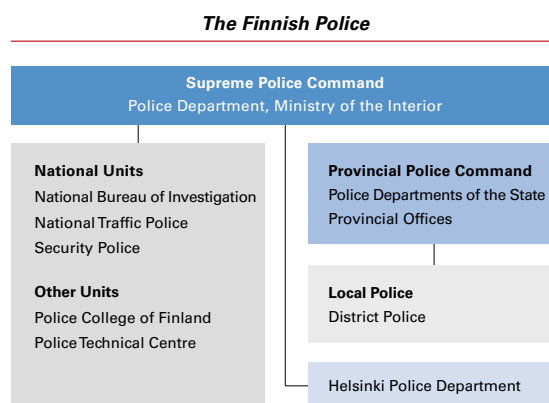




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Finland's two educational institutes for police training, The National Police School and the Police College merged together at the start of 2008. The new educational establishment, the Police College of Finland (Polamk), started its operation in January 2008 in Hervanta, where its inauguration was celebrated in September. The opportunity to celebrate the 90 year anniversary of police training was taken at the same time.

According to the Minister of Interior Anne Holmlund, planning of police training must reflect changes in society. National Police Commissioner Mikko Paatero (on the right) emphasized the importance of values in police work. During the occasion, the director of the Police College, Seppo Kolehmainen (on the left), pointed out that the merger of the educational institutes was the most significant reform in police training during this decade.

Director's review



The Director of the Police College meets with every student group at the start of their Police Diploma training and welcomes the cadets to the Police Administration.

Duty of the Police College of Finland

The Police College of Finland is responsible for police training recruitment, student selection, diploma and advanced studies, leadership training, further training, and research and development in the police field.

The new training institute

Tampere has served as the sole location of police training and research in Finland since 1 January 2008. On that date, the Tampere-based National Police School and the Espoo-based Police College were merged into a new training institute.

Vision 2015

In 2015, the Police College will be a highly regarded police skills training, research and development institute working to promote cooperation in the field of security at both the national and international levels.

Values

*Fairness
Professionalism
Service to the community
Employee wellbeing*

The new Police College of Finland officially opened on 1 January 2008. A changeover from a model involving two separate operating units into a single unit proceeded well, even though much of the administrative and operational organisation of the new training institute did not take place until the final months of 2007.

The day-to-day operations of the new training institute went smoothly throughout the challenging transition period. In addition to putting its operations on a firm basis, the Police College of Finland was also able to start internal development work and the development work covering the sector as a whole during its first year. This clearly shows that the staff members of the training institute are both skilled and committed to their work.

An expert organisation can only operate successfully if it has a positive working atmosphere. According to the personnel barometer, job satisfaction remained good throughout the year 2008 despite the changes. The training institute is, however, facing a multitude of operational challenges, which means that promoting well-being at work must be continued on a permanent basis.

Keeping police work attractive is a joint challenge.

One of the most important profit targets of the Police College of Finland was to keep the recruitment for the Diploma in Police Studies programme at the level of the general attrition. The target was not fully met because the

number of students starting the training during the year was almost one hundred lower than planned.

The lower-than-planned number of students resulted from a substantial drop in the number of applicants. In 2008, there were only 947 applicants to the police training programme. As the selection criteria for police training and the approval threshold will remain unchanged, the decrease in the number of applicants will have a direct impact on the number of students selected.

The sharp fall in the number of applicants during the year in review is probably a result of the difficult employment situation among police graduates and the public debate on the issue. The profession of the police is, however, becoming more attractive again. In the application period between late 2008 and early 2009, the number of applicants to the Diploma in Police Studies programme was almost twice as high as during the corresponding period a year earlier. The efforts of the Supreme Police Command to improve the employment situation among police graduates and the provision of information contributed to the positive developments.

The trends in the number of applicants serve as a reminder that police recruiting and the employment of the new police graduates are a joint concern of the entire Police Administration. The Police College of Finland acts as the core unit in recruiting matters. Different units of the Finnish Police Administration play a role in this work, which is supported by the Police College in accordance with its own tasks.

New police graduates are now expected to find work more quickly than before. The professional skills of those graduates who are finding work after a long period of unemployment need updating, and the Police College is prepared to provide them with appropriate special training. Preparations for the training began in 2008, and the first courses will take place during 2009.

The Police College of Finland is involved in the development of the whole administrative sector.

As stated in the objectives laid down for the Police College of Finland, there will be extensive cooperation in research of the police sector and the development of police expertise between the new training institute, the Finnish Police Administration and the stakeholders. Research and development work will be directed in accordance with police strategies, and consideration will be given to the need for topical information that is central to police training and the police activities and its planning, assessment and development.

The Police College of Finland will be closely involved in the implementation of the Internal Security Programme, and this will also be reflected in the research focus areas. During the year in review, most of the research projects and publications were directly connected with the themes of the Internal Security Programme.

