# Armed Forces Continuous Attitude Survey 2015: Army

Please fill in this survey as fully and honestly as you can.

Your completed survey will be **treated in confidence**: it will be processed by people outside your Chain of Command and the Ministry of Defence.

Responses from individuals will not be identified.

Please **read any instructions** carefully before answering a question and follow any **routing instruction** after answering a question.

A few questions will require a written answer - please write clearly in **BLOCK CAPITALS**.

Once completed please return the survey to a:cet Ltd, Office 306, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the **prepaid envelope provided.** 

Please remember you can complete the intranet version of this questionnaire by going here:

## http://bravo.dasa.r.mil.uk/surveys

This is the quickest and cheapest way for you to send us your views.

You may have recently received an AFCAS postcard or email inviting you to complete the intranet version of this questionnaire. If you have already completed the intranet version of this 2015 AFCAS questionnaire then please ignore this paper copy.

### Your Pav

To compensate for differences in lifestyle, working conditions and expectations between Service personnel and their civilian equivalents, Service salaries are increased by 14.5% (for the majority of personnel). We call this the 'X-Factor'.

Q1	How strongly do you agree or disagree wi	th the foll	owing?				
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
	a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	1	2	3	4	5	
	b. The pay and benefits I receive are fair for the work I do.	1	2	3	4	5	
Q2	How satisfied are you with the following?						
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	a. My rate of basic pay (basic pay includes X-Fact but excludes Recruitment and Retention Pay [RRF and any allowances).		2	3	4	5	
	b. My Recruitment and Retention Pay (RRP).	1	2	3	4	5	<i>N/A</i>
	c. My allowances, e.g. Longer Separation Allowan (LSA), Get You Home (GYH), Continuity Of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA).	ce 1	2	3	4	5	6
	d. My pension benefits.	1	2	3	4	5	

	Sa	Very atisfied	Satisfied	satistied no dissatisfied	r I Dissatisfie	Very d dissatisfie	d
	e. Information about pay and allowances, e.g. from the intranet, DINs and brochures.	1	2	3	4	5	
	f. My ability to access JPA.	1	2	3	4	5	
	Vour	Work	7				
	Tour	VVOIR	1				
Q3	How satisfied are you with Army life in gene	eral?					
	Very satisfied Diss	satisfied			4		
	Satisfied	/ dissatisfi	ed		5		
	Neither satisfied nor dissatisfied 3						
Q4	How would you rate the level of morale of						
	Very high	High	Neither nor lo		.ow	Very low	
	a. Myself.	2		3	4	5	
	b. My Unit.	2		3	4	5	
	c. The Army as a whole.	2		3 	4	5	
Q5	How satisfied are you with the following asp	pects of	your cui	rent job?			
		Ver	rv		leither sfied nor		Very
		satisi		tisfied diss		satisfied dis	
	a. My job in general.	L	_' ¬₁	2			
	b. The sense of achievement I get from my work.	L	' ₁	2		*	5
	c. The challenge in my job.	Ļ	]' ]4			<u></u>	s
	d. The amount of variety in my work.	Ļ	' ¬₄	2		<u></u>	5
	e. My current work location.			2	3	4	
Q6	How strongly do you agree or disagree with	the follo	owing?	A I = 2II =			
		ongly	<b>A</b>	Neither agree nor	D'	Strongly	N//A
	a. My superiors do not interfere excessively in my work activities.	ree /	Agree	disagree	Disagree	disagree 5	N/A
	b. I am given sufficient authority to make decisions.	1	2	3	4	5	6
	c. If I make a genuine mistake at work, I do not feel that it will be held against me.	1	2	3	4	5	6
	d. Where I work people do not automatically look for someone to blame when things go wrong.	1	2	3	4	5	6
	e. I am encouraged to find better ways of doing things at work.	1	2	3	4	5	6
	f. I am always given a clear deadline as to when work needs to be completed.	<u> </u>	2	3	4	5	6
	g. When I am set a task at work, I am told very clearly what output is required.	1	2	3	4	5	6
	h. I have a choice in deciding how I do my work.  i. I know that if I do my job well I will be praised or rewarded.	1 1	2	3	4	5 5	6

Neither

#### **Resources and Workload** Q7 How satisfied are you with the following? Neither Verv Verv satisfied nor dissatisfied Dissatisfied dissatisfied Satisfied satisfied a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon). b. The availability of personal equipment/kit I have to do my job. c. The standard of major equipment I have to do my job (e.g. vehicles and systems) d. The availability of major equipment I have to do my job. How would you rate your workload over the last 12 months? Q8 Much too high Too low Too high Much too low About right Your Line Management How strongly do you agree or disagree with the following statements about your immediate Q9 superior (Service or civilian)? Neither Strongly agree nor Strongly agree Agree disagree Disagree disagree Don't know a. Understands and represents my interests. b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance issues. f. Provides regular feedback on my performance. g. Tells me what's going on at work. h. Is someone I trust. i. Helps me to understand how I contribute to Army objectives. j. Helps me to understand how major change decisions will affect me. k. Works well with personnel from different backgrounds. I. I am satisfied with the leadership provided by my

immediate supervisor.

## Senior Leadership

Q10	How strongly do you agree or disagree the Army (i.e. Brigadier and above)?	with the	following	g stateme	ents abo	out the s	senior lea	aders of
				Neithe				
		Strongly agree	Agree	agree r disagre		agree	Strongly disagree	Don't know
	a. They understand and represent my interests	1 1	719700	alough	]3 [	4	5	6
	<ul><li>a. They understand and represent my interests.</li><li>b. They are keen to listen to Service people's</li></ul>	1	2		] ]3 [	4	5	 6
	feedback.							
	c. They champion the Army's interests in Tri-Service issues.	1	2		]3	4	5	6
	d. They communicate decisions to personnel.	1	2		3	4	5	6
	e. They understand the impact of change on personnel.	1	2		]3	4	5	6
	f. I have confidence in the leadership of the Army.	1	2		]3	4	5	[]6
	Con	nmitn	nent					
Q11	How strongly do you agree or disagree v	with the	following	g?				
			Strongly		Neither agree nor		Strongly	
			agree		disagree	Disagree	disagree	
	<ul> <li>a. In the last 12 months, I have fulfilled my commitments/promises to the Army.</li> </ul>		1	2	3	4	5	
	<ul> <li>b. In the last 12 months, the Army has fulfilled its commitments/promises to me.</li> </ul>	5		2	3	4	5	
	c. I am proud to be in the Army.		1	2	3	4	5	
	d. I am valued by the Army.		1	2	3	4	5	
	e. I would recommend joining the Army to others	3.	1	2	3	4	5	
	f. I feel a strong personal attachment to the Arm	٧.	1	2	3	4	5	
	g. I feel a strong personal attachment to my unit	-	1	2	3	4	5	
	h. The Army inspires me to do the best in my job		1	2	3	4	5	
			1	2	3	4	5	
	i. The Army motivates me to help it achieve its o	bjectives.						N/A
	j. My family is proud of me serving in the Armed	Forces.	1	2	3	4	5	6
	k. My family benefits from being a Service family	<i>/</i> .	1	2	3	4	5	6
	I. My family supports my career in the Army.		1	2	3	4	5	6
	that spirit which inspires soldiers to fight. ent, self-sacrifice and mutual trust, which							
Q12	How strongly do you agree or disagree v	with the	following	g?				
			Strongly		Neithe agree n		.St	rongly
			agree	Agree	disagre			sagree
	The ethos of the Army is an important part of life Army.	in the	1	2		3	4	5

## **Working with Others**

Q13	following?	to what ex	tent do yo	ou agree o	r disagree	with the
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	NAVAGORE LINEAU SUSSAINU IN OA Ale sir noon one ileitaise one	1	Agree 2	3	Disagree 4	5
	<ul> <li>a. My team know exactly what their responsibilities are.</li> <li>b. The people in my team can be relied upon to help whether the things get difficult in my job.</li> </ul>		2	3	4	5
	c. We have confidence in ourselves as a team.	1	2	3	4	5
	d. The people in my team work together to find ways to improve the service we provide.	1	2	3	4	5
	<ul> <li>Team members work well with personnel from differe backgrounds.</li> </ul>	ent 1	2	3	4	5
Q14	Have you had working contact with any of the IF NONE APPLY PLEASE GO TO Q18	following	in the <u>las</u>	t two years	<u>s</u> ? (Tick a	ll that apply
	a. Armed Forces Reserves.		1			
	b. MOD Civil Servants.		1			
	c. MOD contractors.		1			
Q15	In your experience, how would you rate the co		to the Ar	-		
		Very valuable	Valuable	Not very valuable	Not at all valuable	Don't know/ N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	1	2	3	4	5
Q16	In your experience, how well integrated into the	ne Army ar	e			
		Very well	Well	Not very well	Not at all well	Don't know/ N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	1	2	3	4	5
Q17	In your experience, how would you rate the pr	ofessional	ism of			
		Very professional	Professional	Not very professional	Not at all professional	Don't know/ N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5

### Change

The Army is currently going through a period of significant change which includes a number of programmes that will impact on all Army personnel.

Q18	How strongly do you agree or disagree	e with the	e tollowin	•			
		Strongly	,	Neithei agree no		Strongly	
		agree	Agree				Don't knov
	<ul> <li>a. Change is managed well in my immediate working team.</li> </ul>	1		2 3	4	5	6
	<ul> <li>b. Change is managed well in my Unit/Establishment.</li> </ul>	1		2 3	4	5	6
	c. Change is managed well in the Army.			2	4	5	6
	Your	Deplo	ymen	its			
lf you	have NOT been on an operational <b>c</b>	deployn	nent sin	ce 1 Jan	2012, ple	ase go to	Q23
Q19	With regards to your current/last opera part of a Unit?	ational d	eploymer	nt, were yo	u deployed	individual	y or as
	Individually						
	As part of a Unit $\square^2$						
Q20	With regards to your current/last opera following?	ational d	eploymer		isfied are y	ou with the	•
		Very satisfied	Satisfied	Neither satisfied nor	Dissatisfied of	Very	N/A
	a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA	1	2	alssatistied 3	Dissaustied C	5	6
	<ul> <li>b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for</li> </ul>	1	2	3	4	5	6
	immediate families, Unpleasant work allowance, Unpleasant living allowance etc).						
	c. The deployment notice.	1	2	3	4	5	6
	d. The pre-deployment training.	1	2	3	4	5	6
	<ul> <li>e. That the equipment I used during training was the same as that used on operations.</li> </ul>	1	2	3	4	5	6
	<ul> <li>f. The personal kit and equipment I received for use on operations.</li> </ul>	or 1	2	3	4	5	6
	<ul><li>g. The major equipment (e.g. vehicles and systems) I used on operations.</li></ul>	1	2	3	4	5	6
	h. The welfare support I received from the Army when I returned from operational deployment.	1	2	3	4	5	6
	<ul> <li>i. The welfare support that my family, partner and/or parents received from the Army when I returned from operational deployment.</li> </ul>	1	2	3	4	5	6
	j. The decompression and post operational to support I received when I returned from operational deployment.	ur 1	2	3	4	5	6
	k. The Post Operational Stress Management that I received when I returned from operational deployment.	1	2	3	4	5	6
	I. The operational role I was assigned to.	1	2	3	4	5	6

Q21	What is your view of the following regard	ding your exper	ience of o	perational	deployme	ents?
		Too often	About right	Not ofte	en enough	
	a. The frequency of my operational deployments				3	
		Too long	About right	Too	short	
	b. The length of my operational deployments.					
	V					
	You	r Career				
Q22	Overall how satisfied are you with the wa	ay your career i	s being m	anaged?		
	Very satisfied	Dissatisfied		4		
	Satisfied <sup>2</sup>	Very dissatisfied		5		
	Neither satisfied nor dissatisfied 3					
Q23	Overall how satisfied are you with the ca	areer manageme	ent service	e provided	by the Arı	my Personne
	Very satisfied	Dissatisfied		4		
	Satisfied 2	Very dissatisfied		5		
	Neither satisfied nor dissatisfied 3	N/A		6		
Q24	In terms of your current assignment, how	w strongly do ye	ou agree o	or disagree	with the f	ollowing?
		Strongly	_	Neither agree nor		Strongly
		agree	Agree	disagree	Disagree	disagree
	a. I have the knowledge, skill and experience to	do my job.		3		s
	b. My knowledge, skill and experience are being			3		s
	<ul> <li>c. The assignment provides development opport will enhance my promotion prospects.</li> </ul>	unities that			4	
	d. My personal preferences were taken into acco	ount.	2	3	4	5
Q25	How satisfied are you with the following	?				
		Very		Neither satisfied nor		Very
		satisfied	Satisfied	dissatisfied	Dissatisfied	
	a. The notice I received for my current/last job.	1		3		5
	b. Involvement in decisions that affect my career	·'		3	4	5
	c. The fairness of the appraisal system.	'				
	d. The fairness of the promotion system.	'				
	e. My opportunities for promotion.	'				
	f. My opportunities for further service.	'			4	
	Training an	nd Develo	pment			
Q26	How satisfied are you with the following	-				
		Very		Neither satisfied nor		Very
		satisfied	Satisfied	dissatisfied	Dissatisfied 4	dissatisfied 5
	a. My opportunities for professional developmen	t		<u></u>	4	 5
	<ul><li>b. My opportunities for personal development.</li><li>c. The timing of the training I have received in or</li></ul>	rder to		3		 5
	c. The timing of the training I have received in or carry out my current job roles.	uei 10				
	<ul> <li>d. The extent to which I am doing the job for whiterained.</li> </ul>	ch I was	2	3	4	5
	e. My opportunities to gain civilian accreditation training, e.g. NVQs, apprenticeships.	for Service 1	2	3	4	5

# **Your Future Plans**

Q27	What are your plans for the future? (Tick one box only).
	To stay serving as long as I can
	To stay serving to the end of my current engagement/commission
	To leave the Army before the end of my current engagement/commission $igsqcup^3$
	To leave the Army as soon as I can
	I have put in my notice to leave
	N/A / I don't know
Q28	How actively have you searched for a job outside the Army in the last 12 months?
	Very actively Not very actively
	Quite actively Not at all
Q29	When you leave the Army, would you consider joining the Volunteer Reserve Forces? (RN/RM: Maritime Reserves; Army: Army Reserves; RAF: RAF Volunteer Reserves)
	Yes No I Don't know
	a. Full time
	b. Part time
Q30	What would make you join the Volunteer Reserve Forces? (Please write in the box below)

Q31	How do the following factors impact of	on your inte	ention to s	tay or leav	e the Army	/?	
		Strongly increases	Increases	Has no effect on mv	Increases	Strongly increases	
			my intention to stay	,	my intention		
	a. Impact of Army life on family and personal	1	2 2	3	4	5	
	b. Opportunities outside the Army.	1	2	3	4	5	
	c. Current job satisfaction.	1	2	3	4	5	
	d. Job security.	1	2	3	4	5	
	•	1	2	3	4	5	
	e. My morale.	1	2	3	4	5	
	f. Service morale.	1	2	3	4	5	
	g. Amount of pay.	1	2	3	4	 5	
	h. Amount of allowances.	1	2	3	4	 5	
	i. Opportunities for career development.	1	2	3	<u>                                     </u>	 5	
	j. Opportunities for personal development.			3		5	
	k. Opportunities for sport.					5	
	I. Opportunities for Adventure Training.	'					
	m. Promotion prospects.	<u> </u>					
	n. Healthcare provision.	'		3	4		
	o. Dental provision.			3	4	5	
	p. Mental health provision.	1	2	3	4	5	
	q. Pension.	1	2	3	4	5	
	r. Opportunities for flexible working conditions	S1	2	3	4	5	
	s. Excitement of the job.	1	2	3	4	5	
	t. Financial Incentives available to me, e.g. Commitment Bonus.	1	2	3	4	5	<i>N/A</i> 6
	u. Spouse/partner's career.	1	2	3	4	5	6
	v. Other (if applicable, please specify)						
Q32	If you have put your notice in to leave most influenced your decision to leav in the boxes below.)	, please ind e the Army	dicate the 3 . (Write the	3 factors free letter that	om the list t correspo	t above in ( nds with th	Q31 that ne reason
		cond most im son for leavir		2	Third most reason for le		3
	for leaving rea	son for leavir	ig		reason for i	eaving	
	Fairr	ness at	Work				
	ny aims to achieve an environment free fr nation, in which all have equal opportuni						
Q33	How strongly do you agree or disagre equality in the Army?	e with the	following s	statement :	regarding	fairness an	ıd
		Strongly agree	Agree	Neither ag nor disagi			ngly gree
	I am treated fairly at work.	1	2	3		4	5

Q34	Do you feel that the Army	y discipline system	is?		
	Very fair	Unfa	air	4	
	Fair	2 Very	v unfair	5	
	Neither fair nor unfair	3			
	g may be characterised as of of power through means int				
sexual disabili	ination can occur when a peorientation, pregnancy or matry. Discrimination can also contages a person on the basi	aternity, marriage or occur where a policy	civil partnersly or practice w	hip, gender reassi hich applies to ev	gnment, age or
intende	ment includes unwanted cor d to or has the effect of viola e environment.				
individu	note that the data gathered i uals in your response. No ac e confidential helpline.				
Q35	Do you believe you have 12 months? (Tick all that		of the followi	ng in a Service en	vironment in the last
	a. Bullying.		1		
	b. Discrimination.		1		
	c. Harassment.		1		
	d. None of the above.		1	Please go to Q40	
	you believe you have been s	ubject to <u>bullying</u> in	ı a Service env	vironment in the la	st 12 months, please
sp	pecify on what grounds:				
Q37	If you believe you have b			<u>arassment</u> in a Se	rvice environment in
	the last 12 months, pleas	se specify on what g	rounas:	Discrimination	Harassment
	a. Gender.			1	2
	b. Gender reassignment.			1	2
	c. Race, colour, nationality, et	thnic or national origin.		1	2
	d. Marriage/civil partnership.	S		1	2
	e. Religion or beliefs.			1	2
	f. Sexual orientation.			1	2
	g. Age.			1	2
	h. Disability.			1	2
	i. Pregnancy or maternity.			1	2

a. Yes.			Plea	ase go to Q39	)	
b. No, I was not aware of the	Service Complaints	process.				
c. No, I considered the incide	ent(s) to be too mino	or to report.	1			
d. No, the incident(s) was/we	ere resolved information	lly.	1			
e. No, the incident(s) was/we	ere resolved through	mediation.	1			
f. No, I did not believe anythi complain.	ng would be done if	I did	1			
g. No, I did not want to go the	rough the complaints	s procedure	e.			
h. No, I believed it might adv	ersely affect my care	eer.	1			
i. No, I believed it might adve colleague or the working env		work	1			
j. No, I was worried that there perpetrators.		ations from	the 1			
k. No, I was discouraged from	m doing so.		1			
I. No, other reason(s) - pleas	e specify		1			
If you DID MAKE a forma	al written compla	aint, how	satisfied v	vere/are y	ou with the	e followi
If you DID MAKE a forms of your complaint?	al written compla	nint, how	satisfied v	vere/are yo	ou with the	e followi
				Neither satisfied nor		Very
of your complaint?  a. The objectivity and fairnes	Ves with which my	aint, how		Neither satisfied nor	Ou with the	Very
a. The objectivity and fairnes complaint was handled/is be b. The amount of time taken/	Ve ss with which my ing handled.	ery satisfied		Neither satisfied nor		Very
a. The objectivity and fairnes complaint was handled/is be b. The amount of time taken/my complaint. c. How well I was/am being k	Ves with which my ing handled. Vit is taking to resolve the septinformed about	ery satisfied		Neither satisfied nor		Very
a. The objectivity and fairnes complaint was handled/is be b. The amount of time taken/my complaint.	Vess with which my ing handled. Vit is taking to resolve tept informed about	ery satisfied		Neither satisfied nor		Very
a. The objectivity and fairnes complaint was handled/is be b. The amount of time taken/my complaint. c. How well I was/am being k the progress of my complaint.	Ves with which my ing handled. Vit is taking to resolve tept informed about t.  Ny Assisting Officer.	ery satisfied		Neither satisfied nor		Very
a. The objectivity and fairnes complaint was handled/is be b. The amount of time taken/my complaint. c. How well I was/am being k the progress of my complaint. d. The support provided by n	Ves with which my ing handled.  Vit is taking to resolve the sept informed about the complaint.  Vervice Complaint	ery satisfied  1 e 1 1 1 1 1 1	Satisfied  2  2  2  2  2  2  2  2	Neither satisfied nor dissatisfied  3  3  3  3  3  3	Dissatisfied  4  4  4  4  4  4  4	Very dissatisfie
a. The objectivity and fairnes complaint was handled/is beb. The amount of time taken/my complaint. c. How well I was/am being k the progress of my complaint. d. The support provided by me. The outcome of my complaint.	Verse with which my ing handled. Vit is taking to resolve the sept informed about the ingle of t	ery satisfied  1 e 1 1 1 1 1 1	Satisfied  2  2  2  2  2  2  2  2  3  5  Ssioner ca	Neither satisfied nor dissatisfied  3  3  3  3  3  3	Dissatisfied  4  4  4  4  4  4  4	Very dissatisfie

If you believe you have been the subject of discrimination, harassment and/or bullying in a Service

environment within the last 12 months, did you make a formal written complaint?

