Annexes to 201' AFCAS Main Report

Annex A. AFCAS 2013 Royal Navy questionnaire

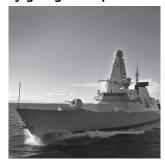
Annex B. AFCAS 2013 Royal Marines questionnaire

Annex C. AFCAS 2013 Army questionnaire

Annex D. AFCAS 2013 RAF questionnaire

What is Life in the Royal Navy like for you? Tell us - your views are important

You can complete the intranet version of this questionnaire by going to http://bravo.dasa.r.mil.uk/surveys







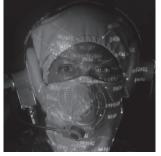






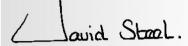






Previous Armed Forces Continuous Attitude Survey Reports can be found on the Director of Naval Personnel Strategy (DNPS) HR Research webpage at http://defenceintranet.diiweb.r.mil.uk/DefenceIntranet/Teams/BrowseTeamCategories/Orgbased/ Royal+Navy/DirectorNavalPersonnelStrategydnpsHrResearch.htm

The Armed Forces Continuous Attitude Survey (CAS) is your opportunity to tell me what you think about life in the Naval Service. The results from this survey provide me and my team with the critical evidence to argue your case at the very top of Defence and to drive forward change. Your views do count and will make a difference. The more people that complete this questionnaire the more strength it will give us to keep people at the highest levels of defence informed of your hopes and wishes. Please take the time to complete the survey so that I can be in a position to represent you as you would wish.



D G Steel Chief of Naval Personnel and Training and Second Sea Lord



PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Royal Navy

You can complete the intranet version of this questionnaire by going here:

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

From the list of surveys please select the Armed Forces Continuous Attitude Survey.

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

This survey asks about your views of Royal Navy life, including working and living conditions, and other key aspects of day-to-day life. There is space at the end of the survey for any comments you wish to make. If taking part in this survey causes you any distress, or you wish to talk about any personal issues further, please speak to your Chain of Command, Unit Welfare Officer, Chaplain or call the Confidential Support Line. If you experience any negative effects resulting from participation in this survey, you will be eligible to apply for compensation under the MoD's 'No Fault Compensation Scheme'.

JPA information will be used to get certain background information, such as Service, Branch or Trade, gender, age, national identity, rank, enlistment date, contract type, and voluntary outflow status. If you are not happy for your JPA data to be accessed, please contact the Civil Service researcher (see below).

By completing and returning the survey you are agreeing to take part in the research. However, you do not have to and choosing not to take part will not disadvantage you in any way.

The survey is run by Defence Analytical Services and Advice (DASA) (Surveys) and Civilians outside the Chain of Command. This research is approved by the MoD Research Ethics Committee (MoDREC). If you would like further details of the approval contact the civilian researcher (see below).

Contact for further information: Civil Service researcher: Mrs Elizabeth Bewley FLEET-DNPS FP RSCH (PSYCH) SO1C.

Tel: 02392 625493 Mil: 93832 5493

Please complete the survey in the **next 2 weeks** and send it in the envelope provided direct to a:cet.

Armed Forces Continuous Attitude Survey reports are publicly available via the DASA Website:

http://www.dasa.mod.uk/index.php?pub=AFCAS-MAIN

It is also available on Defence Web under the Military tab (announcements) or RN Web by searching "DNPS Research" and selecting Director Naval Personnel Strategy (DNPS) – HR Research team page.

Thank you for taking the time to complete this survey. Your views are used to inform policy decisions.

Armed Forces Continuous Attitude Survey 2013: Royal Navy

Please fill in this survey as fully and honestly as you can. It should only take around 30 - 40 minutes.

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 Limited, Centre 500, 500 Chiswick High Road, London W4 5RG using the **prepaid envelope provided.**

Section 1: Your Pay, Allowances & JPA

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 2013 AFCAS questionnaire then please ignore this paper copy.

To compensate for differences in lifestyle, working conditions and expectations between Service personnel and their civilian equivalents, Service salaries are increased by 14% (for the majority of personnel). We call this the 'X-Factor'.

	for Service lifestyle, working conditions and expe		4			
	Agree Strongly disagree	[5			
	Neither agree nor disagree 3					
Q2	How satisfied are you with the following?					
	Very		Neither satisfied nor		Very	
	a. My rate of basic pay (basic pay includes X-Factor but excludes Specialist Pay and any allowances).	Satisfied	dissatisfied	Dissatisfied 4	dissatisfied 5	N/A
	b. My Specialist Pay.	2	3	4	5	N/A
	c. My pension benefits.	2	3	4	5	A1/A
	d. My allowances, e.g. Longer Separation Allowance (LSA), Get You Home (GYH), Continuity Of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA).	2	3	4	5	<i>N/A</i> 6

	Ver satist		Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	e. Information about pay and allowances, e.g. from the intranet, DINs and brochures.		3	4	5	
	f. My ability to access JPA.	1 2	3	4	5	
	g. My ability to do my personal admin tasks on JPA.	1 2	3	4	5	
		□ 14				N/A
	h. My JPA training.				°	6
	i. Viewing my pay statements on JPA.		3	4	5	6
	Section 2: Aspects of Wor	king in t	he Roy	al Nav	/y	
Q3	Before you joined the RN, were you a member receive sponsorship? (Tick all that apply).	of a Service of	r other you	th organi	sation or d	id you
	a. Military School (e.g. Duke of York's).					
	b. Scouts/Guides (not Sea Scouts).					
	c. Sea Scouts.					
	d. Sea/Army/Air Cadets.					
	e. Combined Cadet Force (CCF).					
	f. University Royal Navy Unit (URNU).					
	g. A Reserve Force.					
	h. Bursary/Scholarship.					
	i. None of these.					
Q4	How satisfied are you with RN life in general?			□ 4		
	Very satisfied Dissatis	sfied		 ¬5		
	Satisfied Very dis	ssatisfied				
	Neither satisfied nor dissatisfied					
Q5	How does RN life compare with what you expe	ected it to be v	vhen vou io	ined?		
Q.	Much better		mon you jo			
	Better Auch worse					
	About the same 3					
Q6	How would you rate the level of morale of					
	Very high	Neither High nor Id	•	, Ve	ry low	
	a. Myself.	2	3	4	5	
	b. My Unit.	2	3	4	5	
	c. The RN as a whole.	2	3	4	5	
	_			_ '	_ _	

Q7	In considering your immediate working team, to following?	o what ex	tent do y	ou agree o	r disagree	with the
		04		Neither		04
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree
	a. My team know exactly what their responsibilities are.		2	3	4	5
	b. Members of my team pull together to complete tasks.	1	2	3	4	5
	c. We have confidence in ourselves as a team.		2	3	4	5
	d. My team can work through difficult challenges.		2	3	4	5
	e. The people in my team work together to find ways to improve the service we provide.	1	2	3	4	5
Q8	How strongly do you agree or disagree with the	followin	ıg?	A1 :11		
		Strongly		Neither agree nor	Stron	
		agree □□1	<i>Agree</i> □□♭	disagree Dis	sagree disag	ree ∃s
	a. I feel proud to be in the RN.]]r
	b. I feel valued in the RN.	Ш'			4	
	c. I would recommend joining the RN to others.	1	2	3	4	5
	d. I believe I offer an important service to the country.	1	2	3	4	5
	e. I feel a strong personal attachment to the RN.	1	2	3	4	5
	f. The RN inspires me to do the best in my job.	1	2	3	4	5
	g. The RN motivates me to help it achieve its objectives.	<u> </u>	2	3	4	
						Don't know
	h. I feel members of the Armed Forces are respected by society at large.	1	2	3	4	5
	i. My family is proud of me serving in the Armed Forces.	1	2	3	4	5 6
	j. My family benefits from being a Service family.	1	2	3	4	5 6
	k. My family supports me in my job.	1	2	3	4	5 6
Q9	Do you feel that the RN discipline system is?					
	Very fair Unfair	4				
	Fair Very unfair	5				
	Neither fair nor unfair 3					
Ethan in t	he enduring spirit from our people's loyalty to th	air ahin '	unit or to	om ovotoin	ad by biab	
	nal standards and strong leadership, which give					
Q10	How strongly do you agree or disagree with the	followin	ıg?			
		Strongly		Neither agree nor		Strongly
		agree 1	Agree	disagree	Disagree	disagree
	a. I understand the values and standards of the RN.			3	4	5
	b. The RN ethos is important to me.		2	3	4	5
	c. The ethos of the RN is an important part of life in the RN.	1	2	3	4	5

Q11	How strongly do you feel that y	you belong t	o each of the	ne following	, if at all?		
		Very strongly	Strongly	Not strongly	Not at all strongly	Not applicable / don't know	
	a. My Department.	1	2	3	4	5	
	b. My Unit.	1	2	3	4	5	
	c. My trade/specialism.	1	2	3	4	5	
	d. My Fighting Arm.	1	2	3	4	5	
	e. The RN.	1	2	3	4	5	
	f. The MOD.	1	2	3	4	5	
	g. The National Security Community.	1	2	3	4	5	
Q12	How satisfied are you with the	following as	spects of yo	our current j	ob?		
			Very		Neither satisfied no	r	Very
			satisfie	d Satisfied	dissatisfied	Dissatisfied di	
	a. My job in general.						5
	b. The sense of achievement I get from	om my work.			3	⁺	5
	c. The challenge in my job.				3	4	5
	d. The amount of variety in my work.e. The standard of personal equipment		. do my		3	4	5
	job (e.g. clothes, boots, personal wea		do my				
	 f. The availability of personal equipm job. 			2	3	4	5
	g. The standard of major equipment systems) I have to do my job.	(e.g. vehicles a	and 1	2	3	4	5
	h. The availability of major equipmen	nt I have to do	my job ¹		3	4	5
	i. My current work location.				3	4	5
Q13	How would you rate your work	load over th	e last 12 m	onths?			
	Much too high Too low	<u></u>					
	Too high3 Much to	oo low					
	About right						
Q14	In the last 12 months, has your	workloadí	?				
	Increased2						
	Remained the same						
	Decreased						
Q15	How strongly do you agree or	disagree wit	th the follow	ving? Neith	or		
			rongly gree Ag	agree disagr	nor	Strongly ree disagree	N/A
	a. I have the resources I need to do o b. I know that if I do my job well I will rewarded.		1 [22]3]3	4 5 4 5	6
	c. I always put as much effort into my can.	y work as I	1	2]3	4 5	6

Q16	Are you currently registered to vote?
	Yes Please go to Q17
	No Please go to Q18
	Don't know Please go to Q19
Q17	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
Q18	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 Other
	I do not know how to register
Q19	How important is it for you to be able to vote in the next elections?
	Very Not at all important Important important
	a. Local Elections.
	b. General Elections.
	c. European Parliament
	Elections.
Q20	Which of the following best describes what you remember happening in recent months? (Tick one box only). My Unit Registration Officer ran a voter publicity campaign (including posters, presentations and talks) I just saw posters in my unit advising me to register to vote I was not aware whether there was any publicity about registering to vote
Q21	Have you read the 'Register to Vote' leaflet in recent months?
	Yes Please go to Q22 No Please go to Q24
Q22	Did you take any action as a result of reading the leaflet?
	Yes Please go to Q23
	No Please go to Q24
	No - I was already registered to vote Please go to Q24
Q23	What did you do as a result of reading the leaflet? (Tick all that apply).
	a. I filled in the registration form.
	b. I filled in the postal voting form.
	c. I filled in the proxy form.
	d. I contacted my Unit Registration Officer.
	e. I visited www.aboutmyvote.co.uk

The 'Armed Forces Covenant' was announced by the Government in May 2011 and sets a framework for how past and present Armed Forces personnel, and their families, can expect to be treated by the Government and by the rest of the country in recognition of the personal risks and sacrifices they experience.

which of these best sums up you		1			
I've never heard of it		''	Please go to Q26		
I've heard of it but know nothing about it		2	Please go to Q25		
I've heard of it and know a little about it		3	Please go to Q25		
I've heard of it and know a lot about it		4	Please go to Q25		
How did you find out about it? (Ti	ck all t	hat apply).			
a. Chain of Command.					
b. Colleagues.					
c. Newspapers.					
d. TV.					
e. MOD or Service websites.					
f. Charities (e.g. Royal British Legion).					
g. Other (please write).	1				
Which of these best sums up you	r know	ledge of th	e Armed Force	es Compensation S	cheme?
I've never heard of it	. KIIOW			-	onome.
			Please on to Q28		
		2	Please go to Q28		
I've heard of it but know nothing about it		2 3	Please go to Q27		
		3	Please go to Q27 Please go to Q27		
I've heard of it but know nothing about it I've heard of it and know a little about it		2 3 4	Please go to Q27		
I've heard of it but know nothing about it I've heard of it and know a little about it		4	Please go to Q27 Please go to Q27		
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		4	Please go to Q27 Please go to Q27		
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 How did you find out about it? (Ti		4	Please go to Q27 Please go to Q27		
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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 How did you find out about it? (Ti a. Chain of Command. b. Colleagues. c. Newspapers. d. Formal Training.		4	Please go to Q27 Please go to Q27		
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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 How did you find out about it? (Ti a. Chain of Command. b. Colleagues. c. Newspapers. d. Formal Training. e. MOD or Service websites. f. Charities (e.g. Royal British Legion).		4	Please go to Q27 Please go to Q27		
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 How did you find out about it? (Ti a. Chain of Command. b. Colleagues. c. Newspapers. d. Formal Training. e. MOD or Service websites. f. Charities (e.g. Royal British Legion).	ck all the state of the state o	hat apply).	Please go to Q27 Please go to Q27 Please go to Q27	ent?	of being i
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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 How did you find out about it? (Ti a. Chain of Command. b. Colleagues. c. Newspapers. d. Formal Training. e. MOD or Service websites. f. Charities (e.g. Royal British Legion). g. Other (please write). How strongly do you agree or distance of the prevented from taking an accent.	ck all the state of the state o	hat apply).	Please go to Q27 Please go to Q27 Please go to Q27 Please go to Q27	ent?	of being i

Q29	When it comes to being ab makes it:	le to acces	s the follow	ing, are	you finding	being in	the Armed	Forces
			Much easier to access	Slightly easier to access	Has no impact on my ability to access	Slightly harder to access	to access	r Don't know
	a. The Internet.			2	3	4	5	6
	b. Delivery of shopping.		1	2	3	4	5	6
	c. Public transport.		1	2	3	4	5	6
	d. Financial products e.g. mortga e. Public services e.g. school, do library.	-	1 II,1	2	3	4	5	6
Q30	How strongly do you agree	_		_	•			
		Strongly agree		her agree disagree		Strongly disagree	Don't know	
	a. My immediate working team.	1	2	3	4	5	6	
	b. My Unit/Establishment.	1	2	3	4	5	6	
	c. The RN.	1	2	3	4	5	6	
	d. The MOD.	1	2	3	4	5	6	
Q31	change programmes. How strongly do you agree	or disagre	e with the f	ollowing		5? Neither		
				Strongly	ag	gree nor		Strongly
	a II a la la Dafa de Tarreto			agree	Agree d	isagree	Disagree d	lisagree 5
	a. I know what Defence Transfor			1	2	3	4	5
	b. I understand the purpose of Dc. I believe Defence Transforma the RN.			1	2	3	4	5
	 d. In the last twelve months I have contribute to Defence Transform me. 			1	2	3	4	5
	e. My immediate superior/ Chair me understand how Defence Tra	ansformation	will affect me	1	2	3	4	5
	f. I feel more optimistic about th result of Defence Transformation		e RN as a	1	2	3	4	5
Q32	How strongly do you agree	or disagre	e with the f	ollowing				
				Strongly agree	ag	Neither gree nor isagree		Strongly lisagree
	a. I am proud when I tell others I	am part of th		1	2	3	4	5
	b. I would recommend the MOD	•		1	2	3	4	5
	c. I feel a strong personal attach			1	2	3	4	5
	d. The MOD inspires me to do the			<u> </u>	2	3	4	5
	e. The MOD motivates me to he	-	-	1	2	3	4	5