Representatives of the training institute participated in the preparation of the most important development projects of the police in different working and preparatory groups. The areas in which expert work took place in 2008 included the reform of the administrative structures of the Finnish Police, the system for assessing leadership in the police force and the police field software. The Police College of Finland launched two development projects in connection with the reform of the police administrative structures. The projects involving the testing of the field management system and the work of the police department executive groups will continue during 2009.

The Police College of Finland continued the development of the teaching contents and structures of police training. In the next few years, the aim is to officially make the Diploma in Police Studies a polytechnic-level qualification, which it in effect already is. As a result, the Bachelor in Police Command would become a higher polytechnic degree. The main aim is to build a comprehensive chain for training professionals, which would combine strong theoretical and practical expertise. In addition to development work, the reform will also require that the actors involved, such as the Ministry of Education, can agree on the development needs.

The aim of the merger of Finland's police training institutes was to achieve economic and operational synergy benefits and to provide the sector with more potential. The first year has shown that the objectives were correctly set. The Police College of Finland has been able to run its operations on a more efficient basis; its role has become clearer, and it is becoming a more important partner in the development of the Police Administration.



Seppo Kolehmainen
Director

Student recruitment and selection

The aim of the recruitment and selection of students is to find enough cadets suitable for police work. The students are selected on the basis of an aptitude assessment and entrance exam.

The qualification requirements for the Diploma in Police Studies are laid down in the Act on Police Training. A vocational qualification, completion of upper secondary school or a matriculation examination is the minimum selection requirement. The applicant must, in terms of health and other qualities, be suitable for carrying out police duties. Applicants must also have worked for at least one year.

In 2008, more than 85 per cent of the applicants met these requirements. The aim is to invite all qualified applicants to take the entrance exams.

Sharp drop in the number of applicants

The applicants for the Diploma in Police Studies programme in the 2008 application periods totalled 947, which was considerably less than in the previous years. The main factor making the police profession less attractive was the public debate about the employment situation. The decline in the number of applicants was, however, stopped in 2008, and there has been a substantial increase in the number of applicants in the first application period of 2009, compared with the two previous years. The change is partially a result of the efforts by the Supreme Police Command to improve the employment situation.

Starting places in 2008 numbered 312, but almost 100 of this total remained vacant. The selection criteria remained unchanged, which means that the approval threshold was kept at the previous years' levels. Five courses taught in Finnish and one course taught in Swedish started during the year in review.

There are no gender quotas in police training. Women accounted for slightly over one-quarter of the applicants and slightly less than one-quarter of the students starting training. The average age of the applicants and those starting training is about 24 years. About 65 per cent of the applicants have taken the matriculation examination.

There was a substantial drop in the number of applicants for the Swedish-language Diploma in Police Studies training, and only nine students were selected for the programme.

Growing interest in advanced training

The students for the Finnish Police Sergeant's Examination programme are selected on the basis of an entrance exam. The selection for the Bachelor in Police Command programme is on the basis of a written test, an interview and an aptitude assessment.

During the year in review, there were a total of 294 applicants for the Finnish Police Sergeant's Examination programme. A total of 68 students were selected for training in 2009, of whom 15 were students selected for training given in Swedish. Women accounted for about one-tenth of the applicants and about a sixth of those selected for training.

There were a total of 61 applicants for the Bachelor in Police Command in the 2008 application period. The students for training starting in 2009 will be selected from this group. Women accounted for 15 per cent of the applicants.

Application and selection procedures for diploma and advanced degree studies are continuously monitored and developed.

Active student recruitment

"Nationwide visibility and an active local-level approach are the requirements for successful student recruitment. During the year we participate in over 70 recruitment events, such as training exhibitions around different parts of Finland, build different campaigns and cooperate closely with police departments. In 2008, we participated in marketing cooperation with four higher education institutes in Tampere with the theme Lätkässä Manseen ("Head over heels for Tampere"). At the beginning of 2009 we experimented with the use of visibility provided by a web exhibition, during which anyone could visit our exhibition stand by using their home computer."

"For police training, we look for people with various competencies, people who are well-adjusted and sociable and whose mind and body are in a sound condition."

Juha-Matti Marttila, Sergeant





The entrance exam for the Diploma in Police Studies programme is in three stages, and applicants successful in the previous stage are allowed to proceed to the next stage. The entrance exam involves a physical fitness test, a writing test, a test in the exam language, psychological tests, a group assignment, a personal interview and a comprehensive medical examination (including a drug test).

Applications for the Diploma in Police Studies programme can be submitted all year round. Applications for the Finnish-language training can be submitted during four application periods during the year. Applications for Swedish-language training can be submitted once a year.

