman doing volunteer military service during the first week of their basic training phase. The book is used throughout a conscript's time in the military and once they transfer to the Reserve.

The aim of the book is to support learning and activities during the basic training phase. The goal is also to harmonise learning content in the three services, all branches and brigade-level units. The guide is updated every two years to insure that the information in it is current.

#### NOTE!

**Training must follow in-service safety regulations, safety regulations and traffic safety instructions. Training must also explain the major differences between peacetime and wartime procedures.**

The Guide's themes correspond to the training modules used in conscript training. The beginning of each chapter outlines the objectives of the training in question.

The chapter itself introduces key concepts and activities from a soldier's perspective. Images have been integrated into the text by way of references. Most of the images have been sourced from other teaching material. The goal is to link the topics of this guide to the study material and activities of classes and training.

Take advantage of the study material prepared specifically for the training events. It is available on PVMoodle.

Conscripts are to be supported in their learning by assigning them self-study and pre-lesson tasks as well as by writing down the page numbers, and material available on PVMoodle in their daily and weekly schedules.

As an instructor you must strive to awaken conscripts' interest in the topic at hand and link it to something that they have already learnt and experienced. This is best done by coaching conscripts beforehand on upcoming topics and by linking the topic at hand to earlier training modules.

Explain to the trainees the background of the topic, focus on the core content, make the trainees think and encourage discussion and argue your case. Encourage conscripts to ask questions, as this makes your job easier and improves learning outcomes. At the end of each chapter there are questions and possible problems relating to them. Their purpose is not to make conscripts repeat things that are presented in the guide. Instead, they are meant as topics for discussion.

The weekly exams on weeks 3–5 of the basic training phase are based on chapter 5 of this Soldier's Guide, 5 Combat and March Training. The weekly exams are a part of the basic military exam.

# Overall Training Arrangements, Content and Service Duties

This chapter gives an overview of conscript service and its implementation. Additionally, this chapter talks about the benefits of conscript service, and the different opportunities for completing military service. While reading this, you can think about your own goal in military service.

This chapter contains

- **the general grounds, meaning, goals, objective, structure and and benefits of military service**
- **planning and structure of conscript training, its central content and the fundamentals of online learning**
- **different service duties and selection processes.**

## 2.1 The General Grounds, Meaning and Goals of Conscript Training

According to the Conscription Act's (1438/2007) 36§ during conscript service conscripts are trained and drilled in duties of military national defence, and thus provide the necessary prerequisites for the country to train unit entities needed in the case of war.

The aim of conscript training is to produce capable forces and specialist personnel for the reserve, and to ensure

that the individual and the units possess the skills and capabilities needed in emergency conditions.

Conscript training is founded on the fact that the Defence Forces need personnel with a high level of competence for wartime units. Conscript training produces the main part of the skilled, motivated and capable personnel required for the wartime forces. Every conscript and woman in voluntary military service for women will be trained for wartime duties.

The number of people needed for the military national defence of Finland is so large, that general conscription is the only economically feasible way to ensure the necessary personnel for the Finnish Defence Forces. In order to maintain general conscription and the capability of wartime forces, the Defence Forces' goal is to train the entire male age group that is fit for service and volunteer women. Conscript training and reservist training are planned so that they form a logical path and entity.

The starting points for conscript training are the special requirements of emergency conditions, the capability requirements of forces, the knowledge and role fitness requirements of personnel, and the training's compatibility with the Finnish education system. The training is linked to the person's prior knowledge, skills and abilities, and working life and wartime needs.

Know-how that a conscript has acquired before military service begins is identified in the call-up and in the preliminary questionnaire before service and interviews conducted at the beginning of military service. The information obtained is taken into consideration in training programme selections. Special knowledge acquired before military service begins is also put to good use in special assignments for conscripts.

Military service is part of an individual's education and career, and lifelong learning.

In cooperation with educational institutions and employers, the Defence Forces promote the acknowledgement of skills acquired during military service.

Training selections are made based on wartime need and the person's skills, willingness and leadership ability are taken into consideration in selections. From the point of view of the effectiveness and credibility of the conscription system, it is important that the persons with the most suitable leadership abilities are chosen for leadership tasks.

During the unit-training phase **the conscripts are trained to operate as a wartime unit**, using the wartime equipment, and operating in environments and exercises that correspond to wartime operating principles whenever possible. **Conscripts are placed into their reserve duties in that same unit.**

Conscripts are notified of their wartime placement at latest when they muster out. At this time, the aim is also to notify conscripts of the date of the first refresher exercise and possibilities for developing their own skills and capabilities independently and voluntarily, as well as for maintaining the connection with their wartime unit in the reserve in order to maintain unit cohesion.

Conscript training develops the trainees' knowledge, skills and attitude to ensure the individual combatant's skills and performance and the capability of the unit. Conscript training supports individual learning and performance development, and learning the skills of working in a group.

As the battlefield becomes increasingly technological, it changes to become more multiform and asymmetrical, more demanding, which requires soldiers to have not only physical strength, but also psychological, social and ethical capabilities. Throughout military service, conscripts' capabilities are developed in a comprehensive and goal-oriented manner, with varying focus according to training period.

The goal is to bring the skills and capability of conscripts to such a level that, together with their unit, after transferring to the reserve, they are able to successfully carry out the combat missions of their service, branch and individual training for at least two weeks in continuous combat and continue performing missions successfully for 3-4 consecutive days and nights in demanding decisive combat.

## 2.2 What Use is Conscript Service to You, in Addition to Receiving Military Training?

After military service, conscript training is of **practical use in working life, studies and hobbies**. Military service provides knowledge, skills and experience.

Conscript training fosters taking responsibility for yourself and your fellow service members. It teaches you to cooperate, work in a group, be punctual and systematic.

Military training teaches goal-oriented action and how to focus your resources in order to reach an objective. The training also develops everyone's ability to cooperate and group work skills. It develops capabilities both mentally and physically.

Military service gives young people the chance to feel good at something, it provides challenges and it makes people test and find their limits. Conscript training teaches you physical skills and improves your physical capability. It also helps to develop a healthy way of life and healthy eating habits. Conscript training teaches you to move and survive in nature. Additionally, you will learn useful first aid skills.

Leadership and instructor training for conscripts starts a life-long systematic process of development as a leader of people. In **leadership and instructor training** you will be familiarised with the concept of deep leadership

and learn teaching skills. The training provides good basics for leadership and instructor tasks and gives conscripts the opportunity to grow as leaders. As a conscript leader you are responsible for your subordinates and for the equipment you are given. You will carry out real leadership tasks, which would not be possible if the studies were only theoretical.

A conscript leader also has the opportunity to complete voluntary leadership studies online in PVMoodle during off-duty time. The studies are worth 8 ECTS credits and they are organised by the National Defence University. After successfully finishing the studies, you will receive

a certificate of studies completed from the National Defence University.

Military service opens up the possibility of applying to serve as a peacekeeper and provides basic training and the opportunity to pursue a military career. Training in the Finnish Rapid Deployment Force gives you the right of precedence to crisis management tasks. Also, different training, such as driver training, military police, signal and C4 training, and different logistics tasks provide recognised and accepted skills for the civilian world.

## Unarmed service

The Conscription Act (1438/2007) 67–69 § decrees the following about unarmed service:

- A person liable for military service who asserts that serious reasons of conscience prevent him from performing armed military service and who applies for unarmed service will be exempted from armed service and assigned to unarmed service (Conscription Act, Section 67).
- The service assignment for persons undergoing unarmed service is arranged in such a way that the convictions of those persons will not be compromised in the performing of their duties. Persons undergoing unarmed service are not required to use weapons or ammunition or participate in exercises of their use or their upkeep during their service. The same applies to any instruments and equipment that are expressly meant to destroy or damage the enemy. In all other respects, persons undergoing unarmed service are required to complete the service as provided for in this Act, and all other provisions regarding soldiers also apply to them.
- The service time for unarmed service is 255 days, unless the conscript is required to participate in training which requires a 347-day service time (Conscription Act, Section 69).

Those serving in unarmed service will not be trained as armed combatants, but to such duties that do not require the use of weapons or teaching the use of weapons. They may be trained for various, important garrison-based duties or for special tasks. Those in unarmed service may, in exceptional cases, be also trained for supervisory duties.

Those who have completed unarmed service are part of the reserve, just the same as those who completed armed military service. Those in unarmed service may be placed in a brigade-level unit's wartime formation, based on training received and aptitude: for example in surveillance, signal and logistics duties.

Application forms are available at regional offices, brigade-level units and on-line at puolustusvoimat.fi/asiointi/lomakkeet. Applications must be filled in according to the given instructions and signed by the applicant. Applications are delivered to the regional office or the commander of the brigade-level unit in which the applicant is stationed.

## 2.3 Individual Duties and Selections

Conscript training builds on previous education provided by society and it takes into consideration civilian education already gained as well as the future education of conscripts in accordance with wartime needs. Progression in conscript training takes place based on your abilities, characteristics and performance. It is possible to find the best-suited wartime task for each individual.

The purpose of the selections is to find the best-suited wartime task for each conscript.

The conscripts' service duties are based on the wartime force structure and the force generation plan.

The selections are based on the wartime units' task-based knowledge and role fitness requirements, and selection criteria listed on a Defence Forces form. The criteria also include taking the conscript's wishes and willingness into account while making the selections. Most of the conscripts will be in units placed into the wartime forces as they muster out into the reserve.

The conscripts undergo the following selection processes:

- They are assigned a service contingent and a brigade-level unit (equiv.) in the call up.
- Based on a recruit questionnaire filled out before military service, every brigade-level unit (equiv.) determines the company (equiv.) and platoon for every recruit for the basic training phase.
- Individual training selections are done at the end of the basic training phase. Individual training selections determine the individual training basic course the conscript completes during the branch-training phase
- Also selections to high-level readiness unit training and to special tasks are made at the end of the basic training phase.
- Leadership and rank-and-file service duties' selections are made and service times assigned and announced at the end of the branch-training phase.
- Selections for the Reserve Officer Course are made at the end of the first phase of the Non-Commissioned Officer Course (NCO 1).
- Final wartime placement will be determined during the unit-training phase.



Based on the selection criteria, the most suitable conscripts will be selected for **leadership training** at the end of the branch training phase. The number of those selected depends on wartime unit needs. The rank-and-file service duties will be determined based on skills demonstrated during the branch training phase, general selection criteria (incl. conscript wishes), and job-specific knowledge and role fitness requirements.

All conscripts are given equal opportunities to get selected for leadership training.

It is the goal of the Defence Forces to find, recruit and use conscript with critical skills for **Special Operations Forces and special tasks** in every age group. **Applying to special tasks** (see (ks. Varusmies.fi/ennen-palvelusta-haettavat-tehtavat)) can be done before call-ups, after call-ups or during conscript service.

You can apply for **special tasks** for conscripts (see varusmies.fi/erityistehtavat) nationwide during the first three service weeks of the basic training phase. The objective as regards special tasks is to train persons liable for military service who already have a university degree, have advanced sufficiently in their studies, or acquired the required skills in some other way for wartime tasks in their field of speciality. Selections for special tasks are done at the end of the basic training phase, at the same time with individual training selections. Additionally, there is a supplementary application period for conscript leaders during the NCO2/ Reserve Officer Course.

Something to think about

- Do you want a combatant's training, special training for rank and file or NCO or reserve officer training?
- What special skills do you have to offer the Defence Forces and what can the Defence Forces offer you?
- What does your goal require of you during the basic training phase and branch-training phase?

## 2.4 Planning and Structure of Conscript Training and Its Central Content

Training is planned to be goal-oriented, challenging, motivating and rewarding. The capacity for initiative, activity and independence of those in training is supported and their service is valued. Training is demanding and to the point and it includes fair military discipline. Arranging service and free time in an appropriate way maintains trainees' alertness and helps to regulate the burden caused by service. During peacetime conscript training emphasizes in-service safety and traffic safety.

The content of the training and phases is planned according to the objectives and learning goals to be common to all conscripts or branch modules, programmes lasting all service (inc. Weapon and marksmanship training, comprehensive human performance) and common training and learning events and drills for all conscripts.

Further information on the grounds of conscript training is available online at varusmies.fi.

### 2.4.1 Basic Training Phase

The objective of the basic training phase is that after that the trainee possesses the basic skills of a soldier. During the basic training phase the conscript learns the fundamentals of how to operate as a part of a fireteam. The most central is teaching the basics of safe use and handling of an assault rifle and ammunition, as well as basic marksmanship skills.

Additionally, the goal is that after the basic training phase the trainee is adjusted to conscript training, able to carry out individual soldier tasks, while maintaining their ability to fight, and is ready for branch training phase training.

The **learning objectives** of the basic training phase are that after that the trainee

- will remember the basics about military service and the rights and duties of a soldier
- knows how to act in a military organisation according to Yleinen palvelusohjesääntö (General service regulation), according to safety regulations and good manners
- remembers the fundamentals of occupational and in-service safety and knows how to act in Finnish Defence Forces personnel transports
- knows how to read a tactical map and to use a compass
- knows how to shoot an assault rifle and handle their weapon safely; knows how to use basic combat equipment (directed fragmentation charge, anti-tank mine, light anti-tank weapon and a hand grenade)
- has the soldier skills needed to ensure the **survival** of an individual combatant on the battlefield
- knows the basics of how to **protect** the actions of friendly forces as an individual soldier
- has the individual soldier's **soldier skills** to protect against enemy activity (fire, observation, information warfare and CBRN weapons).

During the basic training phase the recruit must complete the basic military exam and swear the military oath/ give the affirmation, and thus be promoted into a private rank. Furthermore, the conscripts must complete the aptitude and fitness tests during the basic training phase, and individual training selection interviews.

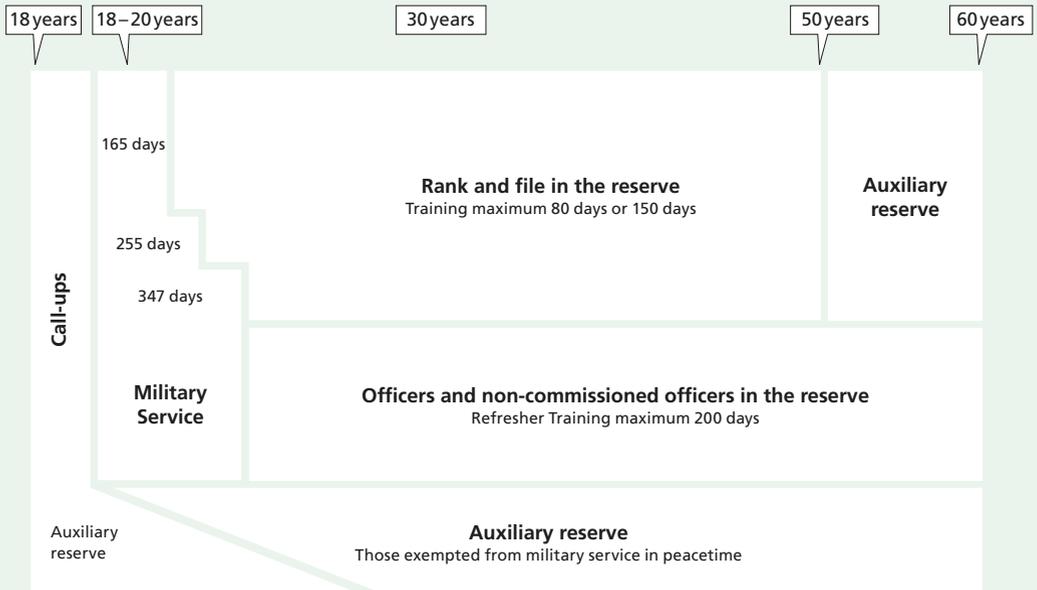
# General phases of military service, and the length of training phases and periods



## July Contingent 1



# Time of liability for military service (43 years)



The content of the basic training phase is identical to all conscripts. The training is supported by common study material that is available for every conscript on PVMoodle. The material includes miniature films.

The basic training phase is six weeks, service weeks 1–6.

It consists of four modules determined by the Defence Command, and the final week of the basic training phase. It is divided up as follows:

- The **Orientation** module during weeks 1–2, which include the first weekend. The first weekend includes for example Family Day and a Welcome event.
- Three combat and march training theme modules are organised during weeks 3–5 of military service: **Survival, Force Protection and Soldier Skills** (see ch 5)
- The **basic training phase final week** during service week 6. It includes individual training selections with related arrangements, weapon and marksmanship training, comprehensive human performance training, make-up days for missing marches or tests, logistics training and military oath/ affirmation parade and training for said parade.

The second training weekend of the basic training phase is during weeks 3-5. The training weekends will include at least one assault rifle live-fire event and a fireteam challenge a part of the comprehensive human performance programme. You may also receive lifeguard training, depending on the garrison resources.

Among the modules, you will also complete the weapon and marksmanship programme (see ch 4) and the comprehensive human performance programme (see ch 6),

Additionally, the basic training phase includes general military training, recruit interviews with instructors and company commander, and weekly clothing and laundry changes and inspections.

During the basic training phase the conscript's basic knowledge and skills will be measured in the basic military exam. Marksmanship skills will be tested according to the weapon and firing tables presented in chapter 4.

## Logistics training

Logistics training is included in other training during the basic training phase. Logistics training is focused on the measures a soldier needs to know to retain their fitness for combat and keep the government property at their disposal in working order. The goal is that after the basic training phase the recruit:

- is aware of the maintenance activities in the company and brigade to the extent that they understand their part in it
- is familiar with their responsibility for the equipment in their possession and the measures taken when military equipment is lost or damaged, and are aware of the possible consequences.
- knows how to take care of their health and personal hygiene
- is familiar with the basics of environmental protection and field hygiene
- know the basics of first aid.

## Selection criteria and selection form

Conscript training selections (leadership and rank-and-file service duties selections ) are affected by

- Basic test 1
- Basic test 2
- Personal Fitness Index (PFI)
- Basic military exam
- Role fitness requirements
- Evaluation by salaried personnel
- Evaluation by conscript leaders
- Evaluation by peers
- Leadership task track
- Conscript's learning and training motivation
- Conscript's own training wishes.

The before-mentioned points will be graded on a selection form shown on the picture next to this page. The point will be graded according to common instructions issued by Defence Command Finland. Additional factors affecting selections include crime information, job-specific skill and role fitness requirements, civilian education and other civilian skills. Willingness for different rank-and-file duties will be considered according to the job specific requirements, when it is possible and practical.

## Individual training selections

Individual training selections are done at the end of the basic training phase. The individual training selections determine which individual training basic course the conscript completes during the branch-training phase (service weeks 7–12). The individual training selections account for tentative wishes and abilities for leadership training, so that the platoons or courses of the branch-training phase will have the necessary numbers of conscript who are willing and able to take part in leadership training.

The recruits are awarded points according to the following formula when doing the individual training selections:

▪ Basic Exam 1	0–4 points
▪ Basic Exam 2	0–4 points
▪ Fitness Index	0–4 points
▪ Motivation for learning and training	0–4 points
▪ Willingness / wishes for leadership training	0–4 points
▪ Basic military exam	0–3 points
▪ Total max	23 points

The selections also account for the information from the recruit questionnaire, interviews and the job-specific knowledge and role fitness requirements.

VARUSMIESTEN PALVELUSTEHTÄVÄT JA VALINNAT LIITE 5 1(2)

Puolustusvoimat Varusmiesten koulutusvalintalomake

Nimi  
 Sukunimi  
 Henkilötunnus

**Valintapistee**  
Valintaan vaikuttava tekijä

1. Peruskoe 1	<input type="text"/>
2. Peruskoe 2	<input type="text"/>
3. Kuntoindeksi	<input type="text"/>
4. Sotilään perustutkinto	<input type="text"/>
5. Sopivuus sodan ajan johtajaksi henkilökunnan arvioimana	<input type="text"/>
6. Sopivuus sodan ajan johtajaksi varusmiehesiementen arvioimana	<input type="text"/>
7. Vertaisarviointi	<input type="text"/>
8. Johtajatehtävärata	<input type="text"/>
9. Oppimista- ja suoritusmotivaatio	<input type="text"/>
10. Hallukkuus johtajakoulutukseen	<input type="text"/>

Vaadittavat erityisominaisuudet, tiedot tai taidot (esim. stereonäkkyvyys, ajokortti tms.)

Kokonaispisteet (x)

**Esitys jatkokoulutuksesta**

Kurssikoulutushaaran/ohjelmakoodi	tyyppi	sijainti	lingvokoulutushaara/tehtävä
-AU-kurssi 347			
-Mehistökoulutushaara 165			
-Mehistökoulutushaara 255			
-Mehistökoulutushaara 347			

X) Johtajaväen päätessä tasapainoin valintajärjestysen määrittää kriteerit 5, 6, 7 ja 8 yhtenäiskettu pistemäärä.

**Alekkirjoitus**

Päättäjän nimi  
 Valintajärjestys

## Basic military exam

During the basic training phase every recruit will complete the basic military exam. The purpose of the exam is to ensure that the trainee has achieved the learning goals of the basic training phase. The basic military exam measures mastery of the central themes and participation in training, and it provides points for individual training selections.

If a recruit has not completed some part of the basic military exam, they must usually do it before the beginning of the branch-training phase and individual training selections. The basic military exam must be completed before the branch exam done during the branch-training phase.

Also conscripts with B class service for fitness will complete the basic military exam, as their personal abilities allow.

### Points for the basic military exam

- Assault rifle firing table 2 (RK2)
  - Excellent 91–100 points 5 points
  - Very good 81–90 points 4 points
  - Good 71–80 points 3 points
  - Satisfactory 61–70 points 2 points
  - Adequate 51–60 points 1 point
  - Poor 0–50 points 0 points

- Assault rifle firing table 7 (RK 7)
  - Excellent 12 hits 5 points
  - Very good 10–11 hits 4 points
  - Good 8–9 hits 3 points
  - Satisfactory 6 hits 2 points
  - Adequate 5 hits 1 point
  - Poor less than 5 hits 0 points

### 3. Evaluation of basic training phase combat training modules

Participation in a minimum of three of the most important training events during a module will award 0–3 points, and additionally the module exam will award 0–2 points. Points per module:

- Combat training 1 (“Survival”) 0–5 points
- Combat training 2 (“Force Protection”) 0–5 points
- Combat training 2 (“Soldier Skills”) 0–5 points

- MARCH
  - Not completed 0 points
  - Completed 1 point

Maximum points for Basic military exam (Items 1–4 total) is 26 points.

### Grades and selection points:

Not approved	0–7	0 selection points
Completed	8–13	1 selection point
Completed Good	14–19	2 selection points
Completed Excellent	20–26	3 selection points

Excellent completion of the basic military exam is rewarded with exemplary conduct leave!

## 2.4.2 Branch-Training Phase

The objective of the branch-training phase is that after that the trainee possesses the basic skills and knowledge of a soldier in their branch. The training provides the skills that soldiers need in order to function as a part of a fireteam, section and platoon or equivalent unit in tasks corresponding with their branch of training.

The branch training phase is six weeks, service weeks 7–12.

During the branch-training phase the conscripts are trained the critical skills required by their branch. Additionally, during the branch-training phase, selections for leadership training and rank-and-file training are made as well as the assignment of service length.

The Defence Command determines the topics commonly trained to all conscripts during the branch-training phase. The learning goals and the separate exercise and training events of the common training are identical in all of the Services. The Services determine the course content, their goals and objectives based on the Service, Branch and individual requirements. These courses have identical service, branch or training-specific content in all brigade-level units (equiv.).

During the branch-training phase, the conscripts complete a six-week individual training basic course. Numerically, the training time for a course week is three full training days (ca. 27 hours), which awards one competence point.

The course weeks have time reserved to train the common topics (incl. comprehensive human performance and weapon and marksmanship training) determined by the Defence Command. The individual training basic course may also include field training and/or live-fire exercises.

The goal of the **individual training basic course** is that after the course the trainee has the branch-specific (critical) knowledge and skills, knows how to use their personal weapon and crew-served weapon (or system) in combat, and knows how to fulfil the assigned combat tasks as part of a section of their branch. Furthermore, the trainee knows how to move in the most likely combat environment of their unit and take advantage of cover and concealment while doing so. The Services determine the specific learning objectives for their branches individual training basic course.

An additional learning objective for the branch training phase is, that after it the soldier

- Knows how to fire a light anti-tank weapon and throw a live hand grenade
- Knows how to act in separately defined duties related to enhancing and raising readiness

## Branch-training phase evaluation

During the branch-training phase, the conscripts' the knowledge and skills will be evaluated with a branch training exam, according to the services' instructions. The service commands determine the structure for the branch training exam for their service.

The conscripts will be awarded their individual training badge for successfully passing the branch exam. The conscripts are not authorised to wear the individual training badge if they have not passed the branch exam. Marksmanship skills will be evaluated according to the firing table (see ch 4)

- Knows the branch required skills, while maintaining their ability to fight, and is ready for the more demanding military training of the speciality training phase.

**Commonly trained topics for all conscripts during the branch-training phase**, as determined by Defence Command Finland:

- Close quarters combat exercise 2
- Tactical combat casualty care exercise 2
- Survival exercise (if necessary)
- Weapon and marksmanship training (see ch 4)
- Comprehensive human performance (see ch 6)
- Relationship skills and prevention of family violence
- Applying for studies and jobs.

Additionally, the conscripts complete such selection-related examinations and tests that they missed during the branch training phase (possibly missed parts of the basic military exam, physical fitness tests, missing basic exams, peer evaluation, leadership task track, learning and training motivation evaluation and wish list questionnaire), and the necessary interviews, briefings and transfers related to selections.

## 2.4.3 Speciality-Training Phase

The goal of the speciality-training phase is that after the phase the trainee possesses the knowledge and skills required by their individual duties. The training provides the skills that soldiers need in order to function as a part of a fireteam, section and platoon or equivalent unit in tasks corresponding with their wartime duties. During the speciality-training phase the trainee completes the advanced and supplementary courses, as well as specialist training required by their job. The services determine the learning objectives for their courses.

During the speciality training phase the conscripts receive training in the individual job skills of their task.

Those selected for leadership training will begin the Non-Commissioned Officer Course at the beginning of the speciality-training phase.

The Defence Command determines the commonly trained topics for all conscripts during the speciality-training phase. The learning goals and the separate exercise and training events of the common training are identical in all of the Services.

The Services determine the course content, the goals and objectives of the courses held during the speciality-training phase.

During the speciality-training phase the purpose of developing performance is that after the phase the soldier is able to perform as part of their wartime section while maintaining their ability to function, and that they are ready for the demanding military training of the unit training phase, and increasingly longer exercises.

**The speciality-training phase is six weeks, service weeks 13–18.**

The speciality-training phase consists of six course weeks that are either advanced or further training modules, depending on branch training need. The advanced studies are often longer, more in-depth courses than the basic course. The further training modules are often shorter courses, that often produce special skills or qualifications. They can also be field training or live-fire training exercises or may include one.

Larger exercises start towards the end of the speciality-training phase. Some branch specialities continue with a training phase consisting of systems exercises and preparatory continuing training.

The course weeks have time reserved to train the common topics determined by the Defence Command, usually on Mondays and Fridays. Commonly trained topics for all conscripts during the speciality training phase

- Close quarters combat exercise 3
- Tactical combat casualty care exercise 3
- Weapon and marksmanship training (see ch 4)
- Comprehensive human performance (see ch 6)
- Security Policy 2
- Social Affairs when mustering into the reserve.

Course evaluations are used to evaluate the speciality-training phase. The Services determine the guideline for course evaluation. The unit training-level evaluations start during the speciality-training phase. The Service commands set the requirements for the evaluation.

#### 2.4.4 Unit-Training Phase

The goal of the unit-training phase is that after it the trainee masters the duties of their wartime job and is able to meet the set capability requirements as part of their unit. Additionally, the goal is that the trainee is able to maintain their ability to perform and fight on the battlefield, and is ready and willing to improve their performance in the reserve.

The learning objectives of the unit training phase are that after that the trainee

- masters the duties of their wartime job and is able to meet the set capability requirements as part of their unit.
- Masters the use of personal and crew-served weapons and unit weapon systems of their wartime unit.
- Knows how to execute the assigned combat tasks as part of a platoon (equiv.) of their training branch, and masters moving in the most likely combat environment of their unit and taking advantage of cover and concealment while doing so.
- Masters actions during an alert and in force protection duties, and knows how to act in assigned readiness duties.
- Knows how to maintain and develop, and if necessary, restore their own ability to function in battlefield conditions, and is ready to operate in their wartime duties
- Knows how to maintain the performance level of their wartime duties also in the reserve.

**The pinnacle of conscript training is the unit training phase, which lasts for six weeks, i.e. weeks 19–24.**

The unit-training phase is where the abilities and skills you have learned will be put to the test. The most important exercises, such as your final manoeuvres (the so called “loppusota”), will be organised during the unit training phase. The unit-training phase focuses on combined arms exercises with the different branches. The training of the unit training phase gives you the ability to operate in your wartime duties and fulfil the capability requirements set for those duties.

The unit training phase consists of the following :

- Unit training courses
- Reserve path course

The reserve path course includes the following sub-sections:

- The Defence Forces as an employer
- Creating leadership and interaction skill-profiles
- Final survey and final survey feedback presentation
- unit training phase and leadership period goal setting evaluation and development plan for the reserve
- Tracking conscripts and reservists, and reservist training (incl. voluntary national defence training)
- Social Affairs During Emergency Conditions
- Crisis Management Duties (Security policy 3)
- Reserve health examination
- Equipment return and inspections
- Military passport and military service certificate (briefing) and awarding them to those mustering into the reserve
- Mustering out-event and/or parade and drill.
- Other unit-specific events.

The course weeks have time reserved to train the common topics determined by the Defence Command:

- Test before mustering into the reserve (physical fitness tests and marksmanship qualification according to the firing table)
- History of Finnish wars
- Operational Security and Cyber Security
- Rules of armed conflict 2 (incl. Convention on Certain Conventional Weapons (CCW) and Protocol V of CCW, about the Explosive Remnants of War (ERW).
- Close quarters combat exercise 4
- Tactical combat casualty care exercise 3 (drill)
- Weapon and marksmanship training (see ch 4)
- Comprehensive human performance (see ch 6)
- Logistics arrangements (incl. Clothing and equipment replacement and inspections)

During the unit-training phase the skill level is assessed by evaluating the training level of the wartime unit.

### 2.4.5 Leadership and Instructor Training Programme

The **goal** of the leadership and instructor training programme is to build a basis of knowledge and skills for the trainees during conscript service, so that they can then lead and train their own wartime unit. After completing the leadership and instructor training programme the leader must be able to independently lead and train their own unit.

The objective of **leadership training** is that leaders have mastered the principles of leading their unit in different situations and operating environments, as well as the principles for further developing themselves according to

the deep leadership model. The objective of **instructor training** is that leaders can train their own unit to the level stated in the unit capability requirements.

The conscripts' leadership and instructor training programme is a 20 credit (560 hours) study module that is completed during the Non-Commissioned Officer (NCO) and Reserve Officer Courses and the leadership period.

The leadership and instructor training programme consists of leadership and training theory studies as well as practical training during the Non-Commissioned Officer (NCO) and Reserve Officer Courses and the leadership period. The leadership and instructor training programme is based on the model of deep leadership, which emphasizes leading people and deep learning.

Learning to become a leader and an instructor happens by leading and training your own troops during the leadership period and later, in reserve exercises. The programme's feedback system supports the trainee's growth and development as a leader and an instructor, and encourages an open feedback culture. The programme creates a basis and a positive attitude to developing one's own social interaction behaviour also after military service.

Leadership training is described in its entirety in the book *Leadership Training in the Defence Forces* (2000). The basics and practices of education and training skills are described in the *Instructor's Guide* (2007). These sources are used in the basic and advanced training of all military leaders as well as in complementing studies. The basics of leadership skills are found in the *Leader's Handbook* (Johtajan käsikirja, JOKÄ), which is meant for use in leadership and instructor training for the Defence Forces' personnel as teaching material.

The *Leader's Handbook* also aims to promote the practice of giving credit for conscript training in civilian studies and using know-how acquired during military service elsewhere in society.

In the beginning of the NCO course, the trainees will be given learning material that will be included in the **Palvelus- ja toimintakyky- folder** given during the basic training phase. This is the trainee's personal portfolio where they will store all the material related to leadership and instructor training, and collected feedback. Using the study materials in the folder enables tracking your own learning.

A **study book** is used to track the advancement and implementation of the leadership and instructor training programme. At the end of the study unit, the senior instructor will counter-sign the completed study unit into the study book.

As the leadership and instructor training progresses, all leadership and instructor training performance evaluation forms, periodical feedback and leadership profiles,

## Curriculum for Leadership and Instructor Training Programme

TRAINING PERIODS AND STUDY UNITS	HOURS (ECTS credits)
<b>NCO I</b>	
1.1. Leadership, Training and Capability Basic Course	40 (1.5 ECTS)
<b>NCO(I) AND RESERVE OFFICER COURSES</b>	
1.2 Leadership Skills Advanced Course	30 (1.0 ECTS)
1.3 Training Skills Advanced Course	40 (1.5 ECTS)
1.4 Leadership and instructor Skills Training	54 (2.0 ECTS)
<b>LEADER COURSE</b>	
1.5 Leadership Skills Supplementary Course	28 (1.0 ECTS)
1.6 Training Skills Supplementary Course (elective 2 x 15/ a 0.5 ECTS)	30 (1.0 ECTS)
(A) Weapons and Marksmanship Training Supplementary Course	
(B) Live-Fire Exercises Supplementary Course	
(C) Equipment Usage Supplementary Course	
(D) Physical Training Supplementary Course	
(E) Simulator Training Supplementary Course	
1.7 Leadership Skills Training	140 (5.0 ECTS)
1.8 Instructor Skills Training	140 (5.0 ECTS)
1.9 Teamwork	28 (1.0 ECTS)
1.10 Feedback System	30 (1.0 ECTS)
<b>TOTAL</b>	560 (20 ECTS)
1.11 Credit Transfer Based on Skills Gained Elsewhere	140 (5.0 ECTS)

analyses and minutes from team meetings will be added into the folder.

The objective of the feedback system is to support the trainee's development as a leader and instructor, and achieving the learning objectives. The objective of the feedback system is to support development as a leader and instructor through honest, real and supportive feedback got from one's own operating environment. Giving feedback must support developing the trainee's self-confidence.

The feedback system is made up of verbal and written feedback and periodical feedback discussions. During the NCO and Reserve Officer Courses you will collect an open peer evaluation that supports your development. It can be complemented with a social interaction profile.

Periodical feedback discussions are feedback discussions between the instructor and the conscript leader held during the leadership period. The periodical feedback discussion is carried out at least two times during the leadership period. It uses the profile and other feedback received to create discussion. The final periodical feedback discussion is at the same time the conscript leader's final feedback, which is transferred to the leader's military service certificate. The final profile affects the leader's military service certificate.

The questionnaire on leadership and interaction behaviour produces a leadership or interaction skill profile for the trainee. The conscript leader's subordinates, peers, instructors and the conscript leader themselves complete the questionnaire. The questionnaire on interaction behaviour is used if the trainee has no direct subordinates.

A development plan is a central part of the leadership and instructor training programme. The objective of the development plan is to support growth as a leader as well as the development of the trainee's ability to act.

Drawing up the personal development plan (phase 1) begins at the start of the NCO2/ Reserve Officer course. The trainee will collect an open peer evaluation that works as the basis of the development plan. It can be complemented with a social interaction profile.

A profile is created least two times during the leadership period. The first profile will be created in the middle of the leadership period and the other in the end of the leadership period.

After creating the first profile, with the help of the feedback, the trainee will continue building the development plan (phase 2) that they have started. The development plan can have conclusions from previous feedback included in it.

After the second profile, update the previous plan by drawing up another development plan (phase 3), with sights on time after conscript service. Updating the development plan works as a summary of all the feedback and profile the trainee has done during their time in military service.

The trainee will draw up a "leader and instructor development portfolio", that contains all the learning experiences from the leadership and training events. The first portfolio will be written during the NCO2/Reserve Officer Course based on open peer feedback and feedback from the leadership and training events. The second portfolio is done during the leadership period, and it takes into

account all of the feedback and profiles received during the leadership period.

Team meetings will be held 1–2 times a month during the leadership period. In the beginning the team work will be done under the guidance of the unit commander, second-in-command or an instructor. The work follows normal meeting procedures. The results of team work and the performance of conscript leaders is discussed in connection with weekly briefings held by the commanding officer. It is important for leader and instructor development, that the conscript leaders get a chance to share their leadership and training experiences with peers.



#### 2.4.6 Non-Commissioned Officer Training

The **objective** of NCO training is that after having completed their military service, and corresponding to their branch of training, trainees are skilful and competent superiors and instructors who are capable of leading a section-sized unit in combat, they have mastered their own special task and know how to train the unit that is under their command.

The goal of the NCO Course is to make the trainee a competent section commander, who

- Knows their branch-specific duties
- Knows how to lead a section-size unit in combat or have mastered their own special task
- Knows how to train the troops they lead
- Masters the actions needed to maintain, develop and restore their own performance and ability to function as a section commander
- Understands, how a section commander supports, maintains and develops the performance and combat capability of their section.

Slightly over 20 percent of conscripts are trained as reserve non-commissioned officers (NCOs). Trainees are selected based on capability and ability(selection form) demonstrated during the basic and branch training phases. The number of available training seats varies according to brigade and wartime unit training needs. However, the aim is to make it possible for those who are capable and willing to undergo training.

NCO training consists of the NCO course and the NCO leadership period.

**The NCO course** lasts 12 weeks. The course comprises of two phases, the lengths of which are normally 6 and 6 weeks. The NCO course gives the trainees the ability to lead a section of their branch in combat or to carry out their own special task, and the ability to train the unit under their leadership. Selections for the Reserve Officer Course will be done during phase 1 of the NCO Course. Furthermore, any missing tests for the branch exam are completed during NCO1. The necessary arrangements relating to ending the course and transfers will be done during phase 2 of the NCO Course (NCO 2).

The non-commissioned officer leadership period starts when the NCO Course ends, and it lasts for the rest of the time in conscript service, usually 26 weeks. The steered and led leadership and instructor practice is conducted in such a way that NCOs act as responsible section leaders of the rank and file of the following contingent and receive continuing training according to the curriculum of the leadership and instructor training programme.

**The goal of phase 1 of the NCO course (NCO 1, Combat Leader Course)** is to produce skilful and competent leaders who are able to lead soldiers (interactions) and lead executing branch- typical tasks (leadership process) in battlefield conditions (performance).

The objective is that after the phase the trainee 1) knows the meaning of leading, training and performance and the tools in leading a section on the battlefield, 2) knows how to combine what they have learned into executing tasks typical of their branch, 3) knows how to apply the learned interaction skills while leading the completion of a task, and 4) has grown in their interaction skills and as a person of responsibility.

The teaching of phase 1 of the NCO course will be conducted as an intense, multi-modal, contact teaching course. The most important study materials are Johtajan käsikirja (Leader's handbook) and Kouluttajan opas (Instructor's guide) as well as branch guides and manuals.

The NCO1 phase is divided into three modules of two weeks: The common teaching module (Y), the special training module (E) training the students in the branch tasks, and the applied module (S). The Y module of NCO1 contains the leadership and instruction basic course, performance basic course, and teaching the leadership process. The E module contains training in the central branch tasks of a section, and a demanding branch-specific leadership exercise. The S module contains specialised continuing training, and applied training of the typical branch task, and review rehearsals in a continuous exercise in demanding conditions.

**The goal of phase 2 of the NCO course (supervisor and instructor course)** is to produce skilful and competent leaders, who are able to lead and train the soldiers of their branch speciality for battlefield conditions.

The **objective** is that after the phase the trainee

- knows the principles of training
- Knows how to execute a training event and draft a training plan supporting that, as well as a training card, and is able to recognise the meaning of feedback to learning.
- Knows the content of the deep leadership model, knows how to interpret a profile and understands the meaning of feedback in developing as a leader.
- Recognises the phenomena of the modern battlefield, and the special characteristics of combat leadership and recognises the effects of combat to the individual and to the unit.

The teaching of phase 2 of the NCO course will be conducted as a multi-modal, contact-teaching course. The most important study materials are Johtajan käsikirja (Leader's handbook), Kouluttajan opas (Instructor's guide), Liikuntakoulutuksen käsikirja (Physical training handbook) and branch guides and manuals. The course is divided into two modules:

- An approximately 3 week-long common training module (Y module) that contains
- Advanced leadership course (1 week)
- Advanced training course (ca. 2 weeks)
- An approximately 3 week-long specialised training module (E) that contains
- Applied practise in leadership and training skills (1–2 weeks)
- Field and live-fire exercise (1–2 weeks)

In addition, the NCO course includes commonly trained topics for all conscripts during the course, as determined by Defence Command Finland. The commonly trained topics are

- Conscript leadership and instructor training programme modules and feedback system.
- Weapon and marksmanship training (see ch 4)
- Comprehensive human performance (see ch 6)
- Recognising drug use and supervision (AU1)
- Survival exercise (AU 1)
- Traffic safety 3 (AU 1)
- Readiness training (AU 1)
- Operational Security and Cyber Security (AU 2)
- Security policy 2 (AU2)
- Close order drill and conduct training
- Tactical combat casualty care exercise 3 (AU 1)
- Close quarters combat exercises 3 and (AU1) and 4 (AU2)
- Logistics arrangements (incl. Clothing and equipment replacement and inspections)

Achieving the objectives of the NCO course will be evaluated on a module-basis. With module exams and competence demonstrations. The leadership behaviour and physical fitness of each student will also be evaluated.



## 2.4.7 Reserve Officer Training

The objective of reserve officer training is that after having completed their military service, and corresponding to their branch of training, trainees have mastered leading the activities and combat of a platoon/equivalent unit, or their own special task, and that they know how to train the unit under their command and possess the general basic knowledge, values and attitude required of a reserve officer.

The **goal** of the Reserve Officer Course is to produce competent platoon (equiv.) commanders with initiative, who

- knows the basics of platoon (equiv.) operations for their branch and leading it in combat, or their own special task
- knows how to train the unit they lead and knows the principles of training and leading a unit
- possesses the general basic knowledge required of a reserve officer.
- possesses the values and attitude required of a reserve officer.
- Masters the actions needed to maintain, develop and restore their own performance and ability to function as a platoon commander
- Understands, how a platoon commander supports, maintains and develops the performance and combat capability of their unit
- Understands the meaning and power of personal example in the actions of the unit, and the importance of group cohesion and good morale to the welfare of their troops.

Approximately 10 percent of conscripts are trained as reserve officers. Reserve officer trainees are selected during the first phase of the NCO course based on capability and aptitude (selection form).

Reserve Officer training includes the Reserve Officer Course and the reserve officer leadership period and further training.

The Reserve Officer Course lasts 14–16 weeks. The Reserve Officer Course gives the trainees the ability to lead a platoon/equivalent-sized unit of their branch in combat

or to carry out their own special task, and the ability to train the unit under their leadership

The reserve officer leadership period starts when the Reserve Officer Course ends, and it lasts for the rest of the time in conscript service, usually 16–18 weeks. During this time, officer candidates are trained as leaders of their platoon, or of a unit of similar size, as instructors, or for tasks relating to their own special branch. They also receive advanced and further training. The led and guided leadership and instructor practice is carried out in such a way that officer candidates act as leaders and instructors of platoon-sized units made up of rank and file of the next contingent and receive continuing training according to the curriculum of the leadership and instructor training programme.

The Reserve Officer Course consists of an orientation module and advanced studies. The advanced studies are planned as modules completed during a calendar week. Numerically, the training time is usually three complete training days. A module can also be a field or live-fire exercise.

The course weeks have time reserved to train the common topics determined by the Defence Command. Commonly trained topics for all conscripts during the Reserve Officer Course:

- Conscript leadership and instructor training programme modules and feedback system.
- Weapon and marksmanship training (see ch 4)
- Comprehensive human performance (see ch 6)
- Survival exercise
- Readiness training
- Information warfare and Operational Security and Cyber Security
- Security Policy 2
- Close order drill and conduct training
- Close quarters combat exercise 4
- Logistics arrangements (incl. Clothing and equipment replacement and inspections)

The service commands determine the detailed goals of the reserve officer training modules. Achieving the objectives

of the Reserve Officer Course will be evaluated with exams and competence demonstrations.

Wartime training for reserve officers continues in refresher exercises and voluntary exercises. Leadership training, experience and practice brought by exercises and civilian tasks shape the Finnish reserve officer.

## 2.5 Basics of Online Learning in Conscript Training

The online learning environment is meant to support the competence development of conscripts and reservists, and salaried, regular personnel of the Finnish Defence Forces and Border Guard. The online learning environment, PVMoodle, is a portal that is accessible to the conscripts via the Internet, and it enables online studying using public materials and content. Online studies are included in all modules of conscript training where necessary, and the studying is usually done in the beginning of the modules or at the start of a training day during a briefing.

### 2.5.1 Flipped Learning in Conscript Training

In conscript training online learning happens by using the principles of flipped learning. In short, online learning during conscript service includes three parts: familiarisation with the topic to be studied, discussion and practical application of skills.

First, you will familiarise yourselves with the topic with your barracks room roommates or in some other group, or independently with the help of digital material, for example by watching the miniature films. Next, under an instructor's guidance you will discuss the thoughts and questions raised by the film. Finally, you will train the topic in practice, guided by the instructor, for example in a field exercise.

The online learning environment enables guided or independent review of the digital materials flexibly during the modules and training days.

### The three parts of online learning during conscript service, that advance from familiarisation and discussion to training:

#### 1. Familiarisation

- Preparation with the help of digital material
- Self-study either alone or in a group
- Basics of the topic being learned

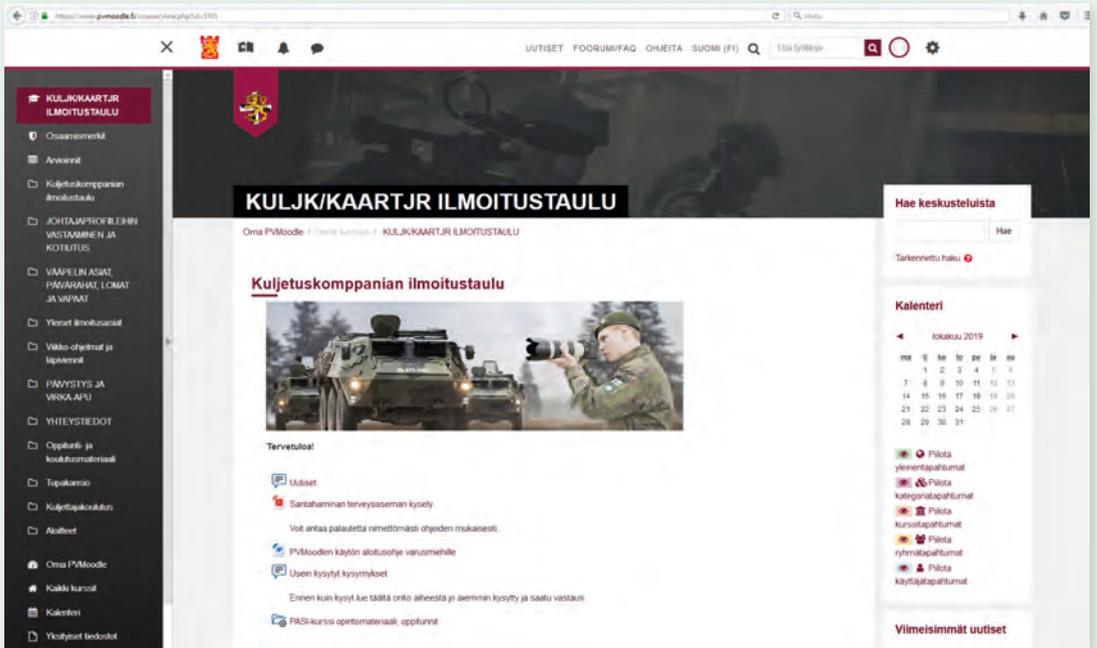
#### 2. Discussion

- Guided or led discussion
- Addressing more challenging content and questions or making a summary

#### 3. Training

- Applying and training in the learned topic
- Repetitions and making the skill a second nature

## Example View of Your Company Notice Board



You can access your unit notice board via your own PVMoodle front page.

### 2.5.2 Working in an Online Learning Environment

Every one completing military service will have a PVMoodle username and password created for them. You will get them during the first few days of service.

When you log in the first time you must change the username password you got from your company-level unit (equiv.) and the e-mail associated with the username. Changing the e-mail address is important, because if you forget your password, you can reset it automatically with your own e-mail address.

As a conscript you can join all the open workspaces on PVMoodle and such workspaces that you have been added into, or to where you have received a log-in password from your instructors for independent log in.

As a conscript your primary PVMoodle workspace is your company-level unit notice board. The links on the unit notice board will contain links to all the necessary digital learning material and workspaces assigned to you, such as the common workspace of your brigade (equiv). The

weekly exams and feedback questionnaires for your conscript training phases and modules can be found at your unit's PVMoodle notice board.

### 2.5.3 Online Learning Support

If you need help or support in using the online learning portal you can ask your module instructors or PVMoodle Support (pvmoodletuki@gmail.fi, tel. 0299 851 634, Online Chat Help inside the PVMoodle portal).

If you have questions related to training content you can ask your module instructors. You should consult PVMoodle support if you have questions related to the use of the online learning environment, such as usernames or passwords. You can also make suggestions on how to develop the online learning environment.



# [ 3 ]

## **What does this chapter talk about**

The orientation module contains the first two weeks of your military service. The objective of the orientation module is that after it, the recruit remembers the fundamentals relating to military service. The module contains much information about completing military service, and it includes both general military training and security education and training. Additionally, you will learn about logistics and security policy in this module. The module learning materials are available on PVMoodle during your entire military service.

# Orientation and General Military Training

This chapter contains basic skills related to military service that are taught during the orientation module.

After this module:

- **you will remember the basics about military service**
- **you will remember the rights and duties of a soldier**
- **you know how to act in a military organisation according to Yleinen palvelusohjesääntö (General service regulation), according to safety regulations and good manners**
- **you remember the fundamentals of occupational and in-service safety and know how to act in Finnish Defence Forces personnel transports.**

### 3.1 The Fundamentals of Finnish Security Policy and Conscription

The goal of conscripts' security policy studies is to provide information on Finnish security policy, building on previous education. The focus is on national defence and especially on military national defence as part of Finnish security policy.

This section also covers the worldwide, European, and particularly Northern European and Finnish security situation, and the meaning of general conscription.

If you are interested in security policy, you can find more information at the security policy database, Turvallisuuspolitiikan tietopankki (turpopankki.fi).

#### 3.1.1 Fundamentals of Finnish Security Policy

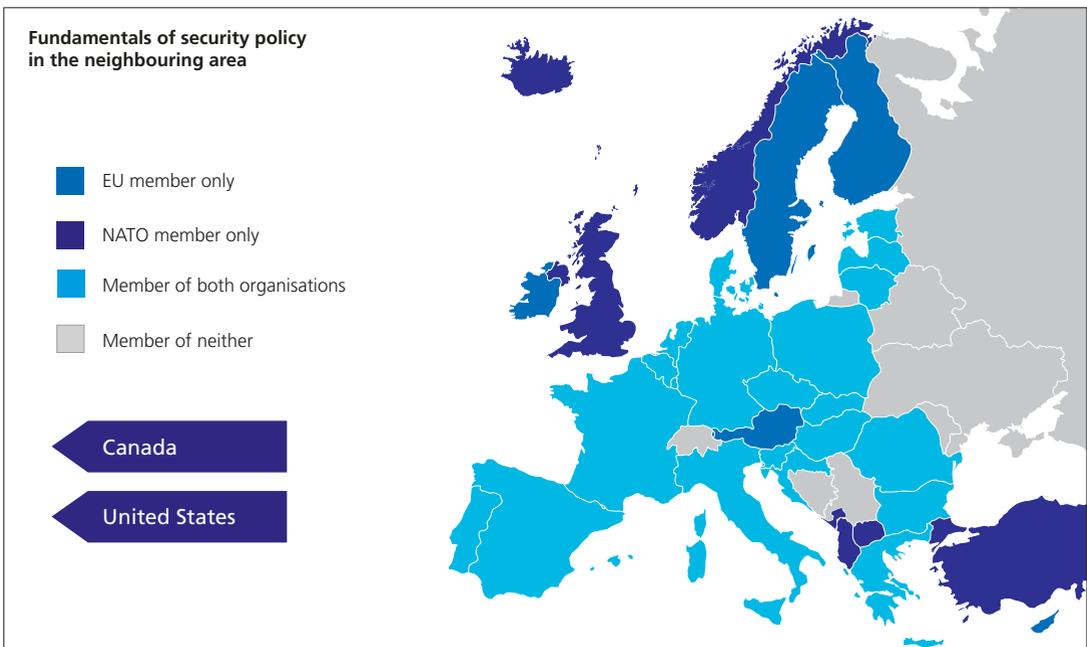
##### The statutory tasks of the Defence Forces

1. The military defence of Finland, which is to:
  - monitor the land and sea areas of Finland and its airspace and ensure the country's territorial integrity
  - secure the livelihood and basic rights of the population and the freedom of action of the government, as well as defend the rule of law
  - provide military education, guide voluntary national defence and promote citizens' will to defend the country

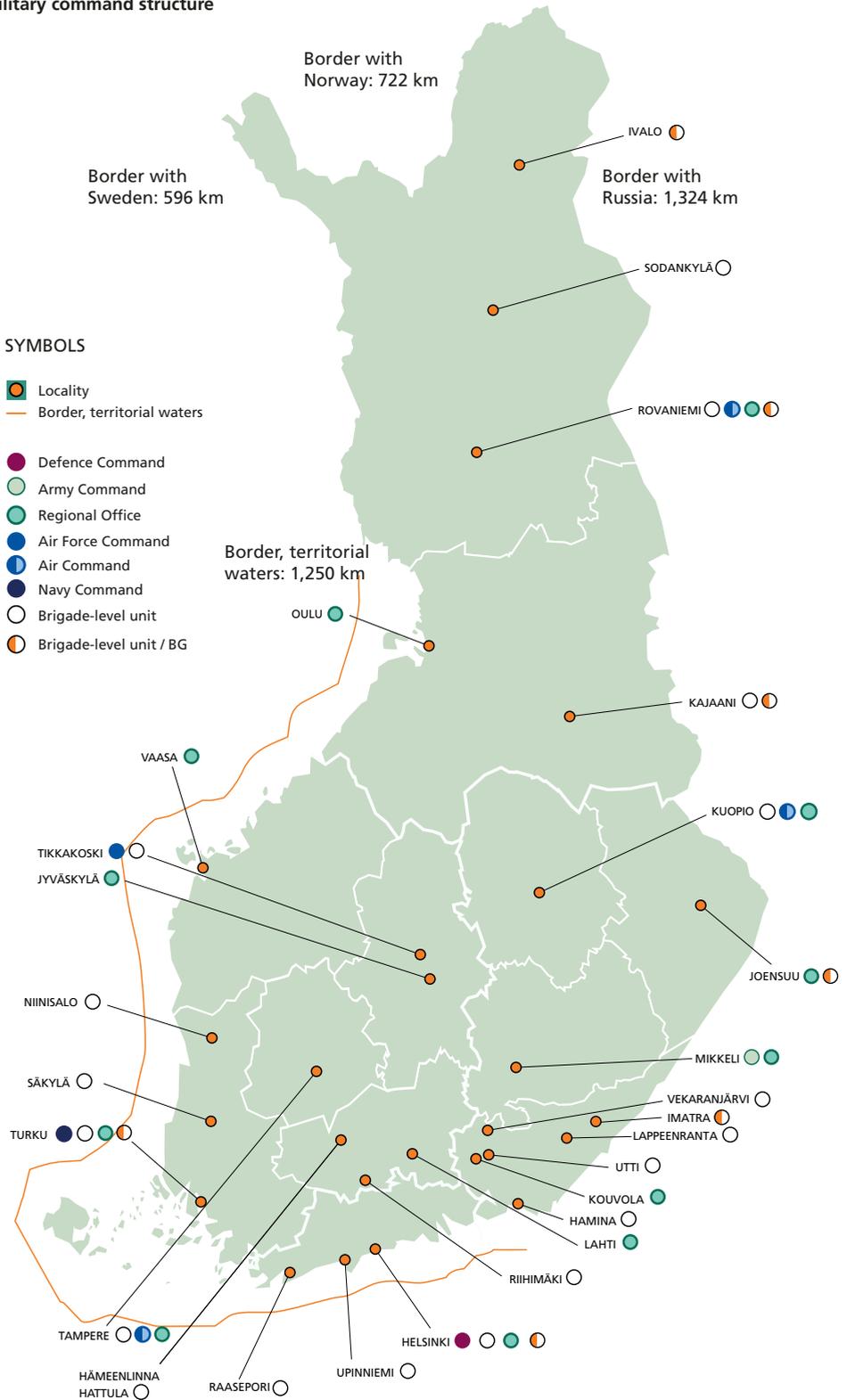
2. giving support to other authorities, which is:
  - working with other authorities to maintain law and order and security, preventing and stopping terrorist crimes and securing the safety of society in general
  - taking part in rescue activities by providing equipment, personnel and expertise for the use of the rescue services
3. taking 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. taking part in international military crisis management and military tasks in other international crisis management.

Defence is developed to correspond to the increased demands set by the security environment. Finland must be able to respond to military pressure, a rapidly developing military threat and to a large-scale military attack.

Defence capability secures Finland's independence and territorial integrity. Defence capability consists of the military capabilities of the defence system, and national interagency cooperation and international cooperation.



### The regional military command structure





**Every male Finnish citizen is liable for military service starting from the beginning of the year in which he turns 18 years old until the end of the year in which he turns 60.**

Finland is a country which does not belong to any military alliance. It carries out practical cooperation with NATO and continues to maintain the option to seek NATO membership. Finland strengthens its national defence and intensifies its international defence cooperation. Participation in international cooperation serves Finland's interests. Cooperation is increasingly important from the standpoint of maintaining, developing and utilising the national defence. The demands posed by the operating environment require an effective and rapidly deployable military capability which, for its part, strengthens stability in the Baltic Sea region.

The systematic development of defence capability builds on decisions taken over the course of decades. Readiness which meets the demands of the operating environment's transformation as well as rapidly deployable forces and systems and a large, trained reserve improve Finland's chances to respond to a rapidly developing or a drawn-out military crisis.

The increasingly tense security situation in Europe and the Baltic Sea region has repercussions on Finland. Despite the increasingly tense international situation Finland is not under any immediate military threat. Nonetheless, Finland must prepare for the use or threat of military force against it. As a Member State of the European Union, Finland could not remain an outsider should threats to security emerge in its vicinity or elsewhere in Europe.

The primary aim of Finland's foreign and security policy is to avoid becoming a party to a military conflict. Finland will independently make decisions on security and defence policy. Finland pursues an active policy of stability to prevent military threats. This policy is supported by

maintaining a national defence capability. Finland will actively and extensively strengthen its international defence cooperation and other networking as well as develop the abilities to provide and receive international assistance.

The primary aim of Finland's foreign and security policy is to avoid becoming a party to a military conflict. Finland does not have the option or desire to isolate itself from its operating environment, and that Finland, as a Member State of the European Union, could not remain an outsider should threats to security emerge in its vicinity or elsewhere in Europe. Finland will not allow the use of its territory for hostile purposes against other states. This does not limit Finland's prospects to provide and receive international assistance or to intensify defence cooperation.

### ***3.1.2 Obligation to Participate in National Defence***

The Constitution of Finland states that, "Every Finnish citizen is obligated to participate or assist in national defence, as provided by an Act."

According to the Conscription Act "Every male Finnish citizen is liable for military service starting from the beginning of the year in which he turns 18 years old until the end of the year in which he turns 60."

General conscription is thought of as the true cornerstone of national defence. Only with general conscription we can create the most important resource needed to guarantee the territorial defence of the entire country: a skilful, motivated reserve, that can use the tools given to it. The cost-effectiveness of conscription is undeniable.

Conscription is based on the paragraph in the Constitution of Finland that states that every Finnish citizen is obligated to participate in national defence. The implementation of that obligation has been defined in the Conscription Act, the Act on Voluntary Military Service for Women and other acts and decrees supplementing the Conscription Act. In Finland, the term "general conscription" refers to the goal to train the entire male age group that is fit for service.

As a defence system based on conscription, its signature is a small peacetime strength that is increased by calling up the reserves. Maintaining a military based on conscription needs the military to be strongly integrated into society and its structures. On the other hand the conscription system strengthens the resilience of society by providing citizens with the necessary readiness.

Military service includes conscript service, refresher training, service during mobilisation as well as participation in call-ups and examination of fitness for service. A man liable for military service is either in service as conscript, in the reserve or in the auxiliary reserve.

A person liable for military service will be given orders to start their conscript service during the third calendar year after call-up at the latest. The service period for conscripts trained for regular rank and file duties is 165 days, but for those trained as reserve officers, NCOs or rank and file assigned the most demanding duties the service period is 347 days, and for rank- and-file specialist tasks it is 255 days. The obligation to complete one's conscript service during peacetime, ends at the end of the year that the person liable for military service turns 30.

The Act on Voluntary Military Service for Women defines the grounds for women's military service. Voluntary military service for women is organised in conjunction with conscript service and is carried out in the same way as conscript service. The Decree on Voluntary Military Service for Women defines the overall guidance about applying for military service and assigning to military service. Travel to the information and selection event organised by the regional office is not reimbursed, but the costs of acquiring a medical certificate have been reimbursed afterwards since 2018. After completed military service the women are part of the reserve just like the men who have completed conscript service.

After conscript service, the man liable for military service is in the reserve until the end of the year in which he turns fifty. **Officers, NCOs and warrant officers** are in the Reserve until the end of the year that they reach the **age of 60**. A 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 they 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 duties (longer service period for rank and file) is 150 days and for NCO's, warrant officers and officers 200 days.

## 3.2 General Military Training

The goal of general military training is that you will remember the basics about military service and know how to behave as a soldier. Conduct includes among other things overall good manners, polite form of address and greeting, saluting and reporting.

This section also presents the rights and obligations of conscripts. The topics in this section are covered in detail in the General Service Regulation which creates uniform behavioural and operating models for the military personnel of the Finnish Defence Forces. The General Service Regulation is a military order that obligates the military personnel of the Defence Forces.

### 3.2.1 Division of Military Personnel

According to chapter 2 of the General Service Regulation, military personnel are divided into officers, non-commissioned officers and rank and file. In addition to this, there are also many civilians working in the Defence Forces. They have a wartime task and those liable for military service also have a military rank in the reserve.

At the beginning of their military service a conscript is called a recruit or a trainee. Depending on their service, recruits are appointed private/seaman apprentice/airman by the brigade commander at the of the basic training phase.

The following military ranks can be used for privates depending on which service and branch they are serving in

- jaeger in the infantry and coastal units,
- gunner in the artillery and coastal units,
- sapper in the engineers and coastal units,
- signalman or signaller in the signal and coastal units,
- driver in the motorised units and
- airman in the Air Force.

The following unit-specific military ranks can be used for the position of the aforementioned ranks, e.g.: guard jaeger, armoured jaeger, armour crewman, dragoon or coastal jaeger.

The insignia on the military uniform shows the military or service rank of a person within the military organisation. Insignia of rank are presented in the annex by Service.



In combat, discipline is seen in that all soldiers carry out their tasks as long as they have the strength to do so, and the soldier does not under any circumstances abandon their unit.

### 3.2.2 Military Discipline and Order

Military discipline means precisely complying with commands and carrying out orders that have been given. Discipline is at its best when the individual's behaviour is based on sufficient self-discipline and the unit's activities are based on a common will to carry out the tasks given to it. Behind this lies each individual's self-discipline and will to take the initiative to do their best in their own task and without reservation to trust their superiors and be led by them.

Society has assigned the Defence Forces the task of being the user of armed force. For this reason, all soldiers are required to be especially disciplined. The implementation

of military order is supported by legal provisions regarding punishment in the Criminal Code.

Negligence or failure in war in one place may result in a loss of human lives elsewhere. For this reason, the soldier's task must always be fulfilled. Even if your own life is not depending on it, someone else's might be.

### 3.2.3 How a soldier should behave and good manners

Taking others into consideration should be the starting point of any activity you engage in. With their behaviour, an individual soldier reflects a certain image of themself,

Some characteristics of a good company-level unit:

#### 1 The importance of rules and regulations is understood and they are upheld

Activities are in compliance with stipulations of the general service regulation, in-service safety regulations and safety precautions. There are clear rules concerning behaviour. Measures are taken immediately if rules are broken. People can count on each other.

#### 2 Responsibility for one's self, one's equipment and one's own activities is recognised

Everyone is responsible for their own activities and for what they do and fail to do. Everyone takes care of their own cleanliness and equipment as well as materiel that they are responsible for. Equipment is not lost or misplaced. Equipment is serviced immediately after it has been used and its condition is checked regularly.

#### 3 Maintaining cleanliness and order

Maintaining cleanliness and order

is a prerequisite for in-service safety in both garrison and in the field.

Uncleanliness and disorder are often partly responsible for dangerous situations and accidents such as e.g. falling and slipping. By maintaining cleanliness and good order we can improve fire safety and contribute to a pleasant environment.

Cleanliness and good order is obtained by clearing away all unnecessary things, finding a place to store things that must be stored, arranging a place for consumables and agreeing that everyone returns things to their place after use, and making sure that trash and waste is disposed in an appropriate way.

Everyone takes care of their own equipment and training materiel, these are either in use or stored. Equipment is kept in order in transport crates, when loaded on vehicles or in storage. In addition to this, everyone must

contribute to keeping shared facilities clean and in order (accommodation, classrooms, etc.).

#### 4 Punctuality and good behaviour is maintained

Units form up punctually at the ordered time. Movement and behaviour is brisk. Training exercises and lessons begin and end on time. Bearing is military and in accordance with good manners. Language usage is manner-of-fact and polite and does not offend anyone.

#### 5 Fellow servicemen and women are supported and good team spirit is created

Being part of a company-level unit feels safe. Everyone is part of the same unit. As individuals, everyone will do their best to complete the unit's tasks and reach its goals. You must set the good of the unit before your own. Unit members support each other and will help each other without having to ask for help.

their company, their battalion and of the Defence Forces in general. Good behaviour is polite and beneficial in working life and leisure time activities. Good manners are especially important in a military organisation where everything is done in cooperation and as a member of a group.

A good soldier is polite and shows good manners as well as behaves towards their superior, peers and subordinates in a manner corresponding with their position. All forms of harassment or bullying are forbidden!

Below are the most important things to remember as a soldier.

#### ▪ Greeting people

- Greet your friends and acquaintances. If someone greets you, always return the greeting. Greet everyone when you join a group of people. It is also polite to greet any soldier or member of the Finnish Defence Forces when you encounter them outside of the garrison.

#### ▪ Addressing someone

- Always begin by addressing someone using the more polite form (in Finnish this means using “Te” instead of “Sinä”). If you are having the conversation in Finnish, it is up to the older person in the conversation to start using the more impolite form of you “Sinä”.

#### ▪ Shaking hands

- When you meet someone for the first time, shake their hand, look them in the eye, greet them and introduce yourself. If you are wearing a glove (equiv.), remove it before shaking hands.

#### ▪ Introducing yourself

- Tell people who you are when you meet them for the first time. Do the same when talking on the phone. Introduce yourself by saying your first and last name in a clear voice.

#### ▪ Presentation

- When people do not know each other, introduce them to one another. Present the younger person to the older person and the man to the woman.

#### ▪ Conversation

- Listen to the person speaking to you and look him or her in the eye. Look at the person you are speaking to. Do not interrupt someone when they are speaking. Take part in the conversation, share your opinions and ask others for theirs. If you have something particular to say, think beforehand as to how you are going to express it. Speak in an audible voice and use standard language. That way people will understand best what you have to say. However, when in a public space, don't speak so loud that you disturb others.

#### ▪ Punctuality

- Arrive on time when an event is set to begin. Let people know if you will be late or cannot make it. Excuse yourself politely if you do arrive late.

## 6 Leadership follows the principles of deep leadership

Leadership is based on a notion of encouraging individuals to grow/develop. Good military leadership rests of four cornerstones. They are building trust between the leader and the subordinates, the leaders' inspiring way of supporting their subordinates, continuous learning and valuing people and treating them as individuals.

A superior must treat their subordinates fairly and he must treat them equally. The leader must look after their well-being, find out what their wishes are, advise and guide them and strive to serve as an inspiring and good example. Or to put it more briefly: the leader must serve as an inspiring and encouraging example.

## 7 Everything is done for a reason

Training is founded on wartime conditions and tasks and upon the

requirements that follow from these conditions. Everybody knows the task they are being trained for and in which unit they will be allocated. The desired outcome is known by everyone.

## 8 Training focuses on learning the knowledge and skills that are essential in wartime conditions

Everything you do in training will focus on what is essential in terms of training objectives and a soldier's performance requirements. Everybody understands why things are done as they were agreed upon and on what is most important in each phase.

## 9 The learning environment is positive

People prepare for the upcoming lesson by familiarising themselves with the topic beforehand from the weekly programme and by completing the preparatory tasks. People actively take part in the teaching and learning is interactive.

Instructors are given constructive feedback and feedback is welcomed. The purpose of heavy training is also appreciated and any measures or tasks related to it are completed well and diligently. Those in training understand how the information and skills acquired in training are useful in life after military service.

## 10 The organisation also learns

Activities are based on new information and recent experiences. Trying is encouraged. You are allowed to make mistakes during exercises, as you also learn from them. You evaluate and develop your actions according to the feedback that you receive. You can submit ideas and suggestions on how things could be done better. Teaching is developed by drawing on past experiences.

- **Thank you (“kiitos”) – Please (“ole hyvä”) – Excuse me / I apologise (“anteeksi”)**
  - Say thank you when you receive or are given something. Thank your host after a meal. It is important to show appreciation for what you receive. Respond when someone says “thank you”. Apologise if you have behaved inappropriately.
- **Be considerate and polite**
  - Stay on the right when walking on the pavement, in the stairs or in confined spaces. As someone walks towards you, pass them on the right. Let people come out from crowded spaces first, before going in yourself. Open doors for the elderly and women. When using public transport, offer your seat for the elderly or a person who moves slowly.
- **Using your mobile phone**
  - Turn off your mobile phone in places and situations where you are unable to talk on the phone. If someone has left you a message, listen to it during the break or when the scheduled event is over. When speaking on the phone in a public place or on public transportation, do so without disturbing others. Say what you have to say quickly so that you do not waste other people’s time.
- **Do not litter**
  - Throw waste in the bin. Put waste in the correct recycling bin when such bins are available.
- **How you dress**
  - The way you dress has a very big influence on how people think of you and whether they will respect you or not. Dress according to the occasion. Keep your clothes clean and neat. When you are outdoors, you must wear a hat. When in uniform, you have to wear a hat at all times unless a particular situation or task requires that you remove your hat. When entering a building, remove your hat and take off your coat. When in uniform, you are not allowed to wear civilian attire that can be seen, nor are you allowed to wear jewellery or piercings that could be dangerous during military service. Do not wear your hat while eating.
- **Alcohol and drugs**
  - Do not appear clearly intoxicated in public, in a public function or in a military area. The Finnish Defence Forces has a zero tolerance policy on drug use. In accordance with the Finnish Criminal Code, the use of drugs is forbidden (Unlawful use of narcotics).

The following will make things work smoother when you are part of a big crowd and will reduce everybody’s waiting time:

- **Filing into classrooms and auditoriums**
  - Always take a seat as much in the front as possible,

fill in seats in order of arrival, do not jump the queue. Do not disturb others. Do not start to get ready to leave before the lesson or occasion has actually ended. Prepare things in advance and act quickly when you are first in line.

- **Moving**
  - Use the right side when walking in a corridor or in the stairs. Let people come out first before you go in yourself.
- **Meals**
  - When possible, wash your hands before a meal. Take off your headgear. Only take as much food as you will eat and so that there is enough for everybody. Don’t start eating until everyone sitting at the same table is ready to start eating. Do not gulp down your food or make loud eating noises. Take your time while eating. Keep your elbows off the table. Clean up after yourself and take your dirty dishes to the collection point.

### 3.2.4 Command hierarchy

Command authority is the foundation of efficient and rapid unit action in combat. It clarifies who is responsible for what.

**Command authority** is the authority to make someone accountable for a certain task by ordering or commanding them to carry out the task. The authority to command can be permanent or temporary. For example:

- A company commander has **permanent authority** over their subordinates.
- The duty NCO in a company has **temporary authority** over all the conscripts in that company.

Anyone who has command authority over a soldier working in the Finnish Defence Forces is a superior. A person that is under someone’s command authority is a **subordinate**.

A direct superior is a soldier, who according to the Defence Forces’ confirmed command and administrative structure, is immediately above a particular soldier in terms of hierarchy.

This command authority translates as general military authority. This means it applies both while on duty and off-duty when those concerned are actively serving in the Finnish Defence Forces. A section commander has general military authority over the soldiers in their section regardless of their military rank.

A soldier of the rank and file who has been granted temporary command authority by way of an order given by their superior retains this status as superior over other assigned rank and file only in service matters.

The hierarchy imposed by command authority remains in force even when those concerned are not in uniform. A superior wearing civilian attire must present their Finnish Defence Forces ID card when requested.

As the subordinate you must carry out the given orders precisely. For their own legal protection, if a subordinate finds the legality of an order to be questionable, they can ask that the order be given in writing. If the order given by the superior is such that the subordinate must clearly break the law or their service duties to carry it out, the subordinate must state this to the person issuing this order. If the superior repeats the order despite this, the subordinate must refuse to carry it out. The subordinate must without delay inform their closest direct superior of the refusal to carry out the order. If the superior giving the order is their closest direct superior, they must inform the superior's superior.

Both the superior and subordinate must make sure that the order has been correctly understood. If necessary, an order can be requested in writing. Usually a superior will determine what needs to be done and what the intended final result is. It is possible to add instructions to the order on how the order should be carried out. The subordinate decides how he/she carries out the order.

In military terms, a **command** is a short order or signal to carry out a previously set action. Do not mix up the concepts of order and command.

A subordinate must repeat a task or order given by a superior if so requested. A subordinate must ask if something remains unclear. An order is always issued for a particular reason and with an intended effect. Think for yourself what is the purpose of an order. That way, you will be capable of doing the right thing even when circumstances change.

You must inform that you have carried out a task if you have been given an order to do so. If you have not carried out a task or it looks like that you cannot carry out the task by the assigned deadline, you must inform your superior about this immediately. This gives your superior time to react and fix the situation.

### 3.2.5 Addressing someone

Addressing someone is polite and it is considered good manners. When speaking with your superior or when being spoken to by your superior, you are to assume the position of attention unless your superior tells you to be at ease. Look your superior in the eye. Addressing a superior follows the basic principle: address – present – state business.