Section 3: Your Deployments and Separation

Q33	Yes 1 No 2
<u>Operatio</u>	nal Non-Sea-Going deployments
Q34	Have you been on an Operational Non-Sea-Going deployment since 1st January 2010? Yes 1 No 1 Please go to Q41
Q35	Are you currently on Operational Non-Sea-Going deployment? Yes 1 No 2
Q36	Were/are you deployed individually or as part of a Unit on your current/last Non-Sea-Going deployment? Individually As part of a Unit
Q37	How many weeks notice were you given for your current/last Operational Non-Sea-Going deployment? Less than 1 week
Q38	How satisfied were you with this much notice? Very satisfied Dissatisfied Satisfied Very dissatisfied Neither satisfied nor dissatisfied **The control of the contro
Q39	How satisfied were you with the following? Very satisfied a. The pre-operational training that I received for my current/last Operational Non-Sea-Going deployment. b. The support I received from the RN when I returned from my last Operational Non-Sea-Going deployment. c. The Post Operational Stress Management that I received. Neither satisfied nor dissatisfied Satisfied 1 2 3 4 5 1 5 1 2 3 4 5 5 6 6 7 8 8 8 8 8 8 8 8 8 8 8 8
Q40	What is your view of the following regarding your experience of Operational Non-Sea-Going deployments? Too often a. The frequency of my Operational Non-Sea-Going 1

Sea-Going	deployments
Q41	Have you been on a Sea-Going deployment since 1st January 2010?
	Yes 1 No 2 Please go to Q48
Q42	Are you currently on Sea-Going deployment?
	Yes 1 No 2
Q43	Were/are you deployed individually or as part of a Unit on your current/last Sea-Going deployment?
	Individually1
	As part of a Unit 2
Q44	How many weeks notice were you given for your current/last Sea-Going deployment?
	Less than 1 week
	1-2 weeks
	3-5 weeks 26-51 weeks 9
	6-8 weeks 52+ weeks 52+ weeks
	9-10 weeks
Q45	How satisfied were you with this much notice?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied
	Neither satisfied nor dissatisfied
Q46	How satisfied were you with the following?
	Neither Very satisfied nor Very
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied a. The pre-operational training that I received for my current/last Sea-Going deployment.
	b. The support I received from the RN when I returned from my last Sea-Going deployment.
Q47	What is your view of the following regarding your experience of Sea-Going deployments?
	a. The frequency of my Sea-Going deployments. Too often About right Not often enough Too Long About right Too Short
	b. The length of my Sea-Going deployments.
Time Awa	Y.
Q48	In the past 12 months approximately how many weeks have you been away from your usual place of duty for Service reasons?
	Not been away Between 4 - 6 months (14 - 26 weeks)
	Up to 1 month (4 weeks) Between 7 - 9 months (27 - 39 weeks)
	Between 1 - 3 months (5 - 13 weeks) Between 10 - 12 months (40 - 52 weeks)
Q49	How satisfied or dissatisfied were you with this <u>amount</u> of time away from your usual place of duty?
	Very satisfied Dissatisfied
	Satisfied
	Neither satisfied nor dissatisfied

Section 4: Fairness and Leadership

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.

Q50	How strongly do you agree or disagree with th equality in the RN?	e following sta	tements regardin	g fairness and
	Strongly agree	Agree	Neither agree nor disagree Disa	Strongly agree disagree
	a. I am treated fairly.	2	3	4 5
	b. I am encouraged to use my talents to the full.	2	3	4 5
sexual orie disability. disadvanta Harassme	ntion can occur when a person is treated less fa entation, pregnancy or maternity, marriage or ci Discrimination can also occur where a policy o ages a person on the basis of the characteristic ont includes unwanted conduct which is related	ivil partnership or practice which is mentioned a to the characte	o, gender reassign ch applies to ever bove. eristics mentione	nment, age or ryone unreasonably d above and is
	o or has the effect of violating another's dignity environment.	or creating a l	nostile, degradinç	յ, humiliating or
	nay be characterised as offensive, intimidating, power through means intended to undermine, I			
Q51	Do you believe that you have been the subject Service environment in the last 12 months?	of discriminati	on, harassment o	or bullying in a
	Yes 1 No 2 F	Please go to Q56		
Q52	If Yes, please tick all that apply:	Discrimination	Harassment	Bullying
	a. Yes, on grounds of gender or gender identity.	1	2	3
	b. Yes, on grounds of race, colour, nationality, ethnic or national origin. $ \\$	1	2	3
	c. Yes, on grounds of social background/class.	1	2	3
	d. Yes, on grounds of religion or beliefs.	1	2	3
	e. Yes, on grounds of sexual orientation.	1	2	3
	f. Yes, on grounds of age.	1	2	3
	g. Yes, on grounds of disability.	1	2	3
	h. Yes, on grounds of pregnancy or maternity.	1	2	3
	i. Yes, on other grounds - please specify.	1	2	3
Q53	Did you make a formal written complaint within harassment and/or bullying?	n the last 12 m	onths about this o	discrimination

Q54	If yes, how satisfied were you	ı with the	following	aspects of y	our compl	aint?		
		Very		Neither satisfied nor		Very		
	a. The chiesticity and fairness with	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied		
	 a. The objectivity and fairness with which my complaint was handled/is being handled. 	, 🔲'						
	b. The amount of time taken/it is taking to resolve my complaint.	1	2	3	4	5		
	c. How well I was/am being kept informed about the progress of my complaint.	1	2	3	4	5		ot allocated a
	d. The support provided by my Assisting Officer.	1	2	3	4	5	N/A As	ssisting Office
	e. The outcome of my complaint.	1	2	3	4	5	6	
Q55	If you did NOT make a fe	ormal wri	tten compl	aint, why w	as this? (Ti	ck all that a	pply).	
	a. I didn't know what to do.]			
	b. I considered the incident(s	s) to be too	minor to rep	ort.]1			
	c. I resolved the situation info	ormally.			1			
	d. The situation was resolved	d through r	nediation.]¹			
	e. I did not believe anything	would be d	one if I did co	omplain.	<u> </u>			
	f. I did not want to go through	h the comp	laints proced	ure.]1			
	g. I believed it might adverse	ely affect m	y career or w	orkplace.				
	h. I was worried that there we perpetrators.	ould be red	criminations fi	rom the	1			
	i. I was discouraged from do	ing so.]1			
	j. Other reason(s) - please s	pecify.			1			
Q56	Do you know where to g			ıt the RN co	mplaints p	rocedure fo	r unfair trea	atment,
	discrimination, harassm	ent and	bullying?					
	Yes¹		No	2				
Q57	Do you know how the S harassment and/or bully			Commission	er can help	you with a	discrimina	tion,
	Yes, fully	1	No, not at	t all	3			
	To some extent	2		eard of the Se ts Commission				

Q58	How strongly do you agree or disagree Commodore and above) of the RN?	e with the fo	llowing	statements	about the	senior of	fficers (i.e.
		Strongly		Neither agree nor		Strongly	
		agree	Agree	disagree	Disagree	disagree	Don't know
	 a. The senior officers of the RN understand are represent my interests. 	nd 1	2	3	4	5	6
	b. The senior officers of the RN inspire me to the best in my job.	do 1	2	3	4	5	6
	 c. Senior officers are keen to get Service peop views on key decisions. 	ple's 1	2	3	4	5	6
Q59	How strongly do you agree or disagree superior (RN or civilian)? He/she	e with the fo	llowing	statements	about yo	ur immedi	ate
	superior (INIV or cryman): He/she			Neither			
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	Don't know
		1 agree	Agree	3	Disagree 4	5	6
	a. Understands and represents my interests.	1	2	3	4	 5	6
	b. Supports me in my job.				4	 5	6
	c. Sets a positive example.	1			a	5	
	d. Encourages me to develop my skills.	<u> </u>					
	e. Is supportive over work/life balance issues.				4		o
	f. Recognises my efforts.		2	3	4	5	6
	g. Tells me what's going on at work.	1	2	3	4	5	6
Q60	Overall, how satisfied are you with the	Divisional s	system?				
	Very satisfied	Dissatisfied	1		4		
	Satisfied 2	Very dissat	isfied		5		
	Neither satisfied nor dissatisfied 3						
	ntion about the Service Complaing link: http://armedforcescom					ıd on th	e
	Section	5: Your	^r Care	er			
Q61	How many weeks notice were you give	en for vour d	current/la	st assignr	nent (post	ina)?	
Ψ.	Less than 1 week 1	11-12 weeks	☐ ⁶	or doorgrii	nont (poot	9/ .	
	1-2 weeks	13-25 weeks	7				
	3-5 weeks	26-51 weeks	8				
	6-8 weeks	52+ weeks	9				
		JZ WCCKS					
	9-10 weeks						
Q62	How satisfied were you with this much	notice?		_	_		
	Very satisfied	Dissatisfied			4		
	Satisfied 2	Very dissatisfi	ied		5		
	Neither satisfied nor dissatisfied 3						

Q63	Which of these qualifications do you hold? (Please select the nearest equivalent where appropriate). (Tick all that apply).					
	a. No qualifications.					
	b. Apprenticeship.	1				
	c. Entry Level (1-4 O levels/CSEs/GCSEs any grades).	1				
	d. NVQ Level 1, Foundation GNVQ, Basic Skills.					
	e. 5+ O levels (passes)/CSEs (grade 1)/GCSEs (grades A*-C), School Certificate, 1 A level/ 2-3 AS levels/ VCEs, Higher Diploma. f. NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/ General	1 1				
	Diploma, RSA Diploma.					
	g. 2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/ Advanced Diploma.					
	h. NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma.	1				
	i. NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level.					
	j. Degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE).					
	k. Professional qualifications (for example teaching, nursing, accountancy).	1				
	I. Foreign qualifications.	1				
	m. Other vocational/work-related qualifications.	1				
accordan	nmodore Naval Personnel (CNPers) define career management as 'The nce with endorsed current and future service requirements, exploiting and, whenever possible, personal preferences'.					
Q64	Overall how satisfied are you with the career management service p Manager and Branch Advisers?	rovided by the NPT Career				
	Very satisfied Dissatisfied	4				
	Satisfied Very dissatisfied	5				
	Neither satisfied nor dissatisfied \[\bigcup \] \ N/A	6				
Q65	In terms of your current assignment, how strongly do you agree or o	lisagree with the following?				
		agree nor Strongly disagree Disagree disagree				
	a. I have the skills, knowledge and experience to do my job1	3 4 5				
	b. My skills and experience are being used.	3 4 5				
	c. The assignment provides development opportunities that will enhance my promotion prospects.	3 4 5				
	d. My personal preferences were taken into account.	3 4 5				

				Neither		
		Very		satisfied nor		Very
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied
	a. The fairness of the appraisal system.	1	2	3	4	5
	b. The fairness of the promotion system.	1	2	3	4	5
	c. My opportunities for promotion.	1	2	3	4	5
	d. My opportunities for personal development.	1	2	3	4	5
	e. The amount of training I have received in order to carry out my current job roles.	y	2	3	4	5
	f. The quality of training I have received in order to carry out my current job roles.	1	2	3	4	5
	g. The timing of the training I have received in order to carry out my current job roles.	1	2	3	4	5
	h. The extent to which I am doing the job for which I was trained.	1	2	3	4	5
	 i. My opportunities to gain civilian accreditation for Servic training, e.g. NVQs, apprenticeships. 	e1	2	3	4	5
Q67	What are your plans for the future? (Tick one bo	ox only).				
	To stay serving as long as I can					
	To stay serving to the end of my current engagement/con	nmission		2		
	To leave the RN before the end of my current engagement	nt/commiss	sion	3		
	To leave the RN as soon as I can			4		
	I have put in my notice to leave			5		
	N/A / I don't know			6		

How satisfied are you with the following?

Q66

Q68 How do the following factors impact on your intention to stay or leave the RN?

	Strongly increases my intention to stay	Increases my intention to stay	Has no effect on my intention to stay or leave	Increases my intention to leave	Strongly increases my intention to leave	
a. Impact of RN life on family and personal life.	1	2	3	4	5	
b. Opportunities outside the RN.	1	2	3	4	5	
c. Management in my unit.d. Opportunities for longer commission/extended engagement.	d 1	2	3	4	5	
e. Current job satisfaction.	1	2	3	4	5	
f. Job security.	1	2	3	4	5	
g. My morale.	1	2	3	4	5	
h. Service morale.	1	2	3	4	5	
i. Amount of extra duties.	1	2	3	4	5	
j. Amount of pay.	1	2	3	4	5	
k. Amount of allowances.	1	2	3	4	5	
I. Opportunities for career development.	1	2	3	4	5	
m. Opportunities for personal development.	1	2	3	4	5	
n. Opportunities for sport.	1	2	3	4	5	
o. Opportunities for Adventure Training.	1	2	3	4	5	
p. Promotion prospects.	1	2	3	4	5	
q. Healthcare provision.	1	2	3	4	5	
r. Dental provision.	1	2	3	4	5	
s. Mental health provision.	1	2	3	4	5	
t. Pension.	1	2	3	4	5	
u. Opportunities for flexible working conditions.	1	2	3	4	5	
v. Excitement of the job.	1	2	3	4	5	A.//A
w. Children's education.x. Unfair treatment (bullying, harassment, discrimination).	1	2	3	4	5 5	N/A 6 6
y. Effect of operational commitment and stretch.	1		3	4	5	6
z. Financial Incentives available to me, e.g. Commitment Bonus.			3	4	5	6
aa. Spouse/partner's career.	1	2	3	4	5	6
ab. Continuity of Education Allowance.	1	2	3	4	5	6
ac. Frequency of operational tours/deployments	1	2	3	4	5	6
ad. Service Accommodation.	1	2	3	4	5	6
ae. Support given to my family by the RN.	1	2	3	4	5	6
af. I feel I have now completed the amount of operational tours I wanted and I am ready to lea	ve. 1	2	3	4	5	6
If you have put your notice in to leave, p most influenced your decision to leave t in the boxes below.) Most important reason Secon		Vrite the le			s with the	

reason for leaving

reason for leaving

Q69

for leaving

Section 6: Your Accommodation

Q/0	what kind of accommodation do you live in a only)	at present during the working week? (lick one box
	Service Family Accommodation (SFA)	¹ Please go to Q71
	Substitute Service Family Accommodation (SSFA)	Please go to Q72
	Single Living Accommodation (SLA)	³ Please go to Q71
	Substitute Single Living Accommodation (SSLA)	⁴ Please go to Q72
	Onboard a ship or submarine	⁵ Please go to Q72
	Property I own	⁶ Please go to Q76
	Privately rented accommodation	Please go to Q75
	In a relative's (e.g. parents') home	⁸ Please go to Q75
	Other (please write)	⁹ Please go to Q75
Q71		t 12 months did you move from a Substitute SFA or
	Substitute SLA into your current accommoda Yes 1 No 2	ation?
070		
Q72	Accommodation in the last 12 months?	on, have you moved from your own home into Service
	Yes No No	Please go to Q74
Q73	If you moved from your own home into Service the reason for this? (Tick all that apply). a. Posting requirement. b. Economy. c. Other (please write).	ce Accommodation in the last 12 months, what was
Q74		odation, how satisfied are you with the following?
		Neither satisfied
		Very nor Very N/A / don't satisfied Satisfied dissatisfied Dissatisfied dissatisfied know
	a. Overall standard of my current accommodation.	1 2 3 4 5
	b. Value for money of Service Accommodation.	1 2 3 4 5
	 c. Response to requests for maintenance/repair to my current accommodation. 	/ 1 2 3 4 5
	 d. Quality of maintenance/repair work to my current accommodation. 	1 2 3 4 5
	e. How fairly Service Accommodation is allocated.	1 2 3 4 5 6
Q75	Do you currently own your own home? Pleas property or not.	se answer this question whether you live in this
	Yes Please go to Q76	6
	No Please go to Q79	•
	No, but I am currently saving up to buy a home in the future	•

Q76 Please indicate whether each of the following was a reason why you bought your own hom (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).				
Q77	When did you become a home owner?				
	Less than 12 months ago 2-5 years ago				
	1-2 years ago				
Q78	If you currently own a home, how satisfied are you with the following? Neither Very satisfied nor satisfied Satisfied dissatisfied Dissatisfied	Very dissatisfied N/A			
	a. The opportunity to live in my own home.	5 6			
	b. The allowances for living in my own home.	5 6			
	b. The anomalies is in ing in ing sum nome.				
If you o	vn your own home, please go to Q80				
Q79	Please indicate whether each of the following is a reason why you <u>do not own</u> (Tick all that apply).	your own home.			
	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).				