**Q38** 

Information about the Service Complaints Commissioner can be found on the following link: http://armedforcescomplaints.independent.gov.uk/

### **AND**

The Service Complaints process - https://www.gov.uk/government/publications/jsp-831-redress-of-individual-grievances-service-complaints

## Your Work-Life Balance

Q41	In the past 12 months approximately how mu spouse/partner or children) for Service reaso	ch time have you spent away from your family (e.g. ns?
	Not been away	Between 7 - 9 months (27 - 39 weeks)
	Up to 1 month (4 weeks)	Between 10 - 12 months (40 - 52 weeks)
	Between 1 - 3 months (5 - 13 weeks)	N/A
	Between 4 - 6 months (14 - 26 weeks)	
Q42	In the past 12 months, how satisfied were you	_
	s	Neither Very satisfied nor Very atisfied Satisfied dissatisfied dissatisfied
	a. The ability to plan my own life - short term e.g. work/weekend leave.	1 2 3 4 5
	b. The ability to plan my own life - long term e.g. holidays/career training.	1 2 3 4 5
	c. The opportunities available to me for flexible working.	1
	d. The amount of time away from my usual place of duty.	1 2 3 4 5 6
	e. The amount of time away from my family and friends.	1 2 3 4 5
	f. The effect of Service life on my children's education.	. 1 2 3 4 5 6
	g. The effect of Service life on my spouse/partner's career.	1 2 3 4 5 6
Q43	How strongly do you agree or disagree with t	he following?
		Neither Strongly agree nor Strongly
		agree Agree disagree Disagree disagree
	<ul> <li>a. Flexible working (e.g. variable start/stop times, leav early on a Friday) is supported in my workplace.</li> </ul>	ing 1 2 3 4 5
	b. I am able to maintain a balance between my person and working life.	nal 1 2 3 4 5
•	swer the following questions (Q44 t ss in the last 12 months (if not, go to	to Q45) if you have been on a state of o Q46)
Q44	How satisfied were/are you with the following	Neither  Very satisfied nor Very  satisfied Dissatisfied dissatisfied
	The impact of my state of readiness on my domestic/personal life.	
Q45		Neither Strongly agree nor Strongly
	a. My state of readiness was/is justified.	agree Agree disagree Disagree disagree
	b. The NTM (Notice to Move) that I received was in accordance with my state of readiness.	1 2 3 4 5 6

How satisfied are you with the following?	•					
		Very		Neither satisfied nor		Very
a My averell leave ellewages i.e. appuel leave p		atisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfie
<ul> <li>a. My overall leave allowance i.e. annual leave, portion operational tour leave (POTL), leave carried over previous years.</li> </ul>						
b. The opportunity to take leave when I want to.			2	3	4	5
<ul> <li>c. The amount of leave I was able to take in the la months.</li> </ul>	ast 12	1	2	3	4	5
If you did not take all of your annual leave reason for this? (Tick all that apply).	e allowa	nce with	in the las	t leave ye	ar, what w	vas the
a. Operational tour.		1				
b. Not allowed.		1				
c. Courses/training.		1				
d. Workload.		1				
e. Undermanning.		1				
f. I wanted to carry days over to the next leave ye	ar.	1				
, ,						
g. Other (please write).		1				
Your Health  If you have received Service-provided me				g mental h	ealthcare	) in the l
Your Health			(including		ealthcare	) in the I
Your Health  If you have received Service-provided me years, how satisfied were you with:			(including	nor	Very	·
Your Health  If you have received Service-provided me years, how satisfied were you with:	edical tre	eatment (	(including Neither satisfied r	nor	Very ied dissatis	·
Your Health  If you have received Service-provided me years, how satisfied were you with:	edical tre	eatment (	(including Neither satisfied r dissatisfie	nor	Very fied dissatis	, fied [
Your Health  If you have received Service-provided me years, how satisfied were you with:  a. Being able to access the medical care when I needed it. b. The medical treatment.  If you have received Service-provided der	Very satisfied	Satisfied	(including  Neither satisfied r dissatisfi	nor ed Dissatist	Very ied dissatis	, ffied I 5 [
Your Health  If you have received Service-provided me years, how satisfied were you with:  a. Being able to access the medical care when I needed it. b. The medical treatment.	Very eatisfied  1  1  1	Satisfied	(including  Neither satisfied r dissatisfie)  3  13  the last 2	or Dissatist  2  2  2  2  2  2  3  3  4	Very very very very very very very very v	offied I  5 [  5 [  continued to the second
Your Health  If you have received Service-provided me years, how satisfied were you with:  a. Being able to access the medical care when I needed it. b. The medical treatment.  If you have received Service-provided der with:	Very satisfied	Satisfied	(including  Neither satisfied r dissatisfied  3  the last 2  Neither satisfied r dissatisfied r dissatisfied	nor ed Dissatist  2  2  2  2  2  2  3  3  4  4  5  6  6  6  6  6  6  7  7  8  8  9  9  9  9  9  9  9  9  9  9  9	Very very satisfied dissatis	fied I
Your Health  If you have received Service-provided me years, how satisfied were you with:  a. Being able to access the medical care when I needed it. b. The medical treatment.  If you have received Service-provided der with:	Very eatisfied  1  1  1  1  1  1  1  1  1  1  1  1  1	Satisfied 2 2 2 tment in	(including  Neither satisfied r dissatisfie  3  3  the last 2  Neither satisfied r	nor ed Dissatist  2  2  2  2  2  2  3  3  4  4  5  6  6  6  6  6  6  7  7  8  8  9  9  9  9  9  9  9  9  9  9  9	Very very satisfied dissatis	offied I  5   Compared to the

As part of measuring national well-being we are interested to understand how satisfied you are in general with life. The questions below are not linked particularly to the Service but to your life in general.

Q50 Overall, how satisfied are you with your life nowadays?

Not at	all								Co	mpletely
0	1	2	3	4	5	6	7	8	9	10

	Not at all 0 1	2	3	4	5	6	7	8	9	mpletely 10
Q52	Overall, how anxid	ous did yo	ou feel yes	sterday?						
	Not at all 0 1	2	3	4	5	6	7	8	9	mpletely 10
Q53	Overall, to what ex	ktent do y	ou feel th	e things y	ou do in y	our life a	re worth	while?		
	Not at all 0 1	2	3	4	5	6	7	8	9	mpletely 10
	Fit	ness,	Sport	and A	dventı	ure Tra	aining			
Q54	a. Army sport, exercise b. My opportunities to meet fitness standard c. My opportunities to d. My opportunities to	se and fitne undertake s). take part ir	ss facilities fitness activ	in general. vities (e.g. to	Very satisfied  1  1  1  1  1	Satisfied  2  2  2  2  2  2	Neither satisfied in dissatisfied in 3 3 3 3 3 3	nor		ery fisfied 5 5 5 5
				Welfa	re					
Q55	a. The welfare supporme. b. The welfare suppormy family. c. The support my speaking when I am abse	rt provided rt provided ouse/partne	by the Army by the Army er gets from	Very satisfied of for 1	Satisfie		d nor		/ery atisfied 5 5 5	N/A 6 6 6 6 6
	d. The Operational/De Package.	eployment \	Welfare				3	4	5	6

Q51

Overall, how happy did you feel yesterday?

Q56	How satisfied are you with the following?						
			Neither satisfied				
	Very	0-4-6-4	nor	. D'	Very	Matria	Not heard
	a. The chaplaincy support provided by the an interest and a satisfied	Satisfied	aissatistied	Dissatisfied	aissatisried 5	Not used	of
	Army. b. SSAFA-FH (Soldiers, Sailors, Airmen and 1	2	3	4	5	6	
	Families Association - Forces Help).						
	c. The HIVE.				 5		
	d. The Army Families Federation.  e. The Community Development		3	<sup>1</sup>	5	°	7
	Officer/Worker.						
	f. My Unit's Service Community Support Officer (SCSO).	2	3	4	5	6	7
	Your Acco	mmod	dation				
Q57	What kind of accommodation do you live in only)	at prese	nt during	the workin	g week?	(Tick one	e box
	Service Family Accommodation (SFA)	1 Plea	ase go to <b>Q58</b>	3			
	Substitute Service Family Accommodation (SSFA)	Plea	ase go to <b>Q58</b>	3			
	Single Living Accommodation (SLA)	<sup>3</sup> Plea	ase go to <b>Q58</b>	3			
	Substitute Single Living Accommodation (SSLA)	4 Plea	ase go to <b>Q58</b>	3			
	Property I own	<sup>5</sup> Plea	ase go to Q62	2			
	Privately rented accommodation	<sup>6</sup> Plea	ase go to <b>Q60</b>	)			
	In a relative's (e.g. parents') home	Plea	ase go to <b>Q60</b>	)			
	Other (please write)	<sup>8</sup> Plea	ase go to <b>Q60</b>	)			
Q58	If you have moved from your own home into was/were the reason(s) for this? (Tick all th		Accomm	odation in	the last 1	2 month	s, what
	a. Posting requrement.		1				
	b. Economy.		1				
	c. Personal circumstances e.g. marriage, separation	, divorce.	1				
	d. Other (please write).		1				
050	With manual to comment Comics Accomm		b			l	-i 2
Q59	With regard to your current Service Accomi			Neither	ou with t		
		Very satisfied		satisfied nor dissatisfied D	issatisfied o	Very dissatisfied	N/A / don't know
	a. The overall standard.	1	2	3	4	5	6
	b. The value for money.	1	2	3	4	5	6
	c. The response to requests for maintenance/repair my current accommodation.	to 1	2	3	4	5	6
	<ul> <li>d. The quality of maintenance/repair work to my curr accommodation.</li> </ul>	rent 1	2	3	4	5	6
	e. How fairly Service Accommodation is allocated.	1	2	3	4	5	6

Q60	Do you currently own your own home? Please answer this question whether you live in this property or not.
	Yes Please go to <b>Q62</b>
	No Please go to <b>Q61</b>
	No, but I am currently saving up to buy a home in the future Please go to <b>Q61</b>
Q61	Please indicate whether each of the following is a reason why you do not own your own home. (Tick all that apply) (Once completed please go to Q64)
	a. I don't want to own a home at this stage in my life/career.
	b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is.  c. I want to be able to move about/move my family with me
	when I am posted.  d. I don't want to buy a home where I am currently located.
	e. I can't afford to buy a suitable home at the moment.
	f. I don't want to risk losing money.
	g. I wouldn't be able to live in the home.
	h. Other (please write).
Q62	Please indicate whether each of the following was a reason why you bought your own home.  (Tick all that apply)  a. To give stability for myself and my family.  b. The allowances for living in my own home.  c. To rent it out.  d. Poor standards of SLA or SFA.  e. Poor location of SLA or SFA.  f. The cost of SLA or SFA.  g. I wanted to live with my partner.  h. Other (please write).
Q63	If you currently own a home, how satisfied are you with the following?  Very satisfied Satisfied or dissatisfied nor dissatisfied or dissatisf
Q64	Have you used a Government Affordable Housing Scheme in the last year to buy or rent your home?
	Ves No, I would not use an Affordable 4
	No. Housing Scheme 5
	No, but I am considering it  Not heard of this

# Catering, Retail and Leisure

Q65	Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? (Tick all that apply)									
	a. Price.									
	b. Value for money.									
	c. Choice.									
	d. Quality.									
	e. Quantity.									
	f. Well known brand.									
	g. Where it is sourced from (e.g. Fairtrade, locally produced).									
	h. Other (please write).	$\neg$								
Q66	How often do you use Service-provided catering facilities?									
	Always Often Sometimes Rarely Never N/A	3								
	a. For eating at breakfast.	3								
	b. For eating at lunchtime.  c. For eating in the evening.	;								
		;								
	d. For drinking, socialising in the bar.  e. For informal functions.	;								
	f. For formal functions (Officers/SNCOs/WOs only).	ì								
Q67	How satisfied are you with the following?									
	Neither  Very satisfied nor Very									
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A  a. The availability of food during the week on my 1 2 3 4 5 16 unit e.g. opening hours.	;								
	b. The number of functions during the year.	i								
	c. The standard of service from catering contractors on my unit.	;								
	Your Family Life									
Q68	What is your current personal status?									
	Single (never married or formed a civil partnership)  Please go to Q70									
	In a long term / established relationship (but not married or in a civil partnership)									
	Married / In a civil partnership									
	Separated, but still legally married or in a civil partnership									
	Divorced / Formerly in a civil partnership which is now legally dissolved									
	Widowed / The surviving partner from a civil partnership Please go to Q70									
	Prefer not to say Please go to Q70									

Q69	What is your spouse/partner's current employment situation?
	In the Armed Forces  In voluntary (unpaid) employment  In full-time paid employment / full-  Not employed (for any reason)  In the Armed Forces  In voluntary (unpaid) employment
	time self-employment (other than  Armed Forces)  Not employed (for any reason)  In full-time or part-time education
	In part-time paid employment / part-time self-employment
Q70	Do you have any children whom you support financially?
	Yes
	No Please go to Q75
Q71	If YES, how many children do you have in each age group? (Please write the number of children for each category in each box, e.g. "3", or if you do not have children in a category please insert "0".)
	Under 5 years
	Between 5 and 17 years
	18 years and over
Q72	Do any of your children live with you? (Tick one box only).
	Yes
	Shared Access 2
	Weekends/holidays only 3 Please go to Q75
	No Please go to Q75
	N/A Please go to Q75
Q73	If you have a child or children living with you, do you consider yourself to be a lone/single parent?
	Yes <sup>1</sup> No <sup>2</sup> N/A <sup>3</sup>
Q74	If you require childcare, how satisfied are you with the locally provided childcare facilities?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied 5
	Neither satisfied nor dissatisfied \[ \begin{align*} 3 & N/A & \end{align*}
Q75	Do you have caring responsibilities for infirm or elderly adult(s)?
	Yes <sup>1</sup> No <sup>2</sup>

The Army would like to understand how Service life affects personal finance. The information could improve training and policy. Q76 If you have been declined credit in the last 12 months, what was the reason for this? (Tick one box only). Failed credit check

	Lack of UK credit history
	Too many address moves
	Don't know
	Prefer not to say
	Other (please write)
Q77	Do you currently have personal debt levels that concern you?
	Yes 1
	No
	Being Part of Society
Q78	Are you currently registered to vote?
	Yes
	No Please go to <b>Q80</b>
	Don't know Please go to <b>Q81</b>
Q79	If you are currently registered to vote, are you registered as? (Tick one box only).
	An ordinary/residential voter – registered for one year, usually via the annual update of Please go to Q81
	voters (annual canvass)  A Service voter – registered for five years, via a service declaration  Please go to Q81
	An everyone vector - registered for one year in the same way on a non-Foresa British
	citizen living overseas
000	Karan are not compared, as sistened to cote and of its the main assess for this Q (Tiple and how such A
Q80	If you are not currently registered to vote, what is the main reason for this? (Tick one box only).  I did not receive an electoral registration form  I am not interested in politics
	there and any any of the first test of the size of the
	I have not got around to it, but aim to do it  sometime  Other
	I do not know how to register
	med Forces Covenant' was announced by the Government in May 2011 and sets a framework for how different personnel, and their families, can expect to be treated by the Government
	the rest of the country in recognition of the personal risks and sacrifices they experience.
Q81	Which of these best sums up your awareness of the Armed Forces Covenant?
	I've never heard of it
	I've heard of it but know nothing about it
	I've heard of it and know a little about it
	I've heard of it and know a lot about it

Q81	Which of these best sums up your a	wareness of the Armed Forces Covenant?
QUI	willen of these best sums up your a	wateriess of the Affiled Forces Coveriant:
	I've never heard of it	
	I've heard of it but know nothing about it	2
	I've heard of it and know a little about it	3
	I've heard of it and know a lot about it	4

Q82	Which, if any, of the following areas do you feel advantage compared to the general public? (Tick all that apply).	ed/disadvantaged	is a Service person,		
		Advantaged	Disadvantaged		
	a. Family's Healthcare.	<u></u>			
	b. Children's Education.	<u></u>	2		
	c. Housing.		2		
	d. Family life.	1	2		
	e. Benefits.	1	2		
	f. Tax.	1	2		
	g. Commercial Products and Services e.g. Money Force, Defence Dis Services and Defence Privilege Cards.	scount 1	2		
	<ul> <li>h. Participation as Citizens e.g. contacting a local councillor, MP or oth public official, attending a public meeting, rally or signing a petition.</li> </ul>	her 1	2		
	i. Other (please write)	1	2		
Q83	How strongly do you agree or disagree with the following?	Neither agree nor disagree Disagr	Strongly ree disagree Don't know		
	agree Agree  a. I offer an important service to the country.  b. Members of the Armed Forces are valued by society at large.	alsagree Disagri	4		
	Taking Action and Your Co	mments			
Q84	How strongly do you agree or disagree with the following?				
	a. I believe the leaders in the Army will take action on the results of AFCAS.  b. I think effective action has been taken in the Army on the results of AFCAS.	Neither agree nor disagree Disagr			
Q85	This survey is?				
	Too long $\square^1$ About right $\square^2$ Too short $\square^3$				
Q86	How long did it take you to complete this survey?	<b>□</b> .			
	Less than 10 minutes1 30-40 minutes	<u></u> 0	ver an hour		
	10-20 minutes 40-50 minutes	5			
	20-30 minutes 50-60 minutes	6			

box to provide a		 <u> </u>	

**Q87** 

Thank you for completing this questionnaire.

