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The Finnish Police



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The Police College of Finland began developing its quality assurance system in spring 2008. The system describes the methods used by the Police College to ensure and improve the quality of its training and other operations. The Finnish Higher Education Evaluation Council will audit the quality assurance system in October-November 2011. The first self-assessment, carried out as part of the quality work, took place in autumn 2009 and self-assessments will be carried out regularly after the external audit.

Director's review



Police College of Finland

The basic task of the Police College of Finland

The task of the Police College of Finland is to maintain and improve the skills and the information base of the police staff. The Police College of Finland is responsible for police training recruitment, student selection, diploma and advanced studies and carries out further training and research and development in the police field. The Police College of Finland is an active participant in the public debate on security matters.

Values

- Fairness
- Professionalism
- Service to the community
- Employee wellbeing

Vision

In 2020, the Police College of Finland will be a highly respected and an increasingly valued provider of police training, research and development that works to promote security cooperation at both the national and international levels.

Strategic objectives

- improving professional police skills and providing the police field with a broader information base
- continuous improvement of processes
- personnel development
- development of international cooperation

During its second year of operations, the focus of the Police College of Finland was on making police training more interesting, on internal development work and on development work concerning the sector as a whole.

There was a marked increase in interest in police training in 2009. Applicants for the Diploma in Police Studies programme totalled about 2,000, compared with less than 1,000 a year earlier. Improved employment prospects, active recruitment work and the providing of information about the training all had an impact and the secure career of a police officer is once again seen as a serious option.

The attractiveness of the profession is a critical success factor for the Finnish Police. We are approaching a situation in which attrition in the police force is higher than the number of new police graduates. There are plans to increase enrolment in the Diploma in Police Studies programme for a few years beginning in 2010 so that the number of police professionals can be kept at present levels. The number of training places has already been increased, from 312 last year to 384 this year.

The completion of the Diploma in Police Studies takes 2.5 years, which means that it will take about three years before the increase in the number of students will have an impact on police work. We have good chances of achieving a balance between retirement attrition and framework funding on the one hand and the intake of new students and the number of graduates on the other.

Analysis of the operating environment guides our work.

The Police College of Finland focuses its training, research and development work in accordance with the changing requirements in the operating environment of the police.

At the moment, the most important changes in the operating environment are connected with the development of the administrative structure. The establishment of the National Police Board, the abolishment of the Provincial Police Commands and the new system of 24 police departments have also made it necessary for the Police College to reorganise its training. For example, the heads of Provincial Police Commands used to play an important role as coordinators of police training and now replacements must be found.

The Police College will continue to provide the police administration with expert advice in a broad range of matters. The changeover to large police departments means that police operations must become more specialised and that the Finnish Police must update their leadership structures and practices. In 2009, the Police College

coordinated a project aimed at modelling the work of the police departments' management teams and producing tools for ensuring workplace well-being in them. The Police College also provided the Finnish Police with expert advice in connection with the situation centre system and by carrying out analyses and a personnel barometer.

The Police College of Finland is an increasingly important partner in the preparation of different operating models and programmes for the Finnish Police and provides the National Police Board, the Ministry of the Interior and the Government with research results and information on matters concerning operating environments. The Police College plans its daily operations in accordance with the priorities of the Internal Security Programme.

The changes in the operating environment of the police and a broader security concept mean that the actors in the security field must adopt new forms of cooperation. The Police College of Finland and the two other training institutes coming under the Ministry of the Interior (the Border and Coast Guard Academy and the Emergency Services College) put their research cooperation on a more established basis. The annual internal security seminar is a new opening in the cooperation between the three. In the international arena, the Police College of Finland continues to put heavy emphasis on police training cooperation taking place in the network of the European Police College (CEPOL).

The foundations of future police training are built today.

In an expert organisation, the development of leadership and other staff skills is part of general operational development. This is particularly important for the Police College because it is a new work community that is in the process of establishing its internal operating models and at the same time assuming a more important role in the development of the Finnish Police Administration.

