



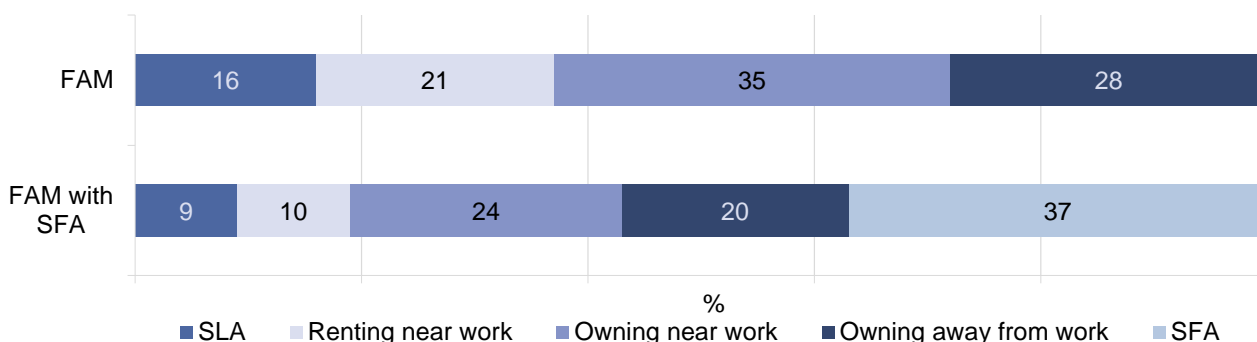
This statistical release provides tri-Service results from the Future Accommodation Model Survey 2016.

Following the 2015 Strategic Defence and Security Review (SDSR) the Ministry of Defence is considering options for how it provides Service personnel with accommodation in the future. The Future Accommodation Model survey was designed to help inform the development of this policy. In particular, the survey examines the attractiveness of potential future accommodation options.

### Key Points and Trends

#### Accommodation Options

The survey presented four options under the Future Accommodation Model: Single Living Accommodation (SLA), 'Renting near work', 'Owning near work' and 'Owning away from work'. Respondents were also asked whether they would choose to live in Service Family Accommodation (SFA) if it was offered at the same cost of renting near work.



Under the Future Accommodation options there is a strong preference for owning a home with a total of 44% opting to own either near or away from work, whilst over a third (37%) would choose SFA if it was offered at the same cost as renting. Of those currently living in SFA about half (49%) would choose SFA under these conditions and about half (51%) would not.

#### Awareness of the Future Accommodation Model

Overall there is low awareness; 42% of Service personnel had never heard of the Future Accommodation Model and a further 19% had heard of it, but knew nothing about it.

#### Attractiveness and fairness of the Future Accommodation Model

Overall the Future Accommodation Model is considered attractive by just over half of all Service personnel (54%) and unattractive by a quarter (25%). However, this differs greatly by Rank; 63% of Junior Ranks found it attractive compared to just 30% of Senior Officers. Half of personnel (50%) felt the Model was fairer than the current offer, compared to 19% who felt the current offer was fairer and 21% who didn't know.

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**Background quality report:** <https://www.gov.uk/government/statistics/mod-future-accommodation-model-survey-2016>

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Reference tables for the Future Accommodation Model Survey 2016 are published as separate documents and can be found on the webpage here:

<https://www.gov.uk/government/statistics/mod-future-accommodation-model-survey-2016>

The reference tables contain the following information:

Annex A: A PDF copy of all Future Accommodation Model survey items in printable table form.

Annex B: Excel tables of all Future Accommodation Model survey items by Service and Officer/Other Ranks. For several questions additional breakdowns have been used to inform the commentary. These additional breakdowns include Rank, Marital Status, current accommodation and whether they have children.

Annex C: A list of all Future Accommodation Model survey items.

# Introduction

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The Ministry of Defence is considering options for how it provides Service personnel with accommodation in the future, whether they are single, in a relationship or married. This follows the 2015 [Strategic Defence and Security Review \(SDSR\)](#) commitment to make a new accommodation offer to help more personnel live in private accommodation and meet their aspirations for home ownership and reducing the costs associated with building and maintaining Service accommodation.

The survey was open to all Regular Service personnel - excluding under 18's, Special Forces and personnel stationed in Northern Ireland for security or ethical reasons. The survey was also open to Reserves Service personnel currently in receipt of Service accommodation. After exclusions the survey was open to approximately 137,000 personnel.

The Future Accommodation Model survey was an online survey. Overall 27,997 survey responses were received, after data cleaning there were 24,302 valid survey responses representing a valid response rate of 18%. As this is a one-off survey of Service personnel, all of the questions have just one year of data.

Please note the results presented in this report include planned revisions to the January 2017 published findings. The weighting methodology has been revised; data are now weighted by Service, Rank group, marital status only. This is to correct for any bias in the profile of respondents. For example, Junior Ranks have lower response rates and are therefore under-represented in the raw data. The population data for these weights was taken from the Joint Personnel Administration (JPA) system.

Results published in January were also weighted by whether or not the respondent had children. This element has been removed from the weights due to under-reporting on JPA of RN/RM personnel with children.

Please see the [Background Quality Report](#) which accompanies this publication for full details of the survey methodology, analysis and data quality considerations along with more detail on the changes to the weighting methodology.

## Definitions

Throughout the survey the following terms and definitions are used:

- Married refers to those who are legally married or in a civil partnership, or are separated but still legally married/ or in a civil partnership
- RN/RM refers to the Royal Navy/Royal Marines
- Senior Officers (SO) refers to those of NATO Rank OF4 and above
- Junior Officers (JO) refers to those of NATO Rank OF1 to OF3
- Senior Ranks (SR) refer to those of NATO Rank OR4 to OR9
- Junior Ranks (JR) refers to those of NATO Rank OR1 to OR3

The Future Accommodation Model (FAM) refers to the potential options for future accommodation presented in the survey. Further information is available at: <https://www.gov.uk/government/collections/mod-future-accommodation-model>

*Only differences that are statistically significant are commented on within this publication; statistical tests were carried out at the 99% confidence level. This is a fairly stringent level and means that there should be a less than 1% chance that differences observed in the survey results are not representative of Service personnel as a whole. This reduces the likelihood of wrongly concluding that there has been an actual change based on survey results, which only cover a proportion of all Service personnel.*

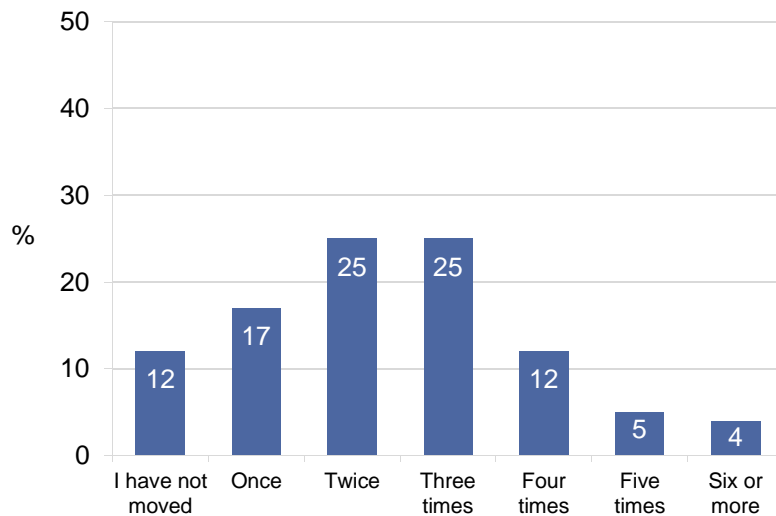
# Section 1 - About you

Section 1 looks at the characteristics of the population including mobility, current accommodation and marital status. This section also considers possible bias within the data and the impact of this on the survey results.

## Mobility

The Armed Forces are a very mobile population. Respondents were asked how many times they had moved accommodation on assignment over the last five years; just under a half (46%) reported moving three or more times in the last five years. Over a tenth (12%) of Service personnel have not moved at all but a similar proportion (9%) have moved five or more times over the last five years.

**Chart 1.1 - Number of times moved accommodation on assignment over the last five years**



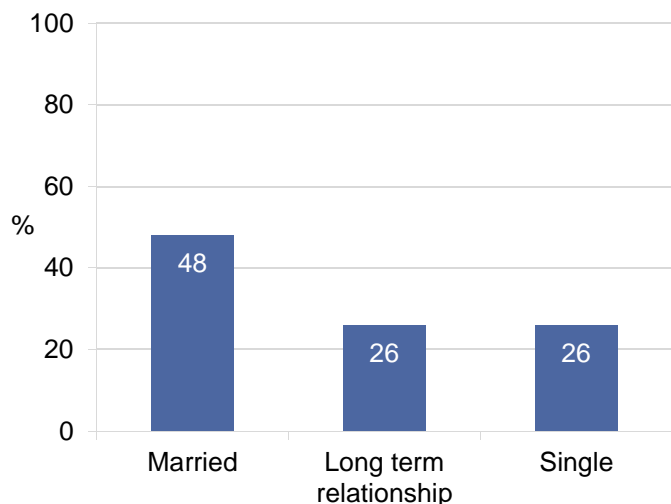
On average Officers are more mobile than Other Ranks, with 59% of Officers having moved three or more times in the last five years compared to 43% of Other Ranks. Personal status also impacts on mobility; over half (54%) of single personnel without children moved three or more times compared to two fifths (40%) of those who are married, or have children (39%).

