



Puolustusvoimat
Försvarsmakten • The Finnish Defence Forces



Conscript 2026

*A guide for getting ready
for military service*



Conscript 2026

*A guide for getting ready
for military service*

ISBN

English print version: 978-951-25-3532-3

English PDF: 978-951-25-3533-0

Photograph on the cover: Air Force

PunaMusta 2025

Conscript 2026

Entering service with an open mind	6
Future conscript	10
The security of Finland and the regional division of Finland's military national defence	10
Tasks of the Finnish Defence Forces	11
Finland's defence solution	11
Every man is liable for military service	12
Voluntary military service for women	13
Before military service	14
First to the call-up	14
Health Examinations	14
Questionnaire	15
The call-up	15
Reporting for service	15
How your service location is determined	15
Military Service Register	16
General starting and ending dates	16
Decisions made upon application	16
Changing your starting date or service location	16
Multiple citizenship	17
Unarmed service	17
Non-military (civil) service	17
Those with right of residence on Åland	17
Is your physical condition good enough to meet the challenges of military service?	18
Getting mentally ready for military service	19
Recruit letter and Preliminary Questionnaire and Basic Test 2 Online	19
Conscript service	20
Service start	20
Everyday life of a conscript	21
Leave and free time	22
Soldiers' clothing and equipment	23
Catering	23
Accommodation	24
Health care	24
Military chaplains	25
Social welfare officers	25
Conscript Committee	25
Initiative activities	25
Leadership training	26
We look after our conscripts	28
Conscript's allowance	28
Studies	29
Other income support, social services and social security benefits	30
Employment and service contracts	30
Entrepreneurship	30
Agricultural entrepreneurs	30
Unemployment	30
Taxation	30
Pension	30
Loans and debts	30
Driving licence	30
Passport and police clearance	30
Occupational and in-service safety	31
Suspected health risks	31
Military injuries and service-related illnesses	32
Daily allowance and other compensations	33
Leave and free time	33
Travel during leave	34
Persons living abroad	34
Parental leave and parental allowance	35
Crisis prevention and support measures for conscripts	35
In case of interruption of service, the Aikalisä ('Timeout') Support and Assistance carried out by Outreach Youth Work will help you	36
Equality and non-discrimination, and appropriate behaviour in military service	36
Questions about day-to-day garrison life?	36
Military justice	36
Legal assistance	36
Anticipate entering the Reserve	37
Professional matters and military service certificate ..	37
Mustering out	37
Refresher training and voluntary national defence ..	37
Services and branches	38
Army	40
Infantry	41
Field artillery	41
Ground-based air defence	42
Signals	42
Engineers	43
Logistics	44
Military police	44
Driver training	45
Navy	46
Air Force	48
Border Guard	50
Special application process and applying for special duties	53
Special application process	53
Apply online	53
Applying for special duties	53
Tasks to be applied for through the special application process	54
Paratroopers	54
Divers	55
Special border jaegers	55
Finnish Rapid Deployment Force	56
Cyber conscript training	57
Electronic warfare training	58
Pilots	59
Assistant fixed or rotary wing aircraft mechanics	60
Control and Reporting Centre Programme training	61
Military drivers	62
Military bandsmen	63
Athletes	64
Special duties	65
Physicians, dentists, veterinarians and pharmacists (M.Sc.)	65
Legal branch	66
Ecclesiastical branch	66
Contact information	67
After military service	69
Training by the National Defence Training Association	71
Military professions	71
Become a contractual soldier on the Defence Forces special forces course	71
Civilian tasks within the Defence Forces	73
Working in the Border Guard	73
Applying for crises management duties	73
Insignia of rank of the Defence Forces	74

Entering service with an open mind





Lauri Rutanen, officer student

On a sunny, warm July Monday, officer student Lauri Rutanen is looking back on his recruit days in Tikkakoski.

– I was a bit confused in the first morning, I remember that. I hadn't slept well and the wake-up call was earlier than what I was used to. The day started off pretty well anyway.

Rutanen entered service expecting a year full of great experiences. So far, all his expectations have been met. Even though he knew military service may be hard at times, he was looking forward to it. Since Rutanen does sports, his physical fitness is good, and that's why he did not worry about that beforehand. In retrospect, however, he says that long walks with heavy kits have been surprisingly demanding.

– I wanted to serve in the Air Force Academy in Tikkakoski and gave it as my preference at the call-up event. At the time, it was mainly because of playing football in Jyväskylä. I am quite content with being in service and don't mind at all spending a whole year here.

Rutanen speaks highly of the team spirit in the Air Force Academy. He also praises the size of the place, thanks to which you get to know almost everybody. Rutanen is a sociable person and gets to know people effortlessly.

Right now, Rutanen is attending the Air Force reserve officer course, specialising in protection. Very soon after starting his service, officer student Rutanen felt that leadership training might be his cup of tea and that he might be well-suited for it. Students to the reserve officer course are selected in accordance with the Air Force training needs. The selection criteria include successful completion of an NCO course and aptitude. Rutanen thinks that his leadership training will benefit him later in life, both in studies and in future work.

– A good conscript leader leads by example, officer student Rutanen says before going back to his duties.

Senior Airman Nuutti Essel, section leader

Arrival of new recruits in the Air Force Academy in Tikkakoski has kept senior airman and section leader Nuutti Essel very busy lately. He still has his personal expectations for military service fresh in his memory.

– Military ethos was one thing that I was prepared for. To me, it was a given and I got used to it in no time. What surprised me was the fact that military service is not just combat training but also classes in various topics, from the rules of behaviour in the barracks to disciplinary procedures.

Beforehand, Essel was a bit anxious about the first wake-up, because recruits have plenty of things to learn from day one. Things have to be done in a certain way,



*Lauri Rutanen,
officer student*



*Senior Airman Nuutti Essel,
section leader*

and a section leader checks whether they are done in the correct manner. New things turned out to be interesting enough for Essel to apply for an NCO course in signals. Now he acts as a section leader for the new recruits during their basic training and branch training phases.

– A conscript leader should be fair-minded, just and demanding. Being a leader is challenging at times, because people and situations are different and we just have to deal with them all. That is why we have to be empathetic, too, and easy to approach, Essel says.

Physically, Essel says, military service has been taxing at times, but his physical fitness has also improved during his service.

– I got to serve where I wanted. I wanted to the Air Force Academy and leadership training so I am highly motivated to make this through successfully.

Senior airman Essel's plans for the future are open, although he has been considering the option of apply-

ing to the Military Academy next year. He is interested in an officer's career.

– The idea of working for the Defence Forces in the future sounds good to me.

Airman Niko Piispanen, Air Force Military Driver

Airman Piispanen was supposed to start his service four years ago, but due to deferment, he started it only in January 2025. This does not seem to bother the young man from Oulu at all.

– Had I started my service when I was younger, I would just have wanted it to be over and done with as quickly as possible. I was happy to start my service a bit later, having had time to really think what I wanted from it. I wanted to make my service as useful as possible.

Piispanen wanted to do stuff in his own field, so he decided to apply for the service task of an Air Force Mili-



*Airman Niko Piispanen,
Air Force Military Driver*

tary Driver through the special application process. Air Force military drivers do the basic and branch training phases at the Air Force Academy, after which their service location is either the Air Force Academy, Karelia, Lapland or Satakunta Air Wing or Utti Jäeger Regiment. Piispanen's preference for the service location was the Air Force Academy. Lapland Air Wing came second. He ended up serving at the Air Force Academy.

To Piispanen, the first morning in service was business as usual. – I was used to getting up early for work, so it did not come as a shock to me. But marches wearing a fighting load are pretty hard, even though I go to the gym regularly.

Piispanen already had a BCE driving licence, and the service provided him with an opportunity to get a licence for a bus, too. Piispanen thinks that the skills acquired during military training and the experience as an Air Force Military Driver will benefit him later in his working career. The licences for driving a range of vehicles

open various future job opportunities in transportation.

– In the airfield, I have learnt quite a bit about tank trucks and how they work. This knowledge is an asset, for example, for various fueling, cleaning and maintenance tasks in transportation.

At the time of this interview, Piispanen was past the first half of his service. When asked about his motivation to carry on until the end of service, Piispanen exclaims excitedly:

– At full speed till the finishing line! I am not at all sorry to have some service time to go.

Future conscript

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

"You are the best person to defend our country"

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

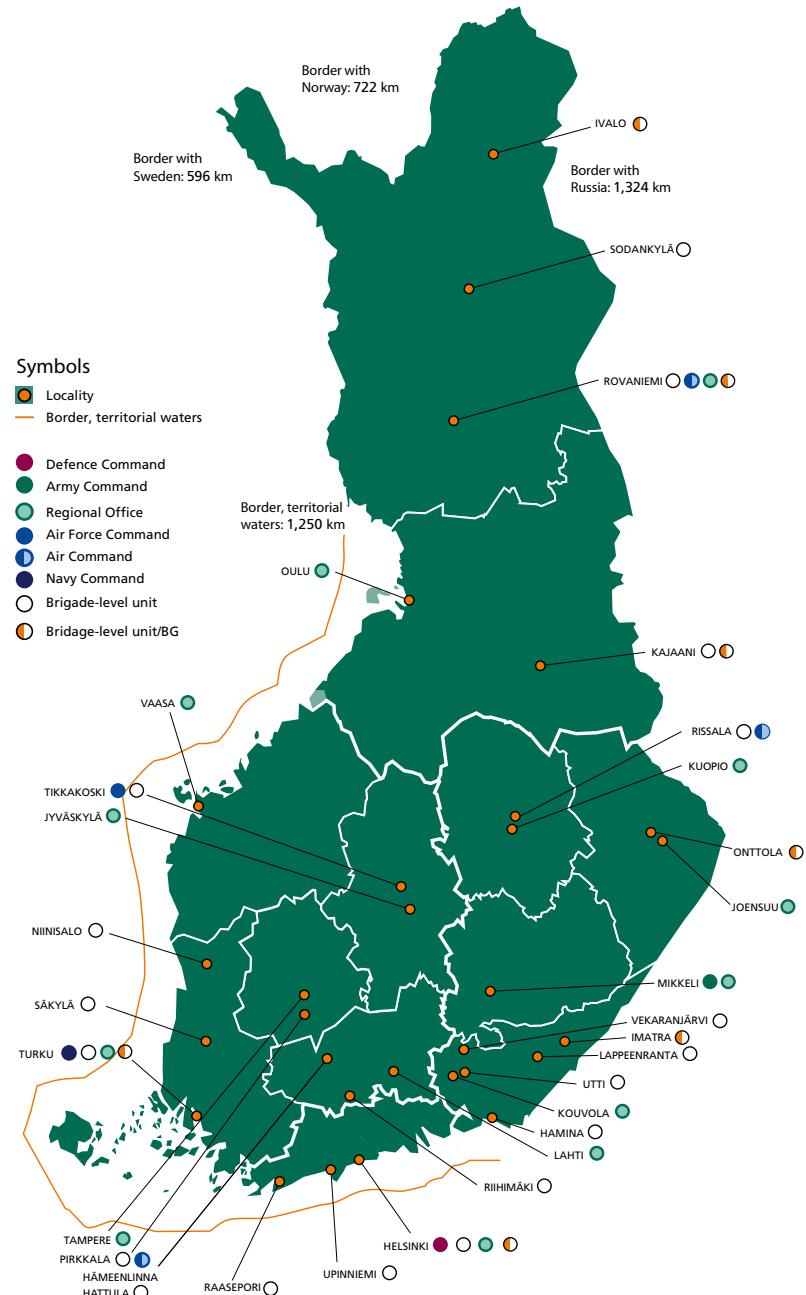
Finland maintains and develops its national defence and a credible military capability. Finland strives to stay outside of international conflicts and look for peaceful solutions to such situations.

Finland has maintained its own defence capability and will do so also in the future. Independence and safe conditions for our citizens must be maintained – they are what Finland has fought for in previous wars. As a conscript, in other words, you are an important part of our national defence.

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

By completing your military service to the best of your ability is your way of showing your willingness to secure the future of our country. Those who are not able to help secure their country and its rights are also depending on you.

Finland's NATO membership will not diminish the need for a strong defence of our own. Finland's military defence remains the core task of the Defence Forces, and Finland continues to decide on the principles of the implementation of national military defence itself.



Tasks of the Finnish Defence Forces

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

The tasks of the Defence Forces are:

- 1) The military defence of Finland, which is to:
 - a. monitor the land and sea areas of Finland and its airspace, and to ensure the territorial integrity of Finland;
 - b. secure the livelihood and basic rights of the population and the freedom of action of the government, and to defend the legal social structure;
 - c. provide military education, to guide voluntary national defence and to promote the will to defend the country.
- 2) Collective defence of the North Atlantic Treaty Organisation (NATO), which is to:
 - a. defend Finland and other NATO member states against armed attacks in concert with the armed forces of these states;
 - b. maintain and strengthen Finland's and NATO's collective defence and;
- 3) Supporting other authorities, by:
 - a. providing executive assistance to maintain law and order and security, to prevent and interrupt crimes of terrorism and other crimes which might endanger life and health and to secure society in general;
 - b. take part in rescue activities by providing equipment, personnel and expert advice when needed;
- 4) Based on Article 222 of the Treaty on the Functioning of the European Union or Article 42(7) of the Treaty on European Union, providing international assistance, participating in international cooperation and other types of international activities not covered by task 2.;
- 5) participating in international military crisis management and in military duties in other international crisis management.

Separate provisions on any other duties of the Defence Forces are issued by law.

Finland's defence solution

The Defence Forces are to defend the whole of Finland. The goal is to guarantee secure living conditions, the functioning of society and Finland's independence. The vital functions of society are secured and assets and functions that are important from the point of view of military activity are protected in cooperation with other authorities and our allies. An invader's entry into critical areas and efforts to influence the vital functions of society are prevented. Areas that are important to Finland's own activities are held under all circumstances. Attacks are repelled and attackers defeated in cooperation with the allies through joint operations in land, sea, air and cyber domains.

Ground attacks are repelled by collective land defence, in cooperation with the allies. Air and space defence repels air attacks and protects society's critical infrastructure and vital functions as well as own forces. The task of maritime defence is to repel attacks by sea and secure the sea lines of communication of the nation. Land, sea, air and space defence is undertaken by all three services, the Border Guard, Finnish civilian authorities and our Allies. The Defence Forces are supported by joint fires and cyber and information operations.

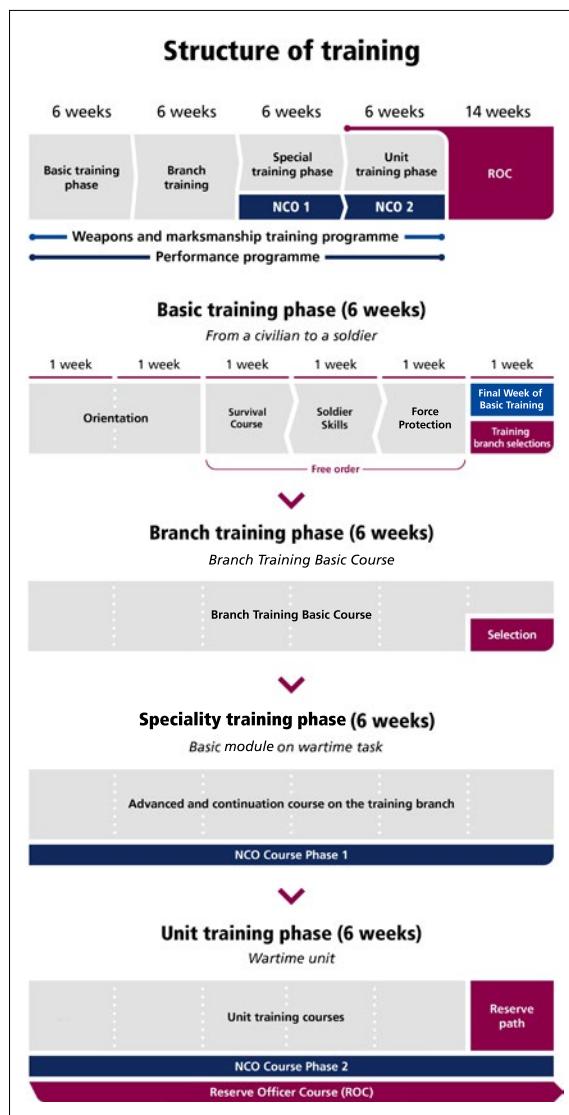
The most significant outcome of our NATO membership is that Finland's national defence is now part of NATO's collective defence and that NATO's military deterrence is part of Finland's military deterrence. Being part of the alliance will not diminish the need for a strong defence of our own. The most important task of the Finnish Defence Forces continues to be the military defence of Finland. Finland will keep maintaining and developing its defence capabilities and continue bi- and multilateral defence cooperation. General conscription will be the foundation of Finnish defence also in the future.



Every man is liable for military service

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

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



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

Conscripts' service tasks and the related service period are determined in the brigade-level units. The majority of conscripts serve 347 days. This is why, when entering service, you should be prepared to serve the maximum period of service, which is 347 days.

More specific information about the length of service is available at the call-ups, the intti.fi website, the material sent to you by your brigade-level unit before service and by directly contacting the brigade-level unit responsible for the training in question. Contact information can be found on page 67 of this guide.

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

Training phases (165–347 days).

Voluntary military service for women

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

A woman who has received an order to enter military service must give notice in writing if she decides not to enter into service after all. Correspondingly, after reporting for service, a female recruit may, within 30 days from the date of entry into service, notify in writing that she will not continue her service. Within 30 days, the commander of a brigade-level unit can also revoke the order to enter service given to a female recruit, if the person concerned is not fit for service as referred to in Section 9 of the Conscription Act. After the period of 30 days, women in voluntary service are considered conscripts in terms of their rights and obligations, both during service and after it.

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

Applying to serve

The twelve Regional Offices of the Defence Forces process the applications, accept them and give the service orders to women who have applied to do voluntary military service. Selections through the special application process is the responsibility of the brigade-level unit in question. Instructions for applying are available at the regional offices, other FDF service points and the Defence Forces website. Applying to military service is done primarily through the Defence Forces E-service at asiointi.puolustusvoimat.fi. Online applications including attachments must be sent on 15 January at the latest. If applying online is not possible, you can submit a paper application form. Your paper application with attachments must arrive at the regional office that your home municipality belongs to by 15 January at the latest. You can apply to any contingent of the three years following the year of application, and the July contingent of the year of application. The number of applicants accepted to the July contingent is limited. You can find the coming years' dates of entry into service and mustering out on page 16. The instructions on how to apply to special forces can be found on page 53.

The regional offices and brigade-level units responsible for the special application process will notify those selected about the selection events. The selection events provide more information about voluntary military service, and applicants are interviewed and their state of

health is determined there. The events are held in April. After this, an order to enter service is sent to those who have been chosen for service. Other applicants will receive a notification telling them their application was not successful. Women begin their service at the same time as men.

Unless otherwise stated in the employment contract or agreement with an employer, the selection event is an unpaid day off. All travel costs relating to applying must be paid by the applicant, but costs relating to a medical examination may be reimbursed. You may seek reimbursement when you submit your online application through the Defence Forces E-service or keep the receipts and bring them to the selection event.

The following documents must be sent with the paper application:

- ▶ **Application to voluntary service**
- ▶ **A doctor's certificate on the applicant's state of health (The Defence Forces' form)**

Few special arrangements

Military service for women can be carried out in all Services and branches. Military tasks are not assigned according to gender. Assignment to different tasks is determined based on the demands of the task and on suitability. Military training for women as well as the equipment are exactly the same as for men in conscript service. Entry requirements for special operations forces or special branches are also the same as for men, and so are opportunities for leadership training and later a military career. Women's physical fitness is maintained according to the same principles as men's.

Women's military service is organised with as minor special arrangements as possible. In garrisons, women can be lodged in barrack rooms of their own. In field training exercises, during military exercises and on naval warships, separate accommodation is not arranged. Pregnancy is grounds for interrupting service for a fixed period of time.