Please return the questionnaire within 2 weeks of receipt (or at the next mail dispatch opportunity) to a:cet Ltd, Office 306, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the <a href="mailto:envelope provided">envelope provided</a>.

# Armed Forces Continuous Attitude Survey 2015: Royal Air Force

Please fill in this survey as fully and honestly as you can.

Your completed survey will be **treated in confidence**: it will be processed by people outside your Chain of Command and the Ministry of Defence.

Responses from individuals will not be identified.

Please **read any instructions** carefully before answering a question and follow any **routing instruction** after answering a question.

A few questions will require a written answer - please write clearly in **BLOCK CAPITALS**.

Once completed please return the survey to a:cet Ltd, Office 306, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the **prepaid envelope provided.** 

Please remember you can complete the intranet version of this questionnaire by going here:

## http://bravo.dasa.r.mil.uk/surveys

This is the quickest and cheapest way for you to send us your views.

You may have recently received an AFCAS postcard or email inviting you to complete the intranet version of this questionnaire. If you have already completed the intranet version of this 2015 AFCAS questionnaire then please ignore this paper copy.

### **Your Pay**

To compensate for differences in lifestyle, working conditions and expectations between Service personnel and their civilian equivalents, Service salaries are increased by 14.5% (for the majority of personnel). We call this the 'X-Factor'.

Q1	How strongly do you agree or disagree	with the fol	lowing?				
	The X-Factor in my salary is enough compensation for Service lifestyle, working	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
	conditions and expectations.						
	<ul> <li>b. The pay and benefits I receive are fair for the work I do.</li> </ul>	1	2	3	4	5	
Q2	How satisfied are you with the following	j?					
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	<ul> <li>a. My rate of basic pay (basic pay includes X-Fa but excludes Recruitment and Retention Pay [R and any allowances).</li> </ul>		2	3	4	5	
			<u>2</u>			<u> </u>	<i>N/A</i>
	b. My Recruitment and Retention Pay (RRP).			3	4		
	c. My allowances, e.g. Longer Separation Allows (LSA), Get You Home (GYH), Continuity Of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA).	ance 1	2	3	4	5	6
	d. My pension benefits.	1	2	3	4	5	

	S	Very satisfied	Satisfied	satisfied no dissatisfie	or d Dissatisfie	Very ed dissatisfie	ed
	e. Information about pay and allowances, e.g. from the intranet, DINs and brochures.	1	2	3	4	5	
	f. My ability to access JPA.	1	2	3	4	5	
	Vour	Wor	,				
	Tour	VVOI	^				
Q3	How satisfied are you with RAF life in gene	ral?					
	Very satisfied Dis	satisfied			4		
	Satisfied	y dissatis	fied		5		
	Neither satisfied nor dissatisfied						
Q4	How would you rate the level of morale of						
	Very high	High	Neithe nor		Low	Very low	
	a. Myself.	2		3	4	5	
	b. My Unit.	2		3	4	5	
	c. The RAF as a whole.	2		3	4	5	
Q5	How satisfied are you with the following as	pects of	your cu	-			
		Ve	ery	sati	leither sfied nor		Very
	a. My job in general	sati.	sfied Sa □1	atisfied dis	satisfied Dis	ssatisfied dis	ssatisfied  5
	a. My job in general.	L	 <sub>1</sub>	2	3	4	 5
	<ul><li>b. The sense of achievement I get from my work.</li><li>c. The challenge in my job.</li></ul>		 1	2	3	4	5
	d. The amount of variety in my work.		 	2	3	4	5
	e. My current work location.		1	2	3	4	5
Q6	How strongly do you agree or disagree with	h the fol	_ lowing?				
	Str	ongly		Neither agree nor		Strongly	
	ag	gree	Agree	disagree	Disagree	disagree	N/A
	<ul> <li>a. My superiors do not interfere excessively in my work activities.</li> </ul>	1		3	4		6
	b. I am given sufficient authority to make decisions.	1	2	3	4	5	6
	c. If I make a genuine mistake at work, I do not feel that it will be held against me.	1	2	3	4	5	6
	d. Where I work people do not automatically look for someone to blame when things go wrong.	1	2	3	4	5	6
	e. I am encouraged to find better ways of doing things at work.	1	2	3	4	5	6
	f. I am always given a clear deadline as to when work needs to be completed.	1	2	3	4	5	6
	g. When I am set a task at work, I am told very clearly what output is required.	1	2	3	4	5	6
	h. I have a choice in deciding how I do my work.  i. I know that if I do my job well I will be praised or rewarded.	1	2 2	3 3	4	5	6

Neither

#### **Resources and Workload** Q7 How satisfied are you with the following? Neither Verv Verv satisfied nor dissatisfied Dissatisfied dissatisfied Satisfied satisfied a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon). b. The availability of personal equipment/kit I have to do my job. c. The standard of major equipment (e.g. vehicles and systems) I have to do my job. d. The availability of major equipment I have to do my job. Q8 How would you rate your workload over the last 12 months? Much too high Too low Too high Much too low About right Your Line Management How strongly do you agree or disagree with the following statements about your immediate Q9 superior (Service or civilian)? Neither Strongly agree nor Strongly agree Agree disagree Disagree disagree Don't know a. Understands and represents my interests. b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance issues. f. Provides regular feedback on my performance. g. Tells me what's going on at work. h. Is someone I trust. i. Helps me to understand how I contribute to RAF objectives. j. Helps me to understand how major change decisions will affect me. k. Works well with personnel from different backgrounds. I. I am satisfied with the leadership provided by my immediate supervisor.

## **Senior Leadership**

		Strongly	A	agre	ther e nor		Strongly	Double language
		agree	Agree	aisa 	gree Di. □ 3	sagree 	disagree 5	Don't know ☐6
	<ul> <li>a. They understand and represent my interests.</li> <li>b. They are keen to listen to Service people's feedback.</li> </ul>	1	2		3	4	5	6
	c. They champion the RAF's interests in Tri-Service issues.	1	2		3	4	5	6
	d. They communicate decisions to personnel.	1	2		3	4	5	6
	e. They understand the impact of change on personnel.	1	2		3	4	5	6
	f. I have confidence in the leadership of the RAF.	1	2		3	4	5	6
	Com	mitn	nent					
Q11	How strongly do you agree or disagree w	ith the	following	<b>7</b> ?				
				•	Neither			
			Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	
	a. In the last 12 months, I have fulfilled my commitments/promises to the RAF.		1	2	3	4	5	
	b. In the last 12 months, the RAF has fulfilled its commitments/promises to me.		1	2	3	4	5	
	c. I am proud to be in the RAF.		1		3	4	5	
	d. I am valued by the RAF.		1	2	3	4	5	
	e. I would recommend joining the RAF to others.		1	2	3	4	5	
	f. I feel a strong personal attachment to the RAF.		1	2	3	4	5	
	g. I feel a strong personal attachment to my unit.		1	2	3	4	5	
	h. The RAF inspires me to do the best in my job.		1	2	3	4	5	
	i. The RAF motivates me to help it achieve its obje	ectives.	1	2	3	4	5	N/A
	j. My family is proud of me serving in the Armed F	orces.	1	2	3	4	5	6
	k. My family benefits from being a Service family.		1	2	3	4	5	6
	I. My family supports my career in the RAF.		1	2	3	4	5	6
challeng It encom confiden	the distinctive character, spirit and attitude e and, on occasion, danger. It is underpinne passes the will to contribute to the delivery are in the chain of command, trust in colleagment of high professional standards and the	d by tr of effe jues ar	adition, e ctive air   id equipn	esprit d bower t nent, re	e corps a hat arise spect fo	and a seis from rindivid	nse of be	elonging.
Q12	How strongly do you agree or disagree w	ith the	following	g?				
			`		Neith		<u></u>	tranal.
			Strongly agree	Agree	agree i disagr			rongly sagree
	The ethos of the RAF is an important part of life in RAF.	the	1	2		]3	4	5

# **Working with Others**

Q13	In considering your immediate working team, to what extent do you agree or disagree with the following?									
	-	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree				
	<ul> <li>a. My team know exactly what their responsibilities are</li> <li>b. The people in my team can be relied upon to help we things get difficult in my job.</li> </ul>	<del></del>	2	3	4	5				
	<ul><li>c. We have confidence in ourselves as a team.</li><li>d. The people in my team work together to find ways to improve the service we provide.</li></ul>	1	2	3	4	5				
	e. Team members work well with personnel from different backgrounds.	ent 1	2	3	4	5				
Q14	Have you had working contact with any of the IF NONE APPLY PLEASE GO TO Q18	following	in the <u>las</u>	t two years	<u>s</u> ? (Tick a	II that apply				
	a. Armed Forces Reserves.		<b>1</b>							
	b. MOD Civil Servants.		1							
	c. MOD contractors.		1							
Q15	In your experience, how would you rate the contribution to the RAF of									
		Very valuable	Valuable	Not very valuable	Not at all valuable	Don't know/ N/A				
	a. Armed Forces Reserves.	1	2	3	4	5				
	b. MOD Civil Servants.	1	2	3	4	5				
	c. MOD contractors.	1	2	3	4	5				
Q16	In your experience, how well integrated into the	ne RAF are	·							
		Very well	Well	Not very well	Not at all well	Don't know/ N/A				
	a. Armed Forces Reserves.	1	2	3	4	5				
	b. MOD Civil Servants.	1	2	3	4	5				
	c. MOD contractors.	1	2	3	4	5				
Q17	In your experience, how would you rate the pr	ofessional	lism of							
		Very professional	Professional	Not very professional	Not at all professional	Don't know/ N/A				
	a. Armed Forces Reserves.	1	2	3	4	5				
	b. MOD Civil Servants.	1	2	3	4	5				
	c. MOD contractors.	<u></u> 1	2	3	4	5				

## Change

The RAF is currently going through a period of significant change which includes a number of programmes that will impact on all RAF personnel.

Q18	How strongly do you agree or disagree	e with th	e followir	ng?			
		Strongly agree	/ Agree	Neithe agree n disagre	or	Strongly disagree	Don't knov
	<ul> <li>a. Change is managed well in my immediate working team.</li> </ul>			2	3	5	6
	<ul><li>b. Change is managed well in my Unit/Establishment.</li></ul>			2	3 4	5	6
	c. Change is managed well in the RAF.			2	3	5	6
	Your	Deplo	oymen	nts			
	I Cui		,o.				
lf you	have NOT been on an operational o	deployn	nent sin	ce 1 Jan	2012, ple	ase go to	Q23
-	·						
Q19	With regards to your current/last opera part of a Unit?	ational d	eploymer	nt, were yo	u deployed	l individual	ly or as
	Individually						
	As part of a Unit						
Q20	With regards to your current/last operations following?	ational d	eploymer	nt, how sat	isfied were	you with t	he
	•	Very		Neither satisfied nor	<b>5</b>	Very	
	a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA	satisfied ).	Satisfied 2	dissatisfied 3	Dissatisfied 6	dissatisfied  5	<b>N/A</b> 6
	b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc).	1	2	3	4	5	6
	c. The deployment notice.	1	2	3	4	5	6
	d. The pre-operational training.	1	2	3	4	5	6
	e. The welfare support I received from the RAF when I returned from operational deployment.	1	2	3	4	5	6
	f. The welfare support that my family, partner and/or parents received from the RAF when I returned from operational deployment.	1	2	3	4	5	6
	g. The decompression and post operational tour support I received when I returned from operational deployment.	1	2	3	4	5	6
	h. The Post Operational Stress Management that I received when I returned from operational deployment.	1	2	3	4	5	6
	i. The operational role I was assigned to.	1	2	3	4	5	6

Q21	During your pre-operational preparation	, did you have a	access to t	he following?								
		Yes /	Vo N/A □2 □3									
	a. Job specification for the post.											
	b. Assignment Order.											
	c. Preparation Instruction.	<u> </u> '										
	d. A1 Ops Website.	1	3									
Q22	What is your view of the following regar				ents?							
	The fire was a fire and a section of dealers and the section of th	Too often	About right	Not often enough								
	The frequency of my operational deployments	S Too long	About right	└── Too short								
	b. The length of my operational deployments.	1		3								
	You	ır Career										
Q23	Overall how satisfied are you with the w	Overall how satisfied are you with the way your career is being managed?										
	Very satisfied	Dissatisfied	J	4								
	Satisfied 2	Very dissatisfied		5								
	Neither satisfied nor dissatisfied	vory arecamence										
	Troution database has discausioned											
Q24	Overall how satisfied are you with the ca	areer managem	ent service		AF?							
	Very satisfied	Dissatisfied		4								
	Satisfied2	Very dissatisfied		5								
	Neither satisfied nor dissatisfied 3	N/A		6								
Q25	In terms of your current assignment, ho	w strongly do y	ou agree o	or disagree with the	following?							
				Neither								
		Strongly agree	Agree	agree nor disagree Disagree								
	a. I have the knowledge, skill and experience to	do my job.		3 4	5							
	b. My knowledge, skill and experience are being used.											
	<ul> <li>The assignment provides development oppor will enhance my promotion prospects.</li> </ul>	tunities that		3 4	5							
	d. My personal preferences were taken into acco	ount.	2	3 4	5							
Q26	How satisfied are you with the following	j?										
		Verv		Neither satisfied nor	Very							
		satisfied	Satisfied	dissatisfied Dissatisfie	d dissatisfied							
	a. The notice I received for my current/last assignment		2	3	 5							
	b. Involvement in decisions that affect my caree	r		3 4	 5							
	c. The fairness of the appraisal system.	1	2	3 4	 5							
	d. The fairness of the promotion system.	1		3 4	5							
	e. My opportunities for promotion.	1		3  4	5							
	f. My opportunities for further service.											
Q27	How strongly do you agree or disagree			ent?								
	I am willing to serve overseas (i.e. on a	permanent assi	ignment).	<u>4</u>								
	Strongly agree	Disagree		<sup>4</sup>								
	Agree \bigsize 2	Strongly disagree	9									
	Neither agree nor disagree											

		Very influential	Quite influentia	Not very I influential	Not at all influential	
	a. Current rates of LOA.	1	2	3	4	
	b. Travel allowances (e.g. Get You Home (Overseas).	1	2	3	4	
	c. The removals/storage service.	1	2	3	4	
	d. In-country support (e.g. medical, dental, welfare).	1	2	3	4	
	e. Local security situation.	1	2	3	4	
	f. Impact on your career.	1	2	3	4	
	g. Availability of CEA.	1	2	3	4	^
	h. Spouse's prospects of working overseas.	1	2	3	4	Ē
	Training and D	evelop	ment			
Q29		evelop	ment			
Q29	Training and D  How satisfied are you with the following?		ment	Neither		
Q29		evelop  Very satisfied	oment Satisfied	satisfied nor	vissatisfied dis.	Very satisfie
Q29		Very		satisfied nor		
Q29	How satisfied are you with the following?	Very	Satisfied	satisfied nor		
Q29	How satisfied are you with the following?  a. My opportunities for professional development.	Very	Satisfied	satisfied nor		
Q29	How satisfied are you with the following?  a. My opportunities for professional development. b. My opportunities for personal development. c. The timing of the training I have received in order to	Very satisfied 1 1 1	Satisfied 2 2	satisfied nor dissatisfied D		

# **Your Future Plans**

Q30	What are your plans for the future? (Tick one box only).							
	To stay serving as long as I can							
	To stay serving to the end of my current engagement/commission							
	To leave the RAF before the end of my current engagement/commission							
	To leave the RAF as soon as I can							
	I have put in my notice to leave							
	N/A / I don't know							
Q31	How actively have you searched for a job outside the RAF in the last 12 months?							
	Very actively							
	Quite actively							
Q32	If you had the opportunity to do so, do you think you would choose to remain in the Regular RAF beyond the current retirement age of 55?							
	Yes - up to 2 years beyond Yes - as long as I could							
	Yes - between 2-5 years beyond No							
	Yes - between 6-10 years beyond N/A / I Don't know							
Q33	When you leave the RAF, would you consider joining the Volunteer Reserve Forces? (RN/RM: Maritime Reserves; Army: Army Reserves; RAF: RAF Volunteer Reserves)  Yes  No I Don't know							
	a. Full time.							
	b. Part time.							
Q34	Which of the following Reserves options are of interest to you on leaving the RAF? (Tick all that apply.)							
	a. Full-Time Reserve Service (FTRS) (Full Commitment).							
	b. Full-Time Reserve Service (FTRS) (Limited Commitment).							
	c. Full-Time Reserve Service (FTRS) (Home Commitment).							
	d. Additional Duties Commitment (ADC).							
	e. Military Support Officer (Civil Service post).							
	f. Volunteer Reserves (part time).							
Q35	What would make you join the Volunteer Reserve Forces? (Please write in the box below)							

	on your inte		lay of leav	e lile NAF	•
	Strongly increases	Increases	Has no effect on my	Increases	Strongly increases
	my intention	my intention	intention to	my intention	my intention
a. Impact of RAF life on family and personal	to stay	to stay	stay or leave	to leave	to leave
	1 1	2	3	4	5
b. Opportunities outside the RAF.	1	2	3	4	5
c. Current job satisfaction.	1	2	3	4	5
d. Job security.	1	2	3	4	 5
e. My morale.	1	2	3	4	5
f. Service morale.	1	2	3	4	 5
g. Amount of pay.	1		3	4	5
h. Amount of allowances.					5
i. Opportunities for career development.					
j. Opportunities for personal development.	'			<sup>†</sup>	
k. Opportunities for sport.	'				
I. Opportunities for Adventure Training.	<u></u> '		3	4	5
m. Promotion prospects.			3	4	5
n. Healthcare provision.	1	2	3	4	5
o. Dental provision.	1	2	3	4	5
p. Mental health provision.	1	2	3	4	5
q. Pension.	1	2	3	4	5
r. Opportunities for flexible working condition	ıs.	2	3	4	5
s. Excitement of the job.	1	2	3	4	5
t. Financial Incentives available to me, e.g. Commitment Bonus.	1	2	3	4	5
u. Spouse/partner's career.	1	2	3	4	5
v. Other (if applicable, please specify)					

## Fairness at Work

The RAF aims to achieve an environment free from harassment, bullying, intimidation and unlawful discrimination, in which all have equal opportunity and encouragement to realise their full potential.