Q80	Have you used a Government Affordable Housing Scheme in the last year to buy or rent your home?
	Yes
	No Not heard of this
	No, but I am considering it
Q81	When it comes to paying Council Tax, I am treated:
	Much more favourably than a civilian
	Slightly more favourably than a civilian
	No more or less favourably than a civilian
	Slightly less favourably than a civilian
	Much less favourably than a civilian
	Don't know / N/A
Q82	Are you on a unit that has Catering Retail and Leisure (CRL) that operates Pay As You Dine (PAYD)?
	Yes 1
	No Please go to Q91 (Section 7)
Q83	Do you use PAYD?
	Yes 1
	No Please go to Q91 (Section 7)
Q84	If you use PAYD, on average how many Core Meals do you purchase per week?
	None
	1-2
	3-5
Q85	If you purchase a Core Meal, how satisfied are you with:
	Neither Very satisfied nor Very
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied
	a. The quantity of food.
	b. The quality of food.
	c. The value for money.
Q86	If you use PAYD, on average how many Retail Meals do you purchase per week?
	None 6-10
	1-2 ⁵
	3-5 $16+$ 6

Q87	If you purchase a Retail Meal, how	satisfied are	you with:		
	Very		Neither satisfied nor		Very
	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied
	a. The quantity of food.	2	3	4	5
	b. The quality of food.	2	3	4	5
	c. The value for money.	2	3	4	5
Q88	How satisfied are you with:		No Wood		
	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
	a. The choice of food. b. The availability of the food and opening hours during the week.	2	3	4	5
	opening flours during the week.				
Q89	Overall how would you rate your en introduction of CRL?	nvironment w	ithin your uni	t compared to	what it was before the
	Much Better	Worse	4		
	Better 2	Much Wors	se 5		
	Neither better nor worse	N/A	6		
Q90	Officers/SNCO's only. How satisfie	d are vou with	n mess functi	ons provided l	by the contractor?
	Very satisfied 1	-	ssatisfied	- 4	
	Satisfied 2		ry dissatisfied	5	
	Neither satisfied nor dissatisfied	N//		6	
	Section 7	7· Your P	ersonal	Life	
	Joon I	i iodi i	oroonar		
Q91	What is your current personal statu	ıs?			
	Single (never married or formed a civil par	rtnership)		1	Please go to Q93
	In a long term / established relationship (b	out not married o	or in a civil partne	ership) 2	
	Married / In a civil partnership			3	
	Separated, but still legally married or in a	civil partnership		4	Please go to Q93
	Divorced / Formerly in a civil partnership v	which is now leg	ally dissolved	5	Please go to Q93
	Widowed / The surviving partner from a ci	ivil partnership		6	Please go to Q93
	Prefer not to say			7	Please go to Q93
Q92	What is your spouse/partner's curr	ent employme	ent situation?	•	
	In the Armed Forces	In volunta	ary (unpaid) emp	oloyment 4	
	In full-time paid employment / full- time self-employment (other than Armed Forces)	•	loyed (for any re	6	
	In part-time paid employment / part-time self-employment	idii dili	Fait time of		
Q93	Do you have any children whom yo	ou support fin	ancially?		
	Yes 1	• •	-		
	No Please go to Q10:	1			

Q94		o you have in each age group? (Please write the number of children for g. "3", or if you do not have children in a category please insert "0".)
	Under 5 years	Between 17 and 19 years
	Between 5 and 11 years	Over 19 years
	Between 12 and 16 years	3
Q95	Do you have a child/children	at boarding school? No 2 N/A 3
Q96	Do any of your children live	with you? (Tick one box only).
	Yes	
	Shared Access	2
	Weekends/holidays only	Please go to Q101
	No	Please go to Q101
	N/A	5 Please go to Q101
Q97	If you have a child or children	living with you, do you consider yourself to be a lone/single parent?
	Yes 1	No \square^2 N/A \square^3
Q98	If you have a child or childre	n living with you, do you require childcare?
	Yes	No L
Q99	How satisfied are you with t	ne following facilities and support?
	Very	Neither satisfied nor Very Would use if
	satisfied	d Satisfied dissatisfied Dissatisfied dissatisfied available Not used
	a. Base/station provided pre-school facilities.	2
	b. Local authority	2 3 4 5 6 7
	pre-school facilities. c. Local after school	
	club/childcare provision.	
Q100		n who have had a Special Needs assessment, were any of them
		ducational Need (SEN)? (Tick one box only). e of my children have had a
	Special Needs asse	
	Yes	
	No	

Q94

Q101		past 12 months approximately how much time have you spent away from your family (e.g. e/partner or children) for Service reasons?						
	Not been away	1	Betw	een 7 - 9 m	onths (27 - 3	39 weeks)	5	
	Up to 1 month (4 weeks)	2	Betw	een 10 - 12	months (40	- 52 weeks	s) 6	
	Between 1 - 3 months (5 - 13 weeks)	3	N/A				7	
	Between 4 - 6 months (14 - 26 weeks)	4						
Q102	How satisfied are you with this am	ount of ti	me away	from you	r family?			
	Very satisfied	1	Dissa	atisfied			4	
	Satisfied	2	Very	dissatisfied			5	
	Neither satisfied nor dissatisfied	3	N/A				6	
Q103	How satisfied are you with the follo	owing?						
			Very satisfied		Neither satisfied nor dissatisfied [Dissatisfied o	Very dissatisfied	
	 a. The ability to plan my own life - short to work/weekend leave. 	erm e.g.	1	2	3	4	5	
	b. The ability to plan my own life - long ten holidays/career training.	rm e.g.	1	2	3	4	5	
	c. The amount of separation from spouse friends.	•	j 1	2	3	4	5	
	 d. The opportunities available to me for fleworking. 	exible	1	2	3	4	5	NI/A
	e. The effect of Service life on my children	n's educatio	on. 1	2	3	4	5	N/A
	f. The effect of Service life on my spouse/career.	/partner's	1	2	3	4	5	
Q104	Do you have caring responsibilities Yes 1 No 2	s for infiri	m or elde	erly adult(s	s)?			
	would like to understand he tion could improve training			e affects	s persoi	nal fina	nce. The	е
Q105	In the last 12 months have you app	olied for a	mortgag	ge?				
	Yes Please go to Q106	No 2	Please g Q108	o to				
Q106	If you have applied for a mortgage recent application?	in the las	t 12 mor	nths, what	happened	d regardin	ıg your me	ost
	I was successful	Please	go to Q108	3				
	I was rejected		go to Q107					
	I am still waiting for an answer	Please	go to Q108	3				

Q107	If your mortgage application was rejected, what was the main reason? (Tick one box only).				
	Failed credit check				
	Lack of UK credit history				
	Too many address moves				
	Not enough savings for a deposit				
	Mortgage unaffordable on current single/joint income				
	Don't know				
	Prefer not to say				
	Other (please write)				
Q108	In the last 12 months, have you applied for credit? Yes Please go to Q109 No Q111				
Q109	If you have applied for credit in the last 12 months, what happened regarding your most recent application?				
	I was successful Please go to Q111				
	I was rejected Please go to Q110				
	I am still waiting for an answer Please go to Q111				
Q110	If your credit application was rejected, what was the <u>main</u> reason? (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)				
0444					
Q111	How confident are you in your ability to manage your finances?				
	Very confident Not very confident 4				
	Quite confident \ \text{\confident at all confident \ \text{\confident}				
Q112	How satisfied are you with the Service provided support (e.g. information) you are given to help you arrange your finances?				
	Very satisfied Dissatisfied				
	Satisfied Very dissatisfied 5				
	Neither satisfied nor dissatisfied N/A				

Section 8: Leave

Q113	How satisfied are you with the following?					
		Very		Neither satisfied nor	,	/ery
		satisfie	d Satisfied		Dissatisfied diss	
	 a. My overall leave allowance i.e. annual leave, post operational leave (POL), Sea Goers Leave (SGL), lead carried over from previous years etc. 	ave	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 amonths.	12	2	3	4	5
Q114	Did you take all of your annual leave, i.e. 38	days (incl	uding publi	c holidays),	in the last le	ave year?
	Yes	Please go to	Q116 (Section	າ 9)		
	No, because I have not been in the Service for a full leave year	Please go to	Q116 (Section	າ 9)		
	No, for any other reason					
Q115	Please indicate which of the following was a allowance within the last leave year. (Tick al	reason w I that appl	/hy you did y).	not take all	of your annu	ial leave
	a. Operational tour.	1				
	b. Not allowed.	1				
	c. Courses/training.	1				
	d. Personal reasons.	1				
	e. Workload.	1				
	f. Undermanning.	1				
	g. I wanted to carry days over to the next leave year.	1				
	h. Other (please write).	1				
	Section 0: Your Health	Wall k	oing a	nd Eitna		
	Section 9: Your Health,	vveii-k	Jeing a	ia Filite	55	
Q116	If you have received Service-provided medic	<u>al</u> treatme	ent in the la	st 2 years, h	ow satisfied	were you
	Vei	rv	Neith satisfied		Very	
	satist			sfied Dissatisfie	ed dissatisfied	N/A
	a. Being able to access the medical care when I needed it.			$\begin{bmatrix} 3 & & & & 4 \\ & & & & & \end{bmatrix}$	5	☐ 6
	b. The medical facilities.	_1 _		3 -4	5	6
	c. The way in which I was treated by the medical staff.					
	d. The effectiveness of my medical treatment.]1	2	3 4	5	6

Q117	If you have received Service-provided <u>dental</u> treatment in the last 2 years, h with this treatment?							ow satisfie	ed were you		
	Very satisfic	ed		1	Dissat	risfied		4			
	Satisfied			2	Very d	lissatisfied		5			
	Neither sati	isfied nor di	issatisfied	3	N/A			6			
Q118	How satisfied are you with the following?										
						Very satisfied	Satisfied	Neither satisfied no dissatisfied	r I Dissatisfied	Very dissatisfied	
	a. RN sport	, exercise a	and fitness	facilities in	general.	1	2	3	4	5	
	b. My oppo	rtunities to	pursue fitne	ess activitie	es.	1	2	3	4	5	
	c. My oppo	rtunities to	pursue Adv	enture Tra	ining.	1	2	3	4	5	
	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.										
Q119	Overall, how satisfied are you with your life nowadays?										
	Not at all Completely										
	0	1	2	3	4	5	6	7	8	9 10	
Q120	Overall, how happy did you feel yesterday?										
	Not at a	II								Completely	
	0	1	2	3	4	5	6	7	8	9 10	
Q121	Overall, h	ow anxio	us did yo	u feel yes	sterday?						
	Not at a	<i>II</i>								Completely	
	0	1	2	3	4	5	6	7	8	9 10	
Q122	Overall, to	o what ex	tent do y	ou feel th	e things	you do in	your life a	re worthw	hile?		
	Not at a	11								Completely	
	0	1	2	3	4	5	6	7	8	9 10	

Section 10: Welfare

Q123	How satisfied are you with the following?							
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A	
	a. The Operational/Deployment Welfare Package.	1	2	3	4	5	6	
	 b. The welfare support provided by the R me. 	N for 1	2	3	4	5	6	
	 c. The welfare support provided by the R family. 	N for my 1	2	3	4	5	6	
	 d. The support my spouse/partner gets fr RN when I am absent. 	om the 1	2	3	4	5	6	
Q124	Do you know how to contact the fo	ollowing? Yes	No					
	a. My unit's Chaplain.	1		2				
	·			N/A		Not heard of it		
	b. The HIVE.	1		2	3	4		
	c. The Naval Families Federation (NFF).	1		2	3	4		
Q125	Do you have easy access to a Nav Welfare (RMW) if you need it?	al Personnel a	nd Family	Service (N	PFS) or Ro	oyal Marine	s	
	Yes 1 No	Not sure	9 3					
Q126	How often do you use the RN Com Community/Royal-Navy-Community		rt website	e (http://ww	w.royalna	vy.mod.uk/		
	1	ver	4					
	Sometimes 2 No	t heard of it	5					
	Rarely 3							
	Section 11: Wor	kina with	Marit	ime Res	serves			
		<u> </u>						
Q127	Are you aware of the following role	es you can und	dertake in		e Reserve	es?		
		Yes, fully aware	so	Yes, omewhat aware		No, not aware		
	a. Volunteer Reserve.	1		2		3		
	b. Regular Reserve.	1		2		3		
	c. Full-Time Reserve Service (FTRS) (Full Commitment).	1		2		3		
	d. Full-Time Reserve Service (FTRS) (Limited Commitment).	1		2		3		
	e. Full-Time Reserve Service (FTRS) (Home Commitment).	1		2		3		
	f. Additional Duties Commitment (ADC).	1		2		3		

Q128	When you leave the RN, would you consider joining the Maritime Reserve Forces?						
	Yes		No	Don't know			
	a. Full time.		2	3 3			
	b. Part time.		2	3			
Q129	Have you had working o	ontact with t	he Maritime Reserv	e Forces in the last two years?			
	Yes	1					
	No	Please	go to Q133 (Section 12)				
	Don't know	Please	go to Q133 (Section 12)				
Q130	In your experience, do y	ou believe th	e Maritime Reserve	Forces' contribution to the RN is:			
	Very valuable	1	Not at all valuable	4			
	Valuable	2	Don't know	5			
	Not very valuable	3					
Q131	In your experience, how Forces?	well integrat	ed with the RN Reg	jular Service are the Maritime Reserve			
	Very well	1	Not at all well	4			
	Well	2	Don't know	5			
	Not very well	3					
Q132	How do you rate the pro	fessionalism	of the Maritime Re	serve Forces?			
	Very professional	1	Not at all professional	4			
	Professional	2	Don't know	5			
	Not very professional	3					

Section 12: Your Comments This survey is? Q133 About right Too long Too short How long did it take you to complete this survey? Q134 Less than 10 minutes 40-50 minutes 10-20 minutes 50-60 minutes 20-30 minutes Over an hour 30-40 minutes Q135 Please use this box to provide any further comments about working and living in the RN.

DASA (Surveys)

Tel: 020 721 84535 / 96218 4535

Continuous Attitude Survey

What is Life in the Royal Marines like for you?

Tell us - your views are important

You can complete the intranet version of this questionnaire by going to http://bravo.dasa.r.mil.uk/surveys













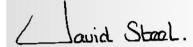






Previous Armed Forces Continuous Attitude Survey Reports can be found on the Director of Naval Personnel Strategy (DNPS) HR Research webpage at http://defenceintranet.diiweb.r.mil.uk/DefenceIntranet/Teams/BrowseTeamCategories/Orgbased/Royal+Navy/DirectorNavalPersonnelStrategydnpsHrResearch.htm

The Armed Forces Continuous Attitude Survey (CAS) is your opportunity to tell me what you think about life in the Naval Service. The results from this survey provide me and my team with the critical evidence to argue your case at the very top of Defence and to drive forward change. Your views do count and will make a difference. The more people that complete this questionnaire the more strength it will give us to keep people at the highest levels of defence informed of your hopes and wishes. Please take the time to complete the survey so that I can be in a position to represent you as you would wish.



D G Steel
Vice Admiral
Chief of Naval Personnel and Training and
Second Sea Lord



PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Royal Marines

You can complete the intranet version of this questionnaire by going here:

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

From the list of surveys please select the Armed Forces Continuous Attitude Survey.

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

This survey asks about your views of Royal Marines life, including working and living conditions, and other key aspects of day-to-day life. There is space at the end of the survey for any comments you wish to make. If taking part in this survey causes you any distress, or you wish to talk about any personal issues further, please speak to your Chain of Command, Unit Welfare Officer, Chaplain or call the Confidential Support Line. If you experience any negative effects resulting from participation in this survey, you will be eligible to apply for compensation under the MoD's 'No Fault Compensation Scheme'.