Number of applicants for diploma and advanced studies and students starting training in 2006-2008

	2006		2007		2008	
	Applicants	Started	Applicants	Started	Applicants	Started
Diploma in Police Studies	1,769	398	1,322	321	947	218
Finnish Police Sergeant's Examination	207	49	245	49	294	48
Bachelor in Police Command	0 ¹⁾	25	88	0 ²⁾	61	24

¹⁾ No application round organised

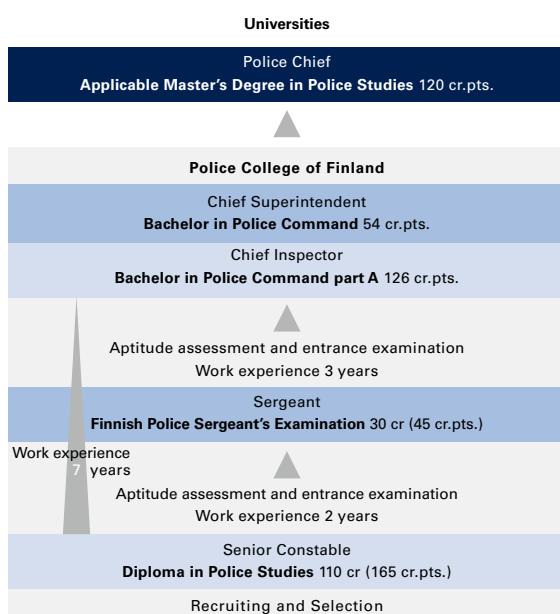
²⁾ No training started

► For detailed information about the application requirements for the Diploma in Police Studies programme and the different stages of the entrance exam, go to www.polamk.fi web site's English language section and click 'Applications for the College'.

Training



Degree Programmes in Police Studies



The only place in Finland to graduate as a police officer is the Police College of Finland in Tampere. In addition to the Diploma in Police Studies, it is possible to complete the Finnish Police Sergeant's Examination and the Bachelor in Police Command degree. In addition to degree level education, the Police College provides professional further training and arranges specialist studies.

Training is organised in both Finnish and Swedish. The Finnish and Swedish training follow the same syllabus.

A comprehensive basis for work

Training for the Diploma in Police Studies takes about two and a half years, and its extent is 110 credits (165 credit points). The Diploma in Police Studies follows the secondary level degree. The Diploma in Police Studies confers eligibility for the posts of Senior Constable, Senior Detective Constable and Detective.

The Diploma in Police Studies consists of basic studies and vocational studies. In addition to classroom training periods, the Diploma in Police Studies includes a supervised work practice period, a fieldwork period and a study paper.

The training for the Diploma has three parts: field activities, traffic and crime prevention. Apart from the professional subjects in police training, the training includes legal studies and behavioural and communication sciences, such as psychology and language studies. During their training, the students undertake a language exam, the aim of which is to prove fluency in the second official national language – a required skill for public employees.

► More details about the parts of the Diploma in Police Studies training can be found at the www.polamk.fi web site's English language section under the 'Training' link.



A foundation for different police careers

"Students of the Police College come from many different backgrounds. In my own class one finds, for example, a former X-ray assistant and a cab driver. I myself have previously studied information technology at university and I have worked in the social field. Some of the Police Diploma students come straight from the army while some of them have a tertiary degree."

Studies at Polamk, as the Police College is called, provide a good foundation for police work. The profession of police officer is a profession comprising many different areas of expertise, and there are many opportunities for specialisation within the field. One can orient one's career towards crime investigation or concentrate on the traffic side or continue studying at an academic level in partner universities."

Antti Tuunanen, Police cadet

A total of 472 new police officers

A Finnish-language training course for the Diploma in Police Studies starts at the Police College usually every six weeks, and new police officers graduate every six weeks. Yearly, one group of students starts training that is conducted in Swedish.

A total of 472 new police officers graduated in 2008. Of these new graduates, 34 had completed the Swedish-language Diploma in Police Studies.

In 2008 a second student who completed the Diploma in Police Studies with supplementary studies through continuing training graduated from the Police College. Continuing training is aimed at people who have completed an examination equivalent to the Diploma in Police Studies in another EU country. It has been possible to undertake continuing training subjects since 1997.

Learning at work in police units

Learning at work is an integral part of the Diploma in Police Studies. The studies include supervised work practice and a fieldwork period, lasting about a year altogether. The work practice is carried out in one of the 24 police departments in Finland. The fieldwork period can also be undertaken in one of the police national units, for example, in the National Traffic Police.

During work practice, the student participates in normal police tasks under the guidance and supervision of an experienced police officer. During fieldwork period the student works in a police unit and undertakes distance learning under the supervision of Police College teachers.

During the year under review, 310 students started supervised work practice and 390 students started fieldwork period.

Key figures for the Police Diploma training, attrition and net increase 2006-2008

	2006	2007	2008
Diploma studies started	398	321	218
Training days (contact teaching)	127,680	103,740	80,715
Work-year equivalents for work practice	227	238	195
Work-year equivalents for fieldwork period	340	337	344
Diploma studies completed	350	372	472
Attrition	364	310	371 ¹⁾
Net increase	-14	62	101 ¹⁾