Soldiers are addressed according to their rank. Lieutenant generals, major generals and brigadier generals are, however, addressed as "general" and similarly vice admirals, rear admirals and commodores are addressed as "admiral". Cadets are addressed as "cadet" regardless of their military rank. If it is obvious that your superior does not recognise you when you are speaking with him, you must say your name. For example: "Herra kapteeni ("Sir"), recruit Teräväinen..." Once you have properly addressed your superior and presented yourself, you proceed to tell what it is you actually have to say.

When a subordinate reports for duty, reports his platoon for duty or when he begins a conversation with a superior, he or she is to use the Finnish word "herra" (Sir) followed by the superior's rank. When addressing a female superior, use the Finnish word "rouva" ("Ma'am"). Do not repeat the address as the conversation continues. A superior may address you by your rank, your rank and your surname or by your surname only.

Lessons and briefing are begun with reporting the unit present to the leader or the teacher of the class. During a lesson, when answering a question or when asking a question yourself, you are to stand and address the instructor according to his rank or position and introduce yourself, unless instructed otherwise by the instructor.

If a superior does not know a subordinate, the subordinate must present themselves. For example: The superior asks during a lesson: When did Finland gain its independence? When the superior knows the person answering the question, the person answering says: Herra luutnantti ("Sir"), on 6 December 1917. When the superior does not know the person answering the question by name, the person answering the question is to say: Herra luutnantti ("Sir"), recruit Teräväinen, on 6 December 1917.

### 3.2.6 Saluting

In Finnish Defence Forces areas, a soldier is to salute all senior soldiers from sergeants / equiv. onwards as well as his company's section commanders. When moving outside Finnish Defence Forces areas in uniform, always salute the above mentioned superiors according to the situation and circumstances. When you meet someone wearing civilian dress, greet them according to good manners.

A soldier must always salute a more senior soldier when they come to talk to the soldier or when the soldier has been summoned by the senior soldier. Following normal good manners, a verbal expression may be used in saluting. The senior soldier returns the salute when someone salutes them.

Saluting and returning the salute are done both when standing still and when moving from place to place. You

do not, however, salute when you are running. The general rule is also that if a person is more than 50 metres away, you do not salute.

If several soldiers are in a group or moving from place to place and one of them salutes or salutes back, everybody is to do the same. Only the leader of a close-order drill training detachment salutes and salutes back. Stop saluting only when your superior has stopped saluting by, for instance, lowering their hand.

How to behave when you are in the company commander's office.

- Think of what you want to say before you say it. Knock on the door or press the buzzer. When you are told to come in, step inside without any delay.
- Greet the commanding officer at the door. Step towards them and stop when you are about three steps from them. Say what you have come say while standing at attention. Address your superior from the position of attention. While this is the default option, your superior may tell you to stand at ease or to sit down.
- When you have completed your task, salute the commander on the spot from where you are standing, do an about face and leave the room briskly.

How to behave conducting business in the unit instructors' office?

- Knock on the door or press the buzzer. When you are told to enter, step inside without any delay.
- Salute those present in the room.
- Go to the person to whom you want to speak. If there are many military personnel present, and the person you want to speak to is farther away from the door, first ask the closest soldier for permission. For example: "Herra ylikersantti, korpraali Ojala, asiaa luutnantti Alajoelle" ("Staff Sergeant, Private First Class Ojala, permission to address Lieutenant Alajoki"). Present your errand while standing at attention unless your superior tells you to stand at ease.
- When you have completed your task, salute your superior, do an about face and exit the room promptly.

**When two soldiers walk side by side**, the junior soldier is to walk on the left side. When three soldiers are walking side by side or when four soldiers are walking side by side, the senior soldiers are to walk in the middle and the junior on their left.

You may not walk through a section in close-order formation, nor may you walk between a commander and his detachment, nor may you walk between two people having a conversation. When you are having a conversation with someone, position yourselves so that there is room for others to move.

If a subordinate wants to address a superior that is having a conversation with a higher superior, it is considered good manners for the subordinate to ask for permission to address their superior in the following manner: Herra vänrikki, alokas Teräväinen, asiaa ylikersantti Heinოსelle. ("Sir [Second Lieutenant]", recruit Teräväinen, permission to address Staff Sergeant Heinonen.)

An individual soldier is not obliged to salute in the following situations:

- when carrying out a combat or guarding task, unless stated otherwise in the guarding guidelines
- when on traffic management duty
- when transmitting / signalling / communicating
- while eating,
- during breaks or when working in a mess/canteen, the kitchen,
- in a church or chapel, at a devotional or funeral,
- during a competition or training, or when functioning as an official
- in the washroom, sauna, at the beach or as a patient in a hospital ward
- in a film, theatre, restaurant hall or in the Soldiers' Home canteen.

Saluting is of course allowed if it seems appropriate at the time.

When going on foot, skiing or when in a vehicle, you should not salute if it puts people in danger.

When a detachment proceeds, it is to salute its company commander, its other direct superiors and all generals/admirals.

### 3.2.7 Rendering Honours

And individual soldier and unit render honours to

- the President of the Republic
- the head of state of a foreign country
- when the Finnish colour or any other national colour is being hoisted or lowered and when it is in front of a convoy or procession
- when embarking or leaving a ship, towards the ship's colour, the brigade or battalion colour
- towards the deceased in a funeral procession and in a wreath laying ceremony
- during the Finnish national anthem or any other national anthem, during the Finnish Defence Forces' or your brigade's honorary or traditional march

An individual soldier will stop to render honours. They either turn to face the object or person being honoured or, if this is in motion, a soldier must face it. After this they salute according to orders, i.e. stand at attention, moves their hand into the saluting position and follow the object or person being honoured with their gaze.

### 3.2.8 Reporting

Reporting for duty supports and speeds up action within a military organisation. It is also a guarantee of due process for the soldier and it enhances occupational safety. For instance, reporting for duty when you have returned from your leave let's others know that you have returned safely from your leave and according to schedule.

A subordinate must keep their superior informed of their leave, assignments, sick leaves and any other leaves. If you know you are going to be late, you must immediately contact and inform your own brigade-level unit or, if this is not possible, the closest Finnish Defence Forces' office.

### 3.2.9 Equality and gender equality

Conscripts with different backgrounds and personal characteristics serve in the Finnish Defence Forces: there are women and men and there are people with varying ethnic backgrounds and of different faiths and beliefs.

What equality and gender equality means is that the constitution's principle of equality and gender-equality is realised in everyday life.

It is about providing everyone with equal rights, duties and opportunities. All people are equal regardless of gender or other personal qualities, such as age, origin, language, religion, personal conviction, opinion or health.

All conscripts are given equal opportunities to get selected for training for leadership or rank and file duties.

The Finnish Defence Forces is committed to advancing equality and gender equality.

### 3.2.10 Prevention of inappropriate behaviour and reporting it

Good behaviour and good manners are part of each soldier's daily life. Good manners are working together, encouraging, helping and acknowledging others. Also language has to be appropriate. Swearing or offensive language does not belong in military training, nor is it appropriate behaviour for a soldier.

You will meet different kinds of people during military service. You do not have to like everyone, but you have to get along with people. Nor do you have to agree with everyone. However, being different and having different perspectives must not lead to discrimination. Discrimination is for example, if a person's gender or another personal attribute causes inappropriate behaviour.

The Finnish Defence Forces has zero-tolerance for discrimination, harassment or bullying. Every one doing their military service must do their part in making sure that no one is treated inappropriately. Inappropriate behaviour will always cause discomfort to the person that it is directed toward.

Inappropriate behaviour may be verbal, non-verbal or physical. It can be, for example threats, intimidation, mean and suggestive messages, ostracising, calling someone names and gossiping, ridiculing someone, even violence or sexual and gender-related harassment. Sexual attention becomes harassment when it is continued even when the target of the attention says it is unpleasant attention. Inappropriate behaviour may also constitute an offence according to the Finnish criminal code.

**If you experience inappropriate behaviour during military service**, first talk about it with the person doing it and tell them, that you think what they are doing is inappropriate. Ask them to stop the inappropriate actions. Keep a written log of all events, for example keep all arrived SMS (text messages) as evidence. If the inappropriate behaviour persists, contact your closest superior, your company (equiv.) commander or the garrison support personnel, for example the Social Welfare Officer, Chaplain or Conscript Committee.

If the person acting inappropriately is your superior, contact their superior. It is the duty of the superiors to address the inappropriate behaviour as soon as they are notified of it. It is the job of the superior to clearly state what kind of behaviour is not acceptable in military service. If there is reason to suspect a service offence or other military offence, the disciplinary superior is obligated to open a preliminary investigation. After the preliminary investigation the matter will be handled in military discipline proceedings. The police have the inquiry responsibility for defamations and sexual offences.

Every conscript who feels they have been treated inappropriately or witnesses such behaviour, is obligated to report it. Only the incidents that have been reported to superiors and personnel can be addressed. You should report inappropriate treatment and seek support in order to correct the situation.

You can find more information about reporting these on your unit's notice board and in the barracks information folder. In units with good esprit de corps and unit cohesion there is no inappropriate behaviour.

#### NOTE!

**Inappropriate behaviour is not tolerated in the Finnish Defence Forces.**

### 3.2.11 Intoxicants

Using intoxicants causes economic, health and social, as well as individual harm. Experimenting on drugs may lead to a serious cycle of social exclusion and crime.

There is a zero-tolerance policy towards conscript intoxicant use in military service.

Increased use of cannabis among the Finnish population is a worrying trend, that is affected by the false image of smaller health risks associated with the use of cannabis. The use of cannabis may cause serious health effects.

Cannabis use during youth may have particularly harmful effects on brain development, mental health and cognitive skills. Heavy cannabis use exposes the user to developing anxiety and depressive disorders. Youth age cannabis use approximately doubles the risk of developing schizophrenia as an adult.

Like other intoxicants, heavy cannabis use may also cause immediate psychotic symptoms that require care. Long-term cannabis use weakens attentiveness and memory. Heavy cannabis use is also connected to poorer success in school and risk of social exclusion. Long-term cannabis use causes similar respiratory tract effects as smoking. Regular use causes continuous cough, prolonged bronchitis and emphysema.

In **alcohol** use, the most important factor in estimating the damage is the amount of ethanol that has been consumed. Alcohol causes acute damages caused by intoxication, and in the longer term, physical and psychological health risks. Acute risks caused by alcohol use include alcohol poisoning and accidents.

Before long heavy drinking will cause symptoms that are not always associated with alcohol use – such as sleep problems, depression or abdominal pain. The risk of alcohol dependency increases over time. Continued risk behaviour will increase the likelihood of severe damage.

#### **Tobacco products, snus and e-cigarettes**

Cigarettes and cigarette smoke contain approximately 4,000 – 7,000 chemicals, and out of these approximately 70 are cancerous. The burning of a cigarette also creates, for example, carbon monoxide. The damaging health effects of smoking are significant and widely reported.

The health benefits of quitting smoking are significant. For example, the danger of lung cancer is halved and the risk of a stroke diminishes significantly. Your senses of taste and smell improve, your physical fitness and immune system get better already in a few weeks after you quit smoking.

**THE CONSCRIPTION ACT'S (1438/2007) 65§** gives the right to order a conscript, following his or her consent, to take part in a drug test if the conscript is to complete a task that requires precision, trustworthiness, self-initiative or good reflexes and where completing the task under the influence or in a state of addiction could:

1. jeopardise their own or someone's life or health or weaken in-service safety;
2. Weaken traffic safety; or
3. the protection of data received while completing military service, and thus cause damage to the common or private interests and rights laid out in the secrecy provisions.

If there is sufficient reason to suspect that a conscript is under the influence while in service or that he or she is suffering from drug addiction, such a person may be ordered to take a drug test regardless of the conditions mentioned earlier as per 1§ of the aforementioned Act. If a person declines the test, they are obligated to undergo a bodily search as mentioned in chapter 8, §30 of the Coercive Measures Act (806/2011).

Snus contains many cancerous substances or potentially cancerous substances. Those using snus have a greater risk of developing mouth cancer, oesophageal cancer and stomach cancer than those who do not use any tobacco products.

Snus causes permanent receding of gums and corrosion of the mouth, as well as loosening of the teeth. The most common health damage associated with snus is localized damage to the mucous membranes of the mouth. Severe and advanced mucous membrane damage may be a preliminary stage of cancer. Snus, just like all tobacco products, includes nicotine. Nicotine causes addiction.

Nicotine addiction develops quickly. Nicotine has acute poisonous effects. The symptoms of nicotine poisoning include nausea, vomiting, headaches and tremors. With large doses, additional symptoms may include low blood pressure, high or low or irregular pulse and shortness of breath. Nicotine accelerates heart beat and contraction of the heart muscle. Nicotine also has a potential risk for mouth cancer, pancreatic cancer and esophageal cancer.

E-cigarettes or the liquids used in them have not been proven to be safe or harmless. Carcinogenic compounds have been found in the vapours created by e-cigarette use. The vapours created by the e-cigarettes also exposes bystanders to the compounds. The nicotine-containing liquid used in e-cigarettes causes the same nicotine effects as other nicotine products. There is still very little research data on the effects of e-cigarettes. The data on the effects of long-term use is not available until years or decades from now.

### 3.2.12 Support Personnel and the Conscript Committee

Chaplains support the maintenance of ethical capability and psychological endurance in the Defence Forces and offer the possibility of religious practice to those who want it.

The objective of this work is to help in understanding capability as a whole and supporting the building of personality, capability for ethical judgement and outlook on life. The goal is that the Finnish Defence Forces has at its disposal well-trained, emotionally healthy personnel, who understand the justification and grounds for their actions and who are able to make ethically sound decisions.

You can turn to the military chaplain in all matters, irrespective of your conviction. The military chaplain is bound by absolute confidentiality.

Participation in devotionals is voluntary and takes place outside of service time. If a devotional or religious service is arranged during service time, another event focusing on the development of psychological capability that does not include religious elements will be arranged alongside of it. Military chaplains ensure that the freedom of religion prevails and support conscripts belonging to other faiths or denominations in matters relating to practising their religion.

The job of the Social Welfare Officers is to support the psychological and social capacity of conscripts, to enable full participation in service and training without possible distractions.

In matters associated with social security during military service, you are by law entitled to relevant professional assistance. Social Welfare Officers' services are available in all of the Defence Forces' brigade-level units. The Social Welfare Officers of the Defence Forces also support the conscript units of the Border Guard.

The Social Welfare Officer's job includes guidance in social affairs issues during service, as well as in questions relating to studies, working life and personal finances. Also helping with the stressors of military service or challenges of civilian life are such things that you can talk about with the Social Welfare Officer. The Social Welfare Officers will also guide conscripts who are dropping out of military service to a Time Out! -Service councillor or an outreach youth councillor.

If things are in order in your civilian life, you will be able to carry out your military service without worrying too much about things at home. However, if you are unsure about something that is important to you, or some unexpected or unpleasant change takes place in your life, this affects your morale. Don't let things get complicated

by not taking care of them. It is good to talk to someone about difficult things or problems.

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 (VMTK) composed of conscripts.

The job of the Conscript Committees is to participate in improving and developing the service conditions of conscripts and to support making the surroundings more pleasant. They also organise activities that support the welfare of the conscripts. The VMTK activity is a part of the conscript service feedback system and an important line of cooperation between the brigade-level unit commander and the conscripts. The central goal of Conscript Committee work is to make improvement suggestions about the position and service conditions of the conscripts to the brigade-level unit leadership and higher commands.

The Conscript Committees give guidance and advice in matters relating to military service, organise free-time activities, such as courses, events and sports clubs, file suggestion and buy things to develop the service conditions, and in many brigade-level units, participate in organising the conscripts' leave transports.

The Committees work for all conscripts and with their own input, each conscript can make an impact on how the committees work. If you have an idea for improving the service conditions in your unit, do not hesitate to contact your brigade-level unit Conscript Committee.

Conscripts' sports clubs (VLK) organise various free-time exercise activities. The clubs are based on the conscripts' interest to participate in different sports. There is a named instructor from personnel who enables the functioning of the sports clubs, but the activities in the clubs are instructed by the conscripts. The Military Sports Federation arranges training for the VLK instructors. The Finnish Military Sports Federation is a national sports federation. Together with the Conscript Committees and its member clubs in the garrisons it organises free-time sports for the conscripts and personnel of the Finnish Defence Forces and the Border Guard.

The most popular sports are different ball sports, gym training, martial arts and running. The most active participants in the sports clubs may be awarded exemplary conduct leave. In addition to the sports clubs the Military Sports Federation also arranges sporting events and competitions in different sports for the conscripts

**More information is available from the Conscript Committee and the website of the Military Sports Federation at [sotilasurheilu.fi](http://sotilasurheilu.fi).**



### 3.3. Soldier's Rights and Duties and Military Justice

The goal of judicature classes is that the soldier remembers the rights and duties of a soldier and the fundamentals of military justice

As a conscript you are subject to the military criminal code from the moment you enter or are called-up into service until you are discharged from service either at the end of the service period or dropping out on your own request.

#### 3.3.1 A soldier's rights and duties

According to the Conscription Act, you are liable for conscription in order to defend the country and its social order. That is why it is expected that you fulfil certain duties. For you to fulfil these duties thoroughly, you also have rights.

The Conscription Act gives you as a conscript completing his or her service the right to free accommodation, food, clothing, health care and other keep as well as certain economic and social benefits.

In matters associated with social security during military service, you are entitled to relevant professional assistance.

The purpose of military service in peacetime is to train conscripts in their tasks so that they are able to perform them in all conditions be it in wartime or peacetime. A soldier must try to learn the information and skills he is being taught as best he can and maintain the know-how and capability he possesses in accordance with the Conscription Act. A soldier is obligated under law to show unconditional obedience towards his superior and to carry out any legal order or task given by his superior.

As a soldier you must adapt to the conditions in military service, to military discipline and to cooperating with other

soldiers. You must show initiative and must unconditionally set yourself under the command of your superiors and trust your superiors.

A soldier is obliged to take care of and make careful use of any state property they have been entrusted with and to use this property according to orders and regulations. This rule applies to the personal weapon that you are issued with as well as to any other equipment, and to any property that is intended for common use within the unit.

A soldier is to show good manners by being active, upright and by behaving appropriately in any given situation. Be conscientious in your actions, dress smartly and maintain good hygiene. A soldier's professionalism, the Finnish Defence Forces as well as the soldier's unit are judged according to their behaviour.

The Conscription Act gives the right to order a conscript, following his or her consent, to take part in a drug test if the conscript is to complete a task that requires precision, trustworthiness, self-initiative or good reflexes and where completing the task under the influence or in a state of addiction could jeopardise someone's life or health or weaken in-service safety, traffic safety or the protection of data received while completing tasks. If there is sufficient reason to suspect that a conscript is under the influence while in service or that he or she is suffering from drug addiction, such a person may be ordered to take a drug test regardless of the conditions mentioned earlier.

You must live in peace with your fellow conscripts. Veterans from the Winter and Continuation Wars had an iron-fast principle "Leave no one behind" and that principle still lives on: whoever needs help must be helped without that person having to ask for help. A soldier earns the respect of others by taking others into consideration, by doing things for the common good and by being polite. As the world becomes more international, openness and tolerance are all the more important.

A soldier must be there as support for those who are younger, for those who are less experienced as soldiers and he must influence them by providing them with a good example of how things are done. When something is difficult, you must have the courage to turn to your superior.

A soldier serves their country and people regardless of their political or ideological views. As a soldier you must not let yourself be bribed or in any other way swayed into breaking, neglecting or shirking your responsibilities.

As a superior, a soldier must treat their subordinates fairly and equally and must ensure the subordinates well-being. A superior must systematically maintain discipline and military order. Those who have exceeded themselves should be commended and rewarded for their efforts. Those who have willingly wronged or committed a crime should be punished. Only the disciplinary supervisors who

are salaried personnel and named in the Act on Military Discipline and Crime Prevention in the Finnish Defence Forces (255/2014) may use disciplinary authority.

Finland's Criminal Code protects you from abuses of powers, unfair treatment, violation of rights or unfounded accusations from the part of your superior. As a soldier you have the right to be treated according to regulations and have the right to be treated with decency, i.e. appropriately, fairly and without infringing on your human dignity.

### 3.3.2 Military justice

Military justice is a term that refers to the process of taking action regarding military offences. This action includes anything from disciplinary procedures to military court proceedings. The objective of military justice is to maintain military discipline and order. This is done to guarantee legal protection of the individual soldier as well as to improve the performance of the entire Defence Forces.

Important regulations to do with military justice are:

- Criminal Code (especially Section 45 that pertains to military offences).
- Acts on Military Discipline and Crime Prevention in the Finnish Defence Forces, both of which include regulations on the disciplinary supervisors and their jurisdiction, preliminary investigations, disciplinary actions, execution of court decisions, requests for settlement, and appeal procedures.
- Uniform Code of Military Justice, which includes regulations for the trial of military offences at courts of law and definitions of offences directed at military personnel, such as petty theft committed against another soldier or petty assault committed against another soldier.

Military offences are punishable acts by law (Section 45 of Criminal Code). Military offences are among others:

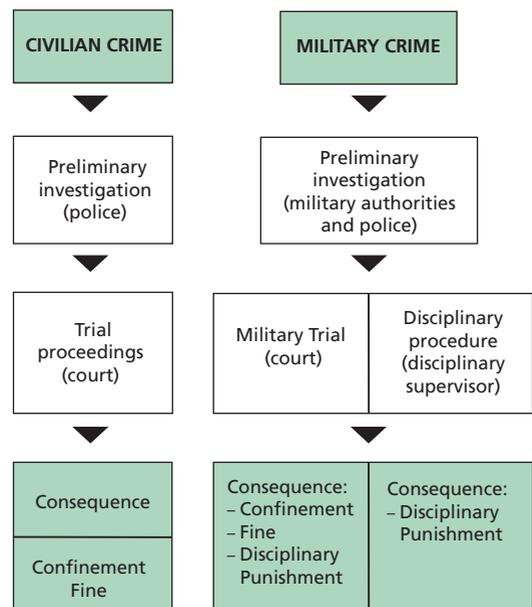
- absence offences, such as
  - absence without leave means, for instance, leaving the barracks without authorized leave or exceeding leave time without approval or going on leave prematurely
  - desertion refers to absence without leave that has been continued by the conscript for more than five consecutive days and that caused essential discontinuation or hindrance to the conscript's training or service
- disobedience offences include
  - insubordination, such as refusal to fulfil orders issued by superior officers, neglecting orders, or delaying carrying out orders
  - assault of a superior officer
  - obstruction of a superior officer. Soldiers engaging in disobedience as a unified group will be punished separately and more severely.

- Service offences, such as
  - violation or failure to carry out service duties
  - violation or failure to carry out duties or orders stemming from regulations concerning military order.
- Soldiers are guilty of sentry offence if they leave their post without permission while on duty or fail to arrive at their post on time or fail to comply with or violate the rules and regulations concerning sentry duty.
- other offences
  - Conduct unbecoming a soldier refers to situations where an off-duty officer appears intoxicated or causes disturbance either in public, in the barracks, or any area belonging to the Defence Forces.

The most important regulations concerning military order are the ones connected to the **General Service Regulation**. Other integral documents are, for instance, safety regulations. Soldiers receive instruction on service-related obligations so that they are able to follow regulations, and if they are unsure of how to carry out these duties and orders they must bring this to the immediate attention of their supervisor.

A soldier is legally obliged to follow the rules of war and engagement and any other instructions based on these rules.

#### Military Disciplinary Procedure



Consequence	Disciplinary supervisor			
	Company Sergeant Major	Company Commander	Battalion Commander	Brigade Commander
<b>Disciplinary punishments</b>				
Admonition	yes	yes	yes	yes
Extra duty	1–3 times	1–5 times	1–5 times	1–5 times
Confinement to barracks	no	1–10 days	1–15 days	1–15 days
Warning	no	yes	yes	yes
Disciplinary fine	no	no	no	1–30 days

A soldier is guilty of service offence also if intoxicated to the extent that it results in a lower capacity to perform the required duties, or in the case of self-harm or conscious lying, to obtain exemption, leave, or relief from duties.

Disciplinary and military court proceedings deal with a wide range of crimes committed by soldiers, such as assault offences, theft offences, forgery, and malicious damage. The precondition is that the object of these crimes is either the Defence Forces or another soldier. For instance, misplacing or damaging the equipment either by intent or negligence is punishable and often results in liability for damages.

Based on the Act on Military Discipline and Crime Prevention in the Finnish Defence Forces the punishments for military offences can be divided into

- disciplinary punishments
  - admonition
  - extra duty (1–5 times)
  - warning
  - confinement to barracks (1–15 days)
  - disciplinary fine (1–30 days)
  - military confinement (1–30 days)
- Fine (courts)
- Imprisonment (courts)

Factors in determining consequences

- **aggravating** circumstances are, for instance:
  - multiple crimes
  - the crime has been committed in the presence of fellow soldiers and can thus have a negative effect on discipline and order
  - abuse of supervisory powers
- **mitigating** circumstances are, for instance, if the perpetrator's ability to abide by the law has been weakened by the reprehensible procedure of their supervisor.

A disciplinary supervisor can by law dismiss the preliminary investigation or the sanctions arising from it, if given the circumstances, the act has been committed as a result of pardonable oversight, thoughtlessness or ignorance or if the act can otherwise be considered as a trivial offence from the perspective of discipline and order.

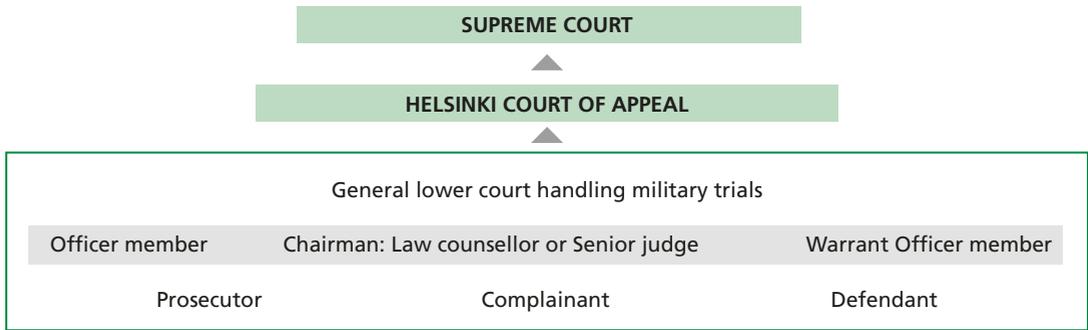
If necessary, military offences can also be taken to courts. The lowest court instances for military offences are the district courts. These cases are tried in distinct military compositions which include two military members in addition to the judge, but yet, the proceedings are identical to those of civil trials. The prosecutor is a district prosecutor who is an expert in the field and who has separately been ordered to function as a military prosecutor. The defendant is entitled to an associate. If the defendant is unable to obtain legal representation, the court will appoint a counsel to assist him or her. With certain preconditions, the counsel will be remunerated for his or her services from public funds. The ruling of a district court can be appealed against by taking the case to the court of appeals in Helsinki. For military offences, the court of highest instance is the Supreme Court.

The foundation of military justice consists of clear rules of jurisdiction and procedure as well as supervision by higher authorities. The Chief Legal Advisor of the Defence Forces directs and oversees military justice and the lawfulness of the Defence Forces. The brigade commander inspects the disciplinary decisions four times a year. The commander of the service inspects these decisions once a year. They are presented to him or her by a military lawyer. Soldiers have the right to bring any procedure they view as unjust to the attention of higher authority or Parliamentary Ombudsman, or by filing a complaint with the Parliamentary Ombudsman.

Soldiers sentenced to disciplinary punishments or soldiers convicted but unsentenced can appeal against the penalty as stated in the Act on Military Discipline and Crime Prevention in the Finnish Defence Forces

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.



Disciplinary decisions, including those based on pleas for resolution, given by the brigade commander or a higher disciplinary official can be appealed against by issuing an official disciplinary complaint

Disciplinary complaints are tried in the court that handles the unit's military offences. The complaints can be filed with the disciplinary supervisor who issued the penalty, company commander, company sergeant major, or the unit's duty officer. The complaints will be processed at a court session open to the appealing party. The appealing party is entitled to use counsel.

Administrative complaints are complaints that are filed with the supervisor of the person that the complaint concerns or an administrative authority

- are notices based on reasonable suspicion of illegal procedures or maladministration
- can be submitted by anyone
- do not require a specified form but are recommended to be submitted in writing

Complaints are filed with the Parliamentary Ombudsman who is in charge of extraordinary appeals on the basis of procedural faults and whose duties include overseeing the lawfulness of the military authorities' actions. Extraordinary appeals to the Parliamentary Ombudsman on the basis of procedural faults do not require a specified form of submission.

### 3.3.3 Compensation for damages

When a conscript causes damage to the Defence Forces, the case is handled by a military authority. If the liability for damages is open to doubt, or the damaging party refuses to compensate for the damages, the case will be tried in court.

If a conscript, while performing their duties, causes damage to government property and this damage occurs a result of a deliberate act, carelessness or negligence, they will be liable for damages. The compensation can be adjusted based on the extent of damages, nature

of action, position of the damaging party, and other circumstances. If the damaging party is guilty of only slight negligence, the government will assume liability for the damages.

If the damage is caused off duty, the conscript is liable for damages even if they are guilty of only slight negligence. An exception can be made and the compensation can be adjusted if the compensation for damages is found to be unreasonably excessive, in which case the wealth of the damaging party as well as other circumstances are taken into consideration.

Conscripts can be remunerated from public funds if their personal property is accidentally lost or damaged while on duty or due to conditions of service, with the precondition that carrying this property while on duty was important and necessary from the point of view of service, such as a wrist watch. The amount of damages must be reliably ascertained.

If the property of a conscript is damaged either by the Defence Forces or its staff, the damages are compensated from public funds, with the precondition that these damages occurred as a result of an activity related to the functions of the Defence Forces.

If the property of a conscript is damaged either by the Defence Forces' staff or some third party, and the activity causing this damage has no relation to the functions of the Defence Forces, the injured party is entitled to compensations from the damaging party.

The injured party is entitled to seek compensation for personal injuries either from public funds or the damaging party on same grounds as for property damages.

The Defence Forces are liable for the health care of conscripts during their entire period of service. The Act on Compensation for Military Accidents and Service-Related Illnesses secures the livelihood of those suffering from service disease and service injury after they are discharged from service. The State Treasury will attend to these expenses.

## 3.4 Garrison Maintenance and Logistics

This section familiarises you with garrison maintenance and logistics. You are familiar with your responsibility for the equipment in your possession and the measures taken when military equipment is lost or damaged, and are aware of the possible consequences. Additionally, you must be proficient in the fundamentals of environmental protection and field hygiene in conscript service.

### 3.4.1 Responsibility for Materiel

As a conscript you are responsible for the careful handling, storage, functioning and maintenance of personal and unit-specific materiel (particularly combat equipment) entrusted into your care.

You must maintain the materiel according to instructions after use and handling, and regularly every week.

If the materiel you are responsible for is lost or its condition is weakened during duty due to negligent or careless handling and care, you are liable to compensate for the damage.

### 3.4.2 Medical Care and Procedures When Falling Ill

It is the duty of the Finnish Defence Forces to arrange healthcare for the persons under its charge. This includes medical care and preventive health care. **Preventive health care** includes individual and unit health care and environmental health care. **Medical care** includes first aid, patient transportation, outpatient care and hospital care.

Locally, preventive health care is organised by the brigade-level unit health centre together with a partner hospital. National and garrison instructions give guidance on how to seek preventive health care services. Separate orders will be given in case of field exercises. The need for care is assessed by the health centre either by phone or at the morning clinic. The purpose is to find out how urgently do you need to see a medical professional.

The Finnish Defence Forces uses a system of service flexibility. It means that the conscript and their instructor have agreed on a temporary period (1–3 days) of lighter duty. In such case you do not need to go to the morning clinic.

## Procedures when falling ill

### Falling ill on duty

- You must notify your superior if you feel ill. While in military service, you have the right to see a health-care professional without unnecessary delay. Dental care will be organised according to local needs and circumstances either by the Finnish Defence Forces as purchased services.
- In garrison, reporting sick and morning clinic will happen according to the instructions set by your unit and brigade-level unit.
- You will get a certificate from morning clinic, that you must present to your Company Sergeant Major or duty NCO immediately when you return to your unit. The duty NCO records all light duty profiles and notifies the Company Sergeant Major of the conscripts profiles.
- In urgent, life-threatening situations, anyone regardless of position, is obligated to call the emergency number 112, and to act according to the instructions of the emergency dispatchers.

### Falling ill on leave

- If you become ill or injured while on leave or on assignment, you should primarily contact the Finnish Defence Forces' centralised medical help-line (tel. 0299 576 888). The helpline nurse will give you the necessary instructions for the next step, for example, about going to the public healthcare emergency room or instructions on self-care and reporting to the garrison health centre during duty hours. During duty hours on weekdays, you can also ask your own garrison health centre for instructions.
- Report your illness as soon as possible also to your own company-level unit (for example to the duty NCO) or the garrison duty officer or the guard commander, and your garrison health centre.
- A sick leave certificate from a civilian healthcare provider does not relieve you of the duty to return to garrison, if your health allows for travel. The garrison health centre will determine your necessary light duty profile during duty hours.
- During conscript service your care may also be in public civilian healthcare institutions. You will need a payment voucher in advance from the garrison health centre before going to see a private doctor. To be reimbursed for the medical costs, you must deliver all original receipts and other certificates of doctor's fees, polyclinic, hospital and pharmacy fees and other corresponding fees or potential transport cost fees due to the illness to the garrison health centre.
- While on leave, you can also see a private doctor at your own expense. A sick leave certificate, a prescription for medication or treatment instructions written by a civilian doctor must be presented to a doctor in garrison. If the military doctor does not agree with the diagnosis or treatment instructions given by the civilian doctor, they may direct you to be examined by specialists at their discretion.
- Please note! If you are on special personal leave (HSL), you are not under the charge of the Finnish Defence Forces medical care and the Finnish Defence Forces is not obligated to reimburse any treatment costs.



**The combat uniform must never be washed at home, as ordinary detergents weaken its protective level against night observation. Always replace a dirty combat uniform with a clean one!**

### 3.4.3 Logistics services

#### Clothing services

The clothing distributed to the conscript forms the field uniform, service uniform, leave uniform and ceremonial uniform suitable for different weather conditions and tasks. You are responsible for the storing and maintenance of equipment provided, as well as for replacing it with intact and clean pieces.

**If you notice that any equipment is missing or lost, notify your section leader immediately.**

On leave and during free time, you are allowed to use civilian clothing outside of the garrison area. You can wear your own clothing with the military uniform, as long as it is not visible outwards. You must keep your civilian clothing in good condition at your own expense. Combining military clothing with civilian clothing is forbidden, if it could cause misunderstanding or degrade the status of the military uniform.

You can be authorised to use your own sports equipment, clothing and footwear in different sports events.

You will not be compensated for their use. You are not allowed to wear your military uniform at party political events, demonstrations, formal wear parties or other similar events.

**Your appearance creates the first impression of you and your unit when you are dressed in military uniform. What that impression is, depends on you!**

#### Postal services

A post card or a letter sent or received during military service always raises spirits among the toiling of everyday life. Even though staying in contact with family and friends is very easy today with electronic communication devices, a traditional post card or a letter is always more personal, and receiving one will be remembered longer. Often a letter or a card becomes a nice memento after military service: one that you like reading again, even after many years.

You can buy postage stamps, post cards and envelopes from the Soldier's Home and you can drop them off, in the unit in a place determined by the Company Sergeant Major, or in the Soldier's Home postbox.

### 3.4.4 Hygiene in Garrison

#### Personal and unit-specific hygiene

Wash yourself after hard physical work and sweating. Change your clothes if they get wet and make sure that they dry. Exchange dirty and broken gear whenever possible. Brush your teeth after meals or chew xylitol chewing gum or lozenges. Wash your hands with soap and water always before you eat, and after every time you go to the toilet. If it is not possible, use sanitizing handwipes or hand sanitizer always when available.

#### NOTE!

**Washing your hands is the most important and easiest way to take care of personal hygiene!**

Living together in barracks increases the risk of spreading communicable diseases. For this reason it is important to keep accommodation clean and free of dust. If you have become ill with a communicable disease, it is your duty to avoid infecting others.

#### Accommodation hygiene

Accommodation hygiene consists of all actions and requirements concerning accommodation facilities that are meant to prevent health risks relating to lodging. In joint accommodation, everyone is obligated to maintain cleanliness and take into consideration fellow service members and their need to feel comfortable and be able to rest. Spare your fellow service members from unnecessary noise!

Soldiers can contribute to the prevention of health risks in the accommodation facilities. By making sure that accommodation is cleaned and waste is correctly disposed of you help prevent vermin and the diseases they spread. Water damage and indoor air problems can be prevented by ensuring sufficient ventilation and drying wet or damp gear such as tents and outside equipment elsewhere and not in accommodation.

Clean your accommodation space and keep your gear in order. Dispose of trash correctly every day. For example food stuffs waste and used food stuffs packaging attract flies, wild animals and pests. Air out the accommodation daily, do not obstruct air vents.

If you have symptoms or notice faults in the indoors air quality, contact the company sergeant major or conscript committee representative. They will notify the owner and those responsible for the maintenance of the facility in question, who will determine the necessity and take corrective measures. If you have symptoms, you must also go to the health centre morning clinic.

## 3.5 Readiness, Executive Assistance and Security

This section presents basic principles relating to readiness, executive assistance (assistance to other authorities) and security, that every soldier must know. You must remember the fundamentals about mobilization and executive assistance duties, as well as the most central security issues relating to the activities of a company-level unit and conscript training

### 3.5.1 Mobilisation for Exercises or Wartime Service

The formation is mobilised following the same principles both in exercises during military service, in refresher training and in wartime service.

When a unit is mobilised, every rank-and-file member of the unit must

- Inspect their own kit/gear
- participate in the section-specific equipment check
- give their personal information to their section commander, who will compile a list for the platoon or battery section commander.

Even if your section commander is not present, equipment checks and compiling the name list must begin immediately and the results of these must be given to the platoon or battery section commander.

Check your own kit first:

- Do you have ID tags and ID cards or exercise ID cards on you?
- Are you familiar with your weapon, is it operational, and does it have all the necessary accessories?
- Are the rounds, that have been distributed, the correct type? (Note! Loading magazines and weapons is not allowed until your superior gives the order)
- Are the protective gear and first aid supplies in accordance with the exercise order or distribution list?
- Is other ordnance that may already have been distributed, such as hand grenades and light antitank weapons, intact and functional?
- Do your fighting load and marching loads have all of the items mentioned in the lists?
- Are canteens clean and filled with water or sports drink according to instructions?

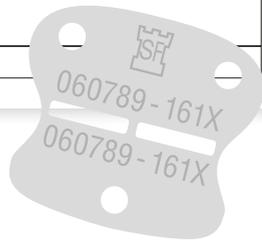
After you have inspected your kit, let your section commander know. If you have noticed deficiencies during the inspection, the section commander will assess their effect

### Example of an exercise ID-card

The card may include also the following: social security number, home municipality, parish, peacetime company-level unit and brigade-level unit.

ID-card	
(Finnish) Social security number	
Family name	
First names	
Rank	
Place of registration	
Place of residence	Regional office
Next of kin (relationship and name)	
Address of next of kin	
Signature of ID-card holder	

Identification tag (made of metal, carried on a chain around the neck) and identification card.



on the completion of the task. If necessary, the section commander will confirm your personal information according to the instruction distributed.

During peacetime exercises, blanks and rounds are distributed according to the instructors' orders. In wartime, the distribution of rounds is ordered in the mobilisation plan.

When combatants have checked their own equipment, they go on to check the distributed section-specific equipment. Checks can be carried out either led by the section commander, according to regulation or based on separate agreement. In case of crew-served weapons, the focus is on the working order of the weapon and its munitions. Drivers check their vehicles and loading according to instruction and inform their section commander of possible deficiencies. The rest of the section participates in the check.

The results of section checks are compiled to put together platoon and company results, and these are registered in the readiness inspection record. The record also mentions possible deficiencies. Finally, the commanding officer will state the unit's readiness for war. At this time the unit is transferred from under the command of its mobiliser to the exercise or wartime commanding officer.

Separate security instructions on mobile and smart devices will be given when the unit is mobilised.

### 3.5.2 Executive assistance (providing assistance to other authorities)

A brigade-level unit may be tasked to have executive assistance detachments to respond to request for executive assistance, and to respond to help other authorities in case of accidents, fires, looking for missing persons, and other such incidents. After the duty day ends, conscripts who are part of the executive assistance detachment must remain in garrison or in the bivouac area.

### 3.5.3 Being on duty in a company/equiv.

Being on duty is part of a company's general order and safety. A duty officer or NCO ensures that a unit remains functional outside of normal office hours. Duty ensures that readiness can be raised quickly.

Duty on rotation ensures that those not on duty can sleep soundly, they will be woken up when needed and it ensures that sensible measures will be taken in the event of, for e.g., a fire or alert. The task of the duty NCO's assistant allows the assistant to practice sentry duty and the actual tasks of a duty NCO.

The company commander or the company sergeant major will order who is **on duty** and who are **the duty NCO's assistants**. In matters related to being on duty, the duty NCO has command authority over every conscript and reservist within the company. The tasks of the duty NCO and their assistants are to be found in **the duty instructions** of every company.

The instructions will say what kit the duty NCO must wear, it explains their command authority and reporting for duty responsibilities, the duty NCO's responsibilities and rights, possible other duties the duty NCO must take part in and the authority to use force. Read the instructions before it is your turn to be duty NCO. If you have not understood something in the instructions, ask the duty NCO or your superior.

The tasks of a company duty NCO are among the following:

- Alert the unit and be in charge until salaried personnel assume command
- ensure orderly behaviour within the unit
- wake up the unit and supervise morning routines
- collect and deliver the morning strength reports to the company sergeant major
- record in the company health diary those who have reported as ill and send them as a detachment to the doctor's

- take responsibility for getting the company ready for duty
- organise company meals and supervise that soldiers follow table manners during meals, make sure that those who have been ordered to stay in bed get food as well
- supervise those who have been excused from outside duty or who have been ordered to stay in bed
- report on any out-of-the-ordinary events that may have occurred to the unit commander and company sergeant major
- report to the brigade duty officer on any events requiring urgent action, such as an accident, fire or disorderly behaviour, unless the commanding officer, company sergeant major or some other member of the Defence Forces' regular personnel are present and can implement the measures called on by the situation at hand
- supervise government property that is within the possession of the company, especially weapons that are kept in the weapons' racks, by, among other things, checking the number of weapons and that weapons' racks are locked
- supervise that no unauthorised persons are within the company's area
- following a specific order to do so, maintain a record, archive or table on the company's actual strength
- distribute and collect leave certificates and conscript and reservist cards
- inspect that conscripts leaving the company to go on leave are tidy and clean in appearance and in line with given regulations
- supervise evening routines
- make sure the company's doors are locked at night and check that all windows, stores and offices are shut and locked and turn off any lights that have been left on
- maintain the duty NCO's log.

All company-specific instructions are to be found in your company's duty instructions. Go through them carefully before it is your turn to be duty NCO! The duty NCO orders when to get prepared and organised well in time.

When preparing for a scheduled service activity, you are to issue instructions on the quality of the tasks at hand, the weather and the equipment that is going to be needed. You are also to instruct your subordinates on clothing so that everybody will be wearing the same clothing. The weekly schedule or exercise leader will give the duty NCO the necessary basis for this.

The order to prepare is usually given around five minutes before indoor or outdoor duty is to begin. The order should not be given too early, nor should the unit be made to wait without good cause.

## How to act in case of a fire alarm and evacuation (J3)

### If you notice a fire:

- raise the alarm (by shouting and/or with a possible fire alarm)
- you can try to extinguish a small fire with a smothering blanket or a hand-held extinguisher – if possible – but never risk your own safety or the safety of other people
- leave the building
- help others to leave
- close doors behind you as you exit the building
- if necessary get down on all fours or crawl, as the floor has the least smoke and heat
- use the stairs when leaving, you may get trapped in a lift
- call 112 from a safe place
- guide the fire brigade to the scene

### 3.5.4 Operational Security

Operational Security refers to securing information important to military personnel or military activity, and preventing the adversary from learning that information.

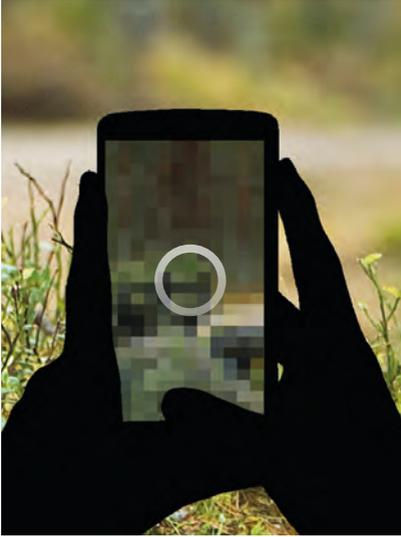
Every soldier is responsible for ensuring operational security by acting according to the instructions given and by reporting any defects that they notice.

The information systems and networks around us bring every soldier to the front line of operational security already in peacetime. Information is handled digitally, on paper and verbally.

Enemy reconnaissance is capable of monitoring different information networks and collecting information. By combining this information, it can find out the plans, movement, equipment, defence will of your wartime unit and find other valuable information. The enemy also conducts open source intelligence, i.e. gathering information from social media. Information may be revealed because of erroneous actions, for example through forgotten notebooks, discussions had in wrong places and details in photographs.

Operational security is emphasised already during peacetime, but especially during mobilisation and preparation for combat, when soldiers use mobile and smart devices for keeping in touch with their families.

Soldiers must not discuss their wartime task, unit and especially its capability and standard operating procedures in public media or talk. In addition to this, you must avoid publishing coming events or locations of a unit, as this is the type of information that an enemy is interested in.



**Learn and use the correct procedures for safeguarding information, for example on social media, communicating with loved ones and with other people.**

It is, for example, possible to easily collect such information from social media services and draw conclusions based on that.

**When put together, individual pieces of information can reveal classified information and endanger your unit. Once information has made its way to the Internet, it is difficult, often impossible to remove for certain.**

As a soldier, it is your duty to make sure that the classified information and material entrusted to you during military service is not accessed by unauthorised persons, and that the information and material is handled correctly. The obligation to maintain secrecy applies to both conscripts and reservists and it is in effect during service and after it. Everyone also has the duty to respect the privacy of others, so you cannot publish pictures or information about your fellow servicemembers without their permission.

**You need your superior's permission to take photographs or to record anything in a military area. Every brigade-level unit (equiv.) has more detailed instructions about taking photographs or recording video.**

Failure of operational security is often the result of individual mistakes and negligence. That is why it is important to report any defects or deviations that you notice. If you are unsure if something is an operational security risk, ask advice from your nearest superior who is Defence Forces regular personnel.

### ***3.5.5 Occupational and in-service 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. In such an ideal situation, every damage caused and every accident is reported, best practices are disseminated and people inform others of circumstances and factors that may be hazardous or lead to accidents.

Occupational and in-service safety refers to such procedures and operational models that protect employees from the dangers they may encounter in their work, during their service or the in their operating environment. Ensuring in-service safety in conscripts' service duties is central.

The focus of in-service safety lies on military training, where conscripts become subjected to increased risks. Arrangements and requirements relating to safety are issued by the Defence Forces in the form of orders and regulations. These include safety and other regulations, guides, handbooks as well as other binding norms. The Defence Forces also work to ensure the safety of conscripts during their free time.

Responsibility for in-service safety arrangements lies with the leader of a training event or other service task and with the unit's instructors. Instructors must be familiar with user and safety requirements and guidelines concerning the equipment in use and supervise the correct use of each device. Also conscript leaders must understand their responsibility and duty to ensure the safety of the unit under their leadership. They must be able to assess the risks to in-service safety posed by the task they have received as well as take the risks into consideration in the activities of their unit.

## Conscript's responsibilities and duties

### Everyone must

- know what the unit is doing and what their own role is as a part of the unit (your task and unit task)
- follow in-service safety regulations relating to their own task
- account for safety risks, both for yourself and your unit using all means available to them, ensure their own safety as well as that of their unit
- know how to safely use the weapons and equipment needed for the task
- make sure that the weapon or equipment safety or protective features are not removed or disengaged without permission
- notify your superior, if you are not trained well enough to use the weapons or equipment or explosives used for the task
- maintain cleanliness and order, which reduces the risk of accidents
- use personal protective equipment and other equipment given to them
- inform their superior of all faults and defects (e.g. conditions, training equipment) that can endanger safety, and to remove them if possible.

**Five commandments of occupational and in-service safety**  
1. Never aim your weapon at any other person than the enemy.  
2. Think and identify danger before you act.  
3. Shout "seis" (stop), when you see danger.  
4. Always report dangerous situations openly and actively.  
5. Always follow safety regulations.

### Reporting a Dangerous Situation

- All observations involving near misses and accidents must be reported to your superior. An observation involving danger can be e.g. finding a blank cartridge in a weapon while cleaning it. This is an occurrence that can result in danger to a person even though no damage has been done yet.
- A near miss can be e.g. a blank cartridge going off while cleaning a weapon without anyone nearby being injured. A near miss can, in other words, be a dangerous situation occurring, where injury to person was close.
- It is extremely important to report dangerous and near miss situations. By reporting dangerous situations and near misses, it is possible to prevent other similar situations and injuries from happening again. This is not about finding the guilty party. It is easy to report observations and accidents by filling in an incident card. (see incident card picture). When you have filled in an incident card, return it to your superior or put it in the incident card feedback box.

Each conscript is responsible for making sure to follow in-service safety regulations and guidelines that they have received instruction in in relation to their task. All conscripts must know the principles of occupational and in-service safety and understand their importance in relation to the safety of their own activities and their development. Conscripts must be able to function as part of a unit in a manner that no one puts any soldier in their unit, including themselves, in danger. In addition, every conscript must possess the ability to observe any danger directed at themselves as a result of their unit's actions.

The development of in-service safety in one's own activities is trained throughout military service. The best way to improve security is to ensure staff competency. One central principle in all different stages of training is to first learn to perform new actions safely. After this has been achieved, the training can focus on the speed of the performance. The trainees' abilities to perform their duties safely are assessed before allowing them to enter the next, more demanding training stage. In addition to instructor evaluation, it is integral that the trainees complete a self-evaluation on the adequacy of their skills.

When a military exercise is well-organized, trainees feel that the risk of accidents has been taken into consideration and decreased to a tolerable level. Training is safe when the participating soldiers know how to use their weapons and equipment and are able to take into consideration the risks caused by their operational environment. During emergency conditions, it is important to assess the risks future missions pose to the safety of the unit. This is an effective way to reduce casualties that occur as a result of the unit's own actions.

A big area of in-service safety, especially from the perspective of fire safety, is the increased number of personal electronic devices. The owner of the devices is responsible for the correct use, monitoring and operating condition of personal mobile and smart devices, headlamps or torches, power banks, e-cigarettes, electric razors and other electronic devices and their chargers during service or free-time. Instructions given in service regulations and barracks room instructions must be followed, and a device that is suspected to be broken must not be used. All commercial civilian electronics are not durable enough for use in field conditions.

### 3.5.6 Traffic Safety and Personnel Transports

From the perspective of traffic safety conscripts are a risk group. Most personal injuries that occur in traffic involve 15–24-year-olds. The risk of being killed in traffic is more than three times as large in this risk group in comparison to the rest of the population.

Using their seatbelt would have saved half of those who were in a fatal accident during the last ten years. Of those who were injured, three out of four would have got away with less injuries or completely without injuries. Using a seatbelt is mandatory for all people travelling in a car, including those sitting in the back seat of a taxi.

In a dead stop, the force you are subjected to is great already at speeds used in built-up areas. At a speed of 50 kilometres per hour, the crash weight of a person weighing e.g. 70 kilos is approximately 3,000 kilos. This means that a person sitting in the back seat of a car without a seatbelt would crush the person sitting in the front seat. When your speed exceeds 7 kilometres per hour, you are no longer able to hold yourself in place with your hands.

An airbag does not replace a seatbelt. Without a seatbelt, an airbag gives only 20 % protection, while only a seatbelt prevents around 50 % of fatalities. Together, an airbag and seatbelt give the best possible protection.

Driving speed is of significant importance to your own safety and especially the safety of pedestrians. When your speed increases from 40 km per hour to 50 km per hour, the likelihood of a pedestrian's death in an impact is over two times higher. When your speed increases from 30 km per hour to 60 km per hour, the likelihood of a pedestrian's death is over ten times higher.

Decreasing one's speed adds less time to one's journey than people think. For example, reducing the speed in residential areas from 50 km per hour to 30 km per hour, only lengthens the travel time by approximately 20 percent.

The cause of traffic-related accidents involving conscripts is often that the driver falls asleep. It is always dangerous to drive when you are tired. Avoid driving when tired by resting enough before you start out, resting along the way at rest stops, renewing your energy by taking a walk, taking a break in a café and by keeping your fellow travellers awake. Change drivers or take turns driving if necessary. In any case, it is good to do this at intervals of approximately 45 minutes.

**Remember to rest enough also when you are on leave.**

Passengers should keep the driver vigilant and awake by talking to them.

Even if you feel fresh when starting out, you can get tired on the way if you haven't gotten at least 6 hours of uninterrupted sleep in the previous 24 hours. Also note the drowsiness caused by illness or medication.

Drunken driving is a crime and costs incurred by it are not covered by any insurance. In case of an accident, also the passenger is liable to pay, so it is best to say no if offered a lift by a driver who has been drinking. It is also a crime to allow someone who is drunk to use your car.

Alcohol burn rate for someone weighing 80 kg:

- one bottle of medium strength beer 1 hour and 30 min
- one bottle of strong beer, 2 hours
- one bottle of red wine, 9 hours
- one bottle of spirits, 22 hours.

In addition to the amount of alcohol, many individual factors also affect the blood alcohol content. A rule of thumb is that two bottles of medium strength beer raises the blood alcohol level of a person weighing 70 kilos to 0.3 per mille. Even if the drunken driving limit of 0.5 per mille is not exceeded, the police always have the right to interrupt a journey if they consider the driver's capacity to be impaired.

Medicines that decrease a person's capabilities or precision are marked with a red warning triangle. This does not necessarily mean that the medicine always decreases all people's skills for driving in traffic. For this reason it is not forbidden to drive while taking such medicines, but it is a warning.

The fact that a medicine is not marked with a warning triangle does not guarantee that it is always safe to take the medicine and drive. For this reason you should observe and be aware of your own reactions to medicines. Don't drive a vehicle if you don't feel normal.

A driver's state of mind influences how they drive and their ability to evaluate things. Forget hurry and stress while driving, do not drive if upset, angry or irritated or this may cause you to act more aggressively while driving.

Do not use your mobile phone while driving. Focusing on two things simultaneously will multiply your accident risk. In the five seconds that it takes you to read or write a message, a car travelling 80km/h will move forward 111 metres, the length of a football pitch. Same is applicable to other activities not related to driving, such as adjusting the radio or satellite navigator, because it distracts your attention away from traffic.

An accident is irreversible and you cannot undo the consequences of a traffic accident that already happened, such as lives lost, by following the speed limit or by wearing a seat belt the next time. Think, is the risk behaviour is worth it?

Traffic-related accidents among conscripts are due to:

- the wrong attitude towards traffic
- speed that is too fast in proportion to the situation
- not enough driving experience
- falling asleep at the wheel
- out-dated vehicles

Too great a speed can cause unexpected dangerous situations. Always wear your seatbelt when driving, and remember that

- even a familiar road can be unpredictable
- others also use the road
- reserve enough time for a drive
- there can be “black ice” on the road surface that you can’t see from inside the wind shield.

Traffic discipline and attitudes have become relaxed.

You can improve this by

- following traffic regulations, especially speed limits,
- always being sober when driving,
- taking weather conditions into consideration,
- taking traffic density into consideration.
- by concentrating on driving without distractions (such as a mobile phone).

Don’t let a friend affect the way you drive. Only you feel the road condition and your vehicle. Never urge someone to drive in a way that they are not skilled enough for.

Always remember to:

- maintain a sufficient safety distance
- anticipate coming situations in all driving conditions
- proportion your speed to the road conditions, vehicle and driving experience.

Keep your car in good condition and make sure that it is safe to drive.  
Always use a reflector when walking.  
Use free leave-related transportation that you are entitled to.  
Use transportation provided by the garrison and public transportation for travel when going on leave.

### 3.5 Close order drill

Close order drill is practised every week during the basic training phase. Close order drill also prepares you for the military oath and affirmation.

Close order drill describes an activity and formation where parts of a unit and individual soldiers are grouped together in a specific formation. Drill activities are precise and simultaneous and are carried out using a determined set of commands.

- By training close order drill, trainees become accustomed to obeying orders instinctively and accurately.
- Drill plays an important role in creating discipline and team spirit within the unit.
- Close order drill enables precise leadership even of large detachments and creates a foundation for action on the battlefield.
- Close order drill is also used to form a basis for activities in other military training events.

When drilling, the commander sets the cadence of how the unit moves through their commands. The commands usually include a **preparatory element** and the **actual command**, such as “Käännös oikeaan ....Päin!” (“Right... Face!”)

Learn to listen to the commands correctly and be prepared to give such commands yourself. The preparatory part alerts soldiers to what they must do next. Hold a small pause after it. This pause gives everybody the chance to get ready for what comes next. A commander who has only recently assumed the position of commander will often leave the pause too short. Similarly, a unit that has only just started training will move before the actual command has been given. After the pause, the actual command is given so that the word stress is on the first syllable. This ensures everybody does the right movement at the same time.

The procedures used in closed order drill can be applied to any training where the aim is to improve precision and instinctive control of movement.

Exercises in closed order improve your reaction times, your ability to control your mind, body and weapon, and your physical condition!

### 3.7 Military Oath and Affirmation

The military oath is held and practised during the final week of the basic training phase (service week 6).

**The military oath** is sworn and **military affirmation** is given according to the following formula:

(Underlined sections are repeated according to the example of the reader of the oath).

**I, (N.N.), promise and affirm before the almighty and all-knowing God (*oath*), by my honour and by my conscience (*affirmation*), that I am a trustworthy and faithful citizen of the state of Finland.**

**I want to serve my country honestly and, to my best ability, seek and pursue her edification and advantage.**

I want, everywhere and in every situation, during peace and during war, to defend the inviolability of my country, her legal system of government and the legal authority of the Republic.

If I perceive or gain knowledge of activity to overthrow the legal authority or to subvert the system of government of the country, I want to report it to the authorities without delay.

The unit to which I belong and my place in it I will not desert in any situation, but so long as I have strength in me, I will completely fulfil the task I have received.

I promise to act honourably and with integrity, obey my superiors, comply with laws and decrees and keep the service secrets entrusted to me. I want to be forthright and helpful to my fellow service members

Never will I due to kinship, friendship, envy, hatred or fear nor because of gifts or for any other reason act contrary to my duty.

If I am given a position of command, I want to be just to my subordinates, to take care of their well-being, acquire information on their wishes, to be their mentor and guide and, for my part, set them a good and encouraging example.

**All this I want to fulfil according to my honour and my conscience.**





# [ 4 ]

## **What does this chapter talk about**

The safe handling of weapons and ammunition is based on safety regulations. Weapons and marksmanship training will train you to handle your weapon confidently and safely. PVMoodle has a workspace that contains the electronic learning material for weapon and marksmanship training.

# Weapon and Marksmanship Training

This chapter covers basic rifle marksmanship taught during the basic training phase. Shooting skills are a soldier's most important skills. The ability to hit a target on the range is the starting point for skills needed in live-fire exercises and in combat. The objective of marksmanship training is that by the end of your conscript service you can hit a 20 cm diameter target 150 m away 80 % of the time during daylight, and 70% of the time in the dark.

After the basic training phase you

- **remember the operating principle of an assault rifle**
- **know how to use, handle and maintain an assault rifle safely**
- **know the fundamentals of marksmanship and the firing stances**
- **know how to act according to safety regulations during basic marksmanship exercise and remember the general safety regulations related to marksmanship training**
- **know how to shoot an assault rifle and achieve at least a satisfactory score on RK 2 and RK7 firing table exercises**
- **know how to safely handle and use an anti-tank mine, a directed fragmentation charge, a light anti-tank weapon and a hand grenade**
- **know how to advance as a fireteam member during combat.**



## 4.1 Safe Weapons Handling

Using weapons and combat equipment is one of the basic skills of a combatant. You must master their correct and safe handling so you can act in all combat situations and conditions instinctively.

**In combat, your shooting skills may save your life and the lives of your fireteam members!**

The use of weapons and combat equipment is rehearsed regularly, and the training contains much repetition of both topics and techniques. This leads to overlearning, which means retaining learned information and skills in one's memory for long periods.

Weapons handling is divided into formal handling and tactical handling of weapons, but the handling methods must be the same.

In formal weapon handling the soldier will carry out the steps when ordered, on command, while following weap-

on handling and in-service safety regulations. In that case, loading a weapon, making it safe, and checking weapons are always done according to commands.

During tactical handling, the soldier will act independently according to assigned task, while acting as instructed in weapon handling training and in in-service safety regulations. Tactical handling includes for example combat training, and range and live-fire exercises. If the tactical handling includes the use of ammunition, the weapons check is done together, according to commands.

Terms used in weapons handling are *asekäsi* (shooting hand) and *tukikäsi* (support hand). Your shooting hand is the hand you use to fire the weapon. Your support hand is the hand you usually use to do all other actions relating to weapon handling.

### NOTE!

**A combatant must always be aware of the condition and functionality of their weapon, its accessories and other combat equipment.**

You must always follow the four rules of safe weapons handling:



**Treat every weapon as if it were loaded**

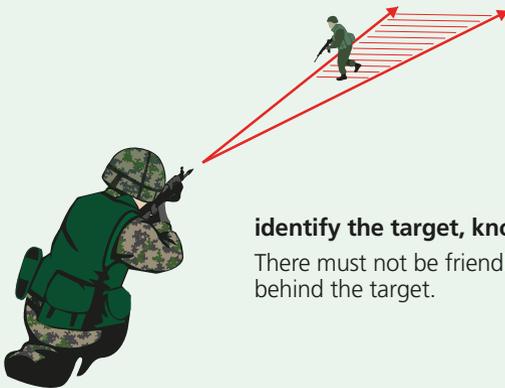
It does not matter if the weapon is loaded, or if the weapon is an inert replica. Handling must always be the same.



**Muzzle awareness**

Always keep the muzzle pointed in a safe direction.

Always follow the "laser rule": never point the weapon at anything you do not want to destroy.



**Identify the target, know what is behind it**

There must not be friendly soldiers or bystanders behind the target.



**Trigger finger safety**

Rest your finger consciously outside the trigger guard.

The finger is moved to the trigger only when the decision to fire has been made.

## 4.2 The General Safety Regulations for Firing

This section covers the general instructions that you should remember when participating in firing exercises, in the interest of maintaining in-service safety.

### 4.2.1 Safety Regulations

The safety regulations are followed both in peacetime and, when applicable, during wartime.

#### NOTE!

Each soldier must know the key content of these safety regulations and know how to act as required by the regulations.

#### Handling and Possession of Weapons and Ammunition

- **You are not permitted to handle weapons, munitions, or explosives unprompted if you are not familiar with how to handle them.**
- If a supervisor orders a soldier to fire a weapon or to handle explosives or equipment containing explosives that the soldier is not familiar with or knows that they are insecure in handling, the soldier must inform the person giving the order of this before starting to fire or handle the weapon.
- **Unauthorised possession of munitions, explosives, and firearms is forbidden.**
- In all exercises where weapons, munitions, or explosives are handled, each individual soldier is responsible for interrupting the exercise by shouting SEIS ('CEASE FIRE') if they notice something that could be dangerous for the training unit, to bystanders, or to property.
- **You must never point a weapon at a person or easily damageable objects.**
- Identify the target before firing. Ensure, by observation, that there are no persons in the line of fire or behind the target.
- Move your finger onto the trigger only when you are about to fire.

#### Preventing Negligent Discharges

Most negligent discharges occur during the checking of the weapon after training, during transportation in a vehicle, or during the cleaning of the weapon. Never point your weapon at anything other than the target – always check after firing that the chamber of the weapon is empty – only perform a dry fire by aiming at the target or in the air. Always maintain and store your weapon with the magazine removed.



#### Handling Ammunition

- When ammunition is being distributed, each shooter must check that the munitions distributed are clean, of the correct type, and have no defects. Each soldier **must know how to distinguish live rounds, blanks, and loading practice rounds from each other.**
- **After an exercise, each soldier is responsible for handing in the remaining training equipment and ammunition, as well as explosives and pyrotechnics, to the closest superior at the latest when arriving at the garrison, even if a specific order to do this has not been given.**
- **Live ammunition and practice ammunition must never be mixed or mistaken for one another.**

#### Reporting a Dangerous Situation

**Possible 'near misses' must always be reported** to a superior to identify any potential danger. The Finnish Defence Forces collect 'near misses' information in a register that is used to develop operations and training.

#### Storing a Weapon

Loaded weapons must not be stored in weapon stands, and chambers and magazines may not have rounds in them. The weapon must be made safe. Magazines must be removed from the weapons, and used magazines must not be stored anywhere but in a locked storage space.



### Handling practice munitions

- Blanks must be handled as carefully as live rounds. Hearing protection is particularly important. In order to protect people's hearing, earplugs or hearing protectors must be used.
- **A weapon without a blank-firing adaptor must not be used to fire blanks.** Blanks must not even be distributed to soldiers whose weapons do not have a blank-firing adaptor, and a person possessing a weapon that is not equipped with a blank-firing adaptor must not accept blanks, even if they are offered.
- Before a combat exercise or a training event where blanks are used, each individual soldier must always check that:
  - the blank-firing adaptor of an assault rifle or a machine gun is in place and functional and that it is thoroughly attached
  - there are no live rounds left in the weapons, chambers or magazine pouches in their possession
  - there are no live rounds among the blanks given to them.
- **Blanks must not be fired towards another person from a distance of less than 50 metres.** In exceptional cases where, on the orders of the leader, shots are fired from a distance of less than 50 metres, the barrel of the weapon must be directed upwards.
- After combat training or a training session, each individual soldier must, without a separate order, check by looking and, when necessary, checking with a finger, that there are no remaining blanks in the weapon's chamber or magazines. All remaining blanks must be given to the closest direct superior, at the latest when arriving at the garrison.
- **Hearing protectors must be used during all firing.**

### Checking and Making a Weapon Safe

- **A firearm must always be handled as if it were loaded.** When you pick up a weapon, always check first that the chamber and the magazines are empty, and make the weapon safe.
- Unless ordered to do so, a weapon must not be loaded, or handled when loaded. A weapon must always be made safe and kept as such when it is not being used or handled.
- Never give another person a loaded weapon without warning them that it is loaded.
- When starting to handle a weapon, you must always ensure by looking and, when necessary, checking with a finger, that the round is not in the chamber, in the magazine, or in another place where it could end up in the weapon's barrel while the weapon is being handled.

### Live-firing Exercises

- When preparing for a firing exercise, each shooter must check that the weapon has no rounds in it and that it is properly assembled, functional, and well cleaned. In addition to this, shooters must protect their hearing.
- Shooters must handle their weapons and the munitions they possess during the firing exercise in such manner that sand, dirt, other impurities, or water does not get into the weapon.
- An individual shooter must constantly check that there are no persons in the firing direction or in close proximity to the barrel of the weapon. The hearing of a person within the blast area of a weapon can be damaged.

## 4.2.2 Hearing Protection

### NOTE!

**The soldier is personally responsible for protecting their hearing as instructed. Your hearing is invaluable. If you fail to protect your hearing, a single shot can cause permanent hearing damage.**

Always protect your hearing before starting to fire. The instructor will order use of earplugs, ear protectors, or both. You are personally responsible for following the instructions given and putting the ear protectors on. Place the in-ear protectors carefully into your ear canal.

In approximately 90% of noise-induced hearing loss cases, the person affected was not wearing hearing protection when the auditory trauma occurred. The assault rifle is the most common type of weapon causing auditory trauma. Blanks are the most common type of round causing auditory trauma.

The hearing trauma is usually caused by a negligent discharge during handling or cleaning of the weapon. Therefore, the most common individual reason for missing hearing protection was an unexpected situation where it was not known that hearing protection was necessary. Always handle blanks as carefully as live rounds. Always check the weapon after firing to ensure that there are no rounds left in the chamber or magazine.

An auditory trauma can lead to deafness, being unable to hear certain pitches, and constant ringing in the ears. The symptoms of an auditory trauma include the ears being blocked and tinnitus, whistling in the ears, ear pain, bleeding from the ear, weakened hearing, or other ear symptoms. Injuries can be prevented and eased with quickly arranged care.

If you suffer from one or several symptoms after a sudden exposure to noise, inform your instructor of this immediately, and you will be directed to care and medical examinations. A slight auditory trauma is treated by avoiding exposure to further noise, taking a hearing test and monitoring the symptoms, as well as being prohibited from smoking and firing weapons. When necessary, a new hearing test is conducted. Severe tinnitus, without weakened hearing, can be treated with hyperbaric oxygen.

An incident report is made for all injuries, regardless of the line of treatment.

### Inserting earplugs

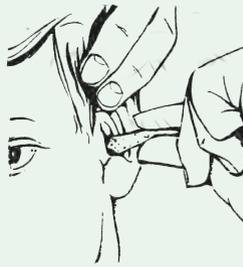
Insert the earplugs like this:



Choose an earplug of the right size.



Make sure that your hands are clean. Roll the earplug between your fingers to narrow it.



Pull your ear backwards with your other hand and insert the narrowed plug quickly into your ear canal. Press the plug until it has expanded (approximately 20 seconds).



If the plug is expanding out of your ear canal, it has not been properly inserted. Repeat the insertion and make sure that the plug is deep enough in your ear canal.

## 4.3 Characteristics and Maintenance of an Assault Rifle

### 4.3.1 Characteristics of an Assault Rifle

The objective is that after the basic training phase every trainee is able to disassemble the assault rifle in 5 seconds and assemble it in 15 seconds, as well as fill the magazine with 30 rounds in 35 seconds.

The most common assault rifle models in use are RK 62, RK 62M1 and RK 95.

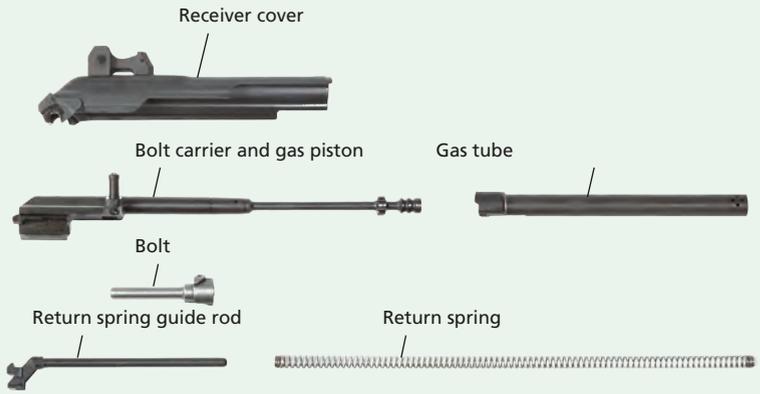
Characteristics of an assault rifle:

- The effective range is 300 m.
  - The assault rifle functions automatically (loads, fires, and ejects the case).
  - It can have both a semi-automatic and an automatic mode.
  - The weapon uses dioptric sights for daylight use and open sights with tritium ampoules.
  - An image-intensifier (VV2000) can be attached to the weapon for night time use.
- Magazine capacity is 30 rounds and a full magazine weighs 0.8 kg.
  - An ammunition basic load load is three full magazines, meaning 90 rounds.
  - The fighting load of a soldier contains six magazines.
  - The rate of fire on semi-automatic is 20–30 l rounds per minute. Single shots are more effective than fully automatic fire.
  - The automatic, rapid rate of fire, taking the change of a magazine into account, is 120–180 rounds per minute, and cyclic rate of fire is 700 rounds per minute.
  - The RK 95 rifle offers the opportunity to use a rifle grenade, a night sight, as well as a silencer and a bipod.
  - The weight of the weapon without a bayonet and a magazine is 3.5 kg
  - The bullet remains dangerous up to a distance of 4 km.

Assault rifle 7.62 RK 62, assembled:



Assault rifle  
7.62 RK 95,  
disassembled



Equipment



## Attaching the blank-firing adaptor of an assault rifle

You must use a blank-firing adaptor while firing blanks.  
It attached to the barrel as shown in the pictures

### 7,62 RK 62



### 7,62 RK 95



## Information on the ammunition box.

JVA = Infantry munitions

Munitions lot number

Number of rounds

The quality of the gunpowder and its batch

Contents:

JVA 0316	1305-467-0041	30 kpl
<b>7,62 RK S 309 p herm</b>		
Ruine lk 1 b 4	väär lk 1.4	Ruine määrä 50 g
Painos 1,70 g		Bruttopaino 0,570 kg
RSO4N26 29486		Luoti SO S309
Pakkausluovus SO-89		Hylsy SO 7,62 RK mh
Lataaja, pvm ja valvoja SO 4.2-89		Näili VRT N:o 2 erä 47-88
		HV

7,62 RK = assault rifle round  
S 309 = Full metal jacket bullet type S number 309  
p herm = package hermetically sealed  
vj 313 = Tracer bullet number 313  
vj S pv th = Tracer S bullet, Russian packaging  
als lkp = Aluminium core, short range round  
pl pap = Wooden bullet, blank

### 4.3.2 Shooter-Conducted Checks

Shooter-conducted checks are divided into chamber check and a weapon check during unloading of ammunition.

A soldier must always be aware if the weapon is loaded or not. The chamber of the weapon must be checked each time you take possession of a weapon. The check is conducted, for example after a break, while going indoors, stowing the weapon into a weapon rack, removing the weapon from a rack or after loading.

During combat and combat training the chamber check is above all a check to make sure that the weapon has a round in the chamber.

A chamber check is conducted with the weapon on safe, the charging handle is pulled back and the chamber is visually inspected, and also by feeling with a finger if necessary. During the check, you can also inspect the sights of the weapon, the mounting of accessories and the position of the gas port (7.62 RK 95).

The combatant checks the weapon when removing ammunition. Before checking the chamber, you must inspect by touch that the magazine is not inserted. The chamber of the weapon is inspected visually or by touch if the circumstances require it. After this, in an exercise, the shooters dry-fire their weapon in a safe direction on command. If the combatant is alone, they are themselves responsible for dry firing a safe aimed shot.

You will dry-fire the weapon to unload it in the following cases:

- The weapon has been cleaned and after assembly you make sure it is in working condition.
- Ammunition has been removed from the weapon.
- You are moving to your sleeping quarters.
- You are storing the weapon.