JPA information will be used to get certain background information, such as Service, Branch or Trade, gender, age, national identity, rank, enlistment date, contract type, and voluntary outflow status. If you are not happy for your JPA data to be accessed, please contact the Civil Service researcher (see below).

By completing and returning the survey you are agreeing to take part in the research. However, you do not have to and choosing not to take part will not disadvantage you in any way.

The survey is run by Defence Analytical Services and Advice (DASA) (Surveys) and Civilians outside the Chain of Command. This research is approved by the MoD Research Ethics Committee (MoDREC). If you would like further details of the approval contact the civilian researcher (see below).

Contact for further information: Civil Service researcher: Mrs Elizabeth Bewley FLEET-DNPS FP RSCH (PSYCH) SO1C.

Tel: 02392 625493 Mil: 93832 5493

Please complete the survey in the **next 2 weeks** and send it in the envelope provided direct to a:cet.

Armed Forces Continuous Attitude Survey reports are publicly available via the DASA Website:

http://www.dasa.mod.uk/index.php?pub=AFCAS-MAIN

It is also available on Defence Web under the Military tab (announcements) or RN Web by searching "DNPS Research" and selecting Director Naval Personnel Strategy (DNPS) – HR Research team page.

Thank you for taking the time to complete this survey. Your views are used to inform policy decisions.

Armed Forces Continuous Attitude Survey 2013: Royal Marines

Please fill in this survey as fully and honestly as you can. It should only take around 30 - 40 minutes.

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 Limited, Centre 500, 500 Chiswick High Road, London W4 5RG using the **prepaid envelope provided.**

Section 1: Your Pay, Allowances & JPA

Please remember you can complete the intranet version of this guestionnaire 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 2013 AFCAS questionnaire then please ignore this paper copy.

To compensate for differences in lifestyle, working conditions and expectations between Service personnel and their civilian equivalents, Service salaries are increased by 14% (for the majority of personnel). We call this the 'X-Factor'.

Q1	How strongly do you agree or disagree that t for Service lifestyle, working conditions and						
	Strongly agree Disagree		Ĺ				
	Agree Strongly disa	agree		5			
	Neither agree nor disagree 3						
Q2	How satisfied are you with the following?						
	V	/erv		Neither satisfied nor		Verv	
	sat	tisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	
	 a. My rate of basic pay (basic pay includes X-Factor but excludes Specialist Pay and any allowances). 	1		3	4	5	
	_						N/A
	b. My Specialist Pay.	1	2	3	4	5	6
	c. My pension benefits.	1	2	3	4	5	N/A
	d. My allowances, e.g. Longer Separation Allowance	1	2	3	4	5	6
	(LSA), Get You Home (GYH), Continuity Of Education Allowance (CEA), Local Overseas						
	Allowance (LOA), and Food and Incidentals Allowance (FIA).						

		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	e. Information about pay and allowances, e the intranet, DINs and brochures.	e.g. from	2	3	4	5	
	f. My ability to access JPA.	1	2	3	4	5	
	g. My ability to do my personal admin tasks	s on JPA. 1	2	3	4	5	N//A
	h. My JPA training.	1	2	3	4	5	<i>N/A</i>
	i. Viewing my pay statements on JPA.	1	2	3	4	5	6
	Section 2: Aspects o	of Working	g in the	e Roya	l Marir	nes	
Q3	Before you joined the RM, were you receive sponsorship? (Tick all that a	a member of a					lid you
	a. Military School (e.g. Duke of York's). b. Scouts/Guides (not Sea Scouts).	 1					
	c. Sea Scouts.	 1					
	d. Sea/Army/Air Cadets.	<u> </u>					
	e. Combined Cadet Force (CCF).	1					
	f. University Royal Navy Unit (URNU).	1					
	g. A Reserve Force.	1					
	h. Bursary/Scholarship.	1					
	i. None of these.	1					
Q4	How satisfied are you with RM life in	n general?		_			
	Very satisfied	Dissatisfied					
	Satisfied3	Very dissatis	sfied				
	Neither satisfied nor dissatisfied						
Q5	How does RM life compare with wha	at you expected	d it to be v	vhen you j	oined?		
	Much better Worse	4					
	Better	5					
	About the same						
Q6	How would you rate the level of mora	ale of	A				
	Ver	y high High	Neither nor lo	ow Lo	w Ve	ry low	
	a. Myself.		<u> </u>]3	4	5	
	b. My Unit.		<u></u>]3		5	
	c. The RM as a whole.	1		3	4	5	

Q7	In considering your immediate working team, to following?	what ext	tent do y	ou agree o	r disagree	with the
	3			Neither		
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree
	a. My team know exactly what their responsibilities are.	1	2	3	Disagree 4	5 5
	$\ \text{b. Members of my team pull together to complete tasks}.$	1	2	3	4	5
	c. We have confidence in ourselves as a team.	1	2	3	4	5
	d. My team can work through difficult challenges.	Ш'				
	e. The people in my team work together to find ways to improve the service we provide.	1	2	3	4	5
Q8	How strongly do you agree or disagree with the	following	g?			
		Strongly	á	Neither agree nor	Stron	gly
		agree	Agree	disagree Dis	sagree disagi	ree
	a. I feel proud to be in the RM.	Ш'			4]]-
	b. I feel valued in the RM.		2	3	4	5
	c. I would recommend joining the RM to others.	1	2	3	4]5
	d. I believe I offer an important service to the country.	1	2	3	4] 5
	e. I feel a strong personal attachment to the RM.	1	2	3	4]5
	f. The RM inspires me to do the best in my job.	<u></u> 1	2]3	4] 5
	g. The RM motivates me to help it achieve its objectives.	1	2	3	4	5
	h. I feel that members of the Armed Forces are respected by society at large.	j 1	2	3	4	Don't know 5 N/A
	i. My family is proud of me serving in the Armed Forces.	1	2	3	4	5 6
	j. My family benefits from being a Service family.	1	2	3	4	5 6
	k. My family supports me in my job.	1	2	3	4	5 6
Q9	Do you feel that the RM discipline system is?					
	Very fair Unfair	4				
	Fair Very unfair	5				
	Neither fair nor unfair 3					
developed environme certain pe	of the RM refers to our role and the way in which a specific function as a commando and amphibents, be they mountain, jungle, cold weather or descend characteristics it is because of these increase successfully.	ious force esert. Thi	e, undert s difficul	aking oper It and uniq	ations in h ue task req	arsh Juires
Q10	How strongly do you agree or disagree with the	following	g?			
		Strongly		Neither agree nor		Strongly
		agree 1	Agree	disagree	Disagree	disagree
	a. I understand the values and standards of the RM.			3	4	5
	b. The RM ethos is important to me.c. The ethos of the RM is an important part of life in the RM.	1	2	3	4	5

Q11	How strongly do you feel that you belong to	each of the	ne following	, if at all?	
	Very strongly	Strongly	Not strongly	Not at all strongly	Not applicable / don't know
	a. My Department.	2	3	4	5
	b. My Unit.	2	3	4	5
	c. My trade/specialism.	2	3	4	5
	d. The RM.	2	3	4	5
	e. The MOD.	2	3	4	5
	f. The National Security Community.	2	3	4	5
Q12	How satisfied are you with the following as	pects of yo	our current j		
		Very satisfied			Very Dissatisfied dissatisfied
	a. My job in general.	1	2	3	5
	b. The sense of achievement I get from my work.	1	2	3	5
	c. The challenge in my job.	1	2	3	5
	d. The amount of variety in my work.	1	2	3	5
	e. The standard of personal equipment/kit I have to job (e.g. clothes, boots, personal weapon).	do my 1	2	3	5
	f. The availability of personal equipment/kit I have to job.	o do my 1	2	3	5
	g. The standard of major equipment (e.g. vehicles as systems) I have to do my job.	nd 1	2	3	4 5
	h. The availability of major equipment I have to do m	ny job. 🔲 1	2	3	5
	i. My current work location.	1	2	3	45
Q13	How would you rate your workload over the Much too high 1 Too low 14 Too high 2 Much too low 15 About right 3	e last 12 mo	onths?		
Q14	In the last 12 months, has your workload?				
	Increased				
	Remained the same				
	Decreased 3				
Q15	How strongly do you agree or disagree with	the follow	•		
		ongly	Neithe agree i	nor	Strongly
	Г	ıree Agı □ 1 □	ree disagr □2 □	ee Disagre 3	ee disagree N/A 4
	 a. I have the resources I need to do my job. b. I know that if I do my job well I will be praised or rewarded. 	1	2	3	4 5 6
	c. I always put as much effort into my work as I can.	1	2	3	5 6

Q16	Are you currently registered to vote?
	Yes Please go to Q17
	No Please go to Q18
	Don't know Please go to Q19
Q17	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
Q18	If you are not currently registered to vote, what is the <u>main</u> 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 I wish to remain impartial
	I do not know how to register Other
Q19	How important is it for you to be able to vote in the next elections?
	Very Not at all important Important important
	a. Local Elections.
	b. General Elections.
	c. European Parliament Elections.
000	Military of the fall and a second and the second and the second and the Control of the second and the Control of the second and the second an
Q20	Which of the following best describes what you remember happening in recent months? (Tick one box only). My Unit Registration Officer ran a voter publicity campaign (including posters, presentations and talks) I just saw posters in my unit advising me to register to vote I was not aware whether there was any publicity about registering to vote
Q21	Have you read the 'Register to Vote' leaflet in recent months?
	Yes Please go to Q22 No Please go to Q24
Q22	Did you take any action as a result of reading the leaflet?
	Yes Please go to Q23
	No Please go to Q24
	No - I was already registered to vote Please go to Q24
Q23	What did you do as a result of reading the leaflet? (Tick all that apply).
	a. I filled in the registration form.
	b. I filled in the postal voting form.
	c. I filled in the proxy form.
	d. I contacted my Unit Registration Officer.
	e I visited www.ahoutmyyote.co.uk

The 'Armed Forces Covenant' was announced by the Government in May 2011 and sets a framework for how past and present Armed Forces personnel, and their families, can expect to be treated by the Government and by the rest of the country in recognition of the personal risks and sacrifices they experience.

esult of being i
sourcer sering in
_

	makes it:							
			Much eas to acces		ability to	ny Slightly harder t access	to Much hard	der Don't know / s N/A
	a. The internet.		1	2	3	4	1 5	6
	b. Delivery of shopping.		1	2	3		1 5	6
	c. Public transport.		1	2	3		5	6
	 d. Financial products e.g. mortg e. Public services e.g. school, d library. 	•	1 al, 1	2 2	3	4	5	6
Q30	How strongly do you agree	e or disagre	e that ch	ange is ma	anaged wel	ll in?		
		Strongly agree		leither agree nor disagree	Disagree	Strongly disagree	Don't know	
	a. My immediate working team.	1	2	3	4	5	6	
	b. My Unit/Establishment.	1	2	3	4	5	6	
	c. The RM.	1	2	3	4	5	6	
	d. The MOD.	1	2	3	4	5	6	
Q31	ss change programmes. How strongly do you agree	e or disagre	e with th	e followin	g statemen	ts? Neither		
				Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree
	a. I know what Defence Transfo	rmation is abo	out.	1	2	3	4	5
	b. I understand the purpose of [Defence Trans	sformation.	1	2	3	4	5
	c. I believe Defence Transformathe RM.	ition will impro	ove working	g in ¹	2	3	4	5
	 d. In the last twelve months I ha contribute to Defence Transforn me. 				2	3	4	5
	e. My immediate superior/ Chai me understand how Defence Tr				2	3	4	5
	 f. I feel more optimistic about the result of Defence Transformation 		e RM as a	1	2	3	4	5
Q32	How strongly do you agree	e or disagre	e with th	e followin	g?			
				Strongly		Neither agree nor		Strongly
	a Lam proud when I tall offers	lam part of th	no MOD	agree	Agree	disagree 3	Disagree	disagree 5
	a. I am proud when I tell others	•		L 1	2	3	4	5
	b. I would recommend the MOD			N 1	2	3	4	5
	c. I feel a strong personal attach			1	2	3	4	5
	d. The MOD inspires me to do t	•	-	1	2	3	4	5
	 e. The MOD motivates me to he 							

When it comes to being able to access the following, are you finding being in the Armed Forces

Section 3: Your Deployments and Separation

Qoo	Yes \(\bigcup_1^1 No \(\bigcup_2^2 \)
Q34	Have you been on an Operational deployment since 1st January 2010?
	Yes No Please go to Q41
Q35	Are you currently on Operational deployment?
	Yes 1 No 2
Q36	Were/are you deployed individually or as part of a Unit?
	Individually
	As part of a Unit
Q37	How many weeks notice were you given for your current/last Operational deployment?
	Less than 1 week
	1-2 weeks 13-25 weeks 1'
	3-5 weeks 26-51 weeks 9
	6-8 weeks 52+ weeks 52+
	9-10 weeks
Q38	How satisfied were you with this much notice?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied
	Neither satisfied nor dissatisfied
Q39	How satisfied were you with the following?
	Neither Very satisfied nor Very
	a. The pre-Operational training that I received for my satisfied Satisfied dissatisfied Dissatisfied dissatisfied 2 3 4 5
	current/last Operational deployment.
	b. The support I received from the RM when I returned from my last Operational deployment.
	c. The Post Operational Stress Management that I
Q40	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 deployments.
	Too long About right Too short
	b. The length of my Operational deployments.
Time Away	<i>I</i>
Q41	- In the past 12 months approximately how many weeks have you been away from your usual place
	of duty for Service reasons?
	Not been away Between 4 - 6 months (14 - 26 weeks)
	Up to 1 month (4 weeks) Between 7 - 9 months (27 - 39 weeks)
	Between 1 - 3 months (5 - 13 weeks) Between 10 - 12 months (40 - 52 weeks)
Q42	How satisfied or dissatisfied were you with this <u>amount</u> of time away from your usual place of duty?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied
	Neither satisfied nor dissatisfied

Section 4: Fairness and Leadership

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.