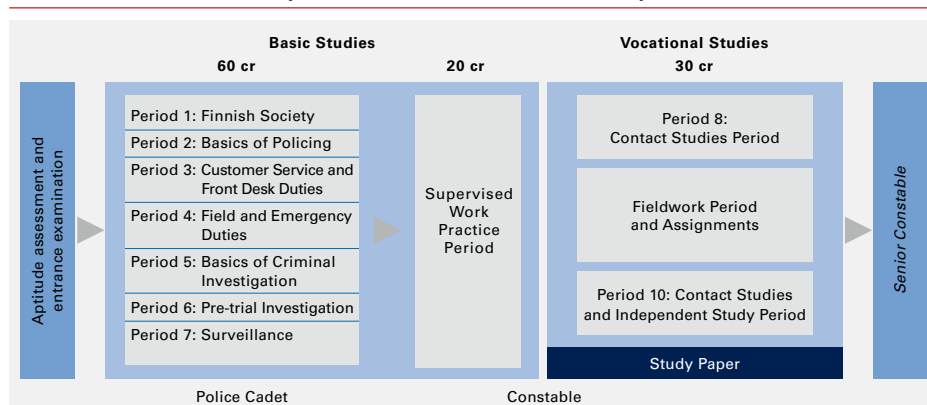
Training day = a training day for one individual
¹⁾ Estimate

Finnish Police Sergeant's Examination reforms

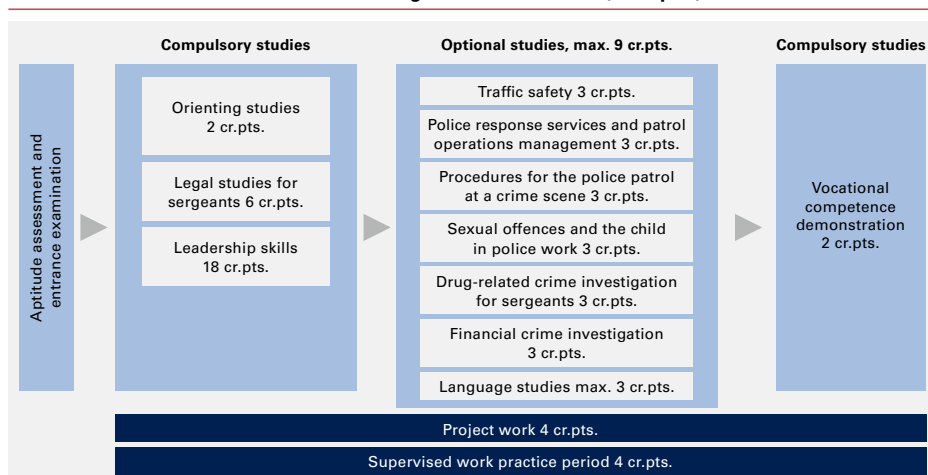
The Finnish Police Sergeant's Examination is a supervisory training qualification, the extent of which is 45 credit points. Those who have completed the Diploma in Police Studies and worked at least two years in the profession can apply for the training programme. Studies for the Finnish Police Sergeant's Examination are undertaken alongside work and last about one and a half years. The Finnish Police Sergeant's Examination confers eligibility for the posts of Sergeant, Detective Sergeant and Senior Detective.

The curriculum for the Police Sergeant's Examination was reformed in 2008, and a new curriculum came in effect with the start of the training in 2009. The time to complete the degree was shortened from about three years to one and a half year. In future, the Finnish Police Sergeant's Examination will include a three-month supervisory practice.

Diploma in Police Studies (110 cr, 165 cr.pts.)



Finnish Police Sergeant's Examination (45 cr.pts.)



Police officers with a Diploma in Police Studies take an oath concerning the professional ethics of the police. The aim of the oath is to make the police officers aware of the values and good practices expected of a police officer in Finland. A total of 300 police officers took the oath at the two oath ceremonies organised in 2008.



The knowledge, skills and abilities of police cadets are tested in a so-called policing skills competition before they start work practice. The competition tests the students' ability to handle different police work situations.

Key figures for the Finnish Police Sergeant's Examination 2006-2008

Year	Studies for the degree started	Studies for the degree completed	Training days
2006	49	43	4,905
2007	49	63	6,099
2008	48	52	4,900

Training day = a training day for one individual

The first new Bachelor in Police Command degrees

The Bachelor in Police Command education consists of training in leadership skills and supervisory duties. The study applicants must have successfully completed the Diploma in Police Studies and worked for at least seven years as a police officer, or have completed the Finnish Police Sergeant's Examination and worked for at least three years as a police officer.

The Bachelor in Police Command Examination provides a polytechnic degree for police training and is worth of 180 credit points. For the degree, the students first complete Part A, which is continuous and lasts for a year and a half and the extent of which is 126 credit points. Those who have successfully completed Part A of the programme are eligible for the posts of Chief Inspector, Detective Chief Inspector and Superintendent (of the Finnish Security Police).

A student in a supervisory work position is entitled to continue training and undertake studies to earn 54 credit points alongside work. The studies last for approximately three years after which the student will be entitled to the Bachelor in Police Command Degree. Those who have successfully completed the studies are eligible for the posts of Chief Superintendent, Detective Chief Superintendent and Deputy Police Chief, and other senior police posts.

The first students who completed the new type of Bachelor in Police Command Degree graduated in 2008.

