



Puolustusvoimat

Försvarsmakten • The Finnish Defence Forces



Conscript 2024

*A guide for getting ready
for military service*



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ISBN

English print version: 978-951-25-3406-7

English PDF: 978-951-25-3407-4

Photograph on the cover: Kainuu Brigade

PunaMusta 2023

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Entering service with an open mind



Officer Candidate Mikael Iskakov, Kainuu Brigade 2nd Jaeger Company

When Mikael Iskakov got on the bus to Kainuu Brigade with his friends, he did not know yet what to expect. With an open mind, this young man from Vaasa was headed for a new and exciting experience in conscript service.

– True enough, at first I was nervous about starting military service, but a couple of weeks before leaving for Kajaani, I decided that there was no reason to be anxious, it was going to be just fine, says Iskakov, who has already finished the Reserve Officer School in Hamina as well.

Iskakov had received pointers from his friends for military service and training branch selection.

– I had heard in advance that serving as a tracked vehicle driver would be a good service task. From the point of view of service time, it would have suited my plans, too, because I had the intention of starting my studies in the autumn, says Iskakov, who had snatched a right to study at a university.

Luckily, the university reserved the study right for this young man who got enthusiastic about reconnaissance programme tasks right from the first weeks.

– My first morning in Kainuu Brigade started quite normally without anything special to it. The conscript leaders in my programme were quite nice and understanding towards us right from the beginning, which made starting service easier, Iskakov recalls.

When asked about his service unit, Iskakov says that he ended up in a training branch and service task perfect for him.

– During the basic training phase, reconnaissance tasks started to fascinate me. Eventually, I got more and more enthusiastic, and I decided I would enrol in the NCO course and also pursue the Reserve Officer School where, in fact, I was admitted, says Iskakov, who is currently serving as a section leader.

His previous intentions of entering university in the autumn were completely forgotten as military service swept him away.

– Because military service takes just one year out of your life. You should live such a different and rewarding experience to the fullest, says Iskakov with encouragement.

He says that the best thing about military service is challenging yourself and the good opportunities for improving your skills provided by it. As a matter of fact, Iskakov encourages everyone to enter military service with an open and enthusiastic attitude.

This officer candidate's motivation towards military service has been high right from the beginning. In fact, he says he always tried to give his all no matter what the task was.

– It is just that my enthusiasm and motivation towards conscript service kept growing as service progressed and new challenges kept coming up. If you do your best and give all you've got, you feel much better yourself, Iskakov says.

When it comes to future plans, Iskakov thinks that conscript service offers so much to learn from the point of view of leadership skills and self confidence, too.

– During my military service, I have learned many different kinds of things. What I have improved the most are my problem solving skills and self confidence, he says gladly.

Iskakov thinks it was a good decision to apply for leadership training as it provided a great deal of learning and opportunities. So far, the learning and experience he received on the Reserve Officer Course in particular have turned out helpful in many situations already. According to Iskakov, conscript leaders play an important role as their behaviour affects how the conscripts function and how well they are.

– A good conscript leader is assertive, worthy of trust, courageous and able to adapt to different kinds of situations, Iskakov reflects.

When it comes to gaining authority skills, Iskakov emphasises the importance of trust.

Iskakov, who likes sports, thinks that from the point of view of physical strain, conscript service is easier than people often say.

– Before service, I was a bit apprehensive about how I would be able to cope, but in the end, it wasn't actually more than you could take.

He underlines the impact of your mind on overcoming physical tasks.

– With an unrelenting attitude, you may surprise yourself and achieve impressive results, Iskakov says encouragingly.

But he urges anyone entering military service to start physical fitness training already before the service starts.

– If you have a reasonable level of basic fitness already before service, it will be way easier to keep working on your fitness during service, says Iskakov by way of guidance.

Corporal Emilia Sirén, Kainuu Brigade's Technical Company

Undergoing military service after upper secondary education had been included in the future plans of Emilia Sirén from Sotkamo for a long time.

– Somehow, I have never had doubts about undergoing military service. This is, sure enough, a unique opportunity to do something concrete for Fatherland, says Sirén.

Starting military service did not cause Sirén, very social as she is, any bigger pain other than some nervousness, of course. For a long time, however, she had had no doubts about which service unit she would prefer.

– Many friends of mine have completed their service in Kainuu Brigade, which made my decision regarding service unit even stronger. It was close enough, which wasn't a bad thing, either, Sirén says with a laugh.

Sirén thinks back to the start of her conscript service with warm feelings. The first morning, there was anticipation in the air, which had particularly stuck to her memory.

– You had been waiting for the start of service for so long, so it was strange all right to wake up in the bunk at last. You didn't have to wait anymore, Sirén recalls.

When she entered her military service, Sirén, who is a fan of physical training, didn't have much of an idea of what she would like to do during her service. Completing the NCO course was the only thing that she had been thinking about beforehand. She reported for the basic training phase in the Pohja Engineer Battalion which turned out to be a perfect service unit for Sirén.

– Right after the first weeks, it was clear to me that



The route of Officer Candidate Mikael Iskakov has taken him from the reconnaissance programme to the NCO course and, finally, to the Reserve Officer School. The experience he has gained in leadership training will certainly come in handy in his civilian life.

I would apply to the NCO course engineer programme, says Sirén, who is currently also a member of the Conscript Committee.

In fact, she recommends the NCO course to anyone even slightly interested in it.

– The NCO course gave me lots of new experiences and learning for the future also for civilian life, Sirén says.

According to Sirén, who works in sports, serving as the Conscript Committee's Work, Study and Social Ombudsman will also turn out useful in working life. A certificate of having served as a sports club coach and participated in other activities as well is concrete proof of the work you have done.

Her motivation for military service has been high all through her service time,

– Of course, there have been bad moments every now and then, too, but as a whole, thus far, the year has been quite unforgettable, says Sirén.

When asked what makes a good conscript leader, Sirén, a conscript leader herself, Sirén points out competence, situational intelligence and being social. According to her, these main characteristics help a conscript leader go a long way. She points out, however, that every conscript, just like every conscript leader, is different.

An image of the top physical fitness level required in military service was also the impression Sirén had got before she started her service.

– Before conscript service I was a bit apprehensive about whether my physical fitness level would be good enough for everything it was supposed to. Now I have noticed that there was no reason to be stressed, says Sirén who does a lot of sports in civilian life as well.

But exercising is something she recommends to anyone undergoing their military service.

– Kainuu Brigade has awesome facilities for sports and engaging in activities in your free time. What would be a better way of recovering from a day's service than taking part in one of the clubs organized by the Conscript Committee, for example, or going for a ride on a Fatbike, Sirén says with encouragement.

Jaeger Emil Turunen, Kainuu Brigade Readiness Unit

Emil Turunen reported for conscript service at Kainuu Brigade's 2nd Jaeger Company in January 2023. Military service was a positive thing for Turunen, something he had been waiting for. This young man from Jyväskylä, whose hobbies are scouting and hiking, knew already when he arrived at the call-up that he wanted to be assigned to Kainuu Brigade to do his military service. The stories that friends and acquaintances had told him about their conscript service alleviated his stress for entering military service, so he had no major reason for being scared.



Corporal Emilia Sirén applied and was accepted to the NCO course engineer programme. She is also a member of the Conscript Committee serving as its Work, Study and Social Ombudsman, which will be useful for her in working life in the future.



For Jaeger Emil Turunen, anti-armour training and getting accepted to the Readiness Unit was the best possible outcome in military service. In the unit, in fact, he has had a chance to participate in versatile training and experience things you can't experience anywhere else.

– The versatile training options provided by Kainuu Brigade were among the most important reasons why I wanted to get assigned to Kajaani specifically to do my military service, even if the Air Force Academy in Tikkakoski was a bit closer to home, says Turunen who is performing his military service in the Readiness Unit.

According to Turunen, the first morning in conscript service was actually even a positive surprise.

– All the things told about by my family and acquaintances that I had come to imagine were finally taking place, Turunen says summing up how he felt in the first morning of conscript service.

Performing his military service as a reconnaissance NCO had been on Turunen's mind. But as service advanced, he became enthusiastic about the activities of the Readiness Unit, which, through various stages, finally led him to the anti-armour troops in Kainuu Brigade's Readiness Unit.

– Applying to anti-armour training and, consequently being accepted to the Readiness Unit was, in retrospect, the best possible outcome for me, Turunen says gladly.

Turunen's motivation towards military service has been mainly high from the get-go. According to what he told, so far, Turunen has had a chance to participate in many different kinds of training options and to experience things he wouldn't otherwise have experienced. Especially having been able to challenge himself has

been something he has appreciated.

According to Turunen, a good conscript leader is someone who has his feet on the ground, is highly motivated, knows his business and supports others whenever needed. Treating everybody the same is a characteristic he emphasizes in particular in a conscript leader.

Turunen, who exercised outdoors actively before his military service, thinks that his physical fitness has improved considerably during service. At any rate, sports have come to play a bigger role in his life due to military service.

– In service I have gotten used to be doing something all the time. Now I notice that even when I'm at home, I want to go outside jogging to enjoy the fresh air and listen to music-things I rarely did before, he says.

Turunen has mostly good memories of conscript service.

– I have had an opportunity to experience a great deal of interesting things, such as travelling by helicopter and meeting international troops, Turunen tells us.

In fact, he encourages anyone entering military service to openly examine different training branches and opportunities they offer. He especially praises the Readiness Unit because of the versatile service content it offers.

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.

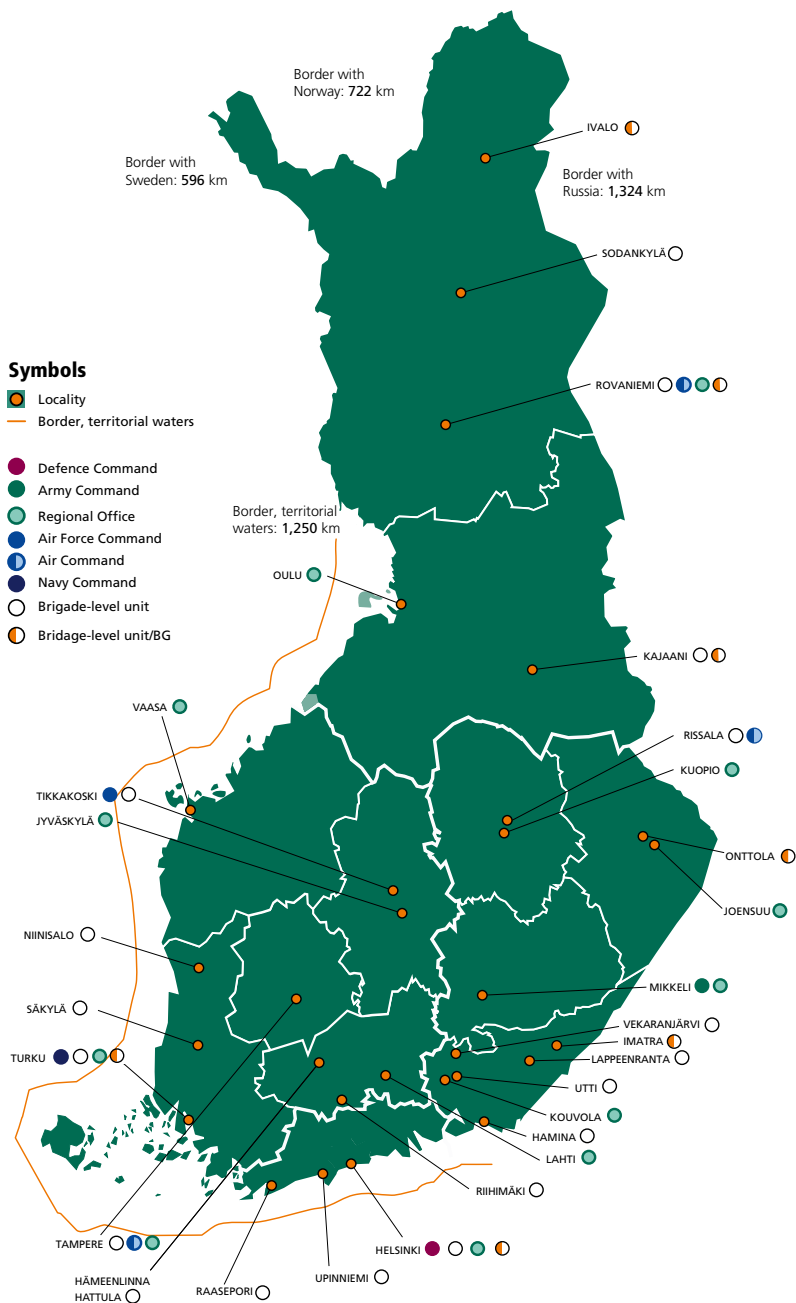
Finland maintains and develops its national defence and a credible military capability. Finland strives to stay outside of international conflicts and look for peaceful solutions to such situations.