Q38	How strongly do you agree or disagree with the following statement regarding fairness and equality in the RAF?								
			Strongly	Agree	Neither agree nor disagree	Disagree	Strongly disagree		
	Laws to a stand fairly at wards		agree	Agree	Tior disagree	Disagree 4	uisagree <sub>5</sub>		
	I am treated fairly at work.								
Q39	Do you feel that the RAF	discipline sy	stem is?			<b>7</b> .			
	Very fair	1	Unfair			4			
	Fair	2	Very unfair			5			
	Neither fair nor unfair	3							
	g may be characterised as off of power through means inte								
sexual disabilit	ination can occur when a per orientation, pregnancy or mat ty. Discrimination can also o antages a person on the basis	ternity, marr ccur where a	iage or civil p a policy or pra	artnersh actice wl	ip, gender rea nich applies to	ıssignment,	age or		
intende	ment includes unwanted cond d to or has the effect of violat re environment.								
individu	note that the data gathered is uals in your response. No acti e confidential helpline.								
Q40	Do you believe you have I 12 months? (Tick all that		t to any of the	followir	ng in a Service	e environme	ent in the last		
	a. Bullying.			1					
	b. Discrimination.			1					
	c. Harassment.			1					
	d. None of the above.			1	Please go to Q45				
	you believe you have been su becify on what grounds:	ıbject to <u>bul</u>	l <u>ying</u> in a Serv	vice envi	ronment in the	e last 12 mo	onths, please		

If you believe you have been subject to <u>discrimination or harassment</u> in a Service environment in the last 12 months, please specify on what grounds:								
71		Discrimination	on Harassment					
a. Gender.		1	2					
b. Gender reassignment.		1	2					
c. Race, colour, nationality, ethnic or national origin.		1	2					
d. Marriage/civil partnership.		1	2					
e. Religion or beliefs.		1	2					
f. Sexual orientation.		1	2					
g. Age.		1	2					
h. Disability.		1	2					
i. Pregnancy or maternity.		1	2					
If you believe you have been the subject of discrimination, harassment and/or bullying in a Serv environment within the last 12 months, did you make a formal written complaint? (Tick option 'a' or all that apply from items 'b' to 'l')								
a. Yes	Plea	ase go to Q44						
b. No, I was not aware of the Service Complaints process.	1							
c. No, I considered the incident(s) to be too minor to report.	1							
d. No, the incident(s) was/were resolved informally.	1							
e. No, the incident(s) was/were resolved through mediation.								
f. No, I did not believe anything would be done if I did complain.	1							
g. No, I did not want to go through the complaints procedure.								
h. No, I believed it might adversely affect my career.								
i. No, I believed it might adversely affect another work colleague or the working environment.	1							
j. No, I was worried that there would be recriminations from the perpetrators. $ \\$	1							
k. No, I was discouraged from doing so.	1							
I. No, other reason(s) - please specify.	1							
If you DID MAKE a formal written complaint, how sat	tisfied w	vere/are you	u with the following asp					
of your complaint?		Neither						
Very satisfied Sa		satisfied nor	Very issatisfied dissatisfied N					
very satisfied Sa	augiiou		155alistieu uissalistieu 17					
a. The objectivity and fairness with which my complaint was handled/is being handled.	2							
complaint was handled/is being handled.  b. The amount of time taken/it is taking to resolve	2	3	4 5					
complaint was handled/is being handled.	2 2 2	3 3	4					
complaint was handled/is being handled.  b. The amount of time taken/it is taking to resolve my complaint.  c. How well I was/am being kept informed about		3 3 3	4					

Q45	Do you know how the Service Complaints Commissioner can help you with a discrimination, harassment and/or bullying complaint?								
	Yes, fully	No,	not at all			3			
	To some extent			of the Serv ommissione		4			
	nation about the Service Co	scomplain	ts.inde				d on the	)	
		AN	ND						
https:	ervice Complaints process //www.gov.uk/government ances-service-complaints		ns/jsp	-831-re	dress-of	f-indivi	dual-		
	You	r Work-L	_ife B	alance	9				
Q46	In the past 12 months approxin spouse/partner or children) for			have you	spent aw	ay from	your fami	ly (e.g.	
	Not been away	1	Betwe	een 7 - 9 m	onths (27 - 3	39 weeks)	5		
	Up to 1 month (4 weeks)	2	Betwe	een 10 - 12	months (40	- 52 weel	ks) $^6$		
	Between 1 - 3 months (5 - 13 weeks)	3	N/A				7		
	Between 4 - 6 months (14 - 26 weeks	;)							
Q47	In the past 12 months, how sat	sfied were yo	ou with t		ng? Neither satisfied nor		Very		
	a. The ability to plan my own life - showork/weekend leave.		satisfied	Satisfied	dissatisfied L	Dissatisfied	dissatisfied 5		
	b. The ability to plan my own life - lon holidays/career training.	g term e.g.	1	2	3	4	5		
	<ul> <li>c. The opportunities available to me f working.</li> </ul>	or flexible	1	2	3	4	5	N/A	
	d. The amount of time away from my duty.	usual place of	1	2	3	4	5	6	
	<ul> <li>e. The amount of time away from my friends.</li> </ul>	family and	1	2	3	4	5	6	
	f. The effect of Service life on my chil		າ. 🔲 1	2	3	4	5	6	
	g. The effect of Service life on my specareer.	ouse/partner's		2	3	4	5	6	
Q48	How strongly do you agree or o	lisagree with	the follo	wing?	٨	oithar			
				ngly	agı	either ree nor	Disagroo	Strongly	
	a. Flexible working (e.g. variable star early on a Friday) is supported in my			ree A	gree dis	agree 3	Disagree 4	disagree 5	
	b. I am able to maintain a balance be and working life.	tween my perso	nal	1	2	3	4	5	

## **Your Leave**

Q49	How satisfied are you with the following?					
		Very		Neither satisfied nor	1	/ery
		satisfied	Satisfied	dissatisfied	Dissatisfied diss	atisfied
	<ul> <li>a. My overall leave allowance i.e. annual leave, post operational leave (POL), leave carried over from previous years.</li> </ul>	us	2	3	4	5
	b. The opportunity to take leave when I want to.	1	2	3	4	5
	c. The amount of leave I was able to take in the last 12 months.	1	2	3	4	5
Q50	If you did not take all of your annual leave allowereason for this? (Tick all that apply).	wance wit	hin the la	st leave yea	ar, what was	the
	a. Operational tour.		1			
	b. Not allowed.		1			
	c. Courses/training.		1			
	d. Workload.		1			
	e. Undermanning.		1			
	f. I wanted to carry days over to the next leave year.		1			
	g. Other (please write).		1			
	Varm Haalth an	-LVAV-III	la di ma			
	Your Health and	a vveii-	-being			
Q51	If you have received Service-provided <u>medical</u> years, how satisfied were you with:	treatment	(includin	g mental h	ealthcare) in t	the last 2
	years, now satisfied were you with.		Neithe	er		
	Very satisfied	d Satisfie	satisfied d dissatisf		Very ed dissatisfied	N/A
	a. Being able to access the medical care when I needed it.				5	6
	b. The medical treatment.			4	5	6
Q52	If you have received Service-provided dental to with:	reatment i			w satisfied w	ere you
	Very		Neithe satisfied		Very	
	satisfied	d Satisfie	d dissatist	. — .	ed dissatisfied	N/A
	a. Being able to access the dental care when I needed it.					
	b. The dental treatment.	2		3 4	5	6
As part of	measuring national well-being we are intereste	d to under	rstand hov	w satisfied	you are in ge	neral
with life.	The questions below are not linked particularly t	o the Serv	vice but to	your life in	n general.	
052	Overall how estisfied are very with your life no	۵ میرو له ویید				
Q53	Overall, how satisfied are you with your life no	wadays?				
	Not at all				С	ompletely
	0 1 2 3 4	5	6	7	8 9	10

	Not at all	2	3	4	5	6	7	8	Con	npletely 10
Q55	Overall, how anxid	ous did you	feel yeste	erday?						
	Not at all 0 1	2	3	4	5	6	7	8	Con	npletely 10
Q56	Overall, to what ex	ktent do yo	u feel the t	hings yo	u do in yo	our life a	re worth	while?		
	Not at all 0 1	2	3	4	5	6	7	8	Con	npletely 10
	Fit	ness, S	port a	nd Ad	lventu	re Tra	aining			
Q57	a. RAF sport, exercise b. My opportunities to meet fitness standard c. My opportunities to d. My opportunities to	e and fitness undertake fit s). take part in s	facilities in g ness activitions port.	eneral. es (e.g. to	Very satisfied  1 1 1 1	Satisfied  2  2  2  2  2	Neither satisfied n dissatisfied	nor	Veiled dissati	
	, II	•		Velfar	·е					
Q58	How satisfied are	you with th	e followin	g? Very satisfied	Satisfied	Neithe satisfied dissatisf	nor		'ery atisfied	N/A
	<ul> <li>a. The welfare supporme.</li> <li>b. The welfare suppormy family.</li> <li>c. The support my sperasor when I am abset d. The Operational/De Package.</li> </ul>	rt provided by ouse/partner nt.	the RAF for	11			3	4 [ ]4 [ ]4 [	5 5 5 5	6 6 6 6 6 6

Overall, how happy did you feel yesterday?

Q54

Q59	How satisfied are you with the following?								
			Neither satisfied						
	Very	0-4-6-4	nor	Disastistiss	Very	Matrical	Not heard		
	a. The chaplaincy support provided by the	Satisfied 2	aissatistied	Dissatisfied of	aissatisried 5	Not used	of		
	RAF.  b. SSAFA-FH (Soldiers, Sailors, Airmen and1 Families Association - Forces Help).	2	3	4	5	6	7		
	c. The HIVE.	2	3	4	5	6	7		
	d. The RAF Families Federation.	2	3	4	5	6	7		
	e. The Community Development Officer/Worker.	2	3	4	5	6	7		
	f. My Unit's Service Community Support Officer (SCSO).	2	3	4	5	6	7		
	Your Acco	mmod	dation						
Q60	What kind of accommodation do you live in at present during the working week? (Tick one box only)								
	Service Family Accommodation (SFA)	<sup>1</sup> Plea	ase go to <b>Q61</b>						
	Substitute Service Family Accommodation (SSFA)	<sup>2</sup> Plea	ase go to <b>Q61</b>						
	Single Living Accommodation (SLA)	<sup>3</sup> Please go to <b>Q61</b>							
	Substitute Single Living Accommodation (SSLA)	<sup>4</sup> Please go to <b>Q61</b>							
	Property I own	<sup>5</sup> Please go to <b>Q65</b>							
	Privately rented accommodation	<sup>6</sup> Please go to <b>Q63</b>							
	In a relative's (e.g. parents') home	Please go to <b>Q63</b>							
	Other (please write)	8 Please go to <b>Q63</b>							
Q61	If you have moved from your own home into was/were the reason(s) for this? (Tick all th		Accomm	odation in	the last 1	2 month	s, what		
	a. Posting requrement.		1						
	b. Economy.		]1						
	c. Personal circumstances e.g. marriage, separation, divorce.								
	d. Other (please write).		1						
Q62	With regard to your current Service Accomi	modation	, how sati	sfied are y	ou with t	he follow	/ing?		
	-			Neither					
	a. The overall standard.	Very satisfied		satisfied nor dissatisfied D	issatisfied o	Very dissatisfied	N/A / don't know		
	b. The value for money.	1	<u> </u> 2	3	4		[] []6		
	c. The response to requests for maintenance/repair my current accommodation.	to 1	2	3	4	5	6		
	d. The quality of maintenance/repair work to my curraccommodation.	ent 1	2	3	4	5	6		
	e. How fairly Service Accommodation is allocated.	1	2	3	4	5	6		

Q63	Do you currently own your own home? Please answer this question whether you live in this property or not.
	Yes Please go to <b>Q65</b>
	No Please go to <b>Q64</b>
	No, but I am currently saving up to buy a home in the future Please go to <b>Q64</b>
Q64	Please indicate whether each of the following is a reason why you do not own your own home. (Tick all that apply) (Once completed please go to Q67)
	a. I don't want to own a home at this stage in my life/career.
	b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is.  c. I want to be able to move about/move my family with me when I am posted.
	d. I don't want to buy a home where I am currently located.
	e. I can't afford to buy a suitable home at the moment.
	f. I don't want to risk losing money.
	g. I wouldn't be able to live in the home.
	h. Other (please write).
Q65	Please indicate whether each of the following was a reason why you bought your own home.  (Tick all that apply)  a. To give stability for myself and my family.  b. The allowances for living in my own home.  c. To rent it out.  d. Poor standards of SLA or SFA.  e. Poor location of SLA or SFA.  f. The cost of SLA or SFA.  g. I wanted to live with my partner.  h. Other (please write).
Q66	If you currently own a home, how satisfied are you with the following?    Very   Satisfied   Satisfied   Dissatisfied   Dissatisfied   Dissatisfied   N/A
Q67	Have you used a Government Affordable Housing Scheme in the last year to buy or rent your home?
	Ves No, I would not use an Affordable 4
	Housing Scheme — 5
	No, but I am considering it  Not heard of this

# Catering, Retail and Leisure

Q68	Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? (Tick all that apply)							
	a. Price.							
	b. Value for money.							
	c. Choice.							
	d. Quality.							
	e. Quantity.							
	f. Well known brand.							
	g. Where it is sourced from (e.g. Fairtrade, locally produced).							
	h. Other (please write).	_						
060	How often do you use Service provided extering facilities 2							
Q69	How often do you use Service-provided catering facilities?  Always Often Sometimes Rarely Never N/A							
	a. For eating at breakfast.							
	b. For eating at lunchtime.							
	c. For eating in the evening.							
	d. For drinking, socialising in the bar.							
	e. For informal functions.  1							
	only).							
Q70	How satisfied are you with the following?							
	Neither Very satisfied nor Very							
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A  a. The availability of food during the week on my 1 2 3 4 5 6 unit e.g. opening hours.							
	b. The number of functions during the year.							
	c. The standard of service from catering contractors on my unit.							
	Your Family Life							
Q71	What is your current personal status?							
	Single (never married or formed a civil partnership)  Please go to Q73							
	In a long term / established relationship (but not married or in a civil partnership)							
	Married / In a civil partnership							
	Separated, but still legally married or in a civil partnership							
	Divorced / Formerly in a civil partnership which is now legally dissolved  Please go to Q73							
	Widowed / The surviving partner from a civil partnership Please go to Q73							
	Prefer not to say Please go to Q73							

Q72	What is your spouse/partner's current employment situation?
	In the Armed Forces In voluntary (unpaid) employment 4
	In full-time paid employment / full- Not employed (for any reason)
	Armed Forces)  In full-time or part-time education
	In part-time paid employment / 3 part-time self-employment
Q73	Do you have any children whom you support financially?
	Yes
	No Please go to <b>Q78</b>
Q74	If YES, how many children do you have in each age group? (Please write the number of children for each category in each box, e.g. "3", or if you do not have children in a category please insert "0".)
	Under 5 years
	Between 5 and 17 years
	18 years and over
Q75	Do any of your children live with you? (Tick one box only).
	Yes 1
	Shared Access 2
	Weekends/holidays only 3 Please go to Q78
	No Please go to <b>Q78</b>
	N/A Please go to <b>Q78</b>
Q76	If you have a child or children living with you, do you consider yourself to be a lone/single parent?
	Yes
Q77	If you require childcare, how satisfied are you with the locally provided childcare facilities?
	Very satisfied Dissatisfied
	Satisfied
	Neither satisfied nor dissatisfied N/A
Q78	Do you have caring responsibilities for infirm or elderly adult(s)?
	Yes No 2

The RAF would like to understand how Service life affects personal finance. The information could improve training and policy. If you have been declined credit in the last 12 months, what was the reason for this? **Q79** (Tick one box only) Failed credit check Lack of UK credit history Too many address moves Don't know Prefer not to say Other (please write) **Q80** Do you currently have personal debt levels that concern you? No **Being Part of Society** 

Q81	Are you currently registered to vote?
	Yes
	No Please go to <b>Q83</b>
	Don't know Please go to <b>Q84</b>
Q82	If you are currently registered to vote, are you registered as? (Tick one box only).
	An ordinary/residential voter – registered for one year, usually via the annual update of voters (annual canvass)
	A Service voter – registered for five years, via a service declaration
	An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas
Q83	If you are not currently registered to vote, what is the main reason for this? (Tick one box only).
	I did not receive an electoral registration form I am not interested in politics
	I have not got around to it, but aim to do it I wish to remain impartial
	I do not know how to register  Other
past an	med Forces Covenant' was announced by the Government in May 2011 and sets a framework for how ad present Armed Forces personnel, and their families, can expect to be treated by the Government the rest of the country in recognition of the personal risks and sacrifices they experience.
Q84	Which of these best sums up your awareness of the Armed Forces Covenant?
	I've never heard of it
	I've heard of it but know nothing about it
	I've heard of it and know a little about it
	I've heard of it and know a lot about it

Q85	Which, if any, of the following areas do you feel advantaged/disadvantaged as a Service Person, compared to the general public? (Tick all that apply)						
		Advantaged	Disadvantaged				
	a. Family's Healthcare.	<u></u> '					
	b. Children's Education.						
	c. Housing.	1	2				
	d. Family life.	1	2				
	e. Benefits.	1	2				
	f. Tax.	1	2				
	g. Commercial Products and Services e.g. Money Force, Defence Disc Services and Defence Privilege Cards.	count 1	2				
	h. Participation as Citizens e.g. contacting a local councillor, MP or oth public official, attending a public meeting, rally or signing a petition.	er 1	2				
	i. Other (please write).	1	2				
Q86	How strongly do you agree or disagree with the following?  Strongly agree Agree	Neither agree nor disagree Disag	Strongly gree disagree Don't know				
	a. I offer an important service to the country.  b. Members of the Armed Forces are valued by society at large.	3 3 3	4 5 6 4 5 6				
	Taking Action and Your Co	mments					
Q87	How strongly do you agree or disagree with the following?						
	a. I believe the leaders in the RAF will take action $1$ $2$ on the results of AFCAS.	Neither agree nor disagree Disag	Strongly disagree Don't know  4 5 6				
	b. I think effective action has been taken in the RAF on the results of AFCAS.						
Q88	This survey is?						
	Too long $\square^1$ About right $\square^2$ Too short $\square^3$						
Q89	How long did it take you to complete this survey?						
	Less than 10 minutes1 30-40 minutes	4	Over an hour				
	10-20 minutes 2 40-50 minutes	5					
	20-30 minutes 50-60 minutes	6					

**Q90** 

Thank you for completing this questionnaire.