First Specialist Studies certificates

Specialist Studies for Police Officers is a study programme that provides the officers with a possibility to extend and deepen their professional know-how. Applicants eligible for the Specialist Studies must have at least two years' work experience as a police officer after the completion of the Diploma in Police Studies. The extent of the study programme is 30 credits (45 credit points), and studies are undertaken alongside work over a period of three years.

Alternatives for major subjects include technical investigation, drug-related crime investigation, police dog operations and traffic. In 2009, a new Specialist Study line on information technology will commence.

First of the students completing the Specialist Studies for Police Officers graduated in 2008: four students, who started their specialist studies in technical investigation in 2005 received the certificates upon completing the study programme.

International cooperation in education

"The Police College's main emphasis in international activities is on active participation in the operation of the European Police College (CEPOL). Finland's CEPOL office is based in the Police College. CEPOL organises yearly close to a hundred courses or seminars in the EU countries. Of these three are held in Finland on average. In 2008, there were over 50 participants from Finland's different police units in CEPOL training activities.

The Police College of Finland also participates in NORDCOP student exchanges organised by the Nordic police academies. In 2008, eight Police Diploma students left the Police College to participate in the student exchange, and nine exchange students arrived in the college. The college also participates in the NORDCOP network's teacher cooperation."

Erkki Talvitie, Chief Superintendent

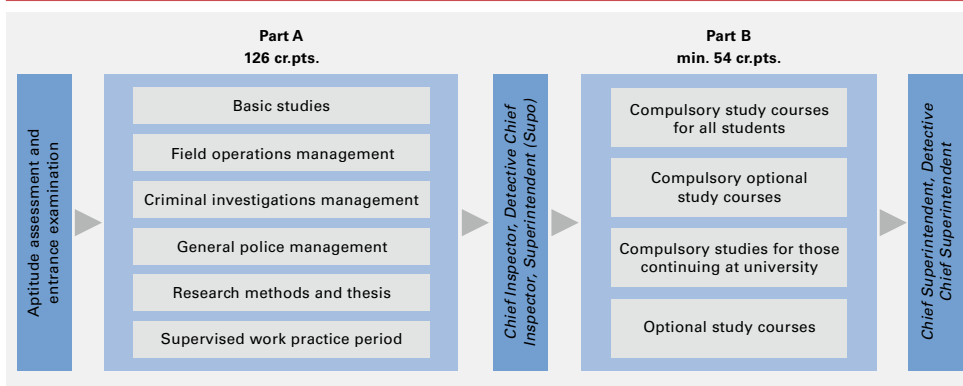


Key figures for the Bachelor in Police Command degree 2006–2008

Year	Studies for the degree started	Studies for the degree completed (part A)	Training days
2006	25	47 / 0	8,665
2007	0	25 / 0	11,075
2008	24	0 / 5	6,416

Training day = a training day for one individual

Bachelor in Police Command (180 cr.pts.)



The Police College premises are specially designed for study in which theory and practice are combined. In the campus area there is, for example, a driving practice track and a practice area, which includes, among other things, an artificial street practice zone. In the practice area, realistic policing situations can be set up. The Command Centre of the Police College provides the facilities for practicing the supervision of police operations.

A variety of continuing training

The Police College organises further training to maintain and develop the skills of the personnel at the Police Administration. A significant proportion of the staff in Police Administration participate in training organised by the Police College every year. In 2008, approximately 200 different further training events were arranged in the college. Around 5,800 persons participated in seminars, meetings and occupational courses for the Police Administration.

Further training in the field of police activities is provided also by provinces, police departments and national police

units. Continuing training provided by the Police College now focuses more and more on instructor training in support of on-the-job training in police departments and police units. The Police College trains, for example, all the trainers of police's use-of-force methods. They, in turn, give training to the police officers in police departments and units.

The college also organises fee-based training, which is directed to others than those in the service of the Police Administration. For example, training of guard trainers in the use of force and training of security steward trainers are courses that are fee-based and available to civilians.



Multi-method training

The teaching for the Diploma in Police Studies is multi-method teaching. The training includes lectures, demonstrations and practice in small groups as well as independent study. The teachers of different subjects plan and realize teaching cooperatively. For example, in practice sessions related to client encounters, the students apply concepts learnt during psychology, language and use-of-force lessons.

Problem-based learning (PBL) is utilized in vocational studies of the Diploma in Police Studies programme. The method emphasizes the individual student's own activeness. The students are divided into tutor groups, in which they search for solutions to learning assignments. The assignments are based on situations that police officers encounter in their day-to-day work.

In the training for the Finnish Police Sergeant's Examination and for the Bachelor of Police Command degree, different activities related to leadership and supervision are undertaken in addition to theory teaching. The aim is that the student will acquire a new leadership-related viewpoint on police work.

Maintaining quality training

The quality and effectiveness of training are constantly monitored. The competencies acquired in the Police Diploma training are assessed in periodical and final exams, as well as in other tests measuring professional skills, and during the on-the-job training period. The skills learnt by the students in the training for the Finnish Police Sergeant's Examination and for the Bachelor in Police Command Programme are evaluated with the help of learning diaries, competence test, practice tasks and learning-at-work periods.