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 performing your military service to the best of your abilities you will best demonstrate 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) Giving support to 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;
- 3) take part in providing aid, regional surveillance cooperation or otherwise providing aid and participating in international activities as mentioned in Article 222 of the Treaty on the Functioning of the

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

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

Finland's defence solution

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

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

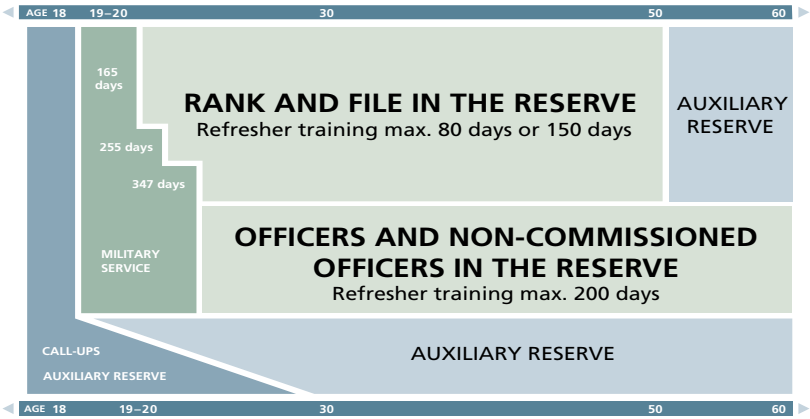
All three services, along with the Border Guard, and civilian authorities take part in the realisation of ground, sea and air defence. Conscripts performing their service are an important part of this system.



Every man is liable for military service

The civic duty defined in section 2 of the Conscription Act, starts at the beginning of the year in which a young man reaches his eighteenth birthday and continues until the end of the year in which he turns sixty. A person 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.



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



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

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

More specific information about the length of service is available at the call-ups, 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 booklet.

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

Training phases (165–347 days).

Voluntary military service for women

The requirements for women's voluntary military service are: Finnish citizenship, 18-29 years of age at the start of military service, 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 she will not enter into service. Correspondingly, a woman who has begun her military service may give notice within 30 days of the date of entry into service, that she will not continue her service. Within 30 days, the commander of a brigade-level unit can revoke the order to enter service given to a female conscript, if the person concerned is not fit for service as referred to in Section 9 of the Conscription Act. A woman who has been ordered into service is subject to regulations concerning all conscripts.

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

Applying to serve

The 12 Regional Offices of the Defence Forces process the applications, accept them and give the service orders to women who have applied to do voluntary military service. 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 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 both contingents of the three years following the year of application and the July contingent of the year of application. The number accepted to the July contingent of the year of application is limited. You can find the coming years' general dates of entry into service and mustering out on page 16. The instructions on how to apply 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 on the basis of applications about the selection events, where information on voluntary military service is given, applicants are interviewed and their state of health is determined. The selection events are held in April. After this, an order to enter service is sent to those who have been chosen for service. Those who have not been chosen will receive a notification telling them their application was not successful. Women begin their service at the same time as men.

Unless otherwise stated in your employment contract or agreed with your employer, the selection day is an unpaid day off. You

must cover yourself the travel costs relating to applying. You may be reimbursed for costs relating to a medical examination. You may seek reimbursement when you submit your online application through the Defence Forces E-service or keep the receipts and take them to the selection event with you.

The following documents must be included with the paper application:

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

Combined call up and selection events will be piloted in autumn 2024

Holding call ups and selection events for women's voluntary military service at the same time will be piloted in Lapland, Uusimaa and Häme in autumn 2024. As a rule, in the future, combined events will be carried out with the call-up reform under way.

Women applying in the areas of the regional offices involved in the pilot can apply to the 1/25 contingent at the earliest. The brigade-level units involved will be determined according to the regional offices' unit quotas.

Limited number of special arrangements

Military service for women is 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. The contents of women's training and equipment are the same as those of other conscripts. Entry requirements for special operations forces or special branches are 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 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 that reach the age of 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.

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

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

Remember that 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 file your notification for example via the Agency's online service 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.

Physical examinations

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



Photo: JAAKKO ALA-HIIRO

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

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

Questionnaire

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

The wishes you express in your answers regarding service location and start 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 ap-

plications and selection examinations. They are assigned a reserve location at the call-up.

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

The call-up

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

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

Persons residing abroad are not required to attend the call-up in person. 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 you when you attend the call-up like for any other normal 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 are given information and guidance
- your personal information is verified
- your state of health is checked
- conscripts' wishes are heard
- decisions regarding the conscript are made:
 - decision on fitness for military service
 - decision regarding the date and location of entry into service
 - matters relating to exemption from service.

Reporting for service

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

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

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, profession, plans for the future, skills and hobbies. However, the location of the brigade-level unit, training possibilities and numbers 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.

Try to get an idea beforehand of what service and branch of training you would want to do your service in. 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. Make your wishes clearly known to the Call-up Board!

The 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, social and police authorities among others. The register can release information to e.g. 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 involving a young person who 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 always evaluated depending on the case. You can obtain a copy of your own register at your regional office.



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

General dates of entry into service and mustering out

Army, Navy, Air Force and Border Guard

<i>Entering service</i>	<i>Mustering out</i>		
	<i>165 days</i>	<i>255 days</i>	<i>347 days</i>
I/25 06/JAN/2025	19/JUN2025	17/SEP2025	18/DEC2025
II/25 07/JUL2025	18/DEC2025	18/MAR2026	18/JUN2026
I/26 05/JAN/2026	18/JUN/2026	16/SEP/2026	17/DEC/2026
II/26 06/JUL2026	17/DEC2026	17/MAR2027	17/JUN2027
I/27 04/JAN/2027	17/JUN/2027	15/SEP/2027	16/DEC/2027
II/27 05/JUL/2027	16/DEC/2027	15/MAR/2028	15/JUN/2028

You must report for duty by 1600 hours on the day of entry into service. Starting dates of the Sports School can be found on page 64.

Decisions made upon application

Changing date of entry into service or service location

It is recommended that you should perform 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 your conscript service 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 it is seen as particularly important

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

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

Submit your application to your regional office. The reason for applying must be explained and a certificate of proof of the necessity for changing the date must be included, for example a certificate of an educational establishment regarding the duration of studies. Applications must be submitted in good time before the beginning of service. Having left in an application is not sufficient justification for not reporting for service.

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

If you have more than one nationality

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 peacetime. Decisions regarding exemption are made by the regional offices.

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

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

Persons with multiple nationalities living in contracting countries do not need to apply separately 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 separately for exemption.

An exempted multinational conscript can be ordered into service, if he moves to Finland before the end of the year in which he turns 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, multi-nationals coming from abroad to serve who are 21 years or older, should make sure that they are not about to lose, or have not lost their Finnish citizenship at the age of 22.

► Further information 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 trained for.

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

Non-military (civil) service

If as a conscript you have strong personal convictions that prevent you from doing the military service that is required by law, you are exempt from service and ordered to do non-military service instead. 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 siviilipalveluskeskus.fi, contact your regional office or ask personnel during the call-up.

Those with right of residence on Åland

Persons who have the right of domicile (regional citizenship) on the Åland islands and persons who have moved to Åland under the age of 12 and who have regional citizenship can instead of 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?

The portion of the Soldier's Body physical training programme in the conscript training system is significant and that of physical training almost half of it. The objective of the training is to provide sufficient know how for persons liable for military service so that they can maintain their level of physical performance in the reserve required for performing their task in emergency conditions. Good physical fitness helps to improve your own health, working capacity and quality of life.

If you doubt your fitness

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

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

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

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

Muscular strength can be developed by e.g. working out at a gym, through fitness boxing and martial arts. 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 that you will improve quickly.

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

Fitness training should be started progressively and carefully, taking into consideration one's own starting level. For those who have done less exercising, training should be easy and short (20-30 minutes) during the first weeks. The level of exertion is 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 do different kinds 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.

Getting through military service is by no means impossible for a healthy young person, but good endurance and muscular fitness let you recuperate from the strain caused by training more quickly.

Testing of fitness

Before beginning fitness training you should make sure that you are in good health. If necessary you can see a doctor for a check-up. It would be a good idea to take a physical fitness test to check if your level of fitness is up to expectations. 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 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 all-round exercising as soon as possible. During the first weeks of conscript service your endurance will be tested with a 12 minute running test (so called Cooper test) and your muscle fitness will be tested with a fitness test consisting of 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 already before starting military service, since repeating them will help you prepare and improve your ability to do well in them.

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

Recovery and nutrition

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

You can help your recovery with the following:

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

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

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

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

Tobacco products

Using tobacco and nicotine products is harmful for your health. Tobacco and nicotine products 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 becoming addicted happens quickly. Stopping using nicotine may involve withdrawal symptoms such as restlessness, inability to focus and irritation. Stopping the use of tobacco and nicotine products 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 are interested in quitting using tobacco and nicotine products, information and support are available here: www.irtinuuskasta.fi.

Getting psychologically ready for military service

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

Doing your conscript service requires flexibility, an ability to adapt to common accommodation, to a chain of command and working as a member of a section. You also need to be able to fit together your conscript

service and civilian life. You get the most out of military service if you see it as an opportunity to improve yourself. It will give you many useful skills and experiences for your future.

Here you have a few tips that will help you get prepared for military service psychologically as well. If you feel stressed about military service, you should share your worries by talking about them with your friends, family or in military service, with other conscripts, supervisors or garrison support personnel. Speaking makes things easier. Think about things that make you feel good; think about them in difficulties. Learn a relaxation exercise, for example. Do sports regularly; physical exercise makes it easier to cope with stress. Take care of your relationships and make them stronger, because they make it easier for you to deal with stress. Humour comes in handy, because it alleviates stress. Remember to laugh with other people, not at other people. Positive thinking helps no matter how difficult the situation is. You will see: military service will not take forever.

Recruit Letter and Preliminary Questionnaire and Basic Test 2 Online

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

The purpose of the preliminary questionnaire is to find out about your motivation with regard to different training alternatives and the state of your physical fitness. In the questionnaire, you can also answer questions concerning your professional skills, health and special diet, if any. The purpose of the Basic Test 2 Online is to find out 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. You should answer the preliminary questionnaire and Basic Test 2 Online before reporting for service primarily on the Defence Forces E-service at <https://asiointi.puolustusvoimat.fi/>. You can identify yourself in the E-Service with your online banking code, mobile ID or electronic identity card. Each brigade-level unit has its specific questionnaire in the E-Service.



Military 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 you. 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.

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

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

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 make yourself the object of attention by arriving intoxicated and remember that drunkenness in a soldier is punishable, as is bringing intoxicants into the garrison area.

The recruit letter contains information about possible transportation organized by the brigade-level unit and instructions to the location. Where possible, at least your first trip to your service location should be made using public transportation.



What to bring?