The weapon condition must be checked always before dry-firing. The unit commander can give the order to dry-fire weapons at other times, if they see that it increases safety.

### 4.3.3 Supervised Weapons Check

A supervised weapon check is conducted always before and after an exercise. Weapons may be checked together according to commands in the middle of an exercise, based on a situation assessment by the exercise director. It may be, for example when transitioning from using blanks to using live rounds.

Both weapons and magazines are inspected during a weapon inspection. The chamber of the weapon is inspected, that it is empty. Of the magazines, the assumed state of the magazines is inspected, since the situation of

### Example of a chamber check

1. Place the buttstock firmly under the arm. At the same time you are holding the end of the receiver against your vest, which will anchor the weapon tightly.
2. Depending on the situation, magazine inserted or not.
3. Keep your finger away from the inside of the trigger guard.
4. The weapon is on safe, which prevents a double feed from happening.
5. Tilt the weapon to the left, and with your support hand, carefully pull the charging handle back to see if there is a round in the chamber.
6. If necessary (such as in the dark), check the chamber by touch through the ejection port, so that you will feel if there is a round in the chamber.



#### NOTE!

**A soldier must always be aware if the weapon is loaded or not.**

**The weapon condition must be checked always before dry-firing.**

## Example of a chamber check when unloading the weapon

1. Place the buttstock firmly under the arm. At the same time you are holding the end of the receiver against your vest, which will anchor the weapon tightly.
2. Keep the weapon pointed in a safe direction, and keep your finger outside the trigger guard, straight and resting on the receiver.
3. Remove the magazine with your support hand.
4. With your support hand, check that the magazine is out. Do this by feeling up the magazine well.
5. Tilt the weapon to the left, keep the bolt back with your support hand and visually inspect the chamber.
6. If necessary (for example during darkness) check the chamber by feel through the ejection port.



the exercise may be that the magazines contain blanks, but they are not loaded into the weapon.

### Weapon check

The weapon check is done in the stance the inspector requires, which may be kneeling, prone (on the range) or standing (for example in a fighting position). The weapons are always checked with the weapons pointing in a safe direction.

The weapons are inspected from behind the soldier visually, and by checking the chamber by touch if necessary. All magazines must be inspected. Ammunition may be left in the magazines, if they inspector says so. Magazines must not be inserted into the weapon without permission.

After all the weapons have been checked the shooters dry fire their weapon in a safe direction on command, if necessary: "TÄHDÄTTY TYHJÄ LAUKAUS – AMPUKAA". (AIMED DRY-FIRE –FIRE) Hearing protection may be removed on the order of the weapon inspector after all the weapons have been checked, taking the noise danger area into account.

Actions upon "PATRUUNAT POIS - TARKASTAN/ TARKASTAKAA ASEET" (REMOVE AMMUNITION - WEAPON CHECK):

1. Place the buttstock firmly under the arm.
2. Keep the weapon pointed in a safe direction, and keep your finger outside the trigger guard, straight and resting on the receiver.
3. Remove the magazine from the weapon and present the magazines so that the top of the magazine is facing the inspector.
4. Remove the round from the chamber
5. Check the magazine-well with your finger.
6. Inspect the chamber visually, and also by feeling with a finger if necessary.
7. Tilt the weapon to the left, keep the bolt back with your support hand so the inspector can see, and, if necessary, feel to inspect the chamber.
8. Release the bolt
9. Put the weapon on safe.



Example of a supervised weapons check

### 4.3.4 Assault Rifle Maintenance

In live exercises and in the field a weapon requires daily maintenance.

The weapon is maintained after firing so that

- the barrel is oiled after it has cooled
- after 2–3 hours, the weapon needs to be cleaned and oiled
- after 2–3 days, the weapon needs to be cleaned and oiled again.

The assault rifle is disassembled for maintenance by first removing the magazine and checking that the weapon is not loaded. Next, the receiver cover is removed, then return spring, and the bolt assembly.

Disassemble the weapon in the correct order. Handle the parts with care. Take particular care not to damage the RK62 receiver cover, as it has the rear sight.

#### NOTE!

**Do not have a magazine attached during weapon maintenance! Before starting maintenance, always check visually and, when necessary, checking with a finger, that there are no remaining rounds in the weapon chamber! Always handle your weapon so that it is pointed away from other people!**

The maintenance must be performed with the weapon's own cleaning kit. Check before cleaning that the ramrod is straight and properly assembled.

The barrel is cleaned through the muzzle, the chamber is cleaned through the back, and deposits are removed from the gas cell. Do not ruin the muzzle by scrubbing it too hard. Support the ramrod with your other hand so that it does not rub against the muzzle and make it cone-shaped.

The receiver and the other parts should be cleaned with a cloth. When cleaning the weapon, you must check that

- there is no deposit build-up in the gas cell and on the gas piston
- the firing pin moves freely in the bolt
- the cleaning kit space and the hollow in the hand-guard are clean
- the flash suppressor is not loose
- the sights are fully functional and the rear sight is not loose
- the receiver cover has not loosened
- the magazines are fully functional.

The magazine is disassembled for maintenance by removing the spring of the magazine.

If you note damage in the weapon, notify your superior immediately. After cleaning, the parts of the weapon must be oiled and the weapon is assembled.

A wet weapon must first be carefully dried and then oiled.

#### NOTE!

**Oil mixed with water is not a lubricant or a protective coating!**

The weapon must not be dented, bent, used as a lever or as a seat, or left in a place where it could be run over by the wheel or track of a vehicle. The weapon is an accurate tool, a piece of combat equipment that is damaged by incorrect handling. A damaged weapon will not hit the target!

All of the sliding surfaces of the weapon must always be lightly oiled!

In the winter, the weapon must be stored outside or at the back of the tent, because otherwise the temperature changes can cause it to freeze. In the winter, the weapon must be allowed to warm indoors before doing maintenance. Condensation is formed as the barrel of the weapon warms up. The condensation must be removed before storing the weapon.

## 4.4 Basic Rifle Marksmanship

### 4.4.1 Stances

The primary purpose of a good firing stance is to form as stable and unmoving a support for the weapon as possible. This is why the position must be one where the support is formed by the bones of the body. The weapon cannot be kept immobile only with muscles, because tiring muscles begin making micro movements that cause the body to shake.

The firing stance must remain the same during each shot. This is enabled by relaxing well and seeking a position that feels as natural as possible.

You can check your firing stance by aiming at the target and closing your eyes for a moment; in a good firing stance, the aiming point stays in place even when the eyes are closed. The position of the weapon can be checked by aiming at the target and breathing calmly. In a good firing stance, the upright weapon moves up and down over the target and does not sway to the sides.

Due to the structural differences in human bodies, the exact same firing stance does not suit all shooters. The differences are mostly in the angle between the body and the weapon and in the position of the left hand. Learn a position that feels relaxed and natural for you. Start

searching for the position by trying the generally best positions depicted here.

A good firing stance is the kind where the muscles are not tensed and blood circulation and breathing flow as unobstructed as possible. The position must be balanced, so that as little muscle tension as possible is required to maintain it. The eye must be able to aim unobstructed.

Modified stances are based on these basic stances that are applied according to the situations in the operating environment and the battlefield. Supporting the weapon in the fighting position is even more important while using a modified stance.

**The prone stance** is the most stable firing stance, when the body of the shooter is supported by the ground, and both the elbows and the magazine are supported by ground so that they do not move. The prone stance is good, when:

- the weapon stays stable with as little muscle tension as possible
- the body of the shooter stays in the same position throughout the firing
- the shooter's head is erect
- the firing position is comfortable

#### Prone stance



- as the shooter breathes, the sight picture moves up and down
- after firing the shot, the sights are on the shooter's own target.

The firing stance is assumed on the order 'AMPUMA-ASENTO MAATEN' ('SHOOTING STANCE - PRONE'). On the preparatory command, assume the position of attention, and on the execution part of the command kneel, and then continue lying down, resting on your elbows. Take the weapon in a 'shooting ready hold and kick your legs straight to the rear. In this position your body should be directly behind the weapon with the spine and shoulders forming a straight "T" shape, with the shoulders facing the target.

If the straight-leg position or the shooter has much body fat, the position can be modified by bending the leg on the side of the shooting hand. At the same time the shooter must rotate their body so that it slightly tilted towards the support hand. This is the cocked-leg prone position.

In the prone position the shooter has a firm grip of the weapon and the weapon buttstock is at the crook of the neck, either above or below the collarbone. The elbows are spread to the side, so that the head comes to level with the sights and the shoulders are as relaxed as possible.

## Cocked-leg prone stance



There is no tension in the shoulder line when the shoulders are on the same level. The place of the support hand is either on the juncture of the weapon and the magazine or on the handguard.

Support hand on the handguard is a good hold for a longer-limb shooter. The shooter has a normal, tight hold on the weapon, pulling the buttstock against the shoulder, and thus eliminating the loose movement of the magazine. Angling the magazine sideways against the mat to remove the slack from the magazine should be avoided, because when shooting double taps recoil causes the weapon to shift, so that firing the second shot fails.

The support hand grip on junction of the weapon and magazine is particularly suited for a shooter with short limbs. The shooter squeezes the palm of the support hand firmly against the junction of the weapon and the magazine, thus removing the slack movement of the magazine. Left-handed shooters must also check that their hand is not behind the charging handle when firing. Additionally, it must be noted that when shooting with the fighting load and body armour on, the added equipment between the stock and the weapon increases the need to grip to the weapon at the junction.

Support hand grip on the handguard  
(shooter with long limbs)



Support hand grip on junction of the weapon and magazine  
(shooter with short limbs)



To enable a clean shot, the shooter will keep the trigger finger off the receiver and makes sure that they squeeze the trigger directly back. If the trigger rests on the joint of the forefinger, the grip can be adjusted so that the shooter moves the thumb of the shooting hand to rest on the receiver cover.

When aiming, the head is held erect, with the cheek or chin pressed lightly against the buttstock of the weapon. The eye is approximately 5–8 centimetres from the rear sight. When wearing body armour on the shooting range, the collar of the armour can be folded inside the armour on the shooting hand's side. The weapon buttstock is at the crook of the neck, either above or below the collarbone. The cheek or chin is lightly pressed against the tube stock, depending on the weapon type or the shape of the shooter's face. The prone stance is checked by raising the weapon to the aiming position with the eyes closed, opening the eyes, and checking that the sights are naturally aligned and pointing at the shooter's own target. If the own target is to the side, the stance is corrected by pivoting the entire body as the support hand elbow stays put. The elevation is corrected by moving the body forwards or backwards.

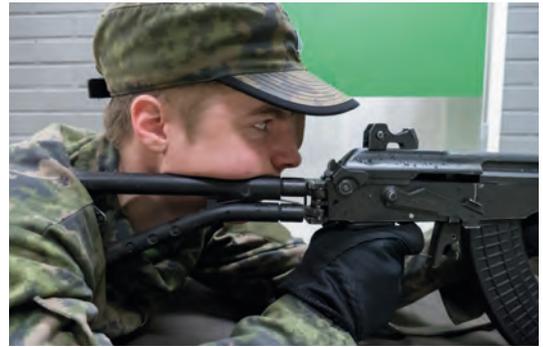
A common mistake made by inexperienced shooters is a firing stance that is too high. In this case, the butt of the weapon does not properly lean on the shoulder and remains too low. As a result, the position of the weapon changes after each shot and causes dispersion to increase. Because the stance is too high, the shooter presses their head down at an angle to enable aiming. The stance error is fixed by spreading the elbows until the butt of the weapon leans fully against the shoulder and the head is directly behind the rear sight.

The most common errors while prone:

- The angle of the body is too large in relation to the direction of fire.
- The shooter's spine is not straight.
- The right knee is bent too much.
- The stance is too high, bringing the elbows close to the body.
- The neck and shoulders are tense.
- The grip and location of the support hand are wrong.
- The buttstock of the rifle sits poorly against the shoulder
- The grip on the weapon is too light.
- The aiming eye is too close to the rear sight.
- The collar of the body armour has not been turned on the shooting hand side.
- The hands and upper body are used to direct the barrel toward the shooter's own target.

In the prone position the shooter changes the magazine with the support-hand technique. A successful magazine change requires that the buttstock of the rifle is pulled

Shooting hand grip and head position



Using support hand during magazine change



Using support hand when loading weapon



into the armpit and that the elbows are pulled close to the body. This way the armpit is holding the weapon and the elbows support the shooter's upper body. At the same time the shooter brings the trigger finger to the selector to keep it outside the trigger guard. Bringing the buttstock close to the body provides better support and requires less strength.

A quick magazine change using the support-hand technique requires tilting the rifle so that the magazine well is pointed towards the support hand. After inserting a new magazine, a right-handed shooter will tilt the weapon in the other direction and loads it with a backhanded swipe of the support hand. Changing the magazine in the prone position breaks up the firing stance. You need to reposition the elbows immediately after reloading by bringing the buttstock of the rifle against the shoulder, by aiming at the target and by spreading the elbows again to the correct width.

Notes on the support-hand technique:

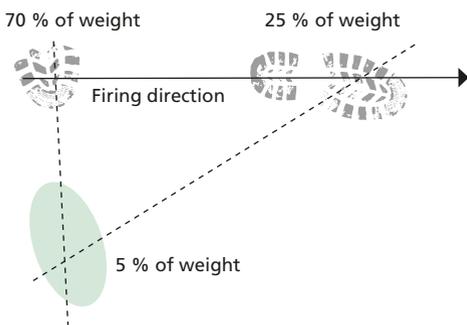
- The action is physically demanding
- Controlling the weapon with one arm is difficult
- This technique makes support hand actions, such as using confirmed hand signals, easier.
- It allows the soldier to fire off a single round at any point if necessary.

The rifle may also be loaded using the shooting-hand technique, for example when training a marksmanship coaching detachment. The advantage of the shooting-hand technique is that the stance does not change during magazine change and reload. The used reloading technique is determined on a unit or exercise basis. In training, mastering two different reload-techniques requires a significant amount of practise.

**The kneeling stance** is assumed on the order 'AMPUMA-ASENTO POLVELTA' ('SHOOTING STANCE - KNEELING'). You assume the position of attention on the preparatory part of the command and with the executing part, you take one step forward with the support hand side foot, and sit down on the foot of your shooting hand side. When kneeling, the shooter is slightly turned to the side of the shooting hand.

Then, the shooter will turn the thigh of their shooting hand slightly, which makes the position more stable. You

**Points of support and distribution of weight when kneeling**



**Kneeling stance**



can also spread the foot of the support hand side, and place it so that the shin is almost at a 90 degree angle. The foot points directly forward or is slightly turned toward the shooting hand. The stability of the stance depends on how the points of support rest: even small changes in the support point position can make a big impact on finding a good kneeling stance. While kneeling, the weapon moves more sideways, and finding the stance and making corrections must keep the motion within the area of the standard O3 target.

While kneeling, the shooter sits on straight on the heel of the shooting hand. The back is straight as the heel rests between the buttocks or on the buttock of the rearmost foot. The foot of the shooting hand is extended as the ankle is supported by an ankle cushion or the foot is supported by the ball of the foot. A sleeping mat may be used in place of an ankle cushion.

The support hand forearm is supported either on the kneecap of the support hand side or on the thigh, depending on the length of the shooter's back and limbs. Depending on the dimensions of the shooter, the support hand grips either the handguard, or the junction of the weapon and magazine.

While kneeling, the magazine lightly touches the forearm of the support hand, and the forearm is a continuation of the thigh when looking from above. The buttstock of the rifle rests close to the crook of the neck, on the collarbone, like in the prone stance. The head is held upright, and back at a straight posture. The shooter may keep the upper arm and forearm of the shooting hand horizontal, or lower it by relaxing the upper arm muscles, depending on what they prefer. Keeping the arm horizontal better directs the recoil to the shoulder through the buttstock of the weapon, if the stock is poorly placed against the shoulder.

The direction of the body in relation to the target must be checked before starting firing. The shooter will check the kneeling stance by closing their eyes and rising the weapon up for aiming. After opening their eyes the shooter checks the line of sight. If the weapon points to the side of the target, the whole stance must be changed so that the ankle of the back foot is the fixed point. The stability of the position is checked by asking the shooter to lift the knee of the shooting hand side up from the mat. If the shooter is tilted toward the shooting hand and the thigh is tense, they cannot lift the knee. As a corrective action, the shooter must move their weight to rest more on the ankle.

The most common errors while kneeling:

- The body is crosswise in relation to the direction of fire.
- The elbow of the support hand is not positioned under the weapon.
- The weight rests on the knee of the shooting hand.
- The feet are too narrowly positioned.

- The head is not straight or it is hunched down.
- The buttstock of the rifle rests on the upper arm.
- The firing stance posture is poor.
- The elbow and thigh of the support hand are not in line.
- The position of the leg and foot of the support side is wrong.

While shooting from the kneeling stance, the shooter changes the magazine and reloads the weapon using the support-hand technique, and with the same idea as when prone. It makes weapon handling easier, when the buttstock of the rifle is brought to the armpit so that the weapon's centre of gravity is as close to the body as possible. The weapon becomes lighter still as the buttstock in the armpit is supported by the shooter's body and arm anchoring it in place.

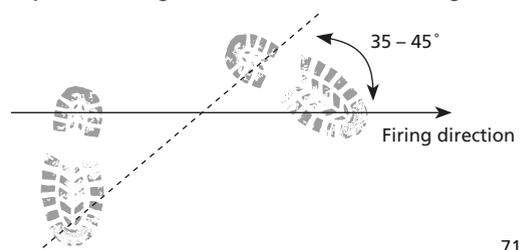
The shooter tilts the weapon so that the magazine-well is pointing towards the support-hand. The action is continued by attaching the magazine and by tilting the weapon upright (charging handle up) and by loading the weapon and engaging the safety. The rifle is loaded with a back-handed swipe of the support hand, and the safety is engaged with the support hand. While shooting from the left, the rifle is not tilted, but the reloading and engaging the safety is done from the same side.

Loading and making a weapon safe while kneeling or standing is physically more demanding than in the prone position, but it is more challenging from the perspective of weapon control and safety. Even a small twist of the body in these stances will turn the muzzle away from the ordered direction of shooting.

When training marksmanship in the standing stance during the basic training phase, the raised-elbow stance is used. In the standing up position, the common centre of gravity of the body and the weapon is located high above the support surface formed by the soles of the feet. The weight is slightly more on the front foot.

The firing stance is assumed on the order 'AMPUMA-ASENTO PYSTYSTÄ' ('SHOOTING STANCE - STANDING'). You assume the position of attention on the preparatory part of the command and with the executing part, you take one step forward with the support hand side foot and turn so that your body is at a 35–45 degree angle to the firing direction. Keep the legs almost straight and place your feet a shoulder width apart. When using the raised-elbow

#### The position of legs in the raised-elbow standing stance



## Raised-elbow standing stance



stance, your weight must not be leaning back, but your weight should rest lightly on the front foot, so the recoil is more easily controlled.

The shooter grips the handguard with their support hand, with the elbow away from the body.

The shooting hand is holding the grip firmly. Thus the upper arm forms an angle of 30–90 degrees with the body. Lifting the shooting hand elbow might support a more stable positioning of the buttstock against the shoulder. The shooter will pull the weapon tightly against their shoulder with both hands. A too light grip on the weapon will emphasize the effect of poor trigger control. In that case the recoil will result in more significant errors, especially if the firing stance is not good.

The head must be kept straight, as keeping the head upright makes it easier to maintain balance. The shooter will check the correct direction of the stance by keeping their eyes closed and lifting the weapon to aiming position, and after opening their eyes, checking that the weapon points at the target. They will adjust the stance by moving the back foot, keeping the front foot the immobile pivot point.

The most common error with the raised elbow-stance:

- The feet are too narrowly or widely positioned.
- The weight is on the back foot or too much on the front foot.
- The aiming eye is too close to the rear sight.
- The buttstock of the rifle sits poorly against the shoulder.
- The grip on the weapon is light.
- Head is not straight.
- The shooter is crosswise in relation to the direction of fire.

In the standing position, the shooter changes the magazine and reloads the weapon using the support-hand technique while remaining standing.

## 4.4.2 Bullet Trajectory

When a bullet leaves the barrel it continuously loses speed. At the same time, it starts to fall towards the ground at an accelerating speed due to gravity. Therefore, the trajectory of the bullet is always slightly arched.

The trajectory of a slow-flying bullet is more arched than that of a rapidly flying bullet. The end of the bullet's trajectory is always more arched than the start, because the speed of the bullet is constantly decreasing due to air resistance.

The bullet trajectory affects aiming. To make the bullet hit the target aimed at, the line of sight, that is the straight line going through the sight towards the target, must intersect the arched trajectory of the bullet at the target. So, when the shooter is aiming at the target, the barrel of the weapon is pointed above the point of aim.

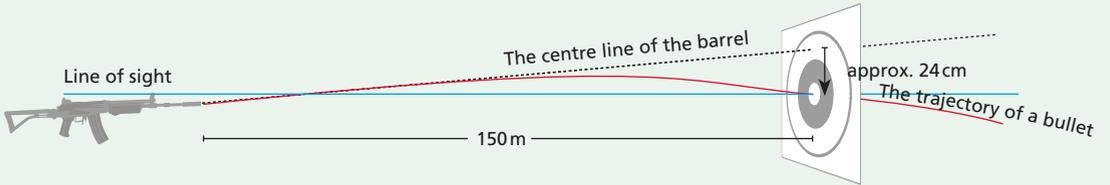
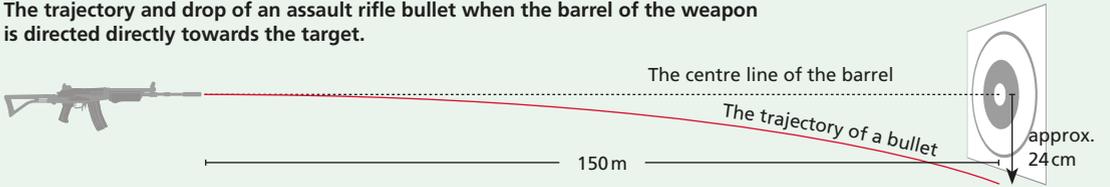
The line of sight of a weapon is usually located at the muzzle, above the trajectory of the bullet (because the sights are located approx. 5 cm above the barrel). This is why the trajectory of the bullet intersects the line of sight during the start of the flight, raises above the line of sight, and returns below the line of sight when the end of the flight begins.

This has two consequences. Firstly, the weapon needs to be zeroed by taking the current firing distance into account. The settings of the assault rifle's sights can easily and quickly be adjusted to correspond to different shooting distances. Secondly, when firing from behind

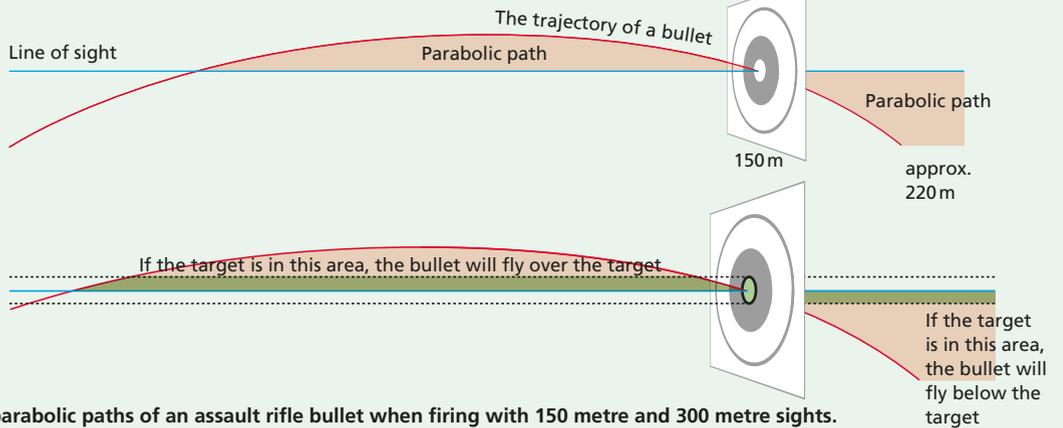


# Bullet trajectory and parabolic path

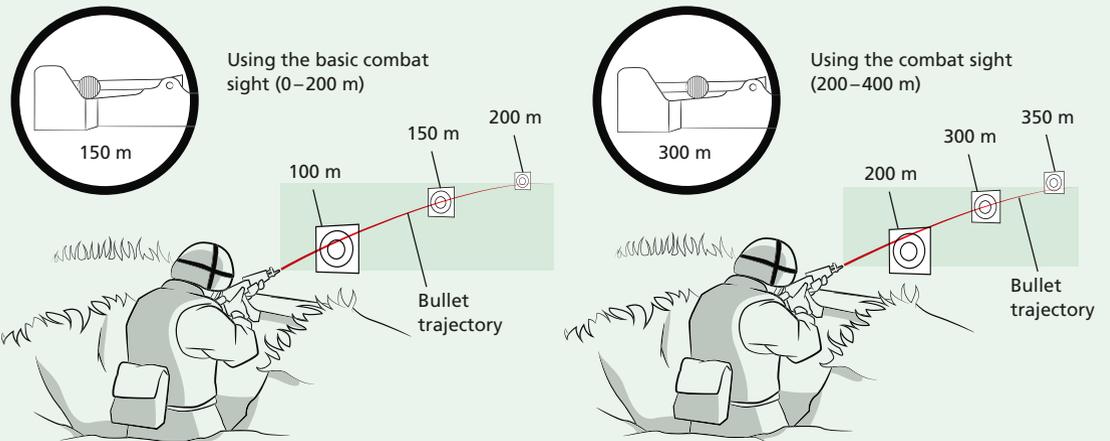
The trajectory and drop of an assault rifle bullet when the barrel of the weapon is directed directly towards the target.



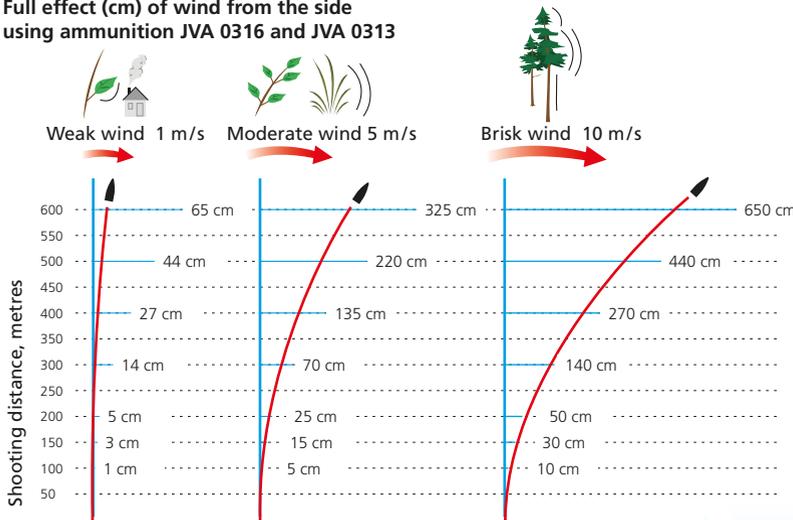
The parabolic path for target 03, when the weapon is fired with a 150 m sight.



The parabolic paths of an assault rifle bullet when firing with 150 metre and 300 metre sights.



**Full effect (cm) of wind from the side using ammunition JVA 0316 and JVA 0313**



an obstacle, remember that the bullet will fly below the line of sight during the start of the flight. This is why you must aim sufficiently above the obstacle.

**'The parabolic path'** refers to the part of the bullet's trajectory where the bullet does not rise above the aimed target or drop below it. The greater the trajectory of the bullet is, the longer the parabolic path. The parabolic path is also dependant on the height of the target. The higher the target is, the longer the parabolic path. The shooter must understand the importance of the parabolic path, so that they can use their weapon effectively on the battlefield.

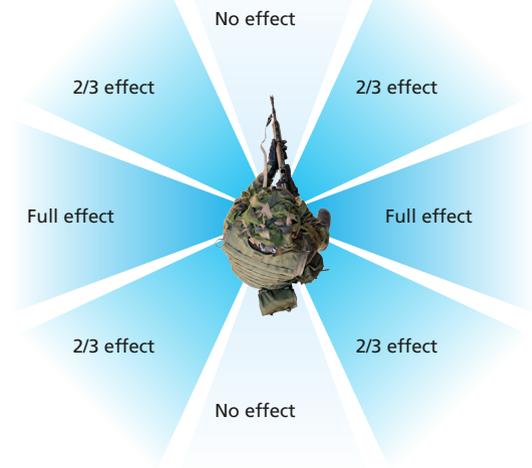
Factors affecting the trajectory of a bullet:

- wind
- air pressure
- yaw of repose
- distance to target
- shooting angle
- ammunition properties
- air temperature and humidity.

The biggest weather effect that affects the bullet trajectory is the wind. Headwind and tailwind affect the trajectory of the bullet so little at a 300 metre distance and below that there is no practical need to take the winds into account. However, crosswind has a significant effect even at a short distance. You can estimate the strength of the wind with the following tips:

- Weak wind (1 m/s) makes tree leaves and the thinnest branches move and smoke rise straight up.
- Moderate wind (ca. 5 m/s) makes tree branches move, bends the grass, and causes powder snow to fly.
- Strong wind (ca. 10 m/s) makes even large trees sway, makes dust and fine sand fly, and makes powder snow swirl violently.

**Wind effect (wind clock)**



Yaw of repose is formed in the rotation direction and affects the accuracy only on longer distances as the bullet slows down. The rifling in the barrel causes the bullet to quickly rotate around its longitudinal axis in order to make it fly towards the target in a stable position with the tip first.

The factors affecting the trajectory of a bullet are minimised, when the shooter zeroes their weapon to a certain distance.

**4.4.3 Sights and Aiming**

**'The basic combat sight'** refers to the zeroed sight configuration of an assault rifle for a distance of 150 metres. The basic combat sight is always used when there are no grounds for using another sight. The parabolic path enables using the basic combat sight at a distance of 0–200 metres.

Notice that the basic combat sight (150 m) is the rearmost setting of the rear sight. When you push the setting device forward, the first setting is 100 metres; the distance will only start to increase after this.

**The combat sight** refers to the sight configuration of an assault rifle for a distance of 300 metres. The combat sight is set when the target is over 200 metres away. The parabolic path enables using the combat sight at a distance of 200–400 metres.

The sight configurations of the assault rifle allow the user to shoot even further than 400 metres. However the effectiveness of the fire suffers at longer distances because of the growing dispersion of the hits. That is why targets at longer distances are usually engaged with machine guns and sniper rifles.

Aiming with the assault rifle is done so that the tip of the front sight post is visible at the centre of the target and the front tunnel is kept at the centre of the rear sight hole.

The eyesight is focused on the front sight post so that it appears clearer than the target and the hole.

Learn to aim at the centre of the target from the beginning. Always aim in the same way, otherwise the point of impact will change. In addition to this, you must check that the front sight post is visible at the centre of the rear sight hole.

If the position of the front sight and the rear sight in relation to each other changes, the point of impact will move on the target towards the direction of the error. The weapon must be straight when aiming.

**The purpose of aiming** is to direct the weapon, with the help of the sights, at the target as accurately as possible, and keep the weapon directed at the target for the duration of the firing.

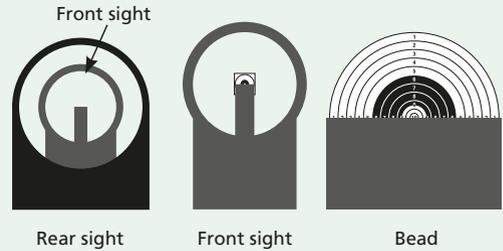
Aiming is usually easier with the dominant eye. For most people, this is the right eye.

Eye dominance can be determined by fixing your sight on a point, keeping the arm extended, and raising the thumb to cover the chosen point. After this, one eye is closed at a time without moving the thumb. When looking with the better eye, the thumb still covers the chosen point. Whereas when looking with the weaker eye, the thumb seems to move away from the chosen point.

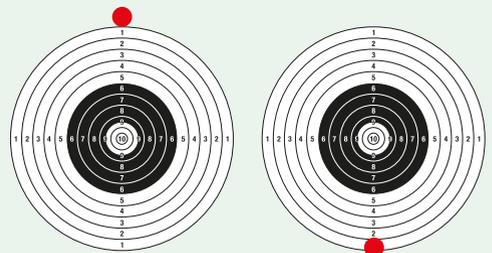
Aiming includes:

- Observation, target sighting and identification
- Focusing the sight picture
- Follow-through

## Aiming with an assault rifle



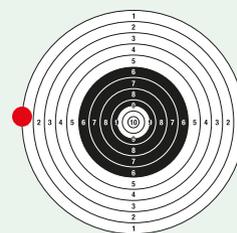
### The effect of an aiming error on the hit



Rough bead



Smooth bead



Bead on the side



Tilted weapon

Keep your head upright so that the position of the eye is natural. This is when the muscles of the eye are relaxed, the lens is in the right form, and the sight radius enters the retina correctly. When aiming through the corner of the eye, the eye muscles are pulling the eyeball so that it becomes ellipse-shaped and the aiming image is not formed sharply on the retina, but on its front or rear side.

The eye of the person aiming must function without obstruction. Keeping the head upright and aiming with both eyes open contributes to this. An erroneous position of the head dims the sight picture and also obstructs the vestibular organs from functioning properly.

Closing the free eye requires effort, which causes constant strain. Closing the other eye causes pressure in the eye. At the same time the pupil enlarges and also causes the pupil of the aiming eye to enlarge. This is why you should learn to aim with both eyes open.

Aiming with both eyes open may be difficult at first. This can be eased by placing a light-coloured piece of cardboard, for example, in front of the free eye. Some find it easier to shoot with the other eye partially or fully closed. However, do not squeeze your eye closed forcefully, as all tension interferes with the firing.

In particular, shooters wearing glasses should pay attention to looking through the sights through the centre of the glasses. Aiming from the edge of the glasses lens may cause additional deflection and aiming errors.

The eye cannot endure long-term accurate aiming; it tires easily. That is when the image it conveys starts to dim. The image conveyed by the eye is at its sharpest 2–5 seconds after beginning accurate aiming, and starts to blur approximately after 10 seconds.

Therefore, the firing must happen 6–8 seconds after directing the weapon at the target, at the latest. If more time passes, the eye no longer detects inaccuracies in the sight picture and accepts the so-called fake spot.

The eye must rest if the shot is not fired within ten seconds of beginning the aiming. Rest the eye by looking far away outside the sights.

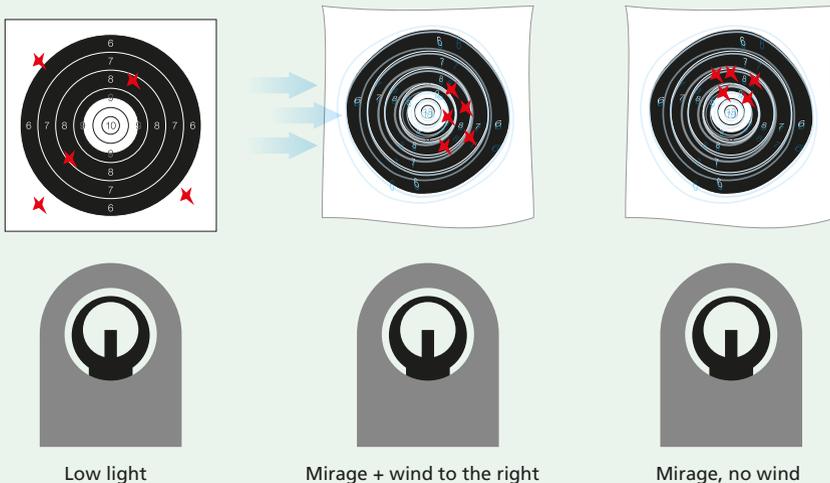
The eye cannot see targets that are at different distances equally sharply at the same time. This is why the eyesight should be focused on the front sight post so that the rear hole and the target are significantly blurrier than the sight post. The eyesight must not be moved between the rear sight, the front sight, and the target, because the eye cannot constantly adjust to different distances.

Practice aiming well before your first live-fire training event. Repeat the aiming and firing exercises in different firing stances and different contexts in which you use the weapon.

**Lighting** has a significant effect on aiming. In the dark and in poor lighting accuracy diminishes and the hits spread out in a wider area. A low sun shining brightly can cause the same result as shooting in the dark. Worst case scenario is that the glare from the white part of the target will blind the shooter and prevent aiming. The glare of lighting can be reduced with polarized eye protection.

Mirage happens in **warm weather**, when the sun heats the ground. This affects accuracy. The warm air makes the target "move". A small breeze can double the lateral range error caused by mirage. If there is no wind, mirage will cause the hits to impact high. A strong enough, rotating

## The impact of lighting and mirage



wind may mix up the air between the shooter and the target so that there is no mirage effect. An easy way to check for possible mirage is to sight a spotting scope at the target. If there is a mirage, sighting the scope accurately will be difficult and the target “flutters”.

#### 4.4.4 Breathing

Breathing technique is crucial in how good the shot is. The movements of the chest, abdomen, and shoulders during breathing shake the weapon so that firing a weapon at the centre of the target while breathing, is difficult. This is why the shooter must hold their breath during aiming and firing.

Holding breath is done during an exhale, when the autonomic nervous system relaxes. Holding breath during inhaling should be avoided as it increases muscle tension. The breathing technique principle is the same with all weapons.

Start holding your breath when you focus the sight picture. Breathe normally before starting to hold your breath. When you exhale right before firing the shot, let air out of your lungs slightly so that your diaphragm relaxes. During a slow exhale, bring the sight up to the centre of the target from below the target.

Hold your breath while firing the shot. If you cannot send the shot during a focused aim, abort your the firing event and rest. During the rest, air your lungs with 2–3 deep breaths before starting the process again.

While shooting at turning targets, you may use a simplified breath holding technique. Hold your breath only for the duration of taking the shot. Start practising the breathing rhythm already during the dry firing drills.

#### 4.4.5 Firing

An assault rifle has a stiff trigger. It requires strength which makes it difficult to keep the weapon stable. So, have a firm grip on your weapon.

Firing control groups of weapons are different. Some weapons do not have slack on the trigger, but the weapon is fired with one continuous, smooth squeeze of the trigger. A firing control group with slack allows you to clearly take off slack, i.e. to press the trigger right up to the firing threshold. This allows for a more accurate timing of the moment of firing. Even if the weapon wobbles during aiming before you fire, still try achieve a slow squeeze of the trigger, because the movement of the weapon does not usually have as big an effect as a quick pull of the trigger. Same applies when shooting at a moving target.

Trigger control, i.e an error-free firing is essential. Learn such trigger control that the weapon will not swing or move from side to side during the moment of firing. The assault rifle is fired with the area between the first and second joint of the shooting hand index finger, if the proportions of the hand allow it.

The index finger squeezes the trigger directly backward. The slack is removed from the trigger before actually firing by squeezing the trigger so far that the finger can already feel the firing threshold. You must learn know where the firing threshold is and have the courage to remove the slack from the trigger before continuing the squeeze until the weapon fires. After firing, keep the weapon in the firing position for 1–2 seconds. Follow-through includes the post-shot aim and shot analysis, with the weapon still pointed at the target. Keep the trigger pulled fully back during the post-shot aim.

Follow- through and trigger control can be practised by placing a small coin on top of the flash suppressor (RK95)



Correct grip



Index finger's position on the trigger

or the front sight (RK62). If the follow-through and the trigger control are good, the coin will not drop. This drill should be done in fire-and-manoeuvre-teams, with each taking for example 5 shots at a turn.

Firing-event practise must always include shot analysis. It develops the shooter's ability to evaluate and improve their own technique. In the shot analysis, the shooter goes over the fired shot by asking themselves three questions with sub-questions:

1. Was the weapon stable at the moment of firing?
  - Was the firing stance good?
  - Was the grip on the weapon good enough?
  - Were the muscles relaxed?
  - Was the sight picture centred?
2. Did I have a good view of the front sight and a reasonable view of the target?
  - Did I aim too long or did I fire the shot on time?
  - Was the timing good?
3. Did I have good trigger control?
  - Did I squeeze the trigger?
  - Had I removed the slack before firing?
  - Did the weapon move at the moment of firing?

The aim of the analysis is that the shooter can themselves say how good the shot was and where on the target did it land. The instructor must support this process with reviewing questions.

When firing without magazine support, such as when standing or kneeling the weapon will inevitably wobble and move. The movement is not even, but it will change from moment to moment. In the beginning of aiming the weapon will wobble significantly when you direct it in the general direction of the target. The movement will decrease when you start to hold your breath and focus your aiming. This quiet phase will last for a few seconds. After the quiet phase the wobbling will again increase because of increasing muscle fatigue. If you cannot fire when the movement is at minimum, the firing event must be aborted and started again.

While firing at turning targets of in a combat situation one has to accept the performance as it is in that situation. Let the sight picture wander in the target area and at the same time apply continuous pressure to the trigger until the weapon fires. Try to combine the sight picture in the centre or the one coming to rest there, and the firing of the weapon.

When shooting double taps, do not let the trigger return to the forward position but only over the firing threshold, so that you can rapidly fire the weapon again as soon as you have a sight picture. With practise, you will be able to apply continuous pressure also in situation requiring speed and an accurate firing moment.

During Basic Marksmanship Exercises (for example RK7) the first shot of the double tap shot at the 5 second target is usually fired at the 2.5 second mark. After firing the first shot you will usually have about 2 seconds to balance the recoil, the focus your sight picture and to fire a new shot, aimed. So you must fire 2 separate aimed shots. Have slightly tighter than normal grip on the weapon, and be careful in making sure that the weapon is straight, because the recoil from the first shot often tilts the weapon.

#### 4.4.6 Dispersion and the Mean Point of Impact

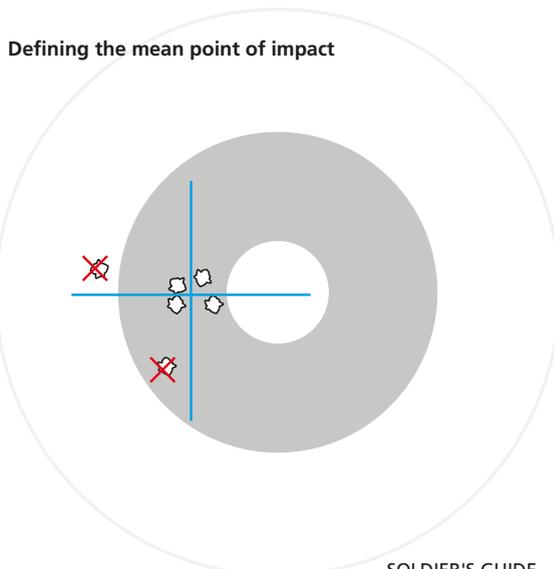
The hits deviate from one another although the shot is repeated in technologically identical conditions, with standard technological setting values and aimpoint. The deviations are caused by random errors. This is called dispersion.

Dispersion is the result of deviations caused by the shooter, weapon, weather and ammunition. The horizontal deviation from the mean point of impact is called horizontal dispersion, and deviation vertically is called vertical dispersion.

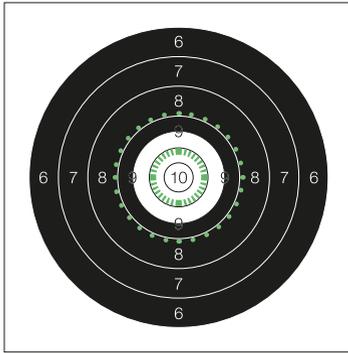
The greatest single cause for dispersion is the shooter themselves. The shooter may cause dispersion with aiming and trigger control errors, and with the weapon wobbling. Decreasing the impact of these errors requires much practise.

Even new weapons have small differences that affect dispersion. Another point causing dispersion is wearing of barrels and chambers, and a cone-shaped muzzle caused by improper cleaning methods. Together, these cause the dispersion caused by the weapon. Possible loose movement in the sights increases the dispersion.

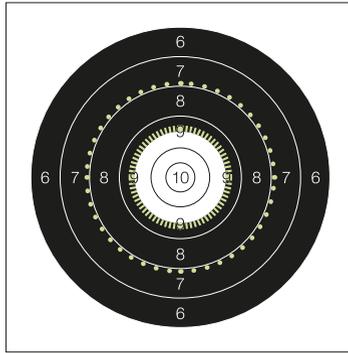
Changing weather conditions also affect dispersion. In terms of weather, wind has the greatest effect.



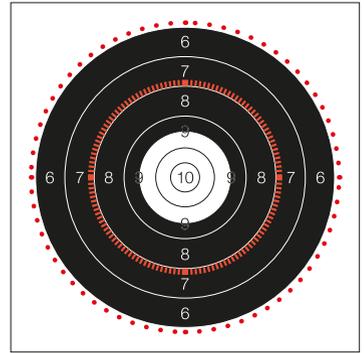
## The effect of a good shooter's and an average shooter's aiming and trigger control errors on dispersion.



Good shooter



Average shooter



Weak shooter

Dispersion caused by the weapon and the cartridge are usually minimal compared to the dispersion caused by the shooter. The dispersion pattern for 10 rounds at 150 metres, for an assault rifle in good condition, is usually approximately 10 centimetres.

The aiming dispersion of a good shooter and an average shooter may be similar, but the good shooter usually has better trigger control. Even for a weak shooter, the aiming dispersion may not be much, but a weak shooter has poorer trigger control.

The mean point of impact is at the middle of the dispersion pattern. There are points of impact densely around it. When firing several shots, there will be as many points of impact on both sides of the vertical axis and the horizontal axis going through the mean point of impact.

The mean point of impact is defined by dividing the points of impact into two sides with a vertical line so that both sides have as many points of impact. After this, the pattern is similarly divided with a horizontal line. The intersection point of the lines is the mean point of impact. A point of impact that significantly differs from the pattern created, called a 'grouping', is usually left unaccounted for. The cause of the deviation is usually a random firing error by the shooter.

The exact mean point of impact is easy to define in a small grouping. A grouping on the side can be moved in the centre of the target by moving the sights. The mean point of impact can be aligned with the aiming point by zeroing the weapon. The assault rifle is zeroed for a distance of 150 metres (basic combat sight, 0–200 m). The weapon is zeroed by moving its sights horizontally and vertically.

### 4.4.7 Zeroing an Assault Rifle and Adjusting the Sights.

Zeroing an assault rifle depends on the model of the weapon. This guide is for zeroing RK62 and RK95. Zero the weapon one step at a time, and write down the sight adjustments on your sight sheet or notebook. This makes re-zeroing of the weapon easier if the configurations change for some reason.

The weapon must be correctly zeroed before you can move to other firing events. Different weapons have different methods of zeroing. Learn how to zero the weapon you are using.

#### Sight sheet





## Zeroing Assault Rifle 62 at a distance of 150 metres

### Zero the windage of the RK 62 as follows:

- Keep the weapon pointed at the direction of fire, as when firing.
- Adjust the front sight post to the direction of the hits but loosening the screw on the side of the hits and tightening it on the opposite (the bullseye) side. Note! The front sight post will not move before the screw is tightened.
- Remember that one click of the conveyor screw corresponds to 2 centimetres on the target and one full rotation is 25 cm on the target.
- Write down the new sight adjustment (on your sight sheet or notebook).

### Zero the elevation of the RK 62 as follows:

- Make sure that the rear sight has been set to 150 meters while shooting.
- Check the peep sight position from the lines before you open the screw.
- Open the conveyor screw slightly with the sight adjustment tool and do this:
  - if the hits were low on the target, raise the peep sight.
  - if the hits were high on the target, lower the peep sight
  - Note! The plotting interval of the peep sight (1 millimetre) corresponds to approximately 32 centimetres on the target
- Check the peep sight position from the lines after you move it.
- Tighten the peep sight screw with the sight adjustment tool.
- Write down the new sight adjustment (on your sight sheet or notebook).
- Check that the position did not change as you tightened the conveyor screw.
- Check that the rear sight setting is still at 150 metres.

## Zeroing Assault Rifle 95 at a distance of 150 metres

### Zero the windage of the RK 95 as follows:

- Keep the weapon pointed at the direction of fire, as when firing.
- Adjust the front sight post to the direction of the hits but loosening the screw on the side of the hits and tightening it on the opposite (the bullseye) side. Note! The front sight post will not move before the screw is tightened.
- Remember that one click of the conveyor screw corresponds to 2 centimetres on the target and one full rotation is 25 cm on the target.
- Write down the new sight adjustment (on your sight sheet or notebook).

### Zero the elevation of the RK 95 as follows:

- Check that the rear sight leaf has been set to 150 meters while shooting and that the receiver cover screw was tightened.
- You adjust the front sight post to the direction of the hits with the sight adjustment tool as follows:
  - if the hits were low on the target, turn the front sight post clockwise (“tighten” i.e. lower the post)
  - if the hits were high on the target, turn the front sight post counter-clockwise (“loosen” i.e. raise the post)
  - Remember, that at a distance of 150 metres, one rotation of the front-sight post corresponds to a 24 cm movement on the target.
- Write down the new sight adjustment (on your sight sheet or notebook).
- Check that the rear sight leaf setting is still at 150 metres and that the receiver cover screw has been tightened.

## Zeroing Night Sights

Night sights are zeroed similarly to day sights, while accounting for model-specific differences.

In terms of elevation, the RK 62 is zeroed by opening the clamping screw of the night sight adjustment screw and then opening (if the point of impact is below the target) or closing (if the point of impact is above the target) the adjustment screw of the slot. One full rotation corresponds to approximately 120 cm on the target at a distance of 150 metres.

The RK 95 elevation is zeroed by rotating the night front sight post to the height of the day sight with a sight adjustment tool, so that one of the apertures remains directed at the shooter.

## Something to think about

- How do you form a good firing stance and what are the factors included in forming a good shot?
- What is the difference between a basic combat sight and a combat sight?

## 4.5 Behaviour at the Range Area and at the Firing Range

These are the things you must remember while at the range area and at the firing range.

### Weapon handling

- Always handle the weapon as if it were loaded.
- Never point the weapon at anything other than the target.
- Make sure the munitions you have received are of the correct type for the exercise.
- The officer in charge of firing or the instructor gives orders to insert the magazine and load the weapon.
- The weapon must always be made safe before moving or when there is other personnel in front of the firing line.
- Do not handle weapons you are not familiar with, or weapons you have not been trained to use.

### Handling explosives and ordnance

- Do not accept ordnance you are not familiar with, or ordnance you have not been trained to use.
- Handle any ordnance exactly according to the instructions given on handling. Proper handling prevents dangerous situations.
- Unexploded ordnance must be marked with a tripod.
- If you find unexploded ordnance, inform your instructor, so that the ordnance can be marked and cleared later. A person separately trained for explosive ordnance disposal will dispose of them.

### Moving

- The purpose of the restrictions is to prevent persons from going to the danger area and putting themselves in lethal danger.
- Never leave the group without the instructor's permission.
- Only use the routes that have been authorised for moving. If you are unsure of the route, ask.
- Inform your instructor when you get to where you were going.
- Watch your step, because firing ranges have unexploded ordnance. Follow the orders and instructions of the guards and sentries.
- Building an open fire is only allowed with the instructor's permission in designated places. The area might include an explosion hazard.

### Behaviour in the target area

- Entering the target area during a live-fire exercise is only permitted by order or with the permission of the Officer in Charge of Firing or a separately authorised person.
- When moving in the target area, you should use open formations and trails that are confirmed as safe.

### 4.5.1 Starting Basic Marksmanship Exercises

After preparing the shooting range and inspecting the preparations the Officer in Charge of Firing will give the firing unit and range safety personnel a safety briefing in accordance with the Finnish Defence Forces safety regulation D1.4. The safety briefing is usually given behind the roofed firing point when the firing unit arrives at the range. In the briefing the officer in charge of firing will tell the shooters the teaching goal, application method, exercise schedule, scoring cut offs and the execution of auxiliary training. Additionally, they will review the Rules of Weapon Safety and the central safety regulations, and asks questions to make sure that everyone has understood the points. If needed, the safety issues must be taught to the shooters. The necessary safety personnel may also be named in the briefing.

After the safety briefing the officer in charge of firing sends personnel to auxiliary training, and assigns the shooters their firing positions. The shooters move to the firing positions on the command of "AMPUMAPAIKALLE – MARS" (TO YOUR FIRING POSITIONS – MARCH). On this command the trainees move in order to the assigned positions and prepare their firing positions.

Do the following as you prepare your firing position:

- place the mat so that all of the weapons are along the same line "front sight on the edge of the concrete"
- take out the magazines and place them on the top left corner of the mat (right-handed shooters)
- put your hearing protectors on the mat
- put your sight sheet and sight adjustment tool on the mat
- place your rucksack behind your position
- prepare your eye patch (if necessary)
- adjust your clothing and equipment for the shooting
- place your canteen (or thermos) on the right side of the mat
- remove objects, that might make shooting more difficult, from your pockets
- place your weapon on the mat or into the weapon stand on a separate order of the Officer in Charge of firing, when the target area does not have any personnel.

#### Arrangements on the firing range



## NOTE!

**The condition of the weapons must be inspected according to the weapon-specific regulations and training instructions before the live-fire phase is started**

When the preparations are done, the shooters will prepare for weapon inspection by removing the bolt carrier group and cleaning the weapon. This may be done, for example with the command VALMISTAUTUKAA ASETARKASTUKSEEN (PREPARE FOR WEAPONS CHECK) The weapons are always inspected before the first firing of the day, either by the officer in charge of firing or the instructors. The check starts, for example with the command "AMPUJAT AMPUMAPAIKKOJEN TAAKSE – ASETARKASTUSASENTOON" (SHOOTERS BEHIND FIRING POSITIONS – WEAPON CHECK POSITION). The bolt is attached after inspection for example on the order "KOOTAAN" (ASSEMBLE). Weapons determined to be dirty must be cleaned and inspected again.

After the weapon check, the shooters check that the sights have the correct adjustments and that the adjustment screws are tight. Additionally, the shooters must check that the receiver cover is locked in place and that the gas port valve is in the correct position. During the first live-fire, the instructor must personally check the above mentioned things during the weapon check.

Before the first live-fire the instructor inspects and, if necessary, trains the following issues:

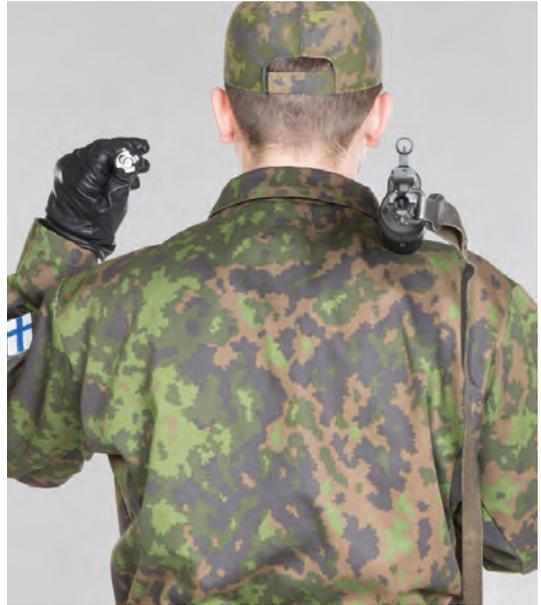
- The weapon sights are close to the middle of the adjustment range.
- The weapon sight screws are tight.
- Night sights are not in use.
- The rear sight has the correct distance setting.
- The receiver cover screw of RK95TP is tight and the valve switch is parallel with the barrel.

There is always a formal rehearsal before a live firing to remove aiming and trigger control errors. Before the live-fire phase begins, the shooters can also review the firing stance and the firing event under the supervision of the instructor. If necessary, the unit is gathered around and the proper technique is demonstrated. Rehearsing these may also be done independently, supervised by instructors. Only after careful review and rehearsing are the trainees ready to start zeroing their weapons with live rounds. The ammunition can be distributed to the firing positions at the same time.

The reviewed training topics include:

- Ensuring what is your target and positioning your body towards the target
- constructing the correct firing stance, and doing the breathing test
- the firing event
- rehearsing the phases of shooting
- magazine changes and loading the weapon.

## Weapon inspection position



Weapon on the right shoulder with barrel facing back and bolt (with firing pin pushed forward) on the left shoulder.

Before the start of the rehearsal, the officer in charge of firing must issue the order "AMMUNNAN HARJOITTELU ALKAA" (FIRING REHEARSAL BEGINS). Live ammunition must not have been distributed to the firing unit during the rehearsal phase. The rehearsal phase ends on the command "AMMUNNAN HARJOITTELU ON PÄÄTTYNYT" (SHOOTING REHEARSAL PHASE HAS ENDED).

Before the start of the live-firing phase, the Officer in Charge of Firing must make sure, that,

- the equipment and systems used in the firing are working
- the firing range warning light is on
- the target area has been inspected
- exercise command and safety personnel, firing unit, observers, and live-fire observers and inspectors are at the locations required to start the live-fire exercise phase
- communications to the target pit, target control bunkers, Medical First Responders and safety supervisors work, weapons and ammunition have been inspected according to weapon-specific regulations and training instructions
- medical care and rescue services have been organised according to safety regulations and other instructions
- the necessary personal protective equipment is in use
- the shooting rehearsal phase has been ended with the command "AMMUNNAN HARJOITTELU ON PÄÄTTYNYT" (SHOOTING REHEARSAL PHASE HAS ENDED).

### 4.5.2 Live-fire Phase

In the beginning of the live-fire phase the shooters usually fire a few rounds to zero their weapons and review the shooting fundamentals.

The live-fire and the related rehearsals are led by the officer in charge of firing. The firing is led by using standardised commands.

The officer in charge of firing will start the live-fire phase with the command "AMMUNNAN KOVAPANOSVAIHE ALKAA" (LIVE FIRING PHASE STARTS) or "AMMUNNAN KOVAPANOSVAIHE – JATKUU" (LIVE FIRING PHASE CONTINUES).

The officer in charge of firing gives the shooters order to fill the magazines with rounds, for example with the command "LIPAS – KOLMELLA PATRUUNALLA TÄYTÄ" (MAGAZINE, WITH THREE ROUNDS - INSERT). You assume the position of attention on the preparatory part of the command and with the executing part, prepare inserting rounds into the magazine.

While loading the magazine, the Officer in Charge of Firing will tell you to put your hearing protection on with the command SUOJATKAA KUULONNE (PROTECT YOUR HEARING). Ear muffs-type hearing protection must always be worn when firing from the roofed firing point. It is good and advised to use both ear muffs and ear plugs, if the firing of the other shooters affects your concentration. When you have loaded the given number of rounds into the magazine and protected your hearing, place your weapon and magazines on the mat so that they are ready, and stand up behind your firing position, standing at ease.

#### NOTE!

**Doctor's orders on wearing double hearing protection (ear muffs and ear plugs) always must be followed. In the firing position, the shooter must always act precisely according to the commands. During the live firing phase the weapon must always be pointed at the targets, i.e the target area.**

When all the shooters are standing behind their firing positions, the officer in charge of firing visually checks that everyone is wearing hearing protectors. When the unit is ready, the officer in charge of firing gives the command for the firing stance, for example "AMPUMA-ASENTO MAATEN" (SHOOTING STANCE - PRONE). On this command, assume the desired shooting stance according to 4.4.1.

When the shooters are prone, the officer in charge of firing will give the command "LIPAS – KIINNITÄ, LATAA JA VARMISTA" (INSERT MAGAZINE, LOAD AND MAKE SAFE). On this command, insert the magazine and load the weapon. After loading put the weapon on safe, by putting the selector in the upmost position.

After this, get a good firing stance and check it is comfortable according to 4.4.1. When your stance is ready, lower the buttstock of the weapon to rest against the mat.

Depending on the firing table, the firing starts when the officer in charge gives either the command "AMPUKAA" (FIRE) or "TAULUT" (TARGETS). On this command, fire the named number of rounds, or in the rehearsed way, at your target.

If you get a weapon malfunction during firing, keep the weapon pointed at a safe direction, correct the malfunction and continue shooting. If you do not know what caused the malfunction or know how to correct it, let the instructor know by shouting "HÄIRIÖ" (MALFUNCTION). If the malfunction happens in the prone stance, in addition to shouting raise your leg up at the knee. If it occurs while standing or kneeling, in addition to shouting raise your shooting hand. The officer in charge will come and clear the malfunction as soon as possible.

#### NOTE!

**EVERYONE, who notices a potentially dangerous situation, has the duty to stop the firing by SHOUTING "SEIS" (CEASE FIRE).**

Firing must be aborted if a danger or a potential danger or dangerous thing to personnel, materiel or property is observed. Firing is aborted with the command "SEIS" (CEASE FIRE). Everyone must repeat the command, put their weapon's selector on safe and keep the weapon pointed at a safe direction while waiting for further instructions. After aborting the firing, the Officer in Charge of Firing makes the decision to continue. Firing is continued with the command "AMMUNNAN KOVAPANOSVAIHE JATKUU" (LIVE-FIRE PHASE CONTINUES).

The officer in charge of firing ends the firing with the command "TULI SEIS" (CEASE FIRE), and by giving the command "PATRUUNAT POIS - TARKASTAN/ TARKASTAKAA ASEET" (REMOVE AMMUNITION - WEAPON CHECK) upon ending the live-fire phase.

The weapon and magazine inspection related to removing ammunition will be done always between the live-fire phases, when the shooters go to the targets or if the unit is instructed into semi-circle for training.

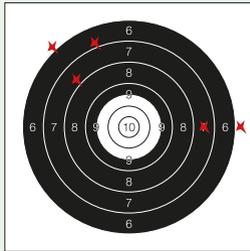
On the command "TULI SEIS" (CEASE FIRE), put your weapon on safe and keep it directed at the target area. On the command "PATRUUNAT POIS - TARKASTAN ASEET" (REMOVE AMMUNITION - WEAPON CHECK), remove the magazine from the weapon and turn the top of the magazines so that they are visible. When the officer in charge of firing gets to you, pull back the charging handle so that they can easily see and inspect the chamber. This makes everybody's actions on the range faster.

When all weapons of the shooters have been checked, the officer in charge of firing will end the live-fire phase with the command "AMMUNNAN KOVAPANOSVAIHE ON PÄÄTTYNYT (LIVE-FIRE PHASE ENDS).

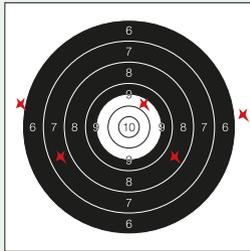
You can remove your hearing protection on the command "KUULONSUOJAUKSEN VOI POISTAA" (HEARING PROTECTION MAY BE REMOVED).

## Hit patterns and causes

1. Making sure, that the shooting stance remains unchanged
2. Magazine is supported on different sides
3. Weapon is tilted sometimes



1. Shooting stance is forced, so the shooter is twisting the weapon
2. Slack of the magazine has not been removed



1. Stance is too high
2. Trigger control error (pull)



1. Shooter did not concentrate
2. Aimed too long
3. Trigger control error



1. Flimsy stance
2. Aiming error
3. Fear of recoil
4. No follow-through
5. Trigger control error



### 4.5.3 Behaviour at Targets

When ammunition has been removed and weapons checked, the officer in charge gives the command to go to the targets, "TAULUILLE MARS". Take your weapon with you, unless an order is given to leave it at the firing position. Move briskly to the targets using standard paths and roads.

Go to your target and stand at ease. It is part of the firing range behaviour that the shooter does not touch their target before the results have been verified. While waiting for the results to be noted, independently determine the mean point of impact. Also think, if you had a shot that was clearly due to trigger control error and exclude it when determining the mean point of impact. Prepare to tell the officer in charge of firing how you plan to adjust your sights, or is it enough to correct your stance or trigger control.

Always report your target to the officer in charge of firing when they arrive at your target. For example: "Herra yllluutnantti, alokas Matti Mäkisen taulu". (Sir, recruit Matti Mäkinen's target.) The officer in charge of firing will mark the hits using chalk or a marker, so that they will not be recorded as new again. The officer in charge of firing will also give you feedback on how you did. You will get instructions on how to improve your performance and usually the officer in charge of firing also asks how you think you should adjust the sights, and which aspect of shooting you plan to improve the next time. The clerk will record the hits in the firing log.

When the results have been recorded, you can patch your target. Use black stickers to patch the hits in the black area, and white stickers to patch the hits in the white area.

Only focus on your own performance at the range. A firing range is no place for playful competition.

## 4.6 Shooting at a Moving Target

On the battlefield a soldier often has to shoot at a moving enemy, who moves at different speeds and in different directions. Shooting and hitting a moving target requires a lot of practise. On the battlefield targets move at different speeds and distances. The hit probability increases when you know the distance and the speed of the target as accurately as possible.

A soldier has to know how to shoot aimed shots at a moving target, and account for both shooting distance and lead. A lead is the distance the target moves during the flight of the bullet. Things affecting calculating lead are: speed of the target, the target's angle of direction, bullet velocity (flight time), shooting distance and angle gradient between the firing position and the target. The

target's angle of direction is a quantity that determines, at which angle the target gets farther away or closer to the shooter. When leading a target, the stable movement of the weapon in both directions must be achieved mainly with the movement of the body. Trigger control must be steady despite having little time until taking the shot. Determining lead must be practised by shooting at moving targets at different distances, while changing the target speed and shooting angle. Shooting at a moving target is learned during combatant marksmanship training. While training firing at a moving target, it is practical to use tracer rounds, so the instructor can give feedback after every shot.

While aiming at a moving target, the methods are tracking the target and stalking the target.

In tracking, you aim at a point in front of the target, keeping your sights on the lead point, which is the required

point at the estimated movement trajectory. You fire the shot during the tracking, while keeping the sights on the lead point. After the shot, continue tracking during follow-through. The tracking method is good when the speed of the target varies. It enables firing off another shot faster than with the stalking method. In stalking, you aim at a point in the estimated movement trajectory of the target and fire when the target is at the lead. You do not move the weapon during aiming or firing. You fire a second shot by changing the point of aim on the estimated movement trajectory of the target. Stalking is good for a situation where the target moves at constant speed in the same direction or where the sector of fire does not allow for tracking.

Most common errors while shooting at a moving target:

- Wrong estimate of distance.
- Wrong estimate of speed.
- While using tracking, the movement of the weapon is stopped at the moment of firing.
- In stalking, the selected lead point is wrong.

**Aiming methods while shooting at a moving target**



Tracking on the target

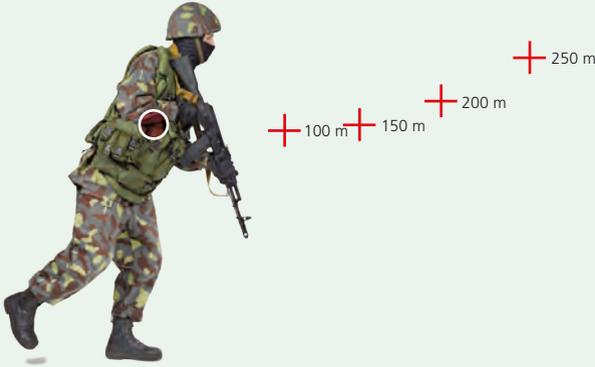


Stalking a target.

# Aimpoints at a moving target at different distances using the basic combat sight and combat sight

## RK basic combat sight

Lead on a running target (ca. 15 km/h = 4.2 m/s)



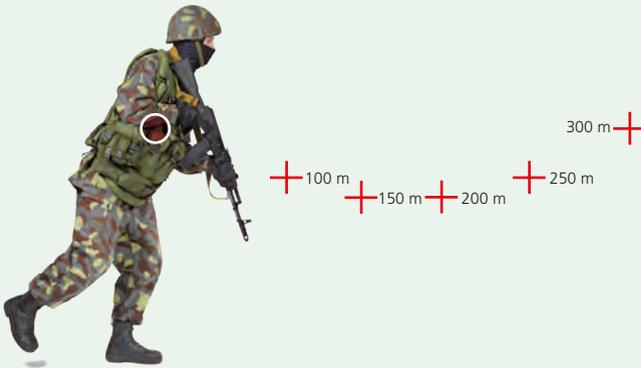
## RK basic combat sight

Lead on a walking target (ca. 6 km/h = 1.7 m/s)



## RK combat sight

Lead on a running target (ca. 15 km/h = 4.2 m/s)



## RK combat sight

Lead on a walking target (ca. 6 km/h = 1.7 m/s)



When firing at a moving target, you should aim in front of the target anticipating the distance of the lead. You can use the rifle front sight post to determine the lead. The width of the front sight post is approximately 80 cm at a distance of 150 metres. Use the corner of the sight post to aim at a target that is walking at an angle in relation to the direction of shooting. The aim point remains the same despite the distance.

Leave a sight-post-wide lead between the front sight post of the weapon and the front edge of the target while shooting at a target that is running traverse the direction of shooting. You do not need a lead if the enemy is moving towards you or away from you. If the enemy is moving sideways, use full lead. When the enemy moves at a 70 degree angle, the lead is 2/3, at a 45 degree angle it is 1/2 and at a 30 degree angle the lead is 1/3. In practice, however, you always use either full lead or half lead.

## Calculating lead

$$\text{Lead (m)} = \frac{\text{shooting distance (m)}}{\text{bullet velocity (m/s)}} \times \text{speed of the target (m/s)}$$

Example:

The speed of the man running is ca. 4 m/s

The speed of the assault rifle bullet is ca. 700 m/s

The distance from the target is 150 m

$$\frac{150 \text{ m}}{700 \text{ m/s}} \times 4 \text{ m/s} = n. 0,86 \text{ m}$$

Leads and sight pictures when firing an assault rifle at a distance of 150 metres.



### Walking enemy

Speed ca. 6 km/h (1.7 m/s)

Lead ca. 36 cm



### Running enemy

Speed ca. 15 km/h (4.2 m/s)

Lead ca. 90 cm



### A car

Speed ca. 30 km/h (8.3 m/s)

Lead ca. 1.8 m

## 4.7 Live-Fire Exercises

Weapons and marksmanship training leads to live-fires in different branches during the branch training phase, the special capabilities training phase and the unit training phase. The peak of the weapon and marksmanship training is the platoon or company combined arms live-fire exercise.

The goal of the live-firing is to combine the weapon and marksmanship training with the combat training in such a way that the weapon handling and shooting skills learned can be used in combat situations. Platoon and company live-fire training provides practice in, in addition to combat training, co-operation between leaders and supporting combat with direct firing weapons and indirect fire.

The objective of the live-fire training is that

- the soldier is able to use their weapon in combat as a part of the fireteam, section, platoon, and company, and that they trust the effectiveness of their own weapons,
- the unit can use situation-appropriate fires in defensive and offensive combat both in daylight and in the dark
- a person in leadership training is able to cooperate with the leaders of other branches and the preparation of fires, and leading the unit during combat, including the fire support of direct-fire weapons and the use of indirect fires.

The goal of the basic training phase is that every soldier knows the fundamentals of a fireteam defence and attack during daylight hours. This will be tested during field live-fire exercises in the branch training phase.

## 4.8 Using an Assault Rifle in Live-Fire Exercises and in Combat

### 4.8.1 Handling and Using an Assault Rifle in Combat

Keep the assault rifle in your shooting hand and support it under your arm so you can keep the barrel from being directed in a dangerous direction. Do all other actions relating to weapon handling with your support hand, such as one hand arm signals.

Cover the barrel so that no sand or snow enter the barrel. During combat, check that the sights are clean and the rear sight is in the correct position.

Use single fire or quick double taps. Automatic fire is used only in short bursts and in special circumstances such as personal air defence and in quick close quarter battle, for example when clearing a trench. Remember that a full magazine of an assault rifle will be empty in less than 3 seconds when firing on automatic.

Remember, on land you can also fire through an obstacle with an assault rifle. A rotten tree stump, a thin tree or other form of concealment will not stop a bullet. When you are selecting or fortifying a fighting position, remember what the protection level of different materials is.

Keep an eye on your ammunition usage. The magazine's ammunition count can be seen from the holes on the arched side of the magazine. In a full magazine the ammunition can be seen both from the upper and lower holes. In a magazine with at least 10 rounds, the back of the ammo can only be seen from the top holes.

Most common weapon readiness handling techniques:



Change the magazine while in cover. In a fortified fighting position, change the magazine as quickly as possible and continue firing at the enemy. If possible in the combat situation, change to a full magazine and reload the short magazine. Place the full magazines in the pouches of your webbing with the mouth of the magazine up and rounds facing forward and the empty magazines with the mouth of the magazine down.

See where your rounds hit and if necessary, adjust the sights during breaks in the fighting. Practice using the assault rifle also when wearing body armour.

Example of loading the weapon with the support hand technique



The arrow shows the support hand's movement directing while loading the rifle, as well as the minimum moving length.

- The barrel is pointed in a safe direction.
- The buttstock of the rifle is firmly under the arm and stops the rifle from moving side to side.
- Finger away from the inside of the trigger guard.
- Tilt the weapon.
- Move the selector to the lowest setting.
- The palm of the hand touches the charging handle (RK62 and adapted to RK95).
- The charging handle is pulled back and released by letting it go.

## 4.8.2 Stances in Combat

The firing stances are the standing, kneeling and prone position. In addition, a soldier may use improvised stances.

The shooting, high and low ready weapon states may be used in all stances. The firing stance is changed in a combat situation when required to improve your own cover and to get a more stable firing position. For example, when on the move, firing will be started in the standing position, then you drop to a kneeling position and from there to a prone position.

Select a stance that best suits the situation.

Usually in combat there is very little time for choosing a firing stance and opening fire. In this short time period the soldier must observe the battlefield and

- decide whether to take cover or to shoot
- select a target
- choose a firing stance and the use of possible temporary support
- locate the target, take the safety off, aim and fire
- after an observed hit, make sure the opponent is no longer able to fight
- continue firing to destroy the target or select a new target or take cover and continue carrying out the mission.

It must be remembered that often the soldier is also under fire at the same time.



### Firing stance and points of support when firing standing in a fighting position

A quick opening of fire is based on situation specific weapon carrying, being comfortable with handling the weapon (using the combat sights and the selector) and being prepared to open fire (readiness to get into a firing stance).

A firm shooting stance is a basic requirement for hitting a target. In a combat situation you should always try to use some kind of support in all firing stances. A support can be a support mounted on the edge of the fighting position, your rucksack, a tussock, tree stumps and fallen or small trees.

When firing from a fighting position the supporting hand must be between the weapon support and the hand guard. This keeps the weapon from moving while firing and makes keeping the sights on target easier during fast, successive shots and makes switching targets easier. Support both elbows on the so called weapon bench. The upper body must lean against the stock of the weapon so that the weapon is pressed firmly against the support.



### Symmetrical standing stance



**High Kneeling**



**Low Kneeling**

Note! The weapon must be almost exactly aligned with the shin and forearm.

In the picture the shooter is leaning to the right.