## Personal status

Nearly half (48%) of Service personnel are married<sup>1</sup>. The remainder are equally split between those in a long term relationship<sup>2</sup> and those who are single<sup>3</sup>.

A much higher proportion of Officers are married (65%) than Other Ranks (44%). Officers are less likely to be in a long term relationship (18%) or single (17%) than Other Ranks of whom 28% are in a long term relationship and 28% are single.

**Chart 1.2 - Service personnel by personal status**



<sup>1</sup>Married refers to those who stated they were "Married/in a civil partnership" or "Separated but still legally married/ or in a civil partnership".

<sup>2</sup>Long term relationship refers to those stated they were in a "long term/established relationship".

<sup>3</sup>Single refers to all other categories of personal status: "Single", "Divorced", "Widowed" and "Prefer not to say".

## Personal status (continued)

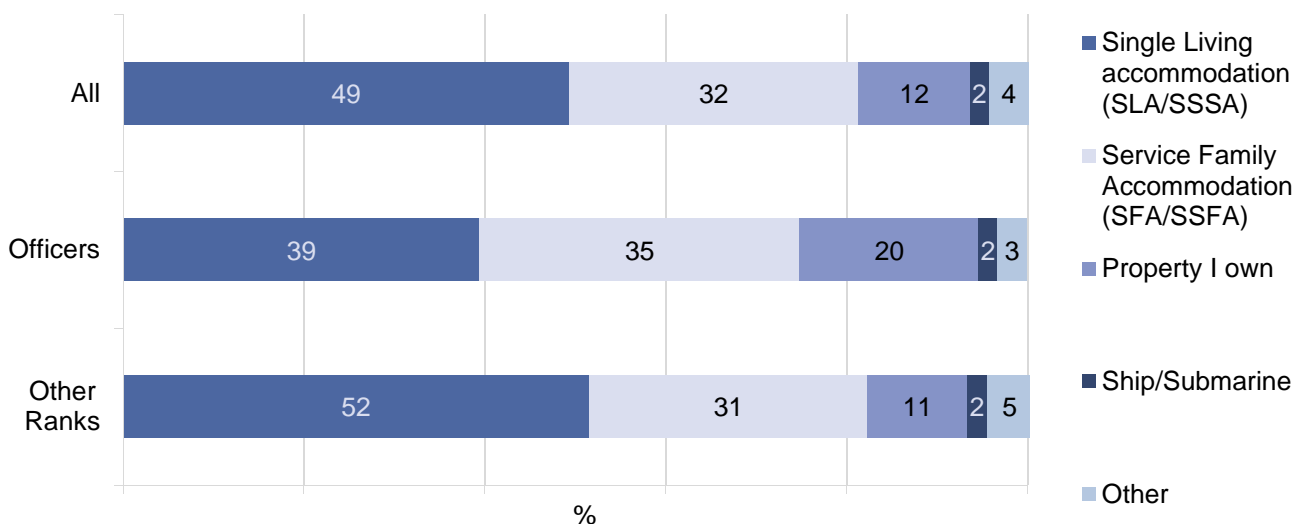
The Future Accommodation Model Survey results are weighted according to marital status (married/not married) as reported on the MOD's Joint Personnel Administration (JPA) system. However, the 2016 Armed Forces Continuous Attitude Survey (AFCAS)<sup>1</sup> reports a higher proportion of married Service personnel (55%). It is possible that married personnel are under-reported on JPA or they may be more likely to complete AFCAS; most likely it is a little of both. This potential bias has very little effect on the overall tri-Service results.

## Current accommodation

Overall, just under half (49%) of Service personnel live in Single Living Accommodation (SLA) or Substitute Single Service Accommodation (SSSA) during the working week, whilst 32% live in Service Family Accommodation (SFA) or Substitute Service Family Accommodation (SSFA).

A higher proportion of Officers (35%) live in SFA/SSFA than Other Ranks (31%) and almost twice the proportion of Officers live in a property they own (20%) than Other Ranks (11%).

**Chart 1.3 - Service personnel by where they live during the working week**



Where Service personnel live during the working week also differs by Service. Army have a higher proportion of personnel living in SLA/SSSA and a lower proportion living in their own home than the other Services, whilst RN/RM have a lower proportion of personnel living in SFA/SSFA. Similar Service differences are reported in AFCAS<sup>1</sup>.

AFCAS<sup>1</sup> 2016 reports a similar proportion of personnel living in SFA/SSFA (33%). However, AFCAS<sup>1</sup> shows lower proportions of personnel in SLA/SSSA (43%) and higher proportions in privately owned homes (17%). These differences have minimal impact on the overall tri-Service results.

A third (33%) of Service personnel live somewhere other than their weekly residence at the weekend. The majority of these are living in SLA/SSSA during the week. A fifth (20%) of all Service personnel live in SLA/SSSA full-time, while 29% of all personnel live there during the week only.

RN/RM personnel are most likely to live elsewhere at the weekend (41%) followed by Army (31%) and RAF (28%) personnel. Most of those who live elsewhere, either live in a privately owned home or at a relative's home at the weekend.

<sup>1</sup>The Armed Forces Continuous Attitude Survey : <https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index>

## **Children**

Over two-fifths (43%) of Service personnel live with children<sup>1</sup>. A higher proportion of Officers have children (50%) in comparison to Other Ranks (41%).

The Future Accommodation Model survey results differ from AFCAS which in 2016 reported that 51% of Regular Service personnel had children. This is due, in part, to the larger proportion of married personnel reported in AFCAS.

## **Home ownership**

Over a third (36%) of Service personnel own a home. This differs greatly by rank, a higher proportion of Officers (61%) own a home compared to Other Ranks (30%). Army personnel (28%) are less likely to own a home than RN/RM (46%) or RAF (44%) personnel.

Although AFCAS shows similar differences by Rank & Service, AFCAS reports a higher proportion of home owners (47%).

Once again this will be due, in part, to the larger proportion of married personnel reported in AFCAS but also to the very different phrasing of the question. AFCAS asks specifically whether personnel own their own home, whilst in the FAM survey, homeownership is derived from those who responded "I already own one or more properties" to the question "At what age would you want to buy a home?".

<sup>1</sup> The survey asked "Do you live with any child/children aged under 18, or 18-23 in full-time education? For the purposes of this survey, the definition of 'living with you' could be full-time or part-time (such as over weekends or during holidays only)".

## Section 2 - Future Accommodation Model package options

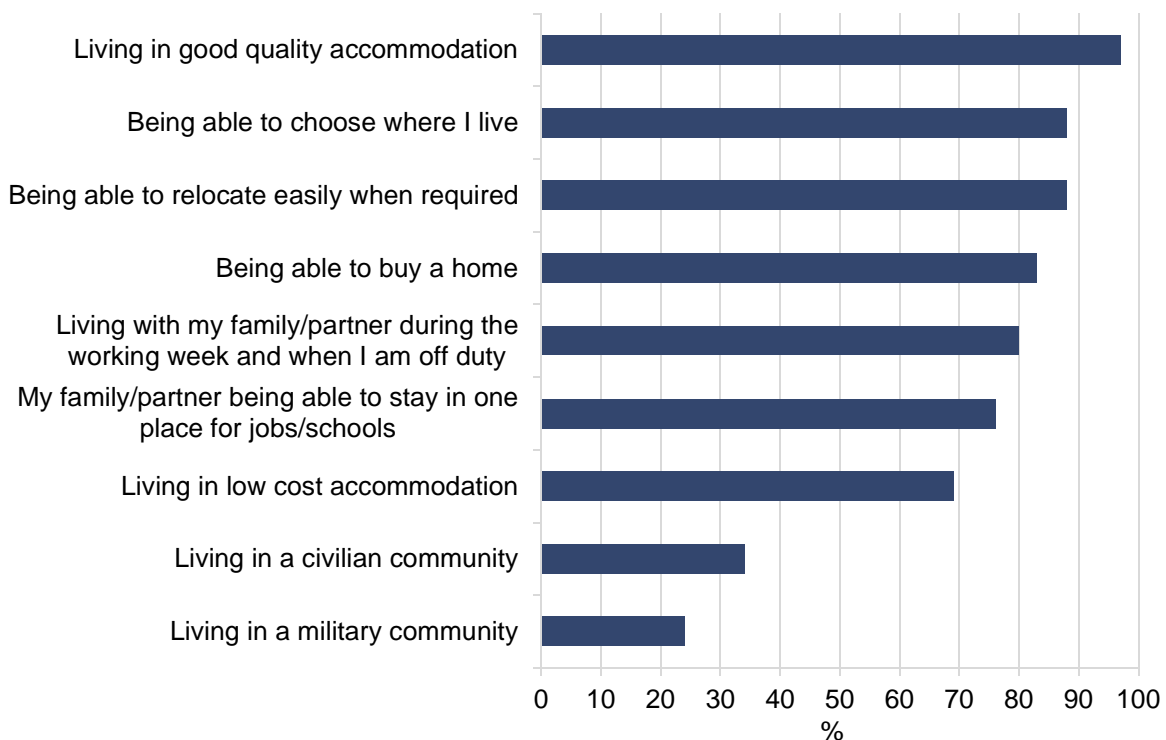
Section 2 focuses on the accommodation preferences of Service personnel and their preferred Future Accommodation Model package option. This section also looks at whether Service personnel would alternatively choose to live in Service Family Accommodation (SFA), if it was still available at the same costing as renting.