Before military service



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

First to the call-up

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

All male citizens who are to attend the call-ups receive this guide, some questionnaires and the call-up notice by mail to their home address. The call-up notice provides details of call-up events in different areas. A failure to receive this consignment due to, for example, a change of address, does not exempt the person from the obligation to attend the call-up. The call-up notice can also be found on the website of the Defence Forces at www.puolustusvoimat.fi. Pursuant to the Conscription Act, failing to attend the call-up without a legal reason is punishable. If you move to a different municipality before the call-up, you should contact the regional office of your new area of residence in good time before

the call-up. Unless otherwise stated in your employment contract or agreed with your employer, the call-up day is an unpaid day off from work.

Remember that you must submit a notification of move to the Digital and Population Data Services Agency when you move permanently from one address to another or when the duration of a temporary move is longer than three months. You must give your notification of move within one week after your move at the latest. You can submit the notification for example via the Agency's online service at www.muuttoilmoitus.fi. Additional information on matters relating to your notification of move is available at your nearest Digital and Population Data Services Agency service point or dvv.fi.

Health Examinations

According to law, health examinations of men of call-up age are carried out before the autumn call-up. This check-up does not exempt you from the actual call-up. A youth health certificate does not exempt you from the preliminary health examination. If you have a medical certificate from a specialist, bring it to the preliminary

The call-up

Bring your driving licence, passport or some other official identification card as well as the necessary medical and study certificates to the call-up event.

If you are temporarily residing in a locality other than your home municipality, you can attend the call-up there or the call-up location closest to you. However, you must agree on this with your own regional office in good time before the scheduled call-up day.

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

Most employers pay normally for the call-up day like any other working day, even though no such obligation is included in collective agreements. Travel expenses to call-ups are not refundable.

At the call-up:

- you hear more about national defence liability and public health.
- your personal information is verified
- your state of health is checked
- your wishes are heard
- decisions regarding the conscript are made:
- decision on fitness for military service
- decision regarding the date and location of entry into service
- matters relating to exemption from service.

Reporting for service

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

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

How your service location is determined

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

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



health examination and the call-up.

Travel expenses to health centres are not refundable, nor are specialist's medical certificates.

Questionnaire

Your answers to the questions in the preliminary questionnaire have a bearing on the determination of your fitness for military service, service location and branch of training. Take your time in answering the questions, and return the questionnaire as instructed. The authorities handling your personal information are bound by confidentiality.

The wishes you express in your answers regarding service location and period of service are taken into consideration where possible. Conscripts are not assigned directly to the special operations forces or to a special branch at the call-up, but are chosen on the basis of separate applications and selection examinations. Those aspiring for special tasks are assigned a secondary service location at the call-up.

► **Further information on the special operations forces and branches on pages 53–66.**

Try and think beforehand as to what service and branch of training you would prefer. In what tasks could you make use of your civilian knowledge and skills? What training can the Defence Forces provide that would benefit you in your studies or professional life? Notice that similar tasks may be available in different branches.

Communicate your wishes clearly to the Call-up Board! There are over 600 different service tasks available. For more information about the service tasks and locations, see puolustusvoimat.fi/palvelustehtavat-japaikat

Military Service Register

The Military Service Register obtains information necessary for the determination of conscripts' fitness for service, ordering into service, planning and arranging training and service. Information can be obtained and released on the basis of the Act on the processing of personal data in the Defence Forces. The register obtains information from the Digital and Population Data Services Agency, healthcare services providers, and social and police authorities among others. The register can release information, for example, to the Police and the Social Insurance Institution. According to the Youth Act, the Defence Forces is required to release individualisation and contact information to a young person's home municipality for youth work purposes when this young person is in need of support, for example after having been exempted from military service due to lacking fitness for service or dropping out of military service. The need for releasing information is evaluated on a case-by-case basis. You can obtain a copy of your own register at your regional office.

Decisions made upon application

Changing date of entry into service or service location

We recommend performing conscript service as soon as possible after finishing school and before starting a family, long-term studies, moving abroad or setting up a business of your own. Performing conscript service



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

General dates of entry into service and mustering out

Army, Navy, Air Force and Border Guard

Entering service	Mustering out		
	165 days	255 days	347 days
I/27 4.1.2027	17.6.2027	15.9.2027	16.12.2027
II/27 5.7.2027	16.12.2027	15.3.2028	15.6.2028
I/28 3.1.2028	15.6.2028	13.9.2028	14.12.2028
II/28 3.7.2028	14.12.2028	14.3.2029	14.6.2029
I/29 8.1.2029	21.6.2029	19.9.2029	20.12.2029
II/29 9.7.2029	20.12.2029	20.3.2030	20.6.2030

*You must report for service by 4 pm on the day of entry into service.
Starting dates of the Sports School can be found on page 64.*

when older is often experienced as burdensome because of economic or family-related worries, for example.

The date of entry into service can be changed upon application if the change is deemed necessary

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

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

Submit your application to the regional office. Justify your application and include a certificate of proof of the necessity for changing the date, for example a certificate of an educational establishment regarding the duration of studies. Applications must be submitted in good time before the beginning of service. Having submitted the application is not sufficient justification for not reporting for service. A woman who has been intending to enter voluntary military service has to inform her regional office in writing if she will not report for service.

Application forms and additional information are provided by regional offices and the Defence Forces' website. The application can also be submitted online at the Defence Forces' E-Service.

Multiple citizenship

Foreign citizens who have gained Finnish citizenship and who have completed the compulsory peacetime military service of their former home country, or a portion of it (at least four (4) months) can upon application be exempted from military service in Finland in peacetime. Decisions regarding exemption are made by the regional offices.

In peacetime, upon application and for special reasons, the Regional Office can exempt from peacetime military service a Finnish citizen who is also the citizen of another country, if this person's domicile proper is not in Finland and he does not have any real ties to Finland. Application for exemption from military service on grounds of multiple citizenship can be submitted online at the Finnish Defence Forces E-Service.

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

Persons with multiple nationalities living in contracting countries do not need to apply for exemption as the aforementioned agreements apply to them. Persons with multiple nationalities living in the aforementioned contracting countries are encouraged to clarify their own position at the Finnish Embassy, consulate or their own supervisory Regional Office in Finland.

A person liable for military service is not obligated to report for the call-up or military service if he is also a citizen of another country and his place of domicile has been elsewhere than in Finland for the last seven years. Such persons do not need to apply for exemption.

An exempted multi-national conscript can be ordered into service, if he moves to Finland before the end of the year in which he turns 29.

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

► **Further information at:**

migri.fi
dvv.fi

► **Contact information of Finnish missions abroad** at formin.fi

Unarmed service

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

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

Non-military (civil) service

If your personal beliefs, values and convictions prevent you from doing the military service that is required by law, you are exempt from service and ordered to do non-military service instead. Non-military service includes a basic training period, community service, continuing training, additional service and service during mobilisation. Non-military service takes 347 days. The training period is 28 days and community service 319 days.

You can apply to do non-military service before, during or after undergoing the service laid down in the Conscription Act. However, you cannot apply for non-military service before the call-up. For information on how to apply for non-military service go to sivilipalveluskeskus.fi, contact your regional office or ask the Defence Forces personnel during the call-up.

Those with right of residence on Åland

Persons who have the right of domicile (regional citizenship) on the Åland islands and persons who have moved to Åland under the age of 12 and who have regional citizenship can, instead of performing military service, serve in a similar way at a pilot station or lighthouse service or within some other civilian administration. Until this type of service can be arranged, those with regional citizenship are exempted from performing military service.

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

‘Taistelijan keho’ (‘The Soldier’s Body’) physical training programme is a significant part of the conscript training system. Almost half of the training is physical. The objective of the training is to provide the conscripts with sufficient knowledge and skills to maintain the level of physical performance required for their wartime task also in the reserve. Good physical fitness improves health, working capacity and quality of life.

If you doubt your fitness

Start doing various types of physical exercises right away. Remember that you get in better shape if you exercise 3–4 times per week for at least 30 minutes each time. You will find that boosting your fitness does not require a great commitment in your weekly routines.

Military service includes a lot of walking. You can get used to walking in advance by walking more every day. Walk short distances instead of taking the car. Instead of using the elevator, take the stairs. By changing your routines and the ways in which you move, you will get in better shape without even noticing it.

Stamina and muscle strength are the most important basic qualities needed in military training. Speed and agility are also needed, for example when operating in urban areas.

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

Muscular fitness can be improved for example by working out at a gym, fitness boxing and martial arts. You should do muscle strength exercises covering your whole body 2–3 times per week. One exercise session should last at least 30–60 minutes. You can also do physical exercises at intervals during the day. Do for example 10 push-ups, 20 sit-ups and 20 squats both morning and evening to start with. You will notice the results in no time.

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

Fitness training should be started progressively and carefully, taking one’s starting level into consideration. For those who have done less exercising, training should be of low intensity and short duration (20–30 minutes) during the first weeks. The level of exertion is increased as fitness improves for example by moving to a more demanding exercise environment, lengthening the duration of the exercises and increasing the number of

repetitions. When exercising to improve your fitness, it is very important to have variation in the types of exercises.

Download the Defence Forces’ free MarsMars application on your mobile phone. It allows you to do a fitness survey and use ready training programmes and instructions. With Marsmars.fi you can keep an eye on your training and if you want, you can invite a friend to provide you support.

Testing of fitness

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

You can test your fitness level also by taking the so-called Cooper test. Walk, jog or run for 12 minutes at as good a pace as possible. The test will tell you quite reliably the state of your respiratory and circulatory system as well as your physical fitness. If you run more than 2,800 metres in 12 minutes, your physical fitness is good. If your result is less than 2,200 metres, you should start regular allround exercising as soon as possible. During the first weeks of conscript service, your endurance will be tested with a 12-minute running test (Cooper test), and your muscle fitness will be tested with a fitness test consisting of push ups, sit ups and standing long jump. Your ability to swim may also be tested with a 200-metre swim test. You should train these abilities and practice the techniques regularly before starting military service, since drills will prepare you for the tests and improve your performance.

► **More information about the Finnish Defence Forces physical education and training is available at <https://puolustusvoimat.fi/web/sotilasliikunta/etusivu>**

Recovery and nutrition

In order for your fitness to improve optimally, you must also take time to recover. Remember that it is only during recovery that development actually takes place and your physical fitness improves.

You can foster recovery with the following:

- fitness exercises should always be preceded and followed by a warm-up and cool-down (10–15 minutes)
- regular muscle care/maintenance is an integral part of fitness training: (15–30 min/session): stretching the main muscle groups for 30 seconds after exercising, foam rolling during cool down, exercises increasing mobility, and 1-minute stretches.
- Proper hydration during and after exercising (a sip of water every 15 minutes)
- low-intensity exercise after hard training and training periods (30–45 min), for example walking, Nordic walking, swimming, and bicycling at an easy pace speed up recovery better than doing nothing. The intensity in recovery exercises should be low. The rule of thumb is that you should be able to speak during the exercise without being out of breath.

- healthy and versatile nutrition
- regular and sufficient rest and sleep, 7–8 hours per day
- a regular, versatile and stimulating life style. Smoking and alcohol slow down recovery.

A healthy diet includes enough essential nutrients (vitamins and minerals) and energy to meet the body's needs. Replace hard saturated fats with soft and unsaturated fats. Avoid refined carbohydrates that are rapidly absorbed. Use salt and alcohol only moderately. **Pay attention to at least the following things in your diet:**

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

Tobacco and nicotine products

Tobacco and nicotine products harm health, since they weaken your physical performance and ability to recover and increase the risk of many long-term illnesses and cancer. Nicotine is a highly addictive substance and the addiction develops quickly. Quitting the use of nicotine products may involve withdrawal symptoms such as restlessness, inability to focus and irritation. Stopping the use has, however, immediate health benefits, including decrease of infections, improved sleep and mood and saving money. Quitting may take several attempts before you succeed. If you wish to quit using tobacco and nicotine products, information and support are available at www.irtinuuskasta.fi.

Also, make sure that your personal finances and other matters in civilian life are sorted out before your service.

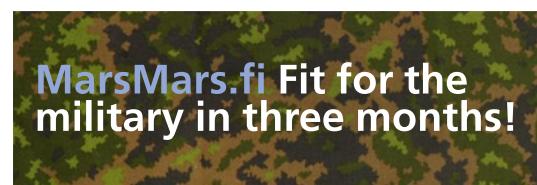
Recruit letter and Preliminary Questionnaire and Basic Test 2 Online

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

The purpose of the preliminary questionnaire is to learn about your preference with regard to training alternatives and the state of your physical fitness. In the questionnaire, you can also answer questions concerning your occupational or professional skills, health, and special diet, if any. The purpose of the Basic Test 2 Online is to learn about your aptitude for leadership training and various kinds of rank-and-file tasks. The questionnaire and online test help the brigade-level unit to place you in a company and training platoon for the basic training phase. However, your answers are not binding; you will be asked about your willingness with regard to different training branches and tasks available again during the basic training phase. Please answer the preliminary questionnaire and the Basic Test 2 online before reporting for service primarily on the Defence Forces E-Service at <https://asianti.puolustusvoimat.fi>. You can identify yourself in the E-Service with your online banking code, mobile ID or electronic identity card. Each brigade-level unit has its specific questionnaire in the E-Service.

Getting mentally ready for military service

Conscript service is probably a unique experience for most young people. You will find yourself in a situation you've never been before. You will meet a lot of new people, follow rules, orders and schedules and share accommodation with a group of other conscripts. It is not possible to be available or use social media 24/7. It is therefore a good idea to exercise your mind as well before entering service. Talk about the service with your friends and family. Talking makes things easier. Try and strengthen your relations with the people that are important to you before you start your service. Make a mental list of things that you enjoy and think about those things in difficult situations. You could also learn a relaxation technique that works for you. Regular physical exercise is important, since it supports mental wellbeing. Positive thinking is a benefit – conscript service is best perceived as an opportunity. It is a chance to learn and acquire new skills, to challenge and develop yourself. Conscript service may benefit you later in life. Learning about the service in advance at the Defence Forces' or brigade-level units' websites helps you prepare also mentally.



Conscript service

Service start



Order to enter service

Your order to enter service will either be given to you at the call-up or posted to your home. It will tell you when and at which brigade-level unit you must report for service. With your conscript letter, you will receive instructions for travelling to your brigade-level unit.

Remember to present the travel tickets you paid for yourself and other receipts for reimbursement as soon as you enter service.

If, just before leaving for military service, you have an accident or illness that prevents you from travelling or is a hindrance to carrying out your military service, contact your regional office. It is very important that you give the Regional Office a medical certificate that specifies the type of illness or injury, the problems it causes and how the situation is likely to develop.

Submitting a certificate in itself does not mean that you do not have to enter service. For this, you need a separate decision from your regional office.

Leave early enough

Leave early enough. If you arrive at your brigade-level unit already around noon you will have time to collect your equipment and try it on without any hassle. Being late when arriving at your brigade-level unit causes problems both for those receiving you and yourself. Failure to enter service on the designated date is punishable.

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

The recruit letter contains information about possible transportation organized by the brigade-level unit and instructions to the location. If possible, use public transportation at least for the first trip to your service location.



What to bring?

When you leave for military service, wear practical clothes suited to the weather. You will take those clothes back home on your first leave.

Bring the following items with you:

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

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

account-use charges by foreign banks. Many Finnish online services require identification by online banking codes or mobile ID. Mobile ID is provided to you by your phone operator.

You shouldn't bring your sports or free time equipment to the garrison before you know where your unit's storage facilities are and received instructions for their use.

The garrisons have a free WLAN network for conscripts. You can use your own devices in your free time and sometimes, if need be, also in training. The company-level units distribute learning material and useful information using the Finnish Defence Forces online learning portal, PVMOODLE, so you can get information about current issues with your own mobile device regardless of the place and time.

Everyday life of a conscript

Day of reporting for service

You have entered into service the moment that you report to your brigade-level unit. According to law, a conscript is considered military personnel from the moment they should, at the very latest arrive at their unit, even if they fail to do so. The first day is reserved for picking up equipment and settling in the barracks rooms. Spend the first day for getting to know the fellow conscripts in your barracks room.

The first morning

The first wake-up call in the military is memorable – though it is hardly as bad as in the stories you may have heard. The point is to start learning military promptness and punctuality right from the start. At the beginning, putting on a military uniform and getting quickly into formation, as well as military behaviour in general, is bound to confuse any civilian. At the beginning you may feel like being in a constant rush to be on time somewhere just to wait for something. But this is part of it all; the idea is to get down to the actual training as soon as possible.

Don't let the action-packed beginning frighten you. You are not expected to know things before they are explained to you.

Training begins

Military service and its basic training phase start with a two-week orientation. The course provides you with the basics of military service, the rights and obligations of a soldier, serving in a military organisation and the basics of occupational and in-service safety. This is when you get the necessary equipment and take the arrival tests required.

Don't brood over your problems

Do not hesitate to talk to your superiors. Your closest superior is your own **section leader**, usually of the rank of corporal. You can ask your section leader about anything that involves everyday service. If need be, your section leader will tell you which member of the Defence Forces personnel to turn to next. The **unit's Com-**



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

pany Sergeant Major manages the practical administration and logistics of the unit. You can turn to them for example in matters relating to travel reimbursements or leaves. The **unit commander** is responsible for the administration, training and wellbeing of their entire unit. You can always go talk to them no matter if your concerns involve military or civilian issues.

In a one-on-one entry into service interview or group discussions your instructor and the company commander get to know their subordinates and give them an opportunity to state their wishes and ask questions about conscript service. The purpose of the discussions is to make it easier for you to adapt yourself to military life. The support personnel of your brigade-level unit (chaplain, physician, nurse, social welfare officer and conscript committee) are also ready to provide help for solving problems. The Finnish Association for Mental Health has a national crisis hotline 09 2525 0111 available almost round the clock if you need to talk to someone.

Leave and free time

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

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

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

On leave and in your free time, you are allowed to wear civilian clothes outside of the garrison area. However, you must wear your military uniform when leaving and getting back to the garrison.

All recruits and conscripts are guaranteed to have sufficient time for rest each week. The dates of weekly rest days are marked in the training plans posted on your unit's notice board. The weekly rest days are primarily planned for weekends, but they can also be planned

for week days. The weekly rest starts after service hours on the day preceding the weekly rest and ends – usually – in the evening of the last day of the weekly rest at 2100–2300 hours. Usually, a personal leave is added to the weekly rest days once a month. The whole unit's personal leaves are marked in training plans.

It is important to start heading back to the garrison in good time; being late after leave may lead to disciplinary measures.

► **Additional information on leave and travel during leave, page 34**

Soldiers' Home canteen

The Soldier's Home is the conscript's place to take a break from military life in the garrison. You can go there in your free time and relax, going online, playing games, reading books or magazines, or having coffee, pastries or sweets. The Soldier's Home (often called "Sotku") also serve soldiers during long field training exercises.

Exercise during free time

Most garrisons have modern sports facilities. In your free time, you can use the garrison's indoors and outdoors sports facilities, for example swimming halls, gyms, jogging tracks, ball sports and martial arts halls and indoors shooting ranges. Conscripts' sports clubs organise versatile free time exercise activities in garrisons. Information about sports clubs including their timetables is provided on conscript social media channels and info displays. If you're interested in becoming an instructor in one of the sports clubs, contact your Conscript Committee or the local military sports club.

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

Training and competitions

You have the possibility of continuing your own sports training and doing competitive sports also during military service. Conscripts can also participate in the competitive activities of the Defence Forces – some even at an international level. If you compete at the national top level, contact the physical education officer of your brigade-level unit. They will advise and help you in sports-related assignments.

Soldiers' clothing and equipment

In military service, you are issued with different types of clothing and equipment, corresponding to what the Defence Forces' units would use in wartime. It is your responsibility to observe the instructions on the use and care of the materiel. Appropriate care of the materiel is important, not only for your comfort and inservice safety, but also to ensure the expected lifecycle of the material, to reduce costs and to ensure their usability in wartime if need be. More information about responsibility for materiel is available at the Defence Forces social media #materiaalivastuu.

Conscripts' clothing consists of several military outfits, each designed for different purposes and seasons. You answer for your clothing and having them exchanged for clean or good ones at the central issue facility when it needs cleaning and mending. Instructions on the care of equipment will be given to you at the beginning of service.