The assessment tools indicate that training for the study programmes provides good professional skills and responds well to the demands of police work. Work communities take part in the training development and in anticipating future skills requirements.



New kind of teaching on the web

"In 2008 the Police College implemented a Webex distance learning system, which enables distance teaching, distance tutoring, visiting lectures on the web, and video conferencing. Students can follow a lecture wherever there is a computer connected to the Internet, while the lecturer can make the presentation in Oulu, for example. The system allows almost all activities identical to those of traditional class-based teaching – the difference being that sound, image and files move through the Internet. With the help of Webex, communication is made possible with the impression given that it all is taking place simultaneously within the same space.

The Webex system is already in use on all educational levels, both for degrees as well as for continuing education. Practical experience has been encouraging: feedback from both students as well as from teachers is positive."

Elise Majander, Study Officer

Police dog activities

The Hämeenlinna-based Police Dog Training Centre is part of the Police College of Finland. It trains the police dog handlers and acquires the dogs for the Finnish Police. The Centre is also involved in the development of police dog activities, monitors the quality of dog training and works to ensure that the dog handlers possess the required skills.

The Police Dog Training Centre cooperates with national and international stakeholders. The most important partners in Finland are the Defence Forces, the Border Guard, Customs and the Criminal Sanctions Agency. For example, most of the narcotics dogs of the Criminal Sanctions Agency are trained by the Police Dog Training Centre.

In 2008, a total of 11 police dog handlers completed their training. Like other police officers, police dog handlers must complete the Diploma in Police Studies before receiving special training. Dog handlers must have a long-term commitment to their job because they train the dogs assigned to them and must take care of them until the dog retires.

The German Shepherd and Belgian Shepherd dogs (Malinois) are the breeds most commonly used by the Finnish Police. Hunting dogs, such as English Springer Spaniels and Labrador Retrievers, are also trained as special dogs.

The dogs used by the Finnish Police are multi-purpose dogs. In addition to receiving basic training, patrol dogs are also taught to find narcotics, explosives, flammable liquids or cadavers. In addition to patrol dogs, the Finnish Police also have special dogs that are trained in obedience and in one specialty area. Special dogs are only used in their specialty area, such as the search for explosives or narcotics, ID or scent identification or in fire investigation.

At the end of 2008, the Finnish Police had a total of 227 police dogs. Of this number, 130 were narcotics patrol dogs, 11 special narcotics dogs, 28 explosives patrol dogs, 10 special explosives dogs, 15 cadaver dogs, 5 arson dogs and 4 scent identification dogs.

During the year in review, the Police Dog Training Centre trained 8 special narcotics dog handlers, 8 narcotics patrol dog handlers, 4 arson patrol dog handlers, 3 explosives patrol dog handlers, one cadaver dog handler and one special explosives dog handler.

Number of dogs acquired in 2006–2008

Year	Number
2006	55
2007	78
2008	56



Dogs' muzzles at work a hundred years back

"Use of police dogs has a long tradition in Finland: the first police dog, which was brought to the country in 1909, was Hektor von der Volmeburg. During the last hundred years, dogs have become an essential part of police operations, and new ways to employ them are being discovered constantly.

Scent identification was put on a permanent basis in 2006, and at the same time it was officially made a crime investigation method. Training of patrol arson dogs started in 2008, because the current small number of special arson dogs will not be sufficient for the investigation of increasing number of fires. An experiment, in which dogs are trained for searching money, is also underway. Money sniffer dogs have performed well internationally in crime investigation cases related to grey economy.

Mikko Maunuksela, Chief Superintendent

Research

The Police College of Finland conducts independent social and behavioural science research on police work. The research published by the college focuses on police work and its organization as well as on police work environment and changes taking place in it. The research helps in creating a foundation for police training, developing police work and improving internal security.

The research findings are used extensively in police training. The research staff participate in teaching, supervise Bachelor in Police Command students working on their theses and provide researched information for the teachers of the Police College to use in their teaching. The information provided by the research is used in planning and decision making on a ministerial level and in evaluating various reforms.

Some of the research conducted at the Police College is funded by entities such as companies and public corporations which are not connected to the Police Administration.

Information about internal security

The research carried out at the Police College of Finland covers five research areas: Narcotics Crime, Crime and Security, Police Administration, Policing and Economic Crime. A team, lead by a senior researcher with a doctorate-level qualification is in charge of each research area.

The research is coordinated within a research program that is approved for three-years at a time. Factors leading to the selection of research topics are described in that program, which also introduces the research projects as well as their relation to strategies and organised activities.

The research can also be externally funded and receives finance from the European Union, government ministries, municipalities, the Academy of Finland and various foundations. Of the total research budget, the share of outside funding during the last few years has been about a half.

During the year in review, the research topics were closely connected with the Internal Security Programme. The central themes of the research projects were cooperation between authorities, crime intelligence and analysis, racist crime, terrorism and security authorities' media image. Other research indirectly related to the Internal Security Programme included police leadership, work well-being and public confidence on the police.