### Accommodation preferences

Living in good quality accommodation is the most important factor for the majority (97%) of Service personnel as shown in Chart 2.1. On the other hand, they are less concerned about living in a military (24%) or civilian community (34%).

There were some differences between Ranks in terms of their preferences. For example, higher proportions of Other Ranks felt that being able to buy a home (84%), family stability for the purposes of jobs and schools (77%) and living in low cost accommodation (71%) were more important than Officers (77%, 71% and 61% respectively).

Chart 2.1 - Important Accommodation Preferences



Family status also has an impact on accommodation preferences. Whilst good quality accommodation remains the most important for married personnel and personnel with children, living with their partner/family during the working week was the second highest preferences (both 93%).

Furthermore, being able to buy a home is less important to married personnel (80%) and for personnel with children (81%) when compared respectively to personnel who are not married (86%), and those who do not have children (85%). This may be in part due the higher proportion of homeowners amongst personnel with children (55%) than those without children (39%; based on results from AFCAS 2016).

## Future Accommodation Model package choices

The main aims of the Future Accommodation Model are to increase choice for Service personnel, to consider affordability for Defence and to support the Services' future requirements. The Model presents personnel with a choice of four package options:

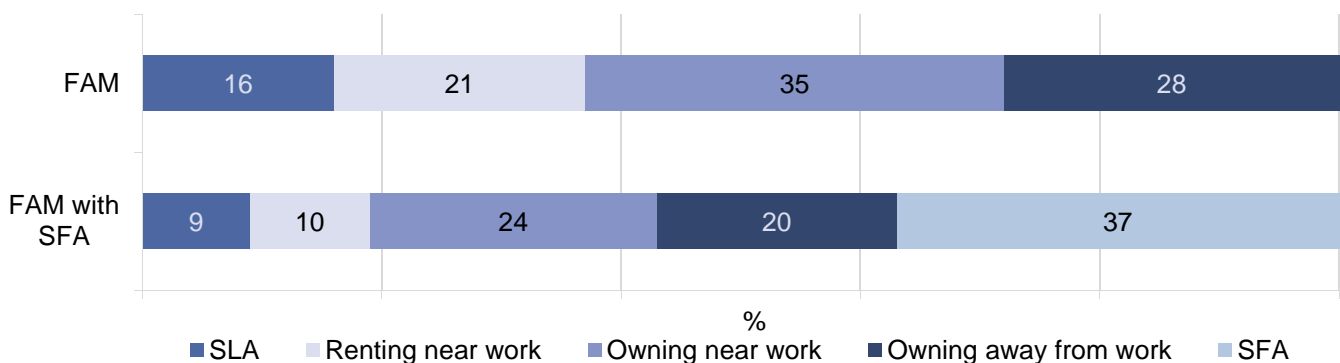
- Single Living Accommodation (SLA),
- 'Renting near work',
- 'Owning near work'
- 'Owning away from work'.

Although Service Family Accommodation (SFA) was not included in the original Model, personnel were subsequently asked whether they would choose SFA if it was still available at the same cost as the 'Renting near work' package. *Please note that respondents were NOT asked whether they would choose SFA under the current MOD accommodation package.*

Chart 2.2 shows that based on the four package options, there is a clear preference for home ownership at a tri-Service level. 'Owning near work' is the preferred choice (35%) followed by 'Owning away from work' (28%). 'Renting near work' (21%) and SLA (16%) were the least popular options.

The proportion of Service personnel who would choose to live in SLA (16%) under the Future Accommodation Model is considerably lower than the proportion of personnel who are currently living in this type of accommodation (46%).

**Chart 2.2 Future Accommodation Model package option preferences of all personnel with and without SFA**



## Future Accommodation Model package choices with SFA

If the Future Accommodation Model was widened to include SFA, offered at the same cost as 'Renting near work', it would be a popular choice for personnel. Chart 2.2 indicates that almost two fifths (37%) would choose SFA, if it was still available to them, instead of the other package options. Despite this preference for SFA, 24% would choose to own near work and 20% would choose to own away from work indicating that there is still a desire for home ownership amongst personnel (44% in total).

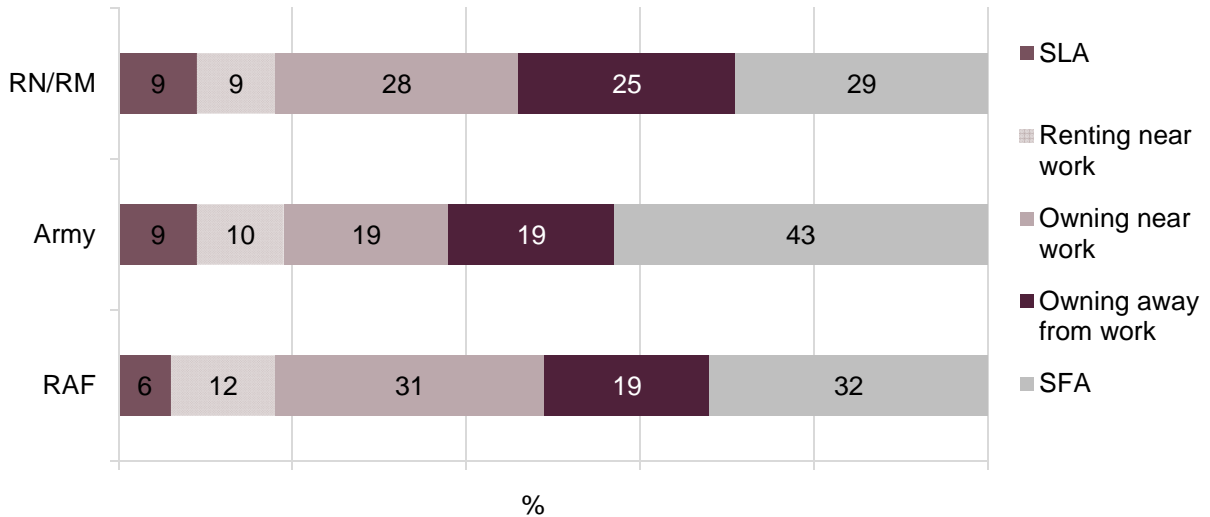
The preference for living in SFA, or not, is based on a number of factors. For those opting for SFA, the main appeal is the location/commuting distance (71%) followed by the convenience of being allocated accommodation (49%) and the support services available (46%). For the 63% of personnel who would choose not to live in SFA, housing quality (73%) and the restrictions on where they can live (62%) were the top reasons for their choice.



## Future Accommodation Model package choices with SFA (continued)

The popularity of SFA at a tri-Service level is reflected in the individual Services (as shown in Chart 2.3), but is largely driven by the Army (43%), with just under a third of RAF (32%) and just under three tenths of RN/RM (29%) personnel opting for SFA instead of the other packages.

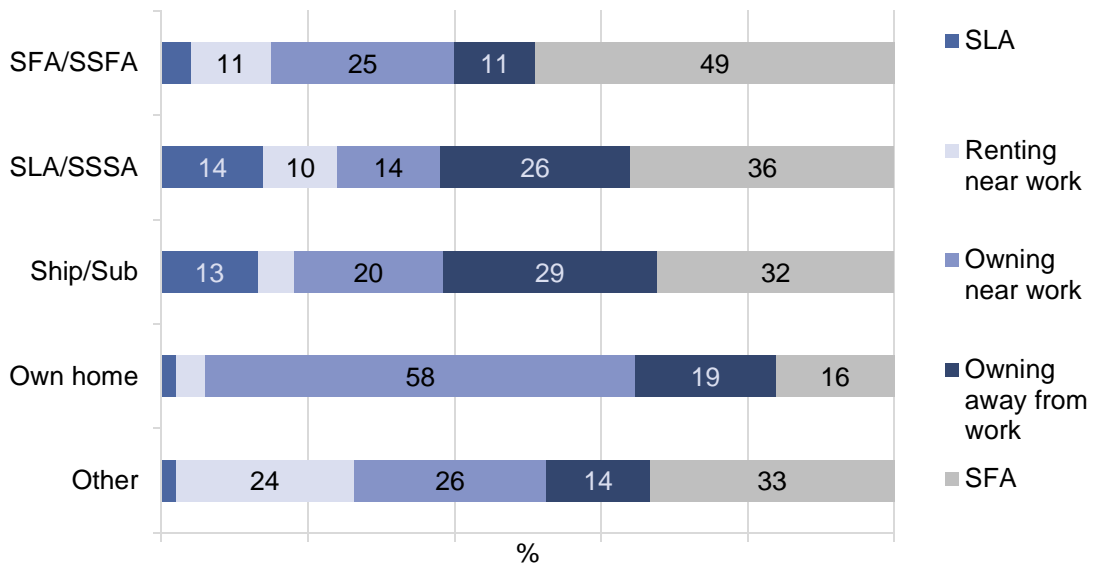
**Chart 2.3 Package option preferences including SFA by Service**



There is also a strong preference for SFA amongst personnel currently living in Service accommodation. Chart 2.4 shows that half (49%) of personnel currently living in SFA would also choose SFA if it was still offered under the Future Accommodation Model. This compares to a quarter (25%) of personnel who currently live in SFA choosing to own a property near work.