The combatant's uniform package includes a combat uniform, rubber boots, a helmet, hearing protectors and a M05 combat vest and a rucksack.

The combatant's uniform M/05 is the service, leave and parade uniform worn by conscripts in the Army and Air Force, and in the Navy units, by those serving on land. Navy conscripts wear the M/05 combat uniform and the M/95 Navy working uniform, and conscripts serving on Navy vessels and all those serving in the Coastal Fleet wear the M/30 conscript leave and parade uniform and M/55 overcoat.



In addition, each conscript is issued with the following:

- sheets, pillow case and towel
- underwear and socks
- gloves and mittens

Winter clothing and equipment

- winter boots and combat boots
- mess kit (mess tin and spork)
- a sweatshirt and sports shoes.

Suitable equipment is procured for conscripts wearing special sizes (very large or small sizes) according to measurements taken, at the latest, when they enter service. The preliminary questionnaire includes questions about shoe or clothing sizes. Please answer those questions in the preliminary questionnaire, especially if your size is exceptionally large or small. You are allowed to wear civilian clothes outside of the garrison area on leaves and in your free time.

Catering

Conscripts are served healthy, versatile meals in garrison dining halls, on vessels and during field training exercises. Catering is planned by Leijona Catering services, following the Finnish nutrition recommendations. Medical special diets are taken into consideration whenever possible. Special diets other than medical are observed in line with the Defence Forces' instructions where reasonable. The aim is to encourage the conscripts to adopt healthier diets and to make sure they get enough to eat in all circumstances during service.

Meals are served from a selfservice buffet in garrison dining halls. On weekdays, breakfast, lunch, dinner



and a voluntary evening meal are served. On Sundays, a larger breakfast, dinner and voluntary evening meal are usually served. Garrison dining hall meals are planned according to a rotating 5-week menu, which is changed every six months. For meals during field training exercises, conscripts receive a mess kit and spork as well as canteens and thermos bottles. The food served in the field training is based on special menus that take into consideration the increased need for energy. In the field training exercises that are conducted near the garrison, the food is usually brought from the garrison kitchen. In some exercises, meals are prepared according to the set menu in field kitchens by military cooks carrying out their military service. In exercises and training events, catering can also consist of field rations or different kinds of lunch bags.

Accommodation

Conscripts live in barracks during their military service. A Company barracks room accommodates 8–12 persons on average. Garrison buildings also have class rooms and social facilities, as well as lounges for free time. Most brigade-level units have unisex accommodation with men and women lodged in the same barracks rooms. However, staying in unisex barracks rooms in voluntary. No-one is forced to live, against their will, in a barracks room with members of the opposite gender. If possible, there is an equal number of female and male conscripts in a unisex barracks room. Men and women do, however, have separate shower and toilet facilities. If getting changed is awkward in the barracks room, there are other places for doing it.

During field training, combat and live firing exercises, conscripts sleep in unisex tents of 10 to 20 persons. Separate accommodation for men and women is not arranged on board Navy vessels, either. The tents are equipped with a wood heater so they are quite warm also in wintertime. Sleeping bags and pads are also provided.

Health care

Conscripts get health care services already before the call-up, with preliminary medical examinations conducted each spring. Conscripts who fall ill during their mili-

tary service receive basic medical care in the garrison health centres (where a conscript may consult a nurse, doctor or dentist) and specialist services at regional civilian hospitals.

At the physical examination carried out when entering service, the health care personnel check your health and evaluates your fitness for service. If you have medical certificates or copies of medical records, bring them with you when you enter service. If necessary, additional examinations will be carried out and your class of fitness for service may be redefined. The validity of vaccinations is verified (it is important that you bring your vaccination card as well) and the vaccinations included in the vaccination programme are provided.

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

In addition to these, the medical care of the Defence Forces also covers preventive health care and training, as well as health protection, which means, for example, guidance and supervision in matters relating to food, water and general hygiene especially during field training exercises.

Chief physicians are responsible for the medical care in garrisons. They work at the garrison health centre together with other medical professionals and personnel. Some conscripts are trained to become combat lifesavers, medics or medical section leaders.

Health issues are discussed in lessons on medical issues, and practical exercises involve training of first aid as well as instructions on what to do if you fall ill during service.

The most common health problems during military service are upper respiratory tract infections and stress pains or injuries from physical exertion. Starting military service is a major change in life and can sometimes cause psychological symptoms. If you wish, you can talk about them with the health care personnel. You can also talk to the social welfare counsellor or chaplain of the brigade-level unit about any other personal issues.

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

Healthcare services are available to conscripts in their brigade-level units from Monday to Friday. Doctors and nurses on duty are bound by confidentiality with regard to all health data.

Military chaplains

The military chaplains' task is to provide both mental and spiritual support to people serving in the Defence Forces and Border Guard. Almost all NATO member states employ military chaplains. Their tasks also include training conscripts in matters related to a soldier's ethical performance and participating in planning wartime operation. Military chaplains are there for you throughout your military service, should you wish to talk about ethical, moral or other issues that may come up during your service.

The chaplains serving within the Defence Forces belong to the Lutheran and Orthodox creeds, but they serve all conscripts, regardless of conviction and beliefs. In addition to getting ethical and mental support, you can talk to the chaplains about spiritual issues. The chaplains are also specialists in matters related to different religions.

The chaplains are involved in the conscript training that aims at maintaining comprehensive human performance. They are responsible for carrying out the part relating to ethical performance. This type of training is compulsory to all conscripts.

Conscripts participate in devotional services that take place during service time. Alternatively, conscripts may opt for a non-religious event that aims to enhance their mental and ethical performance. Participation in any devotional event that takes places when you are on leave or during free time is voluntary. It is also possible for conscripts to take confirmation classes and get confirmed during service.

Conscripts may also get in touch with the chaplains to discuss any questions regarding life and military service. The chaplains are there to help you find solutions to whatever issues you are dealing with in your life, by listening to you and talking to you. The chaplains are also bound by absolute confidentiality. Each garrison have chaplains in its multiprofessional support network and in the crisis management psycho-social support group.

▶ **See page 66 for training of conscript chaplains and deacons.**



Social welfare officers

There are social welfare officers working as professionals of the social services branch in all brigade-level units. According to the Conscription Act (1438/2007), in matters associated with social security during military service, a conscript is entitled to relevant professional assistance. The brigade's social welfare officer supports the psychological and social performance of conscripts and the Defence Forces' personnel by organizing teaching, guidance and appointments relating to social welfare.

The social welfare officer provides advice and guidance in issues relating to social and economic benefits and other matters. These include, for example, income, conscript's allowance, work, studies and human relationships. Social welfare officers are also a link to services of relevance to the conscript, such as Outreach Youth Work, working with KELA and educational establishments. They are also a member of the unit's psycho-social support group. Social welfare officers are bound by confidentiality.

Conscript Committee

Conscript committees are a part of the organisation of the FDF and the activities of brigade-level units. Each brigade-level unit of the FDF and those of the Border Guard that train conscripts run a conscript committee composed of conscripts. The committee members are elected by the conscripts among themselves. The Committee's task is to improve conscripts' position and service conditions. The committee arranges various free time activities and events for conscripts, such as mustering in and out parties, courses, exercising and competition activities, and possibilities to play an instrument, and loans gaming equipment. In many brigade-level units, the conscript committee takes part in arranging joint transportation for conscripts going on leave.

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

The brigade-level unit's conscript committee has a chairperson and, if needed, other members with specific duties, as well as a representative from each company (equiv.). Further information on the CC is available at the Defence Forces' and the brigade-level units' websites and from the CC members in the brigade-level units.

Initiative activities

During your military service, you might come up with a good idea. So why not make an initiative! An initiative is a proposal the implementation of which aims at improving operation at the Defence Forces, its equipment, services or in-service safety. An initiative does not need to be inventive or a novelty, nor does it need to be ready to use as such. All conscripts and reservists are welcome to present initiatives during their military service or refresher training exercises.

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

Leadership Training

- a once-in-a-lifetime opportunity



Purpose, end goal and objective

Leadership training is the beginning of your development and growth as a leader. It spans over the entire military service period. Those in the conscript leadership training are given the basics and positive attitude that they will need to develop as leaders once they are in the Reserve. The aim is that those with the leadership training will be able to lead and train their units independently and efficiently when they later participate in refresher training exercises or in case of mobilization.

Lifelong resources for developing as a leader – learn to learn

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

Developing as a leader is growing as a leader. For each of us, this is a lifelong challenge. We can meet this challenge by leaving it to chance or by learning the hard way. But there is also another, more systematic way of facing this challenge – by applying for the leadership training.

The core of the leadership training is leading people and getting better as a leader. Instruction in leading people is based on the framework of deep leadership. The aim is to make leaders who build trust, make people enthusiastic about their work, foster learning and value equality between people.

After the leadership courses, conscripts get to practise and develop their leadership skills with real subordinates during the leadership period. Learning during the leadership period is supported by systematic feedback, which also includes leadership profiles and individual development plans. The aim is the ability to evaluate one's own learning, that is, one's capability for reflection and self-steering.

The learning process is filed in an electronic leadership file, which is given to the conscript for further use in the Reserve. The reservist period (the time after your conscript service during which you are liable for military service) extends several decades into the future. During this period, you can continue developing your leadership skills in the civilian environment.

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

Selections for the leadership training are usually made in the eighth week of service or soon after that. The selection procedure is absolutely objective, fair and based on scientific research.

In the selections, capability and individual leadership qualities displayed in service carry the most weight. Gender and the profession or educational background of your parents do not play any role in leadership selections. It's a level playing field for all recruits.

The leadership training is divided into reserve non-commissioned officer (NCO) and officer training. All those chosen for the leadership training go through the first phase of the NCO course. Afterwards, those to be

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

Leadership training is useful – the greatest beneficiary being yourself

The leadership training received by conscripts is highly appreciated by society. Its value is apparent in studies and work alike.

The deep leadership training programme that we have today corresponds fully with the way civilian organisations see development as a leader. This kind of competence is in high demand in the labour market today, and perhaps even more so in the future.

The military leadership training grants study credits in most educational institutions, universities and other higher education establishments. It is important to remember, however, that each educational institution determines independently whether and how they credit military training, either upon application or in the studies themselves.

There are some educational establishments, universities and institutions of higher education that do not yet credit leadership training received during military service. It is best to contact these establishments to receive further information on the matter.

Conscript leaders who continue improving as a leader in the reserve help keep national defence in good, knowledgeable hands. You can also deepen your leadership and training skills in fixed term service in the Defence Forces, by applying to the National Defence University or completing degrees of different levels at other educational institutions.

The greatest beneficiary is, however, the leader themselves – you. Personal growth, development as a leader and learning to learn are great assets that will be benefit you for the rest of your life. Be prepared to present your leadership certificate and leadership file in various situations in your later life.

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

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

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

We look after our conscripts



We look after our conscripts all through their military service. This guide contains basic information on the social security and financial benefits and other support measures for conscripts and their families. Your immediate superiors in the military unit, the social welfare officer, and the conscript committees will answer any question you may have.

The information in this guide is based on the situation in 2025.

Try to arrange your civilian affairs before reporting for service, in order to not having to worry about them too much during your service.

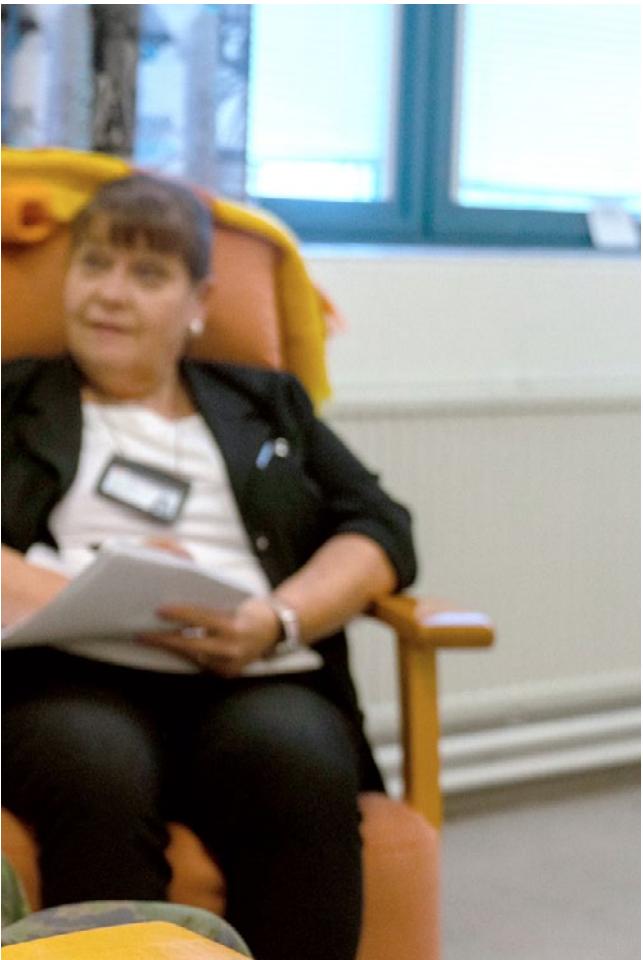
Conscript's allowance

Conscript's allowance is a benefit paid by the Social Insurance Institution (KELA in Finnish) based on the Con-

script's Allowance Act (781/1993). For more information about the conscript's allowance, see the website kela.fi/asevelvollisuus. This booklet only gives the main points.

The allowance is paid to the person in service and their family member during the service. The following are entitled to the conscript's allowance: the conscript's spouse; registered partner, common-law spouse (with whom the conscript has an underage child); the conscript's own or adopted child; spouse's child; and a child placed permanently in the conscript's custody. Other relatives are not entitled to the conscript's allowance.

The actual disposable net income of the conscript and the family members entitled to the allowance affect the allowance given. Capital or capital income do not affect the amount of the conscript's allowance. There is, however, an exempt amount of 300 euros on conscripts' wage and salary income and income from self-



vice. Fees paid for the use of the Internet, sauna and parking space fees, security deposits, forehand rents, real estate agent fees or real estate taxes are not taken into account as housing costs. Home insurance can be covered with income support. In order to receive housing allowance, the residence must have been obtained about 3 months prior to starting service, unless there is a valid reason for having acquired it at a later date (such as starting a family, studies or work beginning in a different locality). In addition, a conscript applying for the housing allowance must be able to prove that they pay for their own housing expenses.

In addition to the housing allowance, the conscript's allowance paid to the conscript's family member can consist of basic assistance and special allowance.

The basic assistance is intended to cover everyday expenses, for example groceries, clothing, phone expenses and insurance payments that cannot be covered by other income. The full basic assistance is equivalent to the monthly national pension (EUR 783.41).

Special allowance can be granted to cover for expenses that are necessary and of a reasonable size such as other than minor health care expenses, costs related to child care, interest on a family member's student loan, and moving costs. The special allowance can be granted on condition that costs do not fall under the basic assistance and that the applicant does not receive compensation for them from elsewhere.

You can apply for conscript's allowance online (kela.fi/omakela) one month before the beginning of your service at the earliest. Or you can fill in and print out the application form Sotilasavustus SA1(pdf). Send the application, including attachments, to Kela, P.O.Box 10, 00056 KELA. As for conscript's allowance, there is no deadline for applying for backdated payment.

The conscript's allowance is paid from the beginning of the month when the application was submitted, but no earlier than the actual starting date of military service until the end of the month of mustering out.

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

Your brigade-level unit's social welfare officers will guide you in matters related to the conscript's allowance.

employment. This means that a conscript can earn 300 euros per month, without it affecting the conscript's allowance.

Kela may pay the interest due on the student loan of conscripts in military service, as well as grant housing assistance.

The interest on a conscript's student loan can be paid as conscript's allowance, if the interest payments fall due during service or during the last month of service.

Housing assistance is provided for the actual housing costs for rental, right-of-occupancy, partial-ownership or owner-occupied accommodation. Housing costs are considered to include rent, maintenance charge, water bills, interests on housing loans, electricity and gas bills, and the normal maintenance costs of a detached house. Electricity and water bills are paid if they are due during service or during the last calendar month of ser-

Studies

It is a good idea to do your military service before starting any long-term studies. If you have been accepted to study somewhere, you must make arrangements with the educational institution about starting or continuing your studies after your military service. Check the procedure for postponing or continuing your studies. While in military service, you can plan for your future studies, apply and participate in entrance exams. You can familiarise yourself with matters relating to studies and submit applications at oipintopolku.fi. You can turn to the brigade-level unit's social welfare officer for guidance and advice in matters relating to studies. Financial aid for students is not paid during military service. Financial aid you received before your service does not come back to you automatically after your service. Do not forget to reapply for them.

Other income support, social services and social security benefits

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

Employment and service contracts

According to the Act on the Continuation of Contractual and Public-Service Employment Relationships of People Fulfilling Their National Defence Obligation (305/2009), public service or employment contracts may not be terminated by the employer on grounds of the employee being ordered to military service or during the employee's military service. After being mustered out, you have the right to return to your previous job. If this is not possible, you must be offered employment equivalent to your previous job in accordance with your employment contract or service relationship, and if this is not possible, either, other work by agreement. An employer may terminate the employment contract of an employee on financial or production-related grounds only if the employer closes down its operations or discontinues its business activities entirely. Should the employer go bankrupt or die, the employment contract may be terminated applying the notice period of 14 days.

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

If you take part in refresher training, you must return to work immediately after it is over.

Do not quit your job because of military service!

Entrepreneurship

If you are an entrepreneur, think about how to ensure the continuation of your business while you are in military service. Try and arrange matters involving your business and your and your family's financial affairs bearing in mind that you can only take care of them to a limited extent (on leaves, in your free time). Brigade-level units try to be flexible within the regulations to allow you to run your business. As an entrepreneur, you can also get advice from your central organisation.

Agricultural entrepreneurs

Farmers who fulfil the general requirements for having an appointed stand-in can receive one for the duration of their military service. For more detailed information,

contact the office responsible for these matters in your own municipality.

Unemployment

If you are unemployed, inform your local employment services of the start and end dates of your service. If you do not have a job after your service, you can register as a job seeker also at the Job Market Finland e-Services. You must also inform the unemployment fund if you receive earnings-related unemployment allowance.

Taxation

A decrease in income due to conscript service may reduce the amount of income tax withheld, even to zero. When you go to the tax office, take along your military service certificate or your military service order, and a declaration of income.

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

Pension

Military service does not accrue pension.

Loans and debts

The conscript's daily allowance is enough for living in garrison, but you should think in advance how to deal with loan and other payments (if you have those) with the lower income during your service.

It is a good idea to try and agree to postpone loan instalments or make part-payment arrangements with your bank or other lender. If you have any fines, it can usually be arranged so that you pay the fine after your military service. You can also make arrangements with the bailiff concerning payments.

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

Driving licence

If you have obtained a class B driving licence on or after 1 July 2018, you are not required to undergo any other driving licence-related training, unless you have been imposed disqualification from driving due to repeated traffic violations.

Passport and police clearance

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



Occupational and in-service safety

The occupational and in-service safety of conscripts is assured by making sure that they can serve in an environment that is healthy and safe in all situations. The FDF follows its own safety regulations (in military training and exercises) and legislation on occupational safety. The FDF's occupational and in-service safety activities aim at zero accidents and an open and uninhibited culture where safety risks are reported. The aim is always to prevent accidents from happening. Occupational and in-service safety reports (involving safety, close calls or accidents) made by conscripts or personnel play an important role, because ways of doing things are developed based on them. It is important for conscripts to openly report any dangerous situations observed by them to their superiors, so that accidents can be prevented. The Defence Forces has in use an occupational and in-service safety incident management system (PVRIP) by which every conscript can report any deviation from occupational and in-service safety through PVMOODLE with their mobile phone, for example. An online incident reporting form is available on the PV-MOODLE homepage under "PVRIP" or using the QR code below.



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

The Conscript Committee of each military unit has an in-service and occupational safety delegate. They will participate in the brigade-level unit's occupational and in-service safety activities and will represent the conscripts and report observations from the field regarding in-service safety. The occupational and in-service safety officer of the brigade-level unit /administrative unit co-ordinates OISS activities and serves as an expert in matters relating to them.