The Police College began developing its quality assurance system in 2008, its first year of operations. Self-assessment, carried out as part of the quality work, was completed in 2009 and provided a useful general picture of the training institute. In accordance with the results, the Police College will focus on integrating training and other operations. The self-assessment will be carried out again in late 2010 and early 2011. The Police College is also making preparations for an external audit, to be carried out by the Finnish Higher Education Evaluation Council in 2011.

The Police College of Finland approved its strategy in spring 2010. The strategy contains the training institute's central objectives and the guidelines for steering its operations.

The strategy has four areas, which can be summed up as a fundamental principle guiding the development of police training in Finland.

The new strategy and the quality assurance system now under development are expected to act as powerful tools in guiding operations, as the structure of the diploma and advance studies provided by the Police College is being updated. There are plans to make the Diploma in Police Studies a polytechnic degree and to make the Bachelor in Police Command a polytechnic Master's degree in the near future.

The rapid development work continuing in many areas simultaneously – internal development, preparations for the external audit and the reforming of the diploma and advanced studies and drawing up a more practically oriented overall strategy for the Police College – involves a number of challenges and can only be managed by skilled staff committed to achieving commonly agreed upon objectives. The fact that extensive development work is being carried out simultaneously at different levels and as part of daily operations makes it easier for the organisation to operate successfully and with great impact.

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 out 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 2009, more than 87 per cent of the applicants met these requirements. The aim is to invite all qualified applicants to take the entrance exams.

Strong increase in the number of applicants

In 2009, the number of applicants for the Diploma in Police Studies programme was more than twice as high as the year before. The growth continued during the first application period of 2010. The main factor contributing to this development is the improved employment situation of the police. The visibility of the police in the media has also made police training more attractive. Increased recruiting, a result of additional funding granted by the Supreme Police Command during the year in review, has also helped.

Seven courses taught in Finnish and one course taught in Swedish began during the year in review. The average age

of the applicants and those starting training is about 24 years. Women account for slightly more than a quarter of the applicants and those beginning training.

The number of applicants to the Swedish-language Diploma in Police Studies training was more or less unchanged compared with 2008. The applicants totalled 72, and ten of them were selected for the training. The aim is to increase the number of Swedish-speaking applicants.

Advanced training updated

The student selection process and the contents of the entrance exams of the Finnish Police Sergeant's Examination and the Bachelor in Police Command programmes were harmonised in 2009. Students to both programmes are selected in a two-stage entrance exam.

During the year in review, there were a total of 261 applicants to the Finnish Police Sergeant's Examination programme. The students for the training beginning in August 2010 will be selected from this group. In January 2009, a total of 67 students began training. Women accounted for about one-sixth of the applicants and about one-tenth of those selected for training.

A total of 22 students began the Bachelor in Police Command programme during the year in review. A total of 46 persons applied for the training during the 2009 application period, of which 13 were women. The students for the training beginning in May 2010 will be selected from this group.



Using the channels used by the young

"In student recruitment, we must use the same channels as the potential applicants. The best way to reach young people today is to go online. The Internet is a vast media, and thus it involves plenty of challenges. The information must always be up-to-date and accurate. Any factual errors must be corrected at once."

The Police College of Finland opened a discussion on issues concerning student selection on the Finnish Police's Facebook page in spring 2010. On this site, we will answer questions that concern the application for training and student selection. The discussion must be informal and open. There is a clear need for such a forum because people have plenty of questions to ask. We believe that on Facebook more people will get answers to the questions that are on their minds. When somebody asks a question, other people will also see the answer."

Kirsti Asunta, Planning officer



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.policecollege.fi and click 'Applications for the College'.



Number of applicants for diploma and advanced studies and students starting training in 2007-2009

	2007		2008		2009	
	Applicants	Started	Applicants	Started	Applicants	Started
Diploma in Police Studies	1,322	321	947	218	2,014	248
Finnish Police Sergeant's Examination	245	49	294	48	261	67
Bachelor in Police Command	88	0 ¹⁾	61	24	46	22

¹⁾ No training started

During the year in review, the Police College of Finland took part in more than 50 recruiting events, including training fairs held in different parts of Finland. Events organised as part of the Day of the Police 2009 were held in about 70 localities in different parts of Finland in August. Students of the Police College and staff of police departments provided information about applying for police training and the studies.