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

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

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

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

a Finnish bank account, if you want to avoid possible account-use charges by foreign banks. Many Finnish online services require identification either with an on-line banking access code or mobile ID. You will get your mobile ID from your phone operator.

You shouldn't bring your sports or free time equipment to the garrison before you have found out 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 terminal devices in your free time and sometimes also in training, if necessary. The company-level units distribute learning material and useful information using the Finnish Defence Forces on-line learning portal, PVMOODLE, so you can get information about current issues with your own mobile device regardless of the place and time.

Everyday life of a conscript

Day of reporting for service

You have entered into service the moment that you report to your brigade-level unit. According to law, a conscript is considered military personnel from the moment he/she should at the latest have arrived at his/her unit. The first day is reserved for picking up equipment and getting your place in your barracks room. Spend the first day for getting to know the other conscripts in your barracks room who are starting service with you.

The first morning

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

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

Training begins

Military service and the basic training phase start with a two-week orientation. The course teaches you 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

You should not hesitate to go 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 necessary, the section leader will ask you to turn to a member of the regular personnel. The **unit's Compa-**



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

ny Sergeant Major manages the practical administration and logistics of the unit. You can also turn to him/her e.g. in matters relating to travel reimbursements or leaves. The **unit commander** is responsible for the administration, training and wellbeing of his/her entire unit. You can always go talk to him/her no matter if you 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. Also the support personnel of your brigade-level unit (chaplain, physician, nurse, social welfare officer and conscript committee) are 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 own free time.

Service permitting, evening free time is usually 17.30–21.30. 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 have also the right to spend time outside the garrison area in their free time – but not until after they have learned the basics of military behaviour. This aim should be achieved during the first two weeks of service.

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

A sufficient number of week leave days is guaranteed for all those undergoing military service. The dates of week leaves days are marked in the training plans posted on your unit's notice board. Week leave days are primarily planned for weekends, but they can also be planned for week days. The week leave starts after

service on the service day preceding the leave day and ends as a rule in the evening of the last week leave day at 21.00–23.00. Usually once a month a personal leave is attached to the week leave. The whole unit's personal leaves are marked in training plans.

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

► **Further information on leave and travel, pages 34.**

The Soldier's Home canteen

The Soldiers' Home is the conscript's place to "take a break" in the garrison. You can go there in your free time to relax with different games, books, magazines or coffee and baked goods, and Internet devices. Soldiers' Home canteens serve soldiers also in longer 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 the instructor of a club of a sport, contact your Conscript Committee or the local military sports club for more information.

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

Training and competitions

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

Soldiers' clothing and equipment

In military service, conscripts are issued different types of clothing and equipment. All this equipment is equipment that the Defence Forces' troops would use in exceptional conditions. Everybody is obligated to observe the instructions on the use and care of the materiel. In addition to maintaining your comfort and in-service safety, appropriate care of materiel will ensure that it will last as long as planned, reduce use-related costs and ensure that it can be used also in exceptional conditions if needed. More information about responsibility for materiel is available at the Defence Forces social media #materialivastuu.

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

The combatant's uniform package includes a combat uniform, rubber boots, a helmet, hearing protectors and the M/05 combat vest and rucksack.

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

In addition, each conscript is issued among other things:

- sheets, pillow case and towel
- underwear and socks
- gloves and mittens
- winter boots and combat boots
- a backpack and mess kit
- a sweatsuit and sports shoes.

Suitable equipment is procured for conscripts wearing special sizes (very large or small sizes) to measurements taken at the latest when they enter service. **To ensure the availability of special-sized equipment at your entry into service call the Quartermaster Depot (tel. +358 (0)299 578 350 or +358 (0)299 578 319), at the latest six months before your service begins.** While on leave and during your free time you are allowed to wear civilian clothes outside of the garrison area.





Catering

During their military service, conscripts are served healthy and versatile meals which meet Finnish nutrition recommendations in garrison dining halls, on vessels and in terrain conditions. Medical special diets are striven to be taken into consideration without exceptions. Diets other than medical are observed in line with the Defence Forces' instructions where reasonable. The goals of catering include guiding conscripts' eating habits to a healthy direction and maintaining and ensuring sufficient catering in all circumstances during service.

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

Accommodation

During military service, conscripts are lodged in barracks. Company accommodation barracks are for 8- 12 persons on average.

Garrisons buildings also have class rooms and social facilities, as well as lounges for free time. Most brigade-level units have shared accommodation, in which men and women may be lodged in the same barracks rooms. Staying in shared rooms is voluntary. No-one is forced to live, against his/her will, in a barracks room with members of the opposite gender. The aim is to provide accommodation for as equal a number of men and women as possible in a barrack room. Men and women have separate shower and toilet facilities. You can change clothes also elsewhere than in your barracks room.

During field, combat and live firing exercises accommodation is arranged in tents for 10 to 20 persons. Men and women sleep in shared tents during exercises.

Separate accommodation for men and women is not arranged on board Navy vessels, either. The tents have a wood heater so you don't need to freeze in the tents in wintertime. Sleeping bags and pads are available for soft accommodation.

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

Health care

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

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

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

In addition to these, the medical care of the Defence Forces also includes preventive health care and training as well as health protection, which means i.a. guidance and supervising of food, water and general hygiene especially during field exercises.

Chief physicians are responsible for medical care in garrisons. They work at the garrison health centre together with medical professionals and other personnel. Conscripts performing their military service who have an education in the field of health care (e.g. a physician's or nurse's education) take part, during part of their military service time, in providing medical services in duties corresponding with their education. Some conscripts are trained to be medics, combat lifesavers or medical section leaders.

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

During military service the most common illnesses are upper respiratory track infections and pains and ill-

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

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

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

Military chaplains

The military chaplains' task is to support spiritually and psychologically anyone serving within the Defence Forces and Border Guard in all situations of their life. Military chaplains also meet conscripts and support them in ethical and moral questions involved in soldiers' tasks and provide them with training regarding these.

The FDF employs Lutheran and Orthodox chaplains. They are there for all conscripts regardless of denomination or conviction. In addition to psychological support, military chaplains also provide support in spiritual questions if necessary. They are specialists in matters concerning religions.

Military chaplains participate in the carrying out of training aimed at maintaining conscripts' encompassing performance ability. They are in charge of ethical performance ability in particular. All conscripts participate in this training.

Participating in devotional services that take place during your service time is part of military service. Instead of a devotional service, conscripts may choose a voluntary, non-religious event aiming at enhancing their psychological and ethical capabilities. Participation in any devotional event that takes place when you are on leave or during free time is voluntary. It is also possible for conscripts to take confirmation classes and get confirmed.

Conscripts may also get in touch with chaplains when it comes to questions regarding life and military service. Chaplains help people in a holistic way according to their needs and situation in life by listening and talking to them and helping them find solutions to their issues. The chaplains are also bound by absolute confidentiality. Chaplains are a part of each garrison's multi-professional support network and psycho-social support group.

► **Conscript training within the ecclesiastical field on page 66.**

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 capacity of conscripts, the Defence Forces' salaried personnel, reservists and crisis management personnel by organizing teaching, guidance and appointments relating to social welfare.

The social welfare officer provides advice and guidance in issues relating to social and economic benefits and other matters. These include, 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. S/he is also a member of the unit's psychosocial support group.

Conscript Committee

Conscript committees are a part of the organisation of the FDF and the activities of brigade-level units. Each brigade-level unit of the FDF and those of the Border Guard that train conscripts run a conscript committee (VMTK) composed of conscripts. Conscripts elect a conscript committee to work on their 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, 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 includes a chairman and other officials if necessary as well as a representative from each company (equiv.). Further information on the CC is available at the Defence Forces' and brigade-level units' websites and from the CC officials of the brigade-level units.

Initiative activities

During your military service, you might come up with a good idea. So write an initiative! An initiative is a proposal which, if implemented, may enhance or develop the Defence Forces activities, 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. Anyone liable for military service is entitled to making initiatives in conscript service or when participating in refresher training exercises.

The initiative committees of the Defence Forces consider initiatives made by conscripts, reservists and personnel which are aimed at improving ways of doing things in the Defence Forces. You can submit your initiative to your brigade-level unit's initiative committee or CC.

Leadership Training

– a once-in-a-lifetime opportunity



Purpose, end goal and objective

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

Lifelong resources for developing as a leader – learn to learn

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

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

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

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

The learning process is filed in an electronic leadership file, which is given to the conscript for further use in the reserve. The time in the Reserve, i.e. the time after your first service as a conscript when you are still liable for military service, is a long time. It is a time, when developing as a leader continues based on experiences in civilian life.

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

Leadership training selections are made mainly in the eighth week of service or after that. The selection procedure is absolutely objective, fair and is based on scientific research.

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

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

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

Leadership training is useful – the greatest beneficiary being yourself

The leadership training received by conscripts is highly appreciated by society. Its esteem is seen in both studies and work life.

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

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

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

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

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

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

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

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

Conscripts are taken care of



All through their military service, we take care of our conscripts. The Defence Forces' activities and conscript training are aimed at maintaining and improving their ability to function to make sure that they will be able to fully perform their service and participate in training. *This guide contains basic information on the social security and financial benefits and other support measures for conscripts and their families. In the brigade-level unit, your immediate superiors, the social welfare officer, and the conscript committee will answer any question you may have.*

The information in this guide is based on the situation in 2023.

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

Changing your starting date or service location

If you have a pressing need to change your starting date or military unit, due to, for example, the recent birth of a child, a difficult financial situation, an important stage in studies, a change of residence, illness, injury or some other essential reason, you should contact your regional office immediately to discuss changing your date of entry. A woman who has been intending to enter voluntary military service has to inform her regional office in writing (by email or letter) if she will not report for service.

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

Conscript's allowance

Conscript's allowance is a benefit paid by the Social Insurance Institution (SII, or KELA in Finnish) based on the Conscript's Allowance Act (781/1993).



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

The actual disposable net income of the conscript and the family members entitled to conscript allowance affect the allowance given. The amount of the benefit decreases according to the net income. Any property or return on it does not affect eligibility or quantity of conscript's allowance. There is, however, an exempt amount of 300 euros on conscripts' wage and salary income and income from self-employment. The exempt amount refers to the net amount that a conscript can earn per month, without it affecting the amount of the

conscript's allowance. Kela may pay the interest due on the student loan of conscripts in military service, as well as 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. Kela requires that you have not applied for financial aid for students during the semester in which the interest is due or during the previous one. If you have received financial aid the interest is added to the loan capital. The interest will be paid either to the applicant or directly to the bank. Apply for interest assistance early enough for Kela to be able to make the payment by the due date. When loan interest is paid by Kela, only the income that affects your conscript's allowance is taken into account. The income of your relatives referred to in the Conscript's Allowance Act is not considered.

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 service. 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 housing allowance must be able to prove that he/she pays for his/her own housing expenses.

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

The basic assistance is intended to cover everyday expenses, for example groceries, clothing, phone expenses and insurance payments that cannot be covered by other income. The full basic assistance is equivalent to the monthly national pension (EUR 732.67). The amount of basic assistance received varies according to the number of eligible family members: the first person receives 100%, the second 50% and the third and anyone after that receives 30% of the full amount. Kela pays the amount corresponding to maintenance allowance to a child entitled to maintenance allowance if the conscript is not capable of paying it during his military service. If the conscript has an income, Kela takes it into consideration in the amount of maintenance allowance to be paid. Kela does not grant basic assistance to a child entitled to maintenance allowance.

Special allowance can be used to pay a family member for expenses that are necessary and of a reasonable size, such as other than minor health care expenses (e.g. prescription medication, hospital fees, dental care fees and fees related to sight testing and purchase of eyeglasses), costs relating to child care (e.g. average-priced pram/baby carriage, pushchair/stroller, bed or car

seat) interest on a family member's student loan, moving costs, funeral costs and work-related travel costs that exceed EUR 750 per year. The special allowance can be granted on condition that costs do not fall under the basic assistance and that the applicant does not receive compensation for them 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 application form Sotilasavustus SA1(pdf). Send the application attachments included to Kela, P.O.Box 10, 00056 KELA. The application is made by the conscript him/herself, a family member entitled to the allowance or the guardian of such a family member. Instructions for filling in the form and possibly appealing a decision can be obtained from the KELA website and the social welfare counsellors of brigade-level units. As for conscript's allowance, there is no deadline for applying for backdated payment.