Please return the questionnaire within 2 weeks of receipt (or at the next mail dispatch opportunity) to a:cet Ltd, Office 306, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the <a href="mailto:envelope provided">envelope provided</a>.

# Armed Forces Continuous Attitude Survey 2015: Royal Marines

Please fill in this survey as fully and honestly as you can.

Your completed survey will be **treated in confidence**: it will be processed by people outside your Chain of Command and the Ministry of Defence.

Responses from individuals will not be identified.

Please **read any instructions** carefully before answering a question and follow any **routing instruction** after answering a question.

A few questions will require a written answer - please write clearly in **BLOCK CAPITALS**.

Once completed please return the survey to a:cet Ltd, Office 306, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the **prepaid envelope provided.** 

Please remember you can complete the intranet version of this questionnaire by going here:

#### http://bravo.dasa.r.mil.uk/surveys

This is the quickest and cheapest way for you to send us your views.

You may have recently received an AFCAS postcard or email inviting you to complete the intranet version of this questionnaire. If you have already completed the intranet version of this 2015 AFCAS questionnaire then please ignore this paper copy.

#### Your Pav

To compensate for differences in lifestyle, working conditions and expectations between Service personnel and their civilian equivalents, Service salaries are increased by 14.5% (for the majority of personnel). We call this the 'X-Factor'.

Q1	How strongly do you agree or disagree wi	th the fol	lowing?	No Mora			
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
	<ul> <li>a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.</li> </ul>	1	2	3	4	5	
	b. The pay and benefits I receive are fair for the work I do.	1	2	3	4	5	
Q2	How satisfied are you with the following?						
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	<ul> <li>a. My rate of basic pay (basic pay includes X-Fact but excludes Recruitment and Retention Pay [RRF and any allowances).</li> </ul>		2	3	4	5	
	b. My Recruitment and Retention Pay (RRP).	1	2	3	4	5	N/A
	c. My allowances, e.g. Longer Separation Allowand (LSA), Get You Home (GYH), Continuity Of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA).	ce 1	2	3	4	5	6
	d. My pension benefits.	1	2	3	4	5	

	S	Very satisfied	Satisfied	satisfied no dissatisfied	or d Dissatisfie	Very ed dissatisfie	ed
	e. Information about pay and allowances, e.g. from the intranet, DINs and brochures.	1	2	3	4	5	
	f. My ability to access JPA.	1	2	3	4	5	
	Your	Worl	7				
	Tour	VVOI	1				
Q3	How satisfied are you with RM life in generation	al?					
	Very satisfied Dis.	satisfied			4		
	Satisfied	y dissatist	ied		5		
	Neither satisfied nor dissatisfied						
Q4	How would you rate the level of morale of						
	Very high	High	Neithe nor I		.ow	Very low	
	a. Myself.	2		3	4	5	
	b. My Unit.	2		3	4	5	
	c. The RM as a whole.	2		3	4	5	
Q5	How satisfied are you with the following as	pects of	your cu	rrent job?			
		Ve	ery		leither sfied nor		Very
	a Mariah in panagal	satis	sfied Sa □1	atisfied dis	satisfied Dis	ssatisfied dis	satisfied
	a. My job in general.		 □1	2	3	4	 5
	b. The shallangs in my ich		 □_1	2	3	4	5
	c. The challenge in my job.		 □1	2	3	4	 5
	<ul><li>d. The amount of variety in my work.</li><li>e. My current work location.</li></ul>		 1	2	3	4	5
Q6	How strongly do you agree or disagree witl	h the foll	– owina?				
QU			9.	Neither		Strongly	
	ag	ongly gree	Agree	agree nor disagree	Disagree	Strongly disagree	N/A
	<ul> <li>a. My superiors do not interfere excessively in my work activities.</li> </ul>	1	2	3	4	5	6
	b. I am given sufficient authority to make decisions.	1	2	3	4	5	6
	c. If I make a genuine mistake at work, I do not feel that it will be held against me.	1	2	3	4	5	6
	d. Where I work people do not automatically look for someone to blame when things go wrong.	1	2	3	4	5	6
	e. I am encouraged to find better ways of doing things at work.	1	2	3	4	5	6
	f. I am always given a clear deadline as to when work needs to be completed.	1	2	3	4	5	6
	g. When I am set a task at work, I am told very clearly what output is required.	1	2	3	4	5	6
	h. I have a choice in deciding how I do my work. i. I know that if I do my job well I will be praised or rewarded.	1	2	3	4	5 5	6

Neither

#### **Resources and Workload** Q7 How satisfied are you with the following? Neither Verv Verv satisfied nor dissatisfied Dissatisfied dissatisfied Satisfied satisfied a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon). b. The availability of personal equipment/kit I have to do my job. c. The standard of major equipment (e.g. vehicles and systems) I have to do my job. d. The availability of major equipment I have to do my job. Q8 How would you rate your workload over the last 12 months? Much too high Too low Too high Much too low About right Your Line Management How strongly do you agree or disagree with the following statements about your immediate Q9 superior (Service or civilian)? Neither Strongly agree nor Strongly agree Agree disagree Disagree disagree Don't know a. Understands and represents my interests. b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance issues. f. Provides regular feedback on my performance. g. Tells me what's going on at work. h. Is someone I trust. i. Helps me to understand how I contribute to RM objectives j. Helps me to understand how major change decisions will affect me. k. Works well with personnel from different backgrounds. I. I am satisfied with the leadership provided by my

immediate supervisor.

## Senior Leadership

Q10	How strongly do you agree or disagree with the the Royal Marines (i.e. Brigadier and above)?	following	g statem	ents ab	out the s	senior lea	aders of
			Neiti				
	Strongly agree	Agree	agree disag		sagree	Strongly disagree	Don't know
		719700	2	780 <i>Di</i>	4	5	6
	a. They understand and represent my interests.		<u> </u>	_  □3		 5	
	b. They are keen to listen to Service people's feedback.						
	c. They champion the RM's interests in Tri-Service sissues.	2	2	3	4	5	6
	d. They communicate decisions to personnel.	2	2	3	4	5	6
	e. They understand the impact of change on personnel.	2	2	3	4	5	6
	f. I have confidence in the leadership of the RM.	2	2	3	4	5	6
	Commitr	nent					
044			~.0				
Q11	How strongly do you agree or disagree with the		g?	Neither			
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	
	a. In the last 12 months, I have fulfilled my commitments/promises to the RM.		2 g/00	3	2/dag/cc	5	
	b. In the last 12 months, the RM has fulfilled its commitments/promises to me.	1	2	3	4	5	
	c. I am proud to be in the RM.	1	2	3	4	5	
	d. I am valued by the RM.	1	2	3	4	5	
	e. I would recommend joining the RM to others.	1	2	3	4	5	
	f. I feel a strong personal attachment to the RM.		2	3	4	5	
	g. I feel a strong personal attachment to my unit.	1	2	3	4	5	
	h. The RM inspires me to do the best in my job.		2	3	4	5	
	i. The RM motivates me to help it achieve its objectives.	1	2	3	4	5	N/A
	j. My family is proud of me serving in the Armed Forces.	1	2	3	4	5	6
	k. My family benefits from being a Service family.	1	2	3	4	5	6
	I. My family supports my career in the RM.	1	2	3	4	5	6
specific fu	ers to our role and the way in which we fulfill it. So Inction as a commando and amphibious force, un Intain, jungle, cold weather or desert. This difficul Instics. It is because of these individual qualities to	ndertakin t and uni	ng opera que task	tions in require	harsh ei s certai	nviromer n person	nts, be al
Q12	How strongly do you agree or disagree with the	followin	g?				
			-	Neith			
		Strongly agree	Agree	agree i disagr			trongly sagree
	The ethos of the RM is an important part of life in the RM	1	2	uisayi	3	4 4	55

## **Working with Others**

Q13	following?	to wnat ex	tent do yo	ou agree o	r disagree	e with the			
		0, ,		Neither		0, ,			
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree			
	a. My team know exactly what their responsibilities are.	1	2	3	4	5			
	<ul> <li>b. The people in my team can be relied upon to help wh things get difficult in my job.</li> </ul>		2	3	4	5			
	c. We have confidence in ourselves as a team.	1	2	3	4	5			
	d. The people in my team work together to find ways to improve the service we provide.	1	2	3	4	5			
	<ul> <li>e. Team members work well with personnel from differe backgrounds.</li> </ul>	nt 1	2	3	4	5			
Q14	Have you had working contact with any of the IF NONE APPLY PLEASE GO TO Q18	following	in the <u>las</u>	t two year	<u>s</u> ? (Tick a	ll that apply			
	a. Armed Forces Reserves.		]1						
	b. MOD Civil Servants.		1						
	c. MOD contractors.		]1						
Q15	In your experience, how would you rate the contribution to the RM of								
		Very valuable	Valuable	Not very valuable	Not at all valuable	Don't know/ N/A			
	a. Armed Forces Reserves.	1	2	3	4	5			
	b. MOD Civil Servants.	1	2	3	4	5			
	c. MOD contractors.	1	2	3	4	5			
Q16	In your experience, how well integrated into the RM are								
		Very well	Well	Not very well	Not at all well	Don't know/ N/A			
	a. Armed Forces Reserves.	1	2	3	4	5			
	b. MOD Civil Servants.	1	2	3	4	5			
	c. MOD contractors.	1	2	3	4	5			
Q17	In your experience, how would you rate the professionalism of								
		Very professional	Professional	Not very professional	Not at all professional				
	a. Armed Forces Reserves.	1	2	3	4	5			
	b. MOD Civil Servants.	1	2	3	4	5			
	c. MOD contractors.	1	2	3	4	5			

## Change

The RM is currently going through a period of significant change which includes a number of programmes that will impact on all RM personnel.

Q18	How strongly do you agree or disagree	with the	following	g?					
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know		
	<ul> <li>a. Change is managed well in my immediate working team.</li> </ul>	1	2	3	4	5	6		
	<ul> <li>b. Change is managed well in my Unit/Establishment.</li> </ul>	1	2	3	4	5	6		
	c. Change is managed well in the RM.	1	2	3	4	5	6		
	Your	Deplo	ymen	ts					
lf	hava NOT haan an an anavatianal d		ant ains	4 lan 1	)040 mlaa		. 000		
ıı you	have NOT been on an operational d	epioyiii	ent sind	se i Jan 2	orz, piea	ise go to	QZZ		
Q19	With regards to your current/last operapart of a Unit?	ntional de	ploymen	t, were you	deployed i	ndividual	y or as		
	Individually								
	As part of a Unit								
Q20	With regards to your current/last opera following?	ational de	ploymen	t, how satis	fied are yo	u with the	<b>:</b>		
		Very		Neither satisfied nor		Very			
		satisfied	Satisfied	dissatisfied D	Dissatisfied dis		N/A		
	<ul> <li>a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA</li> </ul>	).							
	<ul> <li>b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc).</li> </ul>	1	2	3	4	5	6		
	c. The deployment notice.	1	2	3	4	5	6		
	d. The pre-operational/sea training.	1	2	3	4	5	6		
	<ul> <li>e. The welfare support I received from the RM when I returned from operational deployment.</li> </ul>	1	2	3	4	5	6		
	f. The welfare support that my family, partner and/or parents received from the RM when I returned from operational deployment.	1	2	3	4	5	6		
	g. The decompression and post operational tour support I received when I returned from operational deployment.	1	2	3	4	5	6		
	h. The Post Operational Stress Management that I received when I returned from operational deployment.	1	2	3	4	5	6		
	i. The operational role I was assigned to.	1	2	3	4	5	6		
004	Milest in view of the fellowing person						-0		
Q21	What is your view of the following regarding your experience of operational deployments?  Too often About right Not often enough								
	a. The frequency of my operational deploymer	1		2	13.3.67	3			
		Too long	1	About right	Too st	nort			
	b. The length of my operational deployments.			2		]3			

Q22	Overall how satisfied are you with the wa		being m	anaged?			
		Dissatisfied		5			
	3	/ery dissatisfied					
	Neither satisfied nor dissatisfied						
of indi	ommodore Naval Personnel (CNPers) viduals in accordance with endorsed ting skills, career development needs	current and	future S	ervice re	quireme	ents,	
Q23	Overall how satisfied are you with the car Managers and Branch Advisers?	eer manageme	nt service	provided	by the Ca	reer	
	Very satisfied 1	Dissatisfied		4			
	Satisfied 2	/ery dissatisfied		5			
	Neither satisfied nor dissatisfied 3	V/A		6			
Q24	In terms of your current assignment, how	strongly do yo  Strongly agree	u agree o	or disagree  Neither agree nor disagree	with the f	following?  Strongly disagree	
	a. I have the knowledge, skill and experience to d	o my job.					
	<ul> <li>b. My knowledge, skill and experience are being to</li> <li>c. The assignment provides development opportunial enhance my promotion prospects.</li> </ul>		2	3	4	5	
	d. My personal preferences were taken into accou	unt.	2	3	4	5	
Q25	How satisfied are you with the following?	•					
		Very satisfied	Satisfied		Dissatisfied		
	a. The notice I received for my current/last assign	ment.		3	4	5	
	b. Involvement in decisions that affect my career.	'		3	4	5	
	c. The fairness of the appraisal system.	<u> </u>		3	4	5	
	d. The fairness of the promotion system.	<u> </u>		3	4	°	
	e. My opportunities for promotion.	<u></u>		3	4	5	
	f. My opportunities for further service.	1	2	3	4	5	
	Training an	d Develop	ment				
Q26	How satisfied are you with the following?	)					_
	,	Very		Neither satisfied nor		Very	
	a. My opportunities for professional development.	satisfied ☐1	Satisfied 2		Dissatisfied  4		
	b. My opportunities for personal development.	1	2	3	4	5	
	<ul> <li>c. The timing of the training I have received in ord carry out my current job roles.</li> </ul>	ler to	2	3	4	5	
	<ul> <li>d. The extent to which I am doing the job for which trained.</li> </ul>	h I was 1	2	3	4	5	
	<ul> <li>e. My opportunities to gain civilian accreditation for training, e.g. NVQs, apprenticeships.</li> </ul>	or Service 1	2	3	4	5	

**Your Career** 

# **Your Future Plans**

What are your plans for the future? (Tick one box only).
To stay serving as long as I can
To stay serving to the end of my current engagement/commission
To leave the RM before the end of my current engagement/commission
To leave the RM as soon as I can
I have put in my notice to leave
N/A / I don't know
How actively have you searched for a job outside the RM in the last 12 months?
Very actively Not very actively
Quite actively Not at all
When you leave the RM, would you consider joining the Volunteer Reserve Forces? (RN/RM: Maritime Reserves; Army: Army Reserves; RAF: RAF Volunteer Reserves)
Yes No I Don't know
a. Full time
b. Part time
What would make you join the Volunteer Reserve Forces? (Please write in the box below)
_

How do the following factors impact	t on your inte	ention to si	ay or leave	e the RM?		
	Strongly increases	Increases	Has no effect on my	Increases	Strongly increases	
	my intention	my intention	intention to	my intention	my intention	
a. Impact of RM life on family and personal	to stay	to stay	stay or leave	to leave	to leave	
b. Opportunities outside the RM.		2	3	4	5	
c. Current job satisfaction.	1	2	3	4	5	
d. Job security.	1	2	3	4	5	
•	1	2	3	4	5	
e. My morale.  f. Service morale.	1	2	3	4	5	
	1	2	3	4	<u></u> 5	
g. Amount of pay.	1	2	3	4	5	
h. Amount of allowances.	1	2	3	4	5	
i. Opportunities for career development.	1	2	3	4	5	
j. Opportunities for personal development.	1	2	3	4	5	
k. Opportunities for sport.	1	2	3	<u> </u>	5	
I. Opportunities for Adventure Training.	1	2	3	4	5	
m. Promotion prospects.	1	2		<u>                                     </u>	 5	
n. Healthcare provision.	1	2	3	4	5	
o. Dental provision.					5	
p. Mental health provision.	'					
q. Pension.	'					
r. Opportunities for flexible working condition	ons.		3	4	5	
s. Excitement of the job.	1		3	4	5	A1/A
t. Financial Incentives available to me, e.g. Commitment Bonus.	1	2	3	4	5	<i>N/A</i> 6
u. Spouse/partner's career.	1	2	3	4	5	6
v. Other (if applicable, please specify)						

## Fairness at Work

The RM aims to achieve an environment free from harassment, bullying, intimidation and unlawful discrimination, in which all have equal opportunity and encouragement to realise their full potential.

	ee or disagree v	with the fol	lowing s	tatement rega	rding fairne	ess and
equality in the NW:		Strongly		Neither agree		Strongly
		agree □□1	Agree	nor disagree □□3	Disagree	disagree □ 5
I am treated fairly at work.		□'				
Do you feel that the RM di	iscipline syster	m is?				
Very fair	1	Unfair			]4	
Fair	2	Very unfair			5	
Neither fair nor unfair	3					
of power through means inte	ended to under	mine, humi	iliate, de	nigrate or inju	re the recip	oient.
orientation, pregnancy or mat y. Discrimination can also o	ternity, marriag ccur where a p	ge or civil policy or pra	artnersh actice wh	ip, gender rea nich applies to	ssignment	, age or
d to or has the effect of violate environment.	ting another's o	dignity or o	creating a	a hostile, degr	ading, hum	iliating or
		any of the	followir	ng in a Service	environme	ent in the last
a. Bullying.			1			
b. Discrimination.			1			
c. Harassment.			1			
d. None of the above.			1	Please go to Q40		
ou believe you have been su ecify on what grounds:	ubject to <u>bullyir</u>	<u>ng</u> in a Serv	vice envi	ronment in the	e last 12 mo	onths, please
	equality in the RM?  I am treated fairly at work.  Do you feel that the RM down very fair Fair Neither fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  may be characterised as off of power through means into the fair nor unfair  m	equality in the RM?  I am treated fairly at work.  Do you feel that the RM discipline system Very fair Fair Neither fair nor unfair  may be characterised as offensive, intimid of power through means intended to under ination can occur when a person is treated orientation, pregnancy or maternity, marriagy. Discrimination can also occur where a pentages a person on the basis of the character includes unwanted conduct which is red to or has the effect of violating another's deenvironment.  Indeed that the data gathered is strictly for results in your response. No action will be take the confidential helpline.  Do you believe you have been subject to 12 months? (Tick all that apply).  a. Bullying. b. Discrimination. c. Harassment. d. None of the above.	equality in the RM?    Strongly agree	equality in the RM?    Strongly agree   Agree	equality in the RM?    Strongly agree   Agree   Neither agree	I am treated fairly at work.   Strongly agree   Agree   Neither agree   Disagree   Agree   Pagree   Agree   Neither agree   Disagree   Agree   Disagree   I am treated fairly at work.   I am treated fairly at work.