Use the prone position always when possible because

- it is the most stable firing position and the probability of hitting the target is high already on the first shot
- the shooter's own target silhouette is small and the shooter can take advantage of the cover provided by the terrain
- the shooter can almost always support the magazine against something and often also find a temporary support for the weapon.

Use the kneeling stance when it is not possible to use the prone position because of vegetation, snow or other observation obstacle.

Things, such as a tree can be used as a temporary support. Move to a better firing position from the kneeling position as quickly as possible and continue firing from the prone position.

Use the standing stance when

- you have to open fire quickly or while moving
- it is not possible to use other positions because of vegetation, snow or other observation obstacle.

In the standing position things, such as a tree or a structure can be used as a temporary support. Move to a better protected and stable firing position from the standing position as quickly as possible and continue firing from the prone or kneeling position.

## 4.9 Other Weapons and Combat Equipment Every Soldier Must Master

### 4.9.1 Directed Fragmentation Charge

Command-detonated fragmentation charges are used, for instance, to protect bases, during raids or in the surveillance of minefield travel corridors as well as in rapidly closing them off. Light charges are used against living targets while heavy charges are used against unarmoured and lightly armoured vehicles and against helicopters. Charges can be detonated one at a time or they can be chain-detonated with an adaptor or with an explosive fuse. Charges are detonated with an electric, pull release or impulse hose ignition.



**Double Kneeling**



Directed fragmentation charges 84, 88, 01 and 2010 are directional fragmentation charges in a moulded plastic case. The front of the case contains steel balls which cause a fragmentation charge shaped in a horizontal arc. Light directed fragmentation charges (88, 2010) are used against infantry units. You should try to set the charge in a place as high as possible, for e.g. on a mound. The charges are set up on their own tripod and directed towards the target.

Light directed fragmentation charge forms an approx. 50-metre wide and 2-metre high steel ball arc from a distance of 50 metres from where the charge is located. The steel balls penetrate dry planks from a distance of 50 metres by 20 mm and in the case of steel, 2 mm. The charge is detonated normally with detonation kit in the case.

Directed Fragmentation Charge 2010 (VP2010)  
Specifications and effect on target:

- Weight 2.5 kg
- explosive 1.4 kg
- fragments 924 pieces
- Penetration (50 m) > 2 mm thick steel
- effective range 100 m

**Directed  
Fragmentation  
Charge 10**



- arc of the fragmentation charge 60 degrees
- height of the fragmentation charge 2 m (50 m)
- Safety distance 50 m

An example of how to set up a directed fragmentation charge 2010 (VP2010):

- Check the position where you will set and detonate the charge
- Secure the shock tube to a tree, stone, branch or equiv. that is close by.
- Unroll the firing wire from the place you are setting up the VP2010 to the position where it is going to be fired.
- Attach the legs to the middle section of the tripod.
- Choose the position according to the environment and the purpose the charge is being used for (low / high / a combination), or if necessary screw the attachment into the tree, so that it is used in place of the tripod.
- Attach the finder to the charge
- Attach the charge to the tripod's ball end
- Aim the charge as follows:
  - First, aim the charge at the correct area using the aiming notch
  - then, direct it more accurately using the sight tube
  - Finally, lock the right position using the butterfly screw
- Camouflage the charge
- Push the blasting cap into the fuse area, noting the following:
  - Attach the blasting cap to the charge so that it cannot fall off accidentally
  - Secure the detonation cord in the location meant for it in the charge
  - Check camouflage and aiming

## 4.9.2 Anti-Tank Mine 65 77 (TM 65 77)

An anti-tank mine is primarily intended against tanks and its effect is based on causing an explosion or blast.

Its charge is made up of an explosive (TNT) and reinforced with fibreglass cloth. A detonator is inserted into the mine that transmits and amplifies the fuse's explosion into the actual charge. The fuse used is pressure fuse 77 (PS 77).

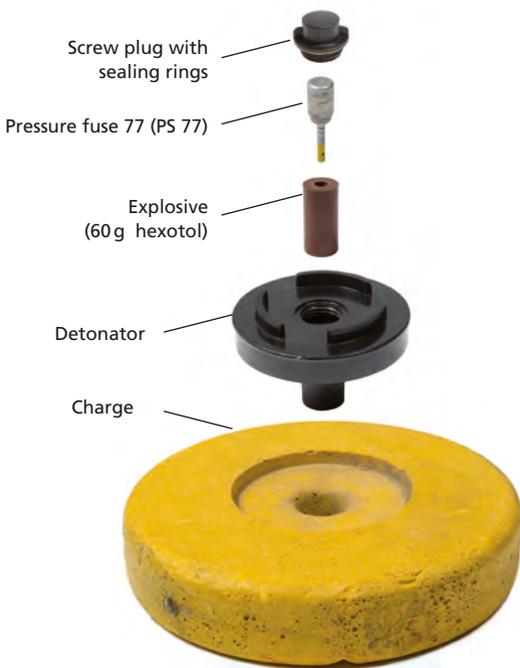
The training anti-tank mine is yellow. An actual anti-tank mine is green or grey.

Characteristics:

- The mine weighs 10 kg, of which TNT accounts for 9.5 kg.
- A non-booby-trapped anti-tank mine will detonate when a 150 kg load presses on the detonator. Then the detonator breaks, which arms and ignites the fuse.
- The mine cuts the track of a main battle tank and damages the road wheels, and destroys a wheeled vehicle.

An anti-tank mine can be laid in terrain, on a road, in shallow water or in snow. A soldier must know how to lay an anti-tank mine on the surface of the ground in one minute and he must be able to lay an anti-tank mine below ground in 5 minutes and in winter in 10 minutes. A soldier must also know how to build a hasty minefield as part of a section (equiv.)

### The main parts of an anti-tank 65 77 mine

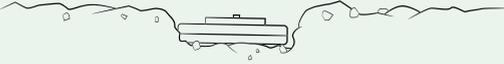
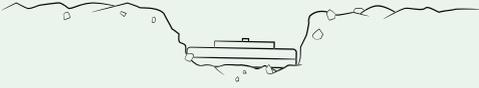


## Laying an anti-tank mine



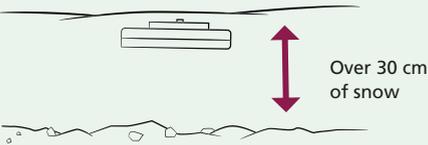
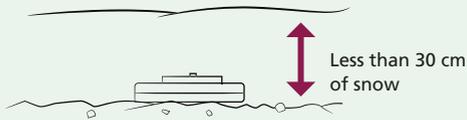
- Choose a place for the mine along the tank's path. Note! In minefields the space between mines must be at least 5 meters. Install the mine, for example while kneeling. You can put your assault rifle for example of your calf, so that it does not get dirty or be in the way as you lay the mine. Keep watching the enemy assumed direction of approach.
- Dig a hole for the mine. Remove soil so that the edges have a gentle curve.
- Place the mine in the hole. Place the carrying strap under the mine. Lay the mine so that the detonator surface is 1 cm above ground and the part with the charge below the surface of the ground.
- Hide the mine using your hands, not a shovel.
- Set up the fuse. Open the screw plug, place the fuse in its place, check that the sealing ring is in place and screw the plug on.
- Give the finishing touches to concealing the mine using your hands.
- Do not lay a mine if it is missing parts or the detonator lid, or if the screw plug is damaged or if the fuse will not fit in the fuse emplacement. You must not use force to put the fuse in the fuse emplacement.

Do not lay a mine in a hollow in the ground, next to a stone, tree stump or any other thing or place in the terrain where the weight of a track or wheel cannot lay pressure on the mine.



## Setting an anti-tank mine in snow

If an anti-tank mine needs to be put in snow, note that the track of a main battle tank compresses the snow and loose ground as much as a soldier wearing all their kit.



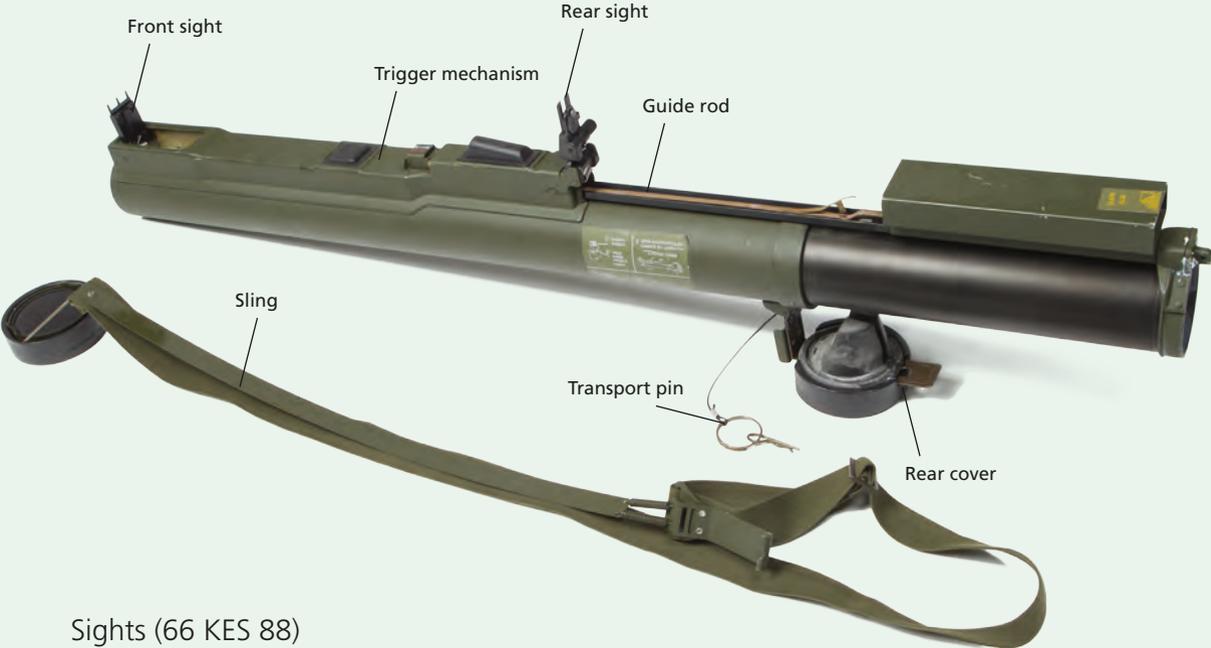
## Removing an anti-tank mine

- Remove whatever is concealing the mine.
- Open the screw plug and remove the fuse.
- Lift the mine away from its hole.
- Screw the screw plug back on.

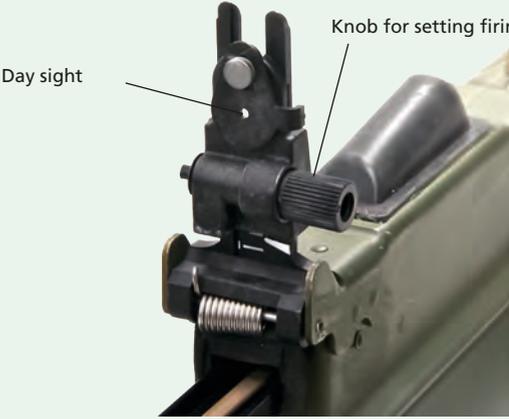
If the fuse of a live mine does not detach itself easily from the fuse emplacement, the mine must be blown up in its hole using a separate charge.



Light anti-tank weapon 66 KES 88



Sights (66 KES 88)



### 4.9.3 Light anti-tank weapon 66 KES 88

M72 LAW (Light anti-tank weapon) 66 KES 88 properties:

- Weight 3.27 kg
- Calibre 66 mm
- Length when transported/ ready to use: 771 mm / 981 mm
- Effective range at a stationary target 200 m.
- Maximum effective range 350 m
- Muzzle velocity 198 m/s
- Shortest confirmed operating distance of shaped charge: 21 m
- Homogenised armour penetration, ca. 300 mm

A soldier must be able to handle and use a light anti-tank weapon so that they can assess the speed of the target and the shooting distance. They must be able to hit a stationary target in daylight in 90% of cases and in the dark in 75% of cases. When the target moves, they must be able to hit it in 75% of cases in daylight and in 65% of cases in the dark.

Additionally they must be able to get the light anti-tank weapon shooting-ready in 5 seconds and transport-ready in 15 seconds.

Light anti-tank weapons are used to destroy infantry fighting vehicles and armoured personnel carriers Main battle tanks, on the other hand, are primarily destroyed using heavy disposable anti-tank weapons, recoilless rifles and anti-tank missiles. The probability of a light anti-tank weapon destroying a main battle tank when the distance is known is 8%.

When firing with an anti-tank weapon, chose a firing position that is in a flanking position. The distance between the firing position and the desired target must be measured when developing defence readiness. Firing positions are usually selected so that the distance to the most important target is less than half of the effective firing distance, which in this case is 100–150 metres. The movement of the vehicles must be stopped in the kill zone using mines, tree or rock barriers or charges. This makes a hit more probably.

Anti-tank soldiers usually operate in pairs, preferably as a fireteam. One soldier fires the LAWs while the other spots the shot. The shooter will have 2-3 LAWs.

The combat requirements for a good anti-tank fighting position are:

- Ability to fire at the assigned kill zone
- Sufficient field of fire
- Flank, rear or rooftop firing position
- Cover and concealment against enemy fire and observation (incl. aerial observation)
- protected movement route
- Terrain that prevents target vehicles from getting into a firing position above the field of fire

### Making a LAW ready-to-fire

- Remove the pull pin of the rear cover. Keep the sling.
- Turn down the rear cover, which also functions as a shoulder pad. The sling and front cover will come off at the same time.
- Pull the inner tube into extended position with a sharp hand movement so that the tube locks. (LAWs manufactured for training purposes that are equipped with an inside tube are prepared for use by extending the tube about 15 cm first and only then pulling sharply. This way, the mechanism will last longer.)
- Set the distance for the rear sight by pointing it towards the most important point in the killing zone.
- Make sure that the spring that reacts to the temperature allows the front sight post to move (new model) or then make sure that the rear sight's temperature setting is set right (old model).
- Be prepared to protect your hearing.



## Aiming

- Select a target and protect your hearing.
- Estimate at what distance the target will be when you fire. Set this estimate in your rear sight.
- Aim through the hole in the rear sight.
- Have the top-end of the front sight's finder show in the middle of the hole.

You can use the middle finder to aim at the first third of a tank up to a distance of 150 m.



Aiming at a stationary target,  
100 m stationary.



Aiming at a stationary target,  
200 m from the front.



When you are aiming at a moving  
tank, have the first third of the tank  
aligned with the middle finder  
in your sight.

## Firing

Rocket launchers have a flight path that curves heavily, which is why the distance to the target must be correct. Range to different points within the kill zone are always measured when possible and marked on a firing chart. Distances can be measured by steps or by using a survey tape. The fire-control section can help by measuring the distances with their laser rangefinder.

- Make sure you have protected your hearing (earplugs and active hearing protectors).
- Raise the weapon to your shoulder while holding the tube and stand.
- Make sure that no-one is standing behind in the back blast area.
- Remove the trigger safety (push forward).
- Aim through the rear sight.
- Set the shooting arm so that your thumb is under the tube and the rest of your fingers are on the trigger. Set the supporting arm so that when firing on the support, your fingers are on top of the stand. Press the weapon against the stand. Wear a leather glove or mitten on the hand that supports the weapon. When kneeling while firing, the position is the same as when firing with an assault rifle; the supporting hand is completely under the tube and the tube lies against the palm of your hand.
- Launch the rocket by pressing down the trigger.
- After the shot, change fighting positions, since the shot will have revealed your position and draws enemy fire.

People with small hands can keep the shooting arm so that the thumb is behind the trigger stand.

When aiming at a moving target, it is usually best to aim at a certain point and wait (stalking method). The launch will then be stable and tree trunks and other obstacles in the line of fire are easily avoided.



The trigger safety is removed by pushing it forward.

The ballistic requirements for a firing position:

- When shooting from a fighting position, make sure that the blast does not discharge inside it
- When shooting with a support, ensure that the barrel extends at least 5 centimetres in front of the support
- There must be at least 20 centimetres between the barrel and the ground because of the extending rocket fins
- When shooting from the prone position the angle between the shooter's body and the weapon must be 45° minimum
- Shortest confirmed operating distance of shaped charge: 21 m

Requirements for a firing position when shooting from inside a building:

- Minimum room space 4m x 3.5m x 2.4m (>30m<sup>3</sup>)
- Holes must be made to allow the blast pressure to escape.

**NOTE!**

**There must not be a vertical wall, boulder or tree directly behind the weapon at a 2 metre distance! Otherwise the back blast pressure will not escape.**

## Readying for transport

1. Push the trigger safety into the SAFE position (back).
2. Push down on the retainer to unlock the tube.
3. Collapse the weapon while simultaneously carefully pressing down the front and rear sight.
4. Close the rear cover and insert the transport safety pin.
5. Put the front cover in place and attach the sling hook into the grooves of the rear cover



#### 4.9.4 Light anti-tank weapon 66 KES 12

M72 LAW (Light anti-tank weapon) 66 KES 12 properties:

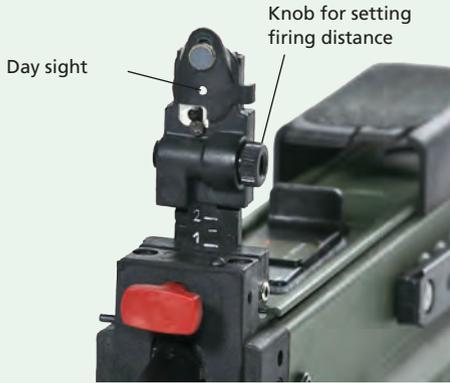
- Weight 3.2 kg
- Calibre 66 mm
- Length when transported/ ready to use: 780 mm / 983 mm
- Effective range at a stationary target 250 m.
- Effective range at a moving target 200 m.
- Shortest confirmed operating distance of shaped charge: 20 m
- Homogenised armour penetration, ca. 450 mm (RHA)

#### Making a LAW ready-to-fire

1. Remove transport safety pin.
2. Open rear cover.
3. Take off the equipment
4. Grab the top
5. Check back blast area
6. Open the tubes, arming the weapon. Make sure the tubes are locked.
7. Open rear sight cover
8. Set correct distance to rear sight
9. Disengage the safety.



## Sights (66 KES 12)



## Readying for transport

1. Pull back on safety, putting the weapon on safe.
2. Bend rear sight and close rear sight cover.
3. Push down on retainer while collapsing the weapon.
4. Close rear cover and attach transport safety pin.
5. Place the front of the barrel on the front cover and attach the sling mount to the rear cover.



## 4.9.5 Hand Grenades

A hand grenade is intended for close combat and against such targets that cannot at that moment be destroyed using direct-fire weapons. Hand grenades are effective at close range, to for example destroy an enemy behind an obstacle.

Typical situations in which you use grenades:

- hand grenades are effective in close combat when the enemy is located behind an obstacle
- ambush
- when supporting disengagement
- taking over a trench
- destroying a vehicle.

While standing a soldier must be able to throw a hand grenade to a distance of 30 metres. A soldier must be able to hit a target at 20 metres measuring 2 metres in diameter.

How a hand grenade works after the safety pin has been pulled out and the grenade thrown towards the target:

- The lever will open when you let go of the hand grenade
- The firing pin hits the primer
- The timed fuze detonates, with a timer of 2.5 seconds.
- Explosive charge detonates.
- The grooved body of the grenade fragments.

Fragmentation grenades and concussion grenades are used in Finland

Smoke grenades are used to form a protective smoke screen and for giving signals.



## Different varieties of hand grenades and other grenades



### Fragmentation grenade (black)

A fragmentation grenade has a hard body that will fragment upon detonation. Its effective range is a radius of around 15 metres from the point of detonation. Larger, random fragments can wound at an even greater distance.



### Concussion grenade (green)

Concussion grenades are used to destroy fortified positions for e.g. when taking over a trench or in enclosed spaces, such as in dugouts or buildings. The grenade hardly fragments, as it consists mostly of an explosive charge.



### Smoke grenade (grey)

Smoke grenades are used to blind enemy forces and to protect the actions of friendly forces. With its thermal imager, a modern main battle tank can see through the smoke. However, smoke grenades may be used as a diversion against enemy tanks (to draw fire).



### Signal smoke grenade (red, purple, yellow, green)

Smoke signalling grenades are used to communicate and indicate, e.g. to a support fire weapon and support fire detachment the front edge of a unit formation.



### Practice grenade (yellow and blue)

Practice grenades are used in military training.



## Getting a grenade ready before you throw it (right-handed thrower)

### Joining a lever fuse and body:



Join the body and the fuse in front of your body.



The lever part is in the hand you throw with while the other hand twists and attaches the body to the lever.

- The lever rests on the palm of your hand
- The body is in between your thumb and your fingers.
- Twist the body, not the fuse.

Look carefully to see that the twist goes to the right.

### Throwing grip:



Grab the hand grenade in your throwing arm so that the grenade lever rests against the palm of your hand, with your fingers firmly around the hand grenade, but not too tight.



Remove the safety pin's pull ring from the catch lever by pressing your thumb and lifting the pull ring with your index and middle fingers.



Put the index finger of your free hand into the pull ring.



Turn the pull ring counter clockwise until the bend in the upper branch jumps off from under the safety pin's lower branch.



Twist the pull ring backwards before you pull the safety pin off.



Pull the safety pin from fuse with a straight pull after which the hand grenade is ready to be thrown.



The pull ring remains on the index finger of the hand that is free.

## Getting a grenade ready before you throw it (left-handed thrower)

### Joining a lever fuse and body:



Join the body and the fuse in front of your body.



The lever part is in the hand you throw with while the other hand twists and attaches the body to the lever.

- The lever rests on the palm of your hand
- The body is in between your thumb and your fingers.
- Twist the body, not the fuse.

Look carefully to see that the twist goes to the right.

### Throwing grip:



Grab the hand grenade in your throwing arm so that the grenade lever rests against the palm of your hand, with your fingers firmly around the hand grenade, but not too tight.



Remove the safety pin's pull ring from the catch lever with your other hand by pressing your thumb and lifting the pull ring with your index and middle fingers.



Turn the throwing hand to the right until the lever fuse points to the right and pulling the pull ring free feels natural. Put the index finger of your free hand into the pull ring.



Turn the pull ring counter clockwise until the bend in the upper branch jumps off from under the safety pin's lower branch.



Twist the pull ring backwards before you pull the safety pin off.



Pull the safety pin from fuse with a straight pull after which the hand grenade is ready to be thrown.



The pull ring remains on the index finger of the hand that is free.

## Throwing position

The throwing position depends on the situation. Accuracy is what counts most when throwing. You throw a hand grenade the same way that you throw a baseball.



Throwing a hand grenade while kneeling.



Throwing a hand grenade while standing.



Throwing a hand grenade from behind an obstacle.



Throwing a hand grenade while lying down.



# [ 5 ]

## What does this chapter talk about?

In the basic training phase, combat training starts after the orientation module with learning the skills of an individual soldier and then moves on to operating in two-man teams and/or fireteams according to the wartime unit set up. Study this chapter about the combat training modules (Survival, Force Protection and Soldier Skills) of the basic training phase in advance, reading the corresponding section. This will make your learning fluent and you will learn the fundamentals. Additionally, PVMoodle has workspaces for the topics, where you can study them, for example with the help of miniature films. Your knowledge on the taught subjects is tested at the end of the week with a topic-specific exam. Participating in the most important rehearsals of the topics will award you points for the Basic Military Exam.

## Combat Training

This chapter describes the battlefield and combat from a soldier's point of view. This chapter gives the basic information on the combat training topics (Survival, Force Protection and Soldier Skills) of the basic training phase that each combatant must know.

After the basic training phase you will know:

- **the fundamentals of combat training given during the basic training phase, and are familiar with the special characteristics of the battlefield**
- **the basics for surviving on the battlefield as an individual combatant**
- **the basics of how to protect the actions of friendly forces as an individual combatant**
- **soldier skills needed to protect against enemy action as an individual combatant**
- **how to prepare for a foot march, how to act on march and how you should care for yourself and your kit after the march**
- **how to read a tactical map and use a compass, as well as know the fundamentals of land navigation**
- **what special considerations there are when skiing with your fighting load on (on military skis).**

## 5.1 Combat Training during the Basic Training Phase

The objective of the basic training phase combat and march training is that after that the trainee possesses the basic skills of a soldier. You will be taught the fundamentals of how to operate as a part of a fireteam.

You will learn these things in practice during the topical training rehearsals and exercises of the basic training phase.

The learning objective of the basic training phase combat and march training is that after that the trainee

- Knows how to fit on, pack and camouflage their fighting and marching load (incl. camouflaging the face and exposed skin)
- Knows how to read a tactical map and to use a compass
- Has the soldier skills needed to ensure the survival of an individual combatant on the battlefield:
  - knows the fundamentals of a foot march (incl. preparations for march and care after march)
  - knows how to bivouac overnight in the field (incl. Use of tent stove and lantern)
  - knows how to operate as a tent guard
  - is familiar with the preparations for night-time operations on the section level and is familiar with night vision equipment
  - knows how to ski (winter contingent)/ how to do land navigation or orienteering (summer contingent)
  - knows how to build a campfire and how to boil water with it
  - knows how to give first aid (in accidents)
- Has the individual soldier skills related to unit force protection:
  - knows the fundamentals of the Rules of Engagement and the Rules of Armed Conflict
  - knows the individual soldier's actions during an alert (raising readiness)
  - knows how to operate as a part of a fireteam in force protection duties or as a sentry, and is familiar with fireteam operations at a checkpoint
  - knows the fundamentals of using a firearm while on guard duty
  - knows the fundamentals of close quarters battle
  - knows how to act as a section fighting position sentry in a combat situation
- Has the individual soldier's soldier skills to protect against enemy activity (fire, observation information warfare and CBRN weapons)

- knows what to do during CBRN warning and alert
- knows the fundamentals of a good fighting position and protective thickness of earthworks, as well as knows how to fire out of a fighting position (dug fighting position)
- knows how to use virtual battlespace (VBS) and is familiar with how scouts act as a part of a section, and the section drill at the event of meeting the enemy
- knows how to move on the battlefield (methods of movement) and how to take cover against direct and indirect enemy fire
- knows the fundamentals of tactical combat casualty care

The combat training of the basic training phase will already be started during the orientation module, when you will have the first classes and will be taught how to pack and adjust your fighting load. The actual combat training will be done as three theme modules (Survival, Force Protection and Soldier Skills), during which you will train and practise basic soldier skills.

**The Survival module** includes the following combat and march training exercises (i.e. a 2–4 hour-long training events in the field):

- Foot march
- Bivouacking in field conditions
- Acting as a tent guard and how to prepare for night-time operations
- First night (bivouacking in field conditions)
- Skiing (for winter contingent) or land navigation (summer contingent)
- Building a campfire and boiling water with it, as well as first aid (in accidents).

**The Force Protection module** includes the following combat and march training exercises:

- Fundamentals of the use of force and Rules of Engagement
- Readiness exercise
- Acting as a sentry 1 and 2
- Checkpoint operations
- Sentry weapon use
- Close quarters battle (hand-to-hand)
- Section fighting position sentry duties

**The Soldier Skills module** includes the following combat and march training exercises:

- CBRN warning and alert
- Fundamentals of a fighting position and firing from a dug-in fighting position
- Virtual Battlespace (VBS)-assisted exercise
- Moving on the battlefield and taking cover against direct and indirect enemy fire
- Tactical combat casualty care
- CBRN drill

## 5.2 The Battlefield as an Operating Environment

You will be taught the fundamentals of combat training and about the modern battlefield as an operating environment already during the orientation module. Its workspace in PVMoodle contains the electronic teaching material, incl. the Battlefield-training film.

On the battlefield the soldier is faced with situations where the enemy tries to break the unit's will and to destroy its opponent. The enemy will attempt to demoralize our units by using psychological operations already in advance. The speed and audacity of the fighting is based on the use of mechanised and airborne forces, and the use of a variety of combat tactics. Versatile night vision equipment enables fighting also at night.

Choosing the right type of terrain will force a mechanised enemy to fight in disadvantageous conditions. Well-chosen combat tactics and techniques will take advantage of friendly strengths and the enemy's weaknesses. To a determined unit, this will provide the chances to repulse or to defeat the enemy.

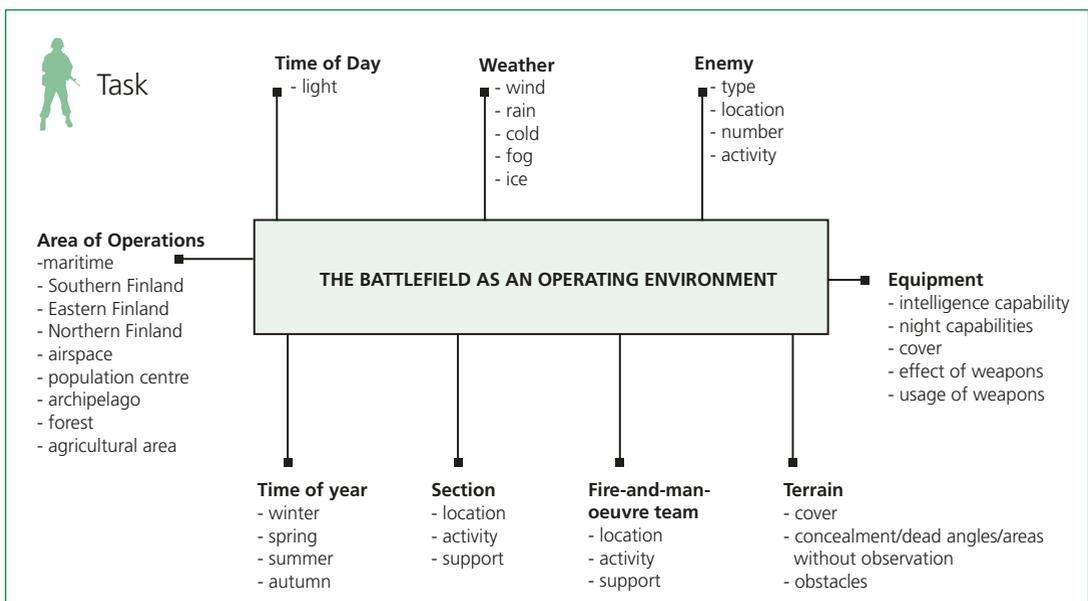
A soldier will be under heavy mental pressure on the battlefield. The pressure is caused by the proximity of the enemy, and seeing its combat equipment, especially its air assets and main battle tanks; hearing the sounds of the battlefield, the shrill whistle of shrapnel and exploding grenades; fear for your own safety; the upcoming combat mission and worry regarding its success; enemy propaganda and the uncertainty on the battlefield as well as the rumours born out of the uncertainty.

The heavy mental pressure is felt by the soldier as fear and anxiety, for example. Fear is natural on the battlefield. Every soldier is afraid, especially in the beginning of combat operations. However, you learn to control your fear. An important characteristic of a good soldier is the ability to control fear and completing the mission despite the mental and physical pressure.

A soldier's performance on the battlefield is very much dependent on the person's ability to understand what is happening. The ability to interpret the events of the battlefield will help the soldier understand what is dangerous and what is not. Courage helps you to act efficiently and actively. You will learn more about fitness and particularly about psychological capacity and developing it in chapter 6 of this guide.

Command in combat strives for proactive command and leadership. The goal of proactive command is to break down the enemy's operation plan (OPLAN) and to seize the initiative. This forces the opponent to act reactively, whereby, when losing the initiative it loses the possibility to succeed.

An effective unit requires that on all levels, the individuals can think for themselves, have initiative and trust their own skills and fellow soldiers. Individual soldiers must understand their commander's intent and to be able to act automatically, instinctively and to independently evaluate the factors affecting the battle.



## 5.3 Fighting and Marching Load

Packing, adjusting and maintaining your fighting and marching loads will be taught to you already during the orientation module. Its workspace on PVMoodle contains the electronic teaching material, incl. miniature films about the before mentioned topics.

The fighting load includes the equipment and supplies that are necessary for the soldier to be able to survive and fight effectively on the battlefield. The section commander determines the necessary changes to the kit based on the mission, time of year, weather, or other reasons.

Packing the fighting load identically makes it easier and faster to find magazines and special equipment, as well as the first aid kit, when the kit/load changes, or when you have to find these items in the kit of an incapacitated soldier.

A soldier must know how to effectively use all of the pieces of kit in the fighting load. A soldier knows how to fit, pack and camouflage their fighting load. A soldier is proficient in the use of a weapon, bayonet, entrenching tool, knife and axe and personal protective equipment. A soldier must know how to dress appropriately for the weather conditions so that they maintain their ability to function. In addition, a soldier also needs to know how to maintain and fix their fighting load. A soldier must be able to fight at least for a day or a combat phase with the equipment and ammunition that they carry.

In addition to the fighting and marching load a soldier must be able to carry a load of 15–25 kilograms.

In addition to this, the soldier must be temporarily be able to carry 5–10 kg. This includes such items as ammunition, hand grenades or smoke grenades. The kit may also include flares, explosive charges, light antitank weapons, mines and combat rations. The weight of the kit must not be more than 1/3 of the soldier's weight.

Pack your gear into the rucksack in plastic bags/bags to keep them from getting wet. Pack equipment that you need fast access to, such as ammunition, in the side pockets of the rucksack.

Adjust the fighting load and the rucksack so that they do not chafe against you back and so that they do not make noise. Place special equipment such as antitank mines on your back below the webbing and the smoke grenades in the pocket. Place the entrenching tool and bayonet so that they are easily accessible.

In the field, the fighting and marching loads must always be kept packed and only the things actually needed at the time are removed. This way you maintain your combat and movement readiness and you no not lose any gear!



### Camouflaging the face and exposed skin

Apply a light coat of camo face paint or soot on the face, backs of the hands and front and back of the neck. Break up the shape of the face with dark diagonal vertical lines that cover the eyes, nose and mouth. Finish the camouflage with another colour. Finally, lightly wipe the face with moist hands to even out the colours.



A quick camouflage can be applied by taking coal or dirt onto the fingers and making vertical lines over the face with it. Apply camo face paint or soot to exposed skin



Coal

Winter

### Camouflaging the fighting load

- attach the helmet cover onto the helmet: cover smooth, glossy surface
- attach strips of camo netting or vegetation onto the helmet: break up the regular shape
- wrap strips of camo netting around the weapon cover glossy surfaces
- attach strips of camo netting onto the webbing: break up the regular shape
- attach strips of camo netting onto the rucksack: break up the regular shape
- if you are wearing rubber boots, put the trouser legs over the boots (cover the reflector bands)

Finally, partners will check each other's fighting load's camouflage and complete it if necessary.



M/91



M/05

## An example of a soldier's fighting load

- Weapon
- Bayonet
- Hand grenade
- Helmet, helmet cover / hood
- Webbing/ load-bearing vest
- Magazine pouch, with 3 magazines
- General purpose pouch, with
  - 2 magazines
  - canteen, filled with water
  - special equipment
- Entrenching tool (in the general purpose pouch)
- Rear pouch with
  - respirator (on the right)
  - rain gear/ poncho (left)
  - mess tin (centre)
  - rations for 24 h (inside tin)
- Gear pouch with
  - cold weather jacket
  - thermal underwear
- Individual first aid kit M05
- In uniform pockets
  - spoon-fork
  - ID-card
  - note-taking accessories
  - compass (or worn on the wrist)
  - matches, ear plugs
- Military ID-tags worn around the neck

### The fighting load may include mission specific equipment, such as

- Camping stove, fuel for stove, can opener
- Combat rations
- First aid kit
- Map and map cover
- Torch
- Insect repellent
- Sunglasses
- Patrol rope
- Reflector

### Marching load (in addition to fighting load)

- Reserve water carrier (1 litre)
- Underwear set
- Socks
- Thermal underwear, scarf
- Leather and woollen mittens
- Patrol cap, winter cap, wool cap
- Spare shoes (rubber boots)
- Sleeping bag and sleeping mat
- Toiletry and shaving kit:
- Soap, toothbrush and toothpaste, towel, toilet paper

### In addition, in the winter

- Rubber boots with felt liners
- Snow camouflage suit
- Thermos
- Skis, ski poles, bindings, ski wax
- Winter camouflage cover for rucksack

## Maintaining the fighting load

- remove the camouflage and clean your uniform of loose dirt
- wash your boots, empty and clean your rucksack and webbing
- clean your weapon
- clean and dry the wet equipment in a drying room or in a tent
- clean your protective gear
- wash and dry the mess kit, eating utensils, canteen and thermos
- clean and polish dry combat boots for next use
- exchange broken gear and clothes for intact ones and
- pack the ready-to-use fighting load for the next mission or put it in your locker.

## 5.4 Land Navigation Skills and Estimating Distances

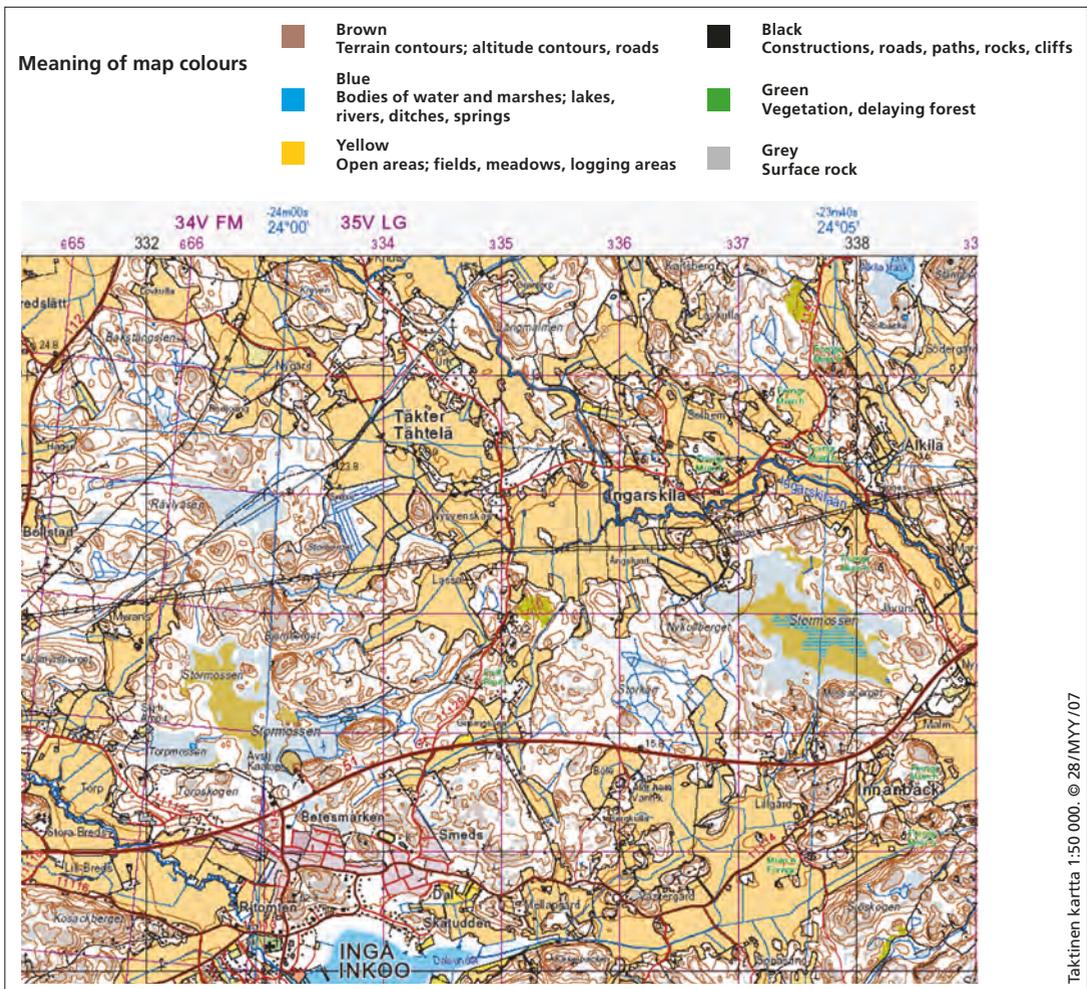
Land navigation is navigating from point to point along an optimal route with the help of a map and a compass. The most important tool used in land navigation is a map. Navigating terrain is based on map reading and interpretation as well as comparing the map to the terrain. A compass is primarily used to verify direction; land navigation rarely involves navigation based solely on a compass heading since the maps used in Finland are accurate and of high-quality, while Finnish terrain is highly variable.

The objective of land navigation training is to ensure that every conscript can independently carry out the land navigation duties required in their wartime assignments. Land navigation skills are the sum total of a number of different skills. An orienteerer must possess at least the following basic knowledge and skills:

- the ability to read a map and the terrain, i.e. knowing how different terrain features are marked on a map
- the ability to hold a direction while navigating the terrain
- the ability to measure and evaluate distances
- the ability to determine your own location and the coordinates of different locations.

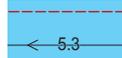
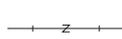
Navigation exercises provide the basis for carrying out service time navigation tasks as well as the readiness to take up orienteering as a hobby in the reserve.

The main map used by the military for navigating terrain is a 1:50,000 scale tactical map. The map is always kept in a plastic map pocket or plastic bag in order to prevent exposure to water. Notes should be added to the map only using a pencil or a marker on the plastic map film. Adding notes to the map that reveal troop movements is prohibited.

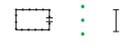


## Map markings

### Liikenneverkot ja johtoyhteydet Trafiknät och ledningsförbindelser Traffic networks and mains

	I a luokan moottoritie, tienumero I a class motorway, road number	I a klassens motorväg, vägnummer
	I b luokan yksi- tai kaksiajoratainen autotie, tunneli I b klassens bilväg med enkel eller dubbel körbana, tunnel	I b class road, single- or dual-carriage, tunnel
	II a, b luokan kaksikaistainen autotie, silta II a, b klassens bilväg med två körfält, bro	II a, b class road, double-lane, bridge
	III a, b luokan yksikaistainen autotie III a, b klassens bilväg med ett körfält	III a, b class road, single-lane
	autoliikennealue	biltrafikområde motor traffic area
	ajotie, ajopolku	körväg, körstig drive, drive path
	polku, pitkospuut	stig, spång path, causeway
	pyörätie, talvitie	cykelväg, vinterväg bicycle path, winter road
	rautatie: sähköistetty ja sähköistämätön	järnväg: elektrifierad och ej elektrifierad railway: electrified and not electrified
	lautta tai lossi	färja eller linfärja ferry or cable ferry
	laivaväylä, nimelliskulkusuunta, kulkusyvyyden suunta	farled, huvudriktning, leddjupgående ship channel, general direction, draught
	venereitti	båtled boat route
	viittoja	prickar spar buoys
	poijuja	bojar buoys
	reunamerkkejä	randmärken edge marks
	majakka, kummeli, linjamerkki	fyr, kummel, ensmärke lighthouse, cairn, leading beacon
	kaasujohto	gasledning gas pipe
	sähkölinja, pylväs	elledning, stolpe electricity line, pole
	lentokenttä	flygfält airport

### Rakennukset Byggnader Buildings

	taajama, varastoalue	tätort, lagerområde built-up area, storage area
	kirkko, hautausmaa	kyrka, begravningsplats church, cemetery
	asuin-, loma-, liike- ja yleisiä rakennuksia	bostads- och fritidshus, affärer samt allmänna byggnader residential, holiday, commercial and public buildings
	tehdas-, talous- ja varastorakennuksia	fabriks- och ekonomibyggnader samt lager factory buildings, agricultural buildings and warehouses
	vesitorni, savupiippu, radiomasto	vattentorn, skorsten, radiomast water tower, chimney, radio tower
	aita, portti, puurivi, hiihtohissi	stängsel, port, trädrad, skidlift fence, gate, row of trees, ski lift
	tuulivoimala, näkötorni, muistomerkki, tulentekopaikka	vindkraftverk, utsiktstorn, minnesmärke, lägereldsplats wind power plant, observation tower, monument, place for camp fire

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**Maasto Terräng Terrain**

	pelto, puutarha, niitty, metsäinen alue (valkea) åker, trädgård, äng, skogbevuxet område (vitt) arable land, garden, meadow, forested area (white)
	vaikeakulkuinen suo: puuton, metsäinen svårframkomlig myr: kal, skogbevuxen marsh, difficult to traverse: treeless, forested
	helppokulkuinen suo: puuton, metsäinen lättframkomlig myr: kal, skogbevuxen marsh, easy to traverse: treeless, forested
	soistuma försumpad mark paludified area
	avokallio, louhikko, kivikko, hietikko kalt berg, blockfält, stenfält, sandfält exposed bedrock, boulder field, rock field, bare sand
	louhos, sorakuoppa, turvetuotantoalue stenbrott, grustag, torvtäkt quarry, gravel pit, peat production area
	kaatopaikka, täytemaa, urheilu- ja virkistysalue, puisto soptipp, fylljord, idrotts- och rekreationsområde, park landfill, earth fill, sports and recreation area, park
	avoin vesijättöalue, avoin metsämaa, varvikko (Lapissa) öppet tillandningsområde, kalhygge, rismark (i Lappland) open reliction area, open forest, brush (in Lapland)
	rantaviiva, vesialue, vedenpinnan korkeusluku, laituri strandlinje, vattenområde, vattenytans höjd över havet, brygga shoreline, water area, altitude of water surface, dock
	maatuvaa vesialue, epämääräinen rantaviiva, tulva-alue, kaivo upplandning, obestämd strandlinje, översvämningsområde, brunn reliction, indefinite shoreline, flood area, well
	± + τ v kiviä, vesikuoppa, allas stenar, vattengrop, bassäng stones, water hole, basin
	joki, leveys yli 5 m, pato älv, bredd över 5 m, damm river, width over 5 m, dam
	puro, leveys 5 - 2 m, lähde bäck, bredd 5 - 2 m, källa brook, width 5 - 2 m, spring
	puro tai oja, leveys alle 2 m bäck eller dike, bredd under 2 m brook or ditch, width under 2 m
	x δ luonnonmuistomerkki, muinaisjäänös naturminnesmärke, fornlämning natural monument, ancient relic

**Korkeus- ja syvyytiedot Höjd- och djupdata Heights and depths**

	johtokäyrä (20, 40, 60 m) ledkurva index contour
	pääkäyrä (5, 10, 15 m) huvudkurva regular contour
	jyrkänne, luiska brant, sluttning steep, slope
	syvyyssäyriä (1.5, 3, 6, 10, 15, 20, 25 m), syvyyspiste djupkurvor (1.5, 3, 6, 10, 15, 20, 25 m), djuppunkt depth curves (1.5, 3, 6, 10, 15, 20, 25 m), depth point

**Rajat Gränser Borders**

	valtakunnan raja riksgräns international boundary
	rajavyöhykkeen takaraja yttre gräns för gränsson rear boundary of boundary zone
	aluevesiraja territoriaalvattengräns limit of territorial waters
	maakunnan- tai lääninraja landskaps- eller länsgräns regional or provincial boundary
	kunnanraja kommungräns municipal boundary
	luonnonsuojelu-, erityisalueen raja gräns för naturskyddsområde, specialområde conservation area, special area boundary

**Paikannimistö Ortnamn Place names**

**Asutusnimet Ortnamn Settlement names**

Björkdal

Halosenkylä

**Lauttasaari**

**Huuhkaja**

**KRISTINESTAD**

**KEMIJÄRVI**

**HELSINKI**

**Maastonimet Terrängnamn Terrain names**

*Papinsaari*

*Hanhiniemi*

*Högberget*

*Karhukangas*

*Isosuo*

*Paljakk*

**Vesistönimet Namn på vattendrag Watercourse names**

*Lumipuro*

*Vuentokoski*

*Teno*

*Högbensjön*

*Saarijärvi*

*Päijänne*

**Selitteet Förklaring Specification**

Terveyskeskus  
Hälsocentral

Urheilupuisto  
Idrottspark

Luonnonsuojelualue  
Naturskyddsområde

Ampuma-alue  
Skjutområde

Kartan tiedot perustuvat Maanmittauslaitoksen maastotietokantaan. Maastotietokannan tietoja päivitetään 5 - 10 vuoden välein, ja karttalehden alueella voi olla eri ajankohdilta olevaa tietoa. Tiestön tiedot ovat painovuotta edellävältä vuodelta. Kartassa olevista puutteista ja virheistä voi antaa palautetta Kansalaisen Karttapaikalla osoitteessa <[www.karttapaikka.fi](http://www.karttapaikka.fi)>. Vesialueiden syvyystiedot pohjautuvat aineistoihin, joiden tekijänoikeudet omistaa Suomen ympäristökeskus tai Liikennevirasto. Merenkulkuun liittyvät tiedot perustuvat merikartaan. NAVIGOINNISSA ON KÄYTETTÄVÄ MERIKARTTOJA.

Kartuppgifterna bygger på Lantmäteriverkets terrängdatabas. Uppgifterna i terrängdatabasen uppdateras med 5 - 10 års mellanrum och på ett kartblad kan finnas uppgifter från olika tidpunkter. Väginformationen är från året före tryckåret. Vid eventuella fel eller brister i kartan kan respons ges på Kartplatsen för alla på adressen <[www.kartplatsen.fi](http://www.kartplatsen.fi)>. Uppgifterna om vattendjupet grundar sig på material som Finlands miljöcentral eller Trafikverket har upphovsrätten till. Den nautiska informationen bygger på sjökort.  
FÖR NAVIGATION SKALL SJÖKORT ANVÄNDAS.

The map data are based on the topographic database of the National Land Survey of Finland. The data in the topographic database are updated every 5 to 10 years, and the information on a map sheet can derive from different years. The road data are from the year preceding the year of printing. Feedback on any errors or flaws that the map may contain can be given at the Citizen's Mapsite at <[www.karttapaikka.fi](http://www.karttapaikka.fi)>. Data on water depths in water areas are based on material owned by copyright by the Finnish Environment Institute or the Finnish Transport Agency. The nautical data are based on a nautical chart.  
FÖR NAVIGATION NAUTICAL CHARTS MUST BE USED.

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Koordinaatisto Koordinatsystem Coordinate reference system: ETRS89 (WGS84)  
 Ellipsoidi Ellipsoid Ellipsoid: GRS 80  
 Karttaprojektio Kartprojektion Map projection: ETRS-TM35FIN  
 Keskimeridiaani Medelmeridian Central meridian: 27°E / 500 000 m  
 Korkeusjärjestelmä Höjdsystem Vertical reference system: N60

• Magneettisia häiriöitä Magnetiska störningar Magnetic disturbance

Nak35: +2°59' +2°36' +2°13'

B	D	F	H	B	D	F	H
K4222				K4224			
A	C	E	G	A	C	E	G
B	D	F	H	B	D	F	H
K4221				K4223			
A	C	E	G	A	C	E	G

Nak34: -2°13' -2°36' -2°58'

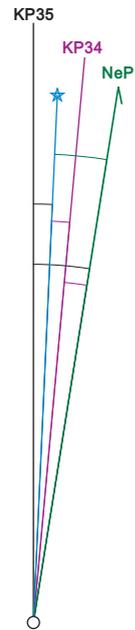
KP35 Karttapohjoinen Kartnorr Grid North 27°E

KP34 Kaistapohjoinen Zonnorr Zone North 21°E

NeP Neulapohjoinen Kompassnorr Magnetic North

★ Napapohjoinen Polnorr True North

Nek 2007.0	Neulaluvun korjaus Nåltalskorrektion Magnetic Correction	+6°26'	+107°	+114 mils
Nak35	Napaluvun korjaus Påltalskorrektion True North Correction	+2°36'	+43°	+46 mils
Nak34		-2°36'	-43°	-46 mils
Kok35 Kok34	Kokonaiskorjaus Totalkorrektion Total Correction	+9°03'	+150°	+160 mils
		+3°50'	+64°	+68 mils
	Vuotuinen muutos Årlig förändring Annual variation	+0°10'	+2.8°	+3.0 mils



Ennen kartasta otetun suunnan käyttämistä kulkusuuntana maastossa on sen kompassisuunnasta vähennettävä yllä laskettu kokonaiskorjaus (Kok).

Innan den på kartan mätta riktningen används i terrängens skall ovan angivna totalkorrektion (Kok) subtraheras från kompasskursen.

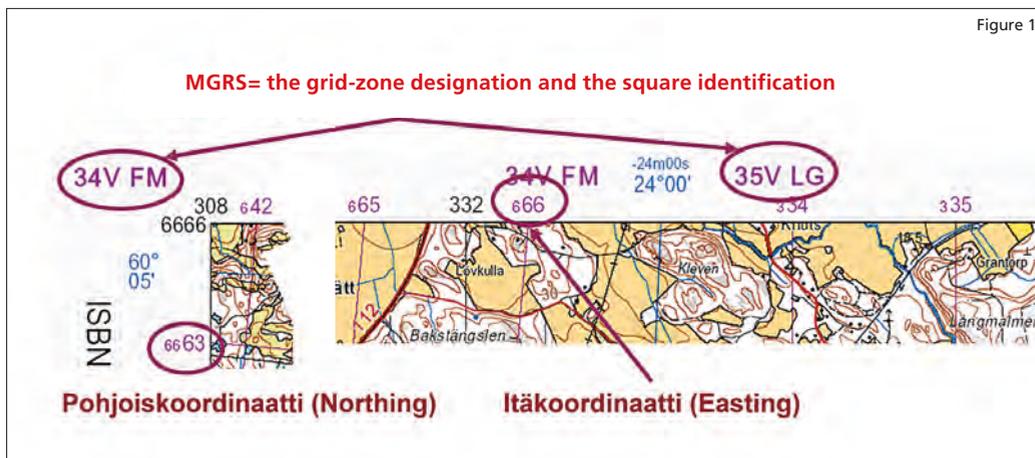
Before the measured grid azimuth is used in the terrain the above-indicated total correction (Kok) must be subtracted from the bearing.

Kartalla on kuvattu kaistan TM35 mukaisten mustien koordinaattiristien lisäksi punaisella värillä kaistojen TM34 ja TM35 mukaiset koordinaattiruudukot.

Förutom svarta koordinatnors i zonen TM35 har på kartan avbildats koordinatrutorna i zoner TM34 och TM35 i rött.

On the map the grid intersections in zone TM35 are shown in black and the grids in zones TM34 and TM35 in red.

Figure 1



#### 5.4.1 Reading a Map and Map Markings

When reading a map, it should be rotated so that the top of the map points north.

#### 5.4.2 Measuring Coordinates from a Map and Reporting Location

On a tactical map, geographic coordinates (WGS84) are indicated using blue uniform lines (for example 24°00'). The edges of the map also include local time corrections (for example -24m00s).

Basic coordinates are indicated using a rectangular kilometre grid (red). MGRS – designations and coordinates are marked on the edge of the map so that hundreds and thousands of kilometres are indicated using a smaller font (see figure 1). The number and the associated letter (for example 34V) designate the MGRS zone (= zone 34, latitude band V) and the letter pair FM (in zone 34) designates the 100 km square. On the 24th meridian east the zone is 35V. MGRS markings are used to report grid-based locations.

Coordinates are usually measured on the map with a precision of ten metres, which means that easting (E) and

northing (N) coordinates are indicated as a series of four numbers each (with the last number indicating tens of metres). Coordinates are used to indicate both coordinate and grid-based locations.

The height coordinate is indicated as metres rounded off to the nearest ten metres. How to determine coordinates on a tactical map (1:50,000):

- Place the plotting scale onto the location to be determined (a notable rock) as indicated in the figure (Y).
- Read the first two digits of the E coordinate from the number indicated on the edge of the map – the next red coordinate line west of the location to be determined. Only read the large numbers, for example 66.
- Read the last two digits of the E coordinate from the horizontal range of the coordinate scale, in this case giving you an E coordinate of 6619.
- Read the first two digits of the N coordinate from the number indicated on the edge of the map – the next red coordinate line south of the location to be determined. Only read the large numbers, for example 56.
- Read the last two digits of the N coordinate from the vertical range of the coordinate scale, in this case giving you an N coordinate of 5646.

The location can be communicated in two different ways.

When reporting a coordinate-based location, add the grid-zone designation from the edge of the map (34) in front of the coordinates, adding the letter N to designate the northern hemisphere. As such, the coordinate-based location of the location determined above (the rock) is 34N 6619 5646.

When reporting a grid-based location (MGRS), you need to add the grid-zone designation and the 100 km square

identification in front of the coordinates. The coordinate values are always rounded down. As such, the grid location of the location determined (the rock) is 34VFM 6619 5646. The grid-location is unambiguous.

When operating on the edge of a zone, the grid location is amended by drawing, providing an alignment point for the coordinate scale. In the figure (see figure 3) the MGRS location of the target (building) in the area of zone V is 35VLG 3287 5678.

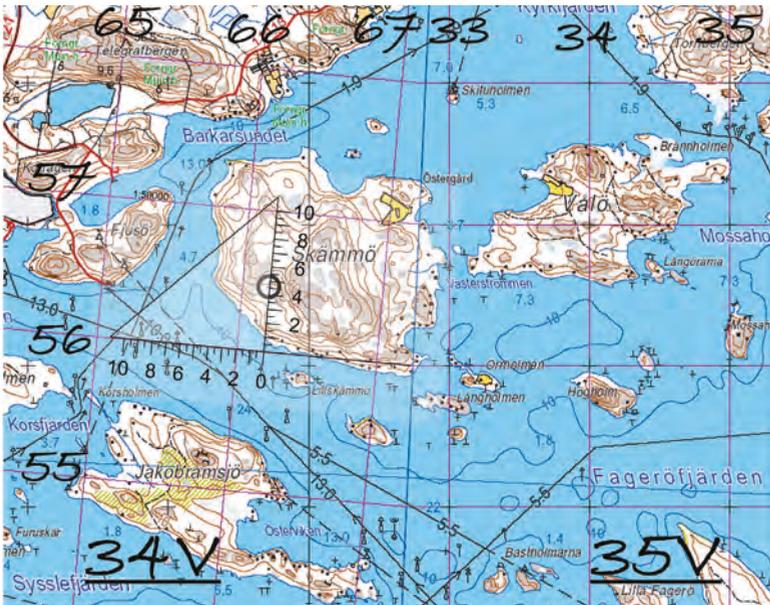


Figure 2

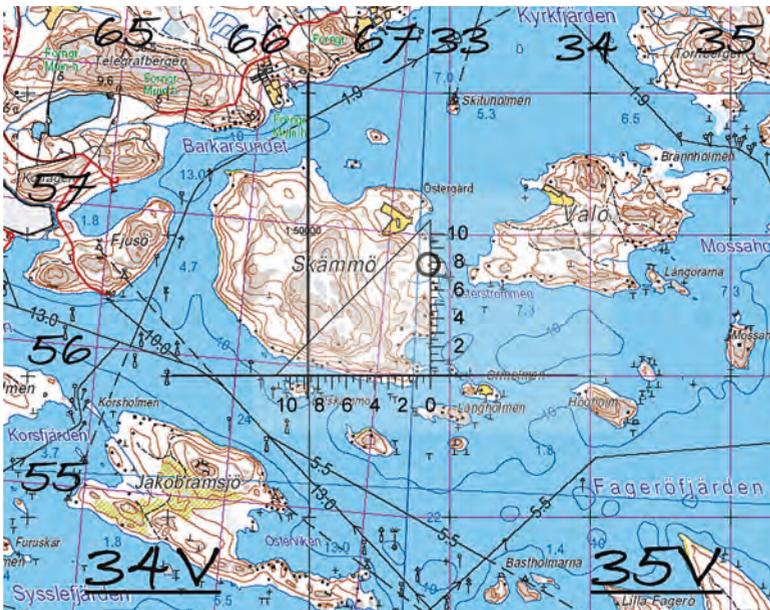


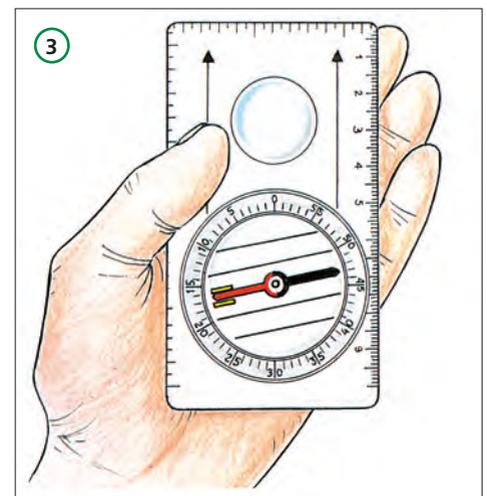
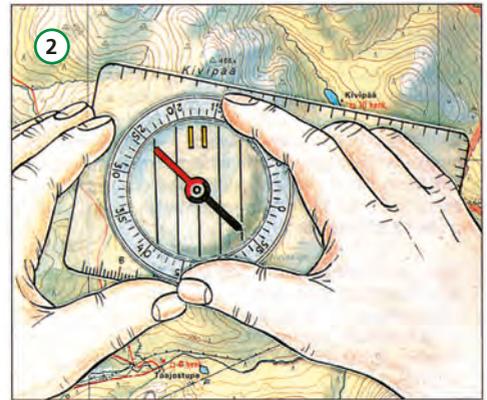
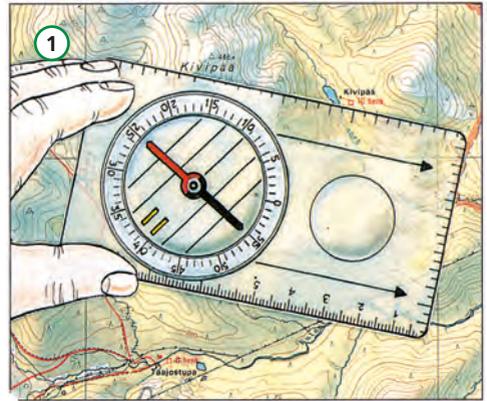
Figure 3

### 5.4.3 Using a Compass

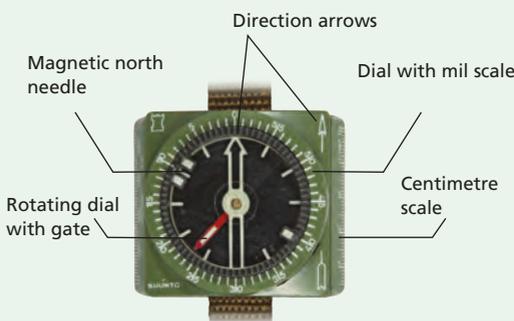
The compass needle is a magnet, which is vulnerable to interference from metallic objects. Because of this, a compass should not be used in the vicinity of vehicles or high-voltage electrical cables. Even small metal objects may cause interference if they are too close to the compass.

Prepare the compass for use as follows:

1. Place the long side of the compass on the map so that it runs from the top of the fell to the abandoned hut with the direction of travel arrow pointing to the direction of travel.
2. Rotate the needle housing until the gate points north according to the map.
3. Hold the compass horizontally in your hand and turn calmly until the red tip of the compass needle settles in the gate. The compass' direction of travel arrow is now pointing to the direction of the abandoned hut.



Parts of a compass:



### 5.4.4 Estimating and Measuring Distances

In order to execute the given mission, a soldier has to know about distances in terrain. Knowing the distance to your target is fundamental, for example when using antitank weapons. Distances should be measured whenever possible.

You can use the following to measure and estimate the distance:

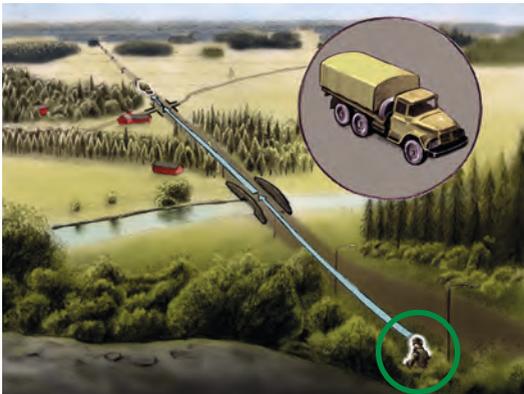
- a Laser Range Finder or a survey tape
- a map or a GPS locator, if both ends of the measured distance are easy to read, either on the map or on the screen
- mil or a milrad measuring, for example on the scale of an optical sight
- as temporary solutions, for example cord or the length of a ski when skiing.

If the situation does not allow for measuring, you estimate the distances as accurately as possible. There are various methods for estimating distance. During move-

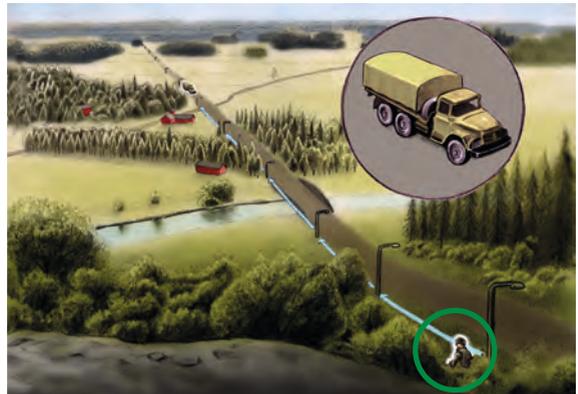
ment measuring by steps is a good way to estimate the distance travelled. For that, everyone must find out how many steps does it take for them to move 100 meters both, walking and running. The number of steps taken in that distance is affected by the kit worn by the soldier, such as an assault pack, and the terrain, for example wooded area or a road. You must write down the number of steps taken when wearing different kit and travelling in different terrain.

You can also use the repeating distance of objects in the terrain to estimate the distance. Such include electrical and lighting poles or reflectors at the side of the road. Then you must measure one distance between them and then multiply the measurement by the number of gaps between the poles. When estimating distance like this it must be noted that the distance between the poles on the line might not be constant, because they are often placed where the terrain allows. The measured distance can be split into parts, and the total distance can be estimated as smaller pieces. If there is more than one person estimating the distance, you use the combined average estimate.

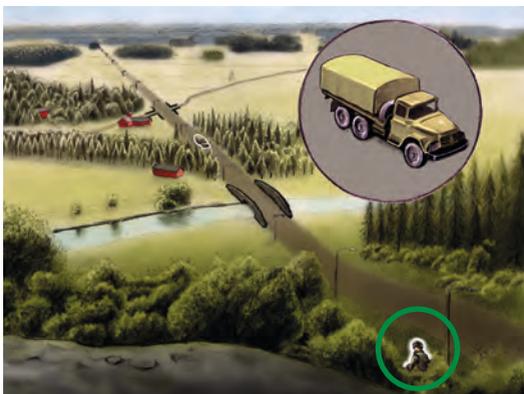
#### Fundamentals for Estimating Distance



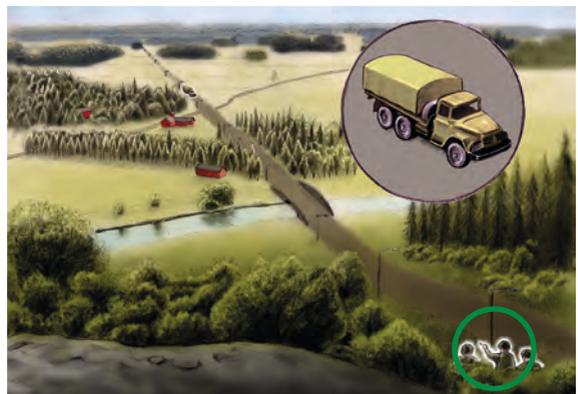
**Dividing the Distance** c. 125 m to the bridge; c. 125 m from the bridge to the intersection; c. 70 m from the intersection to the lorry. Total distance approx. 320 m.



**Using a Known and Repeating Distance**  
Distance to target  $5,5 \times xxx$  m.  
Total distance xxx m.

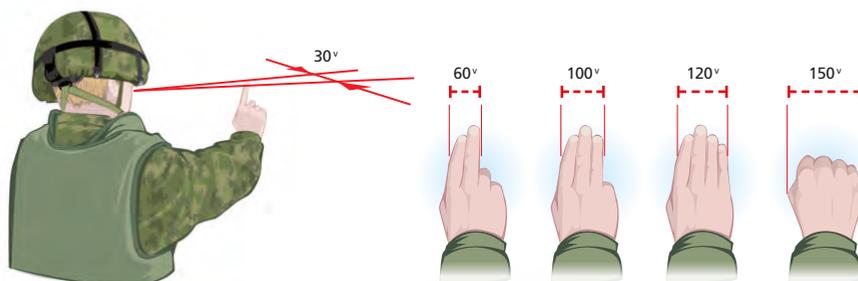


**More Than xxx m, But Less Than xxx m**  
More than bridge (125 m) but less than intersection (300m).  
Average is c. 160 m.



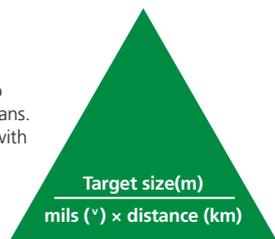
**More Than One Estimator**  
"400 m!" "270 m!" "290 m!"  
The average estimated distance by the combatants is c. 320 m.

## Fingers' mil measurements with an outstretched arm

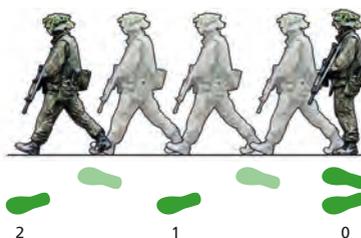


## Mil triangle

You can use the mil triangle formula also when using milliradians. Replace the mils (°) with milliradians (mrad).



## Measuring distances by steps



## Using size of known objects to estimate distance



7 m wide	
Metres:	Mils:
100 m	70°
200 m	35°
300 m	25°
400 m	17°



0,5 m wide	
Metres:	Mils:
100 m	5°
200 m	2,5°
300 m	1,5°
400 m	1,25°



1,8 m tall	
Metres:	Mils:
100 m	18°
200 m	9°
300 m	6°
400 m	4,5°



0,6 m wide	
Metres:	Mils:
100 m	6°
200 m	3°
300 m	2°
400 m	1,5°

Distance is often estimated to be too short, when

- when the target is clearly silhouetted against the background
- when there is a body of water or some other wide space between the target and the person who is estimating
- If the terrain between the person and the target is low-lying or the target is in higher terrain
- Visibility is low due to fog, darkness, rain or snowing
- A terrain obstacle is obscuring the terrain between the person and the target.

Distance is often estimated to be too long, when

- estimating into the sun
- there is an obstructed view to the target
- You estimate targets parallel to roads and streets.

Angle measurements used are mil, degree and milliradian. A circle is 6000 mils (v), 360 degrees (°) or 6283 milliradians (mrad). The most commonly used unit is mil. It is used widely for observing and directing indirect fires. Degrees are used in land navigation. Milliradians are used to present the sight scales in optical sights. In some branches, such as in the artillery, a scale of 6400 mils may be used.

The number of mils may be determined in many different ways. A circle is 6000 mils (v), so one mil is one thousandth of the distance, for example

- 1v in a 1,000-metre distance is one metre
- 30v in a 1,000-metre distance is 30 m
- 50v in a 500-metre distance is 25 m
- 100v in a 300-metre distance is 30 m.

Many scopes also have a mil scale to determine the mil number. The distance between the fixed point in terrain and the target can be given in mils.

## 5.5 Foot March

Despite the increase and developments in transportation, the demands imposed on a soldier's physical condition during wartime have in no way diminished. In march training, soldiers are taught marching skills and they become more physically fit.

The objective of the training is that a soldier is capable of moving from one place to the next without losing their combat capability. March training will be started during the Survival module of the basic training phase, and developing marching skills will gradually increase during a conscript's time in military service. Electronic teaching material relating to foot marches, such as the miniature films, are available in the Survival module workspace in PVMoodle. You should familiarise yourself with the material before your first march.

The objective of the basic training phase march training is that after that the trainee:

- knows how to prepare for a march, actions during a march and has detailed skills and knowledge about how to conduct maintenance after a march, both in relation to equipment and personal health
- knows how to maintain their own physical performance during an approximately 10 km long foot march in field conditions conducted in fighting load and is fit for combat after the march, despite the strain
- knows how to operate as a part of a section during a foot march

Retaining combat capability means that after a foot march you are able to deploy into defence, and independently look after yourself after the march and being able to either carry on marching or engage in combat.

### 5.5.1 Preparing for a March

Wash yourself thoroughly the night before. Make sure that you especially wash your feet, groin and buttocks well. If needs be, use talcum powder, as this will prevent chafing. Clip your toenails.

Pack the kit you have been ordered to pack. Always pack spare insoles, clean pairs of socks and clean underwear. Try on your webbing/load-bearing vest and rucksack so that you can check that the weight balance is as high as possible and close to your back so that the rucksack does not move about. Check that your equipment is packed so that it does not make noise while you move.

Dress according to weather conditions. Check that your shoes fit and that they are in good condition. Use insoles with footwear. Wax your leather combat boots. During the march, wear two pairs of socks on top of each other, as this prevents blisters.

Eat properly the day before, especially food with carbohydrates. Eat breakfast. Have some crisp bread in your pocket and liquid in both your canteen and extra canteen. In winter, put your canteen under your outerwear to prevent the liquid from freezing.

Camouflage your face and bare skin and camouflage equipment according to the orders of the section commander.

### 5.5.2 During the March

The platoon and section commanders will lead their unit in combat by example, with arm and light signals and with short orders. The orders will be passed on inside the section and platoon. Every soldier will repeat the given order or signal.

Maintain combat readiness while marching by following the example of the section commander and their signals and by looking in the direction that you have been ordered to observe. Keep a distance of 5 metres between you and the soldier marching in front of you. When it is dark, you can hold a closer distance. Pass along signals and orders to others.

You need to drink enough liquids (2–2.5 dl every 10–15 minutes = about one litre per hour) to make sure your body holds itself at the correct temperature, that you maintain your physical capability and to avoid drowsiness. You should drink liquids so that you do not feel thirsty during the march.

The section commander will stop the section using the HALT signal, order certain soldiers to pull security and inform everyone of how long the halt will be. Go under air cover immediately. Keep your rifle within arm's reach. Remove your webbing and adjust it if there is something that is not right. During the break, cool down your body by loosening any clothes that are constrictive. Once you have cooled down, put on more clothes so that your body does not cool down too much. During a long break, put on your break jacket and remove it before you continue marching. Having too much clothes on can lead to heat exhaustion.

Check the condition of your feet. Take care of any blisters. Let your section commander know if you have blisters that are so bad you cannot take care of them yourself. You can ease the flow of blood in your legs by lifting them up for a moment. If you feel you need to, put on a clean pair of dry socks. During a longer halt, wash your feet if possible

During breaks, drink at least 2.5 dl of water or diluted juice. Fill up both of your canteens. Eat food rich in carbohydrates to keep up your energy levels, such as bread or fruit.

Prepare to continue marching once the section commander commands VALMISTAUTUKAA (GET READY) or gives the HUOMIO (ATTENTION) signal. Relay the signal on, take your rifle and equipment with you and start moving silently once the section commander has commanded MARS (MARCH) or given the hand signal to go.