There is a similar picture for those Service personnel currently living in SLA/SSSA, of whom over a third (36%) would prefer to live in SFA if it was available.

**Chart 2.4 Package option preferences including SFA by current accommodation**



*SUBSET: Responses filtered on proportion of personnel currently living in each type of accommodation: SFA/SSFA: 32%; SLA/SSSA: 49%; On board ship/sub: 2%; Own home: 12%; Other (e.g. privately renting, relative's home): 4%.*

## Section 3 - Reasons and preferences

This section looks at the reasons for the respondents' Future Accommodation Model choices. For those choosing to live in their own or rented property, it analyses who they would likely live with and what their preferences are for that property and the local area.

### Reasons for Future Accommodation Model choices

As is to be expected, reasons for Future Accommodation Model choices differ greatly by the actual choice.

For example "It allows me to own a property" is one of the top two reasons for the two home ownership choices ('Owning near work' and 'Owning away from work') but is ranked 16th for those choosing to rent near work and 10th for those choosing to live in SLA. Similarly, "It allows me to live in a Service Personnel community" was ranked 5th by those choosing SLA but was ranked very low for those choosing the other Future Accommodation Model options.

**Table 3.1- Top reasons for Future Accommodation Model choice - by choice**

SLA <sup>1</sup>	%	Rent near work <sup>2</sup>	%	Own near work <sup>3</sup>	%	Own away from work <sup>4</sup>	%
It's the most financially attractive to me	67	It allows me to live with my partner everyday	35	It allows me to own a property	54	It allows me to choose a location near what is important to me	50
It's the simplest option (easiest for me to take up)	55	It's the most financially attractive to me	34	It allows me to choose a location near what is important to me	40	It allows me to own a property	50
It allows me the most flexibility to move with Service requirements	38	It will give me the lifestyle I want	33	It provides the most stable home for my family	34	It provides the most stable home for my family	44
Buying is not practical for me at the moment	22	It allows me to live with my family everyday	26	It allows me to live with my partner everyday	31	It allows me to base myself /family near our relatives/our hometown	27
It allows me to live in a Service Personnel community	20	It allows me to choose a location near what is important to me	25	It allows me to live with my family everyday	29	It allows me to choose where I live and for how long	24
It will give me the lifestyle I want	17	It allows me the most flexibility to move with Service requirements	24	It's the most financially attractive to me	25	It will give me the lifestyle I want	22

<sup>1</sup>SUBSET: Those choosing SLA as their Future Accommodation choice (16%).

<sup>2</sup>SUBSET: Those choosing 'Renting near work' as their Future Accommodation choice (21%).

<sup>3</sup>SUBSET: Those choosing 'Owning near work' as their Future Accommodation choice (35%).

<sup>4</sup>SUBSET: Those choosing 'Owning away from work' as their Future Accommodation choice (28%).

## Reasons for Future Accommodation choice - by personal status

The Future Accommodation choices made by Service personnel will naturally be linked to their personal circumstances. Those with children or in a relationship need to consider the best option for both themselves and their partner/family. Therefore the reasons for their choice also differ by their personal status.

Reasons relating to family; “It provides the most stable home for my family” and “It allows me to live with my family everyday”, scored highly for those with children, whilst “It allows me to live with my partner everyday” was highly ranked for those who are married or in a long term relationship. This was the top reason for those in a long term relationship (46%), possibly a reflection of the current rules for MOD-provided accommodation which limits family accommodation to those who are married or in a civil partnership.

The reason “It allows me to choose a location near what is important to me”, was provided with examples of “schools” and “work for my spouse”, so this reason is ranked higher for those with children and those with a partner but much lower for those who are single without children.

“It allows me to own a property” was ranked in the top four across all groups demonstrating an overall desire for home ownership whatever their personal circumstances.

**Table 3.2 - Top four reasons for Future Accommodation Model choice - by personal status**

Has children <sup>1</sup>	%	Married—no children <sup>2</sup>	%	Long term relationship—no children <sup>3</sup>	%	Single—no children <sup>4</sup>	%
It allows me to choose a location near what is important to me	47	It allows me to own a property	36	It allows me to live with my partner everyday	46	It's the most financially attractive to me	47
It provides the most stable home for my family	45	It allows me to choose a location near what is important to me	35	It allows me to own a property	37	It will give me the lifestyle I want	42
It allows me to live with my family everyday	34	It allows me to live with my partner everyday	30	It will give me the lifestyle I want	34	It allows me to own a property	35
It allows me to own a property	32	It's the most financially attractive to me	29	It allows me to choose a location near what is important to me	31	It's the simplest option (easiest for me to take up)	27

<sup>1</sup>SUBSET: Those who have children (43%).

<sup>2</sup>SUBSET: Those who are legally married or in civil partnership without children(13%).

<sup>3</sup>SUBSET: Those who are in a long term relationship without children (21%).

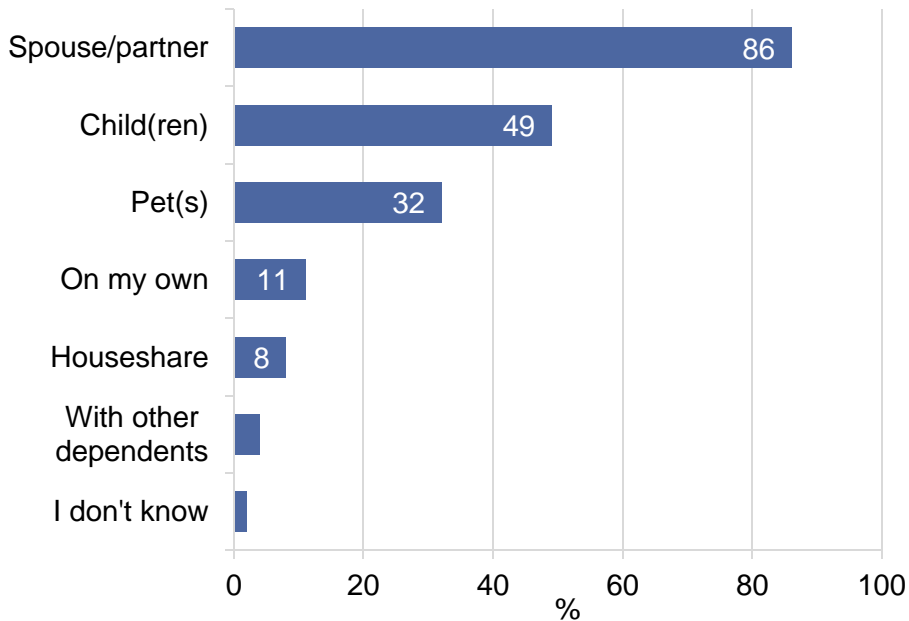
<sup>4</sup>SUBSET: Those who are single without children (23%).

### Who would you most likely live with?

Respondents who selected 'Renting near work', 'Owning near work' or 'Owning away from work' were then asked "Who would you most likely live with?". This was not asked of those who selected SLA because there is not a choice about who you live with for this option; you live on your own in Service-provided accommodation.

As shown in Chart 3.1 below, under the Future Accommodation Model, most Service personnel would choose to live with their spouse/partner and/or their children.