Publications on wide-ranging topics

In three publication series by the Police College there is literature on police work and public safety, as well as literature related to general social criminology. In addition, the researchers have their results published in other publishing forums, such as scientific journals.

During the year under review, a total of 49 investigations, reports, study books and articles were published. Of these, 11 were monographs in a book form. One third the publications were refereed publications, the quality criteria of which were thus stricter than that of other publications.

The most important research publication themes during the year under review were prevention of exclusion and marginalization as well as combating organised and economic crime. Other publication topics included safety of immigrants and ethnic minorities, education and improvement in know-how, and reduction in violence.

A library in the middle of it all

"The Police College Library was constructed in the middle of the building to become the heart of the college. It has by now established itself as a busy study and work area. During the first year, there were 115,000 visitors and close to 40,000 loans. In addition to students, we provide service for the entire police organisation.

Our future focus is, more and more, on cooperation with the research and education sections. Information retrieval is already systematically taught at all levels of education for police degrees. The next challenge is to make cooperation closer in the area of curriculum, to transfer information about course materials as effectively as possible between the library and teaching area."

Marika Puputti, Head of Library and Information Services





PolStat compiling statistics on police activities

"The PolStat team, which manages the national police result data system, is a part of the Police College's Research and Development section. PolStat contains information from many different basic information systems. With the help of the system, one can create statistics and reports on various topics, for example, on crime and emergency tasks and on work-time, economy and personnel.

PolStat combines information from different systems to create new information in a reliable and easy-to-use manner. The result data system is used in the planning, follow-up and development of police activities. Also, other information users, such as the media, take advantage of our statistical service."

Juha Helenius, Senior Planning Officer

National and international cooperation

The Police College's Research and Development section cooperates closely with different research institutes and universities. The emphasis in the cooperation is on joint research projects and publications. The persons primarily in charge of the research have close ties with the academic world, and many of them are senior lecturers or work in other comparable positions in various universities.

Articles by the researchers are published in internationally refereed scientific journals, and the researchers give lectures in international conferences.



- ▶ Information about the research areas can be found at the www.polamk.fi web site's English language section under the 'Research' link.

During 2008, 49 investigations, reports, study books and articles in total were published. The most important research publication themes were prevention of exclusion and marginalization as well as combating organised and economic crime.



National Police Museum

The National Police Museum is part of the Police College of Finland. The Museum presents the history of the Finnish Police and provides the public with information about different aspects of police work. The Museum, located in the Hervanta district of Tampere, was opened to the public in September 2008, and during the first months, it attracted almost 5,000 visitors.

In addition to arranging exhibitions, the Police Museum also supports the research and training activities of the Finnish Police. For example, it provides teaching and produces publications. The National Police Museum serves the public at large, the Finnish Police and researchers.

The Museum's first permanent exhibition, titled *900 vuotta poliisin historiaa Suomessa* ("900 years of Finnish Police"), provides the first comprehensive overview of the history of the country's police force. The exhibition presents the history of the Finnish Police from the Middle Ages, when Finland was a province of Sweden, to the broad range of police activities of today.

In addition to the permanent exhibition, the Police Museum also hosts 1–2 special exhibitions each year on different aspects of police work. Both items from the Museum's own collections and objects from museums outside Finland are displayed in special exhibitions. The Police Museum's first special exhibition showed photographs by Chief Inspector Sami Hätönen and was titled *Poliisin kuva – valotuksia poliisin työhön* ("Images of the Police – Some views"). It will be followed by *Haista ite!* ("The Nose Knows!"), which will provide an overview of the one hundred years of police dog activities in Finland.

The National Police Museum has about 6,000 objects, 60,000 photographs and 950 films in its collections. The largest collections are those covering the activities of the Police Technical Centre, the National Traffic Police and the Security Police. Most of the items in the Museum's collections have been received as donations.

The National Police Museum cooperates closely with local police departments so that it can document the history and traditions of the Finnish Police. A nationwide network of museum contact persons assists museum professionals and supports documentation work in individual police units. Local police history is also presented in historical overviews and in small museums in police departments in different parts of Finland.



Getting to know police work through play

"Pokela, a functional police station for children, which forms a permanent part of the Police Museum, is provided for the benefit of groups from day care centres and schools as well as for families. In Pokela, children can, among other things, try their hands on different police tasks and try on a real police uniform as well. Knowledge about police work increases through personal experience and play."

"Pokela encapsulates the spirit of the Police Museum, which is learning through experience. The aim is to expand the visitors' viewpoints on police work. Pedagogical opportunities provided by the Police Museum are plentiful, and we actively improve cooperation with schools. We expect that the Police Museum will become a popular destination also for class outings."