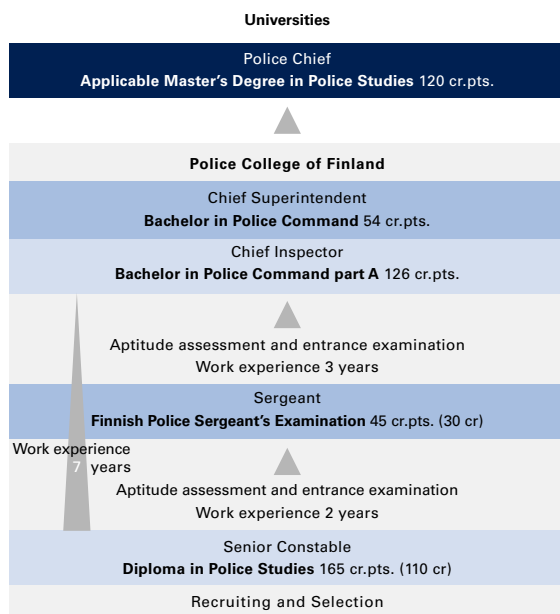


Training

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 also provides further professional training and arranges specialist studies.

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

Degree Programmes in Police Studies



A sound basis for work

Training for the Diploma in Police Studies takes about two and a half years, and its extent is 165 credit points (110 credits). 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 Diploma in Police Studies covers five areas: Field work, traffic, crime prevention, communications and data systems and the use of force. 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.

A total of 335 new police officers

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

A total of 335 new police officers graduated in 2009. Of these new graduates, 14 had completed the Swedish-language Diploma in Police Studies.



An interest in people drew me to the profession

"I'm curious by nature. I want to learn new things all the time. I studied natural sciences at university but the entire time I wanted to be with other people. For many years, I had been dreaming of working as a police officer. Finally, when I had reached a certain stage in my life, I felt bold enough to apply. I practised hard for the entrance exam. I decided that if I fail, it won't be because of the physical fitness test.

I was surprised that the studies involve so much sitting and reading. You learn if you want to learn: When you take heed of what you learn you can become better. The studies, however, only scratch the surface. The best way to learn new things is to learn them during practical field work."

Annukka Cederlöf, a Police Diploma Student

The aim of the training is to ensure that the total number of police officers remains at targeted levels despite the annual attrition. The intake for the Diploma in Police Studies programme is laid down in the performance agreement between the Police College and the National Police Board.

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 national police 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 the 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, 190 students began supervised work practice and 303 students began fieldwork period.

Changes in the Finnish Police Sergeant's Examination

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

Key figures for the Police Diploma training, attrition and net increase 2007-2009

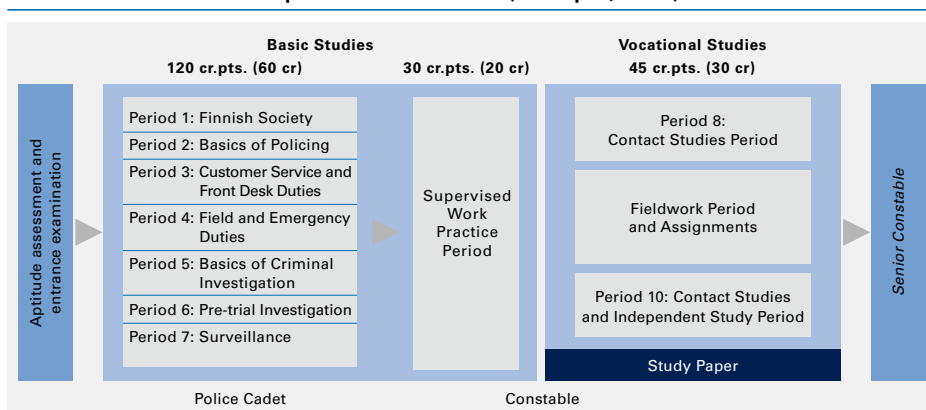
Year	2007	2008	2009
Diploma studies started	321	218	248
Training days (contact teaching)	103,740	80,715	54,208
Work-year equivalents for work practice	238	195	147
Work-year equivalents for fieldwork period	337	344	273
Diploma studies completed	372	472	335
Attrition ¹⁾	310	332	329
Net increase ¹⁾	62	140	6