**Chart 3.1 - Who Service personnel would most likely live with under the Future Accommodation model<sup>1</sup>**

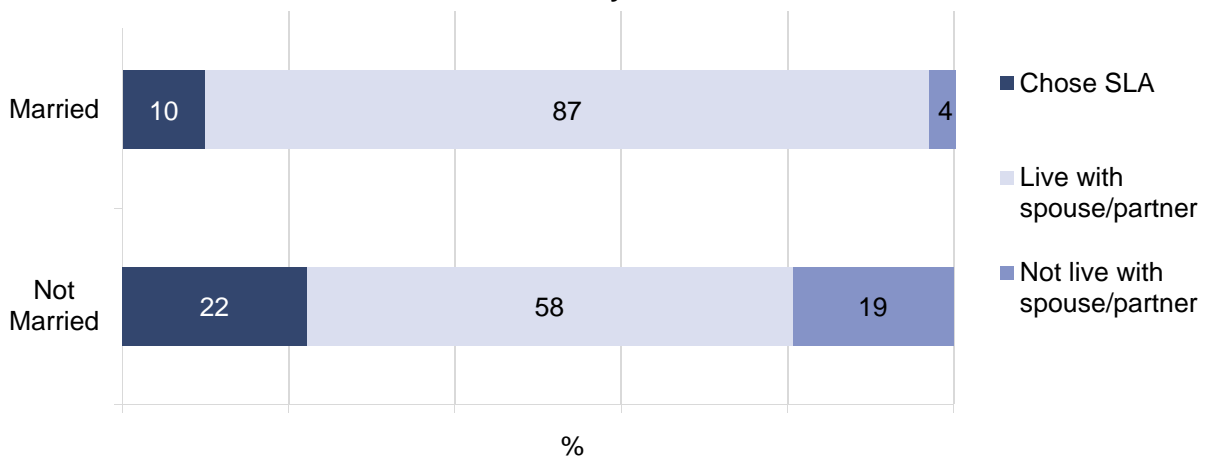


<sup>1</sup>SUBSET: Those who chose 'Renting near work', 'Owning near work' or 'Owning away from work' as their Future Accommodation model choice (84%)

Personal circumstances will impact on who Service personnel choose to live with. For example of those who are married, a high proportion (87%) would most likely live with their spouse.

The choices of those who are not married are particularly interesting with over half (58%) choosing to live with their partner, something they are not currently entitled to under current MOD accommodation rules.

**Chart 3.2 - Who they would most likely live with under the Future Accommodation model - by marital status**



## Property and location preferences

Those respondents who selected renting or owning near work were asked about their property and location preferences.

**Table 3.3 - Top five importance factors when choosing a property - by choice**

Renting near work	%	Owning near work	%
Size of living space	70	Size of living space	75
A garden	51	A garden	61
Low price	46	Low price	29
The quality of fixtures and fittings	30	A garage	26
A spare bedroom	26	The quality of fixtures and fittings	26

There is very little difference between the top property factors by the respondents' choice of Future Accommodation Model, but it is worth noting that "a garden" was more favoured by those looking to own a property, whilst "low price" was more favoured by those looking to rent.

With regards to location "a safe neighbourhood", "employment opportunities of partner" and "good schools" were the top three factors. As expected, these do differ by personal circumstances; those with children rated 'good schools' as more important (76%) than those without children (20%).

"Employment opportunities of partner" was ranked in the top three factors by both married (52%) and not married (42%). Factors such as "good sporting/gym facilities" and 'convenient public transport' were ranked 3rd and 4th by those without children or not married.

## Section 4 - Attitudes towards the Future Accommodation Model

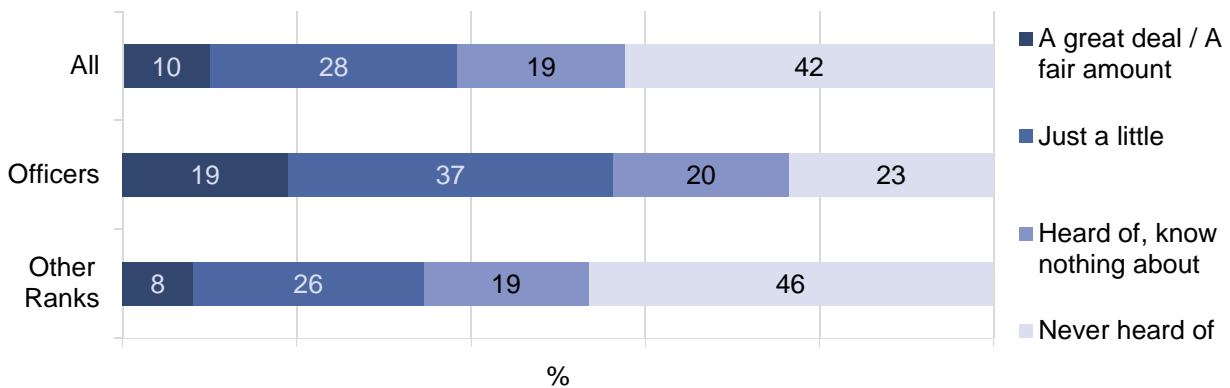
Section 4 focuses on the awareness of the Future Accommodation Model amongst Service personnel and how attractive it is overall as well as the individual package options. This section also looks at how fair the Future Accommodation Model is perceived by personnel in comparison to the current MOD accommodation offer.

### Awareness of the Future Accommodation Model

Overall, 42% of Service personnel had never heard of the Future Accommodation Model prior to the survey. This lack of awareness is particularly driven by Other Ranks, as shown in Chart 4.1. Twice as many Other Ranks (46%) have never heard of it in comparison to Officers (23%).

Although a large proportion of personnel were unaware of it, the majority (80%) felt that the information provided in the Future Accommodation Model Survey was either fairly or very clear.

**Chart 4.1 - Overall awareness of the Future Accommodation Model**

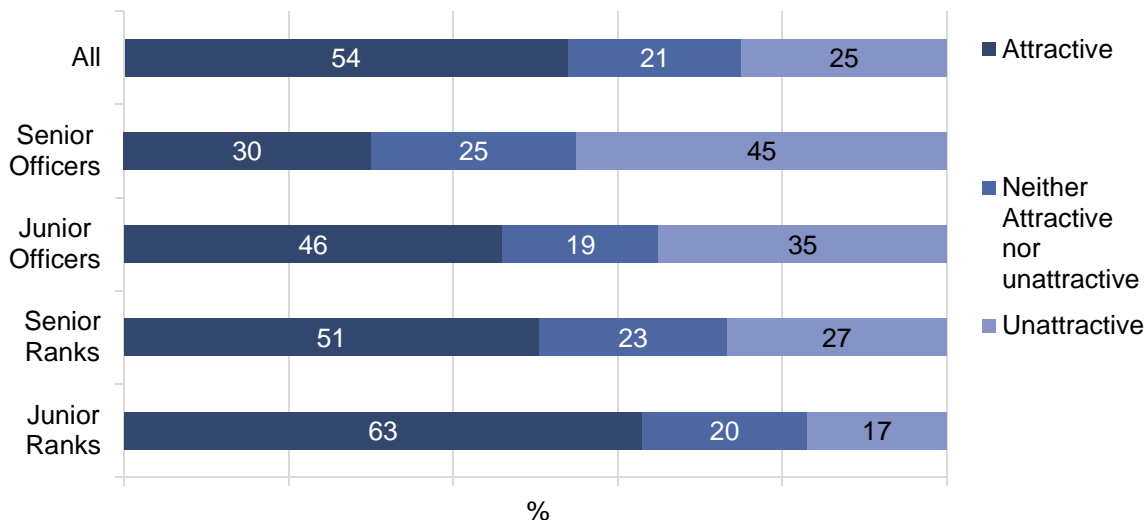


### Attractiveness of the Future Accommodation Model - overall

The Future Accommodation Model is considered attractive by over half (54%) of Service personnel, with a quarter (25%) finding it unattractive. Although this picture is consistent across the Services, there are certain groups amongst Service personnel who find it more attractive than others.

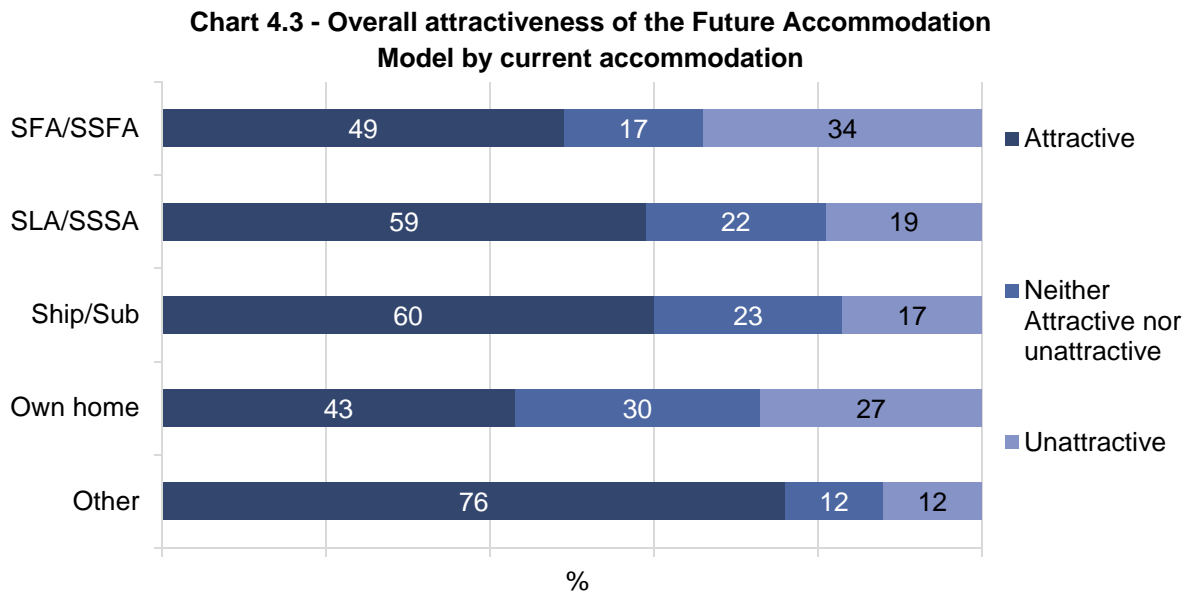
Chart 4.2 shows that the proportion of personnel who find the Future Accommodation Model 'attractive' decreases the more senior their rank. Less than a third (30%) of Senior Officers consider the Future Accommodation Model attractive, compared to 63% of Junior Ranks.