Suspected health risks

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

1: Identify the problem

You can evaluate the quality of indoor air mainly by your senses, and this is why your observations matter. Indoor air should be fresh and of suitable temperature. In addition to this, ventilation should be sufficient, but drafts should not be a problem. Staleness, dryness, dust and strong odours are signs of bad indoor air quality. The most common symptoms caused by bad indoor air are respiratory tract, eye and skin irritation. If these symp-



toms are relieved during weekend and longer furloughs, there is reason to suspect the air in the barracks.

2: Report your suspicions

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

3: Keep your room clean

Common reasons for bad air in garrisons are untidiness, dust and drying wet equipment and kits in the barracks rooms and closets. The daily cleanliness checks that may sometimes seem irritating are carried out for a good reason! If there is a draft in the room or the ventilation does not work, you must notify your superiors who will contact maintenance. Radiator thermostats and ventilation vents must not be covered or adjusted. Objects not meant to enter the sewage system (e.g. sinks, toilet bowls and shower facilities) must not be put in there, because they might cause jamming or odours. So, you can contribute to the quality of indoor air by keeping your barracks room tidy and reporting any problems observed.

Military injuries and service-related illnesses

If you get injured when in military service in an accident or get a service-related illness, the Defence Forces will assume your medical care during your service. After your service, the State Treasury will cover the medical care expenses involving your injury or service-related illness as well as other compensations under law (Act on Compensation for Military Accidents and Service-Related Illnesses, 1521/2016). For more information: valtiokonttori.fi/sotilastapaturmat.

The following groups are entitled to compensation based on this act on military accidents: conscripts in either armed or unarmed military service, women in voluntary military service, and men in non-military service. Compensation can also be paid to anyone who has participated in refresher training, call-ups, the health examination arranged by the regional office or an entrance examination to a military educational establishment.

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

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

The compensation process begins with filling in a military accident/service-related illness form with the brigade-level unit's occupational safety delegate. Anyone injured or fallen ill may submit a compensation application to the State Treasury online at asjointipalvelu.valtiokonttori.fi/sotilastapaturmat.

For filling out a form you need the following:

- Your online banking codes or mobile ID
- Annexes involving the accident /service-related illness or patient documents on My kanta website at www.kanta.fi.
- Date of starting and ending your service /estimated date of interruption
- Information involving the accident or service-related illness (supported by an accident report): where and when the accident took place, description of the accident
- Bank account number (IBAN; FI ...)

For looking up any missing information, you can stop filling out the notification and resume it later (6 months)

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

Daily allowance and other compensations

The information is based on the situation in 2025.

Conscript's daily allowance

The conscripts' daily allowance (also called per diem) is progressive and based on the number months a conscript is in military service: EUR 6.10 (days 1 to 165), EUR 10.15 (days 166–255) and EUR 14.15 (days 256–347). The daily allowance is paid to a bank account twice a month on a Friday. The daily allowance is paid in accordance with a preset payment schedule for each day in military service, including free time and leave. Should your service start in the middle of a prescheduled payment period, the sum you receive the first time is different from what you will receive from full two-week periods. Special personal leave or absences without leave are not regarded as days in military service. If you lose or damage equipment that has been given to your use by the Defence Forces, a reduction may be made on your daily allowance to compensate for the loss or damage.

Women's hygiene allowance

Women's military clothing is largely the same as men's. In order to buy any personal items that are not provided by the Defence Forces, women receive an allowance of EUR 1.50 per day on the same grounds as conscript daily allowance is granted.

Additional daily allowance for military service abroad

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

Paratroopers', divers' and pilots' allowances

Conscripts in special training receive additional allowances as follows: paratroopers – a total of EUR 110.00 for the basic parachuting course and EUR 22 each for the next 20 jumps; combat divers – EUR 13.50 for the days when diving; aeroplane pilots – EUR 182.56 per month after the first solo flight.

Meal and accommodation allowance

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

On assignments in Finland, meal allowance of EUR 13.50 is paid if catering is not organized by the Defence Forces. In this case, catering refers to a warm meal (lunch or dinner) when meals would normally be served at the garrison. The compensation is payable for two meals per travel day in case no lunches or dinners are served to conscripts. The meal allowance doesn't depend on the length of the assignment.

For an assignment abroad, a meal allowance of EUR 30.00 is paid for each day from the beginning of the trip in case no catering is arranged by the Defence Forces.

The accommodation allowance is EUR 55.00 for each assignment of which at least 4 hours between 21:00 and 06:00 have been used for other than travel. On foreign assignments the allowance is EUR 100.00. If

IF DURING SERVICE...

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



→ FIND MORE INFORMATION ON THE STATE TREASURY'S WEBSITE.

[statetreasury.fi/en-US/
Citizens_and_Communities/
Compensation_and_benefits](http://statetreasury.fi/en-US/Citizens_and_Communities/Compensation_and_benefits)

Valtioskonttori
Statskontoret
StateTreasury

the actual expenses during the assignment are more than the above, only the Defence Command can authorize payment.

A meal allowance of EUR 13.50 is paid during home care to those who are under the responsibility of the FDF's health care. A maximum of two meal allowances can be paid per day.

Leave and free time

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

Exemplary conduct leave can be granted to conscripts who have distinguished themselves. This type of leave cannot be more than 20 days.

Every conscript has the right to personal leave: 6 days (165 service days), 12 days (255 service days) or 18 days (347 service days). Conscripts do not have to state the reason for applying for personal leave; it is intended for seeing to personal matters. In accordance with training plans, some personal leave days are used as the unit's common leave days (for those serving 165 days the number is four days, for those serving 255 days nine days and for those serving 347 days twelve days) so that one Friday or Monday that is not a public holiday in each training phase (6 weeks) is a conscript's personal leave day. You do not need to apply for the unit's common

leave days, but you must apply for the remaining personal leave days and earned exemplary conduct leave yourself. If you know that you will be attending a higher-education entrance exam(s) while you

are completing your military service, it is worth saving a few days of leave to prepare for and attend the exam(s).

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

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

A *travel time extension* can be granted in the conscript's one-way travel to their domicile using public transport and/or arranged transport takes more than six hours. The leave or weekly rest is extended by the same length of time that exceeds the six-hour travelling time.

You may travel abroad on leaves. In such a case, give your address abroad in your leave application ("Address during leave"). You don't need to put in a specific leave application for travelling abroad. You must not wear your military uniform abroad without the brigade-level unit's permission.

Weekly rest days are planned in training plans as chunks of 1–4 rest days primarily for weekends, but they may also be planned for week days. As a rule, the personal leave days mentioned above, included in the training plan are attached to weekly rest days.

Free evenings offer conscripts a chance to recover, have their own free time plans, participate in events organized by the conscript committee, spend time in free time clubs and do sports.

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

Temporary work is permitted during free time and leave, as long as it does not interfere with military service duties. When doing temporary work, make sure you have a valid accident insurance, and remember that income affects your possible conscript allowance.

Travel during leave

Conscripts have the right to travel free of charge to their municipality of domicile or residence or to a location in Finland where they have special ties. You are also entitled to travel free of charge when entering service and being discharged. You must wear your leave uniform when travelling on leave and returning to your unit.

For leave travel, once you have entered service, you will be given a code for booking tickets. Get train tickets for VR long-distance and commuter trains using VR

Matkalla app or online at vr.fi (Note! No HSL tickets). You will also receive a barcode sticker (attached to your conscript card), which is your travel ticket IN CASE there are no economy class seats available in the train. Use Matkahuolto's Trips and Tickets app to get tickets to buses, metro and trams as well as HSL-operated public transport. For travelling long distances, and under conditions defined by your brigade-level unit, you may get an airline ticket.

Garrisons often arrange bus transportation for conscripts to the nearest railway and bus stations. Sometimes the bus may even take you all the way to your hometown or region.

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

Persons living abroad

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

► More information concerning multinationals on page 17.

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

In addition, you should make the necessary notifications and arrangements concerning your housing, work, studies or taxation abroad. The law concerning the obligation of employers to take back an employee to his previous position applies only in Finland.

For further information on the free travel quota for persons living abroad, see below under "Travel Abroad and to Finland". As soon as you start military service, contact the unit's company sergeant major to get a refund for your travel expenses incurred on your journey to your service location. The company sergeant major is the person responsible for purchasing travel tickets to destinations abroad on behalf of conscripts resident abroad while they are doing their military service.

The families of the conscripts resident abroad are entitled to the same conscript's allowance as the families of conscripts who live in Finland. A conscript living abroad receives a conscript's allowance for keeping his accommodation there during his military service, and for the accommodation he may have needed to acquire in Finland because of military service. The conscript's allowance is explained in more detail under 'Conscript's allowance'.

The conscripts resident abroad should note that the Compensation for Military Injuries Act also covers leave and related travel abroad. The benefits and paternity allowance in the Sickness Insurance Act do not apply

to those resident abroad. Instead, they can apply for income support from Kela. (The social welfare officer can help with this).

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

Travel abroad and to Finland

Conscripts permanently resident abroad (permanent address abroad) doing military service in Finland may travel to their domicile abroad, depending on the length of their military service, 1–4 times:

- Two trips for those serving 165 days and resident in Europe, and one trip for those serving 165 days and resident outside of Europe
- Three trips for those serving 255 days and resident in Europe, and one trip for those serving 255 days and resident outside of Europe
- Four trips for those serving 347 days and resident in one of the Nordic countries, three trips for those serving 347 days and resident elsewhere in Europe and two trips for those serving 347 days and resident outside of Europe.

In addition to the above quotas, the conscripts can be granted a free round trip abroad in the case of serious illness, death or burial of a family member, their own wedding or the birth or christening of their own child.

Tickets (ship tickets on the Baltic Sea and flight tickets) for the trip to start military service must primarily be booked by sending email to liput@mil.fi. Instructions for booking the tickets can be found at intti.fi. Instructions for those entering service from abroad - intti.fi. Instructions for booking tickets will also be attached to your call-up order. You can be reimbursed for the tickets you purchase yourself, if you travel by using the cheapest mode of transport and deliver all of the receipts and documentation with the reimbursement application to your company-level unit's Company Sergeant Major immediately upon starting your military service.

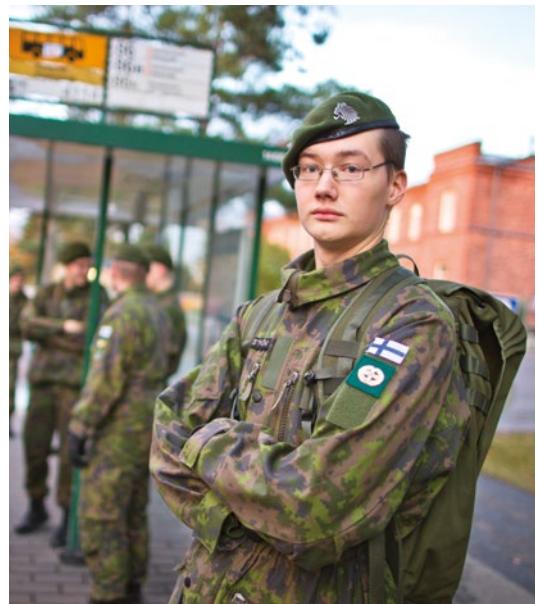
Your time of travel must be close to the date of your entry into service (within 4 weeks). Those who have arrived earlier must send a substantiated application to the regional office.

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

In order for you to receive a refund on your ticket home abroad after mustering out, you must still have a permanent home in that country. Also, to get the refund, you must travel home within four (4) weeks from the date of mustering out. To lengthen the timeframe, send a freely formulated application to the brigade-level unit for a decision.

The company-level unit purchases airline or ferry tickets for conscripts living abroad going on leave as well as tickets back home after mustering out.

Air tickets are not usually bought for conscripts who live in Sweden.



Parental leave and parental allowance

Conscripts who are married or live together with their partner are granted a paternity leave of 12 days either as a single period when the child is born or, taking into consideration the service or family situation of the conscript, in several periods. The parental leave does not affect the length of the service period.

The parental leave must start within one month of the child's birth, but, for example, due to an illness of the newborn or the mother, it can also start later. In order to be granted a parental leave, you must present a birth certificate or a certificate from the child welfare officer of your place of residence.

A conscript who requires time to care for his child can receive a parental allowance from Kela.

The parental allowance may be granted, if you are a child's parent and guardian and you are on a parental or other leave from service and caring for the child. If your income is less than EUR 13712 a year, you will receive the minimum amount of the parental allowance, EUR 31.99 euros per weekday. You can check the minimum amount of the parental allowance on Kela's website (www.kela.fi/lapsiperheet). You can apply for the allowance online (www.kela.fi/e-services) or from a Kela agency filling in the form Parental benefits (SV15). The parental allowance is taxable income.

Crisis prevention and support measures for conscripts

The Defence Forces' support network that provides mental support for conscripts consists of specialists in the brigade-level unit (doctor, nurse, social welfare officer, chaplain) as well as superiors and fellow conscripts. The role of comrades, conscript committees and conscript leaders in preventing crises among conscripts and in support measures is important since it might be easier for young people to talk about their problems with someone who is of the same age than with someone

older. Every conscript can provide peer support and be a person to talk to for their fellow conscripts. If you have a hard time in service and you feel anguished, contact your closest superiors, specialists in the brigade-level unit and, in urgent cases, a doctor for an evaluation of the situation and possible treatment.

In case of interruption of service, Aikalisä ('Timeout') Service will help you

Sometimes conscript service may be interrupted, postponed or cancelled unexpectedly. When you have to rethink your plans, Timeout is your best bet! Social welfare officers are there to help conscripts who need support before they leave service. Conscripts who interrupt their service are always guided to Outreach Youth Work Aikalisä ('Timeout') activities if needed. The Outreach youth workers get in touch with those in need of support, helping them for as long as they want and in the way they prefer.

No issue is too little nor too big to be tackled together with the Outreach youth workers. They are available for appointments at a place of your preference at short notice. Discussions with the Outreach Youth workers are confidential, and can concern, for example

- Simple everyday things and relationships
- Studies, hobbies and work
- Concerns involving income and housing and
- health and psychological well-being.

Outreach youth workers stand by your side and help you figure out how to take the next step. All young people aged under 29 and their family and friends may also get in contact with Outreach Youth Work in their municipality whenever they feel the need to do so.

Time for a Timeout - support for future conscripts at the call-up and at any stage during service (animation): <https://youtube/F90A1ZoaTcM>

Find the Outreach Youth workers of your municipality: <https://www.entit.fi/>

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

The Finnish Defence Forces is a diverse community with people from various backgrounds. It is the right of every conscript to be able to serve and train in an environment where equality and inclusivity are respected. In a well-functioning military organisation, people of different genders, origins and with differing personal characteristics, have an equal opportunity to make choices, increase their knowledge and skills, and be awarded during their service.

It is the duty of every conscript to build and maintain a working culture which respects equality and non-discrimination, and ensure that no one is treated unfairly in any situation. A smart soldier does not resort to discrimination. The Defence Forces working culture and being a soldier presuppose good behaviour. Discrimination and inappropriate behaviour are not tolerated in the Finnish Defence Forces. Bullying and harassment are criminal offences. Anyone doing their military service has to make sure that they behave appropriately. Superiors carry particular responsibility for the operating procedures and atmosphere within their unit. If any

discrimination or derogatory behaviour directed at their subordinates is brought to the superior's attention, it is their duty to intervene. It is the company commander's duty to ensure that all of the conscripts in their unit know what to do in a situation where someone is treated inappropriately. You can find more information on procedures in case of harassment, bullying and hazing in the Soldier's Guide, on company notice boards and in barracks information folders.

Questions about day-to-day garrison life?

Join your brigade-level unit Conscript Committee's Instagram group to get information about everyday life in the military and useful tips for starting and getting through your military service. The groups are maintained by the previous contingent's conscripts, the so-called Some (Social Media) Agents. You can also ask them about things you may be wondering about by a private message, for instance. You can find the links to the groups in the recruit information bulletin you get before starting your service. Come and take a look at everyday life in the garrison and meet your fellow soldiers on social media!

Military justice

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

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

The Parliamentary Ombudsman ensures the legality of military justice. According to law, the Parliamentary Ombudsman must especially monitor the rights and fair treatment of conscripts.

Legal assistance

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

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

Anticipate entering the Reserve

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

Professional matters and military service certificate

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

There are many jobs that are easier to get if you have done military service and received special or leadership training. Military service also opens up opportunities in peacekeeping, the Rapid Deployment Force or a military career. Employers may not be able to ask about military service, but you can tell them about it on your CV, for example.

All conscripts who have completed their military service receive a military service certificate which specifies the military training received and a personal evaluation. This will be useful for future work (work experience) and in many educational establishments (credit). However, each educational establishment makes its own decisions as for recognizing conscript service as credits.

Mustering out

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

If you don't have a job, you must report to your local employment services and register as a jobseeker. If you have a place as a student in an educational establishment, inform your school that you will start your studies and make sure your student financial aid is in order.

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

If you cannot work because of an accident or an illness you had during military service, ask the brigade-level unit's physician for a certificate, contact the State Treasury with regard to compensation, together with your brigade-level unit's Occupational Safety Delegate if need be, and, if necessary, apply for sickness allowance or income support from KELA.

You and your family are entitled to an evaluation of the need for income support and other social security



benefits (contact KELA) as well as the social services in your municipality (contact the social welfare office in your home municipality).

Refresher training and voluntary national defence

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

Reservists are paid a reservist salary when they attend refresher training. The sums are the following (situation in 2025):

- rank and file EUR 68.42 a day
- non-commissioned officers EUR 71.85 a day
- commissioned officers and special officers EUR 75.27 a day
- everyone: a tax-free reservist daily allowance of EUR 6.10 a day

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

Services and branches





Photos: FDF PHOTOGRAPHIC CENTRE / Processing: TEEMU LIIRI

Training for wartime duties

The purpose of conscript training is to provide the conscripts with the skills to carry out tasks required for national defence, and thus provide the country with the necessary prerequisites to form wartime units. This means that each conscript must be trained for wartime duties according to their abilities and talent. Conscript training takes place in the Army, Navy, Air Force or Border Guard.

The training of the wartime units takes place at the end of the service period for rank and file (165 days), which is called the unit training phase. The unit training phase lasts six weeks. Training and other activities during the unit training period aims to simulate realistic circumstances as far as possible, taking place in the wartime composition – which is also the case in refresher exercises. The unit training phase is considered the peak of conscript training with regard to skills and knowledge.

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

The basic training phase is the same for all conscripts

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

The basic training phase is the time when selections for the next phase, branch training, are made. These selections are made considering the conscript's motivation or preferences as to the branch. After the basic training phase, the content of training is branch-specific.



Army

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



Infantry ➤

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

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

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

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

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

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

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

Aerial reconnaissance training is versatile ranging from extensive theory instruction to physically straining reconnaissance training. In aerial reconnaissance, you can serve in rank-and-file or leadership tasks.

The Defence Forces trains drone operators for infantry for tasks in reconnaissance, fire support and other support. As a drone operator, you can serve in both rank and file and leadership tasks as a part of any infantry combat unit.

Although training varies according to the location of the brigade-level unit and the specialisation, it nevertheless has the same outline whatever the branch: it aims to train efficient combatants and their leaders.



Field artillery ➤

The field artillery is a versatile and technical branch. It has at its disposal the most modern equipment, such as target acquisition equipment, laser range finders, thermal cameras, light amplifiers, artillery radars and various types of calculator, signal system and simulator technologies. The most important task of the field artillery is to support the infantry in battle with well-timed and precise close support fires. This is done by firing with

artillery pieces, armoured self-propelled guns and rocket launchers at distances up to 80 kilometres.

Those serving in the field artillery are called gunners.

Gunners can train for the task of a reserve officer, non-commissioned officer or rank and file. This branch is an entity made up of leaders, signallers, radar specialists, rangefinders, forward observers, reconnaissance specialists, gun line soldiers and those serving in support tasks. Reserve officers are trained at the Army Academy's Reserve Officer School in Hamina and the Army Academy's Armour School in Hattula.