Training day = a training day for one individual
¹⁾ The figures for 2009-2013 are estimates by the Police College; the figure for 2008 is the actual attrition rate which occurred that year

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 new curriculum of the Finnish Police Sergeant's Examination came into effect in 2009. The students are now expected to complete their studies in one and a half years (compared with approximately three years under the old system) and the studies now also include a three-month long supervisory training period.

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





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.

Bachelor in Police Command training well-established in Tampere

The Bachelor in Police Command education consists of training in leadership skills and supervisory duties. The study applicant 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 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.

Course number 13, which started in 2009, is the first Bachelor in Police Command course to begin in the new Police College in Tampere. Until 2008, courses were held in the old Police College in Espoo.

Training specialists in information technology

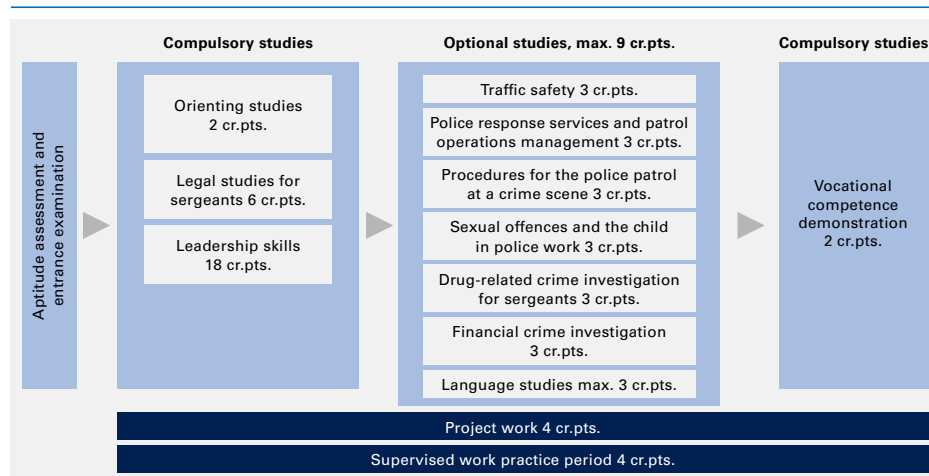
Specialist Studies for Police Officers is a study programme that provides the officers with the possibility to extend and deepen their professional know-how. Applicants eligible for the Specialist Studies must have at least two years' work experience as a police officer after the completion of the Diploma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

Key figures for the Finnish Police Sergeant's Examination 2007-2009

Year	Studies for the degree started	Studies for the degree completed	Training days
2007	49	63	6,099
2008	48	52	4,900
2009	67	45	6,468

Training day = a training day for one individual

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



The content of the specialist study lines is prepared in accordance with the needs of the Finnish Police in different special fields. In 2009, the Specialist Study line on information technology was introduced as a new study programme. It will provide students with expertise in the investigation of information technology and information network crime and in the gathering of digital evidence.

The students can also choose technical investigation, drug-related crime investigation, police dog operations or traffic as their major subject.



More details about the parts of the Diploma in Police Studies training can be found at www.policecollege.fi under the "Training" link.