Q43	How strongly do you agree or disagree equality in the RM?	with the	e following sta	atements rega	arding fairness and
		Strongly agree	Agree	Neither agree nor disagree	Strongly Disagree disagree
	a. I am treated fairly.		2	3	4 5
	b. I am encouraged to use my talents to the ful	I.	2	3	5
			_		
sexual orion disability.	ntion can occur when a person is treated entation, pregnancy or maternity, marria Discrimination can also occur where a ages a person on the basis of the charac	ge or civ	vil partnership r practice whi	o, gender reas ch applies to	ssignment, age or
intended to	nt includes unwanted conduct which is or has the effect of violating another's environment.				
	ay be characterised as offensive, intimic power through means intended to unde				
Q44	Do you believe that you have been the s Service environment in the last 12 mon		of discriminat	ion, harassm	ent or bullying in a
	Yes 1 No	PI	ease go to Q49		
Q45	If Yes, please tick all that apply:		Discrimination	Harassme	nt Bullying
	a. Yes, on grounds of gender or gender identity b. Yes, on grounds of race, colour, nationality, national origin.		1 1	2 2	3
	c. Yes, on grounds of social background/class.		1	2	3
	d. Yes, on grounds of religion or beliefs.		1	2	3
	e. Yes, on grounds of sexual orientation.		1	2	3
	f. Yes, on grounds of age.		1	2	3
	g. Yes, on grounds of disability.		1	2	3
	h. Yes, on grounds of pregnancy or maternity.		1	2	3
	i. Yes, on other grounds - please specify.		1	2	3
Q46	Did you make a formal written complain harassment and/or bullying?	nt <u>within</u>	the last 12 m	onths about t	this discrimination
	Yes 1 No	PI	ease go to Q48		

Q47	If yes, how satisfied were you with the following aspects of your complaint?							
		Very		Neither satisfied nor		Very		
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied		
	 a. The objectivity and fairness with which my complaint was handled/is being handled. 		2	3	4	5		
	b. The amount of time taken/it is taking to resolve my complaint.	1	2	3	4	5		
	c. How well I was/am being kept informed about the progress of my complaint.	1	2	3	4	5	Not allocated a	
	d. The support provided by my Assisting Officer.	1	2	3	4	5	N/A Assisting Office	
	e. The outcome of my complaint.	1	2	3	4	5	6	
Q48	If you did NOT make a f	ormal wri	tten compl	aint, why w	as this? (Ti	ck all that a	pply).	
	a. I didn't know what to do.							
	b. I considered the incident(s) to be too	minor to rep	ort.]1			
	c. I resolved the situation inf	formally.]'			
	d. The situation was resolve	d through n	nediation.		1			
	e. I did not believe anything	would be d	one if I did co	omplain.				
	f. I did not want to go throug	h the comp	laints proced	ure.] ¹			
	g. I believed it might adverse	ely affect m	y career or w	orkplace.				
	 h. I was worried that there w perpetrators. 	ould be rec	riminations fi	rom the	1			
	i. I was discouraged from do	oing so.]'			
	j. Other reason(s) - please s	pecify.]1			
Q49	Do you know where to			it the RM co	mplaints p	rocedure fo	r unfair treatment,	
	discrimination, harassn	nent and I		<u>!</u>				
	Yes		No					
Q50	Do you know how the S harassment and/or bull			Commission	er can help	you with a	discrimination,	
	Yes, fully		No, not at	: all	3			
	To some extent	2	Haven't h	eard of the Se ts Commission				

Q51	How strongly do you agree or disagree with the following statements about the senior officers (i.e. Brigadier and above) of the RM?						fficers (i.e.
		Strongly		Neither agree nor		Strongly	
		agree	Agree	disagree	Disagree	disagree	Don't know
	 a. The senior officers of the RM understand an represent my interests. 	ıd 1	2	3	4	5	6
	b. The senior officers of the RM inspire me to of the best in my job.	do 1	2	3	4	5	6
	c. Senior officers are keen to get Service peoply views on key decisions.	le's 1	2	3	4	5	6
Q52	How strongly do you agree or disagree superior (RM or civilian)? He/she	with the fo	ollowing s	statements	about yo	ur immedi	ate
	,			Neither			
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	Don't know
	a. Understands and represents my interests.	1	2	3	4	5	6
	b. Supports me in my job.	1	2	3	4	5	6
	c. Sets a positive example.	1	2	3	4	5	6
	d. Encourages me to develop my skills.	1	2	3	4	5	6
	e. Is supportive over work/life balance issues.	1	2	3	4	5	6
	f. Recognises my efforts.		2	3	4	5	6
	g. Tells me what's going on at work.		2	3	4	5	6
Q53	Overall, how satisfied are you with the	Regimenta	ıl system?	?			
	Very satisfied 1	Dissatisfie	d		4		
	Satisfied 2	Very dissa	tisfied		5		
	Neither satisfied nor dissatisfied						
	tion about the Service Complaing link: http://armedforcescomp					ıd on th	е
	Section	5: You	r Care	er			
Q54	How many weeks notice were you give	n for your	current/la	st assignn	nent (post	ing)?	
	Less than 1 week 1	11-12 weeks	6				
	1-2 weeks	13-25 weeks	7				
	3-5 weeks	26-51 weeks	8				
	6-8 weeks	52+ weeks	9				
	9-10 weeks						
Q55	How satisfied were you with this much	notice?					
	Very satisfied	Dissatisfied]4		
	Satisfied 2	Very dissatisi	fied		5		
	Neither satisfied nor dissatisfied						

Q56	Which of these qualifications do you hold? (Please select the nearest equivalent where appropriate). (Tick all that apply).						
	a. No qualifications.						
	b. Apprenticeship.	1					
	c. Entry Level (1-4 O levels/CSEs/GCSEs any grades).						
	d. NVQ Level 1, Foundation GNVQ, Basic Skills.	1					
	e. 5+ O levels (passes)/CSEs (grade 1)/GCSEs (grades A*-C), School Certificate, 1 A level/ 2-3 AS levels/ VCEs, Higher Diploma. f. NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/ General						
	Diploma, RSA Diploma.						
	g. 2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/ Advanced Diploma.						
	h. NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, ONC, ONI BTEC National, RSA Advanced Diploma.	D,1					
	i. NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level.						
	j. Degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE	E).					
	k. Professional qualifications (for example teaching, nursing, accountancy).						
	I. Foreign qualifications.	1					
	m. Other vocational/work-related qualifications.						
accordanc	nodore Naval Personnel (CNPers) define career management as 'Tl se with endorsed current and future service requirements, exploitir l, whenever possible, personal preferences'.						
Q57	Overall how satisfied are you with the career management service Manager and Branch Advisers?	e provided by the NPT Career					
	Very satisfied Dissatisfied	4					
	Satisfied Very dissatisfied	5					
	Neither satisfied nor dissatisfied N/A	6					
Q58	In terms of your current assignment, how strongly do you agree of	or disagree with the following?					
	Strongly agree Agree	agree nor Strongly disagree Disagree disagree					
	a. I have the skills, knowledge and experience to do my job12	3 4 5					
	b. My skills and experience are being used.	3 4 5					
	c. The assignment provides development opportunities that 1 will enhance my promotion prospects.	3 4 5					
	d. My personal preferences were taken into account.	3 4 5					

Neither Very Very satisfied nor Satisfied dissatisfied Dissatisfied dissatisfied satisfied a. The fairness of the appraisal system. b. The fairness of the promotion system. c. My opportunities for promotion. d. My opportunities for personal development. e. The amount of training I have received in order to carry out my current job roles. f. The quality of training I have received in order to carry out my current job roles. g. The timing of the training I have received in order to carry out my current job roles. h. The extent to which I am doing the job for which I was i. My opportunities to gain civilian accreditation for Service training, e.g. NVQs, apprenticeships. Q60 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 satisfied are you with the following?

Q61 How do the following factors impact on your intention to stay or leave the RM?

				Has no			
		Strongly increases	Increases	effect on my intention to	Increases	Strongly increases	
	r	ny intention	my intentior	n stay or	my intention	my intention	
		to stay □□1	to stay □□2	<i>leave</i> □□3	to leave	to leave □□5	
a. Impact of RM life on family and	d personal life.	1	2	3	4	5	
b. Opportunities outside the RM.				3	4	5	
c. Management in my unit.	**						
 d. Opportunities for longer commendagement. 	iission/extended	' <u></u> '			*		
e. Current job satisfaction.				3	4	5	
f. Job security.				3		5	
g. My morale.					4	5	
h. Service morale.		<u></u> '					
i. Amount of extra duties.			2	3	4	5	
j. Amount of pay.			2	3	4	5	
k. Amount of allowances.			2	3	4	5	
I. Opportunities for career develo	pment.	1	2	3	4	5	
m. Opportunities for personal dev	velopment.	1	2	3	4	5	
n. Opportunities for sport.			2	3	4	5	
o. Opportunities for Adventure Tr	aining.	1	2	3	4	5	
p. Promotion prospects.		1	2	3	4	5	
q. Healthcare provision.		1	2	3	4	5	
r. Dental provision.			2	3	4	5	
s. Mental health provision.			2	3	4	5	
t. Pension.			2	3	4	5	
u. Opportunities for flexible worki	ng conditions.		2	3	4	5	
v. Excitement of the job.		1	2	3	4	5	A.//A
w Children's advection		1	2	3	4	5	<i>N/A</i>
w. Children's education.x. Unfair treatment (bullying, hara	assment.	1	2	3	4	5	6
discrimination).	200,						
y. Effect of operational commitme	ent and stretch.		2	3	4	5	6
z. Financial Incentives available to Commitment Bonus.	to me, e.g.	1	2	3	4	5	6
aa. Spouse/partner's career.		1	2	3	4	5	6
ab. Continuity of Education Allow	ance.	1	2	3	4	5	6
ac. Frequency of operational tour	rs/deployments.	1	2	3	4	5	6
ad. Service Accommodation.			2	3	4	5	6
ae. Support given to my family by	y the RM.		2	3	4	5	6
af. I feel I have now completed the operational tours I wanted and I a		ve. 1	2	3	4	5	6
If you have put your notice most influenced your decis in the boxes below.)							
Most important reason for leaving		d most imp for leaving		2	Third most in reason for l		3

Section 6: Your Accommodation

Q63	only)	t present during the working week? (lick one box
	Service Family Accommodation (SFA)	¹ Please go to Q64
	Substitute Service Family Accommodation (SSFA)	Please go to Q65
	Single Living Accommodation (SLA)	³ Please go to Q64
	Substitute Single Living Accommodation (SSLA)	⁴ Please go to Q65
	Onboard a ship or submarine	⁵ Please go to Q65
	Property I own	⁶ Please go to Q69
	Privately rented accommodation	⁷ Please go to Q68
	In a relative's (e.g. parents') home	⁸ Please go to Q68
	Other (please write)	⁹ Please go to Q68
Q64	If you currently live in SFA or SLA, in the last Substitute SLA into your current accommoda	12 months did you move from a Substitute SFA or
	Yes 1 No 2	won?
Q65	If you currently live in Service Accommodation Accommodation in the last 12 months?	on, have you moved from your own home into Service
	<u> </u>	Please go to Q67
Q66	If you moved from your own home into Service the reason for this? (Tick all that apply).	ce Accommodation in the last 12 months, what was
	a. Posting requirement.	
	b. Economy.	
	c. Other (please write).	
Q67	With regard to your current Service Accommo	odation, how satisfied are you with the following? Neither satisfied Very nor Very NA / don't
	Overall standard of my current accommodation.	satisfied Satisfied dissatisfied Dissatisfied dissatisfied know
	b. Value for money of Service Accommodation.	
	c. Response to requests for maintenance/repair to my current accommodation.	1 2 3 4 5 6
	d. Quality of maintenance/repair work to my current accommodation.	1 2 3 4 5
	e. How fairly Service Accommodation is allocated.	1 2 3 4 5
Q68	Do you currently own your own home? Pleas property or not.	e answer this question whether you live in this
	Yes Please go to Q69	
	No Please go to Q72	
	No, but I am currently saving up to buy a home in the future	

Q69	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).							
Q70	When did you become a home owner?							
	Less than 12 months ago 2-5 years ago							
	1-2 years ago More than 5 years ago							
Q71	If you currently own a home, how satisfied are you with the following?							
	Neither Very satisfied nor Very							
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A							
	a. The opportunity to live in my own home.							
	b. The allowances for living in my own home.							
If you o	own your own home, please go to Q73							
Q72	Please indicate whether each of the following is a reason why you <u>do not own</u> your own home. (Tick all that apply).							
	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.							
	when I am posted. d. I don't want to buy a home where I am currently located.							
	when I am posted.							
	when I am posted. d. I don't want to buy a home where I am currently located.							
	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.							
	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.							
	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.							
	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.							
	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.							
Q73	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.							
Q73	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). 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							
Q73	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). Have you used a Government Affordable Housing Scheme in the last year to buy or rent your home?							

Q74	When it comes to paying Council Tax, I am treated:
	Much more favourably than a civilian
	Slightly more favourably than a civilian
	No more or less favourably than a civilian
	Slightly less favourably than a civilian
	Much less favourably than a civilian
	Don't know / N/A
Q75	Are you on a unit that has Catering Retail and Leisure (CRL) that operates Pay As You Dine (PAYD)?
	Yes¹
	No Please go to Q84 (Section 7)
Q76	Do you use PAYD?
	Yes 1
	No Please go to Q84 (Section 7)
Q77	If you use PAYD, on average how many Core Meals do you purchase per week?
	None 6-10
	1-22
	3-5
Q78	If you purchase a Core Meal, how satisfied are you with: Neither
	Very satisfied nor Very
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied a. The quantity of food.
	b. The quality of food.
	c. The value for money.
	c. The value of money.
Q79	If you use PAYD, on average how many Retail Meals do you purchase per week?
	None 1 6-10 4
	1-2
	3-5 3 16+ 6
Q80	If you purchase a Retail Meal, how satisfied are you with:
	Neither Very satisfied nor Very
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied
	a. The quantity of food.
	b. The quality of food.
	c. The value for money.
Q81	How satisfied are you with:
	Neither Very satisfied nor Very
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied
	a. The choice of food.
	b. The availability of the food and opening hours during the week.

Q82	Overall how would you rate your environment within your unit compared to what it was before the introduction of CRL?						
	Much Better Worse						
	Better Much Worse 5						
	Neither better nor worse 3 N/A 6						
Q83	Officers/SNCO's only. How satisfied are you with mess functions provided by the contractor?						
	Very satisfied Dissatisfied						
	Satisfied Very dissatisfied 5						
	Neither satisfied nor dissatisfied N/A						
	Section 7: Your Personal Life						
Q84	What is your current personal status?						
	Single (never married or formed a civil partnership)						
	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 Q86						
	Widowed / The surviving partner from a civil partnership Please go to Q86						
	Prefer not to say Please go to Q86						
Q85	What is your spouse/partner's current employment situation?						
QUU	In the Armed Forces In voluntary (unpaid) employment 4						
	In the Amed of the State of the						
	time self-employment (other than Armed Forces) In full-time or part-time education						
	In part-time paid employment /						
	part-time self-employment						
Q86	Do you have any children whom you support financially?						
	Yes 1						
	No Please go to Q94						
Q87	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 17 and 19 years						
	Between 5 and 11 years Over 19 years						
	3						
	Between 12 and 16 years						
000	Barran harran a shill dishill dan ad harran ili and a						
Q88	Do you have a child/children at boarding school?						
	Yes No No N/A S						

Q89	Do any of your children live with	you? (Ticl	k one box	only).			
	Yes 1						
	Shared Access						
	Weekends/holidays only ☐ 3 P	lease go to G	Q94				
	No 4 P	lease go to G	Q94				
	<i>N/A</i>	lease go to G	Q94				
Q90	If you have a child or children livin	g with yo	u, do you d	consider yo	ourself to	be a lone/s	ingle parent?
	Yes 1 No	2	N/A	3			
Q91	If you have a child or children livi	ng with yo	ou, do y <u>ou</u>	require ch	ildcare?		
	Yes ¹ No	2	N/A	3			
Q92	How satisfied are you with the fol	lowing fa		d support?			
	Very		Neither satisfied nor		,	Would use if	
	satisfied S a. Base/station provided 1	Satisfied 0 □□□2	dissatisfied 1	Dissatisfied 6	dissatisfied	available □☐6	Not used
	pre-school facilities.						
	b. Local authority pre-school facilities.	2	3	4	5	6	7
	c. Local after school club/childcare provision.	2	3	4	5	6	7
Q93	If you have a child or children wh deemed to have a Special Educat Not applicable - none of Special Needs assessm	ional Nee f my childre	d (SEN)? (Tick one b		t, were any	of them
	Yes						
	No No						
Q94	In the past 12 months approximat spouse/partner or children) for Se			have you s	pent awa	y from you	r family (e.g.
	Not been away	1	Betwe	en 7 - 9 mor	ths (27 - 39	weeks)	5
	Up to 1 month (4 weeks)	2	Betwe	en 10 - 12 m	onths (40 -	52 weeks)	6
	Between 1 - 3 months (5 - 13 weeks)	3	N/A				7
	Between 4 - 6 months (14 - 26 weeks)	4					
Q95	How satisfied are you with this <u>ar</u>	nount of t	time away	from your	family?	_	
	Very satisfied		Dissa	tisfied			44
	Satisfied	2	Very o	dissatisfied			5
	Neither satisfied nor dissatisfied]3	N/A				6