### 5.5.3 Actions After the March

After the march, service your section's equipment as well as your own weapon and equipment. Finally, have a shower, stretch and have a meal.

## 5.6 Basic Skiing Skills

Finnish soldiers have a responsibility to uphold the traditions of the flying ski patrols of the Winter War. After all, skiing is still one of the most important basic skills of winter warfare.

The objective of the ski training is to provide trainees with basic skiing knowledge and skills that facilitate economical movement on military skis, while wearing the combat load, in various battlefield conditions.

The only way to learn good technique is to ski in different terrains and on varying tracks. By repeating the motions needed in skiing, your performance improves and less energy is needed in the future to do them than before.

The principles of economical skiing

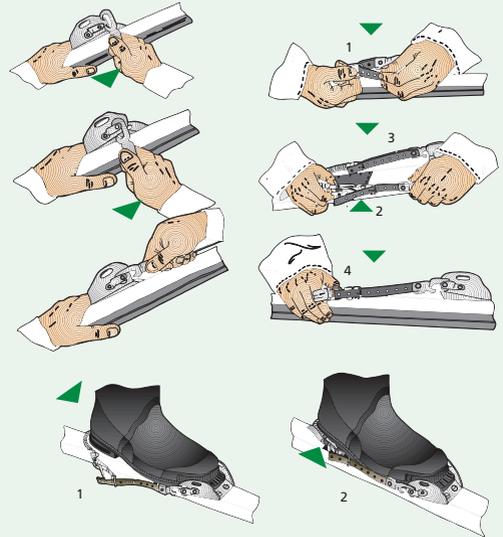
- good balance,
- smooth and continuous movement,
- long and accelerating motions,
- effective utilisation of the torso when pushing,
- properly timed shifting of weight to the skis' gliding surface
- correct pacing and timing of accelerations,
- good rhythm and relaxation.

Proper waxing before skiing makes skis glide better while also providing grip. This makes learning skiing techniques easier and the skiing itself more pleasant. Regular waxing also keeps the skis in good working condition.

### 5.6.1 Ski March

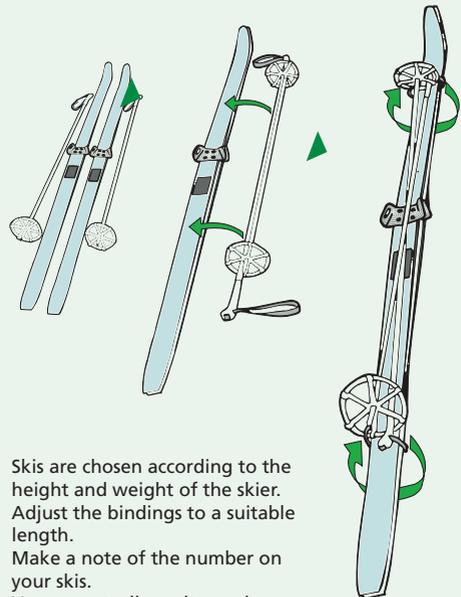
The same instructions apply to a ski march as to a march on foot (see ch 5.5). During a ski march, distances between soldiers will vary depending on the terrain. You leave more distance between you and the person in front of you as you approach a downhill. That way, you avoid skiing into the person in front of you as you go downhill. When you

### Fastening and adjusting of ski bindings



- Before use, check that the screws of the skis are properly attached and that the bindings are intact and correctly fitted!

### Example of a ski transport package



- Skis are chosen according to the height and weight of the skier.
- Adjust the bindings to a suitable length.
- Make a note of the number on your skis.
- You are not allowed to make any other markings on the skis.
- During a motorised march, keep the bindings in your webbing, not on your skis.
- Clean the bottom of your skis during breaks and at the end of the march to prevent them from freezing.
- Instructions on how to service and wax your skis can be found at the end of section 6.2.

go on a break, ski to the side of the track. This leaves the track open for leaders and messengers.

During the march, check your team-mate's face (esp. nose, cheek bones, jaw and ear lobes) regularly so that you can notice the first signs of frost bite in time so that first aid can be administered immediately.

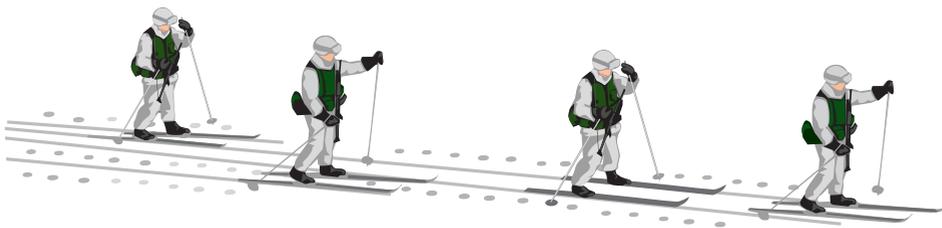
### 5.6.2 Use of an Ahkio (sled)

When you are loading a sled that is going to be drawn by a person, pack the heavy stuff at the bottom and towards the back, thus making it slightly "back heavy." The sled is to be packed according to the requirements set by the task that the unit has been given. To keep casualties warm, pack a sleeping mat and sleeping bag. A sled should always have one set of extra skis per section. The loaded sled is to be covered with a plastic cover, the bottom of a tent or with some other material that is suitable as a cover and then tied. Three soldiers should be able to draw the

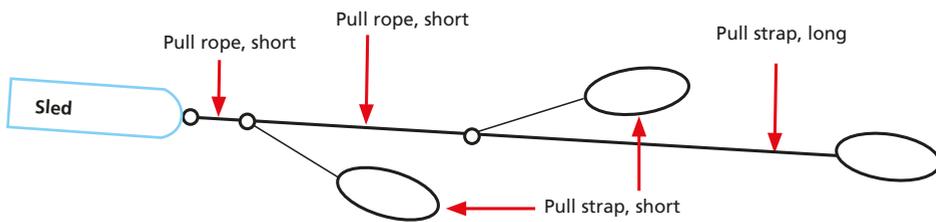
sled without effort so that they do not fall behind from the rest of the group. If not, the sled is too heavy. If the terrain or weather conditions are difficult, part of the cargo should be distributed for other soldiers to carry. Sleds can also be moved using a snowmobile.

A sled is pulled by 1–3 soldiers depending on the terrain, the weather and the weight of the sled. When there are ski tracks readily available, the sled is pulled at the front of the march, as this sets a suitable pace for the march. Those pulling the sled are to have their weapons at their chests, on top of the pulling strap. One soldier takes the role of brakesman. Their job is to slow down the speed of the ahkio while going downhill and when going up a steep hill they pull the ahkio with their own strap or push the ahkio from behind with their ski pole. For breaking purposes, a rope is attached to the back of the sled. The strap can be left to trail behind when the terrain is flat or when going uphill. When going downhill, the brakesman will grab hold of the rope and slow down the ahkio by snowploughing.

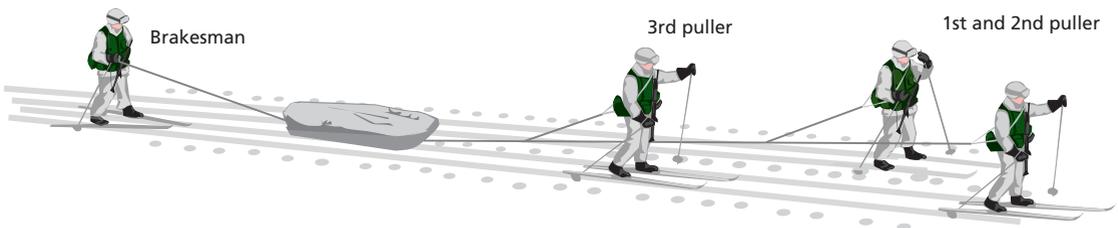
#### Skiing along a sled track



#### A section sled's five-part pulling system



#### Pulling a section sled



## 5.7 Survival

The Survival module will teach you individual soldier's survival skills on the battlefield. The module material (such as the miniature films) are available in the module workspace in PVMoodle.

### 5.7.1 General Fieldcraft

Making a campfire is part of each soldier's basic fieldcraft. In emergencies knowing how to make a fire can be critical when it is about survival. A combatant's personal kit must include matches and a knife, and on the fireteam or section level an axe. You must store the fire-lighting tools so that they do not get wet even if they fall in water. You can do this by wrapping the box of matches or gas lighter tightly in a plastic bag to keep them functional.

Before lighting a fire, you must reserve enough burning material to properly start the fire. You must prepare lighting a fire so well, that the fire lights as quickly as possible. This requires good kindling, material to burn and protection from the wind so the fire can be lit.

Always build a fire from small to large. Small slices of wood cut with a knife, birch bark, dry spruce twigs and dry paper are good kindling. Dead standing pine trees, resinous tree stumps, dry spruces and birches, and dry timber wood are good firewood. Wet and fresh wood does not burn as well as dry wood. You can light fresh wood, but you need large embers first. You must not thaw frozen birches before putting into the fire, so as to avoid getting the trees wet (sweating the trees) unnecessarily.

For overnight fires you should reserve larger pieces of wood or a large amount of smaller pieces, because the campfire must burn evenly and for a long time.

### 5.7.2 Bivouacking in Field Conditions

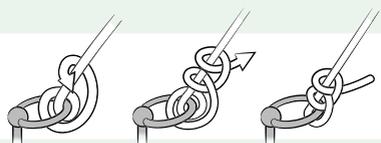
A section will first sleep in fighting positions or if the weather is bad and conditions allow, in a tent. As the fortifications of the fighting position progress, soldiers sleep in bivouac fighting positions, a dugout or building.

When sleeping in a fighting position or in a fireteam fighting position, place pine needles and a sleeping mat at the bottom of the fighting position or the covered position. The opening of the position can be covered with a rain poncho. Sleeping in fighting positions is always temporary, as alerting the section is then always slow and it is difficult to maintain fighting capability.

## Lighting a campfire



## Knots used in the military and their purposes

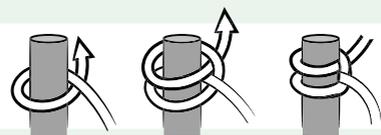


### Two half-hitches

This is used to attach a cord to a loop or ring. The knot is secure and it distributes the friction caused by rubbing along the long part of the cord.

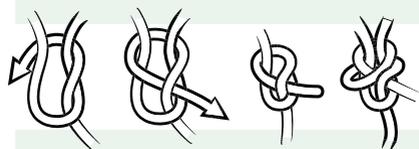
### Tent knot (a loose two half-hitches knot).

Attaching the tent's cords so that the knot can be easily undone and will not freeze. The knot is tied the same way a two half-hitches knot is tied, but without tightening the knot. Make 4-5 simple loops around the tent cord with intervals of about 20 cm in between them.



### Clove hitch

This is used to attach something to a pole temporarily. The knot can be made quickly and it is easy to open. When tying a temporary towline with a clove hitch to e.g., a car's towbar, the knot must be made into a slipknot to make untying easier.



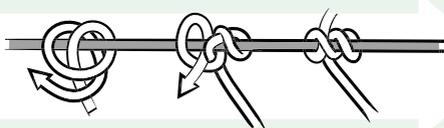
### Sheet bend

Used to tie two cords together. The knot is more secure than a reef knot. The knot can be made even more secure by doubling it. The sheet bend is especially used when tying together a thin cord with a thicker one.



### Reef knot (Finn. merimiessolmu)

Used to tie two cords together. The knot is not very secure but can be easily untied.



### A double clove hitch

This is used to attach two cords to one another or to a cable. The knot will not slip either with a cord or cable.



### Bowline (rescue knot)

Tying a loop that will not slip along the cord. The loop can be used, for instance, at the end of a rope that you throw to someone who has fallen through the ice. Learn to tie the knot with one hand onto a rope that you goes around your body.



The section commander orders the location of the section tent. The tent is to be placed in a depression so that it has air cover and that it has cover from direct and indirect enemy fire. The tent must be pitched at least 50 metres away from the section's vehicles and the other tents. The tent's opening must not face in the direction from which the enemy is likely to come.

The tent's location should be chosen so that the tent's edges are higher than the middle part and so that the door opening is lower than the opposite wall. This means people do not have to sleep with their head slanting downwards. It also allows the heat to spread more evenly.

The cover provided by the tent can be improved by setting up the tent in a tent fighting position. The bottom of the tent can be covered with a ground cloth or, if the arrangement is more permanent, with a base-board. The tent's camouflage should be kept clearly separate from the actual tent cloth so as to reduce thermal radiation, as thermal radiation can be picked up by the enemy.

The sleeping tent can be pitched up in the following manner:

- one fireteam clears the ground of trees and branches and in winter of snow and burns the stove's fogging oil
- the third fireteam takes the pine needles that were cleared from the ground when preparing a place for a fire and spread these on the bottom of tent
- the section's second leading fireteam fetch the tent along with necessary equipment and camouflage net from the transport vehicle
- the second and third fireteam each pass a corner tent pole into every second corner and spread the flat tent into a square
- the section's deputy leader's partner hammers the pegs into the ground; the second and third fireteams each set their corner poles in an upright

## Camouflaging a tent

The distance between tents must be at least 50 metres (dispersed disposition).

The camouflage net breaks the shape of a target. Temporary material should be used in addition to the net. In order to decrease heat radiation, camouflage nets are mounted on poles above the tents.

In addition to tents, e.g. rucksacks, skis, sleds, firewood, woodcutting remains, cookery equipment, vehicles and other equipment must also be camouflaged.

You must avoid making unnecessary tracks in the winter. To avoid making unnecessary tracks, the section commander will order which trails are used to and from the site in order to avoid making unnecessary tracks and the site being detected from the air by the enemy.

- position and attach their tent ropes to a peg
- the second and third fireteams then move clockwise and pass a corner pole into the tent's next corner. When this is done, everybody sets a corner pole in an upright position; the tent is then first tightened into a square and then into an eight-angled shape; the tent ropes are tied using a tent knot onto the pegs that were hammered into the ground by the section's deputy leader's partner
- the section's deputy leader places the tent's central pole in the middle of the tent and those attaching the tent knots insulate the outskirts of the tent by pressing the edges of the tent to the ground
- the first fireteam takes a lantern into the tent and sets up the stove
- the second fireteam camouflages the tent with a camouflage net, paper and organic material found in the surroundings and
- the third fireteam set the poles that keep the stove in place and the clothes lines for drying wet gear spread a tent cloth on the bottom of the tent.

The bivouac areas must be kept in good order so that equipment has its own designated places. Then they can be found when needed, also in the dark without lights.

When the tent has been set up, the section commander will have the fireteams rehearsing manning fighting positions. The leader will order the setting up of the trigger flares (equiv.) as well as the chopping of the wood and the carrying of water into the tent for fire extinguishing purposes. The colder it is, the smaller the pieces of chopped wood need to be. This gives the wood more surface area, which means it releases its heat energy faster. Water for putting out a fire must be kept in a separate container.

In the winter, clean the weapon thoroughly and clean the bolt and the bolt carrier assembly of oil. Keep the weapon outside of the warm sleeping area or on the cool side of the tent to keep moisture from condensing and to keep the weapon from freezing. However, there must be at least one weapon inside the bivouac tent.

Equipment must be placed in the tent as shown:

- a soldier must always have their weapon with them. Weapons are placed behind heads within arms' reach
- chopped wood is piled next to the tent opening on the left
- the container with fire extinguishing water is placed next to the tent opening on the right
- the lantern is placed on the opposite side of the stove on the clothes' drying pole

- the stove is raised above the ground, as that will allow heat to radiate best throughout the tent.

Webbings and rucksacks are kept in the tent or camouflaged and kept, for instance, by the track leading to fighting positions.

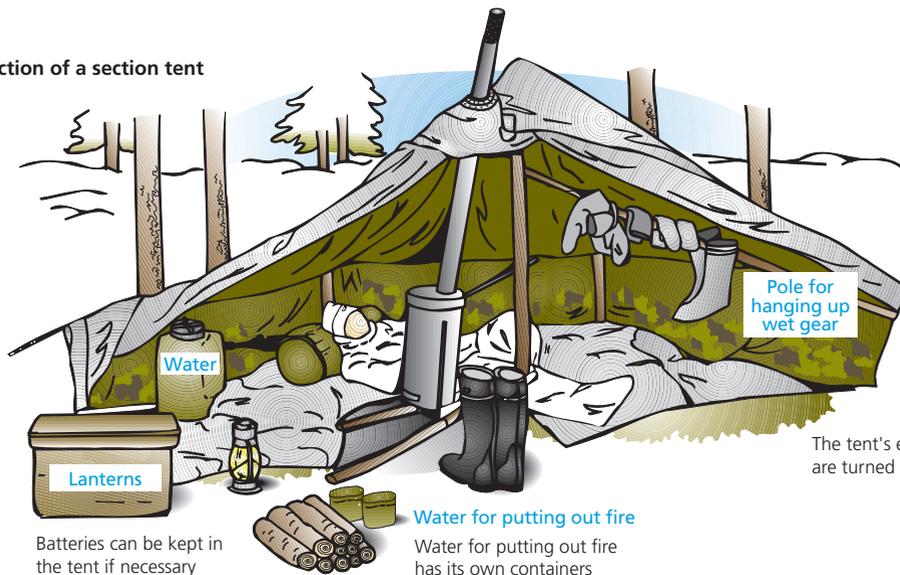
Necessary section equipment is placed outside by the opening of the tent and under a camouflage net. Equipment that is not needed is placed in transport boxes in the section's vehicles. Equipment is to be checked while it is still daylight.

The section commander may order that skis are kept, for instance, hidden by the side of the track leading to the fighting position. A ski dugout is prepared for skis. Remove snow and ice from your skis. Ski poles are laid in between your skis. Skis are set on top of sticks in the ski fighting position, bases facing downwards. Bindings are left on the skis.

When sleeping in a tent, keep the following in mind:

- when you leave the tent, take your weapon with you
- handle your weapon in the tent so that it does not lead to a negligent discharge
- keep your rucksack packed and only remove the things you actually need
- enough wood must be chopped to last through the night because chopping sounds would allow the enemy to detect the unit
- add wood to the fire in even amounts, this keeps the temperature even
- add wood to the stove silently
- dry birch, chopped into small pieces provides the most heat

Cross section of a section tent



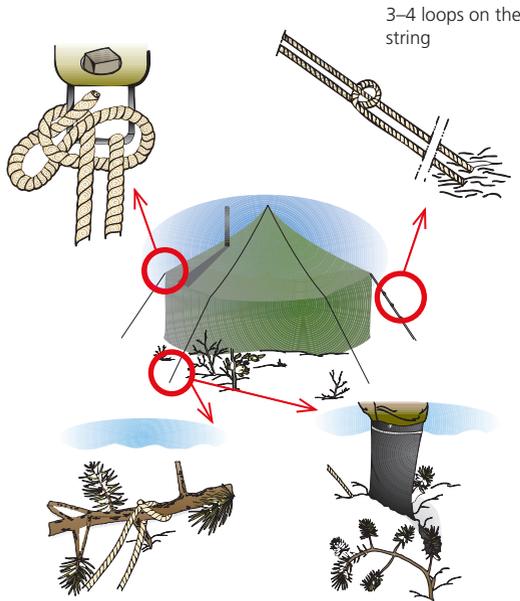
Batteries can be kept in the tent if necessary

Water for putting out fire has its own containers

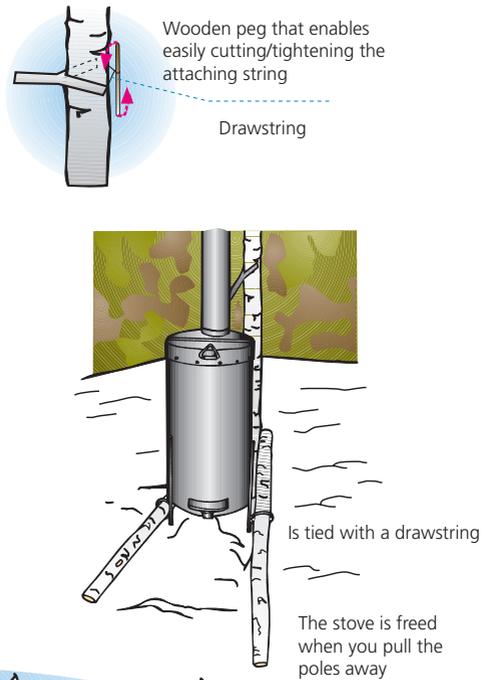
- wet gear is to be dried on the drying pole
- shoes are placed with the leg of the boot facing upwards, wet shoes are hung up to dry
- do not place any gear close to the stove, as it might start burning
- the tent guard makes sure there is drink and dry food ready for the soldier who returns from outside sentry duty. It is good manners to have hot water ready and waiting for the one who has been on sentry duty outside
- rubbish is burnt in the stove and other waste is placed in the waste bin
- if you need to exit the tent quickly, everyone exits from where they are and under the tent's edges
- when you need to go to the toilet, use the latrine, which will be at least 50 metres from the tent
- do not give away your unit by using lights or being noisy.

The tent and other bivouac arrangements are taken down using the same division of tasks as when setting the camp up. All bivouac gear is checked and then loaded into vehicles. The stove's pipe parts are swept by, for instance, pulling a spruce tree's branch through them. When burnt, spruce produces a lot of soot. A stove that has been heated using spruce will produce less heat within a day than if other wood were used. Do not leave any rubbish in the fighting position or bivouac area. The latrine must be covered up. Chopped wood is either loaded in the vehicle to be used at the following bivouac site or they are piled and left, for example, under a tree. In winter, the tent placement is covered with snow to make it harder to detect that the section has camped there.

### Fastening tent lines in winter



### Fastening of a stove to the central pole



## An infantry section's equipment, its use and servicing

The section commander makes a list of the materiel that is intended for the entire section. One particular soldier may be assigned responsibility for a particular piece of section equipment. If you have been assigned such a responsibility, you are in charge of this equipment's storage and servicing and you must make sure that it is included among all the other equipment that the section must take with it.

Equipment is packed in transport boxes to make handling easier. Boxes also protect material from dirt, dust, water and snow. Transport boxes are numbered and a list can be included on the inside cover of such a box telling what equipment is in the box.

Section equipment must always be checked before nightfall, when readiness has been raised or before departure. Equipment is serviced after a task and exercise.

Examples of equipment that are used by everyone in a section:

- bucksaw 1
- general purpose axe 1
- grit shovel 3
- snow shovel 1
- iron bar 1
- pickaxe 2
- camouflage net 1
- scissors for barbed wire 1
- marking equipment for mines 1
- prod 1
- tent M/60 1
- stove M/60 1
- lantern 1
- water container 1
- sled 1

Everyone must know how to use and service the section equipment.

### Everyone must know how to:

- use the bucksaw to fell trees and saw wood for the stove
- change the bucksaw's blade and use the blade's cover (for e.g. a sliced hose)
- use the axe for trimming branches, for carving, and for chopping wood and must be able to use the cover of the blade
- replace the broken handle of an axe or pickaxe with a new one
- use an iron bar to make a hole in frozen ground and as leverage
- carve with a sheath knife and whittle feather sticks on chopped wood when making a fire
- set up, pull down and pack a section tent
- camouflage a tent and vehicle using a camouflage net
- complete the camouflage by using summer and winter camouflage paper
- assemble, light a fire and warm up a stove as well as dismantle and clean it
- fuel a lantern, clean a lantern, change its corewick and glass
- load a sled and a snow mobile's sledge
- tie the knots used to set up a tent and pack up a sled
- replace the broken tip of a ski with a reserve tip
- start a fire.

When returning to barracks, the section's equipment is serviced and broken equipment is replaced with undamaged equipment before the next exercise.



### Section equipment is serviced as follows:

- equipment is checked against the equipment catalogue
- ammunition is collected and given to the section commander
- the saw, general purpose axe, grit shovel, iron bar, pickaxe and scissors for barbed wire are dried off with a cloth and oiled lightly
- the tent and camouflage net are cleared of possible debris, any ropes used to tie the tent down that have snapped should be replaced and any remaining knots opened.
- once the tent and camouflage net have dried, they must be rolled up and tied
- the lantern and its box are cleaned and dried and the lamp oil container is filled up
- the stove and its pipes are cleaned
- the water container is rinsed and dried
- the sled is cleaned, broken pull ropes are fixed and any remaining knots in the ropes must be opened
- transport boxes are cleaned and dried
- any equipment that is missing or broken is noted down and reported to the platoon leader
- rubbish is collected into rubbish bags and taken to a bin
- material is loaded on a vehicle, placed under cover or put into storage for the next task or exercise.

### 5.7.3 Field Hygiene and Environmental Protection

Every soldier is responsible for their personal cleanliness and the cleanliness of their equipment. A good hygiene level also helps to prevent the spread of diseases, biological warfare agents and vermin. The unit leader is responsible for the working condition of their unit and that their soldiers have the possibility to maintain personal hygiene.

- Washing your hands is the most important and easiest way to take care of personal hygiene!
- Brush your teeth after meals or chew xylitol chewing gum or lozenges.
- Wash or swim after hard physical work and sweating.
- Dry your wet clothes and change any wet clothes that you are wearing for dry ones.
- Exchange dirty and broken gear whenever possible.
- Use the field latrine when you need to go – do not go “behind a bush”. If this is not possible, cover your bodily waste. Always wash and/or disinfect your hands afterwards.

The objective of **water hygiene** is to prevent immediate health risks and illnesses caused by or spread through water. Water quality is affected especially by waste water, animal and human excrement and flooding and torrential rain. The water in lakes, rivers and streams (so-called surface water) can cause illness even if the water looks clear and clean.

#### NOTE!

**Do not scoop water from a container with your own canteen!**  
**Always use only water that has been verified to be clean!**  
**Do not leave the water containers unsupervised!**

When refilling your water, do not touch the end of the hose or the tap with your fingers or your canteen. It is forbidden to use unpurified and untreated surface water for drinking or cooking. In unclear situations, always check with your nearest superior if the water is usable.

If you have to use surface water as drinking water, use running water and purify it first, at least by filtering and after that by either boiling the water for 10 minutes, or by using water purification tablets according to the package instructions.

Keep your water container and canteen clean by washing them regularly with a brush, hot water and washing liquid, always when you have the opportunity to do so. Finally, rinse the canteen with hot water and let it dry facing down with the top unscrewed. If you use the canteen for long periods without washing it, always pour out the old water before refilling the canteen. After use, store the water container or canteen with the cap or flap open.

In addition to maintaining personal and unit water hygiene, one must remember to protect bodies of water and groundwater areas against purposeful or accidental contamination. Always report defects and observations immediately to your closest superior.

The objective of **food hygiene** is to prevent foodstuffs from spoiling and diseases from being spread through food and the containers used for preparing and serving it.

Keep foodstuffs and food containers separate from ammunition, fuel and waste during transport and protect them from dust, rain, pests and direct sunlight.

Always wash your hands with clean water and soap before you prepare food and after a meal. If it is not possible, use a sanitizing handwipes or hand sanitizer always when available.

Always use only water that has been boiled or verified to be clean for preparing field rations. Prepare the meals according to instructions either to boiling, boiled hot, or clean cold water.

Use ladles, food tongs or disposable cutlery meant for taking and distributing food – do not use your own spork.

In order to reduce heat loss, keep the food containers from direct contact with the ground, and always close the lids of food containers after distributing and taking food. If the food cools down below 60 degrees Celcius, bacteria can produce stomach illness by causing bacteriological toxins to develop in the food.

Bags used to line mess tins must be made of plastic that withstands heat and are meant for packaging food. It is forbidden to leave plastic bags or other packages in the terrain. They must be collected, sorted and disposed of together with other waste.

Empty waste and food scraps into the waste bin, never into nature. Burnable waste can also be burned, for example, in the tent stove.



Trench latrine

Wash your mess kit and spork with detergent, scrub it with a brush and use hot water, always when water for washing is available. If there is no hot water, heat up some water in your mess kit on the stove. If there is no dish washing liquid, use spruce or pine tree needles instead.

**NOTE!**

**Do not leave foodstuffs or food containers unattended.  
Never eat food that you think may be spoiled or that has been kept warm in the container for more than two hours.  
Keep your eating utensils clean!**

Environmental protection means protecting the environment, incl. waterways, ground water, soil, air and vegetation from being damaged. Environmental protection is included in all activities and it is a part of a soldier's basic skills.

The objective of environmental protection training for conscripts is to prevent exercise areas and privately owned property used in training from becoming worn, damaged and polluted. The aim is also to overall affect conscripts' attitude towards environmental protection in a positive way.

**Be sure to follow regulations, exercise orders and maps or restriction signs in the field.**

Activities in the field must not endanger the health or environment of people or animals. Exercise areas can contain protected areas, such as the habitats of special animals or plants, or important ground water areas, where special caution needs to be taken or where activities should be entirely avoided.

Avoid producing waste, e.g. by taking with you only the amount of food you know that you can eat. Sort the waste according to instructions. Do not mix the different types of waste. Paper, cardboard and metal must be separately collected for recycling.

**NOTE!**

**Hazardous waste will be collected into its own bins and containers, because of the dangerous properties it has.**

It is essential that special care is taken when collecting, transporting, handling and placing chemicals, fuel, waste and waste water. Handle petrol, oil & lubricants, and other chemicals only in areas designated for this purpose and follow the directions given by your instructors. When refu-

elling in the field, take care not to overfill tanks and always use the given protective equipment, such as absorption mats. Place tanks or canisters only in places designated for them, such as on strong holders. Do not pour fuel from one canister to another or other corresponding actions that may cause fuel or chemicals from being spilled and absorbed into the ground.

Burn wood that is as dry as possible in stoves and open fires made with permission. Only dead wood found on the ground may be collected for firewood, unless the landowner has given permission for doing otherwise. Do not throw material that should not be disposed of through burning into the fire.

Soldiers' environmental protection actions:

- Do not leave any trash in nature, take trash to the waste disposal point and follow guidelines concerning recycling
- use energy and natural resources sparingly
- avoid making unnecessary noise and disturbing people and animals in the nearby areas unnecessarily
- do not harm nature
- prevent fuel, waste oil and all harmful substances from spilling onto the ground and through the ground on into the ground water
- notify salaried, regular personnel immediately of possible environmental damage and near-miss situations
- notify salaried, regular personnel if you notice problems or neglect relating to environmental protection
- follow guidelines concerning protective distances and environmental protection
- always clean up after yourself.

A unit always returns to collect possible trash and repair any damage it may have caused at the end of an exercise or after it.

**Everyman's right in the terrain**

Anyone living in Finland has the right to:

- move through nature on foot, skis and by bicycle
- temporarily camp in such places where movement is permitted
- pick wild berries, mushrooms and flowers
- travel along waterways and swim in lakes

We do not have the right to:

- to make an open fire in the terrain without the landowner's permission
- damage or cut down growing trees
- use a motorised vehicle in the terrain without permission
- fish or hunt without permission
- cause damage to the environment.

### 5.7.4 Acting as a Sentry (tent guard)

The section commander writes the sentry duty shift list and assigns shifts. The simplest way to write the shift list is to start from the person sleeping left of the tent flap and go forward clockwise from the person. If there are not enough shifts for everyone, the following night shifts start from where the previous night ended.

The task of the tent guard is to

- make sure the alarm sounded by the fighting position sentry is relayed forward
- guard the sleeping area in combat readiness
- detain suspicious persons and sound the alarm.
- To wake up those going on guard duty according to the sentry shift list.
- Keep the tent warm and look after the lighting of the tent.
- Check that the soldiers resting or their equipment are not too close to the stove.
- Be responsible for extinguishing possible fires.
- Monitor the radio or other communication devices.

### 5.7.5 Prepare for Night-time Operations and Combat

#### Preparing for night combat

Functioning in the dark will be improved with preparation and training. The decisive factors are simple and re-

hearsed tactics and techniques, and that the soldiers have learned to use all of their personal and unit equipment also in the dark.

The preparations for night operations should be done in an organised way during daylight hours.

The goal of the preparations is to enable actions and combat also in bad lighting conditions. Some of the preparations are also a part of normal preparations during daylight hours. Night-time preparations include

- zeroing night sights
- inspecting that the weapon is functional
- loading tracer rounds into magazines
- inspecting the image intensifier and thermal scope
- readying the night sight or the image intensifier sight
- marking of the soldiers
- inspecting personal kit and equipment
- inspecting unit equipment
- preparing vehicles
- rehearsing mission specific actions with basic tactics and techniques
- Inspecting the weapon support and delimiters in the fighting position
- preparing illumination and training for illumination.





**When using illumination, the illumination should be directed on the kill zone, not friendly positions.**

The night sights are zeroed in when zeroing in the weapon. Night sights and tracer rounds are used in dark lighting conditions. A white directional strip parallel to the barrel makes sighting the weapon easier.

The night sights are flipped up or the image intensifier scope is attached to the weapon before darkness falls. The function of the image intensifier scope is inspected already during daylight hours by switching the power on the scope and observing through it. At the same time, check that the sight settings are what you zeroed them into. The inspection is easy when you have prepared a sight card during the zeroing in process. Also, check the attachment of the side rail, because the screws can loosen in use. If you suspect that the sight settings have changed and you cannot correct them with the sight card, notify your section commander. In that case, the zeroing must be done by shooting immediately when the situation allows.

Tracer ammunition will be used to direct the fire in the dark. When using tracers, they can be for example every third round in the magazine. Use separate magazines for special ammunition and mark the magazines for example by putting an attaching strap around the magazine. This way, you will quickly identify the magazine also in the dark.

Camouflage and inspect bare skin. No shiny equipment can be visible. Make sure your equipment and kit do

not make any noise. Your weapon, entrenching tool and your mess kit and spork can easily make extra noise. The reflectors on the boots can be covered by folding your trouser legs over the boots.

It must be noted that all equipment that has illuminated dials or lights (for example, field radio, GPS and watch) can expose and compromise the unit, just like the use of other lights. Lit screens and dials can be masked with tape or clothing.

Make or inspect the weapon delimiters in your fighting position and mark the engagement zone boundaries and engagement height in front of your positions.

A white cloth can be put on the back when advancing so that visual contact is maintained. Soldiers can also be marked with cloth patches so that a rank-and-file soldier has one, section commander has two and the platoon leader has three patches. The leaders may also have a dim, rear-facing light.

You should memorise the terrain features already during the daylight hours. Fireteams prepare limiting stakes in the fighting position and dents in the support weapon stock based on the named terrain.

## Actions in the dark

The dark makes soldiers' actions more difficult by limiting the use of a human's most important sense, sight. Making observations and estimating distances becomes more difficult in low light, so even a familiar location or terrain can look odd. When moving from light to dark, you do not see much at first. The eye, however, adjusts to the low light and your night vision improves considerably in 5–10 minutes. In 20–30 minutes the eye has reached its best night vision ability. When the sense of sight is limited, other senses like hearing and smell will try to compensate for the lack of sight.

When preparing for example for sentry duty in the dark, you should be in dark conditions at least 5 minutes before your shift starts.

A soldier must pay special attention to maintaining their night vision. Avoid looking into bright lights. If you need to light up something, use red light. You must ask permission from your superior to use your own head lamp. During battle your night vision may worsen because of weapon muzzle flashes, tracers and illumination.

You should avoid looking at bright lights or if it is necessary, keep one eye closed.

Darkness does not offer concealment. A soldier must protect themselves, their fighting position and actions against thermal observation. Such natural materials as branches or cellular plastic (sleeping mat) combined with natural materials can be used for this purpose.

## Night Combat

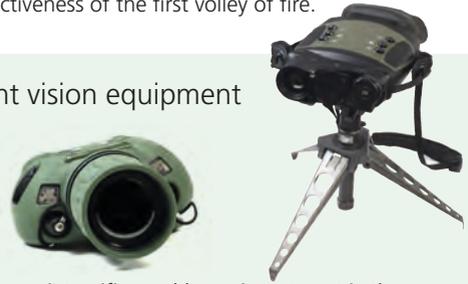
For combat in the dark, alarm devices (for example trip flares) are placed in the area between the maximum engagement line and the fighting positions. When the trip flare is triggered most of the enemy is most likely in the section's engagement zone already.

In the dark, combat is usually begun from a closer distance than in daylight in order to achieve surprise and better accuracy while shooting. Often in the dark the enemy is observed later than in daylight. Using weapons in the dark gives away your positions easier than in daylight. Weapons equipped with night vision are used for surveillance and command and control of combat and for opening fire so that it surprises the enemy.

Illumination should be used only after the battle has started if all soldiers do not have image intensifier scopes. Weapons without image intensifier scopes are primarily fired only during illumination. In the dark, targets are designated with the same methods as in daylight.

When using image intensifiers, you should try to open fire without using visible lights which adds to the surprise and the effectiveness of the first volley of fire.

## Night vision equipment



The image intensifier enables seeing a target in the dark even from a few hundred metres away. It amplifies existing light to up to ten thousand times. Even in the dark there is always some light from the stars that can be amplified.

An image intensifier is best used, for example on moonlit nights. It gives away even the smallest sources of light (mobile phone, cigarette, etc). Cloudy and snowless autumn nights are the worst time for using an image intensifier, because there is so little ambient light. When operating in a windowless building and in complete darkness, you cannot see anything with the image intensifier. Then you must use, for example, an IR light (light equipped with an infrared filter). IR light is not visible to the naked eye.

Snow, rain and thick fog cut down the observation and identification distances, which makes observation with the image intensifier more difficult. You cannot observe things with an image intensifier through smoke and dust.

A bright, point-like light source will cause a so-called halo effect in the image intensifier. With a halo effect the light source looks much larger than its actual size and prevents observation close to the light source. A light filter must be used in the intensifier during daylight hours.

A binocular, helmet/head-mounted image intensifier can be used for perceiving distances and depth. This enables driving in the dark without headlights or enabling continuous observation.

A thermal imaging device can be used to observe heat sources even kilometres away. The imaging device detects the thermal radiation coming off or reflecting off the targets, and uses their heat radiation spectrum to form an image. It transforms the electromagnetic radiation into a picture visible to the eye. The amount of light does not affect the picture, so the thermal imaging device can be used during both daytime and night time.

The observation and identification range of a thermal imaging device is dependent on the target's temperature in relation to the surrounding terrain, the target's size and movement, as well as weather and camouflage. Generally, a thermal imaging device cannot detect a target behind a surface (e.g. vegetation, glass). Snow, rain and thick fog make thermal observation difficult by cutting down on the observation and identification distances. Smoke and dust do not significantly impact the observation ability of a thermal imaging device.

### 5.7.6 First aid (in accidents)

As a soldier you must know how to give first aid.

#### How to stop bleeding

In external, visible bleeding blood is flowing or gushing significantly from the location of larger blood vessels. It is difficult to accurately measure or estimate the amount of bleeding, but generally you cannot stop life-threatening haemorrhage completely by pressing down with your fingers or hand. A large external bleed must be stopped as quickly as possible using all reasonable measures available.

Life-threatening haemorrhage:

- Control the bleeding by putting pressure on the site of the bleeding with a tourniquet placed at the base of a limb or with a pressure dressing.
- Have the casualty lie down; if they are unconscious place them in the recovery position.
- Do not remove any foreign objects from the wound.
- Call for additional help.
- Give other first aid according to instructions.

If the wound is on a limb and the pressure dressing does not stop the bleeding, for example when the limb is amputated, a tourniquet must be used. A casualty with massive bleeding must be placed in a lying position and transported to hospital quickly. A damaged limb should be immobilized with a splint or an orthopaedic dressing for transport.

#### NOTE!

Always use the person's own emergency bandage first! Instructions for use are in the package.

#### Check the breathing and open the airways

Loss of airway quickly results in death. This is often easily preventable by:

- Lifting the chin with your hand
- Putting the victim in the recovery position

Unconsciousness is a risk to maintaining an airway, because an unconscious person's tongue may block the back of the throat and prevent free airflow into the lungs.

Symptoms of losing an airway, when the wounded person is conscious:

- They are coughing or trying to cough.
- They have their hand/s on their throat.
- Their skin is blue.

Symptoms of losing an airway, when the wounded person is unconscious:

- Their skin is blue.
- Their chest is not rising.

### Applying a pressure dressing



If a dressing gets soaked with blood, it has not stopped the bleeding. Use a tourniquet.

### Opening an airway



Estimate the unconscious person's breathing: if you cannot feel their breath, try to open their airway by lifting their chin.



## Recovery position

Always put an unconscious person in the recovery position. Make sure that they cannot roll onto their back. Monitor them continuously.



- AN UNCONSCIOUS person is always placed in the recovery position



- A CONSCIOUS wounded person is helped into the recovery position or into a position where it is easiest for them to breathe.

## Hypothermia prevention

Hypothermia prevention is one of the most important steps in treating a trauma patient.

- Bleeding weakens heat generation.
- Cold diminishes the coagulation factors of the blood, increasing the bleeding.
- In Finland, you must take care of hypothermia prevention of a casualty in all seasons.
- Do not expose the casualty to the cold during treatment by removing clothing needlessly.

Every soldier's individual first aid kit contains an emergency blanket, that reflects body heat back.

- Place the emergency blanket against the skin, under the clothes of the casualty.
- The aim is to cover the casualty's head and torso, not their limbs.
- Keep the casualty protected from the elements (such as the cold ground), if possible.



By tying up the end of the blanket, you can slip it under the patient's clothes.



### Cardiopulmonary resuscitation

If a person suddenly loses consciousness, assess immediately whether they can be awakened.

- Speak to the person and shake them.

If the person does not react, they could be suffering from a cardiac arrest.

- Shout for additional help and call 112 and follow the instructions given. Put your phone on speaker and continue helping. Do not hang up until the emergency dispatcher has told you it is OK to do so.

Roll the person onto their back and check for normal breathing.

- Open their airway.
- Check their breathing by placing your ear or the back of your hand in front of their mouth: Can you feel their breath on your skin? Can you hear them breathing? Can you see their chest rising and falling?
- If the patient is breathing normally, place them in the recovery position to secure breathing. Monitor the patient's condition and breathing until professional help arrives.

If the patient still is not breathing, begin compressions.

- Kneel by the patient at shoulder level, place your palm in the middle of the patient's breastbone and place your other hand on top for support. Press the breastbone straight down with your arms straight using the weight of your body. The rate of compressions is 100 per minute. With chest compressions, the breastbone of an adult must be depressed clearly (5–6 cm) towards the spine.
- **Press the breastbone straight down 30 times.**

Reopen the patient's airways by tilting their head backwards.

#### NOTE!

**The CPR rhythm is 30:2 (30 compressions and 2 breaths) regardless of whether there are one or more people available.**

If the patient still is not breathing, begin mouth-to-mouth. Pinch the patient's nostrils closed, place your lips tightly around the patient's mouth and blow air into their lungs.

- **Give 2 rescue breaths.**
- Monitor whether your breaths make the chest rise. If air is not getting easily through, check the position of the patient's head and chin. Clear the mouth quickly of vomit, blood and mucus with your finger. Remove foreign objects and, for example, loose dentures from the mouth and throat.
- Keep monitoring that the patient's chest is rising and falling

Continue with CPR until:

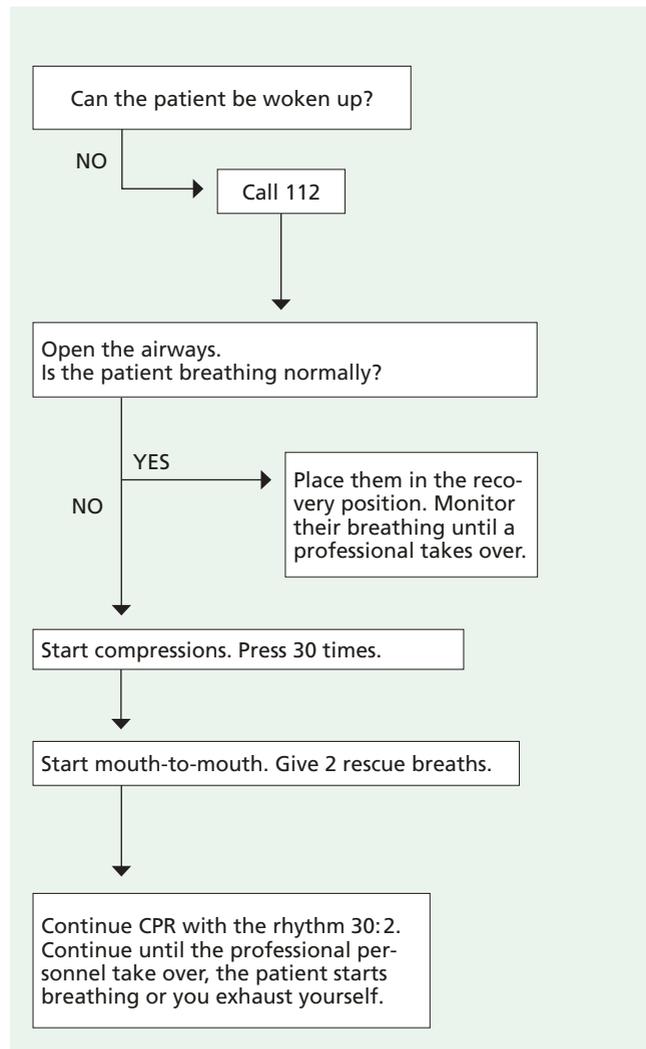
- the patient shows signs of recovery
- professional help arrives
- you exhaust yourself.

### Shock (disturbed circulation)

Shock refers to a state where a person's tissues are not receiving enough blood. The blood in circulation is not enough to provide the body with sufficient oxygen.

Causes:

- Massive internal or external bleeding
- Allergic reaction
- Dehydration caused by burns or violent diarrhoea or vomiting
- Too low blood sugar
- Strong sensation of pain.



## First aid

1. Stop major bleeds.
2. Lay the injured person down and lift their legs up using, for example, a rucksack, rock or chair for support.
3. Monitor their breathing.
4. Protect them from the cold. Cover the person with warm clothes or a blanket and protect them against moisture, for example with a rain poncho or a plastic protective film. Insulate them from the cold ground with cardboard, newspapers or by lifting the patient onto a stretcher.
5. Avoid causing unnecessary pain when administering first aid.
6. Keep the patient calm by talking to them.
7. Do not give a shock patient anything to drink, even if they complain of thirst and ask for a drink.
8. Call for additional help if necessary.
9. Prevent further injuries.
10. Get the person to a medical facility as soon as possible.

### Actions in a traffic accident

1. When at a scene of an accident, always remember to see to your own safety by wearing a reflector or a reflective vest.
2. First, quickly assess the situation.
3. Report the accident to EMERGENCY NUMBER 112.
4. Save lives at risk.
5. Prevent further accidents.
6. Give first aid if needed.
7. Monitor the condition of the injured and arrange directions for help.



## 5.8 Force Protection

The Force Protection module will teach you the skills of acting as a sentry and the fundamentals of the use of force and Rules of Engagement. The module material (such as the miniature films) are available in the module workspace in PVMoodle.

### 5.8.1 Raising Readiness

The actions taken when raising readiness have been presented in chapter 3.5.1 Mobilisation for Exercises or Wartime Service.

### 5.8.2 Rules of Armed Conflict

The rules of armed conflict regulate how wars are fought, ie. what weapons and methods are used to fight. Additionally, the purpose is to relieve the human suffering caused by war. The right to harm the enemy by any means necessary is not limitless. Based on the interests of nations, and particularly that of their armed forces and humanity, international conventions have been signed to try and limit needless destruction and suffering. In Finland those conventions have been enacted into laws. The rules of armed conflict must be followed in wars and other armed incidents.

Finland is a state governed by law that always follows its international obligations, such as the rules of armed conflict. You do not win a war by breaking the rules of armed conflict, only isolate yourself from international cooperation and endanger Finland's position now and in the future. Following the obligations guarantees that Finland gets the international assistance and support it needs during a war and also after it. This also means the materiel needed by the Finnish Defence Forces and possible capabilities provided by other countries.

By breaking the rules of armed conflict even an individual soldier may endanger their own future; crimes are punished, and the crimes cause suffering, not only to the victim, but also to the perpetrator. Following the rules of armed conflict also guarantees that Finns are also given their protection. War crimes include killing or wounding a person who has laid down their arms or is unable to fight, treacherously killing or capturing a person, treacherously capturing someone as a Prisoner of War, damaging or capturing enemy property without military necessity, inhumane or degrading treatment, and punishment and execution without a proper trial.

The duty to protect and care for people who are ill and wounded does not differentiate between whether they belong to friendly or enemy forces, nor may this obligation be affected by racial, religious or political opinion.

Civilian population centres, medical institutions, cultural sites and establishments that are dangerous for the environment are protected. Medical personnel entitled to protection carry the emblem of the Red Cross or Red Crescent; civil defence facilities and cultural sites to be protected are marked with their own symbols. Protected sites may not be used for action against an enemy. The protection ceases if this is done.

If captured by the enemy, a soldier is entitled to be treated as a prisoner of war. Prisoners of war are obligated to give only their name, rank, date of birth and identification tag number. The following answer is given to all other questions: "I cannot answer the question". Protective equipment, personal effects and identification tags may not be taken away from prisoners of war. It is forbidden to use force against a prisoner of war. In captivity, the well-being of prisoners of war must be guaranteed. The possibility for them to contact their family and to practice their religion must be arranged.

In order to protect the civilian population and civilian property, military operations may not be random, but must be directed only at military targets. Targets that may not be attacked are named in the rules of armed conflict. In an occupied area, the occupier must ensure the continuation of normal life and livelihood of the civilian population remaining in the area.

**Finnish soldiers are bound by the soldier's code of conduct. Anyone who breaks the rules of armed conflict will be punished in accordance with the Criminal Code of Finland.**

### 5.8.3 Fundamentals of the Use of Force and Rules of Engagement and Sentry Weapon Use

A soldier's use of force is governed and guided with legislation concerning the Finnish Defence Forces, and with military orders. The central regulations are written in the Act on the Finnish Defence Forces (551/2007) and in the Finnish Criminal Code (39/1889). Use of military force includes using your personal weapon or other weapons, such as batons or sprays, or using stronger military force. Military use of force is always based on a given task.

Self-defence is the right of an individual person, also that of a soldier, to defend themselves or another person against an attack directed at their physical integrity, life, health, or property. The attack must be ongoing or imminent. The means used for self-defence must be proportional to the threat.

## Finnish Soldier's Code of Conduct

### 1. Follow the orders of your superior and the rules of armed conflict

As a Finnish soldier, in all activities you undertake you must always follow all legal military orders and rules of armed conflict. Failure to do this is punishable and it is damaging to your country, and to your own and the Finnish Defence Forces' reputation. Such deeds cause unnecessary suffering and will result in the enemy acting the same way towards our own soldiers and civilian population.

### 2. Fight only against enemy soldiers and military targets.

You must fight only against the enemy's soldiers and military targets. Do not destroy more than your mission requires and is absolutely necessary from a military point of view.

### 3. Do not kill those who are unable to fight, help those in need

Do not kill, wound or harm enemies that surrender or are incapable of combat. Disarm them and hand them over to your superior. Gather together the wounded, ill and wrecked and take care of them whether they are friends or enemies.

### 4. Treat all enemies and civilians with dignity

Treat all civilians and enemy soldiers under your control properly and humanely.

### 5. Mistreatment of Prisoners of War is forbidden

Prisoners of war are obligated to give only their name, rank, date of birth and identification tag number. They are not to be forced to give any other information. Physical and psychological torture of prisoners of war is forbidden.

### 6. Do not take hostages or engage in reprisals

Taking hostages and using human shields is forbidden. You must refrain from all acts of revenge.

### 7. Only use weapons and ammunition approved by the Defence Forces

Do not use prohibited weapons, ammunition, equipment and combat measures; do not modify weapons and ammunition without permission.

### 8. Do not attack civilian and other protected sites

Do not attack civilian and other protected sites and people bearing their

emblems, unless these emblems are being used deceitfully for military purposes by the enemy. Respect international symbols of protection, such as the white negotiation flag, the United Nations' emblem and international symbols of protection of civil defence, cultural sites and facilities containing dangerous forces as well as facilities and people bearing medical service emblems (Red Cross, Red Crescent or Red Crystal).

### 9. Respect other people's property

Respect other people's property. Robbing and plundering is forbidden. Weapons and ammunition gained as military loot can be used with the permission of your military superior.

### 10. Prevent breaking the rules and report abuses

Do your best to prevent these rules being broken. Notify your superior if you observe rules being broken. Anyone who breaks the legal principles of warfare will be punished in accordance with the Criminal Code of Finland.

During peacetime (in normal conditions) the use of firearms will be separately instructed. The use of a firearm during peacetime is very limited, and in practice on sentry duty it would mean a very significant threat to your health or safety. The other person must be warned about the use of a firearm, if the urgency of the situation does not prevent it.

You can do so for example by shouting: "SEIS – PUOLUSTUSVOIMAT – LIKKUMATTA, TAI AMMUNI!" "STOP – FINNISH DEFENCE FORCES, STOP OR I WILL FIRE!"

If the situation allows it, fire a warning shot if necessary. If other use of force is not enough, fire an aimed shot at the target (primarily in a non-lethal area).

The sentry raises the alarm by firing or by using another piece of combat equipment, when the enemy has crossed the primary engagement line or surprises you.



Red Cross



Red Crescent



Red Crystal



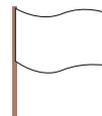
Sign for works and installations containing dangerous forces



Sign for civil defence



Cultural heritage site



White flag



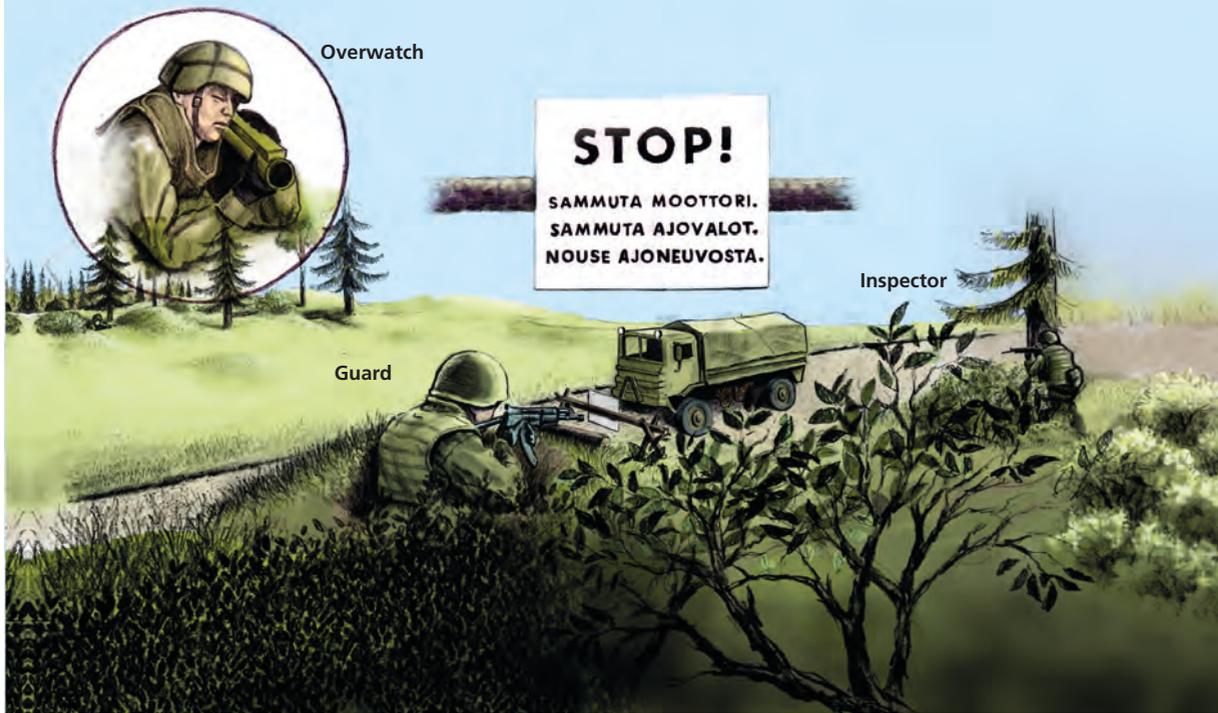
The United Nations



Prisoner of War- camp



Internment camp



Checkpoint example

### 5.8.4 Checkpoint Operations and Sentry Actions while Protecting a Facility

Checkpoints are set up to protect important facilities and to monitor the incoming traffic. It is typical that a checkpoint has friendly vehicle traffic. At the same time you must prevent entry by unauthorised persons and the enemy. The checkpoint should be located behind a terrain obstacle or a corresponding obstacle in relation to the protected area.

At the checkpoint

- The inspector will inspect the arriving vehicles and the permits of the driver and passengers and checks if the vehicle is authorised to enter the area.
- Guard (usually fireteam leader) covers the inspector for example by observing the persons in the vehicle and keeping their weapon aimed at the person being searched. The guard also leads the fireteam's activities.
- The overwatch also stops vehicles trying to drive through the checkpoint and covers the activities of the guard and inspector. The overwatch is also the section firing position sentry. The overwatch position distance from the checkpoint is usually 50–100 m.
- If the checkpoint is only manned by two, the guard also acts as the overwatch.

The checkpoint has observation post alert arrangements and the tools to slow down and stop traffic. The necessary signs and obstacle barriers must be installed at a

permanent checkpoint. Warning signs, partially dug in trees, barrels, concertina wire or booms will be used as obstacle barriers on a temporary checkpoint.

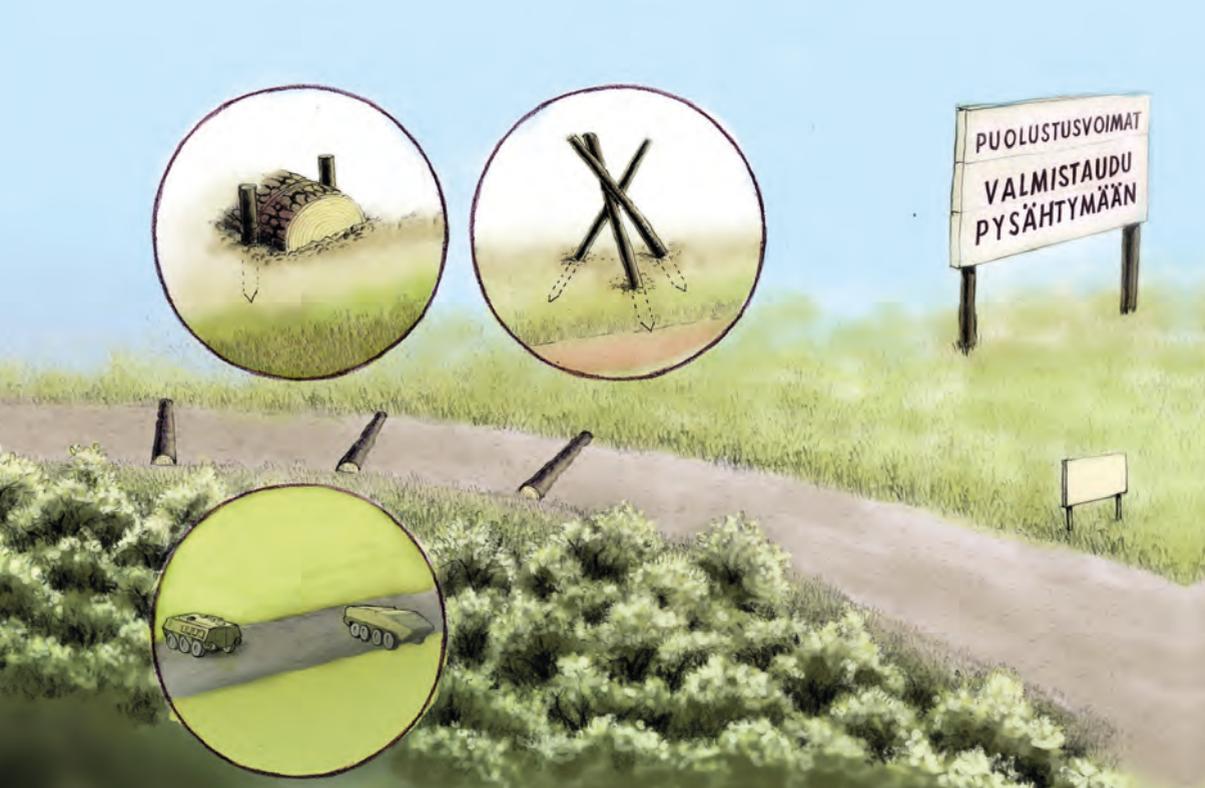
### 5.8.5 Section Fighting Position Sentry Duties in Combat

The job of the fighting position sentry is to protect the section or target against sudden enemy activity, if necessary raise the alarm, prevent unauthorised personnel from entering and to detain suspicious persons. The sentry duty and location is always determined by the unit leader. They will also make the sentry shift list.

After a battle or in the position has been compromised, the location is usually changed if the unit remains in the area. The location of the observation post must meet the requirements of a good fighting position.

A sentry/guard must know

- the task
- the reference points in the terrain ahead and range to them (naming the terrain)
- threat directions and terrain features and vegetation there
- orders on opening fire
- method of sounding the alarm
- locations of trip flares and charges detonated from the observation post
- use of illumination devices
- artillery and mortar targets and minefields.

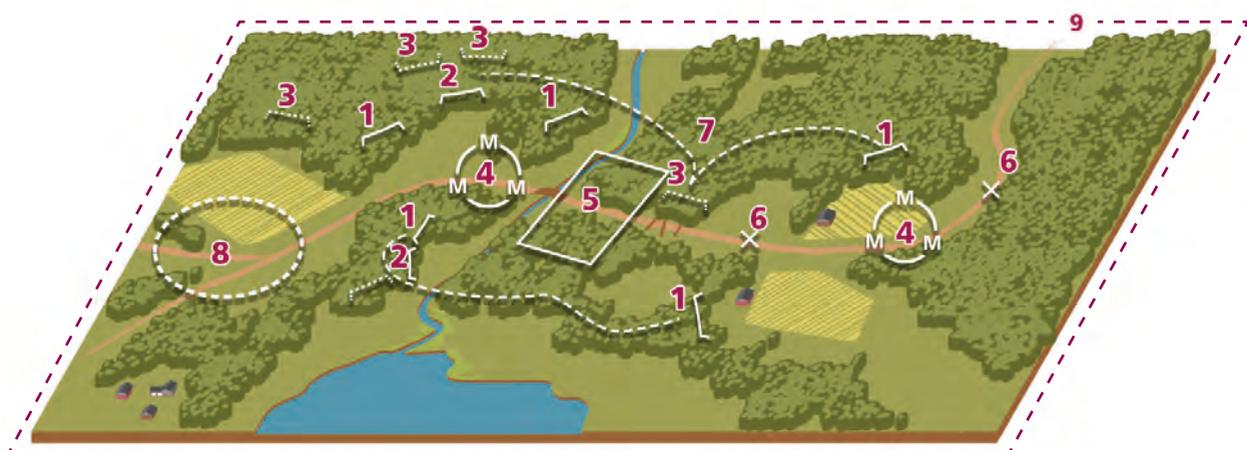


The sentry must also know where other observation posts and the friendly forces in front of the observation post are.

They must continuously observe and monitor their surroundings. Observations are made by looking and listening. In the dark, listening and using image intensifiers and thermal imaging devices becomes even more important.

When changing the guard, avoid using the challenge so that it is not found out by the enemy. The new sentry

must approach from an assigned direction at an appointed time, and show the agreed silent approaching signal at the recognition line. The sentry replies with another agree signal. When changing the guard, observation must be continued while explaining to the new sentry the observations made during the shift. Pay special attention to suspicious events. Exchange information in whispers.



- 1. Actual fighting position
- 2. Supplementary position
- 3. Alternate position

- 4. Minefield
- 5. Artillery and mortar targets
- 6. Target location

- 7. Movement route
- 8. Terrain to be held
- 9. Boundaries of AOR

## Organising bivouac area security



- A roaming guard is used for example in a platoon's position or when protecting a target spread over a large area. It is usually used to supplement other security.
- The roaming guard is usually done in two-man teams or fireteams at irregular intervals. The guard order then always includes the route and the times of the roaming guard.
- The sentries/guards should move as silently as possible and from time to time or at assigned locations stop and listen and observe.
- In the winter the route can be guarded on skis.

### 5.8.6 Close Quarters Battle (CQB)

In the battlefield, it is possible to find yourself suddenly in close quarters battle (CQB) in every situation. Close quarters battle means fighting in touching range and up to approximately 40 metres. When the enemy is close, the soldier may not have the chance to choose what to fight with or to use cover to their advantage. The most important things in close quarters battle are initiative, determination, ruthlessness, aggressiveness and speed.

Primarily a firearm, hand grenades or other combat equipment should be used. Other equipment include a knife, a bayonet, a billhook, an axe and an entrenching tool. The enemy should be destroyed by using your bare hands if necessary. In close quarters battle you should try to be aware where friendly and enemy soldiers are. Knowing

the effectiveness of your own weapons and the protection levels of materials will help surviving in a CQB situation.

The goal is to use a firearm on all distances, also in a touching distance. You can also use the firearm to thrust or to hit if it is not operational, you have run out of ammunition or you have friendly soldiers in the line of fire. The firearm should be made operational as soon as the situation allows.

A bayonet will be attached to the assault rifle when hand-to-hand combat against the enemy is likely. The bayonet is not normally attached to the weapon because it raises the bullet impact and makes weapon handling difficult. A bullet is always faster than a bayonet so it is better to shoot than to use a bayonet.

## Combatives

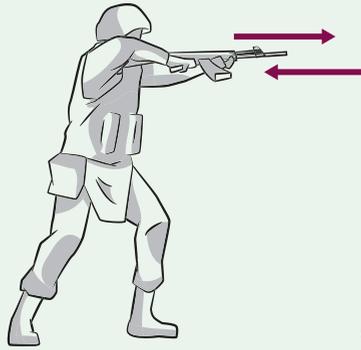
### NOTE!

The objective is to destroy the enemy as quickly and effectively as possible, using any means necessary.

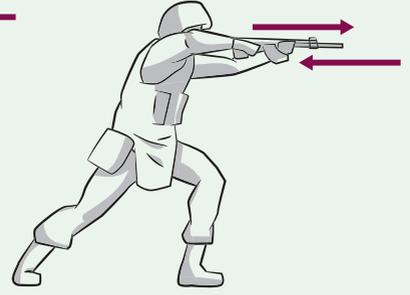
The starting stance makes blocks, thrusts and strokes possible. Thrusts include short and long thrust. The thrust is done as a continuous move by thrusting the bayonet into the target, by turning it left or right and then pulling the weapon back to the starting stance. The basic strokes are butt strokes and barrel strokes. A slash with a bayonet can be included in the barrel strike and then followed by thrusting at the opponent.



Starting stance



Short thrust



Long thrust



## 5.9 Soldier Skills

The Soldier Skills module will teach you skills that help you protect yourself against enemy activity on the battlefield. The module material (such as the miniature films) are available in the module workspace in PVMoodle.

The enemy will try to cause casualties to friendly forces by aircraft, helicopters, indirect fire, direct fire, armour, mines and CBRN agents. The enemy can direct its weapon effect on our forces in all lighting and weather conditions. However, forest-clad terrain, snow, darkness and bad weather conditions will make enemy actions much more difficult.

A soldier must seek cover and concealment against the enemy's observation, intelligence gathering and weapon effect. Operating procedures on the battlefield must fit the situation. A soldier must be able to prepare for and to prevent also dangerous situations caused by their own actions.

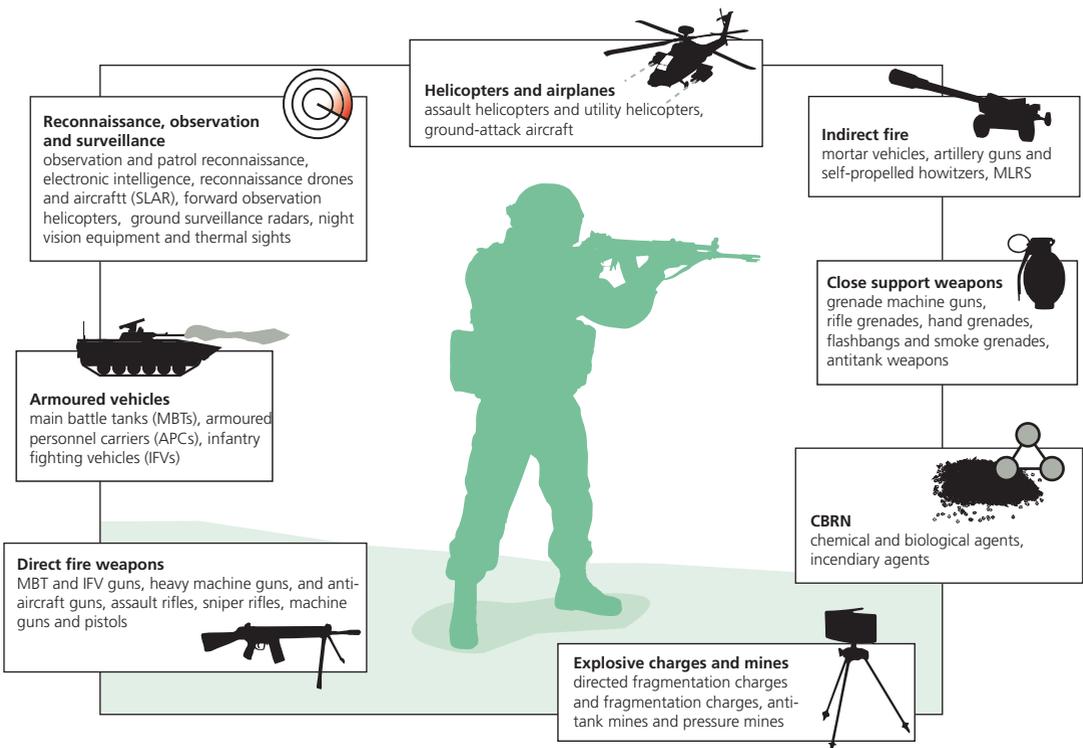
The purpose of body armour is to lessen or prevent the weapon effect against a soldier. The proper use of body armour can lessen casualties caused by shrapnel and bullets. Depending on the unit's organisation and mission the soldier's protective equipment can include, for example, helmet, visor, eye protection, ear defenders and body armour. The CBRN protection equipment includes CBRN respirator and rain poncho or rain suit and CBRN

antidote auto-injector. In addition, a soldier's kit includes a battle dressing.

Active protection prevents or makes the enemy's activity harder. Active protection measures include destroying the enemy's surveillance and intelligence as well as communications equipment, destroying its weapons and ordnance, clearing or destroying mines, personal air defence, causing casualties to the enemy, fixing their operations or destroying the enemy.

Passive protection prevents the enemy from observing our activity, makes targeting more difficult and makes the target more durable against weapon effect. Passive protection means include camouflage, dispersing units, deception, concealment, mobility, using the terrain to your advantage and fortification.

A soldier's camouflage includes the combat uniform and camouflaging exposed skin and fighting and marching load. The material of the modern combat uniform reduces thermal radiation and makes detecting the soldier more difficult. Concealment includes camouflaging and concealing the fighting position, tent, vehicle and section's equipment. Fortifying a fighting position is a soldier's most effective protection measure. The correct use of terrain provides cover. Choosing the route of advance and fighting position will protect against enemy observation and direct fire.



## Protection against observation and observing the enemy



### Movement gives away your position

- particularly sideways movement in relation to the observation direction
- movement during illumination
- soldier
- section
- vehicle
- camo net swinging in the wind
- swaying vegetation

Take cover by stopping or by throwing yourself to the ground

### Background can give you away

- movement route
- selecting a fighting position
- selecting an observation post
- camouflaging the fighting load

Choose a protected route of advance and fighting position. Make sure you do not stand out from the natural shape of the surrounding terrain when in your fighting position.

### Reflecting surfaces and regular shapes will give away your position

- face, hands
- weapon, tools
- binoculars
- mess kit
- vehicle windows.

Camouflage exposed skin and your fighting load.

### Tracks will give you away

- Selecting movement route
- rubbish
- clearing your firing sector of plants and trees
- traces of fortification

Don't leave tracks or waste.



**Fire and lights as well as heat, smoke and smells will give away a position**

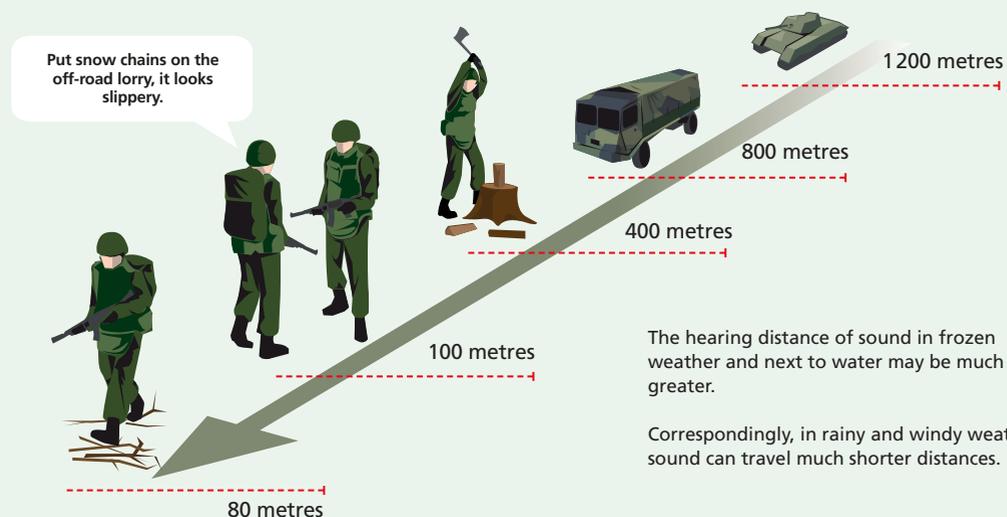
- tracers
- muzzle flashes
- wrong use of torch
- wrong use of vehicle lights
- smoke and smell of tent stove
- cigarette smoke and smell, exhaust fumes
- campfire
- unobstructed view of warm surfaces

**Avoid using lights.** In a fighting position, it is only permitted to use lights under a poncho in a fighting position. Place the camo material far enough from the camouflaged object, so that the material itself does not heat up.

**Noise gives away your position**

- shouted commands
- noise made by wrongly packed or handled fighting load
- noise and sounds distinct to enemy weapons, such as rate of fire
- loud talking
- carelessly adding wood to the tent stove
- vehicle noises
- trip flares
- departure shots
- noises from careless movement

**Act silently, use signals.**



**Using a camo net and loose camo materiel in camouflaging**



**Regular shapes give away the position**

- fortifications
- protective mounds
- clearing you firing sector of plants and trees

**Break up the regular shapes with concealment and camouflage.**

**Shadows give away your position**

- soldier
- vehicle
- tent
- crew-served weapons.

**Take advantage of shady areas.**

**Colour gives away your position**

- uncamouflaged hands and face
- uncamouflaged tent and vehicle
- dried layer of camouflage
- rubbish.