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 you muster out. Kela can grant you the allowance once it has received confirmation from the military unit that you have effectively started your service. Remember to inform Kela of any changes in your circumstances, so that your benefit will be paid to you correctly. The payment may be affected, for example, by changes in your housing costs or income, or birth of a child. You may inform Kela via the e-service, by phone or any service point. Conscript's allowance is not adjusted due to a change in income if the income is of a one-time nature and fully retrospective.

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

You may appeal an allowance decision on the OmaKela e-service within 37 days from the date of the mailing of the decision or by submitting a written appeal. Appeals in writing must be submitted to Kela, P.O. Box 10, 00560 KELA.

Studies

You should do your military service before embarking on long-term studies. If you have been admitted to an educational institution, you must make an agreement with the institution concerning the start of your studies or their continuation after your military service. Check if you can postpone / continue your studies. While in military service, you can plan for studies after military service, apply and participate in entrance exams. You can familiarize yourself with matters relating to studies and submit applications at opintopolku.fi. You can turn to the brigade-level unit's social welfare officer for guidance and advice in matters relating to studies. Financial aid for students is not paid during military service.

Other income support, social services and social security benefits

You and your family are entitled to apply for all the statutory social security benefits you need, such as income support, social services (children's home care, day care, social counselling), housing allowance provided by Kela

and other services provided by society. The social welfare officer will give you guidance in matters involving 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 shall not be terminated by the employer on grounds of the employee being ordered to military service or during the time he /she is in 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 when your service starts and make initial arrangements for when you are going to go back to the same job. As an employee, you must tell your employer that you will be returning to your job at least 14 days before you intend to start working again. If you want to start working immediately after you finish your military service, contact your employer while you are still doing your military service. Once you have told your employer that you will start working again, you must start working within 14 days, unless you have agreed otherwise. If you do not contact your employer within a month of having finished or interrupted your military service, your employer may consider your employment contract is terminated.

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

Do not quit your job because of military service!

Entrepreneurship

If you are an entrepreneur, think about how to ensure the continuation of your business while you are in military service. Strive to 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 freetime). 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.

Agriculturalists

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



Unemployment

If you are unemployed, you must inform the Employment and Economic Development Office that you will enter military service and give them the starting date making sure to regularly report to the employment office until your military service starts. You must also inform the unemployment fund if you receive earnings-related unemployment allowance.

Taxation

A decrease in income due to conscription can lower the amount of tax withheld or even result in there being no tax withheld. When you go to the tax office, take along 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 postponement of payment). You should mention in the tax form that you have a smaller income because you are doing military service. Daily allowance (also called *per diem*) and conscript's allowance are not taxable income, so you do not have to report them.

Pension

Military service does not accrue pension.

Loans and debts

The conscripts' daily allowance is enough to cover only small expenses from living in garrison, so you should think in advance about the impact of your changed level of income on paying off loans and other payments.

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

finished military service. You can also make arrangements with the bailiff concerning payments.

Avoid taking loans and making instalment purchases before or during military service! For example, quickie loans, credit card debts and 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 (PVRIPO) by which every conscript can report any deviation from occupational and in-service safety through PVMOODLE with his/her mobile phone, for example. An online incident reporting form is available on the PVMOODLE homepage under “PVRIPO” or using the QR code below.



Traffic safety is always considered when making free time and leave arrangements. The risk for young men dying in traffic accidents as drivers is higher than other age groups so leave transportation is available for conscripts 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. S/he will participate in the brigade-level unit’s occupational and in-service safety activities and will represent the conscripts and report observations from the field regarding in-service safety. The occupational and in-service safety officer of the brigade-level unit /administrative unit coordinates OISS activities and serves an expert in matters relating to it.

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 symptoms 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 barracks rooms and closets. The daily cleanness 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 has ended or is interrupted due to an accident / service-related illness, 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 also submit a compensation application to the State Treasury online at asiointipalvelu.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

Data is based on the situation in 2023.

Conscript's daily allowance

The conscripts' daily allowance (also called per diem) is progressive and based on the number months a conscript is in military service: EUR 5.40 (days 1 to 165), EUR 9.00 (days 166–255) and EUR 12.50 (days 256–347). The daily allowance is paid to a bank account twice a month on a Friday. The daily allowance is paid for each day in military service, including free time and leave. Special personal leave or absences without leave are not regarded as days in military service.

Women's feminine allowance

Women's military clothing is largely the same as men's. In order to buy personal sanitary items not provided by the Defence Forces, women receive a feminine equipment allowance of EUR 1.50 per day.

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

Valtiokonttori
Statskontoret
State Treasury

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.

Food and accommodation allowance

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

On assignments in Finland, food allowance in the amount 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 food allowance doesn't depend on the length of the assignment anymore.

For an assignment abroad, a sum of EUR 30 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 during which at least 4 hours between 21.00–06.00 have been used for things other than travelling. On foreign assignments the allowance is EUR 100.00. If the actual expenses during the assignment are more than the above, only the Defence Command can authorize payment.

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

Leave and free time

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

Exemplary conduct leave can be granted to conscripts who have distinguished themselves. The maximum number of this type of leave 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 conscripts usually have one Friday or Monday that is not a public holiday per training phase (6 weeks) as a personal leave day. You do not need to apply for the unit's common leave days, but you must apply for the remaining personal leave days and earned exemplary conduct leave yourself. If you know that you will be attending a higher-education entrance exam(s) while you are completing your military service, it is worth saving a few days of leave to prepare for and attend the exam(s).

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

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

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

Trips abroad are allowed during leave. In such a case, write your address abroad on "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.

Week leave days are planned in training plans as chunks of 1-4 leave 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 a week leave.

Free evenings offer conscripts a chance to recover, have their own freetime plans, take part in many events organized by the conscript committee, in freetime clubs and sports.

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

Temporary work is permitted during free time and leave, as long as it does not interfere with military service duties. When doing temporary work, it is good to remember the validity of accident insurance and the effect of income on your possible conscript allowance.

Travel during leave

Conscripts have the right to travel free of charge to 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 single-use or long-duration code for booking tickets for long-distance and commuter trains as well as rail buses (excluding HSL). In addition, if needed, you will receive a bar code sticker to be attached to your conscript card for travelling on bus, metro and tramway. In addition, possibly an airline ticket for long flights under conditions defined by your brigade-level unit.

Garrisons tend to arrange transportation by bus to the nearest railway and bus stations, or leave transportation by bus directly to the home municipality 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 conscript's allowance (Kela office); get the travel tickets you need for reporting for military service.

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

For further information on the free travel quota for 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 undergoing their military service.

The families of 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 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'.

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. You can apply for income support from Kela. (ask the social welfare officer for help).

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

Travel abroad and to Finland

Within their basic quota, conscripts permanently resident abroad (permanent address abroad), but doing their 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, 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) booked for starting your military service must primarily be booked via the Carlson Wagonlit (CWT) customer service team at pv.fi@contactcwt.com. Instructions for booking tickets will be attached to your call-up order. You can be reimbursed for the tickets you purchased yourself, when you have travelled by using



the cheapest mode of transport and will deliver all of the receipts and documentation with the reimbursement application to your company-level unit's Company Sergeant Major immediately upon starting your military service.

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

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

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

The company-level unit purchases airline or ferry tickets for conscripts living abroad going on leave within their travel quota 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 in a common-law relationship are granted a paternity leave of 12 days either as a single period when the child is born or, taking into consideration the service or family situation of the conscript, in several periods. Parental leave does not affect the length of the service period.

Parental leave must start within one month of the child's birth, but due to for example the illness of the newborn or the mother, it can also start later. In order to be granted 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 parental allowance from Kela.

Parental allowance is granted to a child's parent and guardian when he is fulfilling his national defence obligation performing military service or when he is on parental or other leave from service and caring for the child. The minimum amount of parental allowance is EUR 31,99 per week day. You can check the minimum amount of parental allowance on Kela's website (www.kela.fi/lapsiperheet). You can apply for parental allowance online (www.kela.fi/e-services) or from a Kela agency filling in the form Parental benefits (SV15). Parental allowance is taxable income for the receiver.

Crisis prevention and support measures for conscripts

The Defence Forces' support network that provides mental support for conscripts consists of specialists in the brigade-level unit (doctor, social welfare officer, chaplain) as well as superiors and fellow conscripts. The role of comrades, conscript committees and conscript leaders in preventing crises among conscripts and in support measures is important since it might be easier for young people to talk about their problems with someone who is of the same age than with someone older. Every conscript can provide peer support and 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, the Aikalisä /Timeout Support and Assistance carried out by Outreach Youth Work will help you

Sometimes conscript service may be interrupted, postponed or cancelled unexpectedly. When you have to rethink your plans, taking time out with Aikalisä is your best bet! Social welfare officers provide discussion help for 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 the young people of whom they have been notified providing them with support for as long as and in the way they want to be supported.

No concern is too little nor too big to be tackled together with Outreach youth workers. They are available for setting appointments at a place of your preference quickly. With a worker, seeking solutions for your concerns is confidential, 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.

Time for a Timeout - support for future conscripts at

the call-up and at any stage during service -animation: <https://youtu.be/F90A1ZoaTcM>

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

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

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

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 placed in a situation where he is treated unfairly. 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. Anyone doing his/her military service has to make sure that he/she behaves appropriately. Superiors carry particular responsibility for the operating procedures and atmosphere within their unit. If discrimination or derogatory behaviour directed at his/her subordinates is brought to the superior's attention, it is his/her duty to intervene. It is the company commander's duty to ensure that all of the conscripts in his/her unit know what to do in a situation where someone is treated inappropriately. You can find more information on procedures in case of harassment, bullying and hazing in the Soldier's Guide, on company notice boards and in barracks information folders.

Questions about day-to-day garrison life?

Join your brigade-level unit contingent'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 liable 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 are guilty of absence without leave or desertion.

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

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

Legal assistance

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

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

Anticipate entering the Reserve

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

Professional matters and military service certificate

Many aspects of military training are of use in a civilian profession, too. Certain elements of military training are accepted as the equivalent of the practical training needed for some professions, and in some fields conscript service can be considered 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 must not necessarily ask you about your completed military service, but you can tell them about it on your CV, for example.

All conscripts who have completed military service receive a military service certificate which states the military training received by you and a personal evaluation. This will be useful in working life (work experience) and educational establishments (credit). Educational establishments make their 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 are unemployed, you must report to the Employment and Economic Development Office and contact the unemployment fund of your trade union.

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

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

If you cannot work because of an accident or an illness you had when you were doing military service, ask for the brigade-level unit's physician to write you a certificate, contact the State Treasury with regard to compensation, 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 must attend refresher training. The rates are the following (situation in 2023):

- rank and file EUR 65.51 a day
- non-commissioned officers EUR 68.79 a day
- commissioned officers and special officers EUR 72,06 a day and
- everyone receives a tax-free reservist daily allowance of EUR 5,40 a day.

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

Services *and branches*





Photos: FDF PHOTOGRAPHIC CENTRE / Processing: TEEMU LIIRI

The aim is a wartime force

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

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

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

The basic training phase is the same for all conscripts

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

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



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

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

- jaeger training
- reconnaissance, 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 personal skills of a combatant and how to use modern weaponry as well as leadership training are interesting and challenging.

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

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

Aerial reconnaissance is one of the newest Army conscript training programmes. The 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.