7	If you believe you have been subject to discrimination the last 12 months, please specify on what grounds:		Service environment in
		Discrimination	Harassment
	a. Gender.		2
	b. Gender reassignment.	1	2
	c. Race, colour, nationality, ethnic or national origin.	1	2
	d. Marriage/civil partnership.	1	2
	e. Religion or beliefs.	1	2
	f. Sexual orientation.	1	2
	g. Age.	1	2
	h. Disability.	1	2
	i. Pregnancy or maternity.	1	2
8	If you believe you have been the subject of discriming environment within the last 12 months, did you make (Tick option 'a' or all that apply from items 'b' to 'l')		
	a. Yes	Please go to <b>Q39</b>	
	b. No, I was not aware of the Service Complaints process.		
	c. No, I considered the incident(s) to be too minor to report.	1	
	d. No, the incident(s) was/were resolved informally.	1	
	e. No, the incident(s) was/were resolved through mediation.	1	
	f. No, I did not believe anything would be done if I did complain.	1	
	g. No, I did not want to go through the complaints procedure.		
	h. No, I believed it might adversely affect my career.		
	i. No, I believed it might adversely affect another work colleague or the working environment.		
	j. No, I was worried that there would be recriminations from the perpetrators.		
	k.No, I was discouraged from doing so.		
	I. No, other reason(s) - please specify.		
9	If you DID MAKE a formal written complaint, how sat	isfied were/are you w	with the following aspects
3	of your complaint?	isiled welerale you w	nui the following aspects
		Neither satisfied nor	Very
	·	tisfied dissatisfied Dissa	atisfied dissatisfied N/A
	a. The objectivity and fairness with which my complaint was handled/is being handled.	2 3	5 6
	b. The amount of time taken/it is taking to resolve my complaint.	2 3	5 6
	c. How well I was/am being kept informed about the progress of my complaint.	2 3	5 6
	d. The support provided by my Assisting Officer.	2 3	5 6
	e. The outcome of my complaint.	2 3	5 6

Q40 Do you know how the Service Complaints Commissioner can help you with harassment and/or bullying complaint?						ı with a di	scriminati	ion,
	Yes, fully	1	No, not at	all		3		
	To some extent	2		eard of the S ts Commissio		4		
	nation about the Servic	-					d on the	•
			AND					
https:/	ervice Complaints pro //www.gov.uk/governn inces-service-complain	nent/publica	ations/j	isp-831-r	edress-	of-indiv	idual-	
		Your Wor	k-Life	Balan	ce			
Q41	In the past 12 months app spouse/partner or childre	proximately ho	w much t			way from	your fami	ly (e.g.
	Not been away	1	E	Between 7 - 9	months (27	- 39 weeks)	5	
	Up to 1 month (4 weeks)	2	E	Between 10 -	12 months (4	40 - 52 wee	ks)	
	Between 1 - 3 months (5 - 13	weeks)	٨	I/A			7	
	Between 4 - 6 months (14 - 26	weeks)						
Q42	In the past 12 months, ho	w satisfied we	re you wi Very		wing? Neither satisfied no	r	Very	
	<del>-</del>		satisfi			Dissatisfied		
	<ul> <li>a. The ability to plan my own li work/weekend leave.</li> </ul>	te - short term e.g	J					
	<ul> <li>b. The ability to plan my own li holidays/career training.</li> </ul>			]1	3	4	5	
	c. The opportunities available working.	to me for flexible		12	3	4	5	N/A
	d. The amount of time away fro		e of	] 1	3	4	5	6
	<ul> <li>e. The amount of time away from friends.</li> </ul>	om my family and		]1		4	5	6
	<ul> <li>f. The effect of Service life on g. The effect of Service life on career.</li> </ul>	•		] 12		4	5	6
Q43	How strongly do you agre	ee or disagree v	with the f	ollowing?		No ith on		
				Strongly		Neither agree nor	Diogram	Strongly
	a. Flexible working (e.g. variable early on a Friday) is supported			agree	Agree 2	disagree 3	Disagree 4	disagree 5
	b. I am able to maintain a bala and working life.			1	2	3	4	5

Your	Leave
•	

Q44	How satisfied are you with the following	?					
			Very		Neither satisfied nor		Very
		;	satisfied	Satisfied		Dissatisfied	
	a. My overall leave allowance i.e. annual leave, poperational leave (POL), Sea-Goers Leave (SGL carried over from previous years.		1	2	3	4	5
	b. The opportunity to take leave when I want to.		1	2	3	4	5
	c. The amount of leave I was able to take in the I months.	last 12	1	2	3	4	5
Q45	If you did not take all of your annual leav reason for this? (Tick all that apply).	e allowa	ance with	in the las	st leave ye	ar, what w	as the
	a. Operational tour.						
	b. Not allowed.		1				
	c. Courses/training.		1				
	d. Workload.		1				
	e. Undermanning.		1				
	f. I wanted to carry days over to the next leave ye	ear.	1				
	g. Other (please write).		1				
	g. c (p. c).						
Q46	If you have received Service-provided me years, how satisfied were you with:	edical tro	eatment (	including  Neithe satisfied	r	ealthcare)	
		satisfied	Satisfied	dissatisfi	ed Dissatisf	ied dissatisf	ied N/A
	a. Being able to access the medical care when I needed it.		2	3	4		6
	b. The medical treatment.	1	2	3	4		6
Q47	If you have received Service-provided <u>de</u> with:	ental trea	atment in	the last 2	2 years, ho	ow satisfie	d were you
		Very		Neithe satisfied		Very	
		satisfied	Satisfied	dissatisfi	ed Dissatisf	ied dissatisf	
	a. Being able to access the dental care when I needed it.		2	3	4		6
	b. The dental treatment.	1	2	3	4		6
	i measuring national well-being we are inte Γhe questions below are not linked particu						n general
Q48	Overall, how satisfied are you with your l	life now	adays?				
	Not at all						Completely
		4	5	6	7	8 9	Completely 9 10

	Not at all 0 1	2 3	4	5	6	7 8	9	Completely 10
Q50	Overall, how anxid	ous did you fee	el yesterday?					
	Not at all	2 3	4	5	6	7 8	9	Completely 10
Q51	Overall, to what ex	xtent do you fe	el the things y	ou do in y	our life are	worthwhile	e?	
	Not at all 0 1	2 3	4	5	6	7 8	9	Completely 10
	Fit	ness, Spo	ort and A	dventu	ıre Trai	ining		
Q52	a. RM sport, exercise b. My opportunities to meet fitness standard c. My opportunities to d. My opportunities to	and fitness facilit undertake fitness s). take part in sport	ies in general. s activities (e.g. t t. enture Training.		Satisfied  2  2  2  2  2  2	Neither satisfied nor dissatisfied D 3 3 3 3	Dissatisfied di	Very issatisfied  5  5  5  5  5  5
Q53	a. The welfare suppome. b. The welfare suppofamily. c. The support my sp RM when I am absen	rt provided by the rt provided by the ouse/partner gets	Very satisfied  RM for 1  RM for my 1  from the 1		Neither satisfied n dissatisfie	or	Very d dissatisfied  5  5  5  5  5	N/A 6 6 6 6 6
	c. The support my sp	t.		2	3	4	5	

Overall, how happy did you feel yesterday?

Q49

RM. b. SS Fami c. Th d. Th e. Th Office		Very atisfied  1  1  1  1  1  1	Satisfied  2  2  2  2  2  2  2  2  2	Neither satisfied nor dissatisfied	Dissatisfied of the distance o	Very dissatisfied 5 5 5 5 5 5 5 5	Not used  6  6  6  6  6  6	Not heard of
RM. b. SS Fami c. Th d. Th e. Th Office	sale chaplaincy support provided by the SAFA-FH (Soldiers, Sailors, Airmen and lies Association - Forces Help).  e HIVE.  le Naval Families Federation (NFF).  le Community Development er/Worker.  Unit's Service Community Support er (SCSO).	atisfied	Satisfied  2  2  2  2  2  2  2  2	nor	Dissatisfied  4  4  4  4  4		Not used  6  6  6  6	
RM. b. SS Fami c. Th d. Th e. Th Office	SAFA-FH (Soldiers, Sailors, Airmen and lies Association - Forces Help).  e HIVE.  e Naval Families Federation (NFF).  e Community Development er/Worker.  Unit's Service Community Support er (SCSO).				4 4 4	5 5 5 5 5 5 5	6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	
b. SS Fami c. Th d. Th e. Th Office f. My Office	lies Association - Forces Help).  e HIVE.  le Naval Families Federation (NFF).  le Community Development  er/Worker.  Unit's Service Community Support  er (SCSO).			3 3 3 3	4	5 5 5 5	6 6 6	
c. Th d. Th e. Th Office f. My Office	e HIVE.  le Naval Families Federation (NFF). le Community Development er/Worker.  Unit's Service Community Support er (SCSO).			3 3 3	4	5 5 5	6 6 6	7
d. The . The . The . Office . My Office .	ne Naval Families Federation (NFF). The Community Development The Community Development The Community Support	CCOM	2 2 2	3	4	5	6 6	7
e. Th Office f. My Office Wha	e Community Development er/Worker. Unit's Service Community Support er (SCSO).		2	3	4	5	<u> </u>	<u> </u>
f. My Office	Unit's Service Community Support er (SCSO).	CCOM	2	3				∟′
	Your A	ccon			4	5	6	7
	Tour A		nmoo	lation				
		CCOII	IIIIOC	lation				
	t kind of accommodation do you	live in s	at nrasar	nt during t	he workin	n week?	(Tick on	a hov
only		iive iii e	at preser	it during t	ne workin	g week:	(TICK OIII	, DOX
Serv	ice Family Accommodation (SFA)		<sup>1</sup> Plea	se go to Q56				
Subs	stitute Service Family Accommodation (S	SSFA)	<sup>2</sup> Plea	se go to Q56				
Sing	le Living Accommodation (SLA)	Ī	3 Plea	se go to Q56				
Subs	titute Single Living Accommodation (SS	SLA)	4 Plea	se go to <b>Q56</b>				
Ship	or Submarine	Ī	5 Plea	se go to <b>Q56</b>				
=	erty I own	Ė		se go to <b>Q60</b>				
-	itely rented accommodation		=	se go to <b>Q58</b>				
	relative's (e.g. parents') home		=,	se go to <b>Q58</b>				
	r (please write)			se go to <b>Q58</b>				
	(piodoo wiilo)	L						
	u have moved from your own hor /were the reason(s) for this? (Tick			Accommo	dation in	the last 1	2 months	s, what
	esting requrement.		,,	1				
	conomy.			1				
	rsonal circumstances e.g. marriage, sep	naration	divorce	1				
	her (please write).	Jaration,	divolce.	1				
u. Ot	nei (piease write).							

Q58	Do you currently own your own home? Please answer this question whether you live in this property or not.
	Yes Please go to <b>Q60</b>
	No Please go to <b>Q59</b>
	No, but I am currently saving up to buy a home in the future Please go to <b>Q59</b>
Q59	Please indicate whether each of the following is a reason why you do not own your own home. (Tick all that apply) (Once completed please go to Q62)
	a. I don't want to own a home at this stage in my life/career.
	b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted.
	d. I don't want to buy a home where I am currently located.
	e. I can't afford to buy a suitable home at the moment.
	f. I don't want to risk losing money.
	g. I wouldn't be able to live in the home.
	h. Other (please write).
Q60	Please indicate whether each of the following was a reason why you bought your own home.  (Tick all that apply)  a. To give stability for myself and my family.  b. The allowances for living in my own home.  c. To rent it out.  d. Poor standards of SLA or SFA.  e. Poor location of SLA or SFA.  f. The cost of SLA or SFA.  g. I wanted to live with my partner.  h. Other (please write).
Q61	If you currently own a home, how satisfied are you with the following?  Very Satisfied Satisfied Satisfied Dissatisfied dissatisfied N/A  a. The opportunity to live in my own home.  b. The allowances for living in my own home.
Q62	Have you used a Government Affordable Housing Scheme in the last year to buy or rent your home?
	Yes No, I would not use an Affordable 4
	No Housing Scheme
	No, but I am considering it  Not heard of this

# Catering, Retail and Leisure

Q63	Thinking specifically about food and drink so which of these factors are important to you?			n conside	ring where t	o eat
	a. Price.	1				
	b. Value for money.	1				
	c. Choice.	1				
	d. Quality.	1				
	e. Quantity.	1				
	f. Well known brand.	1				
	g. Where it is sourced from (e.g. Fairtrade, locally pro	oduced).				
	h. Other (please write).	1				
Q64	How often do you use Service-provided cate	ring facilities.	?			
	Alwa	ys Often □1 □ 2	Sometimes	Rarely	Never	<i>N/A</i>
	a. For eating at breakfast.	] ]1	3	4	 5	 6
	b. For eating at lunchtime.	]1	3	4	5	6
	c. For eating in the evening.	]1	3	4	5	6
	d. For drinking, socialising in the bar.	]1	3	4	5	6
	e. For informal functions.  f. For formal functions (Officers/SNCOs/WOsonly).	]1	3	4	5	6
Q65	How satisfied are you with the following?					
	Ver	γ	Neither satisfied nor		Very	
	a. The availability of food during the week on my unit e.g. opening hours.	ied Satisfied	dissatisfied L	Dissatisfied  4	dissatisfied  5	<i>N/A</i>
	b. The number of functions during the year.	]12	3	4	5	6
	c. The standard of service from catering contractors on my unit.	1 2	3	4	5	6
	Your Far	nily Life				
Q66	What is your current personal status?					
	Single (never married or formed a civil partnership)			1 P	lease go to Q68	
	In a long term / established relationship (but not marr	ied or in a civil pa	artnership)	2		
	Married / In a civil partnership			]3		
	Separated, but still legally married or in a civil partner	rship		] <sup>4</sup> P	lease go to Q68	
	Divorced / Formerly in a civil partnership which is now	v legally dissolve	ed	] <sup>5</sup> P	lease go to Q68	
	Widowed / The surviving partner from a civil partners	hip		6 P	lease go to Q68	
	Prefer not to say			<sup>7</sup> P	lease go to Q68	

Q67	What is your spouse/partner's current employment situation?
	In the Armed Forces  In full-time paid employment / full-  In voluntary (unpaid) employment  Not employed (for any reason)  To be a self-time paid employment (other then)  In voluntary (unpaid) employment  To be a self-time paid employment (other then)
	time self-employment (other than  Armed Forces)  In full-time or part-time education
	In part-time paid employment / 3 part-time self-employment
Q68	Do you have any children whom you support financially?
	Yes1
	No Please go to Q73
Q69	If YES, how many children do you have in each age group? (Please write the number of children for each category in each box, e.g. "3", or if you do not have children in a category please insert "0".)
	Under 5 years
	Between 5 and 17 years
	18 years and over
Q70	Do any of your children live with you? (Tick one box only).
	Yes 1
	Shared Access 2
	Weekends/holidays only 3 Please go to Q73
	No Please go to Q73
	N/A Please go to Q73
Q71	If you have a child or children living with you, do you consider yourself to be a lone/single parent?
	Yes <sup>1</sup> No <sup>2</sup> N/A <sup>3</sup>
Q72	If you require childcare, how satisfied are you with the locally provided childcare facilities?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied 5
	Neither satisfied nor dissatisfied \[ \begin{align*} \] N/A \[ \begin{align*} \] \[
Q73	Do you have caring responsibilities for infirm or elderly adult(s)?
	Yes <sup>1</sup> No <sup>2</sup>

The RM would like to understand how Service life affects personal finance. The information could improve training and policy.

Q74	If you have been declined credit in the last 12 months, what was the reason for this? (Tick one box only)							
	Failed credit check							
	Lack of UK credit history							
	Too many address moves							
	Don't know							
	Prefer not to say							
	Other (please write)							
Q75	Do you currently have personal debt levels that concern you?							
	Yes 1							
	No							
	Being Part of Society							
Q76	Are you currently registered to vote?							
	Yes 1							
	No Please go to Q78							
	Don't know Please go to Q79							
Q77	If you are currently registered to vote, are you registered as? (Tick one box only).							
	An ordinary/residential voter – registered for one year, usually via the annual update of voters (annual canvass)  Please go to Q79							
	A Service voter – registered for five years, via a service declaration							
	An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas							
Q78	If you are not currently registered to vote, what is the main reason for this? (Tick one box only).							
	I did not receive an electoral registration form I am not interested in politics							
	I have not got around to it, but aim to do it							
	sometime  Lide not know how to register.  3 Other							
	I do not know how to register							
past an	med Forces Covenant' was announced by the Government in May 2011 and sets a framework for how d present Armed Forces personnel, and their families, can expect to be treated by the Government the rest of the country in recognition of the personal risks and sacrifices they experience.							
Q79	Which of these best sums up your awareness of the Armed Forces Covenant?							
	I've never heard of it							
	I've heard of it but know nothing about it							
	I've heard of it and know a little about it							
	I've heard of it and know a lot about it							

Q80 Which, if any, of the following areas do you feel advantaged/disadvantaged as a Service Person compared to the general public? (Tick all that apply)							
		Advantaged	Disadvantaged				
	a. Family's Healthcare.	<u> </u>					
	b. Children's Education.	<u></u> '	2				
	c. Housing.		2				
	d. Family life.	1	2				
	e. Benefits.	1	2				
	f. Tax.	1	2				
	g Commercial Products and Services e.g. Money Force, Defence Disc Services and Defence Privilege Cards.	count 1	2				
	h. Participation as Citizens e.g. contacting a local councillor, MP or othe public official, attending a public meeting, rally or signing a petition.	er 1	2				
	i. Other (please write)	1	2				
Q81	How strongly do you agree or disagree with the following?  Strongly	Neither agree nor	Strongly				
	a. I offer an important service to the country.  b. Members of the Armed Forces are valued by society at large.  Agree  Agree  1  2	disagree Disagr	ree disagree Don't know 4 5 6 4 6				
	Taking Action and Your Co	mments					
Q82	How strongly do you agree or disagree with the following?	Neither					
	Strongly agree Agree a. I believe the leaders in the RM will take action $1$ $2$ on the results of AFCAS.	agree Disagr					
	b. I think effective action has been taken in the RM on the results of AFCAS.	3	5 6				
Q83	This survey is?						
	Too long $\square^1$ About right $\square^2$ Too short $\square^3$						
Q84	How long did it take you to complete this survey?		_				
	Less than 10 minutes 1 30-40 minutes	<sup>4</sup> O	over an hour				
	10-20 minutes 2 40-50 minutes	5					
	20-30 minutes 50-60 minutes	6					

Please use this box to provide any further comments about working and living in the	ne RM.