**Chart 4.2 - Overall attractiveness of the Future Accommodation**



### Attractiveness of the Future Accommodation Model - overall (continued)

The majority (76%) of personnel currently living in ‘other’ accommodation (e.g. privately renting, relative’s home) consider the overall Future Accommodation Model attractive, as shown in Chart 4.3. This is a much higher proportion than those currently living elsewhere. The Model is considered least attractive by those who already live in their own home (43%). Most personnel live in either SLA/SSSA or SFA/SSFA of whom 59% and 49% respectively find the Model attractive. However, a higher proportion of personnel living in SFA/SSFA find the Model unattractive (34%) in comparison to other types of accommodation.

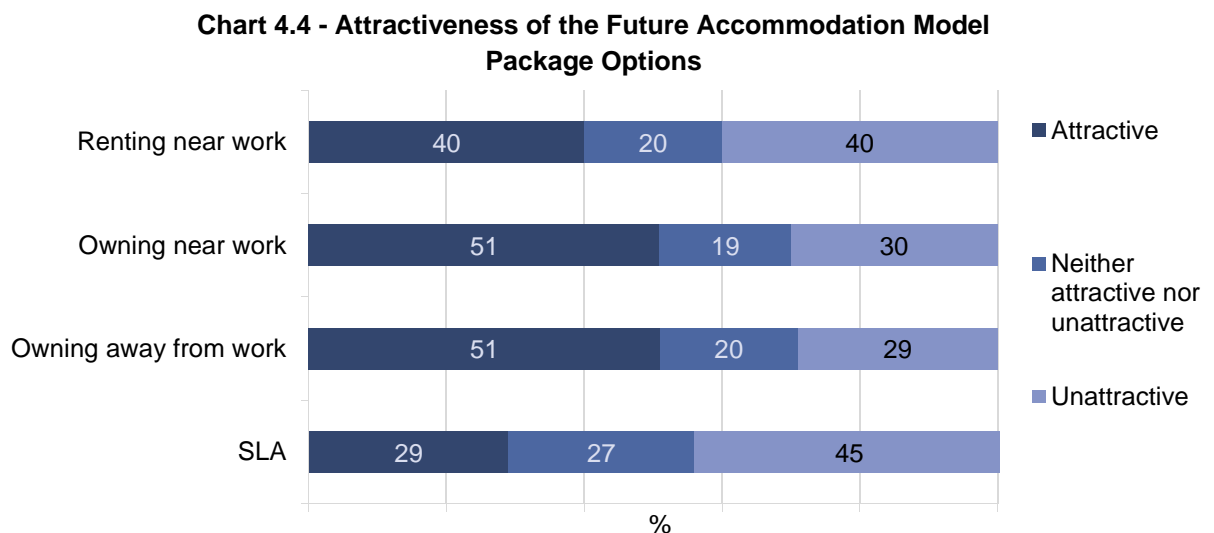


Marital and family status also have an impact on whether the Model is considered attractive overall. For example, personnel in long-term relationships are more likely to find it attractive (67%) in comparison to single (59%) or married personnel (45%). This may be due to the package options offering them the chance to live with their partner, even if they are unmarried.

The Future Accommodation Model is also more attractive to personnel without children (59%) than those with children (49%). This may be due the lower proportion of homeowners amongst personnel without children (39%) than those with children (55%; based on results from AFCAS 2016).

### Attractiveness of the Future Accommodation Model - package options

Chart 4.4 shows that ‘Owning near work’ and ‘Owning away from work’ are the most attractive packages (both 51%), with SLA being the least attractive (29%). This is reflective of the higher proportions of personnel preferring home ownership packages over ‘Renting near work’ and SLA (see Section 2).

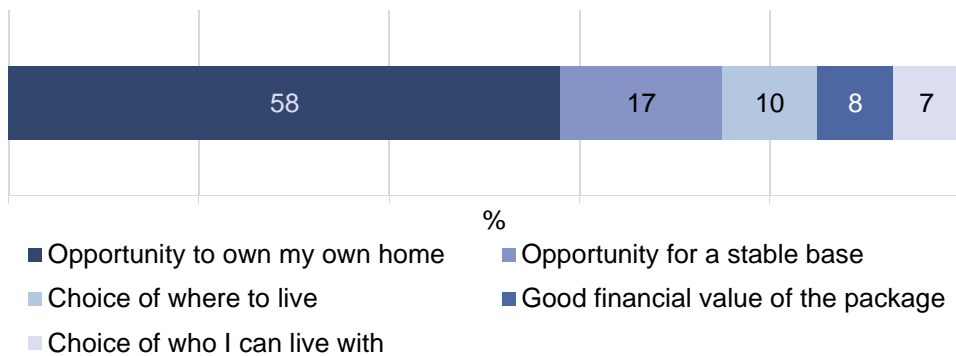


## Reasons for attractiveness choice

For Service personnel who found 'Renting near work' attractive, the top two reasons for their choice were 'choice of where to live' (31%) and 'choice of who I can live with' (27%), but these were closely followed by the financial value of the package.

For personnel who found renting unattractive, the top reason for their choice was the concern over cost (39%); 32% did not see how renting would work when they are required to move so frequently. A much lower proportion (5%) felt that the renting package was unattractive because they were 'concerned about how far I will have to live from base'.

**Chart 4.5– Top reason 'Owning near work' is 'attractive'**

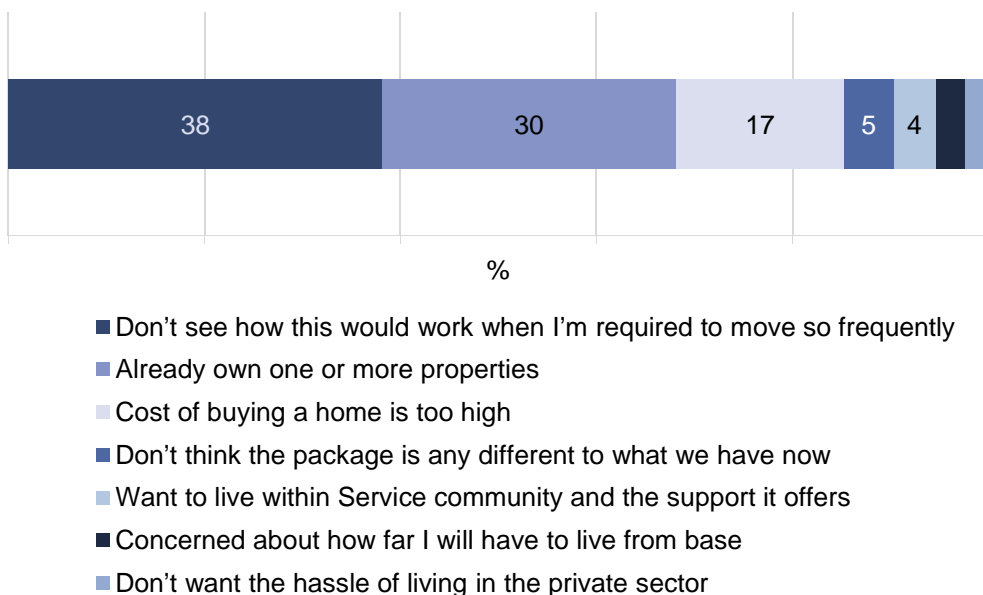


*SUBSET: Responses based on those who selected 'Owning near work' was 'attractive' (51%).*

For personnel who considered the 'Owning near work' package attractive, over half (58%) reported the top reason for their choice was the 'opportunity to own my own home' (see Chart 4.5). Providing an 'opportunity for a stable base' was the second highest reason for finding this package attractive (17%).

In comparison, 38% of personnel who found 'Owning near work' unattractive did so because they did not see how owning a property would work when they are required to move so frequently (see Chart 4.6). Just under a third (30%) found 'Owning near work' an unattractive option because they already own one or more properties.