Q96	How satisfied are you with the following?						
	V	ery		Neither satisfied nor		Very	
	sati	sfied	Satisfied	dissatisfied	Dissatisfied o		
	 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 amount of separation from spouse, family and friends.	1	2	3	4	5	
	d. The opportunities available to me for flexible working.	1	2	3	4	5	N/A
	e. The effect of Service life on my children's education. [f. The effect of Service life on my spouse/partner's career.	1	2	3	4	5	6
Q97	Do you have caring responsibilities for infirm of	r elde	rly adult	:(s)?			
	Yes 1 No 2						
	I would like to understand how Servication could improve training and polic		e affec	ts perso	nal fina	nce. Th	е
Q98	In the last 12 months have you applied for a mo	ortgag	e?				
	¹ Please go to ² P	lease go					
Q99	If you have applied for a mortgage in the last 12 recent application	2 mon	ths, wha	nt happene	d regardir	ng your mo	ost
	I was successful Please go	to Q101					
	I was rejected Please go	to Q100					
	I am still waiting for an answer	to Q101					
Q100	If your mortgage application was rejected, wha	t was	the <u>mai</u>	<u>n</u> reason?	(Tick one	box only).	
	Failed credit check	1					
	Lack of UK credit history	2					
	Too many address moves	3					
	Not enough savings for a deposit	4					
	Mortgage unaffordable on current single/joint income	5					
	Don't know	6					
	Prefer not to say	7					
	Other (please write)	8					

Q101	In the last 12 months, have you applied for credit?
	Yes Please go to Q102 No Q104
Q102	If you have applied for credit in the last 12 months, what happened regarding your most recent application
	I was successful Please go to Q104
	I was rejected Please go to Q103
	I am still waiting for an answer Please go to Q104
Q103	If your credit application was rejected, what was the <u>main</u> reason? (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)
Q104	How confident are you in your ability to manage your finances?
	Very confident Not very confident 3
	Quite confident Not at all confident 4
Q105	How satisfied are you with the Service provided support (e.g. information) you are given to help you arrange your finances?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied 5
	Neither satisfied nor dissatisfied N/A

Section 8: Leave

Q106	How satisfied are you with the following	J?					
			Very		Neither isfied nor	ν.	/ery
			satisfied			satisfied dissa	
	a. My overall leave allowance i.e. annual leave, operational leave (POL), Sea Goers Leave (SGI carried over from previous years etc.	post L), leave	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 months.		1	2	3	4	5
Q107	Did you take all of your annual leave, i.e	. 38 days	(includii	ng public ho	olidays), in	the last lea	ave year?
	Yes	Pleas	se go to Q10	9 (Section 9)			
	No, because I have not been in the Service for a full leave year	Pleas	se go to Q10	9 (Section 9)			
	No, for any other reason						
Q108	Please indicate which of the following wallowance within the last leave year. (Tide			you did not	take all of	your annu	al leave
	a. Operational tour.		1				
	b. Not allowed.		1				
	c. Courses/training.		1				
	d. Personal reasons.		1				
	e. Workload.		1				
	f. Undermanning.		1				
	g. I wanted to carry days over to the next leave	vear.	1				
	h. Other (please write).		1				
	The Guilde (pressed miles).						
	Section 9: Your Heal	th, We	ell-bei	ng and	Fitnes	S	
Q109	If you have received Service-provided <u>m</u> with:	<u>iedical</u> tr	eatment i	in the last 2	years, hov	v satisfied	were you
		Very		Neither satisfied nor		Very	
		satisfied	Satisfied		Dissatisfied		N/A
	Being able to access the medical care when I needed it.	1	2	3	4	5	6
	b. The medical facilities.	1	2	3	4	5	6
	c. The way in which I was treated by the medica staff.		2	3	4	5	6
	d. The effectiveness of my medical treatment.	1	2	3	4	5	6

Q110	If you have received Service-provided <u>dental</u> treatment in the last 2 years, how satisfied were you with this treatment?								
	Very satisfied	1	Dissa	atisfied]4		
	Satisfied	2	Very	dissatisfied			5		
	Neither satisfied nor dissatis	fied 3	N/A				6		
Q111	How satisfied are you w	ith the follov	wing?						
				Very satisfied	Satisfied	Neithe satisfied dissatisf	nor		ery atisfied
	a. RM sport, exercise and fit	ness facilities ir	n general.	1	2		3	4	5
	b. My opportunities to pursue	e fitness activiti	es.	1	2	;	3] 4	5
	c. My opportunities to pursue	e Adventure Tra	aining.	1	2	;	3	4	5
	of measuring national well The questions below are i								eral
Q112	Overall, how satisfied a	re you with y	our life n	owadays?					
	Not at all							Cor	mpletely
	0 1 2	3	4	5	6	7	8	9	10
Q113	Overall, how happy did	you feel yest	terday?						
	Not at all							Со	mpletely
	0 1 2	3	4	5	6	7	8	9	10
Q114	Overall, how anxious di	d you feel ye	esterday?						
	Not at all							Со	mpletely
	0 1 2	3	4	5	6	7	8	9	10
Q115	Overall, to what extent o	do you feel th	ne things	you do in	your life a	re worth	nwhile?		
	Not at all							Co	mpletely
	0 1 2	3	4	5	6	7	8	9	10

Section 10: Welfare

Q116	How satisfied are you with the folio	owing?			
		Very satisfied	Neither satisfied no Satisfied dissatisfied	- ,	N/A
	a. The Operational/Deployment Welfare Package.	1	2 3	5	6
	b. The welfare support provided by the RN me.	M for 1	2 3	5	6
	c. The welfare support provided by the RM family.	M for my 1	2 3	5	6
	d. The support my spouse/partner gets fro RM when I am absent.	om the 1	2 3	5	6
Q117	Do you know how to contact the fo	ollowing? Yes	No		
	a. My unit's Chaplain.	1	2	Not heard I/A of it	
	b. The HIVE.	1	2	3 0711	
	c. The Naval Families Federation (NFF).	1	2	3 4	
Q118	Do you have easy access to a Roya Service (NPFS) if you need it? Yes 1 No 1	al Marines Wel	fare (RMW) or Nava	l Personnel and Fam	ily
Q119	How often do you use the RN Com Community/Royal-Navy-Communit Often 1 New Sometimes 2 Note Rarely 3	y)?	rt website (http://www.	ww.royalnavy.mod.uk	k l
	Section 11: Worl	king with	Maritime Re	eserves	
Q120	Are you aware of the following role	es you can und		me Reserves?	
		Yes, fully aware	Yes, somewhat aware	No, not aware	
	a. Volunteer Reserve.	1	2	3	
	b. Regular Reserve.	1	2	3	
	c. Full-Time Reserve Service (FTRS) (Full Commitment).	1	2	3	
	d. Full-Time Reserve Service (FTRS) (Limited Commitment).	1	2	3	
	e. Full-Time Reserve Service (FTRS) (Home Commitment).	1	2	3	
	f. Additional Duties Commitment (ADC).	1	2	3	
Q121	When you leave the RM, would you	ı consider join	_	serve Forces?	
	Yes	No	Don't know		
	a. Full time.	2	3		
	b. Part time.	2	3		

Q122	Have you had working	contact	t with the Maritime Reserv	e Forces in the last two years?
	Yes	1		
	No	2	Please go to Q126 (Section 12)	
	Don't know	3	Please go to Q126 (Section 12)	
Q123	In your experience, do	you bel	ieve the Maritime Reserve	Forces' contribution to the RM is:
	Very valuable	1	Not at all valuable	4
	Valuable	2	Don't know	5
	Not very valuable	3		
Q124	In your experience, hor	w well i	ntegrated with the RM Reg	gular Service are the Maritime Reserve
	Very well	1	Not at all well	4
	Well	2	Don't know	5
	Not very well	3		
Q125	How do you rate the p	ofessio	nalism of the Maritime Re	serve Forces?
	Very professional	1	Not at all professional	4
	Professional	2	Don't know	5
	Not very professional	3		

Section 12: Your Comments Q126 This survey is? About right Too short Too long Q127 How long did it take you to complete this survey? Less than 10 minutes 40-50 minutes 10-20 minutes 50-60 minutes 20-30 minutes Over an hour 30-40 minutes Q128 Please use this box to provide any further comments about working and living in the RM.

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 Limited, Centre 500, 500 Chiswick High Road, London, W4 5RG using the <u>envelope provided</u>.

DASA (Surveys)

Tel: 020 721 84535 / 96218 4535

ANNEX C



RESTRICTED - STAFF - After Completion Continuous Attitude Survey 2013

YOUR VIEWS COUNT What is **ARMY LIFE** like for you?

Continuous



The Continuous Attitude Survey (CAS) is your opportunity to tell me what you think about Army life. The CAS is a really important source of information that I use to argue your case at the very top of the Army.

YOUR VIEWS DO COUNT the more people who respond, the more convincing I can be on your behalf. Please don't waste your chance to make your views heard.

GW Berragan CB Lieutenant General Adjutant General



MoDREC Protocol Number: 0710/95

PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Army

You can complete the intranet version of this questionnaire by going here:

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

From the list of surveys please select the Armed Forces Continuous Attitude Survey.

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

Q. What is it?

A. 'An important task for the Department is to understand the attitudes and opinions of its workforce. One of our main methods of doing this for the Service personnel is the annual Armed Forces Continuous Attitude Survey (AFCAS) which captures information on their attitudes, opinions and circumstances. The information elicited enables policy makers to have awareness of current attitudes and provides the opportunity to take necessary action in a timely fashion.'

DCDS (Pers & Trg)

Q. I have already completed the electronic version of this questionnaire?

A. Thank you! Ignore this chaser as you have chosen the most effective way in which to register your views.

Q. How can you make such important decisions based on a survey that only samples 10% of the Army?

A. Very easily: The sample is designed to collect sufficient responses to accurately represent the views of all (Trained Regular Officers and Soldiers as long as everyone responds).

Q. I receive so many questionnaires, why should I bother to complete this one?

A. Of all of the surveys, the AFCAS is the single most important piece that we have to inform personnel policy. It covers the full breadth of Terms and Conditions of Service and has the strongest impact on your day to day working lives e.g. when the Armed Forces Pay Review Body decide levels of pay.

If you only take the time to complete one survey, please ensure it is AFCAS.

Q. Ok, so how do I complete the questionnaire?

A. Firstly, if you have access to the Defence Intranet please complete the online survey within the **next 2 weeks**, **during working hours**, using the link above. If you're unable to complete the online survey then complete this paper copy and return it to us in the prepaid envelope direct to a:cet.

Q. Afterwards, what will you do with my data?

A. Your data will be entered onto a spreadsheet but we will not include your name. JPA information will only be used to get background information, such as your Arm or Service,

branch or trade, gender, age, national identity, rank, enlistment date and contract type. If you are not happy with this please contact Katie Mander on 01264 38 2115.

Your responses are confidential and the Chain of Command will not see your survey. Only grouped responses will be analysed and reported to policy makers. You can read the reports too (see links below). Completed surveys are stored securely and destroyed after 28 months.

Q. Who is responsible for running the survey?

A. The survey is run by Defence Analytical Services and Advice Agency (DASA) and Civilians outside the Chain of Command. It is approved by the MoD Research Ethics Committee (MoD REC). If you want to talk to us please contact Katie Mander on 01264 38 2115.

Q. Is there any additional support if I require it after completing the questionnaire?

A. If taking part in this survey causes you distress or you wish to talk about any personal issues further, please speak to your Unit Welfare Officer, Chaplain or call the Army Welfare Information Service on 08000326443. If you experience any negative effects due to participation in this survey, you will be eligible to apply for compensation under the MoD's 'No Fault Compensation Scheme'.

If you haven't already completed the online survey, please complete this paper survey within **2 weeks** and send it in the prepaid envelope to a:cet.

Armed Forces Continuous Attitude Survey reports are publicly available via the DASA Website:

http://www.dasa.mod.uk/index.php?pub=AFCAS-MAIN

Thank you for taking the time to complete this survey. Your views are used to inform policy decisions.

Armed Forces Continuous Attitude Survey 2013: Army

Please fill in this survey as fully and honestly as you can. It should only take around 30 - 40 minutes.

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 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 Limited, Centre 500, 500 Chiswick High Road, London W4 5RG using the **prepaid envelope provided.**

Section 1: Your Pay, Allowances & JPA

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 2013 AFCAS questionnaire then please ignore this paper copy.

To compensate for differences in lifestyle, working conditions and expectations between Service personnel and their civilian equivalents, Service salaries are increased by 14% (for the majority of personnel). We call this the 'X-Factor'.

Q1	How strongly do you agree or disagree t for Service lifestyle, working conditions			our salary	is enougl	n compens	ation
	Strongly agree	ee		4			
	Agree Strongl	y disagree		5			
	Neither agree nor disagree						
Q2	How satisfied are you with the following	?					
		Very		Neither satisfied nor		Very	
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	
	 a. My rate of basic pay (basic pay includes X-Fa but excludes Specialist Pay and any allowances) 		2	3	4	5	
							N/A
	b. My Specialist Pay.	1	2	3	4	5	6
	c. My pension benefits.	1	2	3	4	5	N/A
	d. 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	<i>N/A</i> 6

			Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	e. Information about pay and allow the intranet, DINs and brochures.	ances, e.g. fron		2	3	4	5	
	f. My ability to access JPA.		1	2	3	4	5	
	g. My ability to do my personal adr	min tasks on JPA	A.	2	3	4	5	N/A
	h. My JPA training.		1	2	3	4	5	
	i. Viewing my pay statements on J	PA.		2	3	4	5	
	Section 2: A	spects	of Worl	king i	n the A	Army		
Q3	Before you joined the Army, you receive sponsorship? (T			Service	or other y	outh orga	ınisation or	did
	a. Military School (e.g. Duke of You	ʻk's).						
	b. Scouts/Guides	1						
	c. Sea/Army/Air Cadets.	1						
	d. Combined Cadet Force (CCF).	1						
	e. University Cadets.	1						
	f. A Reserve Force.	1						
	g. Bursary/Scholarship.	1						
	h. Other Sponsorship.	1						
	i. None of these.	1						
Q4	How satisfied are you with A	rmy life in ge	neral?		_	 ,		
	Very satisfied		ssatisfied					
	Satisfied	∑² V€	ery dissatisfie	∍d	L	5		
	Neither satisfied nor dissatisfied							
Q5	How does Army life compare	with what yo	u expected	d it to be	when you	ı joined?		
	Much better	\square^1 W	'orse			4		
	Better	2 <i>M</i>	uch worse			5		
	About the same	3						
Q6	How would you rate the level	of morale of		Noitharl	aigh			
		Very high	High	Neither I nor_lov	v Lo		ery low	
	a. Myself.	1	2		3	4	5	
	b. My Unit.	1	2		3	4	5	
	c. The Army as a whole.	1	2		3	4	5	

Neither

Q7	In considering your immediate working team, to following?	what ex	tent do 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	2	3	4	5
	b. Members of my team pull together to complete tasks.	1	2	3	4	5
	c. We have confidence in ourselves as a team.	1	2	3	4	5
	d. My team can work through difficult challenges.	1	2	3	4	5
	e. The people in my team work together to find ways to improve the service we provide.	1	2	3	4	5
Q8	How strongly do you agree or disagree with the	followin	ıg?	N ''		
		Strongly		Neither agree nor	Stron	
		agree □□1	<i>Agree</i> □□2	disagree Dis	sagree disag	ree 75
	a. I feel proud to be in the Army.	 1	2	[]]5
	b. I feel valued in the Army.	1	2]]5
	c. I would recommend joining the Army to others.	 1		[]]5
	d. I believe I offer an important service to the country.	1	2]]5
	e. I feel a strong personal attachment to the Army.	1]]s
	f. The Army inspires me to do the best in my job.]]5
	g. The Army motivates me to help it achieve its objective	s				Don't know
	h. I feel that members of the Armed Forces are respected by society.	d 1	2	3	4	5
	i. My family is proud of me serving in the Armed Forces.	1	2	3	4	5 6
	j My family benefits from being a Service family.	1	2	3	4	5 6
	k. My family supports me in my job.	1	2	3	4	5 6
Q9	Do you feel that the Army discipline system is?					
	Very fair Unfair			4		
	Fair Very unf	air		5		
	Neither fair nor unfair					
	hat spirit which inspires soldiers to fight. It deriven ent, self-sacrifice and mutual trust, which togethe					
Q10	How strongly do you agree or disagree with the	followin	ıg?	Na ithau		
		Strongly		Neither agree nor	D:-	Strongly
	a Lundoustond the veloce and star to the City A	agree	Agree	disagree	Disagree 4	disagree 5
	a. I understand the values and standards of the Army.	1	2	3	4	 5
	b. The Army ethos is important to me.c. The ethos of the Army is an important part of life in the Army.	1	2	3	4	5