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

Field artillery ➤

The field artillery is a versatile and technological branch of service. It has at its disposal the most modern equipment, such as target acquisition equipment, laser range finders, thermal cameras, light amplifiers, artillery radars and information technology in different level calculators, signal systems and simulators. The most important task of the field artillery is to support the infantry in battle with well-timed and precise close support fires. This is done by firing 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 have the possibility of training for the task of



reserve officer, non-commissioned officer or rank and file. This branch is an entity made up of leaders, signalers, radar specialists, rangefinders, forward observers, reconnaissance specialists, gun line soldiers and those serving in support tasks.

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

► **Field artillery training units:**

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

Ground-based air defence ►

Ground-based air defence units cause losses to the enemy's air power and protect 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 technologically demanding systems. They form the brunt of regional air defence. The mid-range ITO12 (NASAMS) and short-range ITO90M (Crotale) missile systems are used for protecting important regional targets, the most important troop formations and military targets, and to cause casualties to the attacker. The short-range ITO05 and ITO05M missile systems are 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 calibers of air defence weapons vary from the 12.7 mm heavy machine gun to the 35 mm air defence cannon.

An advanced command and control system enabling the generation of real-time situation picture and control of fire is used for commanding ground-based air defence troops.

Rank and file and section leaders of the air defence branch are trained in Hattula, Parolannummi; Vekaranjärvi and 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. Command and control and weapons systems are technically increasingly 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 is people 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 no later than when you start your service.

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

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



Signals ►

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

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

► **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

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

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

Engineers

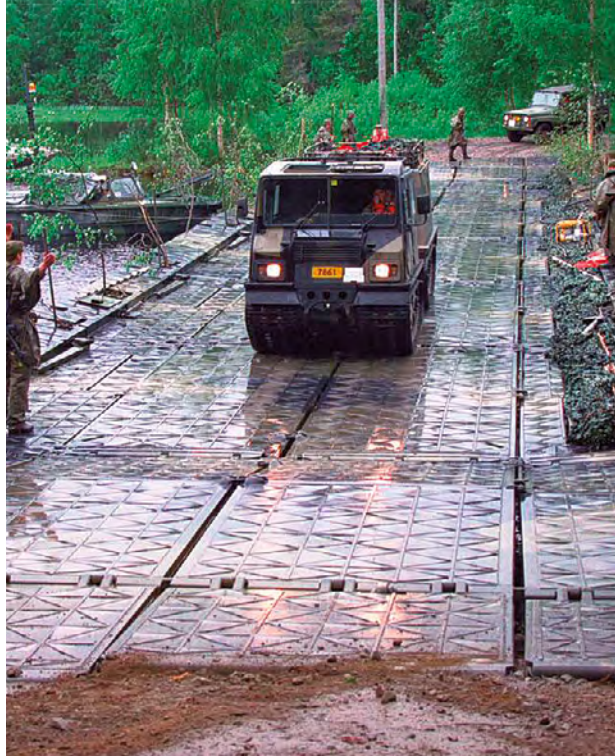
Engineers are the workmen of the battlefield. Their tasks are extensive and diverse, and include combatant tasks. Engineers mould the operating environment so that it is to the advantage of their own troops and limit the effects of the enemy and the prevailing circumstances. The engineer branch trains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

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. The majority of the rank and file and leaders trained to be engineers take the Defence Forces blaster's test.

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 also given in smoke diving and first aid skills. CBRNe training is of use also in the civilian sector, in fire fighting and rescue duties. If you are willing to serve in CBRNe duties you should make this known at the call-up. Conscripts to be trained in the CBRNe troops and persons going on crisis management missions are trained in the Pori Brigade.

► Engineer training units:

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



A pontoon bridge in use built by engineers.



Military police ➤

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

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

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

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



Logistics ➤

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

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

The logistics units' compositions include heavy trucks and their trailers and load-handling equipment, road tractors and their 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 logistics command and control requirements and challenges of the modern-day battlefield.

In addition to 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 task. 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 be of use to you in the future.



Driver training ➤

The Defence Forces trains around 3 000 conscripts annually at 13 brigade-level units for the Army, Navy and Air Force to become military drivers of heavy vehicles. Driving licence instruction is given for BE, C1, C1E, P_{VC}, C, CE and D licences, as well as risk scenario training 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. Those to be selected for driver training must hold at least a class B driving licence on the date of selection. Your state of health must satisfy the requirements set for a C/CE licence. Those eligible to be selected for training are required not to have committed any aggravated traffic offences. It is to the applicant's advantage if he or she already has a basic degree in logistics or forest machinery (equiv.) and/or a professional bus, combination or lorry driver's degree and a valid C/CE licence. Professional competence training and possible work experience in the field are also to your advantage. Persons who have completed basic level professional competence for goods traffic drivers (280 h) are eligible for applying for D category driving training. Those selected receive extended professional competence training for passenger traffic. The service period of military drivers (categories C, CE and D) is 165, 255 or 347 days depending on their drivers' licence and level of skills when they entered 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. You can be trained to drive e.g. the following vehicles: cars and off-road vehicles, emergency vehicles, tractors, snowmobiles, all-terrain vehicles (quad bikes) and off-road motorcycles. The rank and file combatants receiving this training usually serve for the same amount of time as soldiers carrying out the unit's main task. Note that those trained as ambulance drivers take the C1 licence and emergency driving course, but do not gain basic level professional competence.

In the Defence Forces driver training you 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 professions in the transportation and logistics branch.

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

Transportation and logistics are important components of Logistics.





Navy

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

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

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

The Navy comprises naval and coastal units. Naval striking force is composed of surface warfare and mine counter-measures squadrons equipped with fast attack missile craft, minelayers and coastal minelayers as well as mine counter-measures vessels. The coastal troops include e.g. 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 only Finnish Defence Forces unit that uses the Swedish language in training is the Navy's Nyland Brigade. In addition to coastal jaeger training, Nyland Brigade also provides readiness unit / international training on its Amphibious Task Unit courses.

Challenging circumstances, demanding tasks requiring independent 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 or the Nyland Brigade. In the Coastal Brigade, conscript training is provided in Upinniemi in Kirkkonummi. In addition, conscript training for one company-level unit is carried out in Pansio in Turku. The training provided by the Nyland Brigade takes place in Dragsvik, in Raasepori.

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

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

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

- **Instructions for applying to the diving course are on page 54.**

Naval troops

The service places of the naval troops are among the naval vessel units. Naval training begins with basic training in the Coastal Brigade in Pansio. 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 naval training on the Naval Reserve Officer Course must have normal colour vision and vision must be at least 1.0 in the better and 0.5 in the lesser eye without eyeglasses. Radio communications men, machine engineers and ship's cooks are required to have at least 0.2/0.2 vision without eyeglasses and 0.8/0.2 with eyeglasses. Those chosen for service aboard cannot be prone to sea sickness, severe lactose intolerance or coeliac disease. The

Navy's health regulations are published in the Defence Forces' current health examination guidelines Terveystarkastusohje (TTO 2012, puolustusvoimat.fi or google: "Terveystarkastusohje", pp 39–41).

The conscript training provided by the Coastal Brigade in Upinniemi or Turku is followed by a branch training phase in Pansio (Turku). During the first three weeks the training focuses on general training for navy sailors. After this, the training continues aboard vessels in Pansio and Upinniemi.

Coastal troops

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

The branch training phase and special training phase for those serving in the coastal troops last 12 weeks in all, during which they gain the knowledge and skills of the branch and specialise in one specific crisis 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 troops as well as the special 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 e.g. Jurmo and Jehu class landing craft and fast raiding craft. The brigade also provides international training on its Amphibious Task Unit courses. Boatmen, coastal missile specialists and coastal engineers are also trained in the Nyland Brigade. Those aiming to become boatmen must have normal hearing, normal colour vision and their vision without eyeglasses must be at least 1.0 in the better and 0.5 in the lesser eye. Training in the Nyland Brigade is carried out in Swedish but commands are given in Finnish.



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



Air Force

The Air Force is responsible for the continuous surveillance and security of Finland's airspace. Violations of airspace are prevented by force if necessary. In addition, the Air Force supports the activities of other authorities, e.g. 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 are 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 their service that had started at the Air Force Academy and after also completing their special training there. 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/tasks application form and voluntary military service application form and send these application forms along with 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 i.a. 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 special courses to fly, repair aircraft, monitor the airspace, control fighters in the sky or drive trucks or articulated 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 organizes a Pilot Reserve Officer Course, NCO Aircraft Maintenance Programme (assistant mechanics), NCO Control and Reporting Centre Programme (situation

picture operators and fighter controllers) and Air Force Military Driver Course.

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

► **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: intti.fi > About to enter into the military? > Air Force's Special Programmes

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





Border Guard

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

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





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

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

Into the Border Guard through the call-up

The North Karelia and Lapland Border Guard Districts train reconnaissance men in Border Jaeger Companies in Onttola and Ivalo for wartime and emergency conditions tasks 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. The Bor-

der Jaeger Company of the North Karelia Border Guard also trains women who have applied to voluntary military service.

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

The Border Jaeger Companies provide i.a. the following specializations:

- sniper / designated marksman
- combat lifesaver (medic)
- team's signaller
- engineer (charges and explosives)
- driving training for various types of vehicles (i.a. snow mobile, quad bike, all-terrain motorbike, all-terrain 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. One contingent is accepted annually in July based on applications and annual selection tests held in January–February.

► **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. Persons who have applied through the special application process will be called to selection events based on 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. For those applying to serve in them, a reserve posting is determined at the call-up, in case they do not get selected in the special application process. Submitting an application through the special application process does not, in other words, change the military service order you have received earlier. The regional offices will send those selected a new military service order which will repeal the previous one.

The tasks applied for through the special application process include e.g. 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

If you want to file an application through the special application process via the Defence Forces E-Service (asiointi.puolustusvoimat.fi), you must also file an application for women's voluntary military service at the same address.

If you wish to apply for a task 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 (must use Defence Forces' form)

Apply online

Mainly, you 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 working life. 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, i.a. 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. Familiarize yourself with the tasks and 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. A number 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 return to 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 involves also duties for the rank-and-file which have remained vacant e.g. in public information, 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. 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 % are trained to become reserve officers on the Reserve Officer Course arranged at the Utti Jaeger Regiment.

The Paratrooper Company takes only one contingent per year. Paratroopers begin their service in July and serve for 347 days. 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)**
- ▶ **normal fields of vision and flawless colour vision**
- ▶ **normal hearing**
- ▶ **good physical condition (excellent muscle fitness, result in 12 min. running test 3 000 m. minimum)**
- ▶ **good swimming skills (result in 200 metre swimming test: time under 4 min 45 sec)**
- ▶ **reasonable skiing skills (10 km/h in military skiing gear)**

Eliminating factors include asthma, lactose intolerance that is easily aggravated, coeliac disease, difficult skin diseases and rashes, allergies demanding medical treatment and limiting activities, other prolonged diseases requiring regular medication, unkept teeth or dentures, limbs that have been broken within a short period of time or difficult joint injuries and a criminal register or acts that have led to punishment (theft, embezzlement, assault, driving while intoxicated, aggravated endangering of traffic safety or three other traffic offences and other issues considered disqualifying for driver training in the Defence Forces). 12 min. running test result under 3 000 m., swimming skills under 200 m.

Applying:

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 physi-



cal and psychological aptitude tests, interviews and a medical exam. There is a selection test where 60 to 80 of the most suitable applicants are chosen. The selection results are announced in March.

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

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

► **Additional information:** intti.fi/laskuvarjojaakarit

Divers

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

The Diving School trains for combat diving and EOD tasks. In principle, the training alternates by year so that combat divers are trained in even years and OED divers in odd years. In 2024, no diving courses will be organized, because that is when the personnel concerned of the Diving School will be deployed in the French-led European Battle Group. An OED diver course will be held in 2025. All diver conscripts attending diver training are trained as NCO's or reserve officers. During conscript training diving days amount to around 60. A separate reimbursement is paid for diving.