**Chart 4.6– Top reason 'Owning near work' is 'unattractive'**



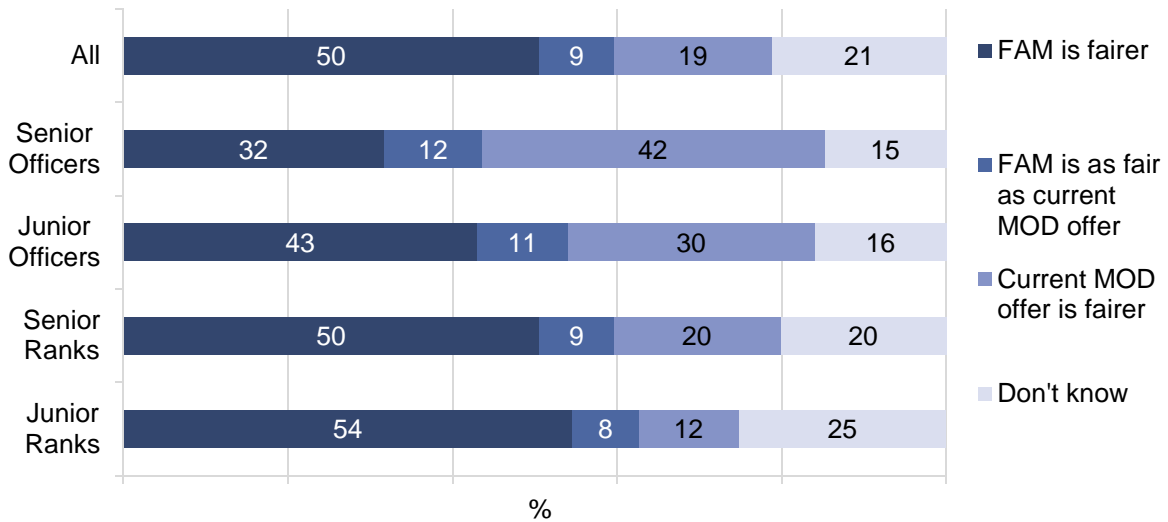
*SUBSET: Responses based on those who selected 'Owning near work' was 'unattractive' (30%).*



## Fairness of the Future Accommodation Model

Half (50%) of Service personnel feel that the Future Accommodation Model is fairer than the current MOD accommodation offer. This is largely driven by Other Ranks (53%) in comparison to Officers (41%). In fact, a higher proportion of Senior Officers felt that the current MOD offer is fairer in comparison to the other Rank groups (as shown in Chart 4.7). These results reflect the preference shown towards the Future Accommodation Model by more junior personnel, in that it is more attractive to them, when compared to their senior counterparts as discussed earlier in this section (see Chart 4.2).

**Chart 4.7 - Fairness of Future Accommodation Model by rank group**



These differences are not exclusive to rank group populations. For example, Service personnel currently living in SFA are less likely to consider the Future Accommodation Model fairer than the current MOD offer (40%) compared to those living elsewhere. Married personnel are also less likely to consider the Future Accommodation Model fairer (43%), compared to those who are not married (57%). 29% of married personnel find the current offer fairer, compared to just 10% of personnel who are not married.

The differences between married personnel and those who are not married, in relation to how fair the Future Accommodation Model is, are largely driven by those in a long-term relationship. Nearly two-thirds (63%) of personnel in a long-term relationship find the Model fairer than the current MOD offer compared to the rest of the population (other: 51%; married: 43%).

Furthermore, a higher proportion of personnel who are not married with no children find the Future Accommodation Model fairer than the current offer (56%) when compared to personnel with children (47%), and married personnel with no children (43%).

It is also worth noting that over a fifth of personnel (21%) do not know how fair the Future Accommodation Model is (see Chart 4.7). This reflects the lack of awareness and uncertainty demonstrated earlier in Section 4 (see Chart 4.1). These findings are supported by the qualitative analysis (see Section 5) which highlights this lack of awareness and the need for greater clarity about the Future Accommodation Model.

## Section 5 - Your comments

Section 5 gives an overview of the positive comments and concerns raised by Service personnel in the Future Accommodation Model Survey when asked “If you have any further comments on the Future Accommodation Model, please enter them in the box below”. Of the 24,302 valid survey responses, 8,795 respondents provided a free text comment.

### Methodology

This section provides an insight into the qualitative analysis of the free-text comments. The purpose of gathering this type of data is to provide an insight into the views, feelings and concerns of the respondents. This gives context to the quantitative data analysis in the previous sections, enabling a more complete understanding of the views of Service personnel. Qualitative analysis does not aim to reflect the proportion of respondents who share a view, but rather the breadth of those views.

It is a well-documented phenomenon that respondents often use a free-text comment box to air their frustrations or concerns and to query things they needed more information about and so there is often quite a negative feel to comments. For this reason, the analysis in this section has been divided into comments which relate to the “positives” and “concerns” about the Future Accommodation Model.

A cross-section of 500 randomly selected comments were analysed and grouped into broad themes. The two word clouds provided give a snapshot of the “positives” and “concerns” which emerged.

### Definitions

**Qualitative data -**  
Data that describes views, opinions etc. and cannot be measured or quantified such as an open text box response

**Quantitative data -**  
Data that can be measured and expressed as a number, such as a tick box question.

Chart 5.1 - Word cloud highlighting the POSITIVES raised in the free-text responses around the Future Accommodation model



## Positive aspects of the Future Accommodation Model

Overall, many of the positive aspects of the Future Accommodation Model identified in Chart 5.1 are reflected in the quantitative results discussed in the previous sections of this report. For example, the comment “positive for unmarried partners and their families” is supported by the high proportions of those in long term relationships who find the Model attractive.

Personnel who are not married and do not have children consider the Future Accommodation Model fairer than the current MOD accommodation offer in comparison to personnel with children and married personnel without children (see Section 4). This is reflected in the comment, “fairer for single people”.

Chart 5.2 - Word cloud highlighting the CONCERNS raised in the free-text responses around the Future Accommodation model



## Concerns about the Future Accommodation Model

A number of the themes identified in Chart 5.2 highlight the need for more clarity about the Future Accommodation Model. There is a lot of uncertainty around how Service personnel will be affected by potential changes. These themes include “more clarity needed about FAM”, “will SFA still be an option?”, “Will commuting be paid for?”. This lack of awareness is evident, particularly in Section 4, which highlights that 62% did not know anything about the Future Accommodation Model prior to the survey.

Respondents also raised concerns about the long term impact of the Future Accommodation Model. How living off base might effect the military camaraderie and the impact on house and rental prices in areas around large military bases are some examples.

# Methodology

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## 1. Target Population

The survey was open to all Regular and Reserve Service personnel excluding under 18's, Special Forces and personnel stationed in Northern Ireland for security or ethical reasons. Although open to all Regular personnel, the Future Accommodation Model survey only applied to Reserve personnel that were, at the time, in receipt of Service accommodation.

## 2. The survey

The survey was distributed in electronic format only. Sampled personnel were sent a personalised email which contained their unique web link and invited them to complete the survey online. Survey participation was also publicised on the Defence Intranet and social media platforms. Data collection ran from 1<sup>st</sup> September 2016 to 3<sup>rd</sup> October 2016.

The survey was completely anonymous. Participants were prompted to enter their Service number in order to access the survey to ensure that they were a valid member of the population and to prevent repeat participation. Responses were recorded separately from Service numbers or any other personally identifiable information. Record level data are only available to a small group of civilian researchers working on the analysis and report production.

## 3. The sample and respondents

Although the Future Accommodation Model survey was a census, essentially open to all personnel, the exclusions resulted in an effective sample size of about 137,000.

Overall 27,997 completed survey responses were received, after data cleaning there were 24,302 valid survey responses, representing a valid response rate of 18%. The table below contains valid response rate information by Service.

**Table A1: Valid response rates by Service**

	Effective sample size	Number of valid responses	Response rates
<b>Royal Navy / Royal Marines</b>	30,278	4,162	14%
<b>Army</b>	76,834	12,476	16%
<b>RAF</b>	29,800	7,664	26%
<b>Total</b>	<b>136,912</b>	<b>24,302</b>	<b>18%</b>

*Note that percentages have been rounded to the nearest whole % for ease of interpretation.*

## 4. Weighting methodology and non-response

Due to differences in the prevalence of non-response between the Service, rank and other demographics, the survey respondents did not reflect the distribution of personal characteristics in the whole Armed Forces population. Response rates tend to vary, particularly by Service and rank, therefore responses are weighted by order to correct for the bias caused by over or under-representation.

The weights were calculated simply by:

$$\frac{\text{Population size within weighting class (p)}}{\text{Number of responses within weighting class (r)}}$$

Weighting in this way assumes missing data are missing at random (MAR) only within weighting classes. This means we assume that within a single weighting class the views of non-respondents do not differ (on average) to the views of respondents. The results for each respondent within each weighting class are multiplied by the weight for that class. This effectively scales up response to the population size. Classes with larger weights are less represented in the data and so need to be scaled up more.

The Future Accommodation Model survey data was weighted by Service and rank but also marital status. Details are provided in Table A2, below.