Q11	How strongly do you feel that yo	ou belong t	to each of t	the following	, if at all?		
		Very strongly	Strongly	Not strongly	Not at all strongly	Not applicable / don't know	
	o My Hoit	Strongly 1	2 Strongly	3	Strongly 4	5 TOTT KNOW	
	a. My Unit.	1	2	3	4	5	
	b. My Corps/Capbadge.	1	2	3	4	5	
	c. My trade/specialism.	1	2	3	4	5	
	d. The Army.	1	2	3	4	5	
	e. The MOD.		2	3	4	5	
	f. The National Security Community.	'	2		4		
Q12	How satisfied are you with the f	ollowing as	spects of y	our current j	job?		
			Very	,	Neither satisfied nor		Very
			satisfie			Dissatisfied dis	ssatisfied
	a. My job in general.			1 2	3	4	5
	b. The sense of achievement I get from	n my work.		1 2	3	4	5
	c. The challenge in my job.			1 2	3	4	5
	d. The amount of variety in my work.			1 2	3	4	5
	e. The standard of personal equipmen job (e.g. clothes, boots, personal weap		o do my	2	3	4	5
	 f. The availability of personal equipme job. 			2	3	4	5
	g. The standard of major equipment (essystems) I have to do my job.	e.g. vehicles	and	2	3	4	5
	h. The availability of major equipment	I have to do	my job.	1 2	3	4	5
	i. My current work location.			1 2	3	4	5
Q13	How would you rate your workle	oad over th	ne last 12 m	nonths?			
	Much too high		low		4		
	Too high	2 	ch too low		5		
	About right	3					
Q14	How strongly do you agree or d	isagree wit	th the follo	wing?			
		St	rongly	Neith agree		Strongly	
				gree disagr			N/A
	a. I have the resources I need to do m]3	5	6
	 b. I know that if I do my job well I will b rewarded. 		1	2]3	5	6
	 c. I always put as much effort into my can. 	work as I		2	3	5	6

Q15	Are you currently registered to vote?
	Yes Please go to Q16
	No Please go to Q17
	Don't know Please go to Q18
046	If you are assessed to use the second to use the second as 2 (Tiple are how only)
Q16	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 018
	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
Q17	If you are not currently registered to vote, what is the <u>main</u> 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 I wish to remain impartial
	I do not know how to register Other
Q18	How important is it for you to be able to vote in the next elections?
	Very Not at all important Important important
	a. Local Elections.
	b. General Elections.
	c. European Parliament
	Elections.
Q19	Which of the following best describes what you remember happening in recent months? (Tick one box only). My unit Registration Officer ran a voter publicity campaign (including posters, presentations and talks) I just saw posters in my unit advising me to register to vote I was not aware whether there was any publicity about registering to vote
Q20	Have you read the 'Register to Vote' leaflet in recent months?
	Yes Please go to Q21 No Please go to Q23
Q21	Did you take any action as a result of reading the leaflet?
	Yes Please go to Q22
	No Please go to Q23
	No - I was already registered to vote Please go to Q23
Q22	What did you do as a result of reading the leaflet? (Tick all that apply).
	a. I filled in the registration form.
	b. I filled in the postal voting form.
	c. I filled in the proxy form.
	d. I contacted my Unit Registration Officer.
	e. I visited www.aboutmyvote.co.uk.

The 'Armed Forces Covenant' was announced by the Government in May 2011 and sets a framework for how past and present Armed Forces personnel, and their families, can expect to be treated by the Government and by the rest of the country in recognition of the personal risks and sacrifices they experience.

Q23	Which of these best sums up your awa	areness of the Arme	ed Forces Covenant	?
	I've never heard of it	Please	e go to Q25	
	I've heard of it but know nothing about it	Please	e go to Q24	
	I've heard of it and know a little about it	Please	e go to Q24	
	I've heard of it and know a lot about it	Please	e go to Q24	
Q24	How did you find out about it? (Tick al	I that apply).		
	a. Chain of Command.			
	b. Colleagues.			
	c. Newspapers.			
	d. TV.			
	e. MOD or Service websites.			
	f. Charities (e.g. Royal British Legion).			
	g. Other (please write).			
Q25	Which of these best sums up your kno	wledge of the Armo	ed Forces Compens	ation Scheme?
	I've never heard of it	Please go to Q27		
	I've heard of it but know nothing about it	Please go to Q26		
	I've heard of it and know a little about it	Please go to Q26		
	I've heard of it and know a lot about it	⁴ Please go to Q26		
Q26	How did you find out about it? (Tick al	l that apply).		
	a. Chain of Command.	1		
	b. Colleagues.	1		
	c. Newspapers.	1		
	d. Formal Training.	1		
	e. MOD or Service websites.	1		
	f. Charities (e.g. Royal British Legion).	1		
	g. Other (please write).	1		
Q27	How strongly do you agree or disagree			a result of boing in the
	Army.	vart III tile IOCAI CIVI	man community as	a result of being in the
	Strongly agree	Disagree		
	Agree3	Strongly disagree		
	Neither agree nor disagree	Don't know		

	makes it?							
			Much easier to access	Slightly easier to access	Has no impact on my ability to access	Slightly harder to access		Don't know / N/A
	a. The internet.			2	3	4	5	6
	b. Delivery of shopping.		1	2	3	4	5	6
	c. Public transport.		1	2	3	4	5	6
	 d. Financial products e.g. mortge e. Public services e.g. school, of library. 	•	1	2	3	4	5	6
Q29	How strongly do you agree	e or disagree th	nat chang	ge is ma	naged w	ell in?		
		Strongly agree Agr		er agree lisagree	Disagree	Strongly disagree		DW .
	a. My immediate working team.	1	2	3	4	5	6	
	b. My Unit/Establishment.	1]2 [3	4	5	6	
	c. The Army.	1]2 [3	4	5	6	
	d. The MOD.	1 -]2 [3	4	5	6	
Q30	s change programmes. How strongly do you agree	e or disagree w	rith the fo	ollowing	?			
				rongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	a. I know what Defence Transfo	ormation is about.			Agree 2	agree nor	Disagree	
	b. I understand the purpose of I c. I believe Defence Transforma	Defence Transforr	nation.		Agree 2 2 2 2	agree nor	Disagree 4	
	b. I understand the purpose of Ic. I believe Defence Transformathe Army.d. In the last twelve months I has contribute to Defence Transformather.	Defence Transformation will improve wave had the oppor	anation. working in tunity to		2	agree nor disagree	Disagree 4 4 4	disagree 5 5
	b. I understand the purpose of Ic. I believe Defence Transformathe Army.d. In the last twelve months I have	Defence Transformation will improve wave had the oppornation activities the office of the command has not command has the command the company that the company tha	nation. working in tunity to at affect us helped		2	agree nor disagree	Disagree 4 4 4	disagree 5 5
	 b. I understand the purpose of I c. I believe Defence Transformathe Army. d. In the last twelve months I has contribute to Defence Transforme. e. My immediate superior/ Chai 	Defence Transformation will improve wave had the opportuation activities the option of Command has ansformation will be future of the Arr	nation. working in tunity to at affect as helped affect me.		2	agree nor disagree	Disagree 4 4 4 4 4	disagree 5 5
Q 31	 b. I understand the purpose of I c. I believe Defence Transformathe Army. d. In the last twelve months I has contribute to Defence Transforme. e. My immediate superior/ Chaime understand how Defence Transforme to I feel more optimistic about the 	Defence Transformation will improve wave had the oppornation activities the of Command has ansformation will be future of the Arron.	nation. working in tunity to at affect as helped affect me. ny as a	ngree		agree nor disagree 3 3 3 3 33	Disagree 4 4 4 4 4	disagree 5 5
Q31	 b. I understand the purpose of I c. I believe Defence Transformathe Army. d. In the last twelve months I has contribute to Defence Transforme. e. My immediate superior/ Chaime understand how Defence Tr f. I feel more optimistic about the result of Defence Transformation 	Defence Transformation will improve wave had the oppornation activities the of Command has ansformation will be future of the Arron.	nation. working in tunity to at affect as helped affect me. ny as a	ngree		agree nor disagree	Disagree 4 4 4 4 4 Disagree	disagree 5 5
Q31	 b. I understand the purpose of I c. I believe Defence Transformathe Army. d. In the last twelve months I has contribute to Defence Transforme. e. My immediate superior/ Chaime understand how Defence Tr f. I feel more optimistic about the result of Defence Transformation 	Defence Transformation will improve what the opportunation activities the opportunation activities the opportunation activities the opportunation will be future of the Arron.	nation. working in tunity to at affect as helped affect me. ny as a	agree 1 1 1 1 Dillowing	2	agree nor disagree 3 3 3 3 3 Neither agree nor	4 4 4	disagree 5 5 5 5 5 5 5 Strongly
Q31	 b. I understand the purpose of I c. I believe Defence Transformathe Army. d. In the last twelve months I has contribute to Defence Transforme. e. My immediate superior/ Chaime understand how Defence Tr. I feel more optimistic about the result of Defence Transformation. How strongly do you agree.	Defence Transformation will improve wave had the oppornation activities the of Command haransformation will be future of the Arron. The or disagree was a man part of the Man	nation. working in tunity to at affect as helped affect me. my as a	agree 1 1 1 1 Dillowing	2	agree nor disagree 3 3 3 3 3 Neither agree nor	4 4 4	disagree 5 5 5 5 5 5 5 Strongly
Q31	b. I understand the purpose of I c. I believe Defence Transformathe Army. d. In the last twelve months I ha contribute to Defence Transforme. e. My immediate superior/ Chaime understand how Defence Tr. I. I feel more optimistic about the result of Defence Transformation. How strongly do you agree a. I am proud when I tell others	Defence Transformation will improve wave had the oppornation activities the nof Command haransformation will be future of the Arron. e or disagree was a great place	nation. working in tunity to at affect as helped affect me. my as a rith the for st an IOD. to work.	agree 1 1 1 1 Dillowing	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	agree nor disagree 3 3 3 3 3 Neither agree nor	4 4 4	disagree 5 5 5 5 5 5 5 Strongly
Q31	b. I understand the purpose of I c. I believe Defence Transformathe Army. d. In the last twelve months I has contribute to Defence Transforme. e. My immediate superior/ Chaime understand how Defence Tr. I feel more optimistic about the result of Defence Transformation. How strongly do you agree a. I am proud when I tell others b. I would recommend the MOD	Defence Transformation will improve when a the opportunation activities the opportunation activities the opportunation activities the opportunation will be future of the Arron. Let or disagree we have a great place of the MOD opportunity of the MOD op	nation. working in tunity to at affect as helped affect me. my as a with the for at affect to work.	agree 1 1 1 1 Dillowing	2	agree nor disagree 3 3 3 3 3 Neither agree nor disagree 3 3 3	4 4 4	disagree 5 5 5 5 5 5 5 Strongly

When it comes to being able to access the following, are you finding being in the Armed Forces

Section 3: Your Deployments and Separation

Q32	Are you eligible for deployment?							
	Yes 1 No 2							
Q33	Have you been on an operational deployment since 1st January 2010?							
	Yes 1 No 2 Please go to Q40							
Q34	Are you currently on operational deployment?							
	Yes 1 No 2							
Q35	Were/are you deployed individually or as part of a Unit?							
	Individually 1							
	As part of a Unit 2							
Q36	How many weeks notice were you given for your current/last operational deployment?							
	Less than 1 week 11-12 weeks 11-12 weeks							
	1-2 weeks 13-25 weeks							
	3-5 weeks 26-51 weeks							
	6-8 weeks 52+ weeks 9							
	9-10 weeks							
Q37	How satisfied were you with this much notice?							
	Very satisfied Dissatisfied							
	Satisfied Very dissatisfied							
	Neither satisfied nor dissatisfied							
Q38	How satisfied were you with the following?							
	Neither Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied N/A							
	a. Non-Operational Separation allowances (e.g. LSA, GYT(T), residual unacc. rate of LOA).							
	b. Operational allowances (e.g. Overseas Assistance, concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc).							
	c. The amount of training between operations.							
	d. The amount of training support between operations.							
	e. The amount of security duties.							

		Very satisfied	Satisfied	satisfied nor dissatisfied L	Dissatisfied o	Very dissatisfied	N/A
	f. The pre-deployment training (PDT) that I received to my current/last operational tour.		2	3	4	5	6
	g. The equipment I used on PDT.	1	2	3	4	5	6
	h. That the equipment I used during training was the same as that used on operations.	1	2	3	4	5	6
	i. The vehicles I used on operations.	1	2	3	4	5	6
	j. The personal kit and equipment I received on operations.		2	3	4	5	6
	k. The equipment I used on operations.				4	5	b
	I. The welfare support that my family or partner received whilst I was deployed.		2	3	4	5	6
	m. The support I received from the Army when I returned from my last operational tour.	1	2	3	4	5	6
	n. The decompression and post operational tour support I received.	1	2	3	4	5	6
	o. The way my R&R was carried out (please provide more information in the box below if you wish):	1	2	3	4	5	6
Q39	What is your view of the following regarding	your exp	perience About	-	onal deplo ot often enou	-	
	a. The frequency of my operational deployments.	1]2	3	3	
	b. The length of my operational deployments.	o long	About	right	Too short		
Q40	Approximately how many operational deploy (Please write in both boxes, e.g. "06" if 6 depl				during yo	our Army	career?
Time Awa	Y						
Q41	In the past 12 months approximately how many of duty for Service reasons?	any week	s have y	ou been av	vay from y	our usua	I place
	Not been away	Betwe	en 4 - 6 m	onths (14 - 2	?6 weeks)	4	
	Up to 1 month (4 weeks)	Betwe	en 7 - 9 m	onths (27 - 3	39 weeks)	5	
	Between 1 - 3 months (5 - 13 weeks)	Betwe	en 10 - 12	months (40	- 52 weeks)	6	
Q42	How satisfied or dissatisfied were you with to duty?	this <u>amo</u> u	<u>ınt</u> of tim	e away fro	m your us	sual place	of
	1	atisfied]4		
	2	dissatisfied	d]5		
	Neither satisfied nor dissatisfied 3						

Neither

Section 4: Fairness and Leadership

The Army 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.