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

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

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

Special border jaegers

The Border Guard's special border jaeger training is provided by the Border and Coast Guard Academy's Special Border Jaeger Company in Immola in Imatra. Motivated, physically and psychologically balanced and strong people are accepted for training. One contingent in July is accepted annually based on applications and selection exams which are held in January 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 the 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-performance special forces reservists with versatile personal skills and cooperation ability. The proximity the national border and its special features are typical characteristics of the operational environment.

Entrance requirements:

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

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



Applying:

- ▶ You can apply for special border jaeger training by 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. 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 School, tel. 029-542-9000, email: erikois-rajajaakari@raja.fi or from regional offices. Your application with appendices must arrive by 6 December the year before you are to start your service. Written applications should be sent to the following address:

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

Finnish Rapid Deployment Force

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

Education

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

Rapid deployment force training produces a jaeger company and an engineer platoon out of the 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 cannot 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.
- Of benefit to applicants
- ▶ A suitable civilian education (e.g. a driver's, carpenter's, mechanic's education or education in the medical, rescue, electrical or IT field),
 - ▶ Other language skills,
 - ▶ A clean traffic offence record,

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, 12 months old at most)

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. Fill out an application at asiointi.puolustusvoimat.fi

Use a paper application only if applying online is not possible. Applications must be received by 15 January at the latest at:

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

Selection event

The Pori Brigade conducts a pre-selection annually based on applications. Those accepted based on the pre-selection test are sent a written invitation. A selection event is arranged in Säkyä during 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
- ▶ English language test (as part of the interview)

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 and willingness to commit to the readiness forces 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 were not chosen, are informed of the results in writing during the month of 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 defence 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 possessed by all combatants. 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, but it wouldn't be a bad thing, either.

Two contingents per year are trained to be cyber conscripts, and their service time is 255 days. A number of 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 the contingent.

Would you like additional information about cyber defence? Take a look at the [#kyberpuolustus](https://urn.fi/URN:ISBN:978-951-25-3120-2) manual

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 sub-areas, such as:

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

Know-how in one or more of the following would be 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:

- ▶ **Have motivation and interest in learning new things,**
- ▶ **Have 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, and 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 apply for cyber conscript training before the beginning of military service.
- Applications are filed at the Defence Forces E-Service at asiointi.puolustusvoimat.fi under "Apply to special operations forces" by 31 January.
- 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 31 January at the latest at:

- ▶ **Finnish Defence Forces C5 Agency**
C5 School
P.O. Box 5
11311 RIIHIMÄKI
Write on the envelope: "Application for cyber conscript training".

Based on applications, a 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 countermeasures. 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 last for 347 days.

Requirements for electronic warfare training:

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

The following are also regarded as assets:

- ▶ **are motivated and interested in learning new things**
- ▶ **Have skills for persistent and independent action and logical thinking**
- ▶ **are interested in information technology, electronics, foreign languages, amateur radio and mathematical subjects, and your conduct has been irreproachable**

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. The final selection for the EW NCO course will be done during the branch training phase.
- The NCO course is organised in the Electronic Warfare Centre in Riihimäki.
- Those selected for the Reserve Officer Course will complete the training in the Reserve Officer School's reconnaissance programme in Hamina.



- During the second half of conscript service (the special capabilities training period and unit training period) everyone will be in Riihimäki.

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

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

Applying and selection 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 from the regional offices, or you can print it from puolustusvoimat.fi/asiointi/lomakkeet. Paper applications must arrive on 31 January at the latest at:

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

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

Based on the applications, some of the applicants will be invited to a one-day long selection event arranged in

March. The testing day starts with a 12 minute running test. Failure to achieve the 2400 m requirement leads to immediate elimination from the selection. Based on the selection 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 applicant has achieved the Finnish matriculation examination or an at least 3-year vocational qualification or is otherwise eligible for higher education studies (a person in the final year of high school or 3-year vocational institution may apply in case he satisfies the above criteria before the start of the Pilot Reserve Officer Course).
- ▶ The applicant must present his/her matriculation examination certificate or other degree certificate required (e.g. vocational) before the 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. The applicant's language skills demonstrated during the selection process are enough to prove his command of the Finnish language
- ▶ The applicant's psychological and physical qualities, his health and life style are suited for the training.
- ▶ The applicant has a normal level of swimming skills; he can swim 200 m. without stopping.
- ▶ vision requirement: at least 0.5 on both eyes without eye-glasses, and with glasses at least 1.0. (Landoltin C chart, distance of 5 metres). Refractive error may be at most +2.5 - -1.5 diopter
- ▶ normal colour vision
- ▶ mild allergies do not exclude application

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

- ▶ 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 to do maintenance work on fighters, transport aircraft or helicopters, i.e. for assistant mechanics duties. Assistant mechanics participate in real fixed and rotary wing aircraft maintenance tasks performed on FDF and Border Guard aircraft. After successfully completing military service you can apply for a job as an NCO in aircraft maintenance or apply to study at the Military Academy to become an officer in the field of aircraft maintenance .

Basic aircraft maintenance training (Assistant Aircraft Mechanics Basic Course) is held 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 mechanics 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 of 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 military service related to an Air Force special course begins;
 - Matriculation examination
 - International Baccalaureate (IB)
 - European Baccalaureate (EB)
 - Reifeprüfung (RP)
- ▶ Vocational upper secondary qualification, Further vocational qualification, or Specialist vocational qualification a foreign degree that carries eligibility 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 he satisfies 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, his health and life style are suited for the training.
- ▶ Health: category A fitness for service
- ▶ Vision requirement: at least 1.0 in both eyes without or with eyeglasses, in which case the strength of the correctional lens is at most ± 5 diopter (Landoltin C chart, distance of 5 metres).
- ▶ The applicant must have a sharp colour vision (examined under a daylight lamp with Ishihara plates).
- ▶ The applicant's fields of vision must be normal examined with a perimetry test with fingers
- ▶ The applicant's hearing category must be I-II
- ▶ the applicant cannot have strong allergies.

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

- ▶ 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 > NCO Aircraft Maintenance Programme

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 students are trained to become reserve NCOs for versatile tasks requiring air base fires command post skills. At the Air Force Reserve NCO Training School, students 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 know-how involving 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 your military service you 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 military service related to an Air Force special course begins;**
 - Matriculation examination
 - International Baccalaureate (IB)
 - European Baccalaureate (EB)
 - Reifeprüfung (RP)
- ▶ **Vocational upper secondary qualification, Further vocational qualification, or Specialist vocational qualification**
- ▶ **A foreign degree that carries eligibility 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 he satisfies 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, his health and life style are suited for the training.**
- ▶ **Health: category A fitness for service**
- ▶ **Vision requirement: at least 1.0 in both eyes without or with eyeglasses, in which case the strength of the correctional lens is at most ± 5 diopter (Landoltin C chart, distance of 5 metres).**
- ▶ **The applicant must have a sharp colour vision (examined under a daylight lamp with Ishihara plates).**
- ▶ **The applicant's fields of vision must be normal examined with a perimetry test with fingers**
- ▶ **The applicant's hearing category must be I-II**
- ▶ **The applicant cannot have strong allergies.**

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

- ▶ 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 > NCO Control Centre Programme](#)

Contacts and possible questions can be sent by email to:

- ▶ erikoiskursit.ilmav@mail.fi



Military drivers

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

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

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

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

Those who complete driver training receive an ADR licence for the transportation of dangerous goods, oc-

cupational and road safety 1 instruction, forklift driving training and a digital tachograph card. Some of the trainees also receive training in driving motorised machinery.

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

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

Selection criteria:

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

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

- ▶ 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 > Military Driver Course**

Contacts and possible questions can be sent by email to:

- ▶ erikoiskurssit.ilmav@mail.fi

Military bandsmen

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

The normal service period in the Conscript Band of the Defence Forces is 255 days. It is also possible to undergo 347-day training, which includes NCO training in the military music branch.

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 for testing focused on musicality and suitability arranged annually in April at the Defence Forces Conscript Band.

There are no formal admission requirements. Practical playing skills and ability are what count. In addition to playing skill, applicants are required to have good deportment and to be enthusiastic about the task of conscript bandsman. Some of the musicians that are selected are placed in other military bands as conscript bandsmen. There are six military bands in Finland.

Service begins in January with an six-week basic training phase, which is the same for all conscripts. During 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 communications team are formed. The Defence Forces Conscript Band performs abroad annually at international military music events (tattoos).

Band and string musicians and sound and media people who are chosen for the conscript band are put into a group of around 20 people to form a rifle drill team. Members of this troop 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 and as its own unit.



Military service for men and women at the Sports School:

Service begins	Mustering out 165 days	Mustering out 347 days
III/24 (winter sports) 15 APR 2024	26 SEP 2024	27 MAR 2025
IV/24 (summer sports) 14 OCT 2024	27 MAR 2025	25 SEP 2025
III/25 (winter sports) 14 APR 2025	25 SEP 2025	26 MAR 2026
IV/25 (summer sports) 13 OCT 2025	26 MAR 2026	24 SEP 2026

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 13.

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

The military bands are the:

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

Applying 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**

Application forms and instructions for military musician training are available from your regional office or on the Defence Forces' website 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 objective of the military training is to train reconnaissance sections for needs during exceptional conditions. The compositions of the reconnaissance sections include reserve officers that are trained as section leaders and reconnaissance unit forward observers and non-commissioned officers that are trained in other section tasks. Examples of a reconnaissance NCO's tasks include such tasks as wireless operator, forward observer NCO, sniper and combat lifesaver. Conscripts selected for rank and file training will be trained as reconnaissance men in reconnaissance sections or other local troops 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 UR-HEA and with the Vuokatti-Ruka sports academy in the field of winter sports. The goal of the Sports School is to facilitate and enable continuing goal-oriented development and coaching for the talented athletes who are at the top of their age group, also during conscript service. The Sports School strives to educate and train the athlete in a comprehensive manner enabling him/her to improve as an athlete during military service. Also goal-oriented military training 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 his 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 is supported during the main training season with training camps organised by the Sports School. In addition to the common weekly schedules and training events, the athletes can use 45-95 days

of military service for training and competition activity depending on their service period and competition level. The coaching of the athletes during military service is still the responsibility of the respective associations/federations, clubs and personal coaches of the athletes. The Sports School supports training with capable event-specific coaches and generalist coaches and with extensive, high-quality testing and physical therapy services.

Applying:

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

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

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

Applying by the Finnish Defence Forces E-Services:

► asiointi.puolustusvoimat.fi/

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

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

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

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

Special duties

Conscripts apply for special duties independently on the website intti.fi/erityistehtavat during the first three weeks of the basic training phase. Recruits will be given information about special duties during lessons, the Defence Forces website and on FDF social media channels.

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. These duties are applied for during leadership training. The special duties in medicine, the legal and ecclesiastical branches are described more in detail in the sections below. Other special duties you must 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 know the basics of the Defence Forces' medical care. During their unit training phase, officer candidates go through additional field and disaster medicine training and acquire professional experience by working in health centres and in exercises.