Activities are often carried out in cooperation between different sections and fireteams. The common gunner spirit comes from the awareness that the input of each and every one is equally important for reaching the common goal.

► **Field artillery training units:**

- **Pori Brigade in Niinisalo**
- **Armoured Brigade in Hattula**
- **Kainuu Brigade in Kajaani**
- **Karelia Brigade in Kouvolan**

Ground-based air defence ►

Ground-based air defence units cause losses to the enemy's air power, protecting combat units and military and civilian targets from the enemy's air attacks. Units are equipped with surface-to-air-missiles and air defence guns as well as command and control and surveillance systems. Air defence missiles are efficient and technically demanding systems. They form the brunt of regional air defence. The mid-range ITO12 missile systems are used to protect important regional targets, the most important troop formations and military targets, and to cause casualties to the attacker. The short-range and very-short range ITO05 and ITO05M missile systems are designed to cause casualties to the enemy in the deployment areas of the combat troops. Projectile-based air defence weapons are used to supplement the capability of missile systems. The calibres of air defence weapons vary from the 12.7 mm heavy machine gun to the 35 mm air defence cannon.

Advanced command and control systems and target acquisition radars enabling the generation of real-time situation picture and control of fire are used for commanding ground-based air defence troops.

Rank and file and section leaders of the air defence branch are trained in Parolannummi, Hattula; in Vekaranjärvi, Kouvolan; and in Someroharju, Rovaniemi. Reserve officers receive their training in Hamina.

Air defence as a branch offers technologically challenging tasks for conscripts trained for rank and file and leadership duties. Today's command and control and weapons systems are technically advanced. That is why there is a greater need in particular for people with an education in electronics and information technology.

A special group needed in all air defence units today is conscripts with experience of RC model air planes to fly remote controlled target drones. If you are assigned to a brigade-level unit that trains conscripts in air defence and you are interested in this task, let your superiors know as soon as you start your service.



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

- **Jaeger Brigade in Rovaniemi**
- **Karelia Brigade in Kouvolan**
- **Armoured Brigade in Hattula**

Signals ►

The task of signals units is to establish, maintain and protect command posts as well as to build, maintain and protect signals systems, thus enabling combat. Signals units are vital for command and control, reconnaissance and use of fires. The signals branch training provides an opportunity to learn about modern battlefield and joint operation of the attacking echelon and the supporting branch units. If you are interested in tasks in which you get to make use of possibilities provided

by technology, the signals branch is perhaps what you are looking for. Earlier training in communication and information technology is considered an asset for those applying to the signal branch, but it is not required.

Our equipment and systems are at the cutting edge of modern technology. Communication links and command posts are established either in vehicles or in movable containers. Vehicles used include wheeled or tracked armoured vehicles, articulated track vehicles and all-terrain carriers.

The signals branch training includes five fields of specialization: signal stations, command posts, control, maintenance and communications systems. Signals NCOs are trained in the same brigade-level units as rank and file. Reserve officers are trained at the Army Academy's Reserve Officer School in Hamina and the Army Academy's Armour School in Hattula.

In the signals branch, tasks that have to be applied for before the service include ICT, cyber and communications systems. Conscripts specializing in communications systems are involved in cabling and maintaining information systems. You can also apply for Reconnaissance Radio Operator training.

► **Signals systems training units:**

- **Jaeger Brigade in Sodankylä**
- **Guard Jaeger Regiment in Helsinki**

- Pori Brigade in Säkylä
- Karelia Brigade in Kouvola
- Kainuu Brigade in Kajaani
- Armoured Brigade in Hattula

► Reconnaissance Radio Operator training units:

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

Engineers ➤

Engineers are the workmen of the battlefield. Their tasks are extensive and diverse, and include combatant tasks. Engineers mould the operating environment to the advantage of friendly forces, preventing the enemy operation and minimising the effect of the prevailing circumstances. The engineer branch trains conscripts into engineers, explosive ordnance disposal (EOD) experts and CBRNe specialists. Some of the engineers are trained to work as mechanics and drivers of various machinery and as special equipment operators.

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

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

► Engineer training units:

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



Logistics ➤

The job of logistics is to make sure that all forces are equipped for combat. In order to protect their own activities, logistics units are trained for infantry fighting.

In order to maintain the forces' ability to fight, logistics replenishes and maintains materiel, transports, and maintains the capability of soldiers by means of medical care and support services. Resupplying includes the storage of munitions and petrol, oil & lubricants (POL) and their distribution to the units, among other things. Maintenance includes, for example, maintenance and repairing of weapons and vehicles. Transportation moves materiel and troops to the right place at the right time. The task of the medical corps is to take care of the injured, ill and wounded as well as to evacuate them to a treatment facility. Logistics services also include and the supply of food and water.

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

In addition to the logistics units, you can specialise in logistics in other units as well. Logistics tasks are included in the tasks of wartime personnel in all branches and services. Logistics training for rank and file, NCO and reserve officer tasks is given in all brigade-level units.

It is definitely a good idea to apply for a placement in logistics already at the call-up, if you are interested in a technical and versatile training environment and tasks. If you have a professional degree in a logistics-related subject or if you are studying in the field of technology (metal, machinery or electronics) or logistics, or if you intend to apply to study in this field after military service, mention this in the recruit questionnaire or on your entry into military service. If you have a degree in health care or medicine, military medical training offers an excellent opportunity to gain experience in emergency field medicine.

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



Military police ➤

Military police are trained in all services of the Finnish Defence Forces (Army, Navy and Air Force). Their task is, among other things, the security surveillance of military installations and maintenance of order as well as traffic supervision and direction.

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



Driver training ➤

The Defence Forces trains around 3,000 conscripts annually, in 13 brigade-level units, to become military drivers of heavy vehicles for the Army, Navy and Air Force. Driving licence instruction is given for BE, C1, C1E, PvC, C, CE and D licences, and risk scenario training is provided if needed. In addition, basic level (280 hours) and expedited basic level (140 hours) professional training as well as advanced professional training is given. Some conscripts in driver training also receive ADR training for transporting dangerous substances.

All units need drivers. Conscripts in driver training must hold at least a class B driving licence on the date of selection. Their state of health must meet the requirements set for a C/CE licence. Conscripts eligible for training may not have any serious traffic offences on their record. A basic degree in logistics or forest machinery (equiv.) is an asset, and/or a professional bus, combination or lumber driver's degree and a valid C/CE licence is also a plus. Professional competence training and possible work experience in the field are also valued in the selection. Persons who have completed basic level professional competence for goods traffic drivers (280 h) are eligible for applying for D category driving training. Those selected receive extended professional competence training for passenger traffic. The service period of military drivers (categories C, CE and D) is 165, 255 or 347 days, depending on their drivers' li-

cence and level of skills when they enter service, and the assigned service task. Driver training aims at capitalising on the conscripts' skills and qualifications in the transportation branch acquired before they entered service.

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

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

► **For more detailed information, contact your regional office or the brigade-level unit in which you would like to serve.**

Transportation and logistics are important components of Logistics.





Navy

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

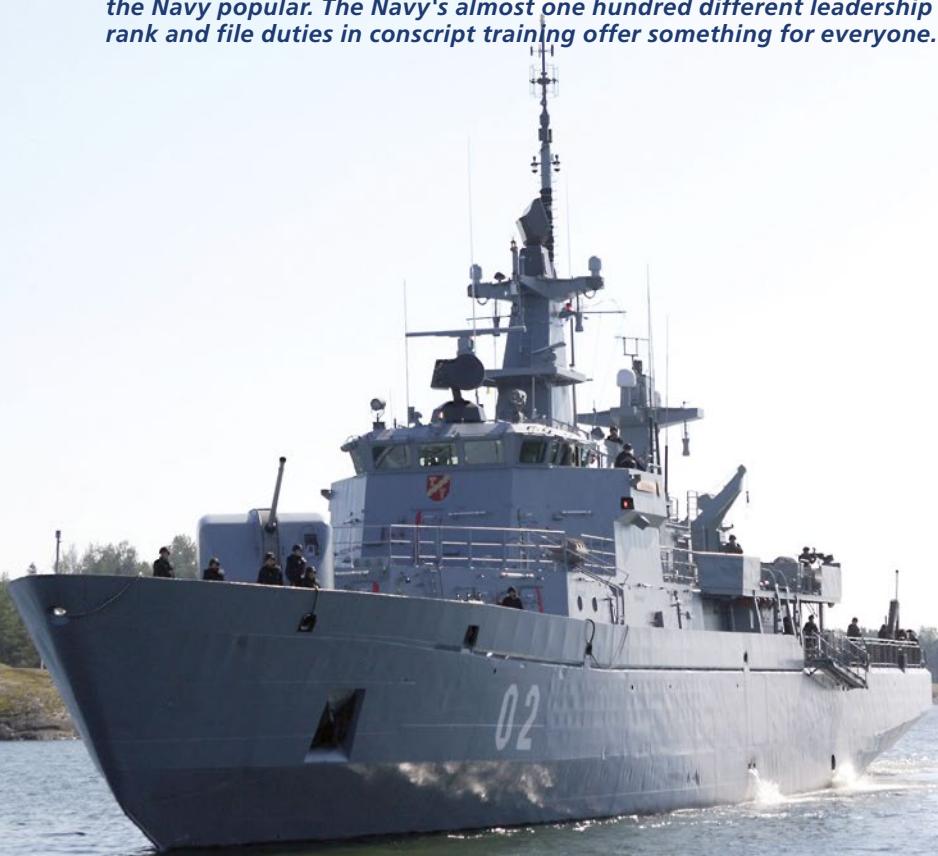
The goal of the Navy's capability and readiness building is to carry out the tasks assigned by law. The Finnish Defence Forces have four main tasks: Finland's military defence, assisting other authorities, providing and receiving international assistance, and participating in international military crisis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

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

The Navy comprises naval and coastal units. Naval striking force is composed of surface warfare and mine counter-measures squadrons, which are equipped with fast attack missile craft, minelayers and coastal minelayers, as well as mine counter-measures vessels. The coastal troops include, for example, coastal jaeger, maritime reconnaissance coastal missile and coastal engineer units. The Navy's combat divers are trained for the Defence Forces special operations forces.

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

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



Conscript training in the Navy

Conscripts enter naval service in January and July. The basic training phase is carried out either in the Coastal Brigade in Kirkkonummi or the Nyland Brigade in Dragsvik.

In the course of the basic training phase, all conscripts receive the standard basic training of a combatant. After this, in the branch training phase, training is more specialised, taking place in either naval and coastal troops.

In the Navy, a large part of the conscripts in the coastal troops receive a specialist training, serving at least 255 days. The service period for those in officer, NCO and f special rank and file training (military boat and C and E class drivers) is 347 days. All naval officers and most of those serving in the coastal troops receive their reserve officer training at the Naval Academy in Suomenlinna. There are separate programmes for training officers of naval and coastal forces. However, all receive the same leadership, instructor and tactics training. The Naval Programme has two lines of further specialisation: Seafaring and Combat Centre. The Seafaring provides the basic knowledge and skills in seafaring and seamanship required for steering a small vessel. The Combat Centre Training provides the basics for operating at a base operation centre of vessels and fire control tasks of the coastal troops' regional task force headquarters. The coastal forces' programme also has two lines of specialisation: maritime surveillance and maritime reconnaissance. Maritime surveillance gives the basics of maritime surveillance and forward observation. Those trained in maritime reconnaissance gain basic skills in reconnaissance patrolling and observation in demanding coastal conditions.

Some of the specialised officer training the coastal forces is carried out in the Army programmes at the Reserve Officer School in Hamina. These include, for example, the military police, rifle, mortar training, anti-tank training and engineer training branches.

► Instructions for applying to the diving course are on page 55.

Naval units

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

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

The conscript training provided by the Coastal Brigade in Upinniemi is followed by a branch training phase in

Pansio (Turku). The first three weeks of the training focus on general training for navy sailors. After this, the training continues aboard vessels in Pansio and Upinniemi.

Coastal units

Coastal forces are trained year-round in the demanding conditions prevailing in the archipelago and at sea. Conscripts are trained for coastal forces in all Navy brigade-level units that provide conscript training. During the basic training phase, conscripts learn the basic skills of a soldier, and the skills of an individual combatant and those of a team as part of a section.

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

Coastal jaegers are trained in the Swedish-speaking Nyland Brigade

The physically and psychologically demanding coastal jaeger training is given at the Nyland Brigade in Raasepori. Versatile training is provided in a maritime environment with modern equipment. The coastal jaegers move through the archipelago by, for example, Jurmo and Jehu class landing craft and fast raiding craft. The Nyland Brigade trains coastal jaeger, mortar, engineer, headquarters and signal companies as well as military police, coastal missile men and vehicle and vessel drivers. The brigade also provides international crisis management training on its Amphibious Task Unit courses, which are part of the Brigade Readiness Unit. Training in the Nyland Brigade is carried out in Swedish but commands are given in Finnish.

Coastal jaegers can be recognized by their coveted green beret. The President of the Republic granted the coastal jaegers the right to wear the green beret in 1980 to show the demanding and special nature of the coastal jaeger training. Coastal jaegers can wear the beret once they have passed the coastal jaeger test, which is open to all conscripts carrying out their service in the Nyland Brigade.





Air Force

The Air Force is responsible for the continuous surveillance and security of Finland's airspace. Violations of airspace are prevented by force if necessary. In addition, the Air Force supports the activities of other authorities, for example, the police and rescue services, and participates in international missions. In war, the main task of the Air Force is to protect the Finnish airspace with fighter jets and support the combat of the Army and Navy.

The Air Force trains military pilots and other personnel for peace and wartime duties in airbases and for various air defence tasks. The Air Force offers a rewarding way of performing military service for anyone interested in flying, aviation, technology, transportation or military police work. After military service, you may even find your future profession in the Air Force.



Military service in the Air Force

The Air Force annually trains approximately 1,300 conscripts for air defence tasks. Half of them is trained at the Air Force Academy in Tikkakoski. Conscript training is also provided at Satakunta Air Wing in Pirkkala and Karelia Air Wing in Rissala. At Lapland Air wing in Rovaniemi, the conscripts serve administratively under the Jaeger Brigade, after having started their service and completed their special training at the Air Force Academy. It is possible to enter conscript service in the Air Force either by applying to special courses through a separate application process, or through call-ups. Both of these paths can lead to the career of an NCO or officer, which means that your service location can also become your future workplace!

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

Women can apply to voluntary military service in the Air Force through selection events or by applying to a special course. Women applying to the special forces/tasks fill in the special forces/task application form and the voluntary military service application form, and send these application forms with the necessary appendices to their regional office.

Military service in the Air Force through the call-up

Conscripts who have entered military service in the Air Force through the call-up are trained to be leaders and rank and file in the wartime troops of battle bases and overall air defence. The rank and file are trained, for example, for the tasks of aviation ordnance men and signalmen. Conscripts are trained for rank-and-file tasks requiring special skills to become, for example, military policemen and medics. Leaders for battle base signal troops and force protection sections, for example, are trained on the NCO course and Reserve Officer Course.

Military Service in the Air Force by application

Air Force conscripts who get selected through the special application process receive training on a special course to fly, repair aircraft, monitor the airspace, lead fighters in the sky or drive trucks or combination vehicles.

The application period for the special courses of the Air Force ends on 1 September for the January contingent and on 1 March for the July contingent. The application period for the Pilot Reserve Officer Course (military pilots) that starts in July the following year, ends on 15 October. The Air Force Academy in Tikkakoski organises a Pilot Reserve Officer Course, NCO Aircraft Maintenance Programme (assistant mechanics), NCO Control and Reporting Centre Programme (situational picture operators and fighter controllers) and Air Force Military Driver Course.

The service period in the special courses is 347 days, and with the exception of rank-and-file driver training, this always includes completing the NCO or Reserve Officer Course (conscript leadership training). If an applicant gets selected to a special course, the regional office will change their service location to the Air Force Academy, regardless of the location assigned at the call-up.

You cannot apply for the NCO Aircraft Maintenance Programme, the NCO Control and Reporting Centre Programme or the Air Force Military Driver Course if you have already started your military service. Instead, applying for the Pilot Reserve Officer Course is possible during military service, too, until the date of mustering out.

► **For more information for applying to the Air Force's special courses, see pages 59-61.**

► **Up-to-date information on the training, selection criteria and application process is available on the intti.fi website at: [> About to enter into the military? > Air Force's Special Programmes](http://intti.fi)**

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





Border Guard

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

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





The task of the Border Guard, which is subordinate to the Ministry of the Interior, is maintaining border security. The most important tasks are monitoring the borders on land and in territorial waters as well as passport control at border crossing points and in seaports and airports. The Border Guard leads maritime rescue services, carries out search and rescue tasks as well as maritime rescue medical transports. The Border Guard is also responsible for maintaining public order and safety at border crossings when the Police is unable to do so. On occasion, the Border Guard can also perform urgent tasks related to maintaining public order and safety that the Police is not immediately able to perform. In addition to the Finnish Customs, the Border Guard carries out customs surveillance along the borders of Finland and at such border crossings where customs surveillance is not organized by the Customs. The Border Guard has the authority to investigate crimes that it detects in its field of duty and, if necessary, to submit them for consideration of charges. The Border Guard has a military organisational structure. It consists of the Border Guard Headquarters, four border guard districts, two coast guard districts, the Air Patrol Squadron and the Border and Coast Guard Academy. The Border Guard employs about 3,000 people.

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

Military service in the Border Guard through the call-up

The North Karelia and Lapland Border Guard Districts train reconnaissance men in the border jaeger companies in Onttola and Ivalo for the wartime and emergency situation duties as border guard reserves. The Border Guard Jaeger Company located in Ivalo is Finland's northernmost garrison. Onttola, in turn, is the only unit in North Karelia providing infantry training for conscripts. Entry into training takes place through the call-ups.

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

The Border Jaeger Companies provide, for example, the following specializations:

- sniper / designated marksman
- combat lifesaver (medic)
- team's signaller
- engineer (charges and explosives)
- driving training for various types of vehicles (snow mobile, quad bike, allterrain motorbike, allterrain carrier)

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

Applying for special forces training in the Border Guard

The Border Guard's special border jaeger training is provided by the Border and Coast Guard Academy's Special Border Jaeger Company in Immola in Imatra. Based on applications and selection exams held in January or February, the Boarder Guard accepts one contingent each year to enter service in July.

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



Special application process and applying for special duties

Special application process

You can apply for tasks through the special application process before the call-up or after the call-up or before starting military service. If you do this, you will be called to a selection event after which the actual selections are made. Each training programme has its own entry requirements and application period. All units arranging a special application process will advertise and organise their own selection events, conduct the selections and notify the applicants of the results and the regional offices, so that they can send the military service orders. In other words, no-one is ordered directly through the call-ups to serve in the tasks applied for in the special application process. If you apply to serve in such tasks, you will be given a secondary service location at the call-up, just in case you do not get selected in the special application process. In other words, merely submitting an application through the special application process does not change the military service order you have received earlier. If you get selected, the regional offices will send you a new military service order which will repeal the previous one.

The tasks applied for through the special application process include, for example paratroopers, divers, special border jaegers, the Finnish Rapid Deployment Force, military bandsmen and special courses of the Air Force, electronic warfare personnel, cyber conscripts and athletes.

Women applying through the special application process

When you file an application through the special application process on the Defence Forces E-Service (asiointi.puolustusvoimat.fi), do not forget to apply for women's voluntary military service at the same time, using the E-Service.