**Q85** 

Thank you for completing this questionnaire.

Please return the questionnaire within 2 weeks of receipt (or at the next mail dispatch opportunity) to a:cet Ltd, Office 306, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the <a href="mailto:envelope provided">envelope provided</a>.

# Armed Forces Continuous Attitude Survey 2015: Royal Navy

Please fill in this survey as fully and honestly as you can.

Your completed survey will be **treated in confidence**: it will be processed by people outside your Chain of Command and the Ministry of Defence.

Responses from individuals will not be identified.

Please **read any instructions** carefully before answering a question and follow any **routing instruction** after answering a question.

A few questions will require a written answer - please write clearly in **BLOCK CAPITALS**.

Once completed please return the survey to a:cet Ltd, Office 306, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the **prepaid envelope provided.** 

Please remember you can complete the intranet version of this questionnaire by going here:

#### http://bravo.dasa.r.mil.uk/surveys

This is the quickest and cheapest way for you to send us your views.

You may have recently received an AFCAS postcard or email inviting you to complete the intranet version of this questionnaire. If you have already completed the intranet version of this 2015 AFCAS questionnaire then please ignore this paper copy.

#### Your Pav

To compensate for differences in lifestyle, working conditions and expectations between Service personnel and their civilian equivalents, Service salaries are increased by 14.5% (for the majority of personnel). We call this the 'X-Factor'.

0.4							
Q1	How strongly do you agree or disagree v	With the fol Strongly	lowing?	Neither agree nor		Strongly	
		agree	Agree	disagree	Disagree	disagree	
	<ul> <li>a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.</li> </ul>	1	2	3	4	5	
	b. The pay and benefits I receive are fair for the work I do.	1	2	3	4	5	
Q2	How satisfied are you with the following	?					
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	<ul> <li>a. My rate of basic pay (basic pay includes X-Fa but excludes Recruitment and Retention Pay [RI and any allowances).</li> </ul>		2	3	4	5	
	b. My Recruitment and Retention Pay (RRP).	1	2	3	4	5	<i>N/A</i>
	c. My allowances, e.g. Longer Separation Allowa (LSA), Get You Home (GYH), Continuity Of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA).	ance 1	2	3	4	5	6
	d. My pension benefits	1	2	3	4	5	

	s	Very atisfied	Satisfied	satisfied no dissatisfied	or d Dissatisfie	Very ed dissatisfie	ed
	e. Information about pay and allowances, e.g. from the intranet, DINs and brochures.	1	2	3	4	5	
	f. My ability to access JPA.	1	2	3	4	5	
	Your	Work					
	Ioui	WOIR	1				
Q3	How satisfied are you with RN life in genera	ıl?					
	Very satisfied Diss	satisfied			4		
	Satisfied	y dissatisfi	ed		5		
	Neither satisfied nor dissatisfied						
Q4	How would you rate the level of morale of						
	Very high	High	Neither nor lo		.ow	Very low	
	a. Myself.	2		3	4	5	
	b. My Unit.	2		3	4	5	
	c. The RN as a whole.	2		3	4	5	
Q5	How satisfied are you with the following as	pects of	your cui	-			
		Ve	ry	sati	leither sfied nor		Very
	a Mariah in sanasal	satis	fied Sa □1	tisfied diss	satisfied Dis	ssatisfied dis	ssatisfied
	a. My job in general.		 □1	2	3	4	5
	b. The shallange in my ich			2	3	4	5
	c. The challenge in my job.		_ □1	2	3	4	 5
	<ul><li>d. The amount of variety in my work.</li><li>e. My current work location.</li></ul>			2	3	4	5
Q6	How strongly do you agree or disagree with	the follo	J wina?				
QU			owing:	Neither		Otrosonto	
		ongly iree i	Agree	agree nor disagree	Disagree	Strongly disagree	N/A
	<ul> <li>a. My superiors do not interfere excessively in my work activities.</li> </ul>	1	2	3	4	5	6
	b. I am given sufficient authority to make decisions.	1	2	3	4	5	6
	c. If I make a genuine mistake at work, I do not feel that it will be held against me.	1	2	3	4	5	6
	d. Where I work people do not automatically look for someone to blame when things go wrong.	1	2	3	4	5	6
	e. I am encouraged to find better ways of doing things at work.	1	2	3	4	5	6
	f. I am always given a clear deadline as to when work needs to be completed.	1	2	3	4	5	6
	g. When I am set a task at work, I am told very clearly what output is required.	1	2	3	4	5	6
	h. I have a choice in deciding how I do my work.  i. I know that if I do my job well I will be praised or rewarded.	1 1	2	3	4	5 5	6

Neither

#### **Resources and Workload** Q7 How satisfied are you with the following? Neither Verv Verv satisfied nor dissatisfied Dissatisfied dissatisfied Satisfied satisfied a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon). b. The availability of personal equipment/kit I have to do my job. c. The standard of major equipment (e.g. vehicles and systems) I have to do my job. d. The availability of major equipment I have to do my job. Q8 How would you rate your workload over the last 12 months? Much too high Too low Too high Much too low About right Your Line Management How strongly do you agree or disagree with the following statements about your immediate Q9 superior (Service or civilian)? Neither Strongly agree nor Strongly agree Agree disagree Disagree disagree Don't know a. Understands and represents my interests. b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance issues. f. Provides regular feedback on my performance. g. Tells me what's going on at work. h. Is someone I trust. i. Helps me to understand how I contribute to RN objectives j. Helps me to understand how major change decisions will affect me. k. Works well with personnel from different backgrounds. I. I am satisfied with the leadership provided by my

immediate supervisor.

### Senior Leadership

Q10	How strongly do you agree or disagree with the following statements about the senior leaders of the Royal Navy (i.e. Commodore and above)?							
	_			Nei				
		rongly gree	Agree	agree disa		sagree	Strongly disagree	Don't know
	They understand and represent my interests.	1	2		3	4	5	6
	b. They are keen to listen to Service people's	1	2	F	3	4	5	6
	feedback.			_				
	c. They champion the RN's interests in Tri-Service issues.	1	2		3	4	5	6
	d. They communicate decisions to personnel.	1	2		3	4	5	6
	e. They understand the impact of change on personnel.	1	2		3	4	5	6
	f. I have confidence in the leadership of the RN.	1	2		3	4	5	6
	Comn	nitn	nent					
Q11	How strongly do you agree or disagree wit	h the	following	g?				
			Strongly		Neither agree nor		Strongly	
			agree	Agree	disagree	Disagree		
	<ul> <li>a. In the last 12 months, I have fulfilled my commitments/promises to the RN.</li> </ul>				3	4	Ь	
	b. In the last 12 months, the RN has fulfilled its commitments/promises to me.		1	2	3	4	5	
	c. I am proud to be in the RN.		1	2	3	4	5	
	d. I am valued by the RN.		1	2	3	4	5	
	e. I would recommend joining the RN to others.		<u> </u>	2	3	4	5	
	f. I feel a strong personal attachment to the RN.		<u> </u>	2	]3	4	5	
			1	2	3	4	5	
	g. I feel a strong personal attachment to my unit.		1	2	3	4	5	
	h. The RN inspires me to do the best in my job.		<u>                                     </u>		 3	 4	5	
	i. The RN motivates me to help it achieve its objecti	ives.						N/A
	j. My family is proud of me serving in the Armed For	rces.	1	2	3	4	5	6
	k. My family benefits from being a Service family.		1	2	3	4	5	6
	I. My family supports my career in the RN.		1	2	3	4	5	6
	the enduring spirit from our people's loyalty to nal standards and strong leadership, which win.							ation to
Q12	How strongly do you agree or disagree wit	h the	following	g?				
	-		Ctro		Neithe		<b>.</b>	ma madi: :
			Strongly agree	Agree	agree i disagr			rongly sagree
	The ethos of the RN is an important part of life in the	e RN.	1	2		]3	4	5

## **Working with Others**

Q13	following?	to wnat ex	tent ao y	ou agree o	r disagree	with the		
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree		
	a. My team know exactly what their responsibilities are.	1	7 lg/ce <sup>2</sup>	3	<i>Didagi</i> €€	5		
	<ul><li>b. The people in my team can be relied upon to help which things get difficult in my job.</li></ul>		2	3	4	5		
	c. We have confidence in ourselves as a team.	1	2	3	4	5		
	d. The people in my team work together to find ways to improve the service we provide.	1	2	3	4	5		
	<ul> <li>e. Team members work well with personnel from different backgrounds.</li> </ul>	ent 1	2	3	4	5		
Q14	Have you had working contact with any of the IF NONE APPLY PLEASE GO TO Q18	following	in the <u>las</u>	t two years	<u>s</u> ? (Tick al	ll that apply		
	a. Armed Forces Reserves.		1					
	b. MOD Civil Servants.		1					
	c. MOD contractors.		1					
Q15	In your experience, how would you rate the contribution to the RN of							
		Very valuable	Valuable	Not very valuable	Not at all valuable	Don't know/ N/A		
	a. Armed Forces Reserves.	1	2	3	4	5		
	b. MOD Civil Servants.	1	2	3	4	5		
	c. MOD contractors.	1	2	3	4	5		
Q16	In your experience, how well integrated into the	ne RN are .						
		Very well	Well	Not very well	Not at all well	Don't know/ N/A		
	a. Armed Forces Reserves.	1	2	3	4	5		
	b. MOD Civil Servants.	1	2	3	4	5		
	c. MOD contractors.	1	2	3	4	5		
Q17	In your experience, how would you rate the pr	ofessional	lism of					
		Very professional	Professional	Not very professional	Not at all professional	Don't know/ N/A		
	a. Armed Forces Reserves.	1	2	3	4	5		
	b. MOD Civil Servants.	1	2	3	4	5		
	c. MOD contractors.	1	2	3	4	5		

### Change

The RN is currently going through a period of significant change which includes a number of programmes that will impact on all RN personnel.

Q18	How strongly do you agree or disagre	e with the	e followin	g?			
		Strongly agree	, Agree	Neithe agree n disagre	or	Strongly ee disagree	Don't know
	<ul> <li>a. Change is managed well in my immediate working team.</li> </ul>	1			3 <u> </u>	45	6
	b. Change is managed well in my Unit/Establishment.	1	2		3	5	6
	c. Change is managed well in the RN.	1	2	2	3	4 5	6
	Your	Deplo	ymen	ts			
If you h to Q22	nave NOT been on a sea-going/ope	erationa	l deploy	ment sir	nce 1 Jai	n 2012, ple	ease go
Q19	With regards to your current/last sea-quindividually or as part of a unit?	going/op	erational d	deploymeı	nt, were yo	ou deployed	I
	Individually						
	As part of a Unit						
Q20	With regards to your current/last sea-	going/op	erational c	deploymeı	nt, how sa	tisfied are y	ou with the
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
	a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA	۸). <sup>1</sup>	2	3	4	5	6
	b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc).	1	2	3	4	5	6
	c. The deployment notice.	1	2	3	4	5	6
	d. The pre-operational/sea training.	1	2	3	4	5	6
	<ul> <li>e. The welfare support I received from the RN when I returned from sea-going/operation deployment.</li> </ul>	al <sup>1</sup>	2	3	4	5	6
	f. The welfare support that my family, partner and/or parents received from the RN when I returned from sea-going/operational deployment.	1	2	3	4	5	6
	g. The decompression and post sea-going/operational tour support I received when I returned from sea-going/operational deployment.	1	2	3	4	5	6
	h. The Post Operational Stress Management that I received when I returned from sea-going/operational deployment.	1	2	3	4	5	6
	i. The sea-going/operational role I was assigned to.	1	2	3	4	5	6

Q21	deployments?	raing your exper	ience of Sea	i-going/operation	aı
	a. The frequency of my sea-going/operational deployments.	Too often	About right	Not often enough	
	b. The length of my sea-going/operational deployments.	Too long	About right	Too short	
	You	ur Career			
Q22	Overall how satisfied are you with the v	vay your career i	s being mar	naged?	
	Very satisfied	Dissatisfied	<b>J</b>	4	
	Satisfied 2	Very dissatisfied		5	
	Neither satisfied nor dissatisfied 3	very dissalianed			
	ommodore Naval Personnel (CNPersondel) viduals in accordance with endorse	,			_
	ting skills, career development need			•	•
•	•	•	·		
Q23	Overall how satisfied are you with the o Managers and Branch Advisers?	areer manageme	ent service p	provided by the C	areer
	Very satisfied	Dissatisfied		4	
	Satisfied 2	Very dissatisfied		5	
	Neither satisfied nor dissatisfied 3	N/A		6	
Q24	In terms of your current assignment, ho	ow strongly do ye	ou agree or	disagree with the	following?
		Strongly	_	Neither agree nor	Strongly
		agree	Agree	disagree Disagree	
	a. I have the knowledge, skill and experience to	o do my job.		3 4	5
	b. My knowledge, skill and experience are bein	g used.	2	3 4	5
	<ul> <li>c. The assignment provides development oppo will enhance my promotion prospects.</li> </ul>	rtunities that 1	2	3 4	5
	d. My personal preferences were taken into acc	count.	2	3 4	5
Q25	How satisfied are you with the following	g?			
		Very satisfied		Neither atisfied nor dissatisfied Dissatisfied	Very d dissatisfied
	a. The notice I received for my current/last assi	gnment.	2	3 4	5
	b. Involvement in decisions that affect my care	er.	2	3	5
	c. The fairness of the appraisal system.	1	2	3 4	5
	d. The fairness of the promotion system.	1	2	3 4	5
	e. My opportunities for promotion.	1	2	3 4	5
	f. My opportunities for further service.	1	2	3 4	5
			_		

. .

# **Training and Development**

Q26	How satisfied are you with the following?	
	Neither Very satisfied nor Very	
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied	
	a. My opportunities for professional development.	
	b. My opportunities for personal development.	
	c. The timing of the training I have received in order to carry out my current job roles.	
	d. The extent to which I am doing the job for which I was 1 1 2 3 4 5 trained.	
	e. My opportunities to gain civilian accreditation for Service 1 1 2 3 4 15 training, e.g. NVQs, apprenticeships.	
	Your Future Plans	
Q27	What are your plans for the future? (Tick one box only).	
	To stay serving as long as I can	
	To stay serving to the end of my current engagement/commission	
	To leave the RN before the end of my current engagement/commission	
	To leave the RN as soon as I can	
	I have put in my notice to leave	
	N/A / I don't know	
Q28	How actively have you searched for a job outside the RN in the last 12 months?	
	Very actively	
	Quite actively Not at all	
Q29	When you leave the RN, would you consider joining the Volunteer Reserve Forces? (RN/RM:	
	Maritime Reserves; Army: Army Reserves; RAF: RAF Volunteer Reserves)  Yes  No I Don't know	
	a. Full time	
	b. Part time	
Q30	What would make you join the Volunteer Reserve Forces? (Please write in the box below)	
[		

	low do the following factors impact o	n your inte	ention to st	tay or leave	e the RN?		
		Strongly increases	Increases	Has no effect on my	Increases	Strongly increases	
		my intention	my intention	intention to	my intention	my intention	
5	a. Impact of RN life on family and personal life	to stay	to stay	stay or leave	to leave	to leave	
	Opportunities outside the RN.	,, <u> </u>	2	3	4	5	
	c. Current job satisfaction.	1	2	3	4	5	
	d. Job security.	1	2	3	4	5	
	·	1	2	3	4	5	
	e. My morale.	1	2	3	4	5	
	. Service morale.	1	2	3	4	5	
	g. Amount of pay.	1	2	3	4	5	
	n. Amount of allowances.	1	2	3	4	5	
	Opportunities for career development.	1	2	3	4	 5	
	Opportunities for personal development.	1	2	3	4	 5	
	c. Opportunities for sport.				4	5	
I.	Opportunities for Adventure Training.						
r	n. Promotion prospects.						
r	n. Healthcare provision.	'					
C	o. Dental provision.	<u></u>					
p	o. Mental health provision.				4	5	
C	ı. Pension.		2	3	4	5	
r	. Opportunities for flexible working conditions	1	2	3	4	5	
S	s. Excitement of the job.	1	2	3	4	5	N//A
	. Financial Incentives available to me, e.g. Commitment Bonus.	1	2	3	4	5	<i>N/A</i> 6
ι	ı. Spouse/partner's career.	1	2	3	4	5	6
,	/. Other (if applicable, please specify)						

## Fairness at Work

The RN aims to achieve an environment free from harassment, bullying, intimidation and unlawful discrimination, in which all have equal opportunity and encouragement to realise their full potential.