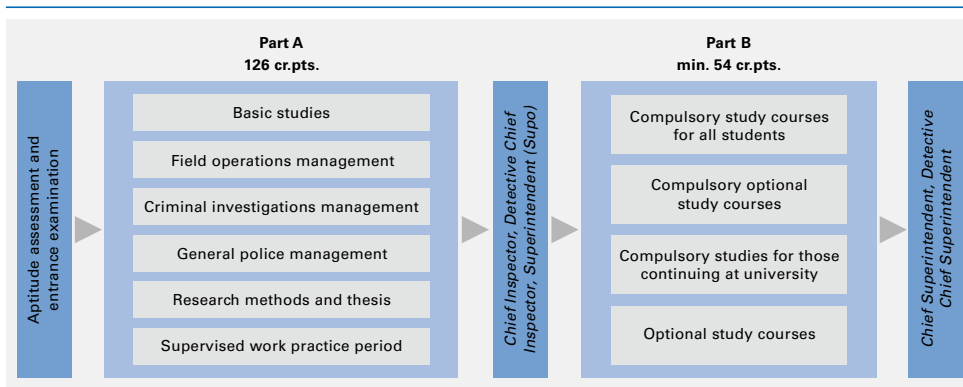
The knowledge, skills and abilities of police cadets are tested in a so-called policing skills competition before they start work practice. The competition tests the students' ability to handle different police work situations.

Key figures for the Bachelor in Police Command degree 2007-2009

Year	Studies for the degree started	Studies for the degree completed (part A)	Training days
2007	0	25 / 0	11,075
2008	24	0 / 5	6,416
2009	22	24 / 10	9,659

Training day = a training day for one individual

Bachelor in Police Command (180 cr.pts.)



Nationwide further 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 2009, approximately 180 different further training events were arranged at the Police College. Over 6,000 persons participated in seminars, meetings and occupational courses for the Police Administration. The restructuring of the Police Administration has strengthened the role of the Police College as a provider of nationwide personnel training. The training provided by the Police College contributes to the development of uniform working models and good practices throughout the Police Administration. Instructor training provided by the Police College supports regional workplace training at police units. For example, the Police College trains all instructors, providing police officers and students with use-of-force training.

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

A broad range of teaching methods

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. Use is also made of problem-based learning (PBL) and online teaching.

In the training for the Finnish Police Sergeant's Examination and for the Bachelor in 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.



The first exercise involving students of different study programmes took place in 2009. Patrols consisting of Police Diploma students and led by Bachelor in Police Command and Finnish Police Sergeant's Examination students carried out dozens of different police tasks on the grounds of the Police College. The Pirkanmaa and Helsinki Police Departments and the National Bureau of Investigation also participated in the exercise.

The Police College is developing blended learning methods. Combining studies with work can be made easier by combining different teaching elements. For example, people attending an expert lecture can communicate with each other using information and communications technology even if they are not in the same location.

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. The Police College also participates in CEPOL's European exchange programme, which is intended for teachers and commanding police officers. In 2009, a total of three international CEPOL courses were held in Finland, while more than 50 Finnish police officers from different police units took part in training organised in different EU countries.

In 2009, a total of seven Police College students went to different Nordic countries as part of the Nordic Nordcop student exchange programme. The college also participates in the Nordcop network's teacher cooperation.

A joint EU exchange programme for police officers, police students and police instructors is planned for 2011–2014. The new exchange scheme is part of the Stockholm Programme approved by the European Council in spring 2009. The aim of the programme is to ensure an open and safe Europe through such means as cooperation in police matters.

Ensuring high-quality training

The quality and effectiveness of training are constantly monitored. The skills provided by the training at the Police College are assessed using exams and other texts produced by the students and practical exercises and demonstrations and supervised work practice.

The feedback received from the students during and after the studies is one part of the process of ensuring the high quality of the training. The feedback allows the Police College to develop the objectives, contents and methods of teaching and to determine what is required of the students. Feedback is also gathered from graduates already in working life. The assessment tools indicate that training for the study programmes provides good professional skills and responds well to the demands of police work.



Crime can be prevented by influencing attitudes

"The Police College began coordinating material covering preventive measures two years ago. Our task is to produce brochures for public events, presentation boards and training packages. Their aim is to prevent crime by influencing the attitudes of ordinary people. The material is used by school and community police officers in their work. They are also an important part of police training.