**Camouflage your fighting load and the section's materiel.**

**Badly chosen route of advance gives away your position**

- point man
- runner
- scout

**Choose a protected route of advance and use the cover provided by terrain.**

**Darkness will not conceal your actions**

- night sight
- flares
- motion detectors
- ground surveillance radar

**Take cover as you would during daytime. Using a torch is only allowed in the sleeping area, the covered part of the fighting position and under a rain poncho.**

### 5.9.1 CBRN (Defence)

Soldiers have to know how to use their personal protection equipment and keep it in good working order. Soldiers must know how to act in case of a CBRN warning and CBRN alert.

#### NOTE!

**Measures required by a CBRN alert must be carried out in less than 10 seconds.**

When well-serviced and correctly used, your protective gear protects you from chemical agents, radioactive fall-out, biological agents and temporarily from heat, spray and sparks in burning areas.

CBRN respirators are chosen and the mask is adjusted according to facial features. A long beard weakens the sealing capacity of the mask. This is why soldiers must be clean-shaven.

The rubber of the CBRN respirator provides protection against corrosive gases for at least 24 hours, a rain poncho for less than 30 minutes and regular rubber boots for 4–6 hours.

The respirator filter withstands airborne gases for at least 24 hours. CBRN respirator 95 allows for the possibility of drinking and using visual equalisers. The CBRN respirator can be worn for 24 hours if necessary.

In addition to their fighting load and CBRN respirator, other personal protection equipment is distributed to soldiers if the situation requires.

Chemical agents are divided into non-persistent and persistent agents, depending on their permanence. Non-persistent agents are released in the form of aerosols or gas and spread to the target area along the air currents. Persistent agents are spread in the terrain as drops of liquid that affect the target through vaporisation or physical contact.

Chemical agents are divided according to toxicity

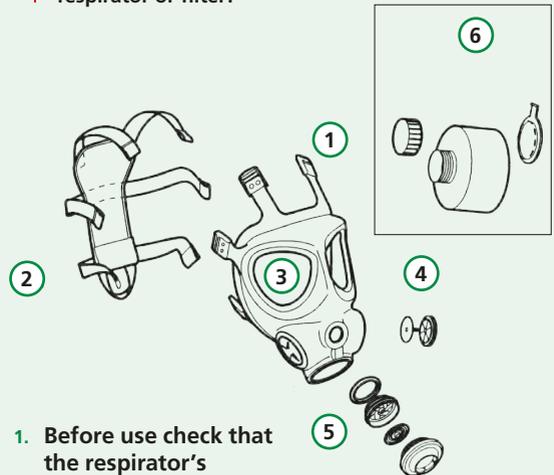
- irritating gases that act via inhalation
- choking gases that act via inhalation
- corrosive gases that act as droplets through equipment and skin and as vapour via the eye membranes and inhalation
- toxic gases that act via inhalation
- nerve gases that act via inhalation, the skin or foodstuffs
- psycho-chemical substances that act via the air or drinking water.

### Putting on and using the CBRN respirator



#### NOTE!

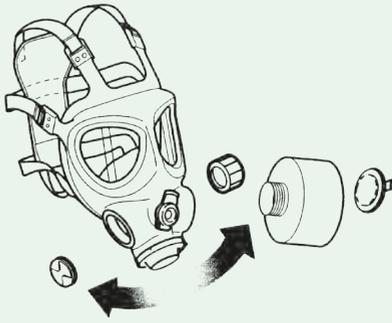
**Never remove sticker markings from the respirator or filter!**



#### 1. Before use check that the respirator's

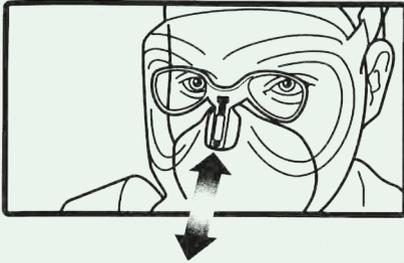
- Rubber parts are intact (1)
- Straps are in good condition and flexible (2)
- Lenses are intact and clean (3)
- Valves for inhaling (4) and exhaling (5) are clean and in good condition
- Exhaling valve and its cover are tightly screwed closed
- Filter is in good condition (6).

When you shake the filter it should not make any noise and carbon dust should not run out of it.

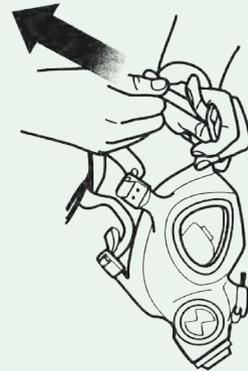


**2. Attach the filter**

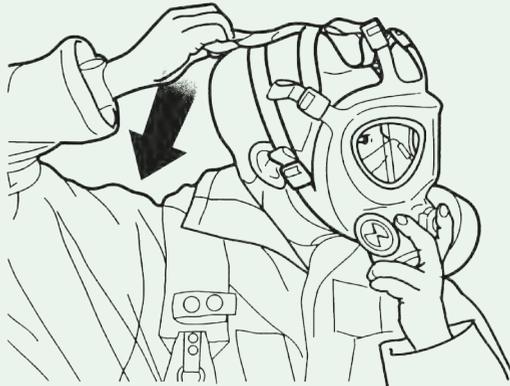
- Remove the screw cap and bottom plug from the filter
- Attach the filter either on the left or right side
- Place a plug/voicemitter on opposite side



**3. Attach eyeglasses, adjust to the appropriate level**



**4. Loosen straps**



**5. Place the respirator chin first on your face and pull the straps over your head**



**6. Tighten the head straps evenly so that the head pad is centered in the middle of the back of the head**

**7. Blow hard**

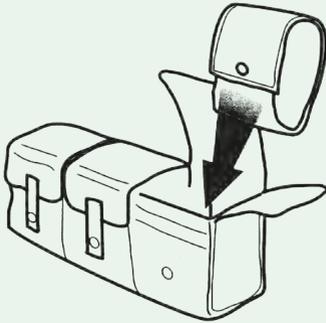
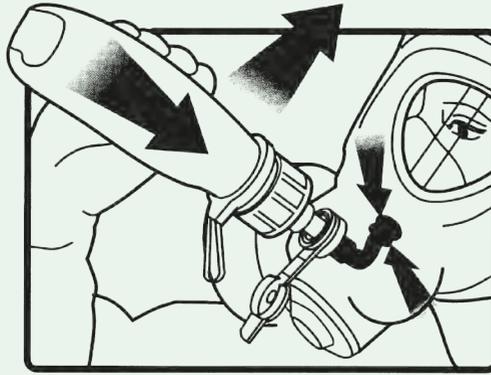
**8. Check that the respirator is sealed**

- No hair or other objects between skin and facepiece
- Block the opening of the filter with your hand
- Inhale air. This should seal the respirator onto your face
- If the respirator is not sealed, tighten the filter and
- exhaling valve pack and the plug



## Using the drinking device

- Use only clean water
- Attach the cap to the canteen
- Open the drinking device plug in the facepiece
- Connect the bottle cap and the respirator's drinking device
- Using the canteen, press the drinking tube into your mouth
- Squeeze open the head of the mouthpiece
- Let air into the canteen at intervals



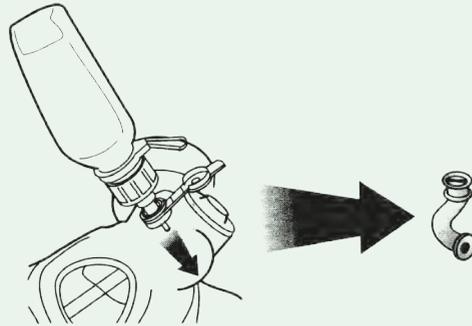
## Transporting the respirator

- Detach the filter
- Detach eyeglasses and put them in their case or inside cotton gloves
- Put the eyeglasses inside the respirator
- Pack the respirator, eyeglasses, filter, protective gloves and cleaning powder in the respirator bag
- Place the bag in the right back pouch of the webbing

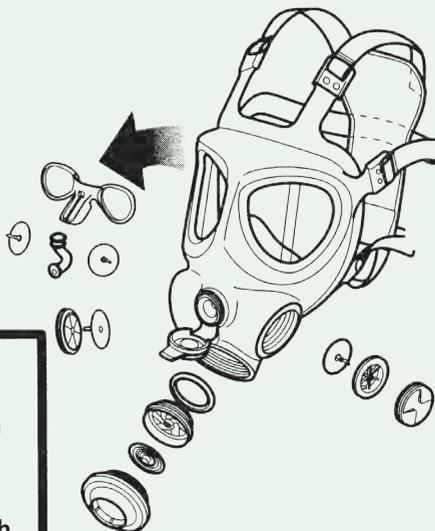
## Respirator maintenance

### Cleaning drinking device

- Fill your canteen with clean water, attach it to the drinking device
- Detach the mouthpiece and wash it separately
- Flush water through the drinking device by squeezing hard on the canteen



The filter must not get wet or be washed



### Washing and disinfecting the facepiece

- Detach the parts depicted
- Wash the detached pieces and the facepiece with cleaning liquid/disinfectant
- Rinse the parts with clean water
- Dry the parts
- Reassemble the respirator

### Storing the CBRN respirator

- The respirator is part of your own personal equipment. It is disinfected before use by another person. Don't lend it to other people!
- Store the respirator in the CBRN respirator bag, keep it dry with the filter plugs closed
- Don't throw the respirator and don't sit on it
- Handle the respirator so as not to scratch its lenses
- IT IS FORBIDDEN to keep or transport other equipment in the respirator bag

## Personal primary cleaning and decontamination

### Decontaminating the skin

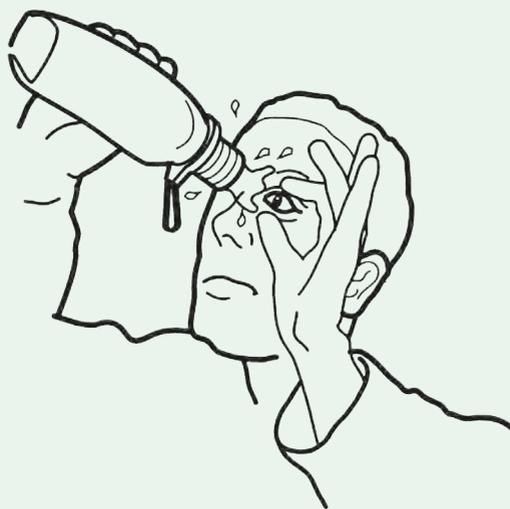
- Powder contaminated skin area with your bare hand or a cotton glove
- Rub the contaminated skin area. Leave the powder on for one minute
- Leave the powder on for one minute
- Shake off the powder
- Powder the skin again
- Rub, and leave the powder on the skin

### Rinsing eyes

- Keep the eye open and rinse it with a lot of water for at least 30 seconds

### Decontaminating equipment and clothing

- Powder contaminated areas
- Spread and rub in the powder wearing gloves
- Leave the powder on the equipment
- Do not take off your CBRN respirator or protective gloves while handling your equipment



### NOTE!

- **Chemical agents can be solid, liquid, aerosol or gas.**

Herbicides are also classified as chemical agents.

### Protection against CBRN weapons

When CBRN warning is given

(Radiation/nuclear, bio, gas or incendiary agent warning)

- Pass on the warning to others.
- Get your CBRN respirator ready. Put your CBRN respirator in the CBRN respirator bag. Using the loops at the top and bottom of the bag, attach the bag to the shoulder strap of your carrying device. Make sure that you have clean water in your canteen. Put on your protective suit. Put on your cotton gloves and protective gloves on top of them. Cover bare skin. Take out your rain poncho.
- Prepare to cover your fighting position. Prepare to take cover.
- Carry on with your duties.

Collect spruce or pine branches for primary decontamination and clear inflammable material away from around your fighting position. Prepare to stay under cover for several hours.

In case of an incendiary agent warning you must also increase the amount of clothing you are wearing and cover bare skin. Clear inflammable material away from the vicinity of your fighting position. Get primary fire extinguishing equipment.

When CBRN alert is given

(Radiation/nuclear, bio, gas or incendiary agent alert)

- Pass on the alert to others.
- Hold your breath. Put on your CBRN respirator. Cover your body with your protective suit or rain poncho. Take cover in your fighting position and cover it. Stay covered until ordered to do otherwise. Do not take off your CBRN respirator until you are ordered to.
- Continue your mission as ordered by your section commander.

In case of a radiation/nuclear alert

- Throw yourself to the bottom of your fighting position.
- Stay where you are for the duration of the pressure effect. Keep your CBRN respirator on.
- Take the protective cover off your fighting position and clean it. Shake or brush radiative dust off your gear now and then.
- In a one-metre radius, remove contaminated soil from around your fighting position.
- Help your teammate. Stay within the protection of your fighting position and continue to carry out your duties until your unit receives instructions on what to do next. Panicking will only make the situation worse.

After an incendiary attack extinguish the fire by smothering it with wet cloth, earth or sand etc. Cover burn injuries with a clean bandage. Scrape burning phosphorous off your skin and cover the burn injury with a moist bandage.

Help your teammate. Carry on with your duties. The section commander will order you what to do next.

### 5.9.2 Requirements for a Fighting Position, Building Field Fortifications and Firing from a Dug-in Fighting Position

A fighting position is a location where the soldier carries out the combat mission given to them. When deploying in defence, the section commander usually determines the location of the fighting position. The fighting position should not be at the highest point of the hill or a location where the background will give away the position or the soldier. When selecting a fighting position, you should consider the fighting position locations of the soldiers in your section or fireteam. The section commander will inspect the fighting positions and if necessary, reposition the soldier.

When selecting a fighting position you should also consider the type of soil. Rocky terrain and soil will increase the fragmentation effect and ricochets and may prevent digging. In low-lying or marshy terrain the fighting positions can fill up with water which makes them difficult to use or even prevents their use.

A soldier should have many fighting positions and must be able to change positions during the battle. Fighting positions include:

- The actual primary fighting position that has a field of fire to the primary kill zone. This fighting position is prepared first.

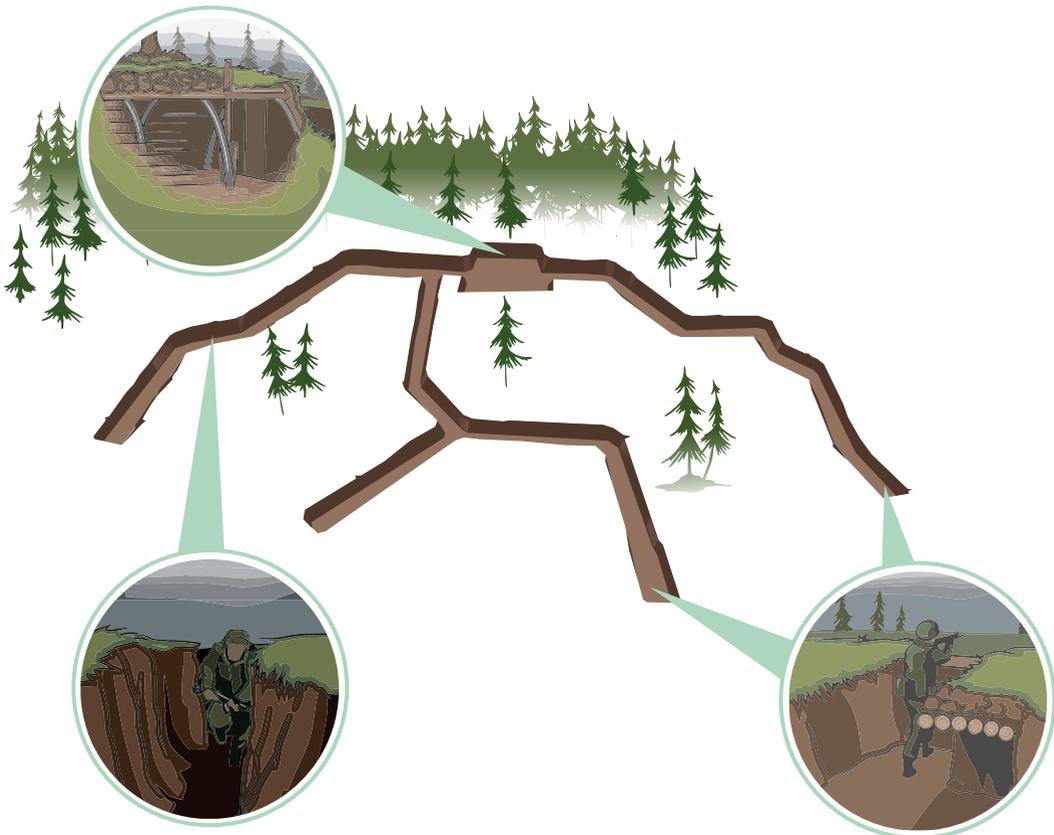
- Supplementary positions, where you carry out your task from if you are unable to use the primary position. The sector of fire covers the same kill zone as the primary position.

In addition, the section or fireteam has alternate fighting positions from where the soldier can fire upon a separate sector, for example to the rear of the platoon's dispositions or to the flanks. The supplementary or alternate positions are manned on the section commander's order or according to the rehearsed battle plan.

The requirements for a good fighting position are:

- A wide field of fire (choosing the location, clearing vegetation and obstacles)
- Good support for the weapon (a wide enough support for elbows and weapon and a thick enough support beam within a suitable distance)
- Cover and concealment (protective earth parapets starting from the edges of the sector of fire with necessary level of protection)
- A secure route for movement (crawling trench/trench)

Also, in the attack the fighting position must be selected so that the same requirements are met. Remember, that the support for the weapon does not give cover against enemy fire if it does not meet the protection levels. Be ready to open fire and destroy the enemy in your field of fire.





Wide field of fire



Protected movement route



Cover and concealment



Good support for the weapon (three points of support)

Improve your fighting position at the first chance you get. Remove blocking vegetation or snow from in front of you. When the situation allows, clear your sector of fire and locate dead zones that you cannot fire into. Inspect the cover and concealment of your position by looking at it from the enemy's direction. Make sure your fighting position cannot be seen directly from the enemy's direction of approach. Begin fortifying the position when the sector of fire has been cleared and the fighting position signposted.

The fighting position is fortified so that the enemy cannot shoot at you from outside your sector (protective parapets). When preparing a hasty fighting position, aim through the sights and make sure you can fire into your entire sector. Use cover provided by the terrain or structures and in the beginning use a temporary support for your weapon.

Entrenching (protection level 4) provides protection from weapons and shrapnel. Fortifications are built so that protection is developed starting with protection from direct fire (soldier's fighting position). A soldier must be capable of digging an open fighting position in four hours in summer and six hours in winter. Partners or fireteams must be capable of joining the fighting positions that soldiers have dug for themselves into a joint fighting position for a two-man team or fireteam in 12 hours.

Build protective mounds taking your field of fire and protective thickness into consideration. Camouflage your fighting position carefully, start fortification by removing the surface layer of the earth from a large enough area around it. The surface layer that you have removed will be used to camouflage the fighting position so that it looks like the surrounding terrain. The protective thickness of earthworks is enough to stop bullets from hand-held weapons and shrapnel. Don't be lulled into a false sense of security by visual obstruction. Use your own weapon against the enemy also through a visual obstruction, e.g. through the trunk of a tree.

A mutual, covered, protected space is created for the fireteam within the fighting position. This gives shelter from fragments from indirect fire, air attacks as well as the elements. In order to improve protection, the width of the fighting position should be as narrow as possible and the walls should be dug as vertical as possible.

Individual fighting positions are camouflaged. Surface soil, fallen tree trunks and branches cleared from a sector of fire and, in winter, snow is used for camouflaging the different phases of digging entrenchments. Camouflage nets, paper, rain gear or various protective covers can also be used.

### Firing from a Dug-in Fighting Position

In defence, the soldier fulfils their combat task in the fighting position together with their fireteam and supported by the rest of the section. In the primary, alternate and supplementary position the soldier must know

- their task
- the names and ranges of the terrain
- a line in the terrain that is 200 m away, the targets further away are engaged with the combat sight
- the boundaries of the sector of fire in the terrain
- maximum engagement line in terrain
- opening fire (when positions have been manned, a simultaneous opening of fire is best done at the section commander's example)
- concentrating and assigning fire
- names and locations of indirect fire targets in the terrain

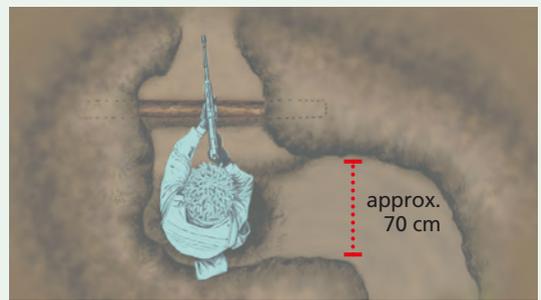
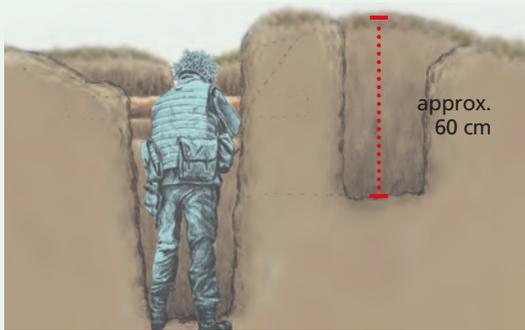
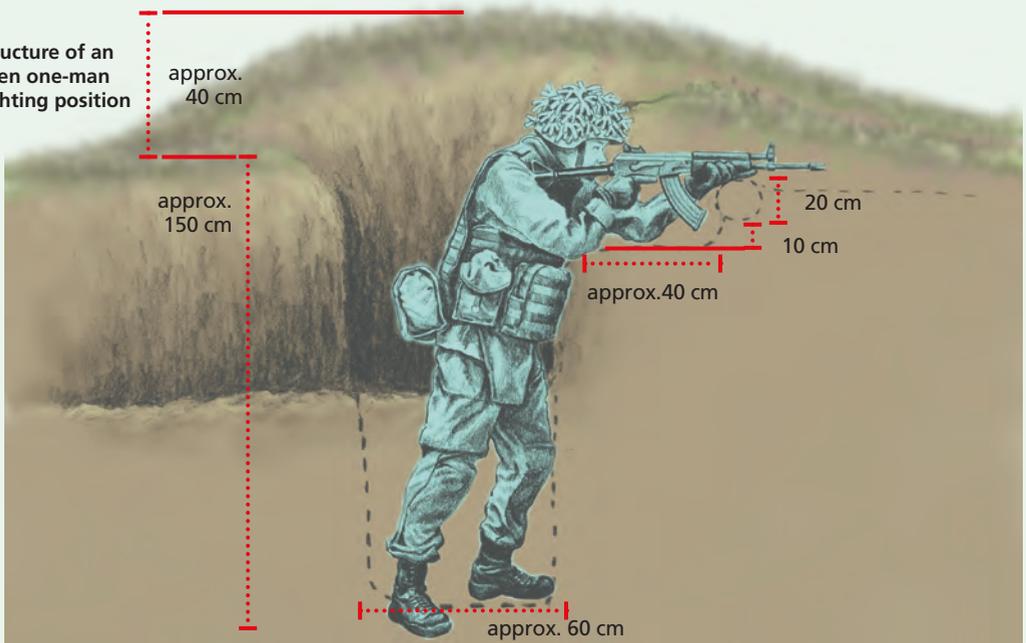
In addition, the antitank weapon soldier must know

- the maximum engagement line for the antitank weapon
- kill zone
- location of the nuisance minefield
- measured ranges to kill zones
- estimated tank speed in different parts of the kill zone
- good avenues of approach and firing positions for tanks in the kill zone
- supplementary and alternate fighting positions.

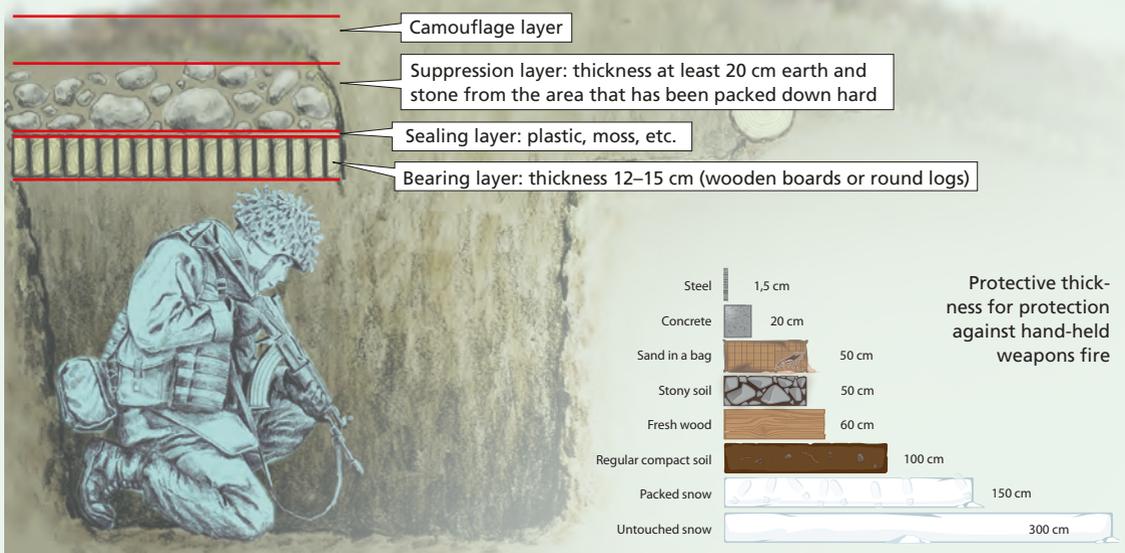
### Work phases in preparing a fighting position in summer

1. Remove the surface layer of the ground from the area where the fighting position and protective earth mounds will be (an area of at least 3 x 5 metres). Remove the layer in slabs (of about 30 x 30 cm) so that the undergrowth remains intact and can be used in camouflaging. This earth layer is the easiest to use in camouflaging.
2. Move the upper soil layer to the back of the fighting position so that your field of fire remains open.
3. Begin by digging your fighting position as a kneeling fighting position that is 60–80 cm deep. After that, if you have the time, dig to a depth of 120–150 cm for a standing fighting position. Pile the earth you have dug out of the hole around the hole and the ordered field of fire to form protective earth mounds. The earth should be piled on both sides of the firing sector and on the sides of the fighting position so that a soldier in the fighting position cannot be seen as a silhouette against the background.
4. When the protective earth mounds are approximately 30 cm high and at least 50 cm thick, camouflage them using the surface layer that you set aside at the beginning.
5. Place a support for your weapon (e.g. a log of wood that is approximately 15–20 cm thick and 100–150 cm long) approximately 40–50 cm from the front edge of the fighting position. Place the support firmly enough on the ground so that it does not move. Sand bags can also be used as weapon supports.
6. After the weapon support is in place, ensure that you are able to fire in the assigned field of fire and have a good fighting position by aiming your weapon in the field of fire.
7. Construct restrictors for your field of fire if the protective mounds don't limit the field of fire enough. In this way you ensure that you fire in a direction that is safe from the point of view of your own forces even in conditions where visibility is poor.

**Structure of an open one-man fighting position**



**Structure of the cover of a shelter with protection against fragments**



### 5.9.3 Moving on the Battlefield (incl. Movement and Weapon Carrying Techniques)

A soldier must choose the most advantageous protected and fast movement technique that best suits the situation and route, as well as the best suited weapon carrying technique.

#### Weapon carrying techniques

The weapon is mostly carried according to the section commander's example. The weapon is always carried so that it does not point toward soldiers in the section. Every carry method must make it possible to open fire quickly! The weapon sling can be behind the neck for easier carrying. The sling must be adjusted to be so long that firing aimed shots is possible.

While on sentry duty, advancing in single file or on the march, the weapon is mostly carried in both hands with the buttstock of the rifle against the shoulder, and the barrel pointed down. The barrel is pointed in the direction of observation when advancing in a section file and the situation requires heightened readiness. The barrel is pointed in the direction of advance when advancing in a section line.

Weapon readiness is increased in phases as the situation requires, so that

- the thumb is moved to the selector switch
- the selector is set on semi-automatic and the trigger finger is straight against the receiver cover

- the weapon is aimed at the target or the direction of observation with the trigger finger on the trigger, the stock of the weapon against the shoulder or in sudden situations the stock supported in the armpit.

When the weapon is not on safe, it can go off for example if the weapon carrier trips or when the trigger hits a tree branch. When the finger is on the trigger, the weapon can fire for example when the weapon carrier is startled. This is why the safety should be disengaged only when firing is likely and the finger moved to the trigger when the decision to shoot has been made.

The weapon is carried on your back when the situation calls for it, for example when driving a bicycle. In skijoring, the weapon is held in the back with the barrel pointing up and the stock of the weapon away from the skijoring towing rope.

When skiing, the weapon can be carried slung across the chest with the barrel pointing up and the sling on the shoulder. The weapon may be carried with the sling on the shoulder, barrel pointing down, when marching in single file, when contact with the enemy is not likely.

Keep the weapon on you or at an arm's reach. Carry the weapon so that it does not point toward soldiers in the section. Have the weapon on "safe". Move the selector off safe only before using the weapon. Carry the weapon so that you can open fire quickly.



## Examples of individual movement and weapon carrying techniques

The pictures show possible ways to carry a weapon.



### **On foot**

Carry the weapon in the way required by the combat situation.



### **Running**

Carry the weapon in the way required by the combat situation.



### **Stalking**

Use this when you try to move as silently as possible and the mission requires special alertness. When necessary, stop to observe and to select the best route. Carry the weapon at the low ready or high ready position.



### **High crawl**

Carry the weapon around the neck or in your arms with the stock in the armpit.



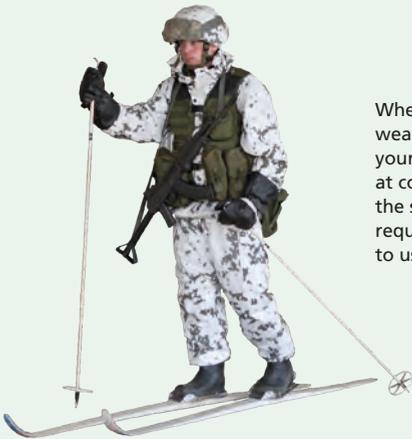
### **Low crawl**



### **Example of rushing**



Examples of individual movement and weapon carrying techniques in the winter



When skiing, have the weapon slung around your neck with the sling at combat length when the situation does not require a high readiness to use the weapon.



Examples carrying the weapon during raised readiness when wearing skis.



When taking cover wearing skis, throw yourself forward at an angle towards the direction of travel.

Rushing on skis in phases



In combat, start preparing fighting positions even during a short stop.



When you stop, use concealment and be ready to move to cover from being under fire.



The effect of cover on the size of the target.



## Movement in Combat

Plan your moving route in advance. Select temporary positions from firing position to fighting position or from cover to cover. To get cover use depressions in the ground, shell craters, ditches, backs of hills and shaded locations. Take cover when you stop and cover your partner's advance.

Advance in rushes if you need to advance without cover or you are proceeding in an area that is out of sight but under fire. The length of these rushes will be determined by the quality of enemy fire, its volume and the shape of the terrain. Usually a rush will be less than 10 metres in length or take no more than three seconds. You prepare to rush while in concealment and it must end in a good fighting position or in a concealed position. When rushing, you carry your weapon either by holding the top of the assault rifle or by holding it by the handle with the stock in your armpit. If you have to rush a long distance, advance at the best possible speed. Do not rush when you are in a dead angle or unseen, but use the fastest method of advancing that the terrain allows.

Do these things first before you rush

- Check the amount of rounds in your magazine (min. 10 rounds).
- Choose a good fighting position that is 5–10 metres ahead.
- Choose a good moment to rush or wait for the order or signal to proceed.

The different phases of a rush

- While preparing, let the others know what you are going to do by shouting out your name or assigned number "YKKÖNEN SYÖKSYY" (ONE RUSHING).
- Do your sideways movement in the fighting position.
- Hold your assault rifle by the top of the rifle.
- Take a steady position from which to start running.
- While starting to move let the others know by shouting out your name or assigned number "YKKÖNEN LIIKKUU" (ONE MOVING)
- Start moving quickly.
- Rush while running low.
- Throw yourself in the fighting position you had planned.
- After rushing, move sideways immediately before continuing to fire on the enemy.
- If you cannot engage from your fighting position or your fighting position is under enemy fire, crawl to a better position.
- When you are ready to SUPPORT others team members, shout out your name or assigned number: "YKKÖNEN VALMIS!" (ONE READY)
- Destroy the enemy, prepare to continue advancing in rushes, if your fighting position is under fire or advancing in rushes is continued.

## 5.9.4 Fireteam fire and manoeuvre

1. When the enemy opens fire on a fireteam, the fireteam returns fire aggressively and takes cover.
2. The fireteam leader uses the enemy volume of fire to estimate the enemy strength and decides, if the fireteam will try to destroy the enemy on their own.
3. If the fireteam's return fire is able to fix the enemy into place, then the enemy can also be defeated. Then the fireteam leader gives the order "SYÖK-SYEN ETEENPÄIN" (Advance in rushes). The last soldier rushes, with the objective of moving to first position as the two others support:

The rushing soldier uses the following commands:

- While preparing, lets the others by shouting out "YKKÖNEN SYÖKSYY" (ONE RUSHING), and the others acknowledge "TUEN" (SUPPORTING). "YKKÖNEN TUKEE – SYÖKSYN", in which case NUMBER ONE provides support and the fireteam leader (TL) advances.
- Just when they are about to move, ONE shouts "YKKÖNEN LIIKKUU" (ONE MOVING), and the others provide (aimed) covering fire.
- When they have reached a fighting position and are ready to support, they call out "VALMIS" (READY) or "TUEN" (SUPPORTING).
- If necessary, the TL leads their fireteam for example with:
  - "KAKKONEN TUKEE, SYÖKSYEN ETEENPÄIN" (TWO SUPPORT; OTHERS RUSH): TWO is supporting from their fighting position, ONE and TL rush forward.
  - "KAKKONEN MENE, YKKÖNEN TUKEE (TWO GO, ONE SUPPORT" ONE (and TL) support, TWO advances.
  - "YKKÖNEN TUKEE – SYÖKSYN (ONE SUPPORT – RUSHING)" ONE supports, TL advances.

Advancing in rushes is to be continued until the TL orders to take positions, to continue advancing in some other manner or for the team to disengage.

## 5.9.5 Taking Cover Against Direct and Indirect Enemy Fire

### Taking cover from direct fire

Conceal yourself from observation. Do not select a fighting position in a prominent feature of terrain. Construct sufficient protective parapets for your fighting position. The basic principle is that you cannot be fired on from outside your own sector of fire. The protective parapets may not stand out from the terrain and give away the fighting position. Camouflage the fighting position. Re-

member the protection levels: you should have enough protection particularly in front of the weapon support.

Protection against direct fire is provided by

- large boulders
- ditches
- mounds and ridges
- concrete structures (minimum 20 cm), generally apartment blocks
- armoured vehicles.

Choose a protected route of advance. Take advantage of the terrain so that your target silhouette is as small as possible. Throw yourself on the ground if suddenly fired upon and then move to the best possible firing position.

### Taking cover from sniper fire

The task of enemy snipers is to take out troops and to create a continuous threat of being targeted. Sniper targets include leaders, forward observers, spotters, sentries, machine gunners and anti-tank and missile soldiers.

A sniper can take out a target in daylight from over 1,000 metres away and at night from a distance of under 500 metres. A sniper is well-concealed and will fire only a few shots from the same firing position to avoid being detected.

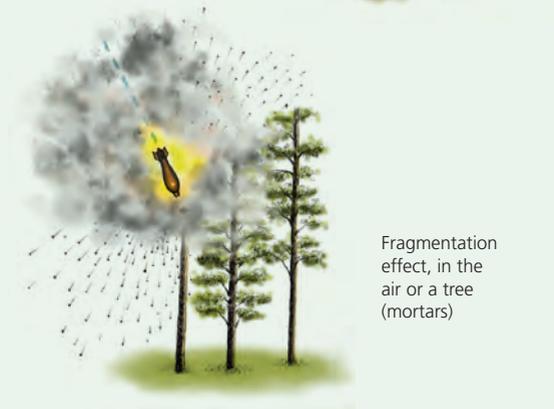
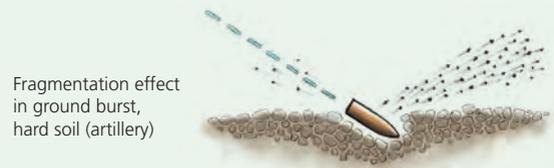
A soldier can protect themselves against a sniper by camouflaging bare skin, their weapon, helmet and fighting load. The sentry post, observation post and fighting position must also always be camouflaged.

Stay low and behind a camo net when observing the assigned area or use a periscope. Do not give away the sentry or observation post or fighting position with lens reflection, torch use, radio antenna or by smoking. Move to the fighting position via the trench.

### Protection against indirect fire (artillery and mortars)

Throwing yourself on the ground is the fastest way to protect yourself against indirect fire. Cover the muzzle

### Fragmentation effect of artillery and mortar shells on different targets



**Take cover against indirect fire by throwing yourself on the ground. When the shelling weakens move to better cover, if available.**



of your weapon with your hand when taking cover. Take cover in a depression or a ditch and pull your weapon under your body. Use your other hand to protect your neck and pull your feet together. Prepare to move to better cover if there is a break in the shelling. Follow the section commander's example and keep an eye on their hand and arm signals.

Begin fortifying the fighting position when the firing sector has been cleared of vegetation and signs posted for the fighting position. Fortify the fighting position up to the assigned level. Camouflage the fighting position. Take cover against indirect fire in the part of the fighting position with overhead cover. A fighting position with overhead cover provides good cover against the fragmentation effect of indirect fire.

### 5.9.6 Using Scouts and How They Act

Scouts protect the main force when contact with the enemy is possible. Scouts are used, for example, when moving to the area of operation and in the attack.

The scouts advance at the head of the unit so that they detect the enemy before the enemy detects the main force. The movement of the scouts is not as easily discovered as that of the main force.

The scouts advance in a combat-ready mode from cover to cover while observing the terrain in front of them. The movement formation may be the L shape where the junior soldier moves first and is responsible for observation and opening fire whereas the senior is in the lower right and is responsible for navigation and contact with the main force. When acting in fireteams the scouts will use the fireteam wedge and the team leader is responsible for maintaining contact with the main force. When contact is likely the combat readiness can be raised and the bounding overwatch method can be used.

The platoon leader or section commander will assign the task to the scouts or the team leader. The task of the scouts is to advance in combat-ready mode towards the assigned direction or objective and report enemy sightings to the section or platoon leader and to begin fighting if

fired upon. The scouts' equipment usually includes LAWs and smoke grenades.

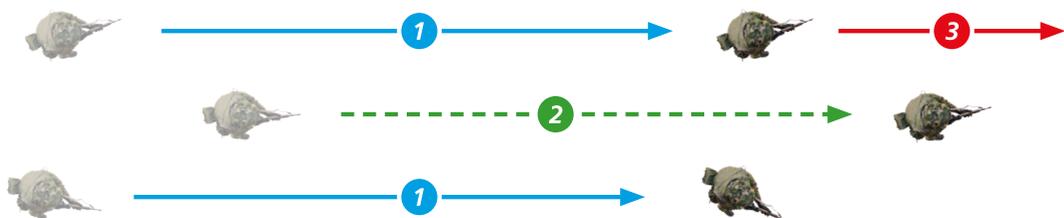
The scouts advance in combat-ready mode towards the assigned direction or objective and maintain visual contact with the section or platoon leader. The scouts are led with hand and arm signals. The platoon leader will give new advancing directions with arm signals, stopping with the halt signal and order the senior scout to him with the assembly signal. The order to advance faster is given with the *double time* signal and slowing down with the signal *slow down*. The platoon or section commander will order changing scouts. The scouts must camouflage their combat load carefully, use cover and concealment provided by the terrain and provide cover for each other when advancing. The scouts must advance by observing the terrain ahead, silently and weapon at the ready.

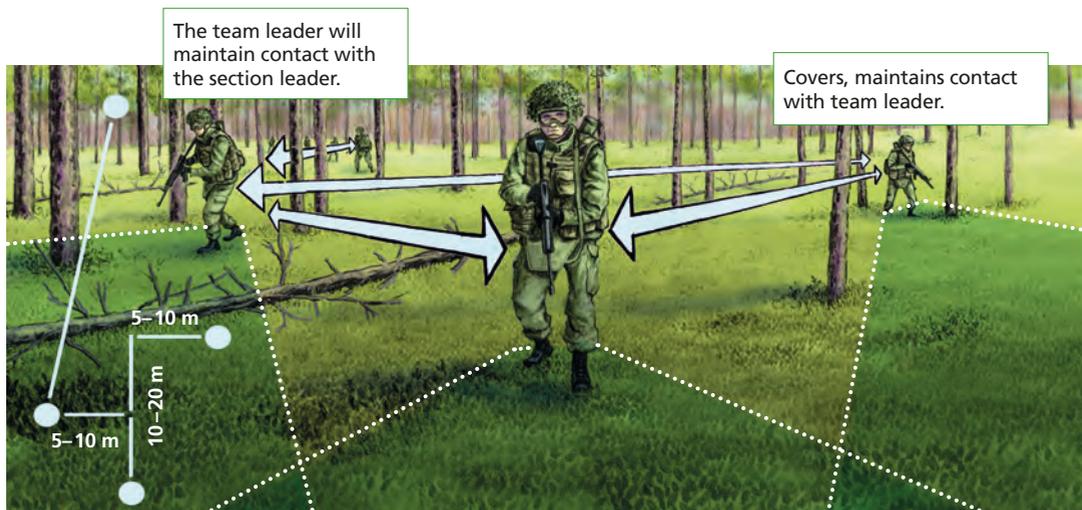
In order to hear any possible sound the scouts do not use the hood of the winter camo uniform or the combat uniform. In the attack it is good to use a standard scout pair that can for example be the LAW fireteam. A standard scout pair can be used on a reconnaissance patrol with the platoon's reconnaissance and advance party to scout out the type of terrain, possible obstacles and the enemy forward edge of battle between the point of departure and the breach location before the main force arrives in the engagement area. This way, the terrain is familiar to the navigation section commander and to the scouts, which makes the main force's movement considerably faster when advancing to contact and also makes the risk of getting lost smaller.

The safety of the avenue of advance is shown with the signal no enemy in sight. Obstacles or minefields ahead are reported with the halt signal and after this the senior scout moves to the section or platoon leader and reports the observations verbally.

When the scouts see the enemy, they take cover and observe the enemy and are ready to open fire. The senior scout or team leader reports the enemy sighting to the section or platoon leader with the signal enemy in sight and points out the enemy direction with their weapon. More detailed information is reported verbally to the section or platoon leader by moving to them or when the leader has come to the scout.

#### Fireteams' bounding overwatch





**Scouts' tasks and distances**

If the scouts are fired upon, they return fire, take cover and move to a good fighting position. The goal is to protect the main force, to fix the enemy's attention and enable the deploying of the rest of the unit. Enemy tanks are taken out with antitank weapons or blinded with smoke. The scouts support the movement of the rest of the unit in line with the scouts or to their sides. The scouts either join their section in attack or remain in a supporting fire position.

### 5.9.7 Protection Against Main Battle Tanks

Protection against main-battle tanks is mainly based on protection against visual and thermal observation and detection until the enemy is within the effective range of friendly anti-tank weapons.

Main battle tanks will try to destroy the defender from outside anti-tank weapon range. Tank main guns and autocannons are capable of accurate fire over a distance of 2 km.

Tanks have very good optics toward the direction of its main gun and to the front sector in general. The tank commander has a rotating dome on top of the tank so that he can also observe other directions. The area near the tank he can best see by rising out of the hatch. Right next to the tank are dead angles that the tank crew cannot see. Usually the rear of the tank has the largest dead angle. Because of the dead angles, infantry usually advances with the tanks to protect them and also the tank coming behind monitors the area close to the front tank. The dead angles close to the tank depend on the tank type and model.

While in defence the unit builds nuisance minefields, mine rows, abatis and other barriers and demolitions to

restrict and channel the movement of the tanks. Tanks that have stopped in a minefield are destroyed with antitank weapons.

Preparations are also made to create a diversion for tanks or blind them with smoke. Dummy equipment can be used to fool thermal sights. Image intensifiers can be blinded with illumination (flare-gun, rocket flare, indirect fire illumination). The fastest and most surprising smokescreen can be created with phosphorous grenades. A normal smoke grenade can only be used for a diversion. The tank can also use its own smoke grenade launchers if it notices it is within the kill zone of antitank weapons.

Defensive positions and fighting positions should never be planned in such terrain where enemy tanks can fire upon the defender's position from outside of the range of antitank weapons. For example, units should not be deployed to the edge of a clearing, but it is better to deploy your units deeper inside the forest.

In the attack, the tanks will be destroyed with the section's disposable antitank weapons. When taking out the tanks, the rest of the section should cover the antitank soldiers. The antitank soldiers must take advantage of the cover provided by terrain when advancing to a flanking firing position, take advantage of natural sectors of fire, choose the best firing stance and prepare to flexibly move to another firing position. A single antitank round will most likely not destroy the enemy tank. You should always try to have a fireteam to attack a tank. During the attack, especially at the objective, nuisance minefields are built on the assumed tank avenues of advance. All of the section's AT weapons must be within range to fire at the nuisance minefield.

## Nuisance minefield

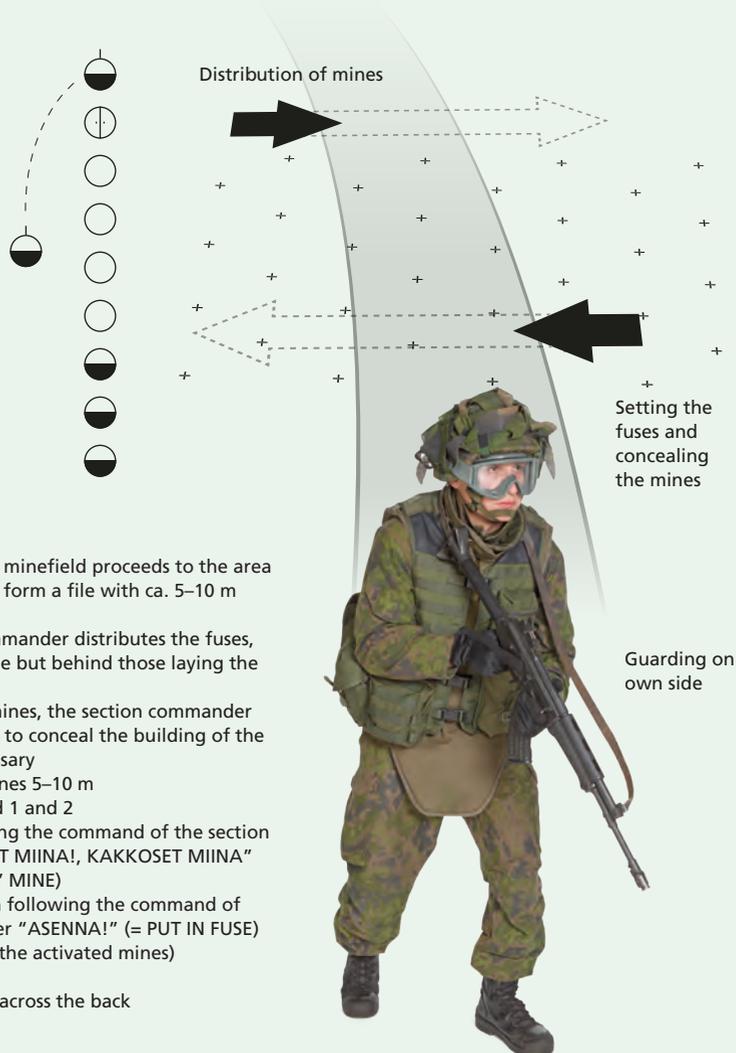
All units build nuisance minefields to protect their own operations, to prevent enemy main battle tanks from overrunning them and to intensify the effect of antitank weapons.

The purpose of a nuisance minefield is to protect the platoon while it engages in other activities. If required, several places can be prepared for nuisance minefield purposes. Only antitank mines are used in the nuisance minefield, without anti-tampering devices or additional charges. A nuisance minefield may contain a maximum of 50 antitank mines.

A nuisance minefield is to be set up in an area that is within the firing range of a light anti-tank weapon. A nuisance minefield is to be set up along a tank route that cannot be easily avoided.

A nuisance minefield is to be dug up and taken with the platoon as the platoon moves to a new area. A nuisance minefield must be kept under surveillance. Friendly vehicles must be prevented from driving into the nuisance minefield by guarding the minefield and by blocking the area with bars.

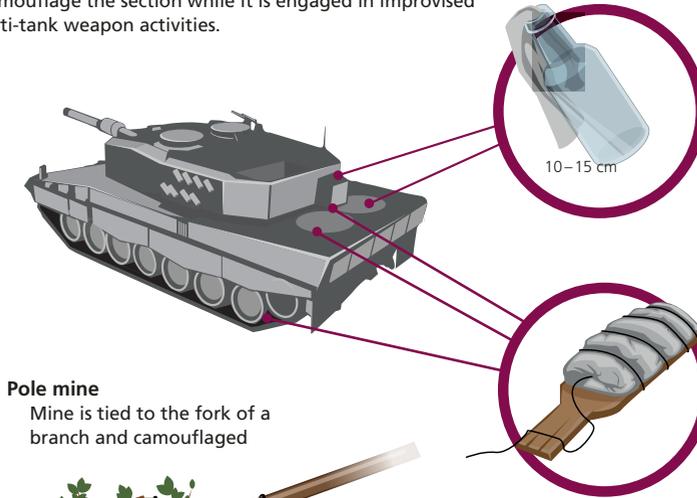
### Laying a nuisance minefield in an unreconnoitred or unprepared area



- The section laying the minefield proceeds to the area in section file and will form a file with ca. 5–10 m intervals.
- When the section commander distributes the fuses, he stands in the middle but behind those laying the mines
- Each soldier has 2–4 mines, the section commander has smoke with which to conceal the building of the mine barrage, if necessary
- Distances between mines 5–10 m
- Soldiers are numbered 1 and 2
- Mines are laid following the command of the section commander "YKKÖSET MIINA!, KAKKOSSET MIINA" (= ONES' MINE, TWOS' MINE)
- The assembly is begun following the command of the section commander "ASENNA!" (= PUT IN FUSE) (Face the direction of the activated mines)
- Mines are concealed
- Weapon is held slung across the back

## Improvised anti-tank weapons

A section's anti-tanks weaponry can be complemented with improvised anti-tank weapons. A soldier must know how to put together such improvised weapons and destroy tanks that are close. In addition, a fire-and manoeuvre team must be able to destroy a crew-served weapon position with improvised weapons while the rest of the section provides support. Smoke can be used to camouflage the section while it is engaged in improvised anti-tank weapon activities.



### Molotov cocktail

Structure:

- 1/2–1 litre glass bottle
- usually containing petrol
- as cork and fuse a cloth dampened with petrol

Placement:

- by air vents on top of engine

### Satchel charge

Structure:

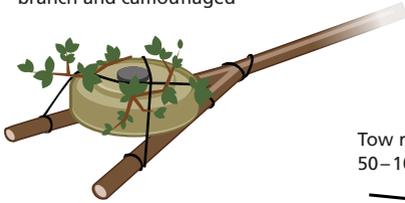
- board base
- min 4 kg explosive
- 15 cm firmly attached wire cap and fuse

Placement:

- at base of turret
- by air vents on top of engine
- on tracks (stopped tank)

### Pole mine

Mine is tied to the fork of a branch and camouflaged



Tow rope length  
50–100 m



### Towed charge

Steering piece is made steady and strong



A series of anti-tank mines attached to one another Pole mines, towed mines and strings of anti-tank mines are set in advance along a likely combat vehicle route and are pulled in front of the tracks of a tank as it moves forward



### 5.9.8 Protection Against Enemy Air Assets

Aerial protection comprises measures intended to impede enemy airborne intelligence and operations against friendly units.

The most important aerial protection measures an individual soldier can perform include concealment, camouflage, fortification, restricting the use of light, following the air situation, precise air alarm timing, and performing the right actions during an alarm. By their actions or by failing to follow orders an individual soldier could disclose the position of their unit, and, thus, cause casualties to the unit.

A unit may receive an early warning of an enemy air asset by an air surveillance report, a message device or fire unit terminal (TASP 06).

The majority of units do not have the Tasp 06 for obtaining a nationwide situation picture. It is extremely important for every command post to keep listening to air surveillance reports, so that they can receive an early warning of the enemy's air activities. Air surveillance reporting is disseminated on the ULA frequency, and you can listen to it with a normal radio. The units must have an air surveillance grid for listening to air surveillance reporting. In the air surveillance report, target location data is given with a 10 x 10 km precision stating first the 100km grid zone designation and then the grid square ID with an accuracy of 10 kilometres. For example, "MIKE-HOTEL 45" means:

- target is in grid square MH
- 40 km east of the left margin of the square
- 50 km north of the bottom margin.

An early warning is relayed to the units either by an AIR WARNING /AIR ALERT command, a siren, a vehicle audio signal, or some other signalling or communication device. Anyone detecting an approaching aircraft must raise an air alert if necessary.

An air warning is given to the units in case enemy air power is suspected to start operations very soon (within 10–60 min.) As soon as an air warning is received, the units perform without delay any force protection measures required against the air threat:

- the air warning is relayed to everyone,
- any material and vehicles out in the open are moved to shelter and if possible to a fortified protection area.
- camouflage is improved according to need,
- personnel and material are moved to dispersed locations,
- air surveillance is intensified, and
- the personnel gets ready to conduct self protection air defence.

An air alert is given to the units in case it is probable that enemy air power will penetrate the area and no time is left (0 sec–10 min). When an air alert is given:

- the air alert is relayed to everyone,
- the units seek cover circumstances permitting
- air surveillance is intensified, and
- the personnel gets ready to conduct self protection air defence.

Disrupted activities are resumed by the order "VAARA OHI". (All clear).



MGRS coordinate grid



Ground-based air defence uses missiles, anti-aircraft guns and heavy machine guns. Some helicopter and fixed wing aircraft types are armoured against handgun calibre weapons. Even so, personal air defence with personal weapons always makes it more difficult for aircraft to operate. Most helicopters and aircraft are very vulnerable to handgun fire.

A unit can protect itself with handgun fire (personal air defence) against aircraft to:

- prevent transport helicopters from deploying units in an airborne landing
- prevent attack or reconnaissance helicopters from firing or make attacking more difficult
- force a low flying helicopter or fixed-wing aircraft to get up from low altitude shade so that friendly air defence can reach it
- destroy or cause damage to low flying helicopters and aircraft

**NOTE!**

**Personal air defence, however, gives away the position of the firing unit.**

Personal air defence with handguns is not performed:

- to keep the position of the unit from being disclosed
- when the target is outside of the effective range (over 300 m)
- there are friendly aircraft over the area
- Firing with handguns has been specifically prohibited.

### Anti-aircraft fire with handguns

When the leader designates a target (for example, "HELIKOPTERI EDESSÄ") (helicopter front) the shooter switches to automatic fire, aims at the target and keeps pointing at it.

When the leader orders a lead (for example, "ENNAKKO 5") (lead 5), the shooter estimates the lead mark point on the target's trajectory. The weapon keeps pointing at the target.

When the leader orders engagement (HUOMIO-TULTA) (attention- fire) , the shooter, when hearing TULTA quickly directs his gun at his estimated lead mark point on the target trajectory and fires two short bursts (2-3 rds/burst).

Contents	Description
Audio signal	"."
New target	"UUSI MAALI"
Target ID	"3456"
Location	"MH 45"
Bearing with a 10 degree precision	"SUUNTA 350"
Velocity with 50 km/h precision	<ul style="list-style-type: none"> <li>• Altitude in either hechtometers (100 m=1 hm) or verbally</li> <li>• on the surface = &lt; 300 m</li> <li>• low = 300-3 000 m</li> <li>• high = &gt; 3,000 m</li> </ul>
Number	"3"
Type	"RYNNÄKKÖKONEITA" (ASSAULT AIRCRAFT)

### 5.9.9 Protection Against Information Operations

In modern warfare, protection against information operations is a vital part of every soldier's and every military leader's actions. Information operations are aimed to support physical operations, or conversely, physical operations may be used to, for example, reinforce a threat that was given. The objective of information operations is to influence the behaviour, attitudes and beliefs of the targeted troops, as well as their interpretation of the surrounding situation. Furthermore, information operations strive to weaken the troops' spirit and morale, and to eat away the trust towards their leaders and the justification of their own actions.

Deception and masking the influencer's own activities are also a part of information operations. Information operations usually start long before any military actions. Then its objective often is to weaken the defender's ability to respond and to justify its future military actions. Therefore, information operations influencing can take place already during normal conditions.

There are many tools for information operations, but operations directed at soldiers on the battlefield often consist of spreading deceiving information or baseless rumours, intimidation and threats. However, the influencing may also be tempting in nature, so that the goal is to get the target to reveal information or to do harmful things to themselves and their unit by using promises or flattery.

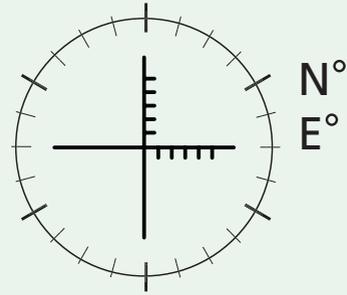
Information operation channels may include:

- Fake news sites
- Social media
- Fliers, radio and tv channels, or print media delivered to the area by other means
- Messages to personal communication devices
- Face-to-face meetings
- Demonstrations or other disturbance of the military unit.

Information operations can be directed against others than just military personnel, for example military members' family or loved ones. In such cases, the goal is to weaken the soldiers' performance of their duties by making them worry about their loved ones. On the battlefield information operations are rarely separated from other means of warfare.

#### NOTE!

**With their own actions, every soldier and military leader can make the enemy's information operations less successful.**



### Individual actions to protect against information operations:

- Prepare yourself that you will not be able to communicate with your loved ones, also prepare your loved ones for that.
- Always notify your superior if you suspect that you or your section/unit is a target of information operations.
- Maintain operational security, never reveal the location of your unit, its dispositions or task in discussions or anywhere on social media
- Do not spread rumours or assumptions, if you do not know where they originated from or how truthful they are. Rumours or false information can be both spoken points or updates shared on social media, and news that you cannot verify or where the intention is unclear.
- Be cautious of all news, surprising or even frightening information, that seems to conflict with the current situational awareness.
- Be cautious of new invitations or friend requests on social media.

### Leader's actions to protect against information operations:

- Good leadership, and the trust between superior and subordinate that goes with it, as a whole acts as a protective measure against information operations.
- Maintain your troops' situational awareness: uncertainty feeds rumours. It may also be necessary to say that there is no new information.
- Try to prevent the spread of rumours and half-truths by maintaining an operating culture where fact-based discussions and using "common sense" are a priority.
- Talk with your subordinates about information operations and the different means associated with it. Train your subordinates to question rumours and fake news, think together about what kind of information you can trust.
- Train your subordinates to notify you of even small rumours or unclear messages. For example, the effectiveness of threatening messages decreases, when the entire unit notices that they have received the same message or same kind of message.
- Strengthen your subordinates trust in your unit's ability to carry out its tasks.
- Always give your subordinates the grounds and justification of your tasks, and its importance in the bigger picture.
- Take care of your subordinates and make sure they get enough rest. People believe false information and become worried more easily when they are tired and exhausted.

### 5.9.10 Tactical Combat Casualty Care

Tactical combat casualty care (TC3) refers to emergency first aid given during combat. The purpose of tactical combat casualty care is to prevent further casualties, treating the wounded and accomplishing the mission/task of the unit. Continuing combat creates the prerequisites for tactical combat casualty care without additional casualties.

Leaders must account for TC3 in their own battle plans. At section level, those administering TCCC are the injured themselves, team-mates/fireteam members and section combat lifesaver.

The combat lifesaver is a soldier within the section, who has more extensive medical supplies and training than the others. Combat lifesavers are responsible for providing TC3 training in their own section. The tasks of combat lifesavers include supplementing emergency first aid that has already been given and replenishing medical supplies. Their medical equipment may include tourniquets and combat dressings, haemostatic dressings (dressing that improve blood coagulation), nasopharyngeal airways, needle decompression kit for tension pneumothorax, chest seals, painkillers, emergency blanket and triage/treatment cards.

The most common causes of death preventable by tactical combat casualty care are:

- life-threatening limb haemorrhage
- loss of airway
- pressure in the lung cavity, i.e. pneumothorax.

In the beginning, the TC3 procedures should be directed to prevent these causes of death. Additionally, the goal of TC3 is to reduce possible complications to the casualties that may develop later.

Every soldier must master providing emergency first aid in combat by using their individual first aid kit. Soldiers must also be familiar with measures that follow TC3, so that they are able to assist the section combat lifesaver or platoon medic their work. Leaders must assign an evacuation/casualty collection point for their unit during combat and each soldier must know where that point is.

Individual first aid kits include: tourniquet, field dressing, emergency blanket, an atropine autoinjector and a triage/treatment card. The soldiers' medical kit should be kept in conformity within the unit, so that it can be located easily also in the dark. Tourniquets should be placed in such a way that a soldier can use them with either hand. TC3 is always begun using the injured soldier's own first aid kit.

Care under fire includes such treatment measures that are carried out while under intense enemy fire. The most important first measures to be taken in TC3 are friendly support fire to hamper enemy activities and moving the casualty out from under fire or carrying out emergency

extraction without sustaining additional losses. Your own section's supporting fire has to be strong and adapted to the situation, making good use of smoke grenades, for example.

When a casualty is under fire, it is the section commander who makes the decision to give help or postpone giving help. Wounded are moved as quickly as possible, usually by pulling them, to the closest cover. If the distance of an emergency extraction is long and the casualty has life-threatening haemorrhage from a limb, the flow of blood may be stopped using a tourniquet before moving them, if necessary. No other treatment should be given while under fire. You must maintain your own combat efficiency and protection during an emergency extraction.

TC3 is continued when the casualty and helper are in cover. The objective of treatment at this stage is to prevent the casualty from dying due to massive haemorrhage or loss of airway, and to prepare the casualty for evacuation. In some cases, the lightly wounded casualty can be returned for duty.

Open, move or cut the protective equipment and clothing of the casualty only if it is necessary to inspect them for injuries or to treat injuries. Casualties must be protected from the elements and the ground using an emergency blanket. During treatment it is good to calm the casualty by telling them what procedures are done to them and why. If a casualty's level of consciousness is decreased, their weapon should be removed. While examining a casualty, maintain your situational awareness and ability to act.

#### NOTE!

**If you are wounded in combat, move to cover and return fire**

- let the closest soldiers know that you are wounded
- if you cannot move to cover, try to let the closest soldiers know that you are alive, for example by moving your arm.
- stop heavy bleeding from a limb with a tourniquet
- **KEEP FIGHTING, until the situation is over!**
- if you are about to lose consciousness, try to get into the recovery position, to secure your airway.



# Moving wounded to cover

## 1. Smoke



## 2. Keep the enemy under fire and carry out emergency extraction



## 3. Begin first aid



Tactical combat casualty care is carried out according to the **cABC rule**

### **c – Catastrophic bleeding**

Life-threatening haemorrhage:

- Examine limbs in case of possible life-threatening haemorrhages
- Apply a tourniquet
- Also note other potentially life-threatening haemorrhages.

### **A – Airway**

- Verify that airways are open
- Ensure that they stay open
- Place an unconscious casualty in the recovery position

### **B – Breathing**

- Check if breathing is normal
- Put an airtight dressing on penetrating chest injury
- The Combat Lifesaver may do a needle chest decompression if necessary

### **C – Circulation**

- Check for other possible bleeding
- Stop the bleeding with a combat dressing
- Keep the casualty warm by placing the emergency blanket against their skin, under their clothes.

After these activities the casualty must be immediately evacuated to the Platoon Casualty Collection/ Evacuation Point.

Further information about tactical combat casualty care is available in PVMoodle, in the module workspace and in the Tactical Combat Casualty Care teaching package workspace.

## **5.10 Combat Readiness and Actions in Combat**

This section contains things that are officially trained during the later phases, but that you should read about in advance, so that your understanding of operating as a soldier will develop already during the combat training of the basic training phase, based on experiences you get from training.

When you read the topics relating to performance and developing performance in chapter 6 after this one, you will have a good basis to take in the training of the later phases and for developing your combat skills.

### **5.10.1 Situational Awareness and Operating Models in Combat**

A soldier is not accomplishing their combat mission, if they do not know what is happening on the battlefield. The mission is not accomplished if the soldier does not know what to do, does not know how or is not able or willing to act. In order to accomplish the mission, the soldier must have observation skills, knowledge and skills, will and ability to function.

A soldier's decision making in combat is applying experience-based information and operating procedures to deal with the situation, often under immediate threat of death. There is very little time for situation assessment, maybe a few minutes at most.

Situational awareness means the soldier's awareness of the factors that affect the activity and decisions in a certain situation. Situational awareness is the soldier's understanding of the mission, the enemy and its actions, of



friendly forces and operating environment as well as his own weaponry and equipment.

It requires that the soldier will always observe his surroundings, analyse what he sees, hears and smells and that he decides how to act. Everything that can affect the actions and decisions should be observed. An observation can, for example, be a sighting of the enemy, a muzzle flash, the sound of an exploding grenade or something similar.

The soldier must be able to pick out the most vital pieces from the information flow to support their decision making. They must be able to choose the critical factors from their surroundings, to understand the meaning and to fit them into their own actions. In addition, he must anticipate the enemy's actions and his own measures.

Experience will help in a combat situation. The speed and effectiveness of an experienced soldier is based on quickly analysing information and turning it into actions. An experienced soldier can take advantage of models of similar situations that they have learned in training or through previous combat experience.

A soldier's actions can be looked at through three simplified operating procedures or models.

1. Anticipatory and instinctive actions
2. Immediate action according to the section commander's example, signal or order and
3. Independently carrying out the combat mission together with their partner.

In combat the soldier must use all three and to apply them to accomplish the mission. The operating models complement each other.

In the first, anticipatory model, the soldier acts almost instinctively, based on their observations and training. They for example, take cover, open fire or support their partner. Effective action therefore requires continuous observation, readiness to act, ability to react and confident mastering of the basic skills. If the soldier does not see the enemy actions or reacts too slowly or erroneously to it, they will be wounded or killed.

In the second, immediate operating model the section commander will give tasks to the fireteams and soldiers with hand signals or short orders. The soldier must also be able to act only based on the example of the section commander. The orders of the section commander are short and often include the method for accomplishing the task or mission. The basis of the orders are built on enemy action, operating models learned in training and actions trained to the level of automation. The soldier is always required to follow the section commander's example, hand signals and orders and quickly comprehend

them. In addition, they must see their task and place in the actions of the section and its combat.

In the third model, the soldier independently carries out the combat mission together with their partner or fireteam. Examples include the duties of a sentry, military police, point man, crew-served weapon gunner, fireteam leader or assistant section commander.

In these situations the section commander may not be in the immediate area or leading the activities. The soldier must make his own decision on how to carry out the mission and accomplish the task.

The situation may be different from previous experiences and that is why quick situation assessment and decision making are important. Also, he must be able to apply his skills and knowledge in each situation.

#### **Soldier's anticipatory and instinctive actions:**

- Keep an eye on your surroundings
- Identify the critical factors
- Prevent a dangerous situation by warning or raising the alarm.
- Destroy the enemy threatening you or take cover.
- Support your partner and save them from a potentially dangerous situation.
- Keep your section commander informed.
- Carry on with the mission.
- Maintain combat readiness and your ability to function.

The goal of immediate action is to destroy the enemy you meet before he destroys you. Another option is to take cover so that the enemy cannot destroy the soldier.

Options usually are opening fire quickly or taking cover, or the combination of the two. Opening fire quickly is an effective operating procedure when the soldier sees the enemy and is able to fire his own weapon.

In other cases the most effective action is taking cover for example by dropping to the ground and moving to a fighting position from where you can destroy the enemy. A bad decision made in a few seconds can lead to the death of the soldier. Immediate action requires continuous and alert observation on the threats against the section. These threats include the use of CBRN weapons, mines, tanks, the enemy entering firing sectors or a person approaching a sentry post.

In addition to observing the enemy the soldier must also warn and alert their partner and section verbally, with a hand signal or with an alarm. This requires previously practised operating procedures.

After a quick opening of fire or taking cover the primary mission of the soldier is to support his partner and save

## General principles of combat in a soldier's actions

**Success in combat requires knowledge of the general principles and standard operating procedures of combat and the ability to apply them to practice as needed:**

### **1 Maintain you will to fight (morale).**

The objective is victory. The goal is to undermine and break the enemy's morale. A soldier's battle is defeating the enemy on the battlefield. A soldier's victory is accomplishing his mission with as few casualties as possible. The enemy's will to fight is broken when his mental or physical endurance runs out, when the enemy is no longer able to act and he is unarmed or destroyed.

### **2 Be proficient in the basic tactics and techniques**

Combat requires the soldier to act instinctively and see the big picture, independent decision making and assessment of the situation. Only by being confident in the basic tactics and techniques can you act systematically in exceptional circumstances. Knowing the basic techniques well is a requirement for applying them quickly when the situation calls for it.

### **3 Maintain combat readiness**

A soldier's weapon must always be functional and ready for use. A soldier must observe their operating environment and maintain their combat readiness as dictated by the situation and their section commander.

### **4 Act quickly. Be active**

From a soldier's perspective, combat is often close quarter battle against enemy soldiers. In close quarter battle the winner is the one who is more likely to hit a target and who opens fire the quickest. Actions by the enemy will force the soldier to take cover from fire and observation. Taking cover quickly is a requirement for survival. The quick actions of a soldier will affect the activities of the section and platoon. Slow actions of an individual soldier will slow down the entire section and platoon. A soldier must always strive to act quickly and as trained.

The section commander will order combat readiness and raise it. Quick actions can often seize the initiative and through that force the enemy to react to what is happening. This way you can keep the advantage or change the situation so that it becomes advantageous for you. The requirements for quick actions are correct situational awareness and activity as well as anticipating the enemy's and your own actions.

### **5 Always try to achieve surprise**

A soldier must always strive for surprise in combat. With surprise you can even beat a larger enemy force. Surprise can be achieved with time, place, method of action and the amount of force used. A soldier can surprise the enemy with a quick opening of fire, silent action and speed, taking advantage of the terrain and conditions, the pattern-like actions of the enemy, by distracting the enemy and doing things differently than standardised.

You should try to hit the enemy in its weakest point from the flank, or rear by hitting an unprotected location. If



surprise is achieved, the enemy's strongest point is destroyed first. Achieving surprise requires knowing the actions of the enemy and preparing your own actions and conducting reconnaissance. The mission must be carried out purposefully and flexibly by using all opportunities. Do not let the enemy surprise you – the enemy will also try to surprise you.

### **6 Use fire, movement and cover**

The basic elements of combat are fire, movement and cover. Fire destroys the enemy and its equipment or prevents the enemy from firing. A soldier's fire consists of firing the assault rifle, using hand grenades and the fire support of your partner. Tanks are destroyed with antitank weapons. In the attack you must fire and move as part of the section so that the enemy is continuously under fire and is destroyed. A soldier will rush from firing position to firing position from where it is possible to destroy the enemy.

Advancing will be covered by using the best terrain and by choosing the attack route and firing position. From locations that are protected from enemy fire you should advance by using the quickest way possible. A soldier's cover and concealment is made up of your fighting load and body armour, camouflage, choosing the attack route and fighting position, fortification and support from your partner and the rest of the section. Friendly action can also be concealed by using smoke.

### **7 Act together with your team partner or fireteam and as a part of the section.**

In almost all combat activities the soldier will act together with his partner or fireteam. Cooperation requires agreeing on operating procedures beforehand, communicating during the battle and supporting your partner. The fireteam will almost always function as a part of a section. This requires following the section commander's example, hand signals and orders and conveying your own observations to your section commander. A soldier must think of his task and place from the perspective of the actions of the fireteam or section.

him from a potentially dangerous situation. He must also inform the rest of the section that he has seen the enemy.

When the soldier knows to do these things, they add to the entire section's security and the section's combat power. They also makes sure that they will also be supported and helped in a similar situation.

When a soldier is no longer under enemy fire they will notify the section commander of their observations and the results of their actions. In this way they supports the leadership and command of the section commander and make the entire section's combat more effective.

After immediate actions the soldier should independently continue carrying out the section commander's order or mission.

Immediate action according to the section commander's example, signal or order:

- Start carrying out the order immediately.
- Act fast and as trained.
- Continue carrying out the order until the mission is accomplished or the section commander gives you a new task or mission.
- Notify the section commander when you have accomplished the task and report the results.

The activity of a large force does not begin until the last soldier is ready or in their own position. The platoon does not move out until the last soldier is in the vehicle or taken their place in the movement formation. Quick and reliable actions by an individual advances the section's and platoon's actions and frees up the leaders to lead in combat.

A soldier must trust in the actions of their partner and the other members of the section. It requires practising and this practice, when successful, creates the necessary unit cohesion and creates trust among the section. Trust and unit cohesion are heightened in conditions where the section members cannot see or hear each other: for example while fighting in built-up areas or in dispersed combat actions.

A soldier must continue carrying out the order until the mission is accomplished or the section commander gives them a new task or mission. After carrying out the order the soldier must notify the section commander when the task has been accomplished and report the results. If it is obvious that carrying out the order is delayed or cannot be completed it must be reported to the leader immediately. In this way the soldier supports the leadership and command of the section commander and makes the entire section more effective.

As the situation changes the soldier may have to think what the purpose of their mission was and to act according to their best understanding of the situation in

order to achieve the original purpose. Events that place the section's mission or its members in danger should be reported to the section commander as quickly as possible.

In an independent combat task the soldier must decide how and in which order they should act to fulfil the task in the best possible way.

Independent combat tasks can include destroying enemies in the sector of fire, taking out a tank or clearing a room. Other independent combat tasks can be attacking an assigned objective, taking out a gun emplacement, covering the disengagement of the section or destroying a pursuing enemy. Carrying out such independent tasks last from a few dozen minutes up to a few hours.

The basis for the action is the mission of the section or fireteam, the situation, orders and observations of the operating environment, especially the activities of the enemy, as well as personal experiences of combat.

### ***5.10.2 Situation Assessment and Decision Making***

Situation assessment and decision making is based on the orders of the section commander, observations of the operating environment and combat experience . The central factors affecting the realisation of the task are assessed. The decision taken is the best solution for carrying out the task: what, how and in which order?