Q33	How strongly do you agree equality in the RN?	ee or disagre	e with the fol	lowing s	tatement rega	rding fairne	ess and
	equality in the KN:		Strongly		Neither agree		Strongly
			agree □□1	Agree	nor disagree □□₃	<i>Disagree</i> □□⊿	disagree □□5
	I am treated fairly at work.		<u> </u>				
Q34	Do you feel that the RN di	iscipline sys	tem is?				
	Very fair	1	Unfair			]4	
	Fair	2	Very unfair			5	
	Neither fair nor unfair	3					
misuse	n may be characterised as off of power through means inte	ended to und	lermine, humi	liate, de	nigrate or inju	re the recip	ient.
sexual d disabilit	ination can occur when a per orientation, pregnancy or mat sy. Discrimination can also o intages a person on the basis	ternity, marri ccur where a	iage or civil p a policy or pra	artnersh actice wh	ip, gender rea nich applies to	ssignment,	age or
intende offensiv Please r	ment includes unwanted cond d to or has the effect of violative e environment. note that the data gathered is lals in your response. No acti	ting another s strictly for r	's dignity or o	reating a	a hostile, degr ly. You are ad <sup>,</sup>	ading, hum vised not to	iliating or o name any
	e confidential helpline.		,				Ju guruurio
Q35	Do you believe you have I 12 months? (Tick all that		t to any of the	followin	ng in a Service	environme	ent in the last
	a. Bullying.			1			
	b. Discrimination.			1			
	c. Harassment.			1			
	d. None of the above.			1	Please go to Q40		
	you believe you have been su ecify on what grounds:	ubject to <u>bull</u>	l <u>ying</u> in a Serv	∕ice envi	ronment in the	e last 12 mo	onths, please
1							

7	If you believe you have been subject to discrimination the last 12 months, please specify on what grounds:		Service environment in
		Discrimination	Harassment
	a. Gender.		2
	b. Gender reassignment.	1	2
	c. Race, colour, nationality, ethnic or national origin.	1	2
	d. Marriage/civil partnership.	1	2
	e. Religion or beliefs.	1	2
	f. Sexual orientation.	1	2
	g. Age.	1	2
	h. Disability.	1	2
	i. Pregnancy or maternity.	1	2
8	If you believe you have been the subject of discriming environment within the last 12 months, did you make (Tick option 'a' or all that apply from items 'b' to 'l')		
	a. Yes	Please go to <b>Q39</b>	
	b. No, I was not aware of the Service Complaints process.		
	c. No, I considered the incident(s) to be too minor to report.	1	
	d. No, the incident(s) was/were resolved informally.	1	
	e. No, the incident(s) was/were resolved through mediation.	1	
	f. No, I did not believe anything would be done if I did complain.	1	
	g. No, I did not want to go through the complaints procedure.		
	h. No, I believed it might adversely affect my career.		
	i. No, I believed it might adversely affect another work colleague or the working environment.		
	j. No, I was worried that there would be recriminations from the perpetrators.		
	k.No, I was discouraged from doing so.		
	I. No, other reason(s) - please specify.		
9	If you DID MAKE a formal written complaint, how sat	isfied were/are you w	with the following aspects
3	of your complaint?	isiled welerale you w	nui the following aspects
		Neither satisfied nor	Very
	·	tisfied dissatisfied Dissa	atisfied dissatisfied N/A
	a. The objectivity and fairness with which my complaint was handled/is being handled.	2 3	5 6
	b. The amount of time taken/it is taking to resolve my complaint.	2 3	5 6
	c. How well I was/am being kept informed about the progress of my complaint.	2 3	5 6
	d. The support provided by my Assisting Officer.	2 3	5 6
	e. The outcome of my complaint.	2 3	5 6

Q40	Do you know how the Service harassment and/or bullying o		ommissi	oner can h	nelp you v	with a di	scriminati	on,
	Yes, fully	No,	not at all			3		
	To some extent			of the Servi ommissioner		4		
	nation about the Service ( ring link: http://armedforc	•					d on the	)
		Al	ND					
https:/	ervice Complaints proces //www.gov.uk/governmer inces-service-complaints	nt/publicatio	ons/jsp	-831-red	lress-o	f-indiv	idual-	
	Yo	ur Work-I	Life B	alance	:			
Q41	In the past 12 months approx spouse/partner or children) for			have you	spent aw	ay from	your fami	ly (e.g.
	Not been away	1	Betwe	een 7 - 9 mo	nths (27 -	39 weeks)	)5	
	Up to 1 month (4 weeks)	2	Betwe	een 10 - 12 i	months (40	- 52 wee	ks) <sup>6</sup>	
	Between 1 - 3 months (5 - 13 week	(S) 3	N/A				7	
	Between 4 - 6 months (14 - 26 wee	eks)						
Q42	In the past 12 months, how s	atisfied were ye	ou with th	ne followir	ng?			
			Very		Neither atisfied nor	); <i>!:-!</i> ;!	Very	
	a. The ability to plan my own life - swork/weekend leave.	short term e.g.	satisfied	Satisfied d	issatished L	Jissalisiled 4	dissatisfied 5	
	<ul> <li>b. The ability to plan my own life - I holidays/career training.</li> </ul>	ong term e.g.	1	2	3	4	5	
	c. The opportunities available to m working.	e for flexible	1	2	3	4	5	N/A
	d. The amount of time away from n duty.	ny usual place of	1	2	3	4	5	6
	<ul><li>e. The amount of time away from n friends.</li></ul>	ny family and	1	2	3	4	5	6
	f. The effect of Service life on my c		n. [] 1	2	3	4	5	
	g. The effect of Service life on my scareer.	spouse/partner's	1	2	3	4	5	
Q43	How strongly do you agree o	r disagree with	the follo	wing?	Λ.	either		
			Stro		agi	ree nor	Disagras	Strongly
	a. Flexible working (e.g. variable st		agr aving	1 <u>Ag</u>	ree dis	3 3	Disagree 4	disagree 5
	b. I am able to maintain a balance and working life.	between my perso	onal	1	2	3	4	5

Your	Leave
•	

Q44	How satisfied are you with the following	?					
			Very		Neither satisfied nor		Very
		;	satisfied	Satisfied		Dissatisfied	
	a. My overall leave allowance i.e. annual leave, poperational leave (POL), Sea-Goers Leave (SGL carried over from previous years.		1	2	3	4	5
	b. The opportunity to take leave when I want to.		1	2	3	4	5
	c. The amount of leave I was able to take in the I months.	last 12	1	2	3	4	5
Q45	If you did not take all of your annual leav reason for this? (Tick all that apply).	e allowa	ance with	in the las	st leave ye	ar, what w	as the
	a. Operational tour.						
	b. Not allowed.		1				
	c. Courses/training.		1				
	d. Workload.		1				
	e. Undermanning.		1				
	f. I wanted to carry days over to the next leave ye	ear.	1				
	g. Other (please write).		1				
	g. c (p. c).						
Q46	If you have received Service-provided me years, how satisfied were you with:	edical tro	eatment (	including  Neithe satisfied	r	ealthcare)	
		satisfied	Satisfied	dissatisfi	ed Dissatisf	ied dissatisf	ied N/A
	a. Being able to access the medical care when I needed it.		2	3	4		6
	b. The medical treatment.	1	2	3	4		6
Q47	If you have received Service-provided <u>de</u> with:	ental trea	atment in	the last 2	2 years, ho	ow satisfie	d were you
		Very		Neithe satisfied		Very	
		satisfied	Satisfied	dissatisfi	ed Dissatisf	ied dissatisf	
	a. Being able to access the dental care when I needed it.		2	3	4		6
	b. The dental treatment.	1	2	3	4		6
	i measuring national well-being we are inte Γhe questions below are not linked particu						n general
Q48	Overall, how satisfied are you with your l	life now	adays?				
	Not at all						Completely
		4	5	6	7	8 9	Completely 9 10

	Not at all 0 1	2	3	4	5	6	7	8	9	mpletely 10
Q50	Overall, how anxid	ous did y	ou feel ye	esterday?						
	Not at all 0 1	2	3	4	5	6	7	8	9	mpletely 10
Q51	Overall, to what ex	ktent do y	ou feel th	ne things y	ou do in y	our life a	re worth	while?		
	Not at all 0 1	2	3	4	5	6	7	8	9	mpletely 10
	Fit	ness,	Sport	and A	dventu	ıre Tra	aining			
Q52	a. RN sport, exercise b. My opportunities to meet fitness standard c. My opportunities to d. My opportunities to	and fitness undertake s). take part i	s facilities ir fitness act n sport.	n general. ivities (e.g. to	Very satisfied  1 1 1 1 1	Satisfied  2  2  2  2  2	Neither satisfied in dissatisfied in 3 3 3 3 3 3	nor		ery tisfied 5 5 5 5
				Welfa	re					
Q53	a. The welfare support me. b. The welfare support family. c. The support my spread of the suppor	rt provided rt provided ouse/partne	by the RN by the RN er gets fron	Very satisfied for 1 1 for my 1 1	Satisfied 2		l nor		Very satisfied  5  5  5  5	N/A 6 6 6 6 6
	d. The Operational/De Package.	epioyment	vveirare							

Overall, how happy did you feel yesterday?

Q49

How satisfied are you with the following?						
		Neither satisfied				
Very satisfied	Satisfied	nor	Dissatisfied	Very	Not used	Not heard of
a. The chaplaincy support provided by the RN.	2	3	4	5	6	7
b. SSAFA-FH (Soldiers, Sailors, Airmen and Families Association - Forces Help).	2	3	4	5	6	7
c. The HIVE.	2	3	4	5	6	7
d. The Naval Families Federation (NFF).	2	3	4	5	6	7
e. The Community Development Officer/Worker.	2	3	4	5	6	7
f. My Unit's Service Community Support Officer (SCSO).	2	3	4	5	6	7
Your Acco	mmod	dation				
What kind of accommodation do you live in	at prese	nt during t	he workin	g week?	(Tick on	e box
only) Service Family Accommodation (SFA)	1 Ples	ase go to <b>Q56</b>				
Substitute Service Family Accommodation (SSFA)		ase go to <b>Q56</b>				
Single Living Accommodation (SLA)		ase go to <b>Q56</b>				
Substitute Single Living Accommodation (SSLA)	=	ase go to <b>Q56</b> ase go to <b>Q56</b>				
	<b>=</b> -	-				
Ship or Submarine	<b>=</b> .	ase go to Q56				
Property I own	<b>=</b> -	ase go to Q60				
Privately rented accommodation		ase go to <b>Q58</b>				
In a relative's (e.g. parents') home	<b>=</b> ,	ase go to <b>Q58</b>				
Other (please write)	<sup>9</sup> Plea	ase go to Q58				
If you have moved from your own home into	o Service	Accommo	odation in	the last 1	2 month	s. what
was/were the reason(s) for this? (Tick all th						,
a. Posting requrement.						
b. Economy.						
c. Personal circumstances e.g. marriage, separation	n, divorce.					
d. Other (please write).		1				
With regard to your current Service Accomi	nodation	. how satis	sfied are v	ou with t	he follow	ving?
			Neither			_
a. The overall standard.	Very satisfied		atisfied nor dissatisfied D	issatisfied o	Very dissatisfied	NA ∕ don't know □ 6
	 1		 3	 4	 5	6
<ul><li>b. The value for money.</li><li>c. The response to requests for maintenance/repair my current accommodation.</li></ul>	to 1	2	3	4	5	6
d. The quality of maintenance/repair work to my curraccommodation.	rent 1	2	3	4	5	6

Q58	Do you currently own your own home? Please answer this question whether you live in this property or not.
	Yes Please go to <b>Q60</b>
	No Please go to <b>Q59</b>
	No, but I am currently saving up to buy a home in the future Please go to <b>Q59</b>
Q59	Please indicate whether each of the following is a reason why you do not own your own home. (Tick all that apply) (Once completed please go to Q62)
	a. I don't want to own a home at this stage in my life/career.
	b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted.
	d. I don't want to buy a home where I am currently located.
	e. I can't afford to buy a suitable home at the moment.
	f. I don't want to risk losing money.
	g. I wouldn't be able to live in the home.
	h. Other (please write).
Q60	Please indicate whether each of the following was a reason why you bought your own home.  (Tick all that apply)  a. To give stability for myself and my family.  b. The allowances for living in my own home.  c. To rent it out.  d. Poor standards of SLA or SFA.  e. Poor location of SLA or SFA.  f. The cost of SLA or SFA.  g. I wanted to live with my partner.  h. Other (please write).
Q61	If you currently own a home, how satisfied are you with the following?  Very Satisfied Satisfied Satisfied Dissatisfied dissatisfied N/A  a. The opportunity to live in my own home.  b. The allowances for living in my own home.
Q62	Have you used a Government Affordable Housing Scheme in the last year to buy or rent your home?
	Yes No, I would not use an Affordable 4
	No Housing Scheme
	No, but I am considering it  Not heard of this

## Catering, Retail and Leisure

Q63	Thinking specifically about food and drink so which of these factors are important to you?			n conside	ring where t	o eat
	a. Price.	1				
	b. Value for money.	1				
	c. Choice.	1				
	d. Quality.	1				
	e. Quantity.	1				
	f. Well known brand.	1				
	g. Where it is sourced from (e.g. Fairtrade, locally pro	oduced).				
	h. Other (please write).	1				
Q64	How often do you use Service-provided cate	ring facilities.	?			
	Alwa	ys Often □1 □ 2	Sometimes	Rarely	Never	<i>N/A</i>
	a. For eating at breakfast.	] ]1	3	4	 5	 6
	b. For eating at lunchtime.	]1	3	4	5	6
	c. For eating in the evening.	]1	3	4	5	6
	d. For drinking, socialising in the bar.	]1	3	4	5	6
	e. For informal functions.  f. For formal functions (Officers/SNCOs/WOsonly).	]1	3	4	5	6
Q65	How satisfied are you with the following?					
	Ver	γ	Neither satisfied nor		Very	
	a. The availability of food during the week on my unit e.g. opening hours.	ied Satisfied	dissatisfied L	Dissatisfied  4	dissatisfied  5	<i>N/A</i>
	b. The number of functions during the year.	]12	3	4	5	6
	c. The standard of service from catering contractors on my unit.	1 2	3	4	5	6
	Your Far	nily Life				
Q66	What is your current personal status?					
	Single (never married or formed a civil partnership)			1 P	lease go to Q68	
	In a long term / established relationship (but not marr	ied or in a civil pa	artnership)	2		
	Married / In a civil partnership			]3		
	Separated, but still legally married or in a civil partner	rship		] <sup>4</sup> P	lease go to Q68	
	Divorced / Formerly in a civil partnership which is now	v legally dissolve	ed	] <sup>5</sup> P	lease go to Q68	
	Widowed / The surviving partner from a civil partners	hip		6 P	lease go to Q68	
	Prefer not to say			<sup>7</sup> P	lease go to Q68	

Q67	What is your spouse/partner's current employment situation?
	In the Armed Forces  In full-time paid employment / full-  Not employed (for any reason)  In the Armed Forces  In voluntary (unpaid) employment   4  Not employed (for any reason)
	time self-employment (other than Armed Forces)  In full-time or part-time education
	In part-time paid employment / 3 part-time self-employment
Q68	Do you have any children whom you support financially?
	Yes1
	No Please go to Q73
Q69	If YES, how many children do you have in each age group? (Please write the number of children for each category in each box, e.g. "3", or if you do not have children in a category please insert "0".)
	Under 5 years
	Between 5 and 17 years
	18 years and over
Q70	Do any of your children live with you? (Tick one box only).
	Yes 1
	Shared Access 2
	Weekends/holidays only 3 Please go to Q73
	No Please go to Q73
	N/A Please go to Q73
Q71	If you have a child or children living with you, do you consider yourself to be a lone/single parent?
	Yes <sup>1</sup> No <sup>2</sup> N/A <sup>3</sup>
Q72	If you require childcare, how satisfied are you with the locally provided childcare facilities?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied 5
	Neither satisfied nor dissatisfied \[ \bigcup \frac{3}{4}  \text{N/A} \]
Q73	Do you have caring responsibilities for infirm or elderly adult(s)?
	Yes <sup>1</sup> No <sup>2</sup>

The RN would like to understand how Service life affects personal finance. The information could improve training and policy.

Q74	If you have been declined credit in the last 12 months, what was the reason for this? (Tick one box only)
	Failed credit check
	Lack of UK credit history
	Too many address moves
	Don't know
	Prefer not to say
	Other (please write)
Q75	Do you currently have personal debt levels that concern you?
	Yes 1
	No
	Being Part of Society
Q76	Are you currently registered to vote?
	Yes 1
	No Please go to Q78
	Don't know Please go to Q79
Q77	If you are currently registered to vote, are you registered as? (Tick one box only).
	An ordinary/residential voter – registered for one year, usually via the annual update of voters (annual canvass)  Please go to Q79
	A Service voter – registered for five years, via a service declaration
	An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas
Q78	If you are not currently registered to vote, what is the main reason for this? (Tick one box only).
	I did not receive an electoral registration form I am not interested in politics
	I have not got around to it, but aim to do it
	sometime  Lide not know how to register.  3 Other
	I do not know how to register
past an	med Forces Covenant' was announced by the Government in May 2011 and sets a framework for how d present Armed Forces personnel, and their families, can expect to be treated by the Government the rest of the country in recognition of the personal risks and sacrifices they experience.
Q79	Which of these best sums up your awareness of the Armed Forces Covenant?
	I've never heard of it
	I've heard of it but know nothing about it
	I've heard of it and know a little about it
	I've heard of it and know a lot about it

Q80	Which, if any, of the following areas do you feel advantaged/disadvantaged as a Service Person, compared to the general public? (Tick all that apply)							
		Advantaged	Disadvantaged					
	a. Family's Healthcare.	<u></u> '						
	b. Children's Education.	1						
	c. Housing.	1	2					
	d. Family life.	1	2					
	e. Benefits.	1	2					
	f. Tax.	1	2					
	g Commercial Products and Services e.g. Money Force, Defence Disc Services and Defence Privilege Cards.	count 1	2					
	h. Participation as Citizens e.g. contacting a local councillor, MP or oth public official, attending a public meeting, rally or signing a petition.	er 1	2					
	i. Other (please write)	1	2					
Q81	How strongly do you agree or disagree with the following?  Strongly	Neither agree nor	Strongly					
	a. I offer an important service to the country.  b. Members of the Armed Forces are valued by society at large.  Agree  Agree  1  2	disagree Disag	gree disagree Don't know  4 5 6  4 5 6					
	Taking Action and Your Co	mments						
Q82	How strongly do you agree or disagree with the following?							
	Strongly agree Agree  a. I believe the leaders in the RN will take action $1$ $2$ on the results of AFCAS.	Neither agree nor disagree Disag	Strongly disagree Don't know  4 5 6					
	b. I think effective action has been taken in the RN on the results of AFCAS.	3	56					
Q83	This survey is?							
	Too long $\square^1$ About right $\square^2$ Too short $\square^3$							
Q84	How long did it take you to complete this survey?							
	Less than 10 minutes1 30-40 minutes	4	Over an hour					
	10-20 minutes 2 40-50 minutes	5						
	20-30 minutes 50-60 minutes	6						

Please use this box to provide any further comments about working and living in the RN.						

**Q85** 

Thank you for completing this questionnaire.

Please return the questionnaire within 2 weeks of receipt (or at the next mail dispatch opportunity) to a:cet Ltd, Office 306, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the <a href="mailto:envelope provided">envelope provided</a>.