The Police College recently produced two short films: Kysymysmerkkipoika ('Question mark boy'), which discusses the school tragedies, and Lapsemme verkossa ('Our children on the net'), which discusses the way in which pedophiles act. Both subjects are highly topical and it's important that they are discussed. The preventive material prompts us to think about these issues but it does not give ready answers."

Mikko Ylikangas, Teacher

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. There is also cooperation with Finnish kennel training establishments in puppy training.

In 2009, a total of 8 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 or scent identification.

At the end of 2009, the Finnish Police had a total of 231 police dog handlers. Of the police dogs, 128 were narcotics patrol dogs, nine were special narcotics dogs, 25 were explosives patrol dogs, nine were special explosives dogs, 13 were cadaver dogs, five were arson dogs and four were scent identification dogs.

The first two dogs specialising in tracking down money began service during the year in review. These dogs are used for such purposes as the investigation of organised crime and the black economy, i.e. the search for 'black money'. The Police Dog Training Centre will continue to train dogs for tracking down money as they have already proved their worth in field work.

During the year in review, the Police Dog Training Centre trained 12 narcotics patrol dog handlers, 3 special narcotics dog handlers and 3 explosives patrol dog handlers.



The dog gallery presents officials with a bark

"The Police dog gallery was opened on our website in spring 2009 as part of the centenary celebrations of Finnish police dog activities. It presents nearly all Finnish police dogs on duty. The dogs are arranged in alphabetical order and, in addition to the picture of the dog, such information as the work assignment and the date of birth of each dog is also given.

The gallery has been hugely popular from the start and remains by far the most visited section of the Police Dog Training Centre website. It has also been enthusiastically received by dog breeders. They can check the background of each dog as the gallery provides a direct link to the register of the Finnish Kennel Club. The dog gallery helps breeders to plan their work so that they can keep supplying the Finnish Police with good police dog candidates."

Heli Jalander, Sergeant

Number of dogs acquired in 2007–2009

Year	Number
2007	78
2008	56
2009	74

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 the 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 participates in teaching, supervises Bachelor in Police Command students working on their theses and provides research information for the teachers of the Police College to use in their teaching. The information provided by the research staff 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.

Researched information from the police sector

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 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 financing 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, research projects focused on economic crime, narcotics-related matters, racist and other hate crime, terrorism and radicalisation and violence against children. There was also research on such topics as workplace well-being and leadership in the Police Administration and the trust placed by the public in the police.

Publications on topical issues

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 42 investigations, reports, study books and articles were published. Of these, 12 were monographs in a book form. Over one fifth of 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 the black economy in the construction sector and narcotics crime. Other topics included corruption in Finland and the growing international dimension of police activities.

The library has everything that one needs

"The Police College Library has established itself as the central library of the Police Administration. The collections cover a broad range of topics, from technology to linguistics. Our library also has a large number of detective novels of different types and our criminology collection is one of the best in Finland. Time and again our customers are surprised when they realise that the library provides them with everything they need."

There was a huge increase in borrowings last year and library visits went up by a fifth compared with the previous year. Our services are used by the students and staff of the Police College and also by the people working in Police Administration in different parts of Finland. We want to meet the information requests of our customers in both work-related and study-related matters and also provide them with books for leisure."

Kirsi Uimonen, Information Service Secretary





Hate crime monitored on a regular basis

"Racist crime has been monitored in Finland for more than ten years, using the crime-reporting system. In 2009, the monitoring was made into a more comprehensive system in which statistics are compiled on all hate crimes. The new method allows the annual changes in the occurrence of racist and other hate crimes to be presented."

A hate crime is an act that is motivated by prejudices or hostility towards the reference group of the victim. It also covers racist crime. In addition to the ethnic background of the victim, the act may also be motivated by the victim's religion, sexual orientation, gender identity, gender expression or disability.

It is easy to spread hate material on the Internet. Legislative changes are under way so that hate crime occurring on the net might be tackled more effectively."