The chart shows a model for a soldier's quick situation assessment and decision-making. It can be also used when carrying out an independent combat task. The model can also be used in mental training when preparing for combat. Mental training prepares you for the upcoming performance, ensures you complete the task in the right way and makes the actual performance of the task faster. Mental training includes situation assessment and going over the combat phases and own actions in your mind before performing the actions or before battle. The model can additionally be used after the battle to assess your own actions and how to improve them.

The basis for the decision making are the orders of the section commander, observations of the operating environment and previous training and combat experience.

Situation assessment is always started from the task or mission. The order of the section commander usually includes a standard task based on training and practise, the task of the individual soldier and the parts determined by the operating environment and situation and, if necessary, the operating instructions. The standard task of the section commander's order can, for example, be "you are the sentry/point man/machine gunner, overwatch security/guide/runner."

Elements of situation assessment include:

**1. Mission, 2. Enemy, 3. Operating environment 4. Fire-and manoeuvre team/fireteam and section and 5. Weapons and equipment.**

Contributing factor	Think	Evaluate	Decide
<p><b>1. Task</b> Assigned by section commander</p> <ul style="list-style-type: none"> <li>• the task</li> <li>• objective/goal</li> <li>• instructions</li> <li>• support</li> <li>• time-related factors</li> <li>• restrictions</li> </ul>	<ul style="list-style-type: none"> <li>• What is the task/ mission?</li> <li>• What needs to be accomplished?</li> <li>• What needs to be done immediately?</li> <li>• What has to be done next?</li> </ul>	<p>Ways and means to surprise the enemy.</p>	
<p><b>2. Enemy</b></p> <ul style="list-style-type: none"> <li>• location</li> <li>• number</li> <li>• weapons</li> <li>• activity</li> <li>• objective</li> </ul>	<ul style="list-style-type: none"> <li>• From which distance can the enemy see the soldier?</li> <li>• How and when can the enemy use weapons on the soldier?</li> <li>• How can the soldier use weapon effect on the enemy?</li> <li>• How might the enemy react?</li> <li>• What is the most dangerous enemy from the point of view the soldier?</li> <li>• In what order do you destroy the enemy?</li> </ul>		
<p><b>3. Operating environment</b></p> <ul style="list-style-type: none"> <li>• cover</li> <li>• obstacles</li> <li>• dead angles/areas without observation</li> <li>• routes of advance</li> <li>• gun lines and firing positions</li> </ul>	<ul style="list-style-type: none"> <li>• Factors limiting enemy and friendly actions?</li> <li>• Routes of advance and fighting positions that enable carrying out the task?</li> </ul>	<p>Factors that promote or hinder action</p> <p>Factors that are essential to action</p>	<p>What needs to be done?</p> <p>How must you act?</p> <p>In what order do we do things?</p>
<p><b>4. Fire-and-manoevre team/ fireteam and section</b></p> <ul style="list-style-type: none"> <li>• location</li> <li>• the task</li> <li>• current and planed actions</li> <li>• use of crew-served weapon</li> </ul>	<ul style="list-style-type: none"> <li>• How will the section and fireteam support the individual soldier?</li> <li>• How can the soldier support the section and the fireteam?</li> <li>• How is cooperation communicated with your partner or the fireteam?</li> </ul>	<p>Potential threats and risks?</p>	
<p><b>5. Weapons and equipment</b></p> <ul style="list-style-type: none"> <li>• rounds in magazine</li> <li>• number of full magazines</li> <li>• number of hand grenades</li> <li>• other weapons and ordnance</li> <li>• possibilities for use</li> <li>• restrictions</li> </ul>	<ul style="list-style-type: none"> <li>• Choosing the weapon, the type of ammunition, sight and firing mode.</li> <li>• Sufficiency of ammunition.</li> </ul>		

## The section leader names the main terrain features and estimates ranges



The section commander will give the soldier a clear, unambiguous task. The task can, for example be, covering someone, direction of advance or objective, destroying the enemy, delivering a message, guiding someone. Relating to the operating environment, the order includes, for example, fighting position, fields of fire and maximum engagement lines.

The section commander often given the task in the position or in such location that the position or post is visible. The section commander makes sure the soldier understands the order by possibly asking him to repeat the task or by asking a question about the order. The order will end in the section commander's question "Kysyttävää?" (questions?), at this time the soldier should check any issues that are unclear. After the order the section commander may issue necessary operating instructions for carrying out the task.

The section commander's common order includes the following information: enemy, friendly forces, section's mission, tasks of fireteams/individuals, support, command and operating instructions. Commanding includes commands and hand signals used, challenge, battle code, the location of the section commander and the time factors.

The first things to find out about the enemy are location, number and weaponry. Second, find out the enemy's actions and evaluate its goals/objectives. The conclusions are answers to the following questions:

- From which distance can the enemy see the soldier?
- How and when can the enemy use weapons on the soldier and how can the soldier use weapons on the enemy?
- How might the enemy react?
- What is the most dangerous enemy from the point of view of the action?
- What the most dangerous enemy from the soldier's perspective?

The soldier must always try to find the means and opportunities to surprise the enemy.

In the operating environment you should chart out cover, obstacles, dead angles/areas without observation, routes of advance and fighting positions. The conclusions are answers to what restricts enemy and friendly actions and suitable advance routes and firing positions for friendly forces.

For the section, fireteam and partner you need to find out the location, task, current and planned actions and the use of crew-served weapons. The conclusions are answers to how the section, fireteam and two-man team will support the action, how the soldier can support the section and fireteam and how cooperation is communicated between team members?

In terms of weapon and equipment the soldier should check the number of rounds in the magazine, seen from the holes on the side of the magazine, and the number of full magazines. One should also evaluate the opportunities and restrictions for using the weapon and other equipment. The conclusions answer the questions about choosing the weapon, the type of ammunition, sight and firing mode and sufficiency of ammunition.

As a result of the situation assessment you should know factors that promote or hinder action, possible threats and risks, factors that are essential to the action as well as courses of action.

Before the final decision it is good to think of how the enemy might react and how will that affect the actions of the fireteam. At the same time you are putting together a back-up plan that you can use when the situation changes.

Situation assessment is systematic evaluation of factors that affect how the task/ mission is carried out. You will make a decision based on the situation assessment.

The team partners usually evaluate the situation together by talking. After assessing the situation the partners and the individual decide how to carry out the mission and what measures this requires.

It is possible to make such a situation assessment when you are carrying out an independent combat task. In a situation where you have to act according to the section commander's orders or react to a threat, you must act immediately and without hesitation, based on your military training and combat experience.

The decision is the solution to how to best carry out the task and the actions that it requires. The actions are ranked in the order in which they are carried out into immediate actions, preparatory actions and carrying out the task and further actions.

The soldier must come up with a standard operating procedure to each situation quickly. That is why observing the operating environment, situation assessment and decision making must be continued, both when preparing for battle as well as during it.

## How to prepare for combat?



### 1 Maintain situational awareness. Pass on your observations to your partner and section commander

- From the section commander's order you should memorize the overall situation, enemy information, mission of the section, your own task, the challenge (countersign) and battle code
- Always keep track of where your teammates are and your actions.
- Monitor your operating environment.

### 2 Keep your weapon and kit combat ready and functioning.

- Clean your weapon and occasionally check the sight adjustments and functioning of your magazines
- Always reload short magazines during a break in the battle.
- Keep your marching load packed in the sleeping area or in a vehicle.

### 3 Prepare to carry out your task or mission

- Keep special equipment, such as hand grenades, a light antitank weapon, flares, tracers and smoke grenades, ready for use.
- Make the necessary preparations for night-time operations
- Go over the section commander's orders and instructions and after that agree with your teammates how you carry out the task and work together.
- Prepare for carrying out your task by assessing the situation.
- Think about your and your partner's role in the section's combat.
- Think how you will act when your section encounters the enemy or makes contact.
- Anticipate how the enemy might react.

### 4 Maintain combat readiness and your ability to function

- Monitor your surroundings and recognise critical factors to begin action.
- Maintain proper hydration and energy levels by drinking water and eating.

## How do you raise your combat readiness?

### 1 Update your information and pass on your observations to your partner and section commander.

The section commander will determine the section's combat readiness and raising it. The section commander might give orders about sentry duty in 2-man teams, resting with fighting load worn, standing-to fighting positions and air attack and CBRN warning. Anticipate the enemy's actions and prepare for them. Let your teammates and section commander know of any critical factors you notice in your operating environment. Pass on your section commander's orders and reports to your partner and relay them forward.

### 2 Raise your readiness to use your weapon and equipment

Make sure you have the necessary equipment. Assume a good firing stance. Choose a target, weapon to be used and the correct sight. Aim at the likely target and disengage the safety. Do the preparations required by the CBRN warning when your section commander gives the order.

### 3 Prepare to carry out your task and for enemy action.

Prepare to use the special equipment, such as hand grenades, a light antitank weapon, flares, tracers and smoke grenades according to the situation, enemy activity and your task. Based on observations agree with your partner and teammates how you carry out the task and cooperate. Be prepared to start fighting. Think what the enemy might do next and follow its activity.

### 4 Prepare for night time operations already during daylight hours.

Make the necessary preparations according to 5.7.5.

### How do you prevent casualties within your own unit in combat?

- Follow general safety regulations.
- Memorise your unit's challenge, battle code and signals for approaching.
- Keep track of where your partner is at all times and agree on how you work together in combat.
- Say your unit's challenge out loud to let others know your location and that you are approaching
- Approach the sentry point and collection point from the ordered direction and give the signal that has been agreed on. Obey the sentry's orders.
- Learn to identify the enemy by his uniform, combat gear and weapons as well as from his shoe print, vehicle tracks and sounds.
- Always notify the sentry when moving into your section's kill zone.
- Make sure you know where your section has laid its charges and their detonation wires so that you do not trip them accidentally.
- Remove a hand grenade's safety pin only just before you are about to throw the grenade.
- Remove the safety pin from a charge only when you have done everything else that is required to install the charge.
- Handle your weapon and other kit so that you do not accidentally detonate the mine that you have just installed.
- Always check the back blast area before you fire a light anti-tank weapon.
- Leave a minimum of 100 mils both to your sides and upwards, between friendly forces and the target you are firing at. A hundred mils is the same as the width of three fingers.
- Relay the section commander's commands to the other soldiers.

## 5.10.3 Accomplishing the Mission

When the activity begins, the immediate things to pass on are orders and signals, taking cover, advancing and using your weapon. A soldier can relay or give orders or hand signals to their partner or section commander. The soldier can take cover or advance to the next firing position. The use of a weapon includes choosing the firing mode and targeted enemy and destroying the enemy. These actions must be done immediately or within seconds.

Immediate actions – what do I do immediately?  
Mission preparation and implementation – how do I execute my task?  
Further actions – what to do next?

Preparing for mission execution and implementation can include such things as, observing the enemy visually and conducting reconnaissance as necessary for friendly actions. The preparation may also include pointing out a target to your partner, selecting the route of advance and next firing position, selecting and preparing the weapon,

ammunition type or special equipment, selecting a target and firing mode as well as agreeing on a communication method and actions with your partner.

The fireteam can together agree on such things as, order of advance, destroying the enemy, moving out and hand signals. There is often only a short time to prepare for a mission or a task. The preparations should be done deliberately, systematically and quickly.

Certain factors promote and make the accomplishment of the mission faster. They include:

- Mastering basic skills and operating procedures,
- preparations and preparing for action,
- readiness required by the situation,
- cooperation with your partner,
- being goal-oriented,
- focusing on the essential factors,
- pre-emptive action to seize the initiative from the enemy,
- simple actions that lead to a guaranteed result,
- taking the initiative,
- courage and resilience.



"...Maximum engagement line - from the left corner of the forest to the electrical pole in front and from there to the right following the electrical line. You will open fire on my example..."



"...when the enemy crosses the maximum engagement line"



"..when the enemy surprises the unit."

Deceiving and surprising the enemy are often factors that decide the outcome of the battle. These can be achieved with pre-emptive actions, by not always doing things in a standard way and taking advantage of the enemy's patterns of activity.

Things that usually slow down and hinder the completion of the mission:

- not being proficient and confident in the basic skills and operating procedures,
- being unprepared or neglecting preparation,
- not being combat ready,
- insufficient cooperation with your partner,
- acting without clear goals or objectives,
- concentrating on the inessential details,
- reacting to the enemy's initiative,
- complicated operating procedures,
- indecisiveness and waiting,
- recklessness and
- giving up.

A soldier can prepare for the threats and mitigate the risks by anticipating the enemy's counter-actions and by planning his own counter-actions.

Such counter-actions include taking cover and moving to a new fighting position, changing magazines and loading the weapon, observing, giving first aid to your partner, reporting observations of the enemy and the results of your own actions to your section commander. Effective action in all stages requires that the actions and procedures are done in the correct order.

#### **5.10.4 Cooperation within a fireteam**

A section is made up of a section commander and three two-man teams or fireteams. A fire-and-manoeuve-team made up of two soldiers, or a fireteam made up of three soldiers, is the building block of a section. A two-man team or a fireteam is more effective than 2–3 individual soldiers. You can have a say as to who your team member is and what fireteam you are placed in.

Successful cooperation between the partners requires that they know each other. The more senior soldier will introduce and train his partner in the tasks, activities and operating environment and introduces him to the rest of the section. The fireteam should rehearse cooperation and they should have shared combat experience. This way they will learn each other's strengths and weaknesses.

They will check each others' fighting load setup and camouflage. During long periods of stress and when tired the partners must observe and monitor each other's eating, hydration and gear packing. In the winter the partners will monitor each other's movement and face for signs and symptoms of frostbite.

They must know each other's location and combat readiness and ability to function. They must be proficient in the fast, short and clear communication in combat, both with hand signals and verbally.

In continuous combat the partners take turns in observing, filling magazines, fetching or preparing food as well as in eating and rest. In the attack, fireteams support each other by assault rifle fire and advance from one fighting position to another by covering each other's movement. The partners will give immediate aid to one another when one is wounded.

**In combat, the fireteam makes it possible to combine the necessary fire and manoeuvre and to protect and cover each other.**

Good interaction within a fireteam is only possible by passing on information. If the communication is lacking, the necessary information is not passed on and the battle can be a failure. Interaction is discussion, short reports and orders and communication with the confirmed and agreed arm and hand signals.

Passing on information requires common concepts, knowing confirmed arm and hand and light signals as well as signals and operation procedures that have been agreed on beforehand. Communication and cooperation must be rehearsed.

When preparing for combat the point of the interaction within the fireteam is assessing the situation and agreeing on cooperation to accomplish the task. In combat the point of the interaction is passing on observations and interpretation about the enemy, operating environment and friendly forces to your section members and section commander. Its purpose is to also support carrying out the section's battle plan and to maintain communication with the rest of the section members.

Pass on your observation of the enemy to your team members and warn them of enemy activity and point out targets to them. Before carrying out the task the fireteam can together agree on such things as individuals' responsibilities, selecting targets and the order in which they engage targets. During the tasks let your team know of your intentions, agree on who is supporting and who is advancing and encourage your team members. Pass along the section commander's signals and orders to others.

After the battle is over the goal of the interaction is twofold: exchanging and evaluating combat experiences to improve actions and supporting your team members.

## Confirmed arm and light signals

The platoon and section commanders will lead their unit in combat by example, with arm and light signals and with

short orders. The orders will be passed on inside the section and platoon. Every soldier will repeat the given order or signal.

### General signals used when leading a unit

#### General signals



*Huomio valmis*  
(Attention ready)

 Green continuous light



*Ilmahälytys*  
(Aerial attack alert)

 White light  
back and forth  
in a semicircle



*Liikkeelle* (Move out)  
*Mars* (March!)  
*Nopeammin* (Double time  
– when shown rapidly  
several times)

 Green light vertically  
back and forth



*Vihollista on*  
(Enemy in sight)

Weapon pointed  
towards enemy



*Seis* (Halt)  
*Pysähdy ja hakeudu suojaan*  
(Stop and take cover)

 Red light  
back and forth  
in a semicircle



*Vapaa vihollisesta*  
(No enemy in sight)  
*OK*  
*Kyllä* (Yes)  
*Ei ongelmia*  
(No problems)



*Asemaan* (Stand to)

 Red light  
vertically  
back and forth



*Kokoon*  
(Assemble)

 White light  
in a large circle



*Ilmavaroitus*  
(Aerial attack warning)

 White light  
vertically  
back and forth



*Alijohtajat  
kokoon*  
(Leaders assemble)

 Blinking  
white light

# Hand signals used in a fire-and-maneuvre-team and section communication and leading

The unit instructor or leader determines the hand and arm signals in use



*Tänne*  
Join me



*Takaisin*  
Go back



*Älä tule*  
Do not come



*Seis*  
Stop



*Seuraa*  
Follow



*Suojaa*  
Cover my move



*Vaunu* Tank  
Specifies "enemy in sight" signal



*Tuhoa*  
Destroy



*Jalkaväkeä*  
Infantry  
Specifies "enemy in sight" signal



*Rynnäkö*  
Rush



*Tuli seis*  
Cease fire



*Tunnustelijat eteen*  
Scouts up



*Miinoja*  
Mines



*Tie edessä*  
Road ahead



*Tauko*  
Take a break



*OK, Kyllä, Ei ongelmia*  
OK, Yes, No problems



*Ei, ongelma*  
No, problem



*Katso*  
Watch



*Tähystä*  
Observe

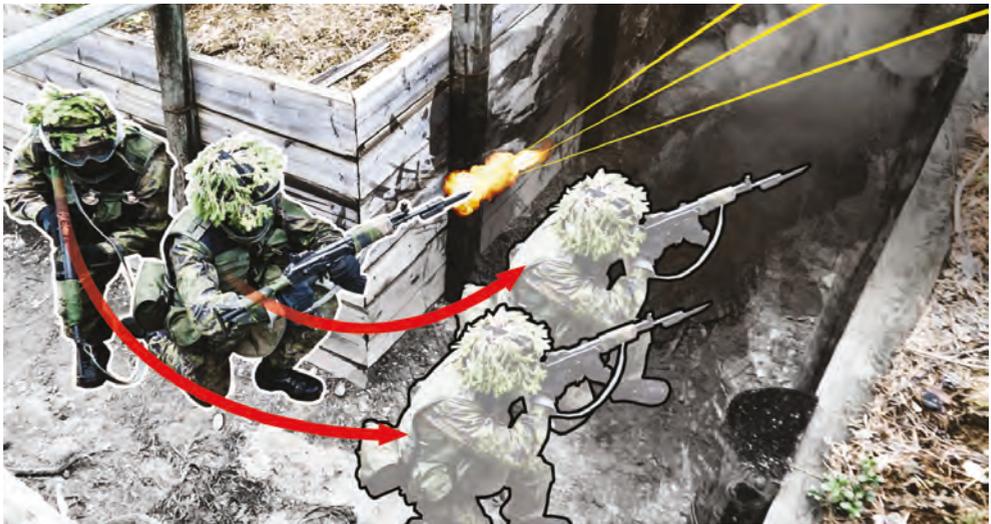


*Numero*  
Number



*Toista*  
Say again

A hand grenade can be thrown up in the air behind a corner in a trench or by bouncing it off the wall.



### 5.10.5 Fire-and-Manoeuvre Team and Fireteams as Part of Section

A team always fights as a part of their section. That is why the team must always look for the section commander's hand signals and orders and relay them to other teams.

The section commander will give the teams tasks so that the teams support one another with their fire and move-

ment. The team must understand their position and location as part of the entire section's actions.

When the section advances in a combat formation, the job of the team is to advance and maintain their position in the formation and to watch the assigned direction.

In the defence the team's task is to destroy the enemy in the field of fire, from a fighting position assigned by the section commander.

## Section formations

**A section file** is the fastest way to move on foot. It is used when moving as a part of the platoon, except if on point. The point section must use scouts.

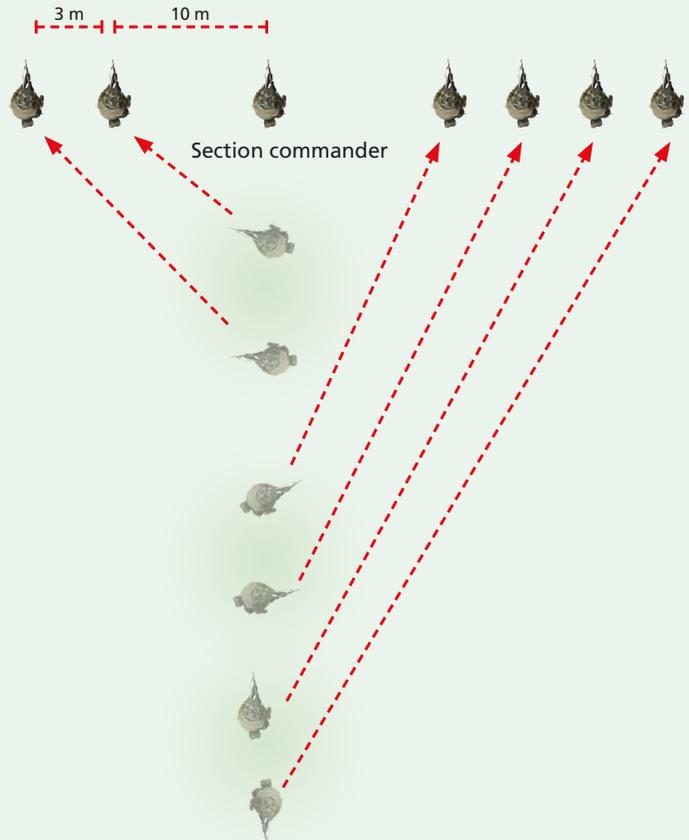
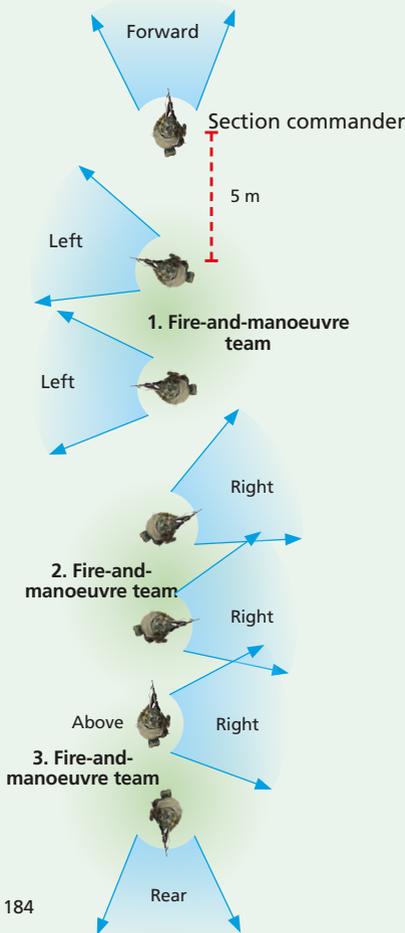


Arm signal: single file

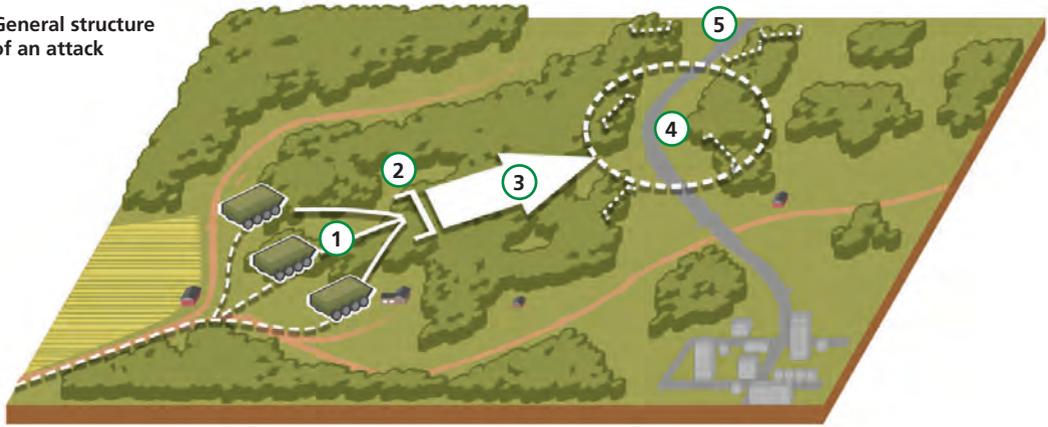
Observation directions:  
Forward, Left, Right,  
Above, Rear



Arm signal: section line



**General structure of an attack**

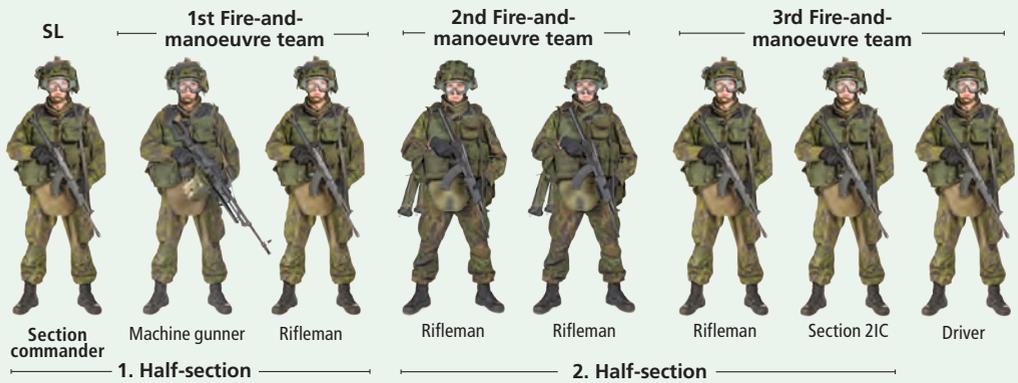


1. Dismounting area 2. Assembly area 3. Movement to contact 4. Engagement zone 5. Objective

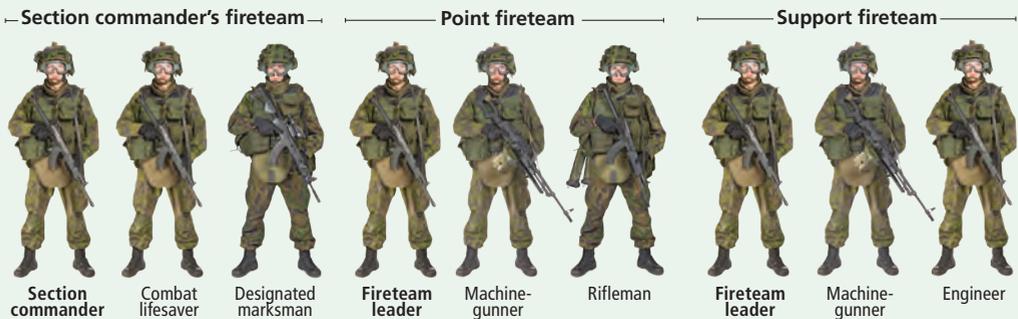
In attack the team's task is to advance in the assigned direction or to the objective and to destroy the enemy it encounters. The fireteam acts together as point men, LAW gunners, a machine gun team and on 2-man sentry duty and in almost all other combat duties.

The requirement of a section's effective communication is that the members of the section understand the need for interaction and their duty to pass on all observations, signals and orders.

**Example 1 – section organisation**

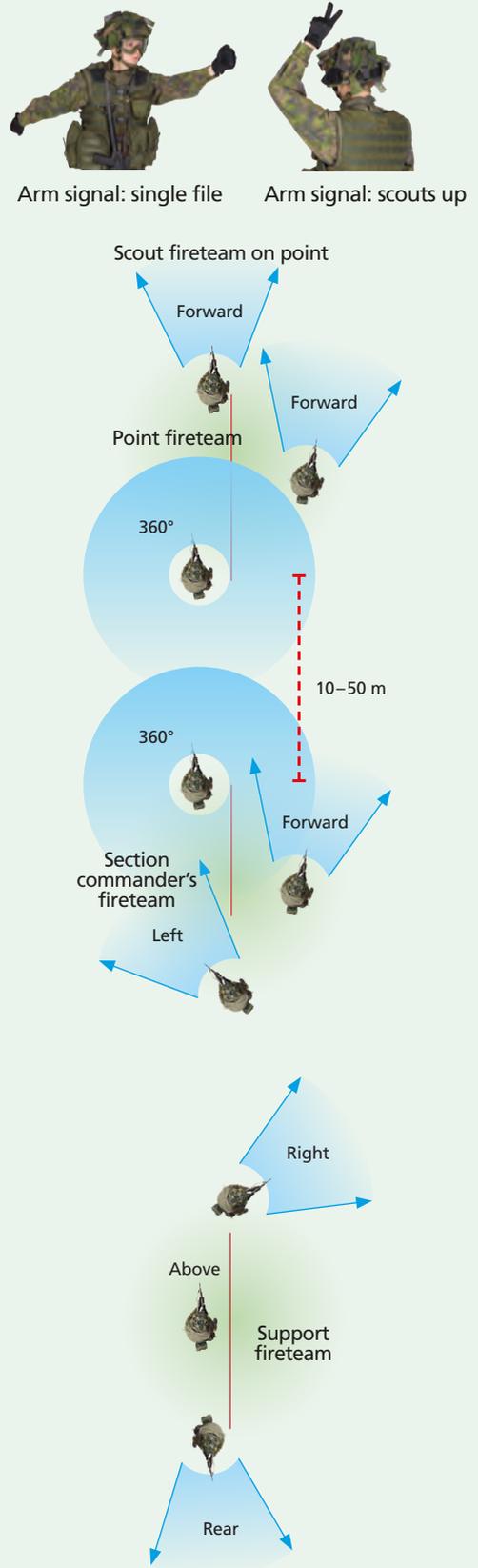
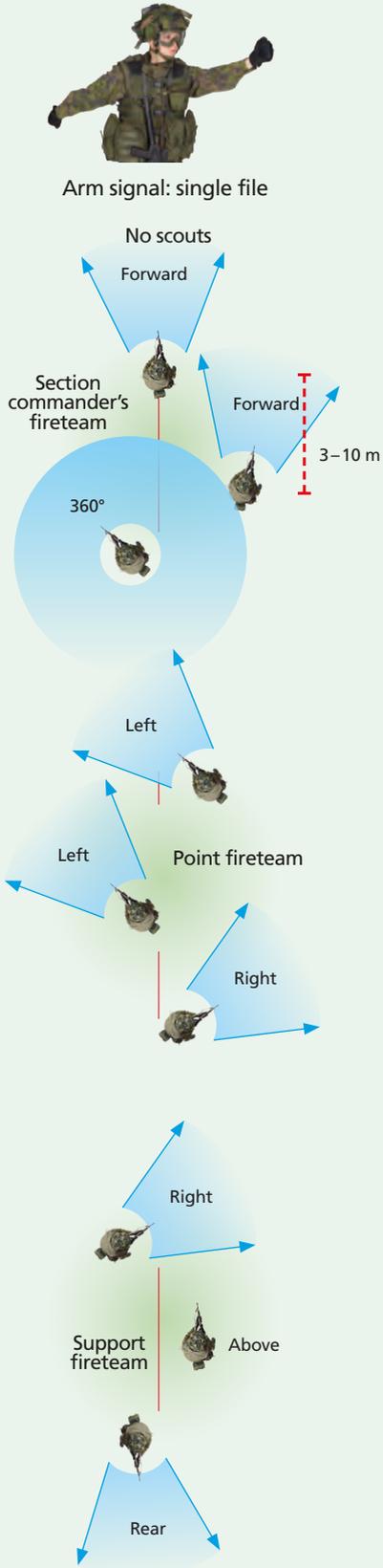


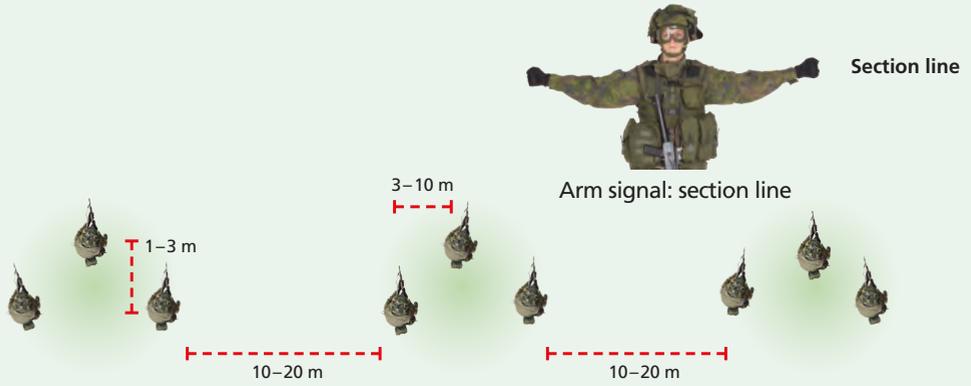
**Example 1 – section organisation**



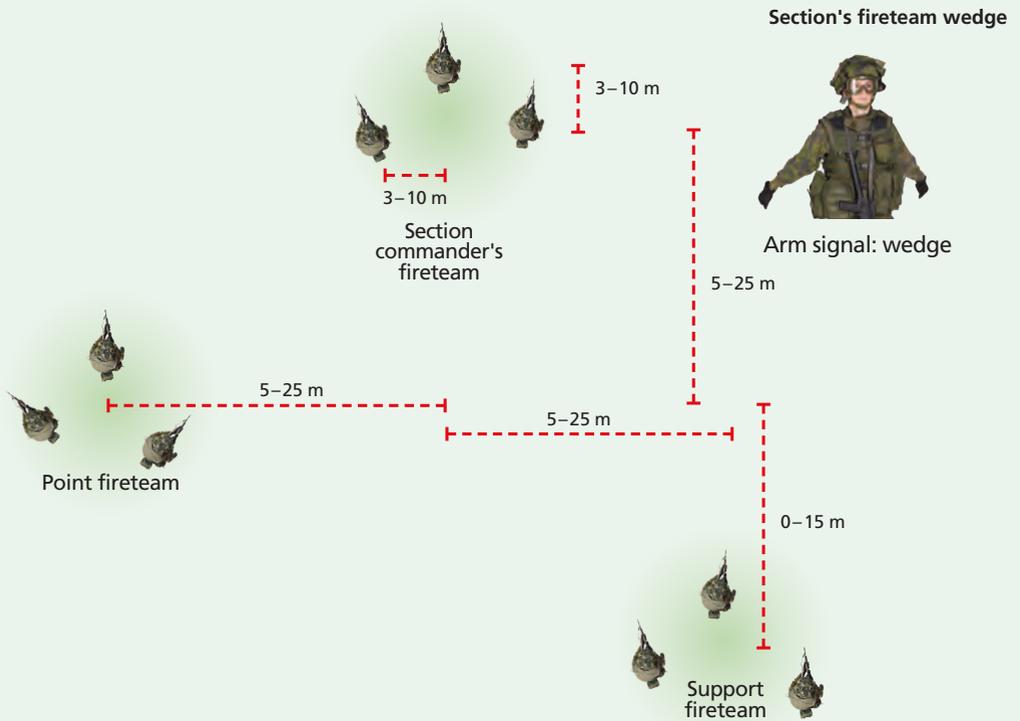
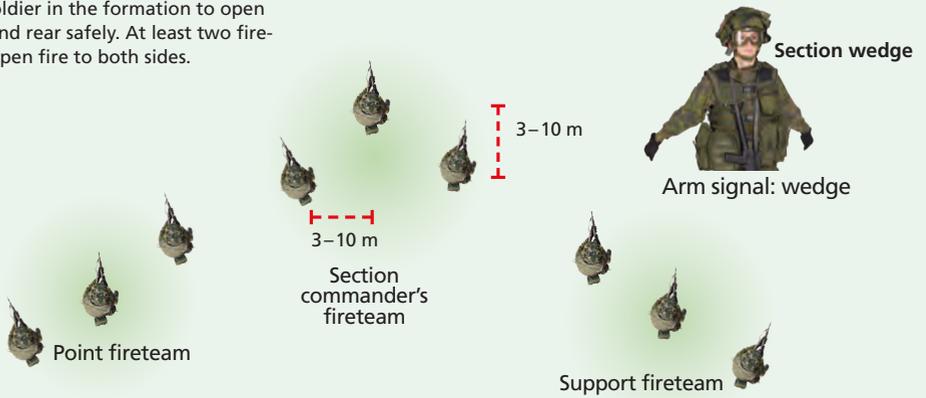
# Section movement (in fireteams)

## Section file

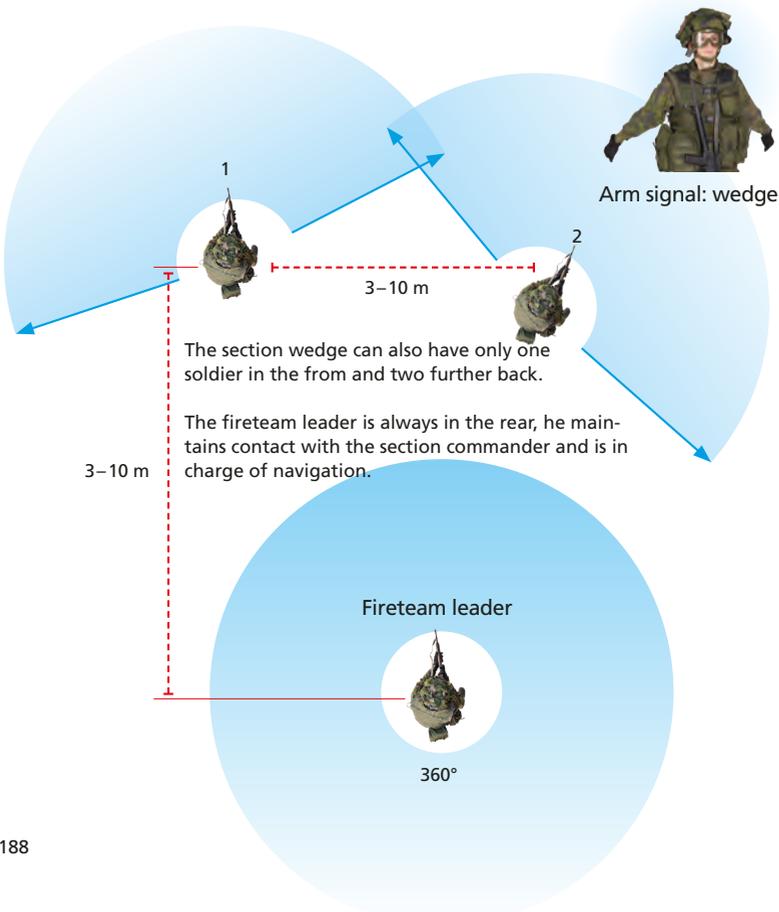
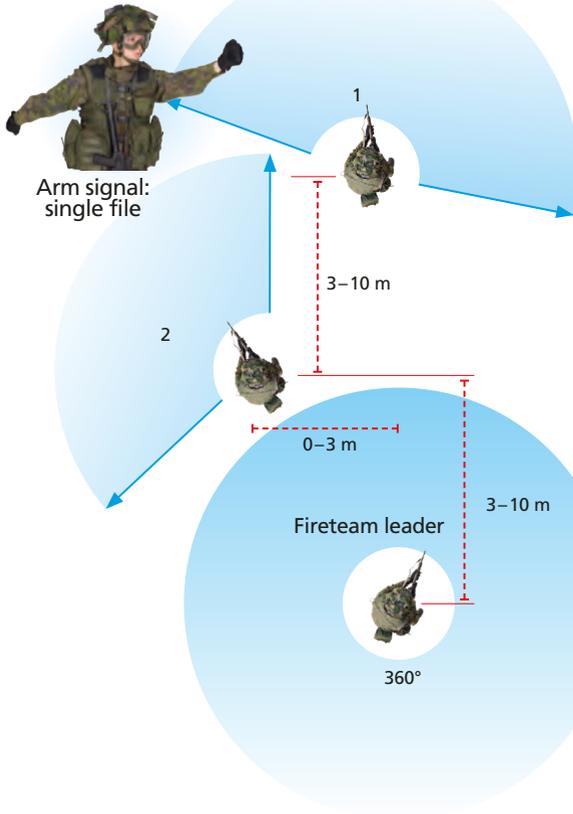




The section wedge and the wedge with fireteams in a wedge are movement formations that make it possible for each soldier in the formation to open fire to both front and rear safely. At least two fireteams are able to open fire to both sides.



## Fireteam formations



## How to communicate? What does the message include?

Communication includes attracting the attention of your team members, sending the message and making sure the message is received and understood.

A soldier should attract his team members' attention with the HUOMIO-hand signal and if necessary with a whistle or the team member's name. The signals should be shown clearly. Delivery of the message should be ensured by checking if the recipient repeats the signal or acts according to the message. A soldier will show he has understood the message by repeating the signal or the verbal message.

You will ensure the delivery of the message by using confirmed hand, arm and light signals, previously agreed signals and operating procedures. Use standard Finnish. Speak in a clear and loud way. Keep the message short.

### The basic format of the message is as follows (KMMMTTT):

KUKA (WHO) (number and type of friendly and enemy forces),

MITÄ (WHAT) (action),

MISSÄ (WHERE) (direction and distance),

MILLOIN (When) (time),

TOIMENPITEET (ACTIONS),

TULOKSET (RESULTS) and

TOIMINTAOHJEET (FURTHER INSTRUCTIONS)

(Ask for instructions if necessary – your section commander will give further instructions)

### WHO and WHAT?

You report the enemy number, type, location and action for example in the following way:

- two soldiers, advancing towards observation post or machinegun team, in position
- Infantry section at target SUSI I, advancing to maximum engagement line
- Infantry fighting vehicle, stopped in the nuisance minefields, he is laying down smoke and reversing.
- Vehicle commander, in vehicle's front hatch.

### WHERE?

You should point out the enemy to your team members using direction and distance. In a sudden situation the enemy is pointed out with your own example, by firing upon the enemy.

When advancing the enemy can be pointed out in relation to the direction of advance, for example enemy on the left/right/in front behind, 40 metres or using the clock method, for example enemy at 3 / 6 / 9 / 12 o' clock 100 metres.

In the fighting positions, the enemy can be pointed out as direction (left/right/in front, 50 metres), using the clock

method (2 o'clock, 100 metres), or named terrain features (FOREST, ROAD, CLEARING, 150 metres).

The enemy location can be pointed out using a reference point, for example enemy on the right side of the rock. More precisely the target can be pointed out using mils in relation to the reference point, for example enemy 100 mils left of the large tree.

### WHEN?

Time of event, using the 24-hour system.

For example 10:15 or 21:10.

The events that have happened can be reported, for example approximately 5 minutes ago.

Future actions will be agreed to happen on a certain or from a certain time or instruction, for example: "At 10:15 when the section commander fires a green flare and the machine gun (MG) starts firing."

### ACTIONS

You can warn your team members of an impending danger by saying VARO VIHOLLINEN EDESSÄ, VARO KÄSIKRA-NAATTI and SEIS! (LOOK OUT ENEMY AHEAD, LOOK OUT GRENADE and STOP!) MIINA, SEIS! (MINE, STOP!) LAUKAI-SULANKA (TRIPWIRE) and of immediate danger by saying SUOJAAN! (TAKE COVER!)

You can report your future actions to your team by for example saying:

- obstacle in front, I'll go around from the right, cover me
- I'll rush into the ditch, cover me
- left turn ahead, throw the hand grenade and I'll clear it
- start firing from the left side, I'll start from the right, open fire on my example
- I'll use smoke to hide us, we'll flank from the right
- cover the hallway to the right, I'll go left
- I'll open the door, you throw in the hand grenade and shoot to the left
- no enemy, we'll continue to the next room

### RESULTS

Report the results of your actions to your team members and section commander by saying, for example:

- no enemy in the field
- enemy destroyed, two killed, enemy position destroyed
- we are at the objective, three magazines and 2 hand grenades left

### STANDARD OPERATING PROCEDURES

The team members must ask each other for the necessary information about the enemy location, direction of travel, objective, signals and orders of the section commander, the number of special equipment and the fighting ability of the team members.

### Things to think about:

- What do you do if your team-mate cannot function in combat?
- What do you do if your team-mate is wounded in your 2-man fighting position?

- What do you do if the operator of your crew-served weapon (MG, LAW) cannot continue fighting?
- Why is information passed on in combat?
- What is passing on information in combat and what does it require?



# [ 6 ]

## **What does this chapter talk about**

During your conscript service you will be trained as an expert for your own branch and service. Besides knowledge and skills, acting under emergency conditions requires soldiers to have good capabilities.

# Comprehensive Human Performance

This chapter explains what is meant by capability and comprehensive human performance and how capability can be improved.

After reading this chapter you will remember:

- **what capability means**
- **what the Comprehensive Human Performance programme for conscripts consists of**
- **the basics of goal setting as well as physical, psychological, social and ethical capability.**

A capable soldier is able to act efficiently and deliberately in battlefield conditions and in tasks assigned to him/her or his/her unit. Soldiers' capability is also closely related to attitude and motivation. Capability and readiness become action only when the individual and the unit possess the will to act in accordance with their skills. In-service safety must be maintained in all situations, both in peacetime and during a crisis.

Capability is the ability to act - on one's own and together with others – with determination and according to the situation in different environments during war or lower level crises.

Capability is made up of physical, psychological, ethical and social capability and a safe working and service environment. The different areas of capability are closely related and affect all of soldier's actions.

Capability is always situational and defined by the balance of two factors:

- What are the **capability requirements**, i.e. what does the situation require and what are the challenges set by the environment?
- What is the soldier's **capacity** to overcome the challenges set by the environment?

Capability is good when a soldier's capacity meets the requirements. On the other hand, when requirements exceed the capacity to manage them, capability is at risk.

Before starting your conscript service, you may already have improved your capability in school, hobbies or even competitive sports, or perhaps you have already developed your capability in different situations of working life. You will benefit from those experiences during your conscript service. It is useful to think what the strengths in your capability are and, on the other hand, where in particular you would like to improve. Is your strength for example the ability to get along in a group and lead people? Would you like to develop your endurance and ability to cope with stress?

During conscript service, you will develop your capability starting from the very first weeks through the **Comprehensive Human Performance** programme. The aim of the programme is:

- To train the conscripts in a progressive and goal-oriented manner into physically fit, brave, confident and self-disciplined soldiers who are able to act in the challenging circumstances of emergency conditions and remain able to function.
- To teach the basics of the psychological, social, ethical and physical factors which affect the actions of an individual and a unit in a combat situation.

- To teach conscripts ways in which an individual soldier and unit can improve, maintain and regain their capability.

Comprehensive Human Performance develops physical capabilities with the **Soldier's Body** programme and psychological, social and ethical capabilities with the **Soldier's Mind** programme. In addition, you will receive a **goal setting** tool which you can use to systematically develop your capabilities, taking into account your personal strengths and development areas. Different factors related to capability, such as the importance of nutrition, sleep, group cohesion and ability to cope with stress, are described from the perspective of battlefield conditions in other chapters of this book. It is vital that you learn to see the importance of capability in real-life situations, to observe the changes in your own performance and to react to those changes.

The following subsections will describe the structure and contents of the Comprehensive Human Performance programme.

## 6.1 Developing personal capability with goal setting

The skill of **goal setting** is important in all development. It is good to know what you want, but goals must be correctly dimensioned to the time and resources available. If the bar is set too high, development is not achieved, nor does it steer a person in the right direction. An aim that is too low does not promote development, but rather results in regression. In addition to goals that are correctly dimensioned and if necessary divided into parts, it is also important to identify concrete measures by which to strive towards those goals.

In fact, goal setting is one of the most concrete tools for strengthening your motivation and supporting and monitoring your personal development. You can use it to break larger goals down into smaller ones which makes the task seem more feasible and easier to commit to. A goal makes a dream concrete and attainable, creates order in consciousness and everyday life, and increases a sense of control. Goal setting is the foundation of motivation as it steers your attention towards the right things. It also increases a sense of personal control which in turn strengthens your internal motivation and the feeling of being in charge of your life.

A good goal for developing capability is challenging and positive, but most importantly concrete (clear), achievable (realistic) and measurable. It also has to be important to you so that you will keep pushing yourself to achieve it.

The capability programme includes Soldier's Mind and Soldier's Body sub-programmes



The Comprehensive Human Performance programme offers training and tools for goal setting and personal development. A challenging working environment enables learning through feedback – whether your goal is leadership training during military service, some other special training, improving your physical fitness or just developing yourself and preparing for the challenges that life brings.

You can find the goal setting tools in the Service and Capability folder and a mobile version in the Defence Forces MarsMars application. You will be instructed in how to use the folder and the tools, and goal setting will begin during the orientation period of the basic training phase. The application and the folder contain a separate programme for each training phase and for your time in the reserve.

The goal setting tools and Comprehensive Human Performance training enable development and achieving goals, but in order to succeed you need to commit to them and actively take steps toward your individual goals.

Good goals are

**Precise** – Is the goal so clear that I can tell when it is achieved?

**Scheduled** – Does the goal have a detailed schedule?

**Realistic** – Is the goal even attainable?

**Measurable** – How do I know if I have achieved my goal?

**Relevant** – Is the goal steering me in the right direction?

Goals are individual and therefore it is important that each person sets up their own personal development plan.

## 6.2 Soldier's Body

The purpose of the Soldier's Body programme is to improve your physical fitness during conscript service, and to offer you the tools on how to maintain and develop your physical fitness later in the reserve to meet the requirements of your wartime task. In addition to improving your health and quality of life, taking care of your physical capability decreases the risk of various illnesses later in life.

Physical capability is the ability to carry out muscle work that requires fitness and skill. Physical capability consists of physical fitness and motor skills. It is also linked to mental capability and motivation. Thanks to his/her physical capability, a soldier is able to overcome the physical demands set by the combat situation and task, and complete the task successfully. A major factor in physical capability is physical fitness. The components of physical fitness are endurance, strength and speed. Soldier's physical capability also includes skills for covering varied terrains.

Wartime operating environment and tasks pose extraordinary physical demands on soldiers. Typical factors challenging physical capability in battlefield conditions are, for example, long-lasting physical activity, lack of sleep and energy, dehydration, changes in the surrounding temperature and mental stress caused by these factors. In emergency conditions, a soldier usually also carries an additional load of 20 – 60 kilograms, which puts added strain on physical capability.

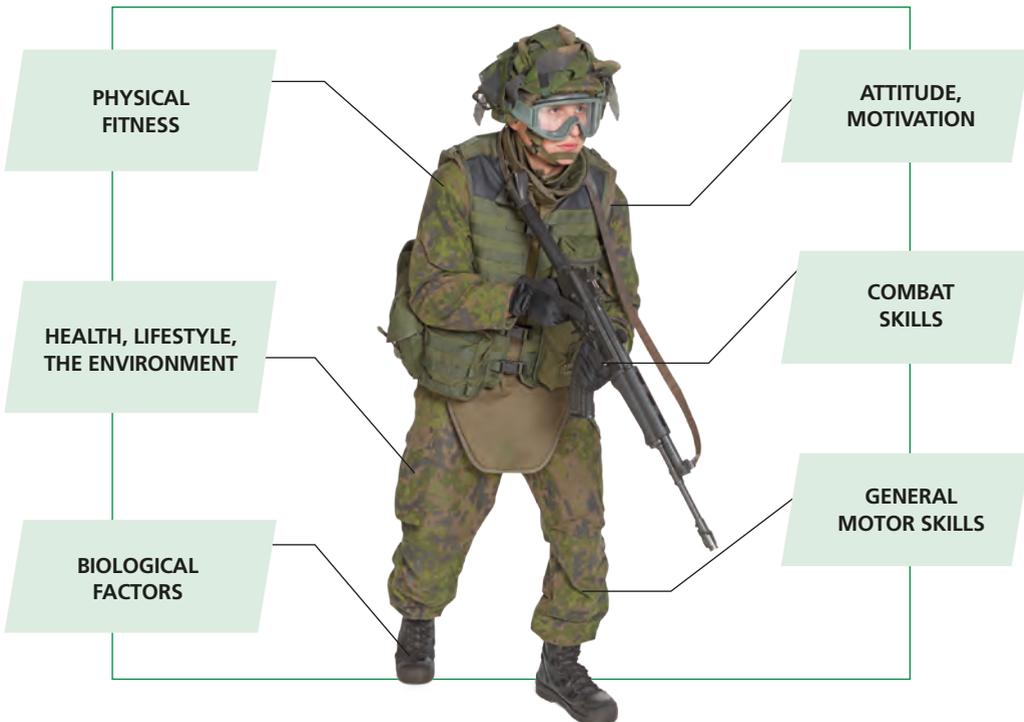
At the core of Soldier's Body during conscript training is a progressive endurance and muscle strength programme which is used both in separate training events and as a part of other training. In addition to endurance and muscle strength training, you can exercise in your free time in conscript sports clubs and events organized by the Finnish Military Sports Federation.

### 6.2.1 Concepts of physical capability

**Physical fitness** consists of several components such as endurance, strength and speed, as well as muscle control and mobility.

**Endurance** is the ability to resist fatigue, which depends on the supply and adequacy of energy available to working muscles. Based on energy metabolism, endurance is further divided into aerobic and anaerobic endurance.

**Strength** is a component of physical fitness that is needed in one form or another in all work and different tasks on the battlefield. The order to contract a muscle originates in the brain, which relays the signal through the spinal cord into the motor nerves that control the muscle. Based on the way muscles contract, strength can be further divided into isometric and dynamic strength. Based on the requirements of energy production, strength is generally divided into maximum, speed and static strength.



**Energy consumption and recovery in different situations and exertion:**

Exertion/ exercise	Consumption	% of max oxygen uptake	Heart rate	Note	Recovery	Exertion multiplier
Rest, 8 hours of sleep	1 kcal / min 480 kcal					
Basal metabolism	2 000–2 500 kcal / 70 kg, 1 900–2 100 kcal / 55 kg			Clothing, air temperature		
Chores, base- 2–5kcal/ min 25%						1
<b>Light exercise</b> – exercise on the side; gym class, competitions – close order drill – weapons handling	5–8 kcal / min	30–35 %	80–120	50–70 % of energy from fat	Less than 1 hour	2
<b>Medium exercise</b> – brisk walking – jogging – bicycling – free swimming – muscle fitness training – orienteering training – ski/foot march – physical combat training – exceptionally hard work – ball sports	10–15 kcal / min	40–60 %	120–150	Half of the energy from carbohy- drates, amount decreases towards the end	Hours	3
<b>Heavy exercise</b> – athletes’ training – obstacle course training – competition perfor- mance/ hard march – hard combat training – several physical exercises in one day	20 kcal / min	70–85 %	Over 150–max	A top marathon runner consumes (2 h) 2 600–2 800 kcal over basal metabolism	10–46 hours	4
<b>Intense training lasting several days</b> – combat exercise – firing exercise – march lasting several days	Total consumption 3,500–4,000 kcal/day	30–60 %	80–150	Refilling of energy supply slows down during an exercise lasting several days	Days	5

**Speed** is a component of physical fitness that is largely hereditary. It can be improved particularly through the development of strength. Speed is generally divided into basic, reaction, explosive and movement speed as well as technical speed.

### 6.2.2 Aim of Soldier's Body

The physical capability of conscripts is developed through high-quality, versatile and progressive training. When individual differences in physical fitness and recovery are taken into account in service and leisure time exercise, a foundation is built for continuing the exercise routine in the reserve. The aim of the Soldier's Body programme is to develop the physical capability and fitness skills of soldiers in such a way that by the end of his/her service, each conscript meets the minimum requirements for physical capability in his/her task in emergency conditions. Another aim is that when they enter the reserve, conscripts have the knowledge and skills needed to maintain the level of physical capability required by their wartime tasks.

The aim of the Soldier's Body programme is that a conscript:

- Knows the target level of physical capability in his/her task during emergency conditions
- Knows the principles of endurance and strength training and is able to develop and maintain the physical capability required by his/her emergency conditions task even in the reserve
- Understands that physical capability is a significant factor in the performance of a unit
- Is familiar with the Defence Forces competitive sports events, takes part in competitions and other sports events if so inclined, and supports and encourages others to take part
- Is familiar with the soldiers' training events for maintaining and developing physical capability
- Knows the basics of the skills a soldier needs for covering a variety of terrains (running, orienteering, skiing, swimming).

The Soldier's Body programme continues in a progressive manner through conscript service. Service exercise is also supported and complemented by leisure time sports club activities.

You can keep track of the level of physical activity in each phase in the weekly schedule. You are responsible for your own proper nutrition and the recovery of your muscles so that they derive optimal benefits from the exercises that you do. Learn to listen to your body and train endurance and muscle fitness equally, remembering adequate rest. Remember that development requires work but your body develops in rest. Physical training is carried out in a progressive manner so that conscripts' physical capability is at its peak at the end of their service.

### 6.2.3 Endurance training

Endurance training forms an integral part of a soldier's physical capability. The goal of endurance training is to improve the utilisation of fats and oxygen as well as the functions of respiratory and circulatory systems. Endurance training is traditionally divided into low intensity endurance, speed endurance and maximal endurance.

The goal of **low intensity endurance training** is to develop long-term endurance by improving the functions of cardiovascular and respiratory systems as well as fat and carbohydrate metabolism. Low intensity endurance training can consist of active recovery and exercises that develop performance. Examples of low intensity endurance exercises include marching, running, cross-country skiing and pole walking. Active recovery is less intense than the exercises that develop performance.

Subjectively, during a low intensity endurance exercise you are able to talk even though you are slightly out of breath. The easiest way is to stick to this principle: you have to be able to talk. Heart rate can be used to roughly define the range for low intensity endurance training. During an exercise in the low intensity range, heart rate is approximately 50–70 percent of the measured maximum heart rate.

The goal of **speed endurance** training is to develop the ability of the body, and particularly of the working muscles, to work for long periods as intensely as possible without accumulated fatigue. The training is more intense than in the low intensity endurance range. Intensity is moderate, strenuous or demanding. Speed causes breathlessness and muscles tire out, but there is no greater fatigue or exhaustion. During speed endurance training, talking is difficult but possible. You are out of breath, perspiration increases significantly and heart rate is approximately 70–85 percent of the maximum heart rate.

The goal of **maximal endurance** is to develop maximal oxygen uptake and the ability to tolerate the build-up of lactic acid in the working muscles. Intensity is demanding or high (85–100 percent of maximal power output). Subjectively, you are extremely out of breath and barely able to talk. Perspiration is heavy and muscle fatigue is manifested by sudden exhaustion. Therefore, maximal endurance training is mainly recommended to healthy and fit competitive athletes. The exercises are done at an even speed or at intervals and last 5–30 minutes. Without practice, you will become exhausted in 1–2 minutes in the maximal endurance range.

## Types of endurance and training them

	LOW INTENSITY ENDURANCE	SPEED ENDURANCE	MAXIMAL ENDURANCE
Total length	20–240 min	20–60 min	5–30 min
Length of interval	–	3–20 min	3–10 min
Reps/recovery	–	1–10 / 1–3 min	1–10 / 1–5 min
Out of maximum heart rate	50–70 %	70–85	85–100 %

## Types of strength and training them

	STATIC STRENGTH		MAXIMUM STRENGTH		SPEED STRENGTH	
	Muscle endurance	Strength endurance	Low intensity strength	Maximum strength	Reactive strength	Explosive strength
Exercise effect	Aerobic endurance	Anaerobic endurance	Muscle mass	Neural adaptations	Fast adaptation, elasticity	Reflex adaptation, reactivity
Extra load (%/max)	Bodyweight, weight vest	20–50	60–80	80–100	30–60	50–90
Reps/set	20–50	10–20	6–15	1–6	6–10	1–5
Sets/exercise	3–5	3–4	3–6	5–6	6–10	1–5
Recovery/exercise	0–30 sec	20–40 sec	1–2 min	3–5 min	3–5 min	3–5 min
Recovery/set	2–3 min	2–3 min	–	–	–	–
Number of main exercises	8–12	4–8	1–3	1–2	3–5	3–5
Pace	Easy	Fast	Easy	–	Maximum	Maximum
Examples of exercises	Circuit training	Circuit training, weights, resistance training	Resistance training, weights	Resistance training, weights	Long jump, hurdles, weights	Standing long jump, drop jump, weights

## Examples of exercises

### Brisk walking is excellent for active recovery

- For example 20–30 min of walking
- End with a longer stretching session
- Ideal for weeks when total physical activity is high

### Interval training is a good way to improve speed endurance

- For example 10 min warm-up and cool down
- 3 x 10 min speed play where running speed is 70–85 percent of maximum heart rate.
- Between intervals, walk briskly for 3–5 min.

### High-intensity interval training is excellent for developing maximal oxygen uptake!

- For example 10 min warm-up and cool down
- 3 x 4 min / 4 min. (90–95 percent of maximum heart rate)

## 6.2.4 Strength training

Strength training is one of the main types of soldier's training. The aim on strength training is to strengthen the muscles and the tendons and connective tissue supporting them. Strength training has positive effects on general capability, but also on specific abilities such as soldiers' load carrying capacity. Strength training can help prevent injuries and ailments in the musculoskeletal system.

The different types of strength training are static strength, maximum strength and speed strength. Strength can be trained with bodyweight exercises or using weights. A single strength exercise can be designed to target the whole body, or divided into parts, for example by concentrating on the upper or lower body. Strength training aims at increasing strength through two mechanisms: growing muscle mass and developing the neural adaptations that give orders to the muscles. When starting strength training, it is important to learn the proper techniques. The safest way is to begin with static strength exercises and later move on to heavier weights, using either speed strength or maximum strength training.

The aim of **static strength training** is to develop the neuromuscular system and metabolism. In static strength exercises, loads are 0–60 percent of one-repetition maximum. Usually the exercises are targeted to the whole body. Static strength can be trained with bodyweight exercises which makes it easy to arrange even for a large group, for example, in the form of circuit training. Static strength is mainly trained in two ways: aerobic circuit training or anaerobic circuit training.

In an aerobic exercise, energy is produced with the help of oxygen, and in an anaerobic one, without oxygen.

- Aerobic circuit training (many repetitions, small weights 0–30 percent, 4–12 exercises, 2 or more rounds, pace easy)
- Anaerobic circuit training (fewer repetitions 10–20, weights 0–60 percent, 4–8 exercises and 2–4 rounds, pace fast).

The aim of **speed strength training** is to develop power output and its speed. The most important principle of a speed strength exercise is maximal effort and it targets the fast-twitch muscle fibers. Each exercise should be done at as high a speed as possible. Speed strength exercise usually uses 40–60 percent loads but they can vary between 0 and 85 percent. Small weights with fast repetitions develop speed characteristics whereas heavy weights with slower repetitions develop strength characteristics. In a speed strength exercise, one set should last 1–10 seconds and the recovery between sets should be 2–5 minutes.

## The 10 commandments of muscle maintenance and stretching

1. Stretch regularly and diversely
2. Reserve enough time
3. Remember to warm up
4. Adopt the correct and properly focused stretching position and stretch the muscle calmly, not by jerking. The duration of the stretch depends on the objective of the stretching
5. Keep in mind proper breathing technique: take slow, deep breaths, do not hold your breath
6. Be loose and relax your muscles
7. Enjoy the stretching sensation, close your eyes if you want
8. Do not compare yourself to others when stretching
9. Do not over-stretch to the point of pain
10. Do not neglect moves that feel unpleasant

## Instructions for stretching

- Before stretching, warm up for at least 5 min, for example by cycling for 10–15 min
- Try to remain relaxed without tensing any muscles
- Keep your breathing relaxed through the whole stretch
- Always stretch both sides
- When aiming at increasing mobility, a single stretch lasts for 30–120 seconds.

## NOTE!

### Treating sports injuries using the ICE method

Sudden sports injuries in soft tissues are treated using the so-called ICE method, which every instructor and trainee must master. Quickly initiated and meticulous ICE treatment makes it easier to diagnose injuries and define the need for care and is crucial for speeding up recovery.

#### The ICE method:

**ICE:** for example snow, ice or bag of frozen food  
**COMPRESSION:** for example a bandage, towel or shirt

**ELEVATION:** the injured body part raised above the level of the heart.

#### First aid must be given immediately after which:

- If skin is cut and bone is showing, call 112.
- If skin is intact or the injury is minor, seek medical assistance from the garrison health centre no later than the next day.  
– Always inform the personnel.

# Stretching 1



## 1. Hamstring, back

Stand with your feet shoulder width apart and reach your relaxed hands down toward the floor. Keep your head and neck relaxed. Knees can be slightly bent.



## 2. Abdomen, back and Abdomen, back 2

Lie on your stomach and lift your upper body off the floor. You can do this stretch with your elbows on the floor. Keep your shoulders down and look upward.



## 3. Back

Sit down and open your legs. Reach one hand toward the opposite foot. Keep your head and shoulders relaxed.



## 4. Side

Sit with your legs apart so that you can feel your sit bones pressing against the floor. Lean gently on one side and extend your hand up and over your head. Keep your shoulders down and your head relaxed and breathe into your ribcage.



## 5. Inner thigh and Inner thigh 2

Sit with your legs wide apart and straighten your back. Bring your hands behind your body and press your back straight. If you are able to do the first phase, you can lean forward and bring your hands in front of you.



## 6. Hamstring

Extend one leg and bend the other leg in front of you. Lean towards your extended leg, pressing your navel towards your thigh. Keep the front of your thigh relaxed for the whole stretch.



## 7. Upper back

Bend your leg and grab the outside of the opposite foot. Push your foot forward while pulling with your hand so that you can feel the stretch in your upper back and between your shoulder blades. Breathing into your ribcage enhances the stretch.



## 8. Outer thigh

Start on your side and bend the upper leg in front of you. Push your upper body upward.



## 9. Glute

Sit with your back straight and lift one bent leg over the other. Press the bent leg against your chest, keeping your back straight.



## 10. Glute 3

Lie on your back with your knees bent. Cross one ankle over the other knee so that the knee points outward. Hug the lower leg and pull your legs toward your chest.



## 11. Front thigh

Sit with your legs extended and bring one heel close to your buttock. Lean back and keep your knees as close together as possible.



## 12. Shin

Squat down and press the top of one foot to the floor. To make the stretch more effective, lean back slightly.

## Stretching 2



### 1. Side 2

Stand with your feet wide apart. Bend your torso to one side and reach the upper arm overhead.



### 2. Hip flexor 2

Kneel on one knee. Bring your hips forward and keep your back straight. Avoid overstretching and arching your back.



### 3. Calf

Start with hands and feet on the ground and lift one foot off the ground. Drive your heel to the floor. You can rest the lifted foot on the other leg.



### 4. Calf and Achilles tendon

Squat down. Bring the shin of one leg to the floor and press your torso toward the front knee. You get the best stretch when the heel of the stretching foot is on the floor.



### 5. Glute 4 + Hip flexor

Bend your knees and cross one ankle over the other knee. Rotate your lower body, sole first, toward the floor. While rotating, keep the top knee upward. If possible, grab the ankle that is on the floor.



### 6. Chest, shoulder

Start on your hands and knees and extend one arm straight to the side. Rotate your upper body and head away from the arm and press the arm to the floor.



### 9. Tricep

Reach one hand toward the shoulder blades and grab the elbow with your other hand. Intensify the stretch by bringing the elbow close to your head.



### 7. Chest, bicep

Sit on the floor and bring your hands as far back as possible. Lean forward until you feel the stretch.



### 8. Lats

Start on your hands and knees. Lean your weight back and stretch out your arms as far as possible. You can intensify the stretch by pressing your arms against the floor.



### 10. Shoulder

Extend your straight arm across your body and support it with the other hand. Keep your shoulders down and relaxed.



### 11. Chest and shoulder 2

Roll your shoulders back and bring your hands together behind your back. If possible, lift your hands slightly and push your chest out.



### 12. Neck + Neck 2

Sit comfortably. Relax your shoulders and turn your head to the side. By bringing your chin slightly down you can target the back of the neck.



The aim of maximal strength training is to develop maximal strength, i.e. the greatest possible power output. Maximal strength can mainly be trained in two ways: by focusing on increasing strength by building muscle mass or by improving neural adaptations. In an exercise which aims at building muscle mass (hypertrophy exercise), loads are approximately 60–85 percent, repetitions 8–12 and recovery between sets 1–2 minutes. Neuromuscular exercise in maximal strength, on the other hand, consists of 85–100 percent loads, 1–3 repetitions and 3–5 minutes of recovery between sets.

### 6.2.5 Measuring physical capability

#### Fundamentals

The objective of measuring and monitoring physical capability is to determine the level of physical capability of conscripts and women carrying out voluntary military service at the beginning of their service (initial level) and monitor its development during service. Physical capability is measured using fitness tests and proficiency tests.

Fitness tests are organised at least two times regardless of the length of service time. The first test is held after a medical check-up within two weeks of the beginning of service. The second test is held towards the end of service, usually before the end-of-service main field exercise. The most reliable results are received by following the instructions and aiming at maximal output in all tests. This allows you to monitor your progress during service.

#### Measuring methods

Physical capability is measured with an endurance test, which consists of a 12 minute running test, and a three-part set of muscle fitness tests. In order to assess body composition, trainees' weight, height and waistline are measured in connection to the muscle fitness tests. The fitness test is not a competition, as the aim is to compare the capability of an individual conscript to his or her previous results.

#### Safety instructions

Participating in fitness tests when you are ill or recovering from illness is prohibited. On the day before the fitness test, you should avoid vigorous physical activity and staying up too late. You must not have been vaccinated or donated blood in the two days prior to the test. If you exhibit symptoms or are unsure about whether you can complete the fitness test, please see a doctor before participating in the tests. Inform the test administrator of possible limitations before starting the test.

## Fitness classes

12 minute running test and muscle fitness tests.  
Enter your target performance in the table.

Conscripts (men)		Push-up	Sit-up	Standing long jump	12-min run
Excellent	5	40	46	260cm	3200m
	4,75	39	45	255cm	3150m
	4,5	38	44	250cm	3100m
Very good	4,25	37	43	245cm	3050m
	4	36	42	240cm	3000m
	3,75	35	41	235cm	2950m
	3,5	34	40	230cm	2900m
Good	3,25	33	39	225cm	2850m
	3	32	38	220cm	2800m
	2,75	31	37	215cm	2750m
	2,5	30	36	210cm	2700m
Satisfactory	2,25	29	35	205cm	2650m
	2	28	34	200cm	2600m
	1,75	27	33	195cm	2550m
	1,5	26	32	190cm	2500m
Passable	1,25	23	27	185cm	2225m
	1	20	22	180cm	1950m
Poor	0,75	17	17	175cm	1675m
	0,5	14	12	170cm	1400m
	0,25	11	7	165cm	1350m

Conscripts (women)		Push-up	Sit-up	Standing long jump	12-min run
Excellent	5	32	40	210cm	2900m
	4,75	31	39	205cm	2850m
	4,5	30	38	200cm	2800m
Very good	4,25	29	37	195cm	2750m
	4	28	36	190cm	2700m
	3,75	27	35	185cm	2650m
	3,5	26	34	180cm	2600m
Good	3,25	25	33	175cm	2550m
	3	24	32	170cm	2500m
	2,75	23	31	165cm	2450m
	2,5	22	30	160cm	2400m
Satisfactory	2,25	21	29	155cm	2350m
	2	20	28	150cm	2300m
	1,75	19	27	145cm	2250m
	1,5	18	26	140cm	2200m
Passable	1,25	15	21	135cm	1950m
	1	12	16	130cm	1700m
Poor	0,75	9	12	125cm	1450m
	0,5	6	8	120cm	1200m
	0,25	3	4	115cm	1150m

## 6.3 Soldier's Mind

The aim of the Soldier's Mind programme is to develop your psychological, social and ethical capability. Knowledge and skills in these areas of capability enable successful performance in the demanding circumstances of emergency conditions, but also make your life easier during conscript service. On the other hand, if you give learning these skills a chance, you will develop life management skills that will help you through challenging situations in your studies, workplace, hobbies and relationships.

**Soldier's psychological capability** means the ability to act as required by the task in the demanding and stressful situations of emergency conditions and to recover from them. The cornerstones of psychological capability are awareness of the environment and one's own actions (for example good situational awareness and ability to observe surroundings), positive (and realistic) perception of self and of one's power to influence (for example good self-confidence), ability to make decisions, ability to cope with stress (for example recognising and controlling feelings such as combat stress) and motivation (for example strong will to fight and the desire to succeed in one's task). A psychologically capable soldier is resilient, confident, brave and determined. He/she faces challenges with optimism and commits to his/her task in every situation.

In the core of **soldier's social capability** is group cohesion which is integral to combat effectiveness in emergency conditions. Social capability is the ability to understand oneself and one's readiness to act as a part of a group. The prerequisites for social capability are, among others, good self-knowledge and the ability to empathise with another person's experience. Social capability is closely linked to communication skills and relationships, cooperation, consideration for others and "Leave no one behind" spirit (peer support). In building social capability and group cohesion, the leader has an important role. He/she acts as an example of how to work together in a way that supports success in combat. Social capability is supported by meaningful relationships with family and friends.

**Soldier's ethical capability** means the ability to act in a just manner. It includes the ability to justify one's own actions to oneself and others, awareness of one's own values and those of the Defence Forces and the ability to perceive and differentiate between what is right and wrong. Ethical capability is made up of the individual's sense of justice and responsibility as well as his/her ability to take responsibility and view of good and evil. The basis for ethical capability is in the statutory tasks of the Defence Forces, international rules of armed conflict and the Defence Forces' values. Ethical capability helps in telling the difference between right and wrong and making ethically sustainable decisions. An ethically capable conscript accepts general conscription as a system and commits

to it, is willing to defend his/her country, accepts other religions and cultures and is capable of interacting with people from other backgrounds respectfully despite possible differences in opinion. In addition to this, the person understands the rules of armed conflict.

### The Defence Forces' values

The core values of the Defence Forces personnel are:

- Patriotism
- Professionalism
- Fairness
- Accountability
- Reliability and
- Cooperation.

**Patriotism** is respecting the previous generations' work and sacrifices. The Finnish Defence Forces ensures that also the future generations have the possibility to make independent decisions in the changing security environment. A person's patriotism is realised through thoughts and actions that place the common good of the society before his/her own interests.

**Professionalism** consists of knowledge, skills, attitude and professional abilities. Professionalism manifests as job proficiency, high work ethic, goal driven actions and independent development of job-specific skills. The Finnish Defence Forces supports the development of the professional skills of salaried personnel and conscripts with training and challenging duties.

**Fairness** is the equal and fair treatment of salaried personnel and conscripts without discrimination, harassment or bullying. Fairness is part of the everyday life of the Finnish Defence Forces.

**Responsibility** is visible through committed salaried personnel and conscripts and their want to carry out the given tasks to reach the goals. The Finnish Defence Forces is a responsible employer and is accountable to the state leadership on the precise execution of assigned duties.

**Reliability** can be seen in the everyday life through the behaviour of the personnel and doing things according to orders, regulations and instructions. The Finnish Defence Forces must in all circumstances enjoy the absolute trust of Finland's state leadership and of its citizens.