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

Legal branch

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. You 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 among the troops and in 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 emergency conditions. 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 completing these degrees whose studies include segments qualifying 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 Street address	E-mail	Telephone
South Savo Regional Office P.O. Box 57, 50101 Mikkeli Tyrjätie 9, Rak 3, Mikkeli, Karkialampi	etela-savonluetoimisto@mil.fi	+358 299 436190
Häme Regional Office P.O. Box 175, 15111 Lahti Kirkkokatu 12, Lahti	hameenluetoimisto@mil.fi	+358 299 484190
South-eastern Finland Regional Office Kauppalankatu 43 C, 45100 Kouvola Kauppalankatu 43 C, Kouvola	kaakkois-suomenaluetoimisto@mil.fi	+358 299 438109
Central Finland Regional Office P.O. Box 1100, 40101 Jyväskylä Asekatu 3 D, Jyväskylä	keski-suomenaluetoimisto@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-suomenaluetoimisto@mil.fi	+358 299 480190
Pirkanmaa Regional Office P.O. Box 37, 33271 Tampere, Finland Tekniikankatu1, E-siipi, Tampere	pirkanmaanluetoimisto@mil.fi	+358 299 482190
Pohjanmaa (Ostrobothnia) Regional Office P.O. Box 22, 65101 Vaasa Wolffintie 35B, Vaasa	pohjanmaanluetoimisto@mil.fi	+358 299 486190
North Karelia Regional Office P.O. Box 28, 80101 Joensuu Torikatu 36 B, Joensuu	pohjois-karjalanluetoimisto@mil.fi	+358 299 434434
North Pohjanmaa (Ostrobothnia) and Kainuu Regional Office P.O. Box 119, 90101 OULU Hiukanreitti 40, Oulu, Hiukkavaara	pohjois-pohjanmaanjakainuunluetoimisto@mil.fi	+358 299 456108:
North Savo Regional Office P.O. Box 1080, 70111 Kuopio Vuorikatu 26 B, 5.krs, Kuopio	pohjois-savonluetoimisto@mil.fi	+358 299 435000
Uusimaa Regional Office P.O. Box 9, 00861 Helsinki Santahaminantie 1, Santahamina, Helsinki	uudenmaanluetoimisto@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 includes many aspects of training that are of direct use in your civilian profession or in other areas of your life after you have mustered out. The training provided by different branches opens up the possibility of a civilian job in a similar field, where among written applications of equal value, special military training is considered a merit.

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

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

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

Obligatory refresher training

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

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



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

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

Who is ordered to participate in refresher training exercises?

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

The length of refresher training exercises varies de-

pending on the nature and the goal of the exercise. Usually refresher training lasts for 5–6 days. Reservists are paid a reservist salary and daily allowance for their time in refresher exercises and possible travel costs are reimbursed according to the costs one would acquire while using the cheapest available mode of public transport. Detailed instructions for those called to refresher training exercises and information about e.g. financial benefits are included with the exercise orders. Additional information about the reserve and refresher training exercises is available at puolustusvoimat.fi (intti.fi/ In the reserve).

Voluntary training

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

Training by the National Defence Training Association

The training organised by the National Defence Training Association (NDTA) of Finland is 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. In addition to gaining new skills, you can earn equivalent refresher training days that are counted towards promotions. By participating in voluntary training, you can be assigned more easily to a given Forces wartime unit.

The NDTA organises around 2,000 courses annually with 50,000 participants. A majority of the courses are military capabilities training intended for reservists.

In addition to military capabilities training, the NDTA organises e.g. familiarisation activities for future conscripts getting prepared for their military service, international training as well as preparedness and security education and training intended for all citizens aimed at helping them better survive dangerous situations encountered in their daily lives and in emergency conditions.

The National Defence Training Association (NDTA) is a public association founded in 1993 that acts as a national cooperation organisation for voluntary national defence training. The purpose of the NDTA is to promote national defence through training, information and education.

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

Military professions

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

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

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

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

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

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

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

Additional information about becoming an officer and other military professions offered within the Defence Forces are available from the instructors at your company-level unit, the social welfare counsellor and cadets carrying out their practical training. More information can also be found on social media and in news papers, such as the Ruotuväki bulletin. More detailed information about military sciences graduate and post-graduate 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 valtiolle.fi.

Become a contractual soldier 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 open terrain and urban areas. Their versatile movement training includes parachutist training, waterway training and vehicle training. Most of the training takes place in small groups in demanding conditions.

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 divided into two separate phases. The first phase takes two days and is held at the end of January. Those who have passed the first stage will be called to the second stage to be held later in the spring.

Anyone under 25 who is liable for military service and has completed either NCO or officer training is eligible to apply for special forces training. In certain special cases, persons between 25 and 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. You must, however, finish your military service before the special forces course begins. The course is arranged every year. It begins in July and lasts 12 months. The Utti Jaeger Regiment provides special forces training only for the Defence Forces' own special forces needs.

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 Jae-

ger Regiment's Special Jaeger Battalion. Training lasts throughout your service. Trainees can also serve in exercises and operations overseas. Non-commissioned officers serve in fixed term five-year public-service posts. It is possible for the employer to renew this contract twice (the total length of service then being at most 5+5+5 years). You can ask for more information by email at: erikoisjoukkokurssi.utjr@mil.fi.

► Further information at
puolustusvoimat.fi/erikoisjaakariksi

Civilian tasks within the Defence Forces

The Defence Forces employ civilian personnel in versatile and challenging tasks with good possibilities for improving their competence. Around Finland, approx-

imately 4,000 civilians work in the Defence Forces in both vocational and academic expert tasks according to their civilian education. The range of jobs available in the Defence Forces is wide. There are hundreds of job titles. They include such titles as engineer, chief of systems development, researcher, social welfare officer, financial coordinator, training coordinator, public information officer, legal adviser and physician, fitter and PT instructor. Irrespective of job title, civilian personnel are always qualified professionals. Those selected for civilian tasks are not required to have undergone military service or voluntary military service for women.

- **More information at**
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 for conscripts or women's voluntary military service and fulfils the general qualification requirements for a government post.

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

- **Additional information for applying for service in the Border Guard is available on its website 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 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, 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 after you have finished your military service. To apply, you must be in good physical condition and health, have a balanced personality, be able to tolerate stress and to cooperate, have adequate English language skills and an irreproachable way of life (no criminal record).

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

Applying takes place through the Finnish Defence Forces E-Service. More detailed information is available at <https://puolustusvoimat.fi/rauhanturvaajaksi>. Finnish crisis management forces are supplemented continually. Based on applications, Pori Brigade calls the most suitable candidates for a 3-4-week selection and training course in Säkylä, where the final selection will take place.

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

Terms of service relationship

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

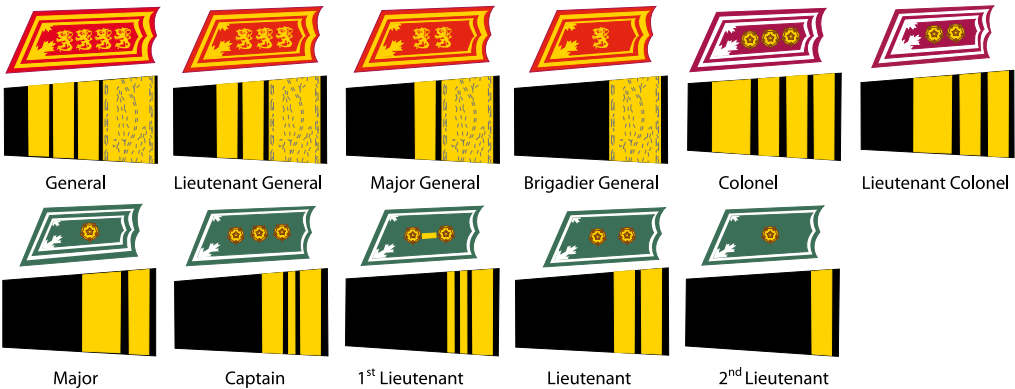
Both those employed in the public administration and private sectors will be given leave of absence or leave from work for the duration of crisis management training. Thus, a person leaving for a crisis management mission is not obliged to resign from his/ her work. Anyone deployed on a crisis management 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 is graded according to 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, i.e. free accommodation, food, clothing and equipment as well as health care.

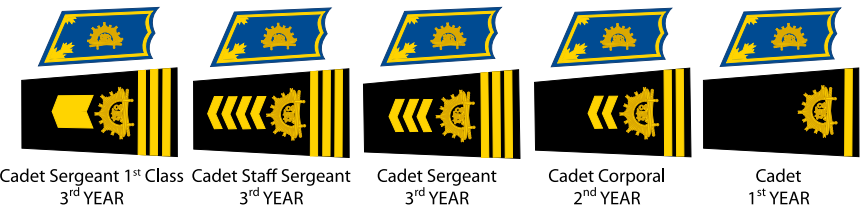
- **Additional information:**
puolustusvoimat.fi/rauhanturvaaja and
puolustusvoimat.fi/porinprikaati

Insignia of Rank of the Army

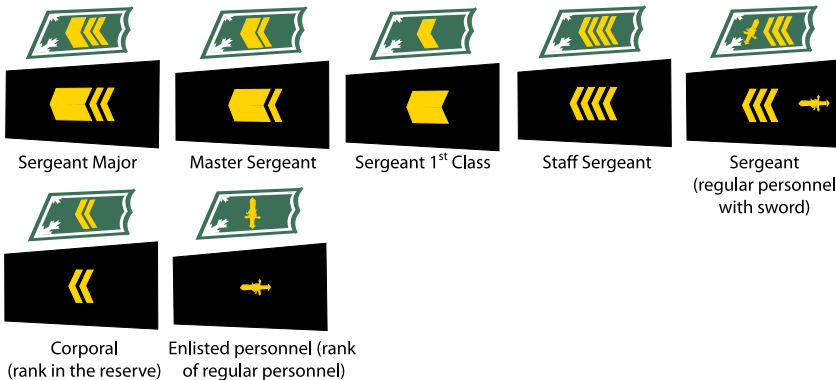
OFFICERS AND WARRANT OFFICERS (Lieutenant - Captain)



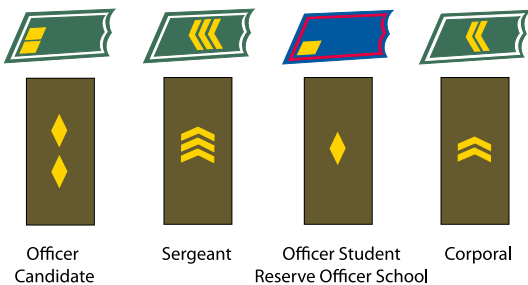
CADETS



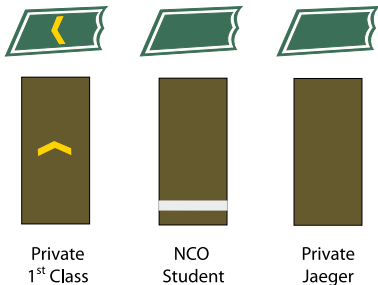
NON-COMMISSIONED OFFICERS



CONSCRIPT LEADERS

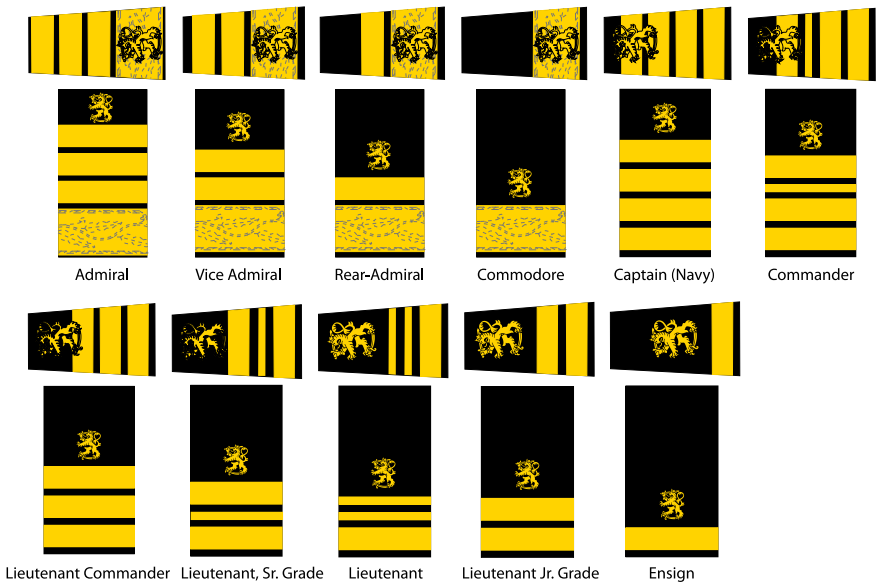


RANK AND FILE

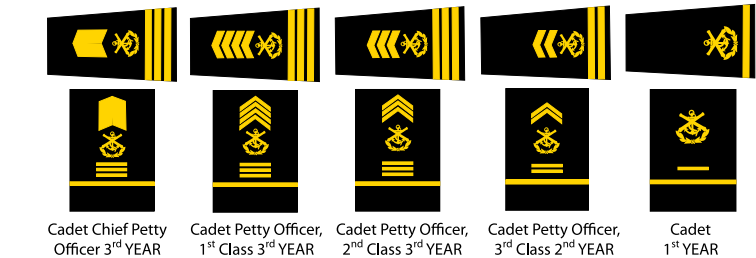


Insignia of Rank of the Navy

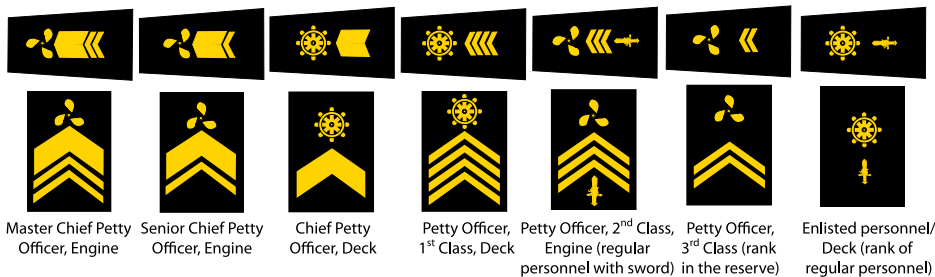
OFFICERS AND WARRANT OFFICERS (Lieutenant - Captain)