Laura Peutere, Researcher

During 2009, 42 investigations, reports, study books and articles in total were published. The most important research publication themes were the black economy in the construction sector, narcotics crime, corruption and the growing international dimension of the police activities.

Police statistics

The PolStat team, which manages the national police result data system, is a part of the Research and Development section. The system allows the production of statistics and reports on different police-related topics, such as the number of offences and information on personnel and working hours.

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 the statistical service.

Cooperation in the academic world

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. During the year in review, research cooperation with the two other training institutes coming under the Ministry of the Interior (the Border and Coast Guard Academy and the Emergency Services College) was also put on a firmer basis.

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 www.policcollege.fi under the 'Research' link.



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.

In 2009, about 17,000 people visited the National Police Museum. The month of May was the busiest period; boosted by school classes, the number of visitors was almost 3,000.

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 one hundred years of police dog activities in Finland is celebrated with the special exhibition *Haista ite!* ('The Nose Knows!'). The exhibition presents the many aspects of work carried out by police dogs and provides information about such matters as the acquisition and training of police dogs and the tasks of special police dogs.

In addition to the exhibitions, the Police Museum also has a police station for children. The Pokela police station is intended for groups from day care centres and schools as well as for families. The purpose of Pokela is to provide children with information about the work of the police through personal experience and play.

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 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.



Filling an empty space with a story

"Building an exhibition is like making a film. You start from scratch and the end result is a hefty package of information and a story with a logical plot. In a museum different ways of telling a story complement each other. The meaning of the objects depends on how photographs and text are used to illustrate the stories behind them."

It took almost three years for us to build the permanent exhibition '900 years of Finnish Police'. We examined every aspect of Finnish police history and tried to figure out why the work of the police is what it is today. Even though facts don't become outdated, different aspects of history are interesting today than in the past or in the future. For this reason, museums, too, must keep up with what is happening in society."

Tiina Tuulasvaara-Kaleva, Curator



Staff

At the end of 2009, the Police College of Finland had a staff of 228. Of them, almost 90 per cent were permanent employees. At the end of the year, police officers employed by the Police College numbered 98, which was about 40 per cent of the staff. Women accounted for more than one third of the staff. The average age of the staff was 47.2 years. The average age of the staff members was 44.9 years for women and 48.3 years for men.

The Police College of Finland presented its personnel plan in 2009. The plan is part of the personnel strategy work started during the year in review, aimed at ensuring successful recruitment and that the resources of the training institute are correctly focused. The personnel plan will be regularly updated in cooperation with the staff.

During the year in review, the Police College carried out a survey on the skills of its staff and their development potential. Following the survey, it was decided that in the future the performance and appraisal interviews will be on a thematic basis: the spring interviews will focus on performance, while in the autumn the emphasis will be on development-related matters. The analysis of the skills survey results, which will provide the Police College with a development tool, will continue into 2010.

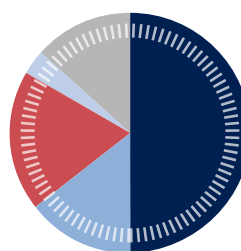
The personnel of the Police College are highly educated: About 40 per cent of the staff members have a university degree, and about 70 per cent of the teachers have a degree in pedagogics.