If you wish to apply through the special application process using a paper application, provide the regional office with the following documents:

- application to voluntary service
- an application to the special operations forces
- Medical certificate of your state of health (you must use the Defence Forces' form)

Apply online

Apply to the special operations forces through the Finnish Defence Forces E-Service. The E-Service is accessible

on the websites of the Finnish Defence Forces and the Border Guard. **Always check the application instructions and deadlines on the Finnish Defence Forces website (intti.fi > about to enter into the military) which has the latest information!**

Applying for special duties

The Defence Forces trains people with special skills for wartime tasks corresponding to their field. In special duties you get to use and accrue your skills in your speciality and in return, your time as a conscript will pay off later in your studies and work. Special duties are available for those who are studying or have completed their studies in journalism or media, intelligence, IT, scientific research, ecclesiastical branch, and law. Job titles in these branches include graphic designer, photographer, programmer, virtual training assistant, research assistant, conscript chaplain and jurist candidate. Special duties are available across Finland, and you may apply for a task which interests you regardless of brigade-level unit. Read about the tasks and see the application instructions at intti.fi/erityistehtavat. Apply through the E-Service. You will need your online banking code for identification. The application period is three weeks. Applications are accepted right from the beginning of the basic training phase. Some of the applicants will be interviewed based on their online applications. Getting selected for one of the special duties might mean a transfer to another brigade-level unit after your basic training phase.

From special duties you can also apply for leadership training. Those selected for leadership training go back to their special duties as conscript leaders after completing leadership training (NCO or Reserve Officer Course). There is a supplementary special duties application period for conscript leaders which seeks, for example, jurist candidates and a conscript committee general secretary. The supplementary application process also involves duties for the rank-and-file which have remained vacant, for example in public affairs, IT and intelligence.

Applications for these tasks are submitted during leadership training. The service time of conscript leaders is 347 days and of rank-and-file 255 days.

Tasks to be applied for through the special application process

Paratroopers

Army special operations forces are trained in the Utti Jaeger Regiment in Kouvola. The Special Jaeger Battalion's Paratrooper Company trains conscripts who have applied voluntarily to paratrooper training to become the special forces paratroopers in the reserve of the Army.

Soldiers in the special forces are physically and psychologically fit soldiers capable of operating in small groups in very demanding conditions.

Paratrooper training is challenging both mentally and physically. Paratroopers receive basic training for special forces reconnaissance and combat tasks. The special features of this type of training are versatile weapons, marksmanship and combat training, parachute training and operating with helicopters. All paratroopers are trained at least as NCOs, and about 20 % attend the Reserve Officer Course arranged at the Utti Jaeger Regiment.

The Paratrooper Company trains only one contingent per year. Paratroopers begin their service in July and serve for 347 days. Women who are applying for voluntary military service can also apply for paratrooper training. The admission criteria are the same for men and women.

Entrance Requirements

Good health: category A fitness for service

- ▶ **vision requirement: at least 1.0 in each eye without eye glasses (vision may be surgically corrected, no eye glasses or contact lenses)**
- ▶ **normal fields of vision and flawless colour vision**

- ▶ **normal hearing**
- ▶ **good physical condition (excellent muscle fitness, result in the 12 min. running test 3 000 m minimum)**
- ▶ **good swimming skills (in the selection exam, time in the 200-metre swimming test must be under 4 min 45 sec)**
- ▶ **fairly good cross-country skiing skills (10 km/h in military skiing gear)**
- ▶ **If you wish to serve as a coastal jaeger, do not start your service in any other brigade-level unit before the selection exams and the very end of the application process.**

Health-related eliminating factors include asthma, lactose intolerance causing frequent symptoms, coeliac disease, difficult skin diseases and rashes, allergies demanding medical treatment and limiting activities, other prolonged diseases requiring regular medication, unkept teeth or dentures, recent limb fractures or difficult joint injuries. In unclear cases, the applicant is invited to the entrance exam and medical examination, in which a physician makes the final decision on the applicant's fitness for service in the paratrooper company.

Security clearance is a pre-condition for entrance. Criminal background may impede entrance in some cases. Eliminating factors include a criminal record as well as theft, embezzlement, violent offences, drunken driving or repeated traffic offences that have led to punishment. The applicant must be eligible for the Defence Forces' driver training. Other offences may also impede entrance, depending on their number, seriousness and recency. Also, pursuant to the Act on Security Clearances (726/2014, Section 11), an applicant's links to a foreign country may impede their entrance.

Application process:

Conscript service in the paratroopers is based on voluntary applications. The application period annually is



1 September–30 November for the course starting the following year.

Pre-selection takes place based on applications. Those who pass the pre-selection are called to a two-day selection event in January. The selection includes physical and psychological aptitude tests, interviews and a medical exam. Based on the tests during the selection event, 60 to 80 applicants get selected to the training. The selection results are announced in March.

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

Apply for paratrooper training through the Finnish Defence Forces E-Service. Fill in your application at asiointi.puolustusvoimat.fi

► **More information at: intti.fi/laskuvarjojaakarit**

Divers

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

The Diving School trains for combat diving and EOD (explosive ordnance disposal) tasks. The training alternates by year so that combat divers are usually trained in even years and EOD divers in odd years. In 2026, the Diving School organises a combat diving course. All diver conscripts attending diver training are trained as NCOs. During conscript training diving days amount to around 60. A separate fee is paid for diving.

Entrance into service takes place annually with the January contingent. The easiest way to apply is to fill out an electronic application in the Finnish Defence Forces E-Service. Fill in an application at <https://asiointi.puolustusvoimat.fi>. Use a paper application only if applying online is not possible. Applications should arrive at the Diving School by 31 July at the latest. **You must apply for the training before you start your military service.**

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

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

Special Border Jaegers

The Border Guard's special border jaeger training is provided by the Border and Coast Guard Academy's Special Border Jaeger Company in Immola, Imatra. This training programme seeks motivated, both physically and psychologically balanced and resilient candidates. One contingent in July is accepted annually based on applications and selection exams which are held in Janu-

ary or February every year. The selection exams include physical and psychological aptitude tests and a medical exam. All special border jaegers are trained to be at least reserve NCOs. Approximately 10 special border jaegers from each contingent are trained as reserve officers at the Utti Jaeger Regiment in Utti. Special border jaegers are trained to perform the Border Guard's most demanding border safety, reconnaissance and combat tasks in times of crisis and war.

The objective of this versatile and challenging training is to produce high-performing special forces reservists with versatile personal skills and cooperation ability. The operational environment is marked by the proximity of the national border.

Entrance requirements:

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

Eliminating factors include difficult skin diseases, allergies demanding medical treatment, other prolonged, severe diseases requiring regular medication, unkept teeth or dentures, recent limb fractures or difficult joint injuries and a criminal record or acts that have led to punishment (theft, embezzlement, assault etc.).

Applying:

- **You can apply for special border jaeger training via the Finnish Defence Forces E-service or by filling out a paper application.**
- **The electronic application is available at <https://asiointi.puolustusvoimat.fi>**
- **A medical certificate no less than six months old must be submitted with the paper application. A Defence Forces medical examination form or T certificate (top part) is accepted, a youth health form is not.**

Additional information, application forms and instructions are available at raja.fi/varusmies, or the Border and Coast Guard Academy, tel. +358 (0)29 542 9000, email: erikoisraajaakaarksi@raja.fi or **Regional Offices**. Your application with appendices must arrive by 6 December the year before you are to start your service. Written applications should be sent to the following address:

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

Finnish Rapid Deployment Force

The Finnish Rapid Deployment Force is a special Army unit that aims at training a highly qualified, internationally interoperable battle group. Rapid deployment force units are primarily trained to defend Finland, in addition to which conscripts serving in these units also receive special training for military crisis management tasks during an international phase held at the end of the 347-day military service phase. All conscripts selected for the training will have leadership training on the NCO or Reserve Officer Course.

Training

The units in training are internationally compatible and they are trained based on both national training requirements and criteria set for NATO's combat forces. This ensures the high quality of training and capabilities. In addition to national defence, conscripts with Finnish Rapid Deployment Force training are ready to participate in international crisis management tasks. Skills needed for such tasks are trained when the conscripts participate in an international exercise as part of a multinational force.

Rapid Deployment Force training produces a jaeger company and an engineer platoon out of the conscripts in the July contingent.

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

Selection Criteria

Requirements for applicants to the Finnish Rapid Deployment Force

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

Applicants may not have

- ▶ **A criminal record,**
- ▶ **A record of drunken driving, assault or two other record entries**
- ▶ **Chronic eczema or allergies,**
- ▶ **Signs of psychological disorders,**
- ▶ **Lactose intolerance that is easily aggravated,**
- ▶ **Coeliac disease,**
- ▶ **Musculoskeletal disorders.**

Other assets

- ▶ **Other language skills,**
- ▶ **A clean traffic offence record,**

Applying

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

- ▶ **an application to the special operations forces (Finnish Rapid Deployment Force)**

- ▶ **Medical certificate (FDF form: Medical certificate on state of health, 441-2221, received within 12 months from the start of the application period.**

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

Reporting for service takes place in the July contingent every year. Applying takes place through the Finnish Defence Forces E-Service by 31 January. Fill in an application at asointi.puolustusvoimat.fi

Use a paper application only if applying online is not possible. Applications must be received by 31 January at the latest at:

▶ Pori Brigade

Application for FRDF conscript training

Headquarters/Training Section

P.O. Box 38

27801 SÄKYLÄ

Selection event

The Pori Brigade conducts a pre-selection annually based on applications. A written invitation will be sent to those accepted to the selection test. The selection event is arranged in Säkylä in March-April. The event includes the following:

- ▶ **A 12-minute running test**
- ▶ **Evacuation test**
- ▶ **Muscular fitness test (push up, sit up, standing long jump)**
- ▶ **Basic test 1**
- ▶ **Basic test 2b**
- ▶ **Interview in English (to demonstrate language skills)**

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

In the evacuation test, the evacuee is a doll weighing approximately 55 kg. Passing the test requires lifting the doll up in the air and carrying it for 25 meters.

In the three-part muscular fitness test, the applicants must demonstrate a sufficient level of muscular fitness. The technique and points given in the test are the same for women and men.

The objective of the interview is to determine the applicant's motivation, language skills, and willingness to commit to the readiness force also after their military service.

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

All participants in the selection tests, also those who not chosen, will be informed of the results in writing during May.

Any changes to the selection tests will be announced on the Finnish Defence Forces website.

For more information about the selection tests, send email to koulutusala.porpr@mil.fi

Cyber conscript training

Cyber defence refers to the national defence component of national cyber security. Modern warfare takes place in information networks as well. Cyber de-fence protects the information systems and data transfer arrangements used in military national defence, and it enables the Defence Forces' operations and leadership. As a cyber conscript you will be a part of the Defence Forces cyber force and involved in carrying out these tasks in practice.

Cyber conscripts are given a six-week combatant's basic training in the Armoured Brigade in the basic training phase. That is when you learn the combatant's basic skills. After the basic training phase, cyber conscripts are given 12-week special training at the C5 School in Riihimäki.

After the special training, cyber conscripts serve in the Defence Forces cyber force across Finland. There are service positions in the Army, Navy and Air Force as well as in establishments subordinate to the Defence Command. Supplementary training is also provided during the unit training phase.

We are looking for ordinary, motivated individuals who are interested in technology and want to improve their skills in the domain of cyber security. You don't have to be an expert to get accepted, but previous knowledge and experience in the field is certainly an asset.

Two contingents per year are trained to be cyber conscripts, and their service time is 255 days. A few conscripts per contingent are trained for leadership tasks, and everyone can apply. Service time in leadership tasks is 347 days. The 15–20 most suitable applicants get selected to each contingent.

Would you like additional information about cyber defence? Take a look at the #kyberpuolustus manual

<https://urn.fi/URN:ISBN:978-951-25-3120-2>

Requirements for cyber conscript training:

Serving in cyber tasks requires information technology skills. You are required to have experience of one or more information technology-related subareas, such as:

- ▶ **programming**
- ▶ **network technologies**
- ▶ **operator systems (Windows, Linux) or**
- ▶ **maintenance of servers and terminals**

Knowledge and skills of one or more of the following is an asset:

- ▶ **Network operations centre (NOC/SOC)**
- ▶ **Penetration testing and Red Teaming**
- ▶ **Cyber threat intelligence (CTI)**
- ▶ **Open-source intelligence (OSINT)**
- ▶ **Digital forensics**
- ▶ **Software development**
- ▶ **Project management**
- ▶ **Virtualization technologies**
- ▶ **Artificial intelligence and machine learning and neural networks**
- ▶ **Operational technology and embedded systems**
- ▶ **Mobile technologies**
- ▶ **Cryptology**

The following are also regarded as assets:

- ▶ **motivation and interest in learning new things**
- ▶ **skills for persistent and independent action and logical thinking**
- ▶ **Interest in software, electronics, foreign languages and anything new**
- ▶ **Willingness to work in teams and various types of groups**
- ▶ **Hacker mentality**

Applicants must be irreproachable Finnish citizens.



Military service:

1. After the selection test, service begins in July the same year or in January the following year.
2. After the basic training phase, the branch training and special training phases (6 + 6 weeks) take place at the C5 School in Riihimäki.
3. After the training received at the C5 School in Riihimäki, conscripts continue their service and training in cyber units across Finland until mustering out.
- Selections for leadership training are made during the branch training phase

During the branch and special training phases, everybody is provided with a sufficient level of basic knowledge about Blue Team - Red Team activities and project implementation. The training is practical and versatile information technology, information security and cyber security training.

After having received their cyber conscript special training, during the unit training or leadership training period, the conscripts serve in various Defence Forces cyber duties such as network operations centre and project tasks across Finland. Cyber conscript training includes both domestic and international cyber exercises.

Cyber conscripts will be placed to the Defence Forces cyber force reserve. After military service they will be eligible for seeking employment in cyber unit duties with the Defence Forces - as trainees or in permanent positions.

Applying and selection tests:

- You must apply for cyber conscript training before the beginning of military service.
- Applications are submitted to the Defence Forces E-Service at asiointi.puolustusvoimat.fi under "Apply to special operations forces". The application period is open annually from September 1st to November 30th.
- You can send the application also on paper, using the form "Application to the Special Forces" (Hakemus erikoisjoukkoihin), which is available at the regional offices, or you can print it from puolustusvoimat.fi/asiointi/lomakkeet.

Paper applications must arrive on 30. November at the latest at:

► **Finnish Defence Forces C5 Agency**
C5 School
P.O. Box 5
11311 RIIHIMÄKI
Write "Application for cyber conscript training".

Based on applications, a certain number of applicants are invited to a day-long selection test in March. Based on the selection event, the most suitable are ordered to report to the Armoured Brigade for military service.

The Defence Forces has interesting and challenging tasks for you in cyber defence. Take the challenge!

Electronic Warfare Training

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

Requirements for electronic warfare training:

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

The following are also regarded as assets:

- **motivation and interest in learning new things**
- **skills for persistent and independent action and logical thinking**
- **interest in information technology, electronics, foreign languages, amateur radio and mathematical subjects,**
- **irreproachable conduct**

Eliminating factors are:

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

Military service:

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

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

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



Applying and selection tests:

- You can apply for electronic warfare training after your call-up, but before the start of your military service
- Applying takes place via the Defence Forces E-Service at asiointi.puolustusvoimat.fi under "Hae erikoisjoukkoihin" by 31 January.
- You can submit your application also on paper, using the form "Hakemus erikoisjoukkoihin", which is available in the regional offices, or you can print it from puolustusvoimat.fi/asiointi/lomakkeet. Paper applications must arrive on 31 January at the latest at:

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

Write "Hakemus elektronisen sodankäynnin koulutukseen" ("application to electronic warfare training") on the envelope:

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

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

Pilots

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

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

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

The application period ends on 15 October the year preceding the beginning of service. Selection tests are arranged during the winter and spring. Applicants receive the final results of the selection test approximately one month before entry into military service.

Selection criteria:

- The Finnish matriculation examination, or an at least 3-year vocational qualification, or other eligibility for higher education studies (a person in the final year of the Finnish lukio or 3-year vocational institution may apply in case they satisfy the above criteria before the start of the Pilot Reserve Officer Course).
- The applicant must present their matriculation examination certificate or other degree certificate (e.g. vocational) before the course starts.

- ▶ The applicant must not be older than 22 the year the course starts.
- ▶ The applicant must have turned 18 before the Pilot Reserve Officer Course begins.
- ▶ The applicant's school grades must correspond to a sufficient total of points.
- ▶ The applicant has applied to the Pilot Reserve Officer Course twice at most. - One may apply to the pilot reserve officer course a total of three times maximum.
- ▶ Applicants must be Finnish citizens and have a good command of the Finnish language. Language skills demonstrated during the selection process are enough to prove the applicant's command of the Finnish language
- ▶ The applicant's psychological and physical qualities, their health and life style are suited for the training.
- ▶ The applicant has swimming skills; they can swim 200 m without any breaks.
- ▶ Vision requirement: at least 0.5 on both eyes without eyeglasses, and with glasses at least 1.0. (Landoltin C chart, distance of 5 metres). Refractive error may be at most +2.5 - -1.5 diopter
- ▶ Normal colour vision
- ▶ Mild allergies do not impede applying
- ▶ Military service must not be completed. However, you may apply even if you have started your service.

Physical fitness of conscripts attending the Pilot Reserve Officer Course is tested in a 12-minute running test. The requirement before starting pilot service is 2,800 metres. Keeping yourself fit before service will pay off.

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

- ▶ asiointi.puolustusvoimat.fi/

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

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

Contacts and possible questions can be sent by email to:

- ▶ erikoiskurssit.ilmav@mil.fi

Assistant fixed or rotary wing aircraft mechanics

Students on the NCO Aircraft Maintenance Programme at the Air Force Academy are trained for assistant mechanics duties to do maintenance work on fighters, transport aircraft or helicopters. Assistant mechanics participate in real fixed and rotary wing aircraft maintenance tasks performed on FDF and Border Guard aircraft. After successfully completing military service, they can apply for a job as an NCO in aircraft maintenance or apply to study at the Military Academy to become an officer in the field of aircraft maintenance.

Basic aircraft maintenance training (Assistant Aircraft Mechanics Basic Course) is provided during the branch training phase, which starts after the basic training phase, and during the NCO course in parallel with leadership studies.

After the NCO Course, training continues as assistant fighter, helicopter, transport aircraft mechanic training in the Defence Forces' or Border Guard's flight units (Air Force Academy, Satakunta Air Wing, Karelia Air Wing, Lapland Air Wing, Utti Jaeger Regiment, Helsinki base or the Border Guard's Air Patrol Squadron).

Some of the students in the NCO Aircraft Maintenance Programme are admitted to the Air Force's reserve officer training.

The NCO Aircraft Maintenance Programme is arranged twice a year. The application deadline for the January contingent is 1 September and for the July contingent 1 March. Approximately 65 trainees are chosen for each contingent.

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





Selection criteria:

- ▶ The applicant must be 18 years of age before the course begins
- ▶ The applicant must be eligible for higher education studies before starting military service which includes an Air Force special course*
- ▶ To be eligible for this, the applicant must not be more than 26 years of age after completing their service and starting as a student of the National Defence University. (For more information: upseeriksi.fi)
- Matriculation examination
- International Baccalaureate (IB)
- European Baccalaureate (EB)
- Reifeprüfung (RP)
- ▶ Vocational upper secondary qualification, further vocational qualification, or specialist vocational qualification a foreign degree that carries eligibility for corresponding higher education studies in the country in question.
- ▶ The applicant must present a certificate before the beginning of military service related to a special course
- ▶ A person in the final year of studies aiming at the above qualifications may apply in case they satisfy the above educational criteria before the service starts
- ▶ Applicants must be Finnish citizens and have an adequate command of the Finnish language
- ▶ The applicant's psychological and physical fitness, their health and life style are suited for the training.
- ▶ Health: category A fitness for service
- ▶ Vision requirement: at least 1.0 in both eyes without or with eyeglasses, in which case the strength of the correctional lens is at most ±5 diopter (Landoltin C chart, distance of 5 metres).
- ▶ The applicant must have a sharp colour vision (examined under a daylight lamp with Ishihara plates).

- ▶ The applicant's fields of vision must be normal examined with a perimetry test with fingers
- ▶ The applicant's hearing category must be I-II
- ▶ The applicant has no severe allergies.
- ▶ The applicant has not started military service

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

- ▶ asointi.puolustusvoimat.fi/

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

- ▶ [> About to enter into the military ? > Air Force's Special Programmes > NCO Aircraft Maintenance Programme](http://intti.fi)

Contacts and possible questions can be sent by email to:

- ▶ erikoiskurssit.ilmav@mil.fi

Control and Reporting Centre Programme training

On the Control and Reporting Centre Programme at the Air Force Academy, the conscripts are trained to become reserve NCOs for versatile tasks requiring air base fires command post skills. At the Air Force Reserve NCO Training School, conscripts learn to use modern command and control and communications systems used in air defence as well as leadership skills. The training provides the students with an understanding and skills in air operations and activities, air traffic control and fighter control, generation of air picture, operation of

air surveillance sensors, air base operations, aviation weather and air navigation.