**Cooperation** is a basic requirement for achieving results and for fulfilling demanding tasks. A person's ability to cooperate is visible through doing things together, encouraging others, helping and supporting others and through appreciation of one's own work community and partners. The Defence Forces ability to cooperate is manifested through support to other authorities and through international military cooperation. The Finnish Defence Forces is an active member of the international community in order to increase security and to safeguard capabilities.

The central themes of Soldier's Mind are deepened in each training phase, and they are:

- Self-confidence
- Motivation, will to fight and will to win
- Justification of war and commitment to task, moral stress and preventing it
- Strengthening group cohesion
- Recognising and preventing combat stress
- Regaining capability after a stressful situation.

The Soldier's Mind programme ties together the training of psychological, social and ethical capability.

### 6.3.1 Self-confidence

Self-confidence means good and realistic faith in oneself and one's abilities. Self-confidence is linked to optimism and the tendency to believe success is possible. This correlates strongly with success in demanding situations. It is very different to start any performance believing in oneself than doubting one's abilities and success. Self-confidence also includes healthy pride of self and one's successes.

Self-confidence not only strengthens you in psychologically challenging military tasks but also supports life management in civilian life, for example in studies and working life.

You can boost your self-confidence through positive self-talk. Self-talk means the things you tell yourself in your head in challenging situations. Everybody talks to themselves without even noticing. Therefore, it is important to recognise what your self-talk is like when you do not consciously pay attention to it and, on the other hand, realise how you should change it. Self-talk is significant to success because thoughts are connected to performance.

If you have a positive attitude to your performance and believe in success, it is more likely that you will perform well. If you have a negative self-image and do not believe in success, these thoughts produce negative feelings which disturb action and are more likely to lead to failing. Thus, every one of us needs to frequently stop and think: "Do I think in a way that supports my performance in the best possible way?" In other words, positive self-talk is internal monologue that can change our way of thinking more positive. With self-talk you can influence your alertness, for example calm yourself down when you are anxious.



### 6.3.2 Motivation, will to fight and will to win

Motivation is a person's commitment to his/her tasks and actions. It has an effect on the amount of effort, perseverance and resilience, and the tasks the person chooses to take upon him/herself. Eventually, motivation is also linked to success in the task. In a way, motivation is the fuel for action. It often explains what a person does, and why and how he/she does it.

Motivation is divided into internal and external motivation. An internally motivated person feels that completing a task is interesting and rewarding in itself. External motivation means that actions are steered by external pressure, such as the will to succeed because it is important to someone else, or the will to look good in the eyes of the trainer. Internal and external motivation are not mutually exclusive but both of them may affect an individual's actions. It is important to think from time to time what motivates you. What are those things and why they, in particular, motivate you? How do they make you feel? It is also good to recognise which tasks do not motivate you, and think what kind of attitude you could adopt to make them more meaningful.

Internal motivation can and should be strengthened because it often leads to more successful outcomes and

stronger commitment. Internal motivation is supported by feelings of being in charge of one's actions and environment, knowing how to do what needs to be done and being an important part of a larger unit. During conscript service, being a part of a section is an important motivator, but remember to note the experiences of success and the situations where you can use your strengths – those situations might start to excite you in a whole new way.

#### **Will to fight is:**

The ability to keep faith in reaching the goal

Pride of one's task and section

Will to succeed in the task and defeat the enemy

Will to give one's all!

On the battlefield, motivation manifests as the will to fight and the will to win. It is realised as a strong will to complete the task and to not give up even in situations where success is uncertain. It is a strong will not to quit.

The will to fight is strong when a soldier feels that the task is important and that he/she knows how to complete it. The will to fight and win should be fostered in a group of soldiers since it decreases the will to give up and increases the will to succeed and outdo the enemy.



### 6.3.3 Justification of war and commitment to task, moral stress and preventing it

Since beginning your conscript service, you may have had to think about issues you have never thought of. During service, you will do things you have not done before, and they might raise thoughts and questions. It is useful and important to reflect on these thoughts and discuss them with others. Understanding your values and the justification of the Defence Forces will help you commit to the task you will be trained in.

War requires action which differs significantly from everyday life. Members of society and their chosen leaders see it necessary to use armed force as a part of national defence. On the basis of national legislation and international treaties, Finland and the Defence Forces have a legal right to defend the country and a moral obligation to protect civilians.

Even though society condemns the use of violence per se, the tasks of soldiers are an exception. On the basis of their task and position, soldiers have a duty to use even deadly force to protect others and to maintain the legal social order in the area that is defended. This goal is achieved by winning the battles and the war.

Therefore, soldiers' tasks include the use of deliberate violence under leadership. Accomplishing this task requires weighing one's values and even disregarding them to be able to commit to the values and goal of the organisation.

Acting against one's values may, however, cause moral stress. Even though moral stress can be impossible to avoid completely, it can be decreased and controlled.

- **Be prepared**
  - Know your values and what your unit expects of you as a soldier
- **Acknowledge the facts**
  - Conflict of values cannot be avoided in emergency conditions, for example when taking a shot at an enemy soldier
- **Practise**
  - Think in advance how you will act in ethically difficult situations.

### 6.3.4 Strengthening group cohesion

You have probably noticed that your section and the people around you have an important role in your conscript service. It is important to practise teamwork skills during conscript service as it increases the section's readiness for effective action. When group cohesion is high, everyone works towards a common goal. Even though this is important in civilian life, it is even more important in military

activities which are, essentially, social and done in groups. Tasks and goals which soldiers need to accomplish are typically the kind that cannot be done on one's own.

For a section or a larger unit to work well together, group cohesion has to be strong. In peacetime, the survival of a unit does not depend on group cohesion, but on the battlefield strong cohesion acts as the safety vest of an individual soldier – he/she needs to be able to trust that every soldier in the section is committed to the same task and worthy of trust. Survival does not depend only on one's own capability but on the whole unit's capability.

Group cohesion is formed of task cohesion and social cohesion. Social cohesion means how well the members of a group are welded together and how much they like each other. Task cohesion means how committed the members are to the same goal.

Task cohesion is even more significant to group cohesion than social cohesion. It is more important to the group that all members commit to and believe in a common goal than that everyone likes each other. This is good news for building group cohesion because committing to a common goal can be supported by leadership. It is more difficult for the section leader to influence how much the soldiers in a section have in common, or if they have similar interests in civilian life.

The importance of group cohesion grows as combat stress increases: good group cohesion buffers the effects of combat stress and helps the unit to succeed in its task.

You can influence the cohesion and togetherness in your section for example by paying attention to your teamwork skills and consciously developing them. You can help your section to work together if you are considerate to others, offer help and ask for help when you need it.

Fostering group cohesion is the responsibility of each individual soldier. You can do your part by appreciating others and taking them into consideration. Group cohesion grows stronger when everyone gives their best in the common task and helps others when needed.

### 6.3.5 Identifying and preventing combat stress

Battlefield as an environment sets higher demands on capability than normal everyday life, but a psychologically capable soldier can break his/her limits and outdo him/herself. Psychological capability enables the soldier to act successfully and purposefully in straining circumstances where stress is often experienced.

In a challenging situation, the body and psyche react with stress if ordinary function is not enough to manage the situation. For the body, stress reaction is a way to deploy additional reserve. Metabolism changes to increase the available resources. At the same time, energy is saved for example in digestion and other functions which are not necessary in a demanding situation.

Stress is typically experienced when a person feels the strain of the situation surpasses his/her abilities to cope. Stress management skills are crucial in how stressful different life events seem to an individual, and how big of an impact they have on his/her overall well-being.

Because it is a skill, it can be practised.

There are three different types of stress: basic stress, cumulative stress and traumatic stress, depending on how long-term and severe the condition is. Basic stress is the stress created by the challenging situations of everyday life and it manifests as increased alertness but also as anxiousness. Cumulative stress is caused by long-lasting or recurring stressful situations. It causes more long-term stress than basic stress and symptoms are more severe, for example depression and exhaustion. Traumatic stress refers to stress created by sudden, shocking situations. If symptoms appear afterwards and are crippling, the condition is referred to as post-traumatic stress. The combi-

nation of cumulative stress and traumatic stress has been described as combat stress which can, in its severest form, cause psychophysical reactions. It has been recognised as a major cause for inability to fight.

**Behind** combat stress is often:

- Actions by the enemy, especially superiority in numbers, unexpectedness
- Possibility of being wounded or killed, witnessing a fellow soldier get wounded or killed in action
- Killing an enemy, particularly with one's own weapon
- Lack of influence
- Lack of sleep, hunger, thirst, cold, hot
- Physical strain
- Insufficient equipment
- Mistakes in one's own actions

Typical **symptoms** of combat stress include:

- Physiological symptoms
  - 'Freezing', i.e. the inability to act
  - Tiredness
  - Flinching and reacting to rapid movements or sounds
  - Altered senses (tunnel vision, heightened or reduced senses)
  - Sweating, trembling, elevated pulse, nausea.
- Cognitive symptoms
  - Aimless actions and difficulty to make decisions, clinging to irrelevant
  - Forgetfulness
  - Narrowed thinking.
- Emotional symptoms
  - Fear, tearfulness
  - Lack of emotional reaction or extreme emotional reaction (such as panic).

Combat stress can be prevented by taking care of overall capability. Important factors are nutrition, hydration and sleep which will be discussed later on.

## Ways to relieve combat stress

### Tactical breathing technique

- Breathe in slowly through the nose and count to four
- Hold your breath and count to four
- Breathe out slowly through the mouth and count to four
- Hold your breath and count to four

Repeat a few times until you feel in control of your breathing and your heart rate has lowered. You can practise this standing up or sitting down, but put your left hand on your chest and right hand on your diaphragm/stomach. Focus on the diaphragm rising first when breathing in. Holding your breath may be difficult at first, and you do not have to be able to count to four immediately. It is more important that the

flow of air stops for a moment. With practise, you can try to lengthen the exhalation.

### Listening to music

Combat stress can also be relieved and prevented with music. Slow music decreases your alertness and relieves for example anxiousness and excitement. The music that you listen to should feel pleasant to you. It is important that the tempo is about 60 beats per minute, which is the average resting heart rate. Nevertheless, while listening to music you need to keep in mind the operational situation and security. **Listening to music must not endanger your unit.**



Combat stress can also be prevented by slowly getting accustomed to battlefield conditions, either in real situations or virtually. Combat stress is also prevented by preparing well for the task. Before going on a mission or to combat, the section leader holds a preparatory discussion. The purpose is to go through the issues the unit will probably face in combat and the reactions the combat can raise.

The physical symptoms of combat stress, such as raised heart rate, can be decreased before and during combat with tactical breathing. Tactical breathing is slow breathing that lowers heart rate and improves motor functions such as weapon handling, situation awareness and the environment, and decision-making.

### 6.3.6 Regaining capability after a stressful situation

Combat always affects capability but when issues and experiences are discussed, they can be recovered and learned from. Talking has always been one of the most effective ways to relieve stress, especially talking with people who have been in the same situation.

Within 24 hours of the end of contact and/or mission, the section will have a **defusing** lead by the section leader with the **purpose** of reflecting on experiences, relieving the symptoms of combat stress and regaining capability before the next mission.

In a defusing:

- The purpose is to bring back to mind what happened and why
- Everyone will be given a chance to talk
- It ends with the decision of what to do next.

During defusing, near miss situations can be discussed, as well as if a member of the section was wounded or killed. The discussion goes through the facts and the actual course of events, but also personal thoughts and feelings that have emerged. The aim is to remind everyone that different feelings and reactions will emerge and that they should try to resume everyday routines and activities as soon as possible.

Maintaining capability is everyone's responsibility. Everyone can keep an eye on their own capability but also on their fellow soldier's capability. Remember these simple instructions:

- Speak up – but be discreet
- Appreciate people's concern – sometimes a little thing can crush
- Help your friend to talk about it
- Listen, do not undermine, do not exaggerate
- Bring hope
- Encourage to think of options
- If necessary, take to see professional help

## 6.4 Balancing stress and recovery – The secret of developing capability

Developing capability – both physical fitness and mental well-being – requires a good balance of stress and recovery. Important factors in capability are nutrition, hydration and sleep. Adequate, varied and well-balanced nutrition and sufficient sleep ensure your strength on physically active days, but they also support your concentration and therefore, make it easier to learn new things.

### 6.4.1 Importance of nutrition

Conscripts are provided every day with breakfast, lunch, dinner and an evening meal. During periods of heavy physical activity, a person should have 4–6 meals/snacks per day, containing an abundance of carbohydrates and an adequate amount of protein. The most effective way of keeping your body going is to consume several small meals a day, as following this principle helps keep the body's energy reserves at a steady level.

Your need for energy depends on the intensity and duration of the physical activity you engage in throughout the day. Your body converts any excess energy consumed into fat, increasing your body mass. During light, short-term physical activity the need for energy is quite low but during hard, long-term activity, energy consumption increases significantly. Your level of physical activity varies throughout your service, so be sure to keep an eye on your daily nutritional needs. Consuming the daily meals served at the Defence Forces ensures that you receive the necessary amounts of energy, micronutrients and vitamins.

### 6.4.2 Importance of Fluids

Remember to drink enough. The body of an adult male is 60% water, while the body of an adult female is 55% water. Water plays a key role in the body's energy production, metabolism, the absorption of nutrients and their transportation to different parts of the body. In addition to this, water plays a particularly important role in the body's temperature regulation and the excretion of impurities.

The human body's water turnover is fairly quick. Under normal circumstances, the daily loss of fluid through urine, evaporation through the lungs and skin and stools is approximately 1.5–2.5 litres per day. In high temperatures and under heavy physical strain, fluid loss can be more than a litre per hour. During long-lasting physical activity, such as a ski or foot march, fluid loss can be as high as 4–5 litres.

You can start preventing dehydration even before engaging in physical activity by stocking up on fluids beforehand. Usually any exercise or combat training that lasts for over an hour requires the consumption of fluids. During physical activity, you should consume 1–2 decilitres of fluids every 10–15 minutes. This amounts to approximately one litre an hour, which is the mean maximum of fluid absorbed by the body. The most effective beverages for maintaining your body's fluid and electrolyte balance are plain water, mild juice and diluted sports drinks (2.5–5% solution).

An example of the amount of food needed if the daily consumption is...

#### 10 MJ (2400 kcal)

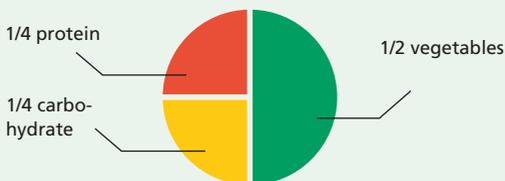
- Fat-free or low-fat dairy products 6–7 dl, cheese 30 g
- Nutritional fats 40 g
- Grain products 300 g
- Potatoes 250 g
- Root vegetables, green vegetables, berries and fruits 450 g
- Meat, fish and eggs 220 g

#### 13.4 MJ (3200 kcal)

- Fat-free or low-fat dairy products 7–8 dl, cheese 30 g
- Nutritional fats 50 g
- Grain products 310 g
- Potatoes 500 g
- Root vegetables, green vegetables, berries and fruits 600 g
- Meat, fish and eggs 240 g

#### ORDINARY PLATE MODEL

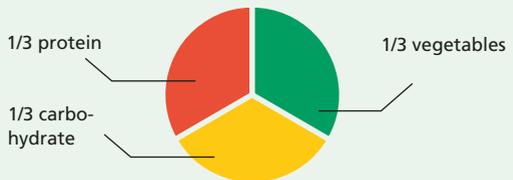
Good for civilian life and lighter days during service:



■ Vegetables ■ Rice, pasta or potatoes ■ Meat, chicken or fish

#### ATHLETE'S PLATE MODEL

Good for days with hard physical activity during service:



Also: bread, water / milk

## Well-balanced diet

By following the basic principles below, you can ensure that the food you consume contains enough energy to help you recover from physical activity as well as a wealth of vitamins and micronutrients:

- **Eat with every meal:** grains; bread, porridge or muesli, vegetables, fruit or berries.
- **Eat daily:** potatoes and root vegetables, dairy products; milk, buttermilk, yoghurt, soured milk or cheese, meat, fish, chicken or eggs
- **Eat in moderation:** butter, margarine, light spreads and oils, sugar, sweets, pastries and soft drinks, fried foods. Fast food; hamburgers, pizzas etc. chips and other snacks, salt (max 5 g daily, note hidden salt)
- **Do not replace meals:** with snacks and treats! They are a source of extra energy without giving enough of the energy-yielding nutrients, vitamins and minerals you need to remain physically capable.

- **Monitor your weight development!** Your muscles will grow during conscript service, so a slight weight gain is natural. If you start to put on a lot of weight, however, look for the cause in any additional nutrition – such as sweets, doughnuts and pizzas – that you might have indulged in. The key is to balance eating with the amount of energy you burn. Be sure to keep following these healthy nutritional guidelines during your free time, at weekends and in the reserve after your service.



### 6.4.3 Sleep and rest

Sufficient, good quality sleep helps you recover from the day and gives strength and vitality. Long-term sleep deprivation puts your body under stress that slows down your recovery from physical strain. The biggest changes are seen in vitality and alertness.

Make sure you get enough sleep. If you sleep too little, your capability decreases and learning new things and skills becomes more difficult. In addition, sleep deprivation increases the risk of errors and dangerous situations. These factors are highlighted in exercises where the physical and psychological stress are often higher than in the training at the barracks. Every sleepless night significantly lowers a soldier's capability and well-being. As a result of complete sleeplessness capacity to function will collapse after the fourth day awake at the latest. In emergency conditions, soldiers may not get much sleep and they should try to regain some of their capacity to function by resting and taking short naps whenever possible. It is important to practise this even during training. In the demanding conditions of the battlefield it is vital that you take care of yourself, eat and sleep, whenever possible.

**Sleep is crucial to health and the capacity to function – no-one can manage long without sleep.**

Remember that during your conscript service even the choices you make in your free time affect your recovery. Although a night out with your friends at the weekend seems like a tempting idea, remember that it strains even further your already strained body and mind. So at weekends, reserve some time for sleeping, resting and active recovery, for example enjoying the outdoors and good food with family and friends.

## 6.5 Capability support in conscript service

Brigade-level units have personnel whose job it is to support you when you need help or someone to talk to. This support network (social welfare officer, chaplain, physician, nurse, conscript committee and unit staff) is there for all conscripts.

In case of possible fatalities and serious accidents, brigade-level units have a psychosocial support group made up of professionals who arrange and provide support and guidance services according to need.

It is important to remember that everyone is responsible for their own capability but also for the well-being of their fellow servicemembers. In the end each and every one of us has the responsibility to support a fellow servicemember according to the principle "Leave no one behind". So, from time to time, remember to take a look around you. If you notice that one of your friends has changed and behaves differently, or you suspect that he/she is not fine, ask them how they are doing. In these situations, remind your friend of the support services in the brigade-level unit and encourage him/her to talk to the social welfare officer. You can also always express your concerns about your fellow serviceman to a staff member of your company-level unit.

You can read more about the work of the chaplain, the social welfare officer and the conscript committee in chapter 3.



# [ 7 ]

## **What does this chapter talk about?**

During the Reserve Path module at the end of your conscript service, you will make the arrangements to muster out into the reserve and you will be taught the knowledge and skills about mustering out. The module material is also available in PVMoodle.

# In the Reserve

This chapter covers the central things taught in the Reserve Path module. They are things that each conscript must know about mustering out and about reserve training. Additionally, you will learn about the Finnish Defence Forces as an employer and about crisis management duties.

After this unit you will remember:

- **the basics about mustering into the reserve**
- **the fundamentals about reserve training**
- **what kind of jobs and careers the Defence Forces offer**
- **how to apply for crisis management duties and where to get more information.**

## 7.1 Military Passport and Military Service Certificate

When conscripts and women, who have completed voluntary military service for women, muster out, they are given a military passport and a service certificate with a personal appraisal, as proof of completed military service. You can read more about the military service certificate and personal appraisal in chapter 2.2.

The military passport is an individual **certificate of completion of military service**, which **certifies police clearance** when applying for a passport under the age of 30. The military passport does not give its holder the right of entry into FDF locations.

If a person drops out from conscript service, they will not get a military passport. In addition to the military passport, when applying for a passport that acts as a travel document, also a call-up certificate given to a person exempted from military service or other corresponding decision can function as a certificate of police clearance, along with a certificate of police clearance given by a military authority.

The military passport is a plastic identification card containing certain security features. It is the size of a credit card and is equipped with a photograph of its holder. The military passport includes the following information: passport number, the holder's names, photograph, brigade-level unit from which they mustered out, length of service, date of mustering out, return address, bar code, training level and personal identity number.

If a military passport is lost or in cases of breakage, the reservist can contact the Regional Office, where a certificate of completed military service is printed or other certificate of clearance is given. The military passport is not renewed if a reservist receives a promotion or their level of training changes in the reserve.

## 7.2 Tracking Conscripts and Reservists

The Finnish Defence Forces Regional Office that handles all conscription-related matters in the municipality where the conscript or reservist lives, is responsible for tracking. The brigade-level unit where a conscript is completing their military service is responsible for tracking that conscript. You can find your Regional Office online at [puolustusvoimat.fi/aluetoimistot/loyda-aluetoimistosi](http://puolustusvoimat.fi/aluetoimistot/loyda-aluetoimistosi).

According 95§ of the Conscription Act: "A person liable for military service must ensure that the military authorities have information about his place of residence, address, and other contact information, factors influencing his fitness for military service, and information about citizenship in other countries." As someone liable for military service, you must provide the above mentioned information to the



Finnish Defence Forces when asked, and answer a written inquiry by the Defence Forces within 14 days of the day that you were notified of the inquiry. The Defence Forces also gets address information directly from the Population Information System based on move notifications.

**If you move, remember to make the notification!**

The Defence Forces' Regional Offices update placements systematically. The age, professional skills and physical competence of the reservist affect the task that they are assigned in. It is possible to affect one's own task by staying in good shape, developing one's professional skills and participating in voluntary national defence.

**Keep your regional office informed about your skills and you fitness for service, so that your wartime placement is both in your own and the Finnish Defence Forces' best interest. The Finnish Defence Forces uses the same criteria when placing people into wartime duties, regardless of gender.**

**The Military Service Register contains the information of someone who is liable for military service. The person who is liable for military service has the right to check their own information in the registry at the customer service of their regional office.**

## 7.3 Reservist Training

The wartime unit or a part of it is formed in connection with training choices made during conscript service and it is assembled at latest at the beginning of the unit training phase. After this, **training takes place in wartime composition**. In this way, those belonging to the same unit experience the same efforts and successes and get to know each other. Shared experiences increase unit cohesion, which experience has shown to be an important factor in the unit's capability to endure psychological pressure and to perform successfully.

The basis for the military knowledge and and capability of conscripts is thus created with quality conscript training. However, for the capability of wartime units it is absolutely vital that these skills are developed also after conscript service in the reserve. When military service ends, **the unit is transferred to the reserve in their wartime composition, in which training continues in training events for reservists**. Personnel remains the same composition for approximately 5–10 years. After that, a new unit from a new contingent is formed and trained for the task in question. The old unit is not disbanded. The aim is to maintain it also in its new task.

### 7.3.1 Reserve Training System

**In the reserve training system**, the needs of reservist training and voluntary national defence are combined, which enables flexible, forward-going and individual development and supports the development of the troops' capability.

During the time when a man is liable for military service (18–60 years old), according to the current legislation, one who is a member of the rank and file in the reserve can be called to obligatory refresher training for a maximum of 80 days and those who are in demanding rank and file tasks can be called for a maximum of 150 days. With reserve non-commissioned officers and reserve officers the maximum number of days is 200.

The most important part of reserve training is the **refresher training exercises** of key personnel and units. These exercises take place every 1 to 5 years. In addition to these, it is possible to maintain and develop individual and unit skills and capabilities in **voluntary refresher training exercises** organised by the Defence Forces (PVVEH), on National Defence Training Association **courses for maintaining military readiness**, in crisis management duties, with other volunteer national defence training, and **voluntary studies by the individual reservist**, for example by completing courses in the open learning envi-

ronment (**PVMoodle**). Reservist training should be seen as an entity formed of different types of training where the Defence Forces, National Defence Training Association and reservists themselves all have their own role.

The activity and voluntary training and capability development of reservists is taken into consideration when a person is later assigned to a wartime task that corresponds to their skills. In addition to gaining voluntary training, you earn refresher training days that are counted towards promotions.

Participating in voluntary training gives you a good opportunity to meet the people who you would work together with also in emergency conditions. It is easier to work in a familiar group, and as you get to know people, your faith in the capability of your own unit will increase.

### 7.3.2 The National Defence Training Association of Finland

The National Defence Training Association of Finland is a public corporation that arranges training that helps to maintain and develop your military skills and to prepare for refresher training. It works closely together with the Defence Forces, for example in training Local Defence Companies and Local Units. Activities of the National Defence Training Association of Finland are guided and supervised by the Ministry of Defence.

Its courses for maintaining military readiness include branch and individual training, and leadership and instructor training. The training also enables you to maintain your shooting skills and to put your skills to the test, for example by doing physical fitness tests, participating in survival courses and in a "jotos": a hike that tests your military and survival skills with different tasks. **In such training it is possible to earn refresher training days that are counted towards promotions.**

Training arranged by the National Defence Training Association can help you develop your instructor and leadership skills, that are also of use in civilian life. Completed NDTA courses can sometimes be accepted as part of different degrees. The National Defence Training Association also offers training to prepare for disruptions in everyday life. Familiarisation activities and preparation and safety training are open to all citizens.

Voluntary national defence supports readiness!

For more information on the Defence Forces and reservist training go to: [puolustusvoimat.fi](http://puolustusvoimat.fi) and [mpk.fi](http://mpk.fi)

## 7.4 Applying for studies and jobs

The study and job guidance counselling offered during military service complements the guidance of the education organisations of the civilian sector. The central goal of the study and job guidance counselling given in the Finnish Defence Forces, is to give people who are completing military service up-to-date information on applying for various studies, job selection, study planning and transitioning to working life. The objective is that a conscript in service has the opportunity to advance their vocation selection and employment process so that by the end of their service they have a usable study or working career plan.

Conscripts have the opportunity to seek individual guidance from the Social Welfare Officer.

In matters relating to study and job guidance counselling, if necessary, the Social Welfare Officer works together with the teachers and guidance counsellors of educational establishments, and the vocational guidance psychologists in the employment offices (TE-keskus). In informing the conscripts about matters related to studies and the job market, the Social Welfare Officer works together with the Conscript Committee.

The Committees' work, study and social ombudsman (TOS-asiamies) and the SOME agent can assist in notifying about arrangements involving work and studies, for example via the Conscript Committee website or the brigade-level unit's Facebook groups.

## 7.5 The Defence Forces as an Employer

Military service is an entry requirement and at the same time basic training for military jobs.

Military jobs include posts as officers, officer specialists, chaplains and contractual military personnel and non-commissioned officers (NCOs). These posts are all open to both men and women.

Officer, chaplain and some officer specialist posts require an academic degree.

You can also apply for officer specialist posts with a polytechnic degree. NCO tasks require a completed NCO or reserve officer course and a secondary level diploma. Tasks for contractual military personnel require that you have completed your military service and comprehensive school.



During your military service, you will see some of the jobs that the Defence Forces have to offer and you can test your own suitability for a military career. The Defence Forces also offer many **jobs for civilians** that you can apply for based on your civilian education.

Notify your platoon leader and unit commander in connection with your interview if you are interested in a military career. If you are considering a career in the military, complete your basic training as well as you can and apply to NCO or Reserve Officer School.

After military service you have the possibility of applying for a **contractual military personnel** position. In such cases, those who want to apply to the National Defence University and who have undergone leadership training usually work as instructors. Contractual military personnel who have rank and file training work in special tasks, as



drivers, for example. You can also apply for open posts for NCOs.

The annual application period for the **National Defence University** is March–April. Entrance exams are arranged in May and courses for cadets begin in September. Instructions on applying are published annually in the National Defence University's selections guide and on its website at [maanpuolustuskorkeakoulu.fi/opiskelijaksi](http://maanpuolustuskorkeakoulu.fi/opiskelijaksi).

More information on military professions is available from your company's instructors and you can ask cadets who are carrying out their practical training about their studies. Military professions are also presented in the entrance guides of different educational establishments and institutions of higher education.

Leadership training can open the door to a military career!

As an employer the Defence Forces is fast-evolving, valued and secure. The Defence Forces offers diverse jobs and service locations for soldiers and civilians throughout Finland. Some 12,000 salaried personnel are employed by the Finnish Defence Forces. The Defence Forces' activities are characterised by goal-orientedness, result, flexibility and cooperation.

To be appointed to a post within the Defence Forces, you must be a Finnish citizen and fulfil the general qualification requirements for a government post.

A person appointed to a post within the Defence Forces is also required to be trustworthy in view of the task. A person appointed to a military post must have completed armed military service or voluntary military service for women within the Finnish Defence Forces or Border Guard and their health and physical fitness level must be suitable in view of the post. Employees are required to have an education and work experience in their field.

As an employer, the Defence Forces has several good points. Tasks are independent and challenging, further educating and developing oneself is valued and the work atmosphere is proven to be good. Personnel welfare is considered important and excellent sports and physical exercise opportunities are available within the Defence Forces. Employment within the Defence Forces is secure and valued within Finnish society. Employees who are interested also have good possibilities for international tasks.

The Defence Forces offer challenging and interesting work; work that is meaningful.

Which of the following professions and tasks within the Defence Forces would suit you?

### ***7.5.1 Education in Military Sciences and an Officer's Profession***

To become an officer, you study at the National Defence University. The NDU is a university specialised in military sciences. According to section 2 of the Amendment (559/2016) to the Act on the National Defence University (1121/2008), the National Defence University's task is to advance research in military sciences, to provide teaching that is based on research and best practices, and to educate students to serve their country and humankind. In carrying out its tasks, the National Defence University is to promote lifelong learning, interact with the rest of society and promote the social effectiveness of research results.

**Qualities of an Officer**

Officers are required to be capable of taking initiative, have good leadership, organisational and cooperation skills as well as have the courage to work and make decisions independently. You have to be able to get along with different kinds of people even under demanding circumstances. Officers are responsible not only for fulfilling their tasks and for the efficiency of their unit, but also for the well-being and occupational and in-service safety of their staff and for creating team spirit. Officers' duties require both mental and physical durability. It is essential that every officer maintains their own capabilities. The unbroken chain of military traditions handed down from generation to generation, the knowledge and skills offered by a modern university education and the ability to prepare for and respond to future challenges all contribute to a strong feeling of belonging and professional pride among the officer corps.

The officer's profession is ever-changing and sets diverse requirements on know-how. The officer's career includes continued and advanced training, which also affects career advancement. Officers must commit to a lifelong development of their skills. An officer's pay grade varies depending on the task: officers are paid in accordance with the pay grade system of the Defence Forces or Border Guard based on how demanding their task is and on their personal work performance.

**Commitment**

The Defence Forces and Border Guard educate and train the military personnel that they need. The amount of personnel that is needed to fulfil the duties prescribed by law are trained on different degree programmes and courses. Cadets accepted into the National Defence University and students employed by the Defence Forces, Border Guard or Ministry of Defence are required to make a commitment in

writing that they will serve the minimum amount of time in posts that correspond to their education. If a person resigns or is given notice during the time they have committed to serve for reasons other than illness, incapacity for service at sea or lack of aptitude for flying, they must reimburse the state for the cost of their studies. Students can apply to interrupt their studies at the National Defence University without the commitment to serve entering into force. The service commitment of those in pilot training enters into force when they begin their studies. The different reimbursement levels of the commitment are also tied to flight training and other training received.

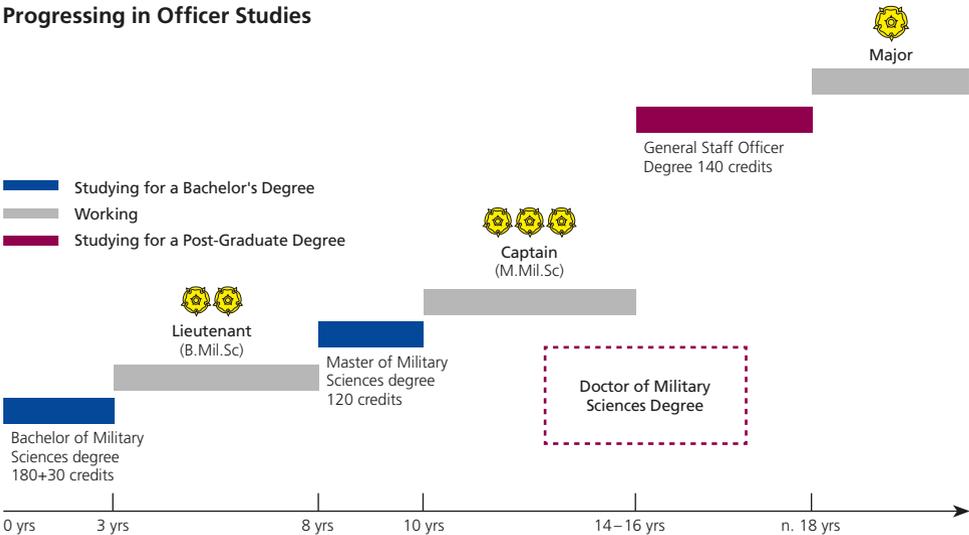
**Officer Education and Training**

The education and training of officers is made up of scientific and vocational studies, as well as learning the qualities and character of an officer. The objective of the studies is to give students prerequisites for scientific thinking, applying scientific knowledge and methodology, acting as an expert and developer in their own field, as well as to give them the necessary know-how for carrying out the duties of an officer in war and peacetime. Officer education progresses upwards. It includes military sciences degrees, periods in between where officers will work in the Defence Forces and continuing training related to a particular task.

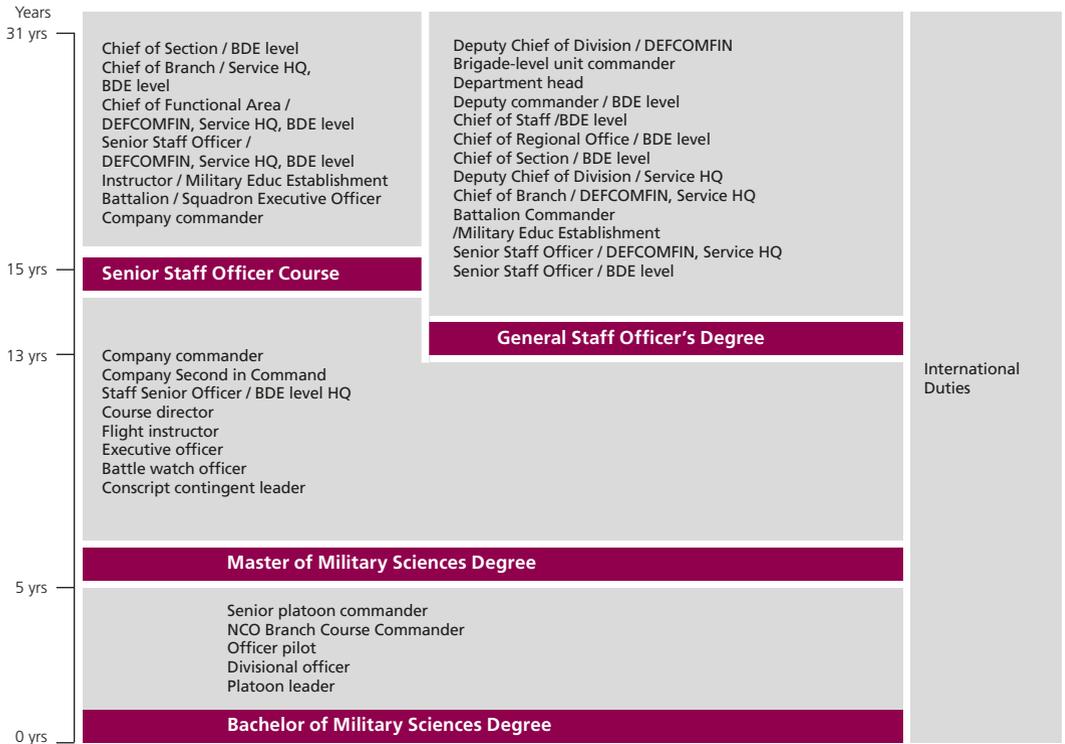
**Progressing in Officer Studies (Example)**

The basic degrees are the Bachelor's (B.Sc. (Mil.Sc.)) and Master's (M.Sc. (Mil.Sc.)) degrees in military sciences. Those who have been selected to study for the Bachelor's degree are also granted the right to study for the Master's degree in military sciences. Students who are studying for the Bachelor of Military Sciences degree serve in the rank of cadet. Master's students serve in their own military ranks. According to need, the Border Guard further educates its Bachelors of Military Sciences, and Master's

**Progressing in Officer Studies**



## An example of an officer's tasks



BDE level = Brigade-level unit, DEFCOMFIN = Defence Command, Service HQ = Service Command Headquarters (incl. FDFLOGCOM)



studies are carried out at the National Defence University. When they have graduated, officers who have completed the Bachelor of Military Sciences degree and vocational military studies are assigned a fixed-term junior officer's post in the rank of lieutenant where they mainly serve as instructors at platoon (equiv.) level.

Postgraduate degrees at the National Defence University are the General Staff Officer's degree and Doctor of Military Sciences. A student may accept only one student place leading to a university degree during the same academic year. An officer will then serve in expert and leader positions corresponding to the degree that they have completed at the NDU.

### **A Cohesive Entity of Bachelor Military Sciences Degree and Military Vocational Studies**

The aim of bachelor's studies in military sciences is to produce officers for the Defence Forces and the Border Guard who are capable of extensively combining theory and practice. The graduating officers will possess the necessary skills for scientific thinking and Master's studies, and the prerequisites to apply that information in working life and during international cooperation duties. The studies provide sufficient communications and language skills for jobs in your own field. Officers who graduate with a bachelor's degree are professional and qualified. The officers have the special know-how needed for the tasks in their services and branches. The Bachelor's degree goals are affected by current laws and decrees. The more concrete learning objectives of the studies as described in the learning objectives of the study units and modules in the curriculum. These can be found in the study guide that is published annually (mpkk.fi).

The information, skills and attitudes required of an officer are developed throughout the three-year bachelor programme and in all fields of study. Students study the following:

- Leadership: "The desire and ability to lead and take responsibility."
- Operation skills: "The desire and ability to win battles."
- Performance: "The desire and ability to develop."
- Education: "The desire and ability to learn and teach."
- Research: "The desire and ability to understand."

The BSc degree (180 ECTS) and the military vocational studies (30 ECTS) in addition to that, create a 210 credit skills package that combines scientific and vocational skills and officer education. The studies are organised in four multidisciplinary programmes as directed by the needs of the Finnish Defence Forces and the Border Guard:

- Army Programme
- Navy Programme
- Air Force programme
- Officer Pilots' Programme

The degree is divided into three phases:

- Obligatory tri-service studies (80 credits)
- Service-specific studies (minimum 40 ECTS)
- Branch studies (maximum 90 ECTS)

All cadets complete these studies, as they form the basis of common set of skills and knowledge for all officers. These studies are completed at the National Defence University (NDU). Students complete these studies at service schools where they specialise in the tasks required by the service that they belong to, and the scope of those studies depends on the specific programme. In addition to the National Defence University, also the Army Academy, Naval Academy and Air Force Academy are responsible for some programme studies. Branch studies have students specialising in their own branch, and the teaching of those studies is the responsibility of the Services.

The National Defence University's main application procedure uses the joint application system of the Finnish universities. Applications can be filled in on-line at [www.studyinfo.fi](http://www.studyinfo.fi) / [www.opintopolku.fi](http://www.opintopolku.fi). You can find the instructions also at [upseeriksi.fi](http://upseeriksi.fi).

In addition to being eligible for higher education studies, those accepted into officer training programmes must:

- Be a Finnish citizen;
- Have received reserve officer training before beginning one's studies;
- health and physical fitness level must be suitable for duties in the Finnish Defence Forces or the Border Guard;
- A person of integrity and generally trustworthy, as required for duties in the Finnish Defence Forces and the Border Guard, who does not have nationality of another nation, or other foreign engagements, mentioned in 3§ paragraph 9a of subsection 1 of the Security Clearances Act (726/2014), that may endanger national security, general security, national defence or Finland's international relations, or in-service safety in the Finnish Defence Forces or the Border Guard, or other such engagements that endanger the proper and impartial execution of one's duties;
- Maximum 26 years old (future pilots max. 23 years) at the start of their bachelor's studies.

More information on applying to the National Defence University and on application requirements can be found at:

- [mpkk.fi](http://mpkk.fi)
- [upseeriksi.fi](http://upseeriksi.fi)
- [Studyinfo.fi](http://Studyinfo.fi) or [opintopolku.fi](http://opintopolku.fi).

### **Officer Specialist Tasks and Training**

Around 800 officer specialists serve in the Defence Forces. They work in challenging expert duties in the different units of the Finnish Defence Forces all around Finland. Most of them are Bachelor of Science (Technology) or

Master of Science (Technology) by trade, but for example chaplains and conductors, and some of the medical doctors are Officer Specialists. They wear Defence Forces uniforms and use military ranks.

The career development of officer specialists is similar to that of officers. Thanks to systematic personnel and succession planning it is possible to develop their skills and knowledge in different duties. Extensive knowledge and motivation enable advancing to increasingly more challenging expert and leadership duties.

Officer specialists serving in the Defence Forces have obtained an education in their own field outside of the Defence Forces. The education provided for officer specialists and chaplains by the Defence Forces is mainly supplementary training.

Continuing training for officer specialists includes among other things comprehensive national defence studies at the National Defence University and service-specific educational programmes in the branch schools. Some officer specialists study on the General Staff Officer Course, Senior Staff Officer Course, Chiefs of Branch Course, Senior Command Course, High Command Course and Regional and National Defence Courses.

Jobs are advertised on-line at [valtiolle.fi](http://valtiolle.fi). Further information is available from the establishment or headquarters where the available posts are situated.

**Officer specialists are experts in their own field.**

### 7.5.2 Tasks and Training for Civilian Personnel

More than 4,000 civilians serve in different tasks involving administration, logistics and special fields in all brigade-level units, establishments and headquarters within the Defence Forces. There are jobs for people with vocational and/or academic educations.

Civilians with a suitable educational background and working experience for the task are employed. The Defence Forces organises both unit-based familiarisation training and continuing training and education for its civilian personnel. The competence and skills development of civilian personnel is supported with systematic posting and succession planning. Personnel are also encouraged to take advantage of posting mobility.

Personnel with a degree from a university or higher educational establishment work for instance as physicians, researchers, military lawyers, engineers, psychologists,

financial planners, language specialists and heads of information technology.

Jobs are advertised on-line at [valtiolle.fi](http://valtiolle.fi). Further information is available from the establishment or headquarters where the available posts are situated.

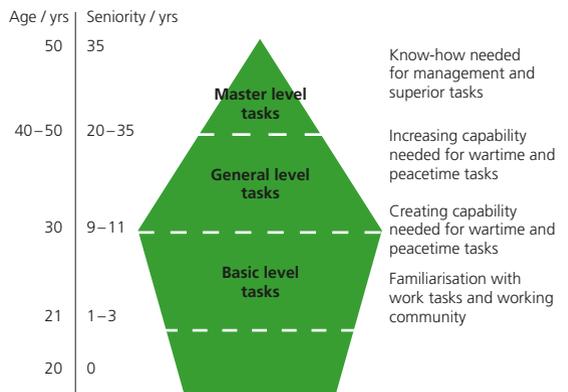
**Civilian personnel are experts and specialists in their own field.**

### 7.5.3 The NCO Profession and Continuing Training for NCOs

Recruiting and selections among NCOs is done based on know-how displayed during military service and on professional skills gained in the civilian world. Compared to the military sciences degrees, you do not really study to become an NCO within the Defence Forces. Instead, an applicant who wants to work as an NCO must have completed a secondary-level education, i.e., have a vocational diploma, or have finished secondary school. In recruiting, it is considered to be to the applicant's advantage if they have completed the NCO or reserve officer course during military service or has obtained other suitable special training.

NCOs are selected directly for their task. However, while they carry out their duties, their skills continue to be developed through on-the-job learning and training. The basic idea in developing NCO know-how is that, using the entire spectrum of measures available, brigade-level units are responsible for the development of the skills that NCOs need in their work. The focal point for developing know-how is on-the-job learning at the workplace that is proven by the results displayed.

#### Non-Commissioned Officer Task Levels





The NCO task structure is divided into basic, general and master level tasks. As experience and skills increases, NCOs can progress towards master level.

The Defence Forces arranges vocational military studies for NCOs. The Defence Forces train NCOs to be specialists in their own field. NCO training is built on a four-tier system where continuing training is offered throughout the NCOs career from basic to master level. Studies are carried out in the service, branch and functional area schools. Also other study opportunities within the Defence Forces can be used in developing NCO skills. On-the-job learning plays an important role in the development of NCO know-how. The know-how of NCOs is developed in their own workplace under the guidance of an appointed experienced expert or peer.

#### **Special characteristics of the NCO's profession**

Peace and wartime leadership tasks require leadership skills, stress tolerance, good physical condition and continuous development of professional skills. The highest-level tasks require extensive experience, in-depth professional skills and certain posts require service in international tasks.

#### **Benefits of the NCO's profession**

Participation in on-the-job learning and training takes place on a normal salary. Accommodation and the training itself is free of charge. Study programmes are mainly multiform, i.e., they include short traditional learning phases and longer distance learning phases, after which evidence of know-how is given. After completing the study programmes, NCOs return to their duties in their brigade-level units. Training on the job and completing study programmes prepare NCOs for more demanding tasks.

#### **Qualification requirements for an NCO post**

To be appointed to an NCO's post, the person must fulfil the general qualification requirements for a military post. In addition to this, the brigade-level unit that the person is applying to will arrange a 12-minute running test where at least a satisfactory result must be achieved in accordance

with the requirements of the table on age class and gender of military personnel. It is to an applicant's advantage if they have training or experience suited to the NCO task in question and have completed the NCO or reserve officer course or other special training suited to the task.

NCO tasks mainly require having completed the NCO course.

### ***7.5.4 Contractual Military Personnel in the Defence Forces; Instructors and Special Tasks***

Are you interested in the officer or NCO profession? Apply for special tasks in your brigade or become an instructor by joining the contractual military personnel. You will receive a job and experience in the profession. Applicants must have reserve officer or reserve NCO training.

Contractual military personnel work in for example the following tasks:

- Instructor (conscript training in brigade-level units)
- assistant rapid deployment force instructors
- international rapid deployment force speciality instructors in tasks requiring peacekeeping experience (equiv.)
- assistant instructors on warships, support ships and mother ships (ordnance, engineering, signal)
- Specialised instructor (weapons and command and control systems users)
- assistant mechanic in air commands, assistant mechanic duties in squadron service

Tasks for contractual military personnel in special tasks are primarily tasks for rank and file with special training that you have received training for and that accord with your wartime placement.

The service rank of contractual military personnel their rank in the reserve. More information is available from your company's instructors. Application forms are available from the company sergeant major.

## 7.6 Crisis Management Duties

By participating in operations the peacekeepers support the people of the areas by helping stabilise the situation and society, by improving security, and by participating in conflict prevention and helping develop the area in the future.

Finnish peacekeepers are serving on UN, EU and NATO-led operations around the world, and in a coalition operation in Iraq. The service length in military crisis management duties is usually 6–12 months at a time.

Serving in crisis management duties is a good way to gain valuable international know-how about working in a multicultural environment, with different people and organisations. Ordinary Finnish men and women serve as peacekeepers.

Completed military service with good evaluations and professional skills required for certain duties give good grounds for crisis management duties.

Rapid Deployment Force training during conscript service is not a requirement for being selected for crisis management duties – all conscript training, regardless of branch provides eligibility for applying to crisis management service.

General eligibility requirements:

- Finnish nationality
- Completed military service or voluntary military service for women with good evaluations
- Impeccable life, no criminal record
- Good health and physical fitness, not obese (maximum BMI 30), no significant food or medicine allergies or allergy to insect stings.
- 12-Minute running test minimum 2,300 metres (staff, surveillance and support duties) or 2,500 metres (operational duties)
- Driving permit issued in an EU or EEA state, B class at a minimum, not short-term, class C driving license is to an applicant's advantage.

### Recruiting

Those interested in crisis management duties must apply for a Stand-by Contract. The applicant fills out a general application to get a Stand-by Contract. You cannot apply for a certain rotation or operation, but you can request a duty or an operation in the application.

Applications are accepted all year round. Pori Brigade processes the Stand-by Contract applications according to the application periods. There are four applications periods every year. All of the applications that arrive during a such period will be answered at the same time, and the goal



is to post the Stand-by Contract decision within a month of each application period's end.

More information about applying, the benefits and duties can be found at [puolustusvoimat.fi/rauhanturvaajaksi](http://puolustusvoimat.fi/rauhanturvaajaksi).

## 7.7 Social Affairs During Emergency Conditions

Government authorities and municipalities must ensure that their tasks will be carried out with as little disturbance as possible also during emergency conditions. This is ensured for example with contingency plans, and advance preparations of activities carried out during emergency conditions.

The administrative field under the Ministry of Social Affairs and Health is responsible for ensuring that the population gets the central social and health care services and subsistence necessary for health and functioning in any situation.

Services and the level of income is adjusted to the current security situation and resources available. During emergency conditions, the amount of certain social benefits may be cut or the payments suspended for a fixed period. Income support is also then the last economic support measure.

The objective of the Finnish Defence Forces is to provide all of its personnel access to its own social services and benefits, and access to society's social services and benefits also during emergency conditions.

The more serious the emergency conditions, the more the Defence Forces has to work together with municipalities (regions), KELA, State Treasury and other authorities. During emergency conditions the Social Welfare Officers of the Defence Forces and social affairs-trained reservists who have been called up, will handle the social affairs of all personnel and work together with the civilian authorities.



# Annexes

## Further reading

The most common regulations are also found online at puolustusvoimat.fi/asiointi/aineistot/ ohjesaannot- ja-oppaat.

### General Military Training

- Johtajan käsikirja (Leader's Handbook)
- Kouluttajan opas (Instructor's Guide)
- Sotilasoikeudenhoitoa koskevia säännöksiä (Regulations on Military Justice)
- Sotilaspedagogiikan perusteet (Basics of Military Pedagogy)
- Sulkeisjärjestysohjesääntö (Close Order Drill Manual)
- Varusmiehen sosiaalioapas (Conscript's Social Guide)
- Yleinen palvelusohjesääntö (General Service Regulations)
- Taskutietoa Maanpuolustuksesta (Facts about National Defence)
- Conscript
- Ase- ampuma- ja taisteluumampumakoulutus (Weapon, Marksmanship and Live-Fire Training)
- Ampumakoulutusopas (Marksmanship Training Manual)
- Kevytasekirja (Light Weapons Guide)
- Lähitaistelun käsikirja (Close Quarters Battle Handbook)
- Maavoimien ampumaohjelmisto (Army Firing Table)
- Panssarintorjuntaopas (Anti-tank Guide)
- Rynnäkökivääriin käsikirja (Assault Rifle Guide)
- Sinkoampujan käsikirja (Rocket Launcher Guide)

### Combat Training

- Talvikoulutusopas (Winter Training Manual)
- Pimeäkoulutusopas (Night Operations Manual)
- Taistelijan opas (Combatant's Guide)
- Ryhmänjohtajan opas (Section Commander's Guide)
- Jääkärirykkörykseen- ja ryhmän käsikirja (Jaeger Platoon and Section Guide)
- Linnoittamisopas I & II (Fortification Guide I & II)
- Taisteluasukonaisuus (Combat Uniform Guide)
- Maastouttamisopas (Camouflaging Guide)
- Kenttäpuhelinopas (Field Telephone Guide)
- Kenttäviestivälinoapas (Field Communication Equipment Guide)
- Sotilasmerkistö ja lyhenteet (Military Symbols and Abbreviations)

- Viestiliikenneopas (Signal Operating Guide)
- Suluttamisen käsikirja (Counter-mobility Handbook)
- Suojeluopas (CBRNe Guide)
- Suojelumies (CBRNe Defence Specialist)
- Suojelujoukkojen koulutusopas (CBRNe Training Guide)
- Suojelun käsikirja (CBRNe Handbook)

### Physical Capacity

- Liikuntakoulutuksen käsikirja (Physical Training Handbook)

### Psychological Capacity

- Mielenterveysopas (Mental Health Guide)

### Ethical Capacity

- Sodan oikeussäännöt (Rules of Armed Conflict). Kansainvälisiä ihmisoikeusasiakirjoja II (International human rights documents II)
- Sodan lait (Laws of War). Käsikirja (Handbook). *Gunnar Rosén. Finnish Red Cross. Painotalo Miktor. Helsinki 1988.*
- Valonen Helena. Hyvä käytös huomataan. *Gummerus Kirjapaino Oy. Jyväskylä 1997.*

### General Logistics Training

- Ensiapuopas (First Aid Manual)
- Varusmiehen terveysopas (Conscript's Health Guide)
- Kenttähygienian käsikirja (Field Hygiene Handbook)
- Kenttälääkintä, ensihoidon perusteet (Field Medicine, Basics of Emergency Medical Care)
- Terveys ja toimintakyky (Health and Human Performance)
- Sotilaan ympäristöopas (Soldier's Environmental Guide)
- Varusmiehen muonaopas (Conscript's Food Guide)

### Internet

- Finnish Defence Forces: puolustusvoimat.fi
- National Defence University: maanpuolustuskorkeakoulu.fi
- The National Defence Training Association of Finland: mpk.fi
- Ministry of Employment and the Economy: mol.fi



7,62 rk 62:n ja kk 62:n

## KOHDISTUSKORTTI

Sivusuunnan kohdistus

Korkeussuunnan kohdistus

### 7.62 rk 62, ampumaetäisyys 150 m

1. Korjataan siirtämällä jyvää iskemän suuntaan.
2. Siirtoruuvien yksi kierros vastaa 25 cm taulussa. Yksi napsaus vastaa 2 cm taulussa.
3. Kaasukammioon merkitty piirtoväli (1 mm) vastaa n 32 cm taulussa.
4. Aseen mieskohtaisen tarkkuuttamisen jälkeen voidaan sivusuuntaa nopeasti korjata myös muuttamalla tähtäyspistettä.

1. Asetin 150 m:n kohdalle.
2. Korjataan avaamalla ruuvimeisselillä reikätähtäimen kiinnitysruuvi ja nostamalla (iskemä alhaalla) tai laskemalla (iskemä ylhäällä) reikätähtäintä. 1 piirtoväli (1 mm) vastaa n 32 cm taulussa.
3. Aseen henkilökohtaisen tarkkuuttamisen jälkeen voidaan korkeussuuntaa nopeasti korjata myös muuttamalla tähtäyspistettä tai asettimen siirrolla, joka siirtää iskemää taulussa seuraavasti:

1 — 1,5 n 6 cm	3 — 4 n 25 cm
1,5 — 2 n 10 cm	4 — 5 n 32 cm
2 — 3 n 17 cm	5 — 6 n 40 cm

Ampumaetäisyydellä 300 m ovat muutokset taulussa kaksinkertaiset 150 m:in verrattuna.

Sivusuunnan kohdistus

Korkeussuunnan kohdistus

### 7.62 kk 62, ampumaetäisyys 150 m

1. Korjataan avaamalla jyvän jalan kiinnitysruuvi ja siirtämällä jyvän jalkaa iskemän suuntaan. Piirtoväli (1 mm) vastaa n 30 cm taulussa.
2. Aseen mieskohtaisen tarkkuuttamisen jälkeen voidaan sivusuuntaa nopeasti korjata myös muuttamalla tähtäyspistettä.

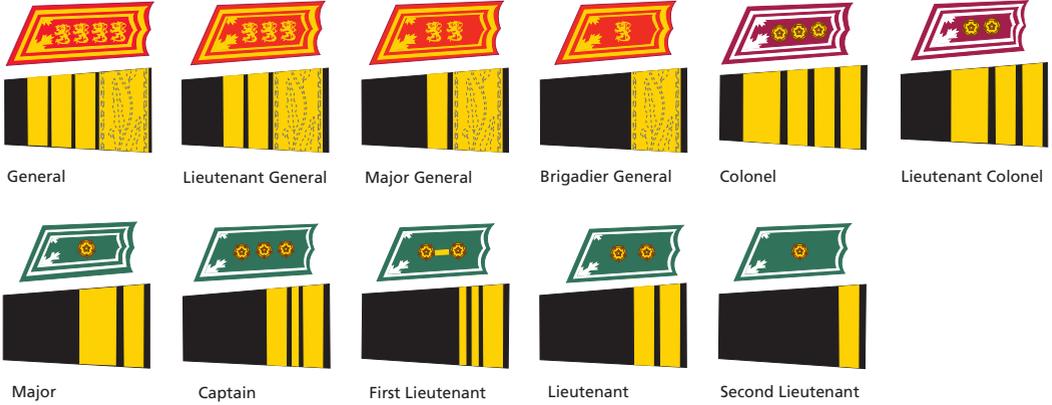
1. Asetin 150 m:n kohdalle.
2. Korjataan kiertämällä jyvää kiinni (iskemä alhaalla) tai auki (iskemä ylhäällä). Yötähtäimillä varustetussa aseessa voidaan jyvää kiertää vain täysiä kierroksia, jotta tritiumlamppu jäisi näkyviin.
3. Voidaan korjata myös avaamalla hahlolevyn kiinnitysruuvi ja nostamalla (iskemä alhaalla) tai laskemalla (iskemä ylhäällä) hahlolevyä.  
1 mm:n muutos vastaa taulussa n 30 cm.
4. Aseen mieskohtaisen tarkkuuttamisen jälkeen voidaan korkeussuuntaa nopeasti korjata myös muuttamalla tähtäyspistettä tai asettimen siirrolla, joka siirtää iskemää taulussa seuraavasti:

1 — 1,5 10 cm	4 — 5 42 cm
1,5 — 2 10 cm	5 — 6 48 cm
2 — 2,5 12 cm	6 — 7 60 cm
2,5 — 3 12 cm	7 — 8 96 cm
3 — 3,5 15 cm	8 — 9 132 cm
3,5 — 4 15 cm	

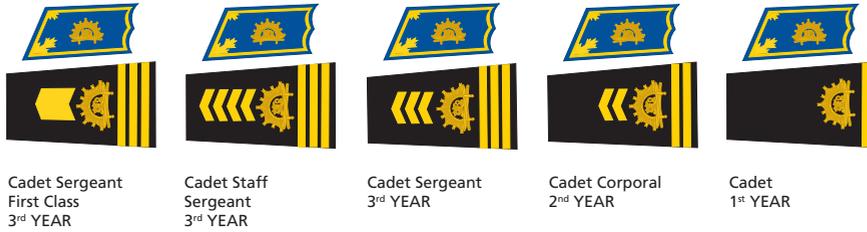
Ampumaetäisyydellä 300 m ovat muutokset taulussa kaksinkertaiset 150 m:in verrattuna.

Insignia of rank  
ARMY

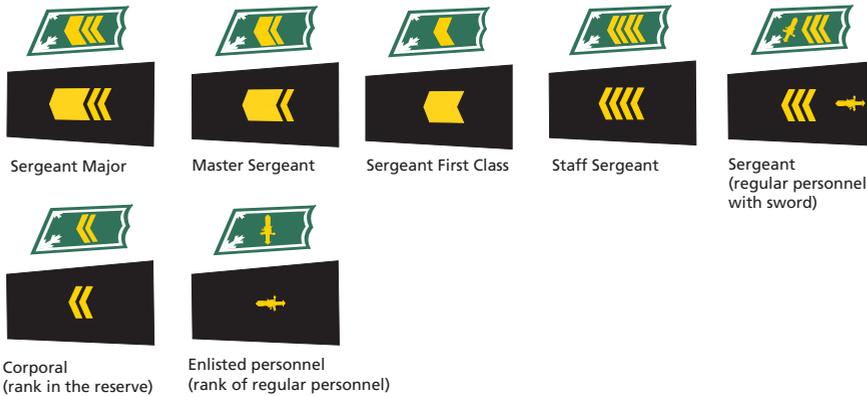
**OFFICERS AND WARRANT OFFICERS (Lieutenant – Captain)**



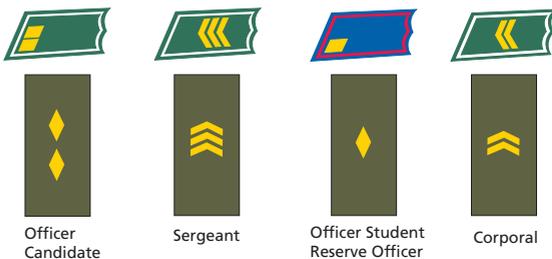
**CADETS**



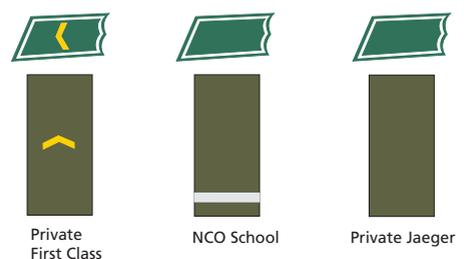
**NON-COMMISSIONED OFFICERS**



**CONSCRIPT LEADERS**



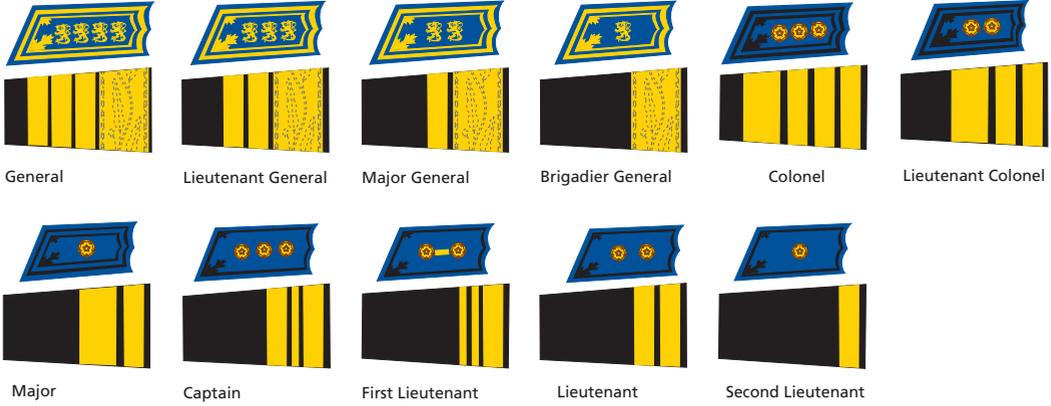
**RANK AND FILE**



# Insignia of rank

## AIR FORCE

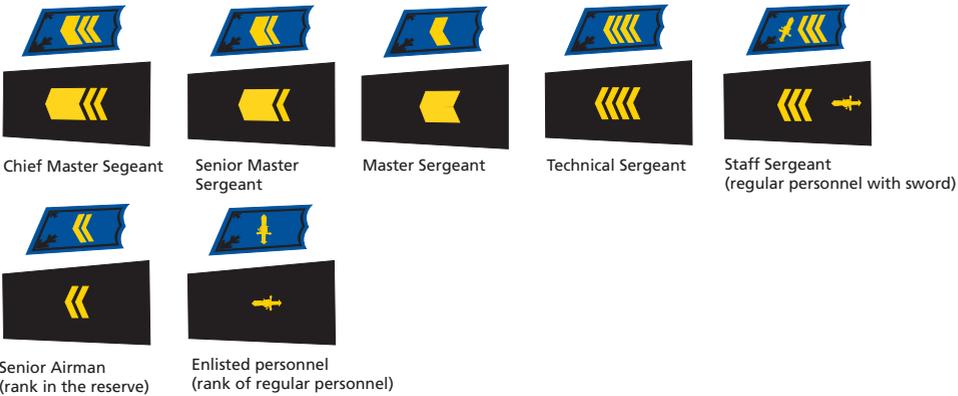
### OFFICERS AND WARRANT OFFICERS (Lieutenant – Captain)



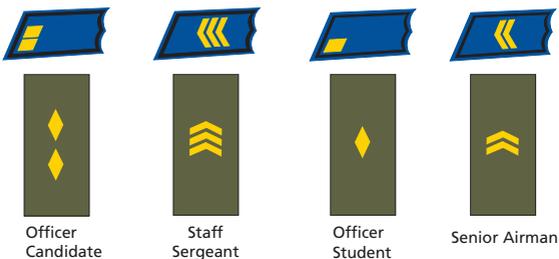
### CADETS



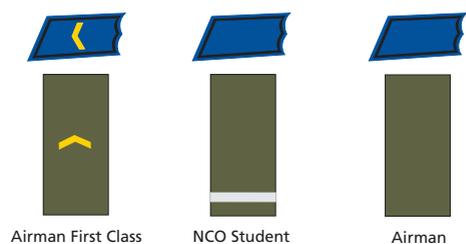
### NON-COMMISSIONED OFFICERS



### CONSCRIPT LEADERS



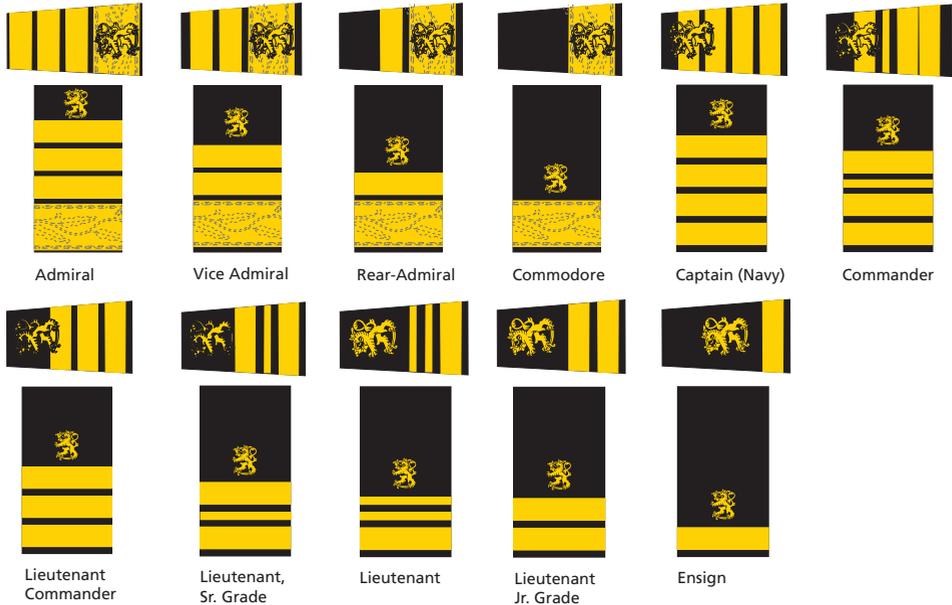
### RANK AND FILE



# Insignia of rank

## NAVY

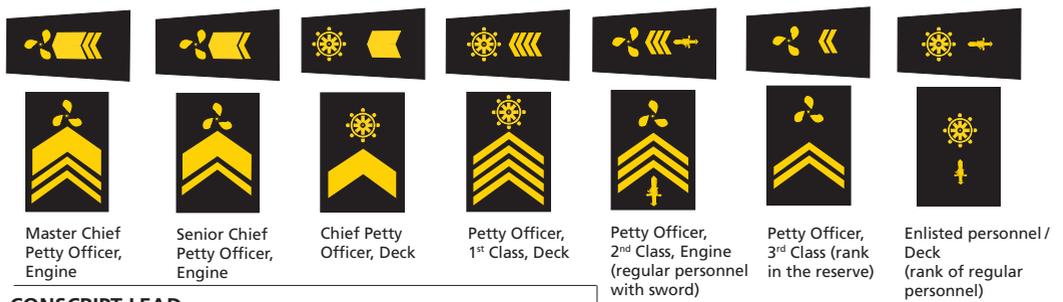
### OFFICERS AND WARRANT OFFICERS (Lieutenant – Captain)



### CADETS



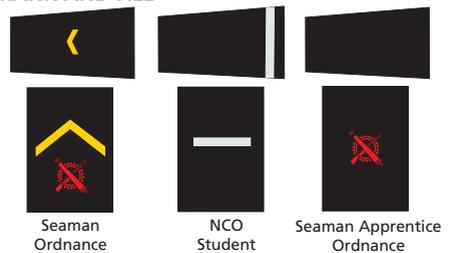
### WARRANT OFFICERS



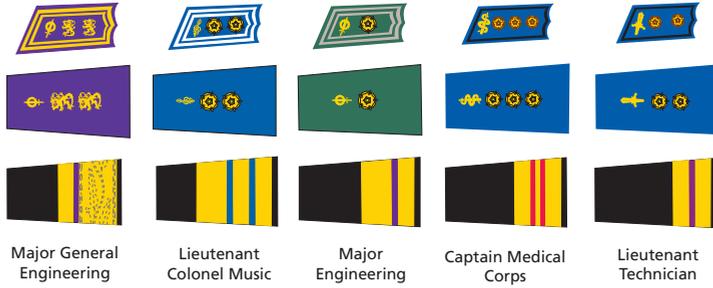
### CONSCRIPT LEAD



### RANK AND FILE



**OFFICER SPECIALISTS: ARMY AND AIR FORCE**



Major General Engineering

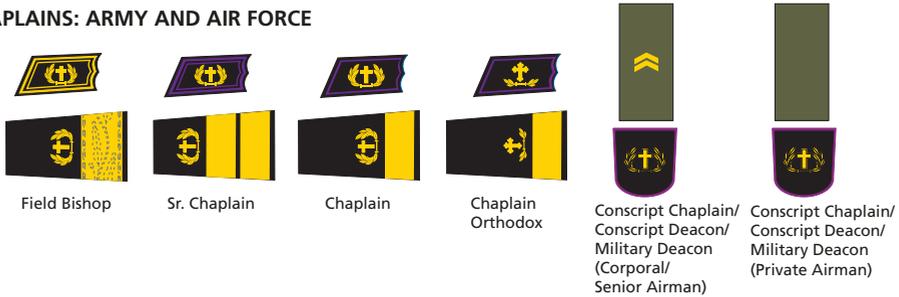
Lieutenant Colonel Music

Major Engineering

Captain Medical Corps

Lieutenant Technician

**MILITARY CHAPLAINS: ARMY AND AIR FORCE**



Field Bishop

Sr. Chaplain

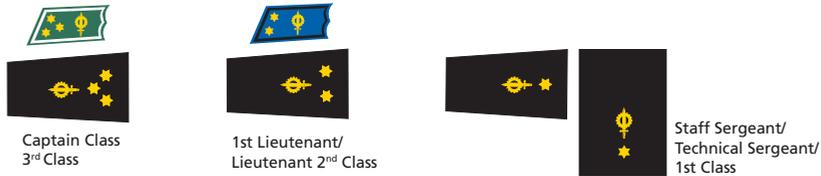
Chaplain

Chaplain Orthodox

Conscript Chaplain/  
Conscript Deacon/  
Military Deacon  
(Corporal/  
Senior Airman)

Conscript Chaplain/  
Conscript Deacon/  
Military Deacon  
(Private Airman)

**MILITARY SPECIALISTS: ARMY, AIR FORCE, NAVY / ENGINEERING**

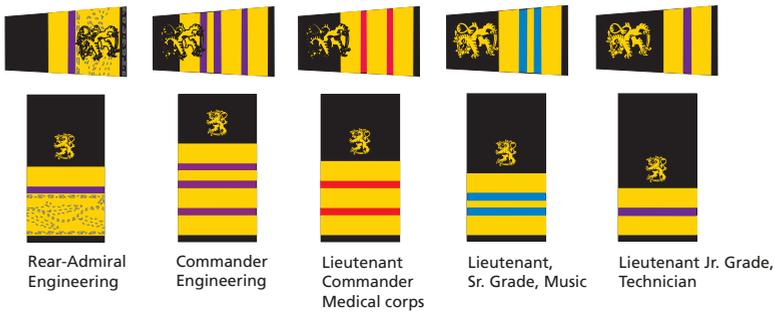


Captain Class 3rd Class

1st Lieutenant/  
Lieutenant 2nd Class

Staff Sergeant/  
Technical Sergeant/  
1st Class

**OFFICER SPECIALISTS: NAVY**



Rear-Admiral Engineering

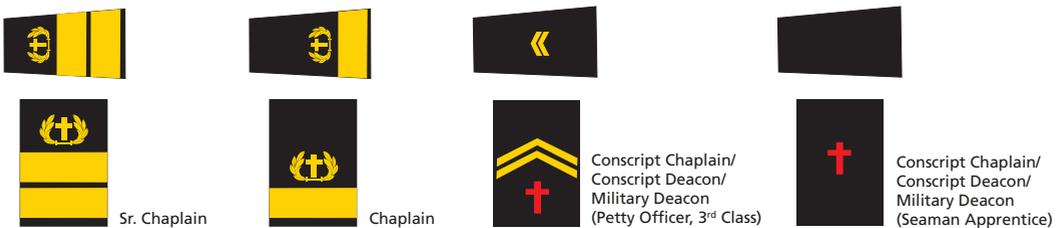
Commander Engineering

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)

# Insignia of rank

## IDENTIFYING COLOURS



General Staff



Field Artillery



Air Defence



Signals



Engineers



Reserve Officer School



Air Force



Military Academy



Army Aviation



Logistics



Army Academy



Military Music



Infantry



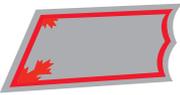
Jaeger



Guard Jaeger Regiment



Dragoon



Medical and  
Veterinary Corps



Armoured Corps



Border Guard



Electronic Warfare  
Training Centre

## OFFICER SPECIALIST INSIGNIA



Special Officer



Medical Corps



Veterinary Corps



Music



Insignia



Technician Finance

# Soldier's Guide

The Soldier's Guide is given to every conscript and to every woman doing volunteer military service during the first week of their basic training phase. The book is used throughout a conscript's time in the military and once they transfer to the Reserve.

This Soldier's Guide provides you with the basis for acquiring the basic skills needed by a soldier in all services. It is particularly meant to be used during the basic training phase, but it will support training also during the other training phases, provide information on social issues and safety issues relating to military service, and provides information for your time in the Reserve. The contents roughly correspond to the structure of the basic training phase.

During conscript training, you should familiarise yourself with the training topics beforehand. Even a little preparation will go a long way. In addition to the Soldier's Guide, you can find more information on the subjects discussed in this guide in PVMoodle and in the books and teaching materials listed in the bibliography at the end of this guide. The most common regulations are also available online at [puolustusvoimat.fi/asiointi/aineistot/ohjesaannot-ja-oppaat](http://puolustusvoimat.fi/asiointi/aineistot/ohjesaannot-ja-oppaat) and in PVMoodle.

Keep this guide as a memento of your military service. You can then read up on the most important things as you prepare for a refresher exercise as a reservist.