**Table A2: Future Accommodation Model survey weights (Mar 2017)**

Weighting class	Weights	Weighting class	Weights
RN_OF0-1_Married	4.25	Army_OF0-1_Married	4.17
RN_OF0-1_Not married	7.99	Army_OF0-1_Not married	8.13
RN_OF2-3_Married	3.44	Army_OF2-3_Married	2.70
RN_OF2-3_Not married	3.64	Army_OF2-3_Not married	3.33
RN_OF4-5_Married	3.70	Army_OF4-5_Married	2.82
RN_OF4-10_Not married	2.54	Army_OF4-5_Not married	2.25
RN_OF6-10_Married	4.77	Army_OF6-10_Married	2.54
RN_OR1-3_Married	10.72	Army_OF6-10_Not married	1.20
RN_OR1-3_Not married	21.76	Army_OR1-3_Married	12.18
RN_OR4-6_Married	7.16	Army_OR1-3_Not married	22.36
RN_OR4-6_Not married	8.86	Army_OR4-6_Married	5.69
RN_OR7-9_Married	4.73	Army_OR4-6_Not married	7.09
RN_OR7-9_Not married	3.46	Army_OR7-9_Married	3.78
RM_OF0-3_Married	6.11	Army_OR7-9_Not married	3.04
RM_OF0-1_Not married	11.80	RAF_OF0-1_Married	2.84
RM_OF2-3_Not married	11.06	RAF_OF0-1_Not married	4.43
RM_OF4-10_Married	4.75	RAF_OF2-3_Married	3.22
RM_OR1-3_Married	18.42	RAF_OF2-3_Not married	3.25
RM_OR1-3_Not married	44.32	RAF_OF4-5_Married	3.49
RM_OR4-6_Married	14.57	RAF_OF4-10_Not married	2.55
RM_OR4-6_Not married	13.88	RAF_OF6-10_Married	3.96
RM_OR7-9_Married	7.59	RAF_OR1-3_Married	5.56
RM_OR7-9_Not married	5.88	RAF_OR1-3_Not married	8.76
		RAF_OR4-6_Married	4.02
		RAF_OR4-6_Not married	3.95
		RAF_OR7-9_Married	3.20
		RAF_OR7-9_Not married	2.21

**Why are the figures in this report revised?**

The survey results were originally weighted by Service, rank, marital status and whether or not the respondent had dependent children. Population data for these weights were taken from the Joint Personnel Administration (JPA) system. Service and rank are reliably recorded on JPA but Marital Status and Children are self-reported fields.

Checks against other survey sources suggested considerable under-reporting of children on JPA for RN/RM personnel; just over 20% reported on JPA compared to 47% reported in AFCAS.

As a result RN/RM personnel with children were largely under-represented in the original January 2017 weighted Future Accommodation Model survey data. For many questions this had little or no effect, but for a small number of questions, those strongly correlated with whether the respondent has children, the RN/RM results were biased. For example, one question asked whether the respondent would be likely to live with their children under the Future Accommodation Model. The January RN/RM weighted results differ by over 10 percentage points from the revised March result that are NOT weighted by whether they have children. Tri-Service, Army and RAF results were less affected by this issue as the under-reporting is not as apparent.

To prevent any unnecessary delay in providing access to the overall findings the results were published as provisional in January 2017. The revised figures, weighted by Service, rank and marital status only, are provided here in this planned March publication.

## **5. Analysis and statistical tests**

Attitudinal questions in the questionnaire have generally been regrouped to assist in analysing results and to aid interpretation. For example, questions asked at a 5-point level (e.g. Very attractive – Fairly attractive – Neither Attractive nor unattractive – Not very attractive – Not at all attractive) have been regrouped to a 3-point level (e.g. (Attractive – Neither attractive nor unattractive – Unattractive).

Missing values i.e. where respondents have not provided a response/valid response, or “don't know” or “not applicable” responses have not always been included in the analysis. If they have been excluded then this will be detailed in table footnotes.

Some questions are filtered to exclude invalid responses. For example, questions about reasons for a Future Accommodation Model choice will be subset to those respondents who made that choice. These "subsets" are detailed in table footnotes. As a result of these exclusions the unweighted counts (or 'n') will vary from question to question and these are shown within the reference tables published alongside this report on the webpage here:

<https://www.gov.uk/government/statistics/mod-future-accommodation-model-survey-2016>

Where applicable, Z tests at a 1% alpha level were used to test whether observed estimates were significantly different to estimates from previous surveys. A statistically significant difference means that there is enough evidence that the change observed is unlikely to be due to chance variation (less than a 1% probability that the difference is the result of chance alone).

## **6. Format of the reference tables (published separately to the report on the FAMCAS webpage here):**

<https://www.gov.uk/government/statistics/mod-future-accommodation-model-survey-2016>

Each reference table refers to a question asked in the survey and includes estimates of the proportion of the population by category. Most tables are broken down by Service and Officer/Other Rank.

Many questions are also provided by other breakdowns, including Marital Status, rank group, current accommodation and whether they have children. Where statistically significant and large enough to be of note, differences by these characteristics are referred to in the commentary of the main report. These tables are provided as Excel tables at Annex B.

## Glossary

FAM	The Future Accommodation Model – the proposed accommodation options put forward in the survey. For more information go to: <a href="https://www.gov.uk/government/publications/future-accommodation-model-what-you-need-to-know/what-you-need-to-know-about-fam">https://www.gov.uk/government/publications/future-accommodation-model-what-you-need-to-know/what-you-need-to-know-about-fam</a>
JPA	Joint Personnel Administration - JPA is the system used by the Armed Forces to deal with matters of pay, leave and other personal administrative tasks
Married	Refers to those legally married or in a civil partnership
Ministry of Defence Research Ethics Committee (MODREC)	Ensures that all research involving human participants undertaken, funded or sponsored by the MOD meets nationally and internationally accepted ethical standards
Missing at Random (MAR)	Statistical theory that states that those who did not respond to a question do not differ from those who did respond
Missing value(s)	Refers to the situation where a respondent has not submitted an answer or a valid answer to a question
MOD	Ministry of Defence
N/A	Not applicable
NATO	North Atlantic Treaty Organisation
Non-response	Refers either to a person who although sampled and sent a questionnaire did not reply or to a respondent who did not reply to a question
OF	Officer of NATO rank designation ranking from '1' lowest to '10' highest
Officer(s)	All regular trained officers of NATO ranks OF1 to OF10
OR	Other Ranks of NATO rank designation ranking from 'OR1' lowest to 'OR9' highest
Other Rank(s)	Other Ranks are members of the Royal Marines, Army and Royal Air Force who are not Officers. The equivalent group in the Royal Navy is known as “Ratings”.
OAW	Owning away from work – one of the options presented in the Future Accommodation Survey
ONW	Owning near work – one of the options presented in the Future Accommodation Survey
RAF	Royal Air Force
RNW	Renting near work – one of the options presented in the Future Accommodation Survey
RM	Royal Marines
RN	Royal Navy
Strategic Defence and Security Review (SDSR)	In the context of the Services, refers to a Review of what needed to be done to restructure and rescale the size of the Armed Forces to meet future Defence requirements of the UK's national security.
Service Accommodation	Any type of accommodation that includes 'SFA', 'SSFA', 'SLA', 'SSSA' and 'Onboard a ship or submarine'
Service(s)	Royal Navy, Royal Marines, Army and RAF
SFA	Service Family Accommodation
SLA	Single Living Accommodation
Spouse	Refers to spouses and civil partners
SSFA	Substitute Service Family Accommodation
SSSA	Substitute single Service Accommodation. Formerly Substitute Single Living Accommodation (SSLA)
Standard Error	A measure derived using weighting factors from the sample proportion and unweighted count in a sampling distribution and used as a benchmark in order to ascertain a range of values within which the true population proportion could lie

Statistically significant	Refers to the result of a statistical test in which there is evidence of a change in proportions between years
Statistical tests	Refers to those tests which are carried out to see if any evidence exists for a change in response proportions from one year to another
Trained strength	Trained Strength comprises military personnel who have completed Phase 1 and 2 training. <ul style="list-style-type: none"> <li>• Phase 1 Training includes all new entry training to provide basic military skills.</li> <li>• Phase 2 Training includes initial individual specialisation, sub-specialisation and technical training following Phase 1 training prior to joining the trained strength.</li> </ul>
Unit	A sub-organisation of the Service in which personnel are employed
Unweighted count	Refers to the actual number who provided a valid response to a question in the survey
Weighting (factors)	Refers to factors that are applied to the respondent data set by Service and rank group in order to make respondent Service rank groups representative of their population equivalents
Weighting class	Refers to those members of a specific rank group to whom a weighting factor is applied
z test	Statistical test based on a standardised distribution which allows comparison between years for populations of different sizes



## Further Information

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### Contact Us

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<https://www.gov.uk/make-a-freedom-of-information-request/the-freedom-of-information-act>

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