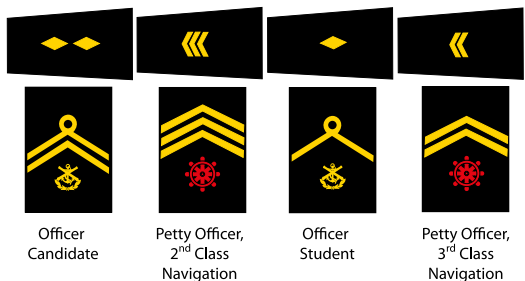
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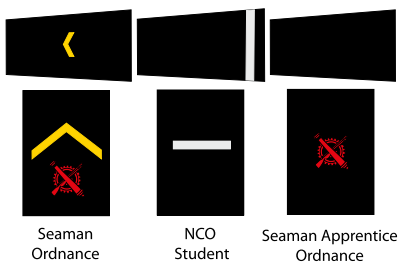
PETTY OFFICERS



CONSCRIPT LEADERS

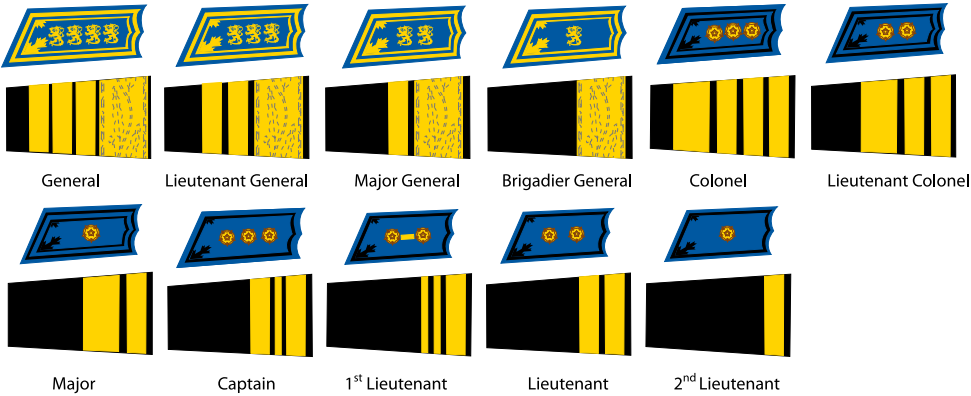


RANK AND FILE

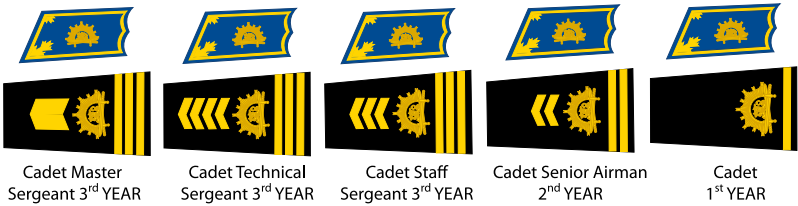


Insignia of Rank of the Air Force

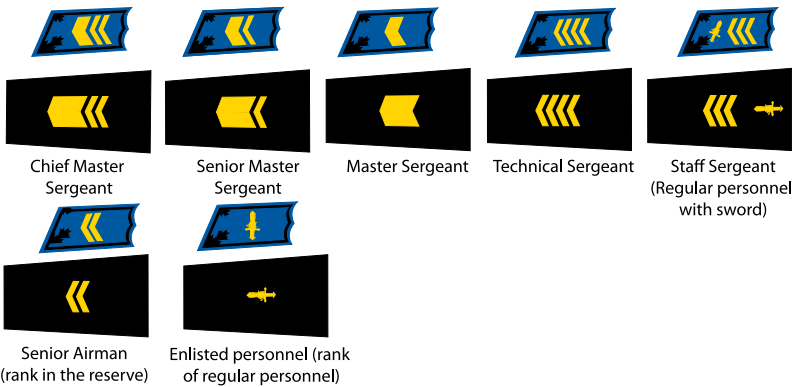
OFFICERS AND WARRANT OFFICERS (Lieutenant - Captain)



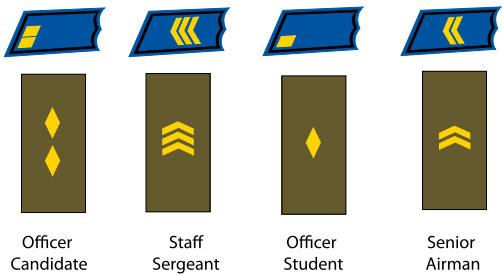
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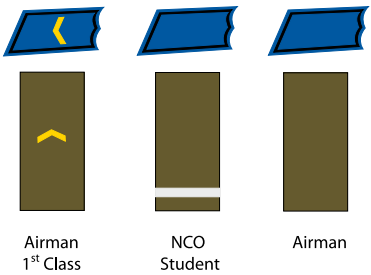
NON-COMMISSIONED OFFICERS



CONSCRIPT LEADERS

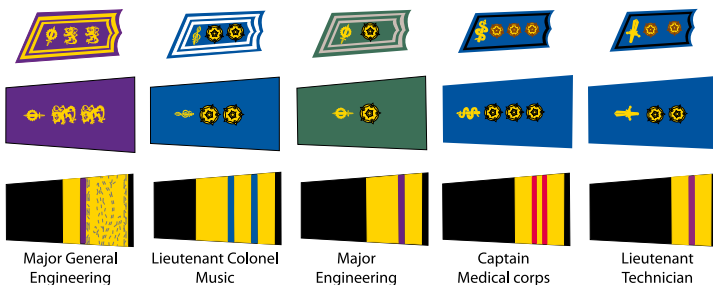


RANK AND FILE



Special Insignia of Rank

OFFICER SPECIALISTS: ARMY AND AIR FORCE



Major General
Engineering

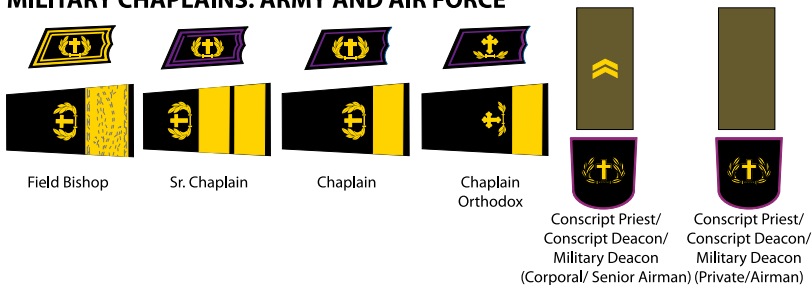
Lieutenant Colonel
Music

Major
Engineering

Captain
Medical corps

Lieutenant
Technician

MILITARY CHAPLAINS: ARMY AND AIR FORCE



Field Bishop

Sr. Chaplain

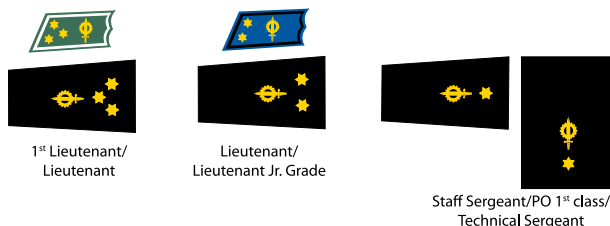
Chaplain

Chaplain
Orthodox

Conscript Priest/
Conscript Deacon/
Military Deacon
(Corporal/ Senior Airman)

Conscript Priest/
Conscript Deacon/
Military Deacon
(Private/Airman)

MILITARY SPECIALISTS: ARMY, AIR FORCE, NAVY / engineering

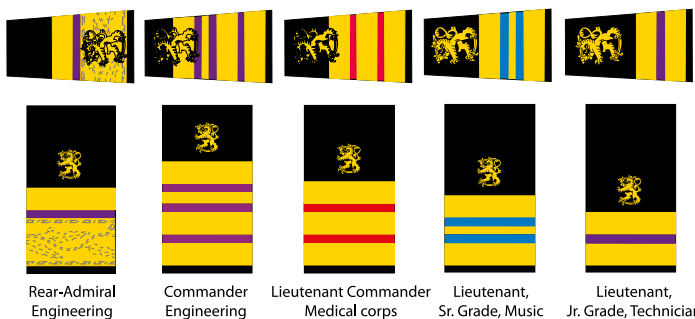


1st Lieutenant/
Lieutenant

Lieutenant/
Lieutenant Jr. Grade

Staff Sergeant/PO 1st class/
Technical Sergeant

OFFICER SPECIALISTS: NAVY



Rear-Admiral
Engineering

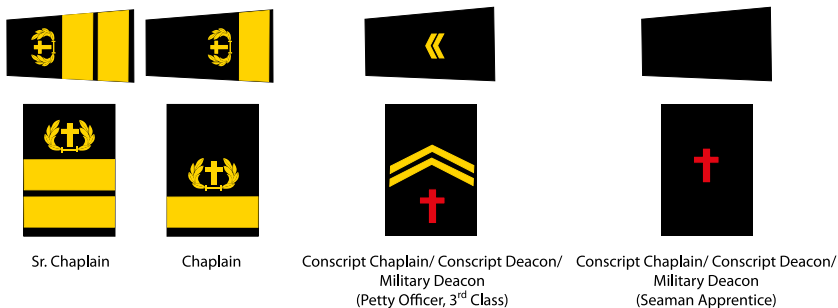
Commander
Engineering

Lieutenant Commander
Medical corps

Lieutenant,
Sr. Grade, Music

Lieutenant,
Jr. Grade, Technician

MILITARY CHAPLAINS: NAVY



Sr. Chaplain

Chaplain

Conscript Chaplain/ Conscript Deacon/
Military Deacon
(Petty Officer, 3rd Class)

Conscript Chaplain/ Conscript Deacon/
Military Deacon
(Seaman Apprentice)

Army Command Finland

P.O. Box 145, 50101 Mikkeli
maavoimat.fi
puolustusvoimat.fi

ISBN 978-951-25-3406-7

ISBN 978-951-25-3407-4 (PDF)

Press

PunaMusta 2023



Puolustusvoimat

Försvarsmakten • The Finnish Defence Forces
varusmieheksi.fi