After the course, training continues in the air base fires command post environment. The training will focus on support provided for the control of air activities, air navigation and air defence situation picture maintenance at the air base.

After successfully completing their military service, the trainees can apply for available NCO posts in the control centre branch or apply to the Military Academy's command and control training programme and an officer's career.

The application period for the command and control programme ends on 1 March. Service will start in the July contingent. The applicants approved for entrance exams are called to one-day selection tests which will include aptitude tests, psychological tests and physical fitness tests. The selections will take place in April. The applicants will receive the final results of the selections approximately one month before entry into military service.

Selection criteria:

- ▶ **The applicant must be 18 years of age before the course begins**
- ▶ **The applicant must be eligible for higher education studies before starting military service which includes an Air Force special course.**
- ▶ **The applicant must be eligible for higher education studies before starting military service which includes an Air Force special course.***
*To be eligible for this, the applicant must not be more than 26 years of age after completing their service and starting as a student of the National Defence University. (For more information: upseeriksi.fi)
- Matriculation examination
- International Baccalaureate (IB)
- European Baccalaureate (EB)
- Reifeprüfung (RP)
- ▶ **Vocational upper secondary qualification, further vocational qualification, or specialist vocational qualification**
- ▶ **a foreign degree that carries eligibility for corresponding higher education studies in the country in question.**
- ▶ **The applicant must present a certificate before the beginning of military service related to a special course**
- ▶ **A person in the final year of studies aiming at the above qualifications may apply in case they satisfy the above educational criteria before the service starts**
- ▶ **Applicants must be Finnish citizens and have an adequate command of the Finnish language**
- ▶ **The applicant's psychological and physical fitness, their health and life style are suited for the training.**
- ▶ **health: category A fitness for service**
- ▶ **vision requirement: at least 1.0 in both eyes without or with eyeglasses, in which case the strength of the correctional lens is at most ± 5 diopter (Landoltin C chart, distance of 5 metres).**
- ▶ **The applicant must have a sharp colour vision (examined under a daylight lamp with Ishihara plates).**
- ▶ **The applicant's fields of vision must be normal examined with a perimetry test with fingers**
- ▶ **The applicant's hearing category must be I-II**
- ▶ **The applicant has no severe allergies**
- ▶ **The applicant has not started military service.**

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

▶ asiointi.puolustusvoimat.fi/



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

▶ [> About to enter into the military? > Air Force's Special Programmes > NCO Control Centre Programme](http://intti.fi)

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

Military drivers

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

After the basic training phase, trainees move on to the Military Driver Course at the Air Force Academy for vehicle combination training and to learn the basics to conduct independent driving tasks. Trainees receive driving licence training and basic level professional qualification training (280 h). This allows for the possibility of gaining a BECE licence before the age of 21 and the prerequisites for working as a driver. Those already having a BECE licence receive licence D training as well as extended professional qualification training for passenger traffic 70 h.

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

In the brigade-level units, training includes learning about forklift and motorised machinery, terminal functions, special transportation, driving in the terrain and aiding a vehicle in difficult conditions. The training also includes 20 hours of driving training for professional competence.

Those who complete driver training receive an ADR licence for the transportation of dangerous goods and a digital tachograph card, and have attended occupational and road safety 1 course and received training in driving forklift, tractor and other heavy machinery.

Those already having a basic level professional qualification will receive versatile continuing training in transportation, experience of driving special vehicles and the possibility to take the courses mentioned above. In addition, trainees have an opportunity to receive further training required by the professional qualification.

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

Those selected for a military driver training may apply for a Transportation NCO course in the Air Force (Air Force Academy, Satakunta Air Wing, Karelia Air Wing, Lapland Air Wing). Those selected for the NCO course receive C, C1E and a 140h professional qualification training. Selection to the NCO course requires enough selection points, demonstrated aptitude for leadership tasks and willingness to lead.

Selection criteria:

- ▶ **The applicant must have completed basic education (Comprehensive school)**
- ▶ **The applicant must have at least a category B driving licence**
- ▶ **The applicant must be 18 years of age before the course begins**
- ▶ **The applicant's health must satisfy the health requirements set for group 2 for having a driving licence (Act on Driving Licences, Section 18) and allow them to handle aviation fuels.**
- ▶ **The applicants must have clean criminal and traffic offence records.**

- ▶ **Applicants must be Finnish citizens and have an adequate command of the Finnish language**
- ▶ **The applicant has not started military service**

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

- ▶ asointi.puolustusvoimat.fi/

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

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

Contacts and possible questions can be sent by email to:

- ▶ erikoiskurssit.ilmav@mil.fi

Military bandsmen

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

The service period in the Conscript Band of the Defence Forces is usually 255 days. A 347-day training including a NCO course in the military music branch is also possible.

Wind and percussion instrument players, vocalists, bass players, guitarists, keyboard and stringed instrument players, sound and light technicians, persons with skills in media and communication and other performing artists can apply to become conscript bandsmen. Applicants are invited to tests that focus on musicality and suitability and are arranged annually in April by the Defence Forces Conscript Band, located in the Armoured Brigade in Hattula.

There are no formal entrance requirements; the ability to play instruments is what counts. In addition, certain uprightness, attitude and enthusiasm about the task of a conscript bandsman are expected. Some of the musicians that are selected will be placed in other military bands as conscript bandsmen. There are six military bands in Finland.

Service begins in January with a six-week basic training phase, which is the same for all conscripts. During



Military service schedule at the Sports School:

<i>Service begins</i>	<i>Mustering out 165 days</i>	<i>Mustering out 347 days</i>
III/26 (winter sports) 13.4.2026	24.9.2026	25.3.2027
IV/26 (summer sports) 12.10.2026	23.3.2027	23.9.2027
III/27 (winter sports) 12.4.2027	23.9.2027	23.3.2028
IV/27 (summer sports) 11.10.2027	23.3.2028	21.9.2028

The athletes admitted to the Sports School's Contingents III and IV may apply for their entry into service date to be changed to Contingent I or II under Conscription Act, Section 31.

the special and unit training phase, a figure marching composition, symphonic wind orchestra, string ensemble, entertainment ensemble, show band, technician team (lights, sound and image) and a media and public affairs team are formed. The Defence Forces Conscript Band performs abroad annually at international military music events (tattoos).

Some band and string musicians and sound and media people chosen for the conscript band are put into a group of around 20 people to form a rifle drill team. Members of this team must have a good sense of rhythm, and have a particularly commendable attitude towards military training which demands persistence. The group performs as a part of a figure marching programme as well as on its own.

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

The military bands are the:

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

Applying takes place primarily by filing an electronic application. You can fill out an online application at varusmiessoittokunta.fi > The Conscript Band > How to apply to the Conscript Band?

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

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

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

Instructions for applying and application forms to become a military bandsman are available from your regional office or the website of the Defence Forces at puolustusvoimat.fi. The path is: E-Service / Forms / application to the special operations forces.

Athletes

The Defence Forces Sports School is the national training centre for young top athletes and military athletes. The school caters for professional athletes, teams coached by and representing the FDF, and it is where the best athletes of each age group of conscripts are given their military training.

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

Military training

The Defence Forces Sports School is the national training centre for young top athletes and military athletes. The school caters for professional athletes, teams coached by and representing the FDF, and it is where the best athletes of each age group of conscripts are given their military training.

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

Military training

The objective of the military training is to train reconnaissance sections for times of crises and war. The compositions of the reconnaissance sections include reserve officers that are trained as section leaders and reconnaissance unit forward observers and non-commissioned officers that are trained in other section tasks. Examples of a reconnaissance NCO's tasks include wireless operator, forward observer NCO, sniper and combat lifesaver. Conscripts selected for rank and file training will be trained as reconnaissance men in reconnaissance sections or other local units' rank and file tasks.

The period of service is 347 or 165 days. Both the reserve officer and NCO courses are carried out at the Sports School. Leadership training is a natural part of the athlete's path; through it the athlete strengthens and learns skills in teamwork, organisation and leadership. Training on the courses is integrated with the

sports training in a way that does not interrupt training and competition activities.

Sports coaching and training

The Finnish Defence Forces Sports School is a part of the sports academy programme led by the Finnish Olympic Committee. The Sports School cooperates very closely with the metropolitan Helsinki area sports academy URHEA and with the Vuokatti-Ruka sports academy in the field of winter sports. The goal of the Sport School is to facilitate and enable continuing goal-oriented development and coaching for the talented athletes who are at the top of their age group, also during conscript service. The Sports School aims to educate and train the athlete in a comprehensive manner enabling them to improve as an athlete during military service. Goal-oriented military training also contributes to the athlete's development. Demanding and disciplined military training helps support the emotional growth of the athlete. The most important support the Sports School offers is combining coaching and military training. At the Sports School, around 50% of conscripts' total military service time is used for coaching, competitions and matches. The training of an athlete doing their military service at the Sports School is carried out contingent by contingent following a discipline-specific training and coaching plan and a personal coaching plan. The coaching and training are supported during the main training season with training camps organised by the Sports School. In addition to the common weekly schedules and training events, the athletes can use 45-95 days of military service for training and competition activity depending on their service period and competition level. The coaching of the athletes during military service is still the responsibility of the respective associations/federations, clubs and personal coaches of the athletes. The Sports School supports training with capable event-specific coaches and generalist coaches and with extensive, high-quality testing and physical therapy services.

Application process:

Conscript service in the Sports School is based on applications. The application periods end annually on the last day of February (summer sports) and August (winter sports). Selections are held during calendar weeks 15 (in April) and 41 (in October). Selection tests include physical and psychological aptitude tests and a personal interview.

Applications to the Sports School are to be submitted via the Defence Forces E-Service: <https://asointi.puolustusvoimat.fi/>

Women applying to voluntary military service in the Sports School must submit their application to voluntary service to the regional office by 15 January.

Applying by the Finnish Defence Forces E-Services:

► asointi.puolustusvoimat.fi/

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

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

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

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

Special duties

The conscripts apply for the special duties on their own initiative. The application is done online at intti.fi/erityistehtavat within the first three weeks of the basic training period. Recruits are informed about various special tasks in lessons, on the Defence Forces website and on different social media platforms.

Only conscripts who have specialised in medicine prior to their military service are eligible for special duties in medicine after the basic training phase. Eligibility for special duties requiring legal expertise is restricted to those who have been selected for the reserve officer course. Eligible students apply for these duties during their leadership training. The special duties in medicine and the legal and ecclesiastical branches are described in more detail in the sections below. Other special duties conscripts can apply for are listed at intti.fi/erityistehtavat

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

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

The aim of the Reserve Officer Course is to produce medical officers capable of planning and managing the





wartime medical care of the company and brigade-level unit. The trainees specialise in combat injuries and learn the basics of the Defence Forces' medical care. During their unit training phase, officer candidates go through additional field and disaster medicine training and acquire professional experience by working in health centres and in exercises.

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

Legal branch

Conscripts wishing to serve as jurist candidates in the legal branch apply in the conscript leaders' supplementary application round for special duties. A person with a higher law degree, or a law student who has finished intermediate level studies in criminal law and law of procedure in Finland, can be accepted as a jurist candidate. Conscripts can apply for the task after being

selected to the Reserve Officer Course. Applications are accepted from all brigade-level units. The training programme takes place after the end of the Reserve Officer Course. Jurist candidates accepted for training are trained to be placed in different levels of wartime judicial tasks in units and headquarters, such as legal officer in a wartime brigade. The service period for jurist candidates is 347 days.

Ecclesiastical branch

The objective of ecclesiastical branch training is to give the conscripts concerned the ability to serve in this branch also in times of crises and war. Rank and file conscripts serve 255 days. Those in leadership training serve 347 days. Theology students and persons with a university degree in theology are eligible to be selected for the training. Bachelors of social services (UAS) and community educators (UAS), as well as students aiming at these degrees, whose studies qualify them for religious community work, may also be accepted for this training.

Contact information:

REGIONAL OFFICES

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

Regional Office and postal address	E-mail	Telephone
Street address		
South Savo Regional Office P.O. Box 57, 50101 Mikkeli Tyrrjäntie 9, Rak 3, Mikkeli, Karkialampi		
etela-savonalueoimisto@mil.fi+358 299 436190		
Häme Regional Office P.O. Box 175, 15111 Lahti Kirkkokatu 12, Lahti		
hameenalueoimisto@mil.fi+358 299 484190		
South-eastern Finland Regional Office Kauppalankatu 43 C, 45100 Kouvola Kauppalankatu 43 C, Kouvola		
kaakkois-suomenalueoimisto@mil.fi+358 299 438109		
Central Finland Regional Office P.O. Box 1100, 40101 Jyväskylä Asekatu 3 D, Jyväskylä		
keski-suomenalueoimisto@mil.fi+358 299 485190		
Lapland Regional Office P.O. Box 23, 96101 Rovaniemi Someroharjuntie Rak 21, Rovaniemi		
lapinaluetoimisto@mil.fi+358 299 455118		
Southwest Finland Regional Office P.O. Box 69, 20811 Turku Rykmentintie 15B, Turku, Heikkilän kasarmi ...lounais-suomenalueoimisto@mil.fi		
+358 299 480190		
Pirkanmaa Regional Office P.O. Box 37, 33271 Tampere, Finland Tekniikankatu1, E-siipi, Tampere		
pirkanmaanaluetoimisto@mil.fi+358 299 482190		
Pohjanmaa (Ostrobothnia) Regional Office P.O. Box 22, 65101 Vaasa Wolffintie 35B, Vaasa		
pohjanmaanaluetoimisto@mil.fi+358 299 486190		
North Karelia Regional Office P.O. Box 28, 80101 Joensuu Yliopistonkatu 6 B, Joensuu		
pohjois-karjalanalueoimisto@mil.fi+358 299 434434		
North Pohjanmaa (Ostrobothnia) and Kainuu Regional Office P.O. Box 119, 90101 OULU Hiukanreitti 40, Oulu, Hiukkavaara.....pohjois-pohjanmaanjakinuunaluetoimisto@mil.fi		
+358 299 456108:		
North Savo Regional Office P.O. Box 1080, 70111 Kuopio Vuorikatu 26 B, 5.krs, Kuopio		
pohjois-savonalueoimisto@mil.fi+358 299 435000		
Uusimaa Regional Office P.O. Box 9, 00861 Helsinki Santahaminantie 1, Santahamina, Helsinki		
uudenmaanaluetoimisto@mil.fi+358 299 422211		
The following brigade-level units as well provide further information about military service The websites of the brigade-level units can be found on the Defence Forces' website at puolustusvoimat.fi		
ARMY		
Jaeger Brigade	kirjaamo.jpr@mil.fi	+358 299 800
Guard Jaeger Regiment	kirjaamo.kaartjr@mil.fi	+358 299 800
Kainuu Brigade	kirjaamo.kaipr@mil.fi	+358 299 800
Karelia Brigade.....	kirjaamo.karpr@mil.fi	+358 299 800
Army Academy	kirjaamo.maask@mil.fi	+358 299 800
Armoured Brigade.....	kirjaamo.pspr@mil.fi	+358 299 800

Pori Brigade kirjaamo.porpr@mil.fi +358 (0) 299 800
Utti Jaeger Regiment kirjaamo.utjr@mil.fi +358 (0) 299 800

NAVY

Naval Academy kirjaamo.merisotakoulu@mil.fi + 358 (0) 299 800
Coastal Fleet kirjaamo.rlaiv@mil.fi +358 (0) 299 800
Coastal Brigade kirjaamo.rpr@mil.fi +358 (0) 299 800
Uusimaa Brigade /Nyland Brigade kirjaamo.uudpr@mil.fi.....+358 (0) 299 800

AIR FORCE

Air Force Academy kirjaamo.ilmask@mil.fi +358 (0) 299 800
Karelia Air Wing kirjaamo.karlsto@mil.fi.....+358 (0) 299 800
Satakunta Air Wing kirjaamo.satlsto@mil.fi.....+358 (0) 299 800

BORDER GUARD

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

Other contact information:

Defence Forces Initiative Committee

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

National Defence Initiative Foundation

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

Civilian Service Centre

Latokartanontie 79 A
07810 Ingermaninkylä
Tel. +358 (0) 295 029 500
siviilipalveluskeskus.fi



After military service



Military training may benefit you in many ways in your civilian work or other areas of your life after you muster out. The training provided by different branches opens up the possibility of a civilian job in a similar field: special military training helps you stand out in the crowd of equally qualified applicants for jobs.

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

With regard to future plans, the leadership training provided by the NCO and Officer courses is certainly a good idea. Many civilian jobs require Reserve Officer or NCO training, or at least successful completion of

military service. As tangible proof of their military service, conscripts receive a military passport and service certificate.

Obligatory refresher training

After military service, you will be transferred to the Reserve. Because the personnel of our Defence Forces are made up mainly of reservists during wartime, it is essential that training received during conscript service is maintained and supplemented, for example in refresher training exercises. The refresher training exercises are based on the Conscription Act, according to which a reservist 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 refresher training days for the rank and file is 80 days; rank and file that require special skills or rank and file trained for special tasks (longer service period) 150 days; and NCO's, warrant officers and officers 200 days.



In addition to the days mentioned, if needed, the reservist can be ordered to attend refresher training corresponding to their wartime task for an extra 20 calendar days in one year based on their consent. This can be done if the Defence Forces considers the reservist to be essential to the command or training of the unit. If the training takes place during working hours, such orders to refresher training also require a written consent from the reservist's employer.

Refresher training exercises are therefore service prescribed by law, just like conscript service. The refresher training exercises are an essential part of the peace-time training system of the Defence Forces and have a major effect on the defence readiness of our country. Most reservists are called to the first refresher training exercise in the same composition as they were trained in during conscript service. The first refresher training exercise is approximately 2–5 years after mustering out.

Who is ordered to participate in refresher training exercises?

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

The length of the refresher training exercises varies depending on the nature and the goal of the exercise. Until recently, the exercises have usually taken 5–6 days, but they are getting longer and a larger part of them takes place abroad. Reservists are paid a reservist salary and daily allowance for their time in the refresher exercises, and possible travel costs are reimbursed according to the costs of the cheapest available mode of public transport. Detailed instructions for reservists called to the refresher training exercises and information about, for example, financial benefits are included in the exercise orders. Additional information about the reserve and refresher training exercises can be found at [puolustusvoimat.fi \(intti.fi/reservissa\)](http://puolustusvoimat.fi/intti.fi/reservissa).

Voluntary Training

Obligatory refresher training exercises are held about every 3–7 years. In addition to these, you can improve your skills and performance by participating in the voluntary exercises led by the Defence Forces, in courses contributing to military skills organised by the National Defence Training Association of Finland, by participating in crisis management operations or voluntary national defence training and by taking advantage of the Defence Forces' or NDTA's open learning environments. It is also possible for rank-and-file reservists to apply for NCO training courses and for NCO reservists to apply for

an officer training course. An application can be submitted online at Omalintti E-Service by 1 August in the year preceding the course. Reservists can also join local units that train actively as part of the Local Defence Companies. Joining the Local Defence Companies is done by contacting the Regional Office. The activity and voluntary training and performance development of reservists are taken into consideration when a person is assigned to a wartime task that corresponds to their skills.

Training by the National Defence Training Association

If you wish to get a taste of military service before your service, it is a good idea to participate in training provided by the National Defence Training Association. The Association provides courses that introduce the basic military skills, the Defence Forces practices, soldiers' equipment and everyday operation in the garrison area. Courses supporting goal-oriented physical training are also offered, as are fitness tests, which you can take to test your physical condition.

The courses organised by the National Defence Training Association (NDTA) of Finland are an integral part of the reserve training system. In addition to participating in refresher training, you can maintain and develop your military skills and performance after conscript service by participating in the courses organised by the NDTA, or become a voluntary instructor on their courses. Participating in these courses can be equalled to refresher training days that are counted towards promotions. You can also be assigned more easily to a given Forces wartime unit.