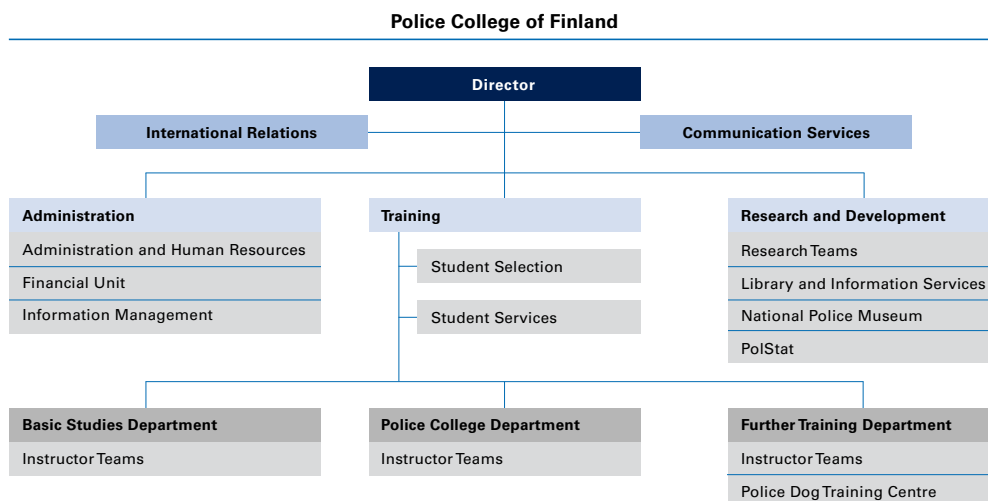
Person work-year equivalents in 2009

Teachers	108
Research staff	16
Other staff	98
Total	222

Police College staff by duty, 31st December 2009



Teaching	113	50%
Teaching support	34	15%
Administration and support services	43	19%
Student recruitment and selection	8	3%
Research and development	30	13%
Total	228	



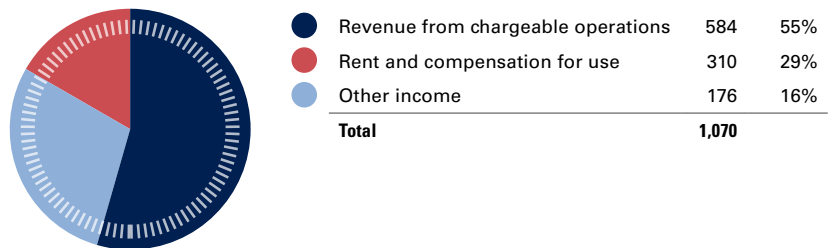
Financing

The Police College of Finland receives its funding as State Budget allocations, revenue from operations and funding for projects. In 2009, the training institute had a total of EUR 28,283,000 at its disposal. This was about six per cent of the overall Finnish Police funding.

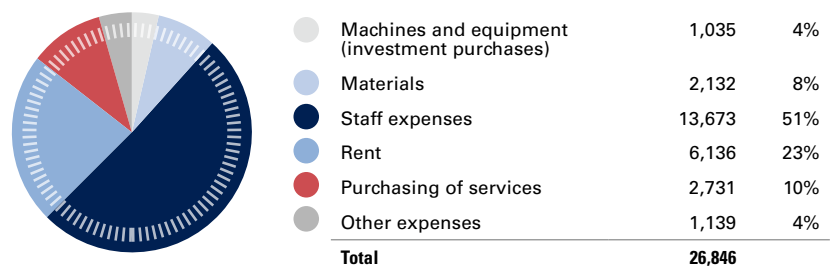
During the year in review, each student cost the training institute an average of EUR 217/day. In the Diploma in Police Studies programme the sum was EUR 199, in the training for the Finnish Police Sergeant's Examination EUR 177, and in the training for the Bachelor in Police Command EUR 250. The figure for diploma and advanced programmes includes accommodation and meals during classroom teaching.



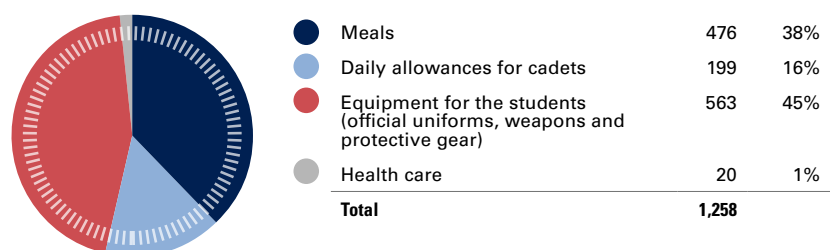
Operating income in 2009 (1,000 €)



Operating expenses in 2009 (1,000 €)



Social expenses for study in 2009 (1,000 €)





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