Maritta Jokiniemi, Assistant Curator



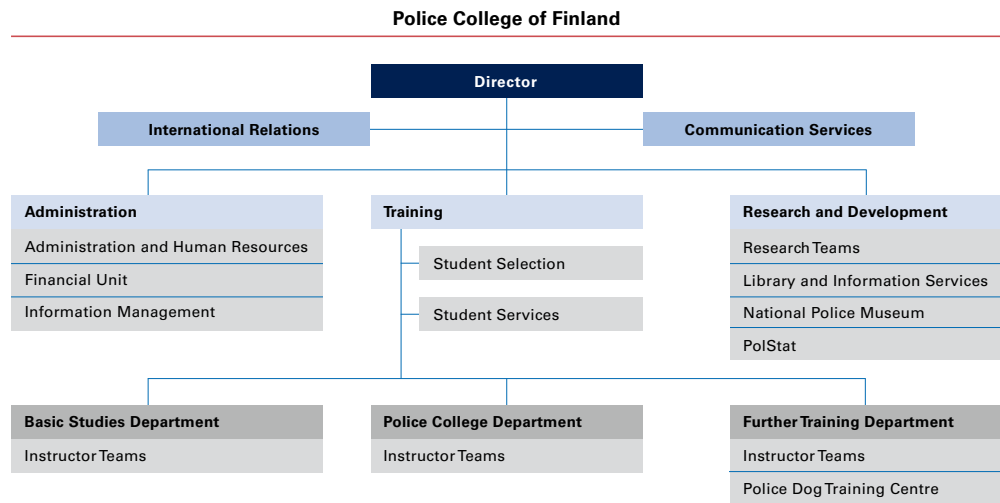
Staff

At the end of 2008, the Police College of Finland had a staff of 234. Of them, 184, or almost 80 per cent, were permanent employees. During the year in review, the number of permanent employees increased by more than 40 per cent. More than half of the temporary staff are police officers, and nearly all of them have a permanent post elsewhere in the police organization. Some of the posts of subject teachers will remain on a temporary basis, as this helps to ensure sufficient exchange of expertise between the training institute and police units.

At the end of the year, police officers employed by the Police College numbered 100, which was about 40 per cent of the staff. Women working as staff members numbered 74, which was nearly one-third of the total. The average age of the staff was 46 years.

The working conditions and well-being of the staff members were examined during the year in review as part of the police personnel barometer. According to the survey, which covers all those working for the Finnish Police, general job satisfaction remains high, and the personnel are committed to their work. In the new police training institute, the emphasis is on the promotion of well-being at work and the development of the supervisory work.

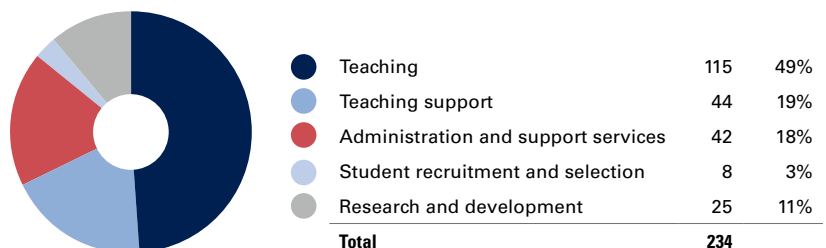
The Police College of Finland actively supports the development of staff skills. The personnel of the training institute are highly educated: About 46 per cent of the staff members have a university degree, and about 64 per cent of the teachers have a degree in pedagogics.



Person work-year equivalents in 2008

Teachers	109
Research staff	20
Other staff	90
Total	219

Police College staff by duty, 31st December 2008



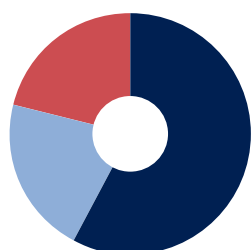
Financing

The Police College of Finland receives its funding as State Budget allocations, revenue from operations and funding for projects. In 2008, the training institute had a total of EUR 27,326,000 at its disposal. This was almost four per cent of the overall Finnish Police funding.

During the year in review, each student cost the training institute an average of EUR 171/day. In the Diploma in Police

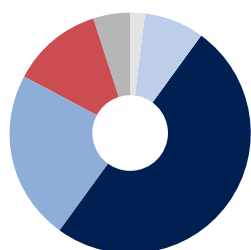
Studies programme the sum was EUR 167, in the training for the Finnish Police Sergeant's Examination EUR 162, and in the training for the Bachelor in Police Command EUR 270. The figure for diploma and advanced programmes includes accommodation and meals during classroom teaching.

Operating income in 2008 (€ 1,000)



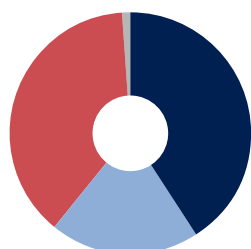
Revenue from chargeable operations	753	58%
Rent and compensation for use	270	21%
Other income	267	21%
Total	1,290	

Operating expenses in 2008 (€ 1,000)



Machines and equipment (investment purchases)	629	2%
Materials	2,144	8%
Staff expenses	12,831	50%
Rent	5,874	23%
Purchasing of services	3,082	12%
Other expenses	1,248	5%
Total	25,808	

Social expenses for study in 2008 (€ 1,000)



Meals	623	41%
Daily allowances for cadets	301	20%
Equipment for the students (official uniforms, weapons and protective gear)	589	38%
Health care	22	1%
Total	1,535	





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