The National Defence Training Association organizes about 3,200 courses all around Finland each year. A majority of the courses are military capabilities training intended primarily for reservists. In addition to military capabilities training, the NDTA organises, for example, international training and preparedness and security training for all citizens, to help them deal with dangerous situations in their daily lives and in times of crisis.

- ▶ **More information about the training opportunities offered by the NDTA at www.mpk.fi**
- ▶ **Join us: Security together – National Defence Training Association, NDTA**

Military professions

After conscript service you can apply to join the Defence Forces as contractual military personnel, a non-commissioned officer, an officer specialist, or apply for professional officer training. To become an officer, you study at the National Defence University. Instructions and requirements for applying to the National Defence University are published annually in November-December in the National Defence University's Selections Guide, on its home page online and in the electronic application system of the Finnish universities. The Reserve Officer Course is required for application. If they fulfil all other requirements, Applicants with reserve NCO training can

also be accepted if they successfully complete the Platoon Leader Course at the Army Academy before starting in the Military Academy. A special requirement for those applying to the Officer Pilots' Programme is successful completion of the Pilot Reserve Officer Course.

During your conscript service, you will get some idea of the Defence Forces as a workplace and of the positions available within the Defence Forces. In addition, you can test your own suitability for work within the Defence Forces. Success on the NCO and Reserve Officer Courses directly affects your entrance points. If you are interested in a military profession, it is a good idea to tell this to the platoon leader and unit commander when you meet them during your first days of service.

If you aim for or are considering a military profession, do your best in service and tell your superiors that you are interested in leadership training. Make sure you do well in the NCO course and let your superiors know that you want to study at the Reserve Officer School.

In the NCO and Reserve Officer Schools, you will learn about the professions within the Defence Forces and have the opportunity to familiarise yourself with the National Defence University, Army, Naval and Air Force Academies.

After military service you can also apply to become contractual military personnel for a fixed amount of time. In this task you can add to your skills and try working as an instructor. The aim is that after serving as contractual military personnel for some time, you apply to study at a military educational establishment or serve in other military specialist tasks in the Defence Forces. Working more than three months as contractual military personnel, a NCO or in crisis management duties is considered as a benefit when applying for Officer training.

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

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

Become contractual military personnel on the Defence Forces special forces course

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



This interesting and challenging course includes reconnaissance and combat training in non-urban and urban areas. The versatile movement training includes parachutist training, waterway training and vehicle training. Most of the training takes place in small groups in demanding conditions.

The application period is annually from 1 September to 30 November. Preselection takes place based on applications. Those who pass the preselection are invited to an entrance exam based on which the most suitable candidates are admitted into training. The entrance exam is arranged in two phases. The first phase takes two days and is held at the end of January. Those passing the first phase will be called to the second phase to be held later in the spring.

Any reservist under 30 years of age with either NCO or officer training is eligible to apply for special forces training. In special cases, persons over 30 years of age can also be accepted onto the course. If you are currently doing your military service, you can apply to the

course, if your service will be completed before the special forces course begins. The course starts in July every year and lasts twelve months. The Utti Jaeger Regiment provides special forces training only for the Defence Forces' own special forces' needs. You can ask for more information by email at: erikoisjoukkokurssi.utjr@mil.fi.

Once trainees have finished the special forces course, they can apply for a fixed term special jaeger or combat diver non-commissioned officer's position in the Utti Jaeger Regiment's Special Jaeger Battalion. Special forces NCO training lasts throughout the fixed service term, during which the NCOs can also serve in exercises and operations overseas. The fixed term service period of the NCOs is five years. The Defence Forces may renew this contract twice, which means that the length of service is 5+5+5 years at most.

► See puolustusvoimat.fi/erikoisjoukkokurssi for more information.

Civilian tasks within the Defence Forces

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

Applicant must be Finnish citizens who have completed military service and fulfil the general qualification requirements for a government post.

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

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

Working in the Border Guard

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

An applicant must be a Finnish citizen who has undergone military service and fulfils the general qualification requirements for a government post.

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

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

Contact information of the Border Guard, page 68

Applying for crisis management duties

Finland has a long tradition of peacekeeping. Finland took part in its first peace support operation in Suez in 1956 and has already had over 57,000 peacekeepers in peacekeeping and crisis management duties. At present the annual number in ongoing operations is around 400 persons. Serving in a crisis management mission provides an interesting service period, an opportunity to learn about other countries and peoples, and an opportunity to save up some money and improve your language skills. You gain a unique experience of working with people from different circumstances and backgrounds.

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

If you have done your military service well, you can apply to the Finnish crisis management forces without having received international training as a conscript. Reserve Officers also have the possibility of becoming military observers. In addition to the general qualification requirements, to become a military observer, you are required to have successfully served in peacekeeping duties, and to hold at least the rank of lieutenant.

Application to the military crisis management recruiting pool is submitted online at the Defence Forces E-Service. More detailed instruction can be found at <https://puolustusvoimat.fi/rauhanturvaajaksi>. The Finnish crisis management forces are supplemented continually. Based on applications, Pori Brigade calls the most suitable candidates in the pool for a 3–4-week selection and training course in Säkylä, where the final selection will take place. Being accepted to the military crisis management recruiting pool does not mean that a person is selected to the crisis management services. It is, however, a prerequisite and the first step in the selection process.

Terms of service relationship

The actual service commitment is made after a successfully completed training course, before departure. In practice, the service commitment is an employment contract in which the terms of service are agreed upon.

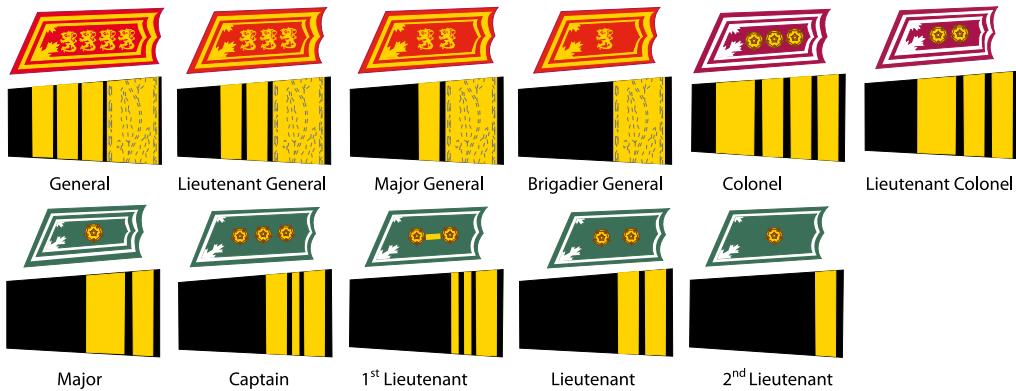
Both those employed in the public administration and private sectors will be given leave of absence or leave from work for the duration of crisis management training and service. Thus, a person leaving for a crisis management mission is not obliged to resign from their work. A person deployed on a crisis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

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

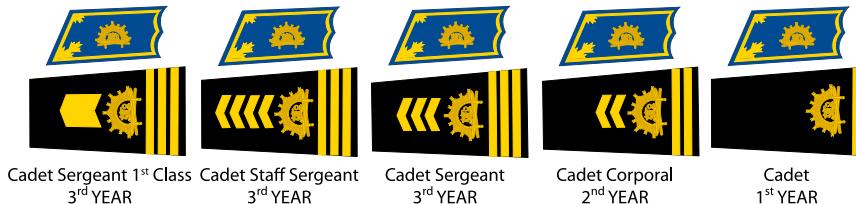
- ▶ **Additional information: puolustusvoimat.fi/rauhanturvaaja and puolustusvoimat.fi/orpinprikaatti**

Insignia of Rank of the Army

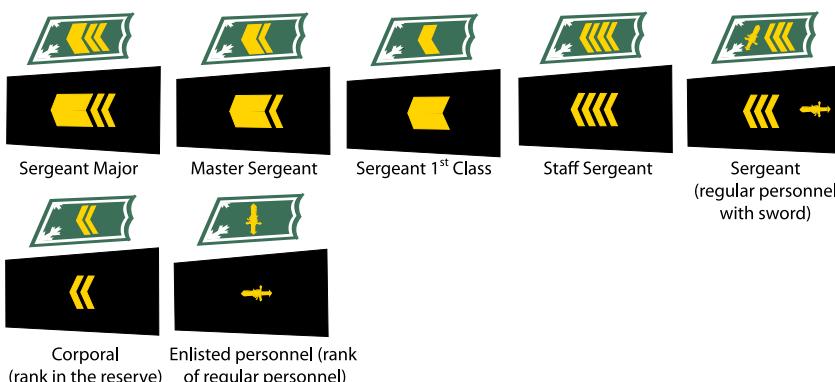
OFFICERS AND WARRANT OFFICERS (Lieutenant - Captain)



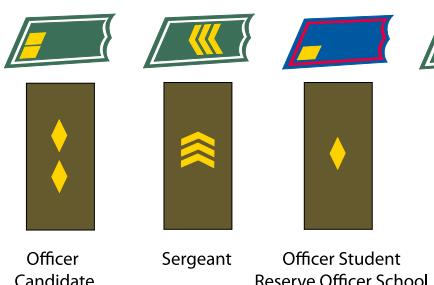
CADETS



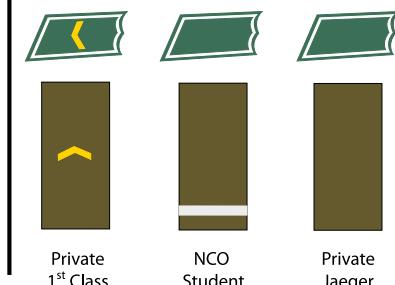
NON-COMMISSIONED OFFICERS



CONSCRIPT LEADERS

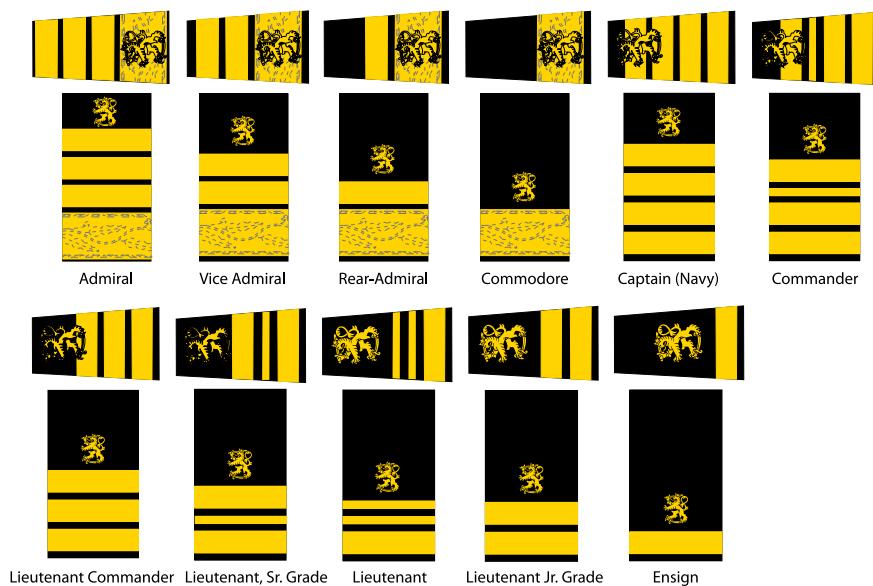


RANK AND FILE

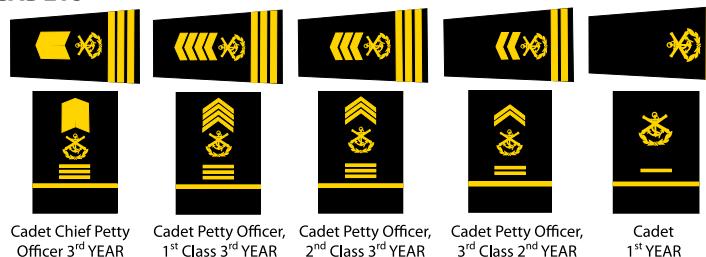


Insignia of Rank of the Navy

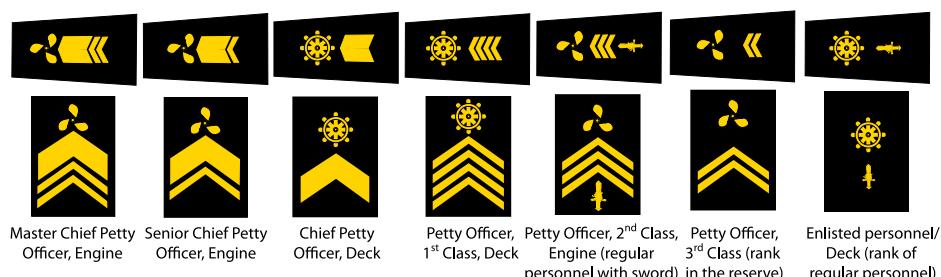
OFFICERS AND WARRANT OFFICERS (Lieutenant - Captain)



CADETS



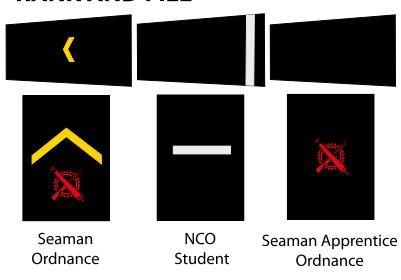
PETTY OFFICERS



CONSCRIPT LEADERS

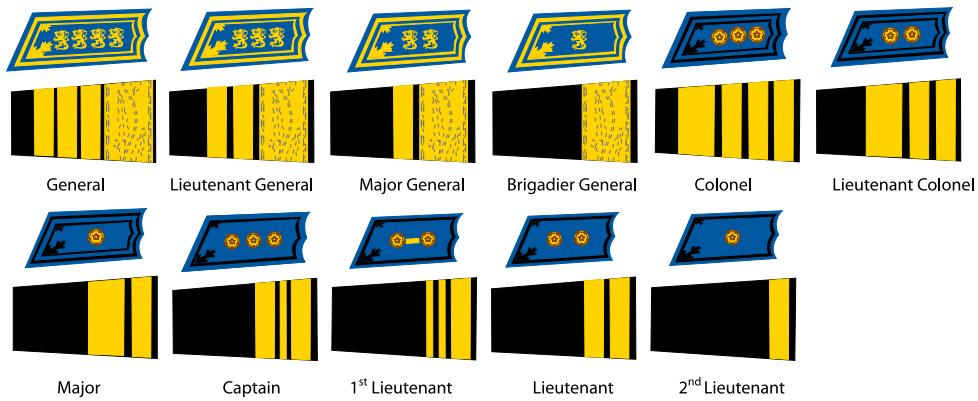


RANK AND FILE



Insignia of Rank of the Air Force

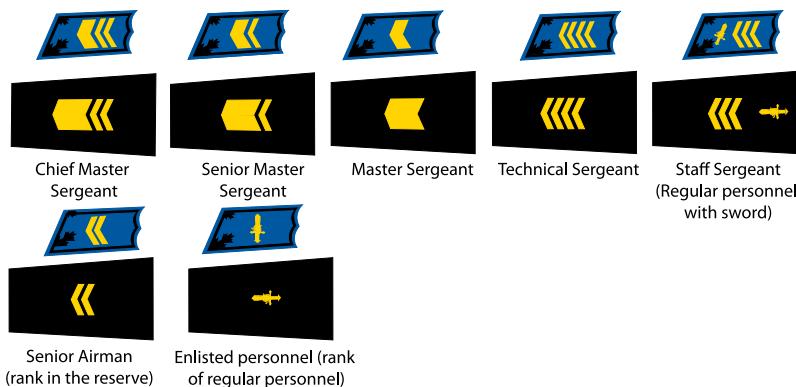
OFFICERS AND WARRANT OFFICERS (Lieutenant - Captain)



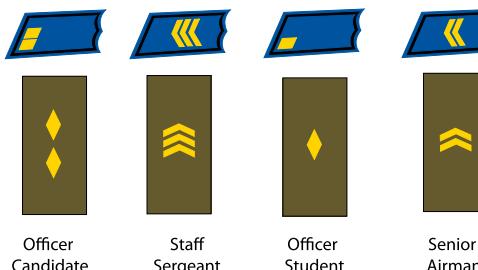
CADETS



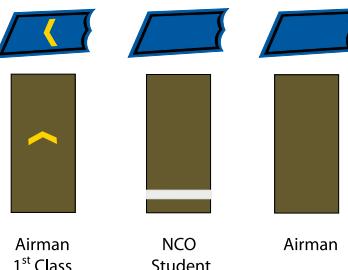
NON-COMMISSIONED OFFICERS



CONSCRIPT LEADERS

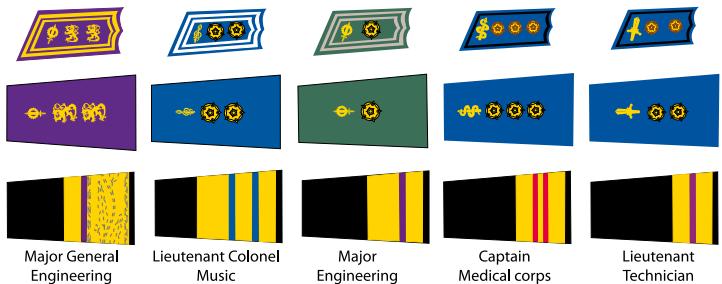


RANK AND FILE

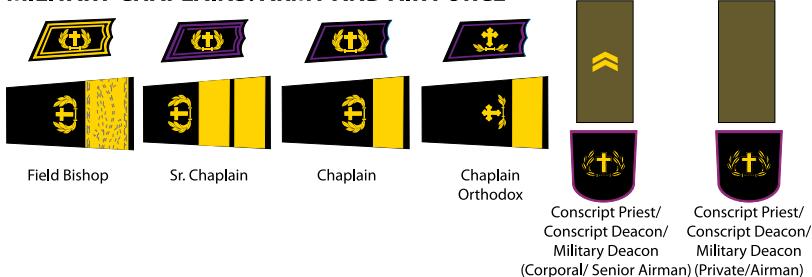


Special Insignia of Rank

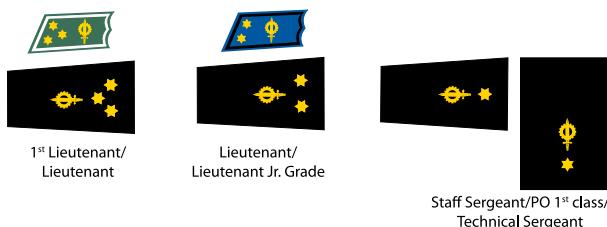
OFFICER SPECIALISTS: ARMY AND AIR FORCE



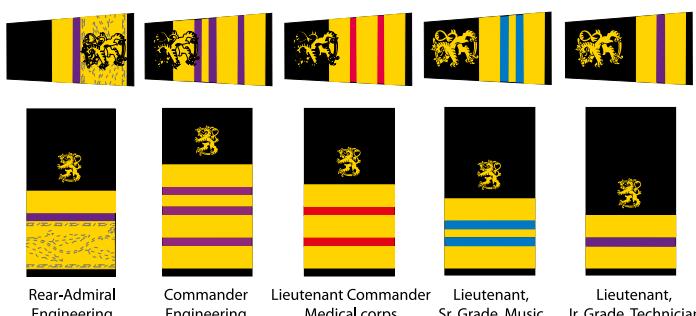
MILITARY CHAPLAINS: ARMY AND AIR FORCE



MILITARY SPECIALISTS: ARMY, AIR FORCE, NAVY / engineering



OFFICER SPECIALISTS: NAVY



MILITARY CHAPLAINS: NAVY





Army Command Finland
P.O. Box 145, 50101 Mikkeli
maavoimat.fi
puolustusvoimat.fi

ISBN 978-951-25-3532-3
ISBN 978-951-25-3533-0 (PDF)

Press
PunaMusta 2025



Puolustusvoimat
Försvarsmakten • The Finnish Defence Forces
varusmiehaksi.fi