Q43	How strongly do you agree or disagree equality in the Army?		following sta	•	•
		Strongly agree	Agree	Neither agree I	Strongly Disagree disagree
	a. I am treated fairly.	1	2	3	4 5
	b. I am encouraged to use my talents to the full	1	2	3	4 5
	b. I am choodraged to use my talents to the fair				
sexual o disabilit	ination can occur when a person is treated orientation, pregnancy or maternity, marriagy. Discrimination can also occur where a puntages a person on the basis of the charac	ge or civi policy or	l partnership practice whi	o, gender reass ch applies to e	ignment, age or
intended	nent includes unwanted conduct which is and to or has the effect of violating another's e environment.				
	may be characterised as offensive, intimic of power through means intended to under				
Q44	Do you believe that you have been the s Service environment in the last 12 mont		discriminat	ion, harassmer	nt or bullying in a
	Yes 1 No	Plea	ase go to Q49		
Q45	If Yes, please tick all that apply:	Di	scrimination	Harassment	Bullying
	 a. Yes, on grounds of gender or gender identity b. Yes, on grounds of race, colour, nationality, enational origin. 		1	2	3 3
	c. Yes, on grounds of social background/class.		1	2	3
	d. Yes, on grounds of religion or beliefs.		1	2	3
	e. Yes, on grounds of sexual orientation.		1	2	3
	f. Yes, on grounds of age.		1	2	3
	g. Yes, on grounds of disability.		1	2	3
	h. Yes, on grounds of pregnancy or maternity.		1	2	3
	i. Yes, on other grounds - please specify.		1	2	3
	25, 211 211121 31 2111120 41 2000 54 2011 31				
Q46	Did you make a formal written complain harassment and/or bullying? Yes 1 No	□ 2	he last 12 m	<u>onths</u> about th	is discrimination

		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied		
	objectivity and fairness with by complaint was handled/is andled.	1	2	3	4	5		
	amount of time taken/it is presolve my complaint.	1	2	3	4	5		
. How \	well I was/am being kept d about the progress of my	1	2	3	4	5		
. The s	support provided by my	1	2	3	- 4	5		t alloca sisting
	g Officer.						N/A	
. The c	outcome of my complaint.	1	2	3	4	5	6	
If	you did NOT make a f	ormal wri	tten compl	aint, why w	as this? (Ti	ck all that ap	oply).	
а	. I didn't know what to do.							
b	. I considered the incident(s	s) to be too	minor to rep	ort.	_ 1			
С	. I resolved the situation info	ormally.			1			
d	. The situation was resolved	d through n	nediation.		 1			
е	. I did not believe anything	would be d	one if I did co	omplain.]1			
f.	I did not want to go through	n the comp	laints proced	ure.	1			
g	. I believed it might adverse	ely affect m	y career or w	orkplace.	_ 1			
	. I was worried that there we erpetrators.	ould be rec	riminations fi	rom the	1 1			
-	I was discouraged from do	ing so.] 1			
	Other reason(s) - please s	pecify.			 1			

Do you know how the Service Complaints Commissioner can help you with a discrimination, harassment and/or bullying complaint? Q50 Yes, fully No, not at all Haven't heard of the Service Complaints Commissioner To some extent

Q51	How strongly do you agree or disagree Brigadier and above) of the Army?	with the fol	lowing s	tatements	about the	senior of	ficers (i.e.
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	 The senior officers of the Army understand a represent my interests. 	and 1	2	3	4	5	6
	b. Senior officers are keen to get Service peop views on key decisions.	le's 1	2	3	4	5	6
Q52	How strongly do you agree or disagree superior (Army or civilian)? He/she	with the fol	lowing s	tatements	about you	ır immedi	ate
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	a. Understands and represents my interests.	1	2	3	4	5	6
	b. Supports me in my job.		2	3	4	5	6
	c. Sets a positive example.	' 1			⁴	5	6
	d. Encourages me to develop my skills.	'. 1		3	4	5	6
	e. Is supportive over work/life balance issues.	1	2	3	4	5	6
	f. Recognises my efforts.	1	2	3	4	5	6
	g. Tells me what's going on at work.						
	tion about the Service Complaing link: http://armedforcescomp	olaints.ind	depend	lent.gov		d on th	e
Q53	How many weeks notice were you give Less than 1 week	n for your c		_	nent (posti	ing)?	
	1-2 weeks		11-12 we		7		
	3-5 weeks 3		26-51 we		8		
	6-8 weeks		52+ wee		9		
	9-10 weeks 5						
Q54	How satisfied were you with this much	notice?					
	1	Dissatisfied			4		
	2	Very dissatisfie	ed		5		
	Neither satisfied nor dissatisfied 3						

Q55	Which of these qualifications do you hold? (Please select the nearest equivalent where appropriate). (Tick all that apply).						
	a. No qualifications.						
	b. Apprenticeship.						
	c. Entry Level (1-4 O levels/CSEs/GCSEs any grades).						
	d. NVQ Level 1, Foundation GNVQ, Basic Skills.						
	e. 5+ O levels (passes)/CSEs (grade 1)/GCSEs (grades A*-C), School Certificate, 1 A level/ 2-3 AS levels/ VCEs, Higher Diploma. f. NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/ General Diploma, RSA Diploma.						
	g. 2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/ Advanced Diploma.						
	h. NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma.						
	i. NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level.						
	j. Degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE).						
	k. Professional qualifications (for example teaching, nursing, accountancy).						
	I. Foreign qualifications.						
	m. Other vocational/work-related qualifications.						
Q56	Overall how satisfied are you with the career management service provided by the Army Personne Centre (APC)?						
	Very satisfied Dissatisfied						
	Satisfied Very dissatisfied						
	Neither satisfied nor dissatisfied \[\] \						
Q57	In terms of your current assignment, how strongly do you agree or disagree with the following?						
	Neither Strongly agree nor Strongly agree Agree disagree Disagree disagree						
	a. I have the skills, knowledge and experience to do my job.						
	b. My skills and experience are being used.						
	c. The assignment provides development opportunities that 1 2 3 4 5 will enhance my promotion prospects.						
	d. My personal preferences were taken into account.						
Q58	Did you have an opportunity to state your preference before your last posting (assignment), for example using a Posting Preference Proforma (PPP)?						
	Yes Please Go to Not aware 2 Please go to Q59 Of PPP Q60 No Q60						
Q59	If YES, did you have the opportunity to seek advice or discuss your preferences with an expert? Yes \[\begin{small} 1 & No & \begin{small} 2 \\ No & \empthsquare \empthsquare 2 \\ \empthsqua						

Q60	How satisfied are you with the following?					
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
	a. The fairness of the appraisal system.	1	2	3	4	5
	b. The fairness of the promotion system.	1	2	3	4	5
	c. My opportunities for promotion.	1	2	3	4	5
	d. My opportunities for personal development.	1	2	3	4	5
	e. The amount of training I have received in order to carry out my current job roles.	y	2	3	4	5
	f. The quality of training I have received in order to carry out my current job roles.	1	2	3	4	5
	g. The timing of the training I have received in order to carry out my current job roles.	1	2	3	4	5
	h. The extent to which I am doing the job for which I was trained.	1	2	3	4	5
	 i. My opportunities to gain civilian accreditation for Servic training, e.g. NVQs, apprenticeships. 	e 1	2	3	4	5
Q61	With regard to the current situation concerning applies to you:	redunda	ncy, plea	se select t	he option	that best
	I am not in a redundancy field but want to be selected for	redundan	cy [1		
	I am not in a redundancy field and don't want to be select	ted for red	undancy	2		
	I applied for redundancy and have been selected			³ Please g	go to Q67 (Se	ction 6)
	I applied for redundancy but was not selected			4		
	I applied for redundancy but don't yet know the outcome			5		
	I didn't apply for redundancy but I am being made redund	dant		Please g	go to Q67 (Se	ction 6)
	I didn't apply for redundancy and I am not being made re	dundant		7		
	I didn't apply for redundancy and don't yet know whether redundant	I will be m	ade [8		
	I don't want to say			9		
Q62	What are your plans for the future? (Tick one bo	ox only).	_	 4		
	To stay serving as long as I can			'		
	To stay serving to the end of my current engagement/con	nmission		2		
	To leave the Army before the end of my current engagem	nent/comm	ission			
	To leave the Army as soon as I can					
	I have put in my notice to leave					
	N/A / I don't know			6		

Q63	How do the following factors impact on your intention to stay or leave the Army?							
	İI	Strongly ncreases y intention to stay	Increases my intention to stay	Has no effect on my intention to stay or leave	Increases my intention to leave	Strongly increases my intention to leave		
	a. Impact of Army life on family and personal life.	1	2 2	3	4	5		
	b. Opportunities outside the Army.	<u> </u>	2	3	4	5		
	c. Management in my unit.	1	2	3	4	5		
	d. Opportunities for longer commission/extended engagement.		2	3	4	5		
	e. Current job satisfaction.	1	2	3	4	5		
	f. Job security.	1	2	3	4	5		
	g. My morale.	1	2	3	4	5		
	h. Service morale.	1	2	3	4	5		
	i. Amount of extra duties.	1	2	3	4	5		
	j. Amount of pay.	1	2	3	4	5		
	k. Amount of allowances.	<u> </u>	2	3	4	5		
	I. Opportunities for career development.	1	2	3	4	5		
	m. Opportunities for personal development.	<u> </u>	2	3	4	5		
	n. Opportunities for sport.	1	2	3	4	5		
	o. Opportunities for Adventure Training.	1	2	3	4	5		
	p. Promotion prospects.	1	2	3	4	5		
	q. Healthcare provision.	1	2	3	4	5		
	r. Dental provision.	1	2	3	4	5		
		1	2	3	4	5		
	s. Mental health provision.	1	2	3	4	5		
	t. Pension.	1	2	3	4	5		
	u. Opportunities for flexible working conditions.	1	2	3	4	5		
	v. Excitement of the job.						N/A	
	w. Children's education.	1	2	3	4	5	6	
	x. Unfair treatment (bullying, harassment, discrimination).	1	2	3	4	5	6	
	y. Effect of operational commitment and stretch.				4	5	6	
	z. Financial Incentives available to me, e.g. Commitment Bonus.			3	4	5	6	
	aa. Spouse/partner's career.	<u></u> '			4	° [°	
	ab. Continuity of Education Allowance.		2		4	5	6	
	ac. Frequency of operational tours/deployments.		2		4	5	6	
	ad. Service Accommodation.		2	3	4	5	6	
	ae. Support given to my family by the Army.	1	2	3	4	5	6	
	af. I feel I have now completed the amount of operational tours I wanted and I am ready to leave	/e.	2	3	4	5	6	
	ag. Opportunities for recreation.			3	4	5		
Q64	If you have put your notice in to leave, pl most influenced your decision to leave th in the boxes below.)							
		d most im for leavin		2	Third most i reason for le		3	

Q65		elling from your immediate commander/Commanding Officer (RCMO) or Manning and Career Management it:
	Very useful Not very useful	4
	Useful Not useful at all	5
	Neutral Not received	6
Q66	Have you ever considered transferring inter	rnally to another Corps/Arm e.g. Infantry to RE?
	Section 6: Your	Accommodation
Q67	What kind of accommodation do you live in only)	at present during the working week? (Tick one box
	Service Family Accommodation (SFA)	Please go to Q68
	Substitute Service Family Accommodation (SSFA)	Please go to Q69
	Single Living Accommodation. (SLA)	Please go to Q68
	Substitute Single Living Accommodation (SSLA)	Please go to Q69
	Property I own	Please go to Q73
	Privately rented accommodation	Please go to Q72
	In a relative's (e.g. parents') home	Please go to Q72
	Other (please write)	Please go to Q72
Q68	If you currently live in SFA or SLA, in the las	st 12 months did you move from a Substitute SFA or
455	Substitute SLA into your current accommod	
	Yes 1 No	2
Q69	If you currently live in Service Accommodat Accommodation in the last 12 months?	tion, have you moved from your own home into Service
	Yes 1 No	Please go to Q71
Q70	the reason for this? (Tick all that apply).	vice Accommodation in the last 12 months, what was
	a. Posting requirement.	
	b. Economy.	
	c. Other (please write).	

Q71	With regard to your current Service Accommodation, how satisfied are you with the following?
	Neither North Alachter
	Very satisfied nor Very NA / don't satisfied Satisfied dissatisfied Dissatisfied dissatisfied know
	a. Overall standard of my current accommodation.
	b. Value for money of Service Accommodation.
	c. Response to requests for maintenance/repair to my 1 2 3 4 5 6 current accommodation.
	d. Quality of maintenance/repair work to my current accommodation.
	e. How fairly Service Accommodation is allocated.
Q72	Do you currently own your own home? Please answer this question whether you live in this property or not.
	Yes Please go to Q73
	No Please go to Q76
	No, but I am currently saving up to buy a home in the future 13 Please go to Q76
Q73	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).
Q74	When did you become a home owner?
	Less than 12 months ago
	1-2 years ago More than 5 years ago
Q75	If you currently own a home, how satisfied are you with the following?
	Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A
	a. The opportunity to live in my own home.
	b. The allowances for living in my own home.

If you own your own home, please go to Q77

Q/6	(Tick all that apply).
	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).
Q77	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 Housing Scheme
	No Not heard of this
	No, but I am considering it
Q78	When it comes to paying Council Tax, I am treated:
	Much more favourably than a civilian
	Slightly more favourably than a civilian
	No more or less favourably than a civilian
	Slightly less favourably than a civilian
	Much less favourably than a civilian
	Don't know / N/A
Q79	Are you on a Unit that has Catering Retail and Leisure (CRL) that operates Pay As You Dine (PAYD)?
	Yes No Please go to Q88 (Section 7)
Q80	Do you use PAYD?
	Yes 1 No 2 Please go to Q88 (Section 7)
Q81	If you use PAYD, on average how many Core Meals do you purchase per week?
	None 6-10
	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$
	3-5 3 $16+$ 6
	70.

Q82	If you purchase a Core Meal, ho	w satisfied are	you with:			
	a. The quantity of food. b. The quality of food. c. The value for money.	Satisfied 2 2 2	Neither satisfied nor dissatisfied 3 3 3 3	Dissatisfied 4 4 4	Very dissatisfied 5 5 5 5 5	
Q83	If you use PAYD, on average ho	w many Retail I	Meals do you p	urchase per	week?	
	None		6-10 11-15 16+	5 6		
Q84	If you purchase a Retail Meal, howevery satisfied a. The quantity of food. b. The quality of food. c. The value for money.	Satisfied are	Neither satisfied nor dissatisfied	Dissatisfied 4 4 4	Very dissatisfied 5 5 5 5	
Q85	How satisfied are you with:					
		ery sfied Satisfied 1 2 1 2	Neither satisfied nor dissatisfied	Dissatisfied 4 4	Very dissatisfied 5 5	
Q86	Overall how would you rate you introduction of CRL?	r environment	within your un	it compared t	o what it was befo	re the
	Much Better	1	Worse		ı	
	Better	2	Much Worse			
	Neither better nor worse	_] ³ //	V/A		5	
Q87	Officers/SNCO's only. How satis	sfied are you w	ith mess functi	ions provided	by the contractor	r ?
	Very satisfied	1	Dissatisfied		ı	
	Satisfied	2	/ery dissatisfied	5	5	
	Neither satisfied nor dissatisfied	\int_{1}^{3}	V/A		3	

Section 7: Your Personal Life

Q88	What is your current personal status?						
	Single (never married or formed a civil partner	rship)	1	Please go to Q90			
	In a long term / established relationship (but n	ot married or in a civil partnership)	2				
	Married / In a civil partnership		3				
	Separated, but still legally married or in a civil	partnership	4	Please go to Q90			
	Divorced / Formerly in a civil partnership whic	h is now legally dissolved	5	Please go to Q90			
	Widowed / The surviving partner from a civil p	artnership	6	Please go to Q90			
	Prefer not to say		7	Please go to Q90			
Q89	What is your spouse/partner's current	employment situation?					
	In the Armed Forces	In voluntary (unpaid) employmer	nt 4				
	In full-time paid employment / full- time self-employment (other than	Not employed (for any reason)	5				
	Armed Forces) In full-time or part-time education						
	In part-time paid employment / 3 part-time self-employment						
Q90	Do you have any children whom you s	upport financially?					
3 50	Yes 1	apport interiorally.					
	2	go to Q94					
	, reases	,0 to 40 +					
Q91	If YES, how many children do you have	e in each age group? (Please	write the	number of children for			
	each category in each box , e.g. "3" ,or if						
		1		4			
	Under 5 years	Between 17 and 19 ye	ears				
		2		5			
	Between 5 and 11 years	Over 19 years					
		3					
	Between 12 and 16 years						
Q92	Do any of your children live with you?	(Tick one box only).					
	Yes						
	Shared Access						
	Weekends/holidays only 3 Please	go to Q94					
	No Please	go to Q94					
	N/A Please	go to Q94					

Q93	If you have a child or children who have had a Special Needs assessment, were any of them deemed to have a Special Educational Need (SEN)? (Tick one box only).
	Not applicable - none of my children have had a Special Needs assessment
	Yes
	No
Q94	In the past 12 months approximately how much time have you spent away from your family (e.g. spouse/partner or children) for Service reasons?
	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)
Q95	How satisfied are you with this <u>amount</u> of time away from your family?
QUU	Very satisfied Dissatisfied
	Satisfied Satisfied Satis
	Neither satisfied nor dissatisfied N/A
000	
Q96	How satisfied are you with the following? Neither
	Very satisfied nor Very satisfied Dissatisfied dissatisfied
	a. The ability to plan my own life - short term e.g. work/weekend leave.
	b. The ability to plan my own life - long term e.g. holidays/career training.
	c. The amount of separation from spouse, family and friends.
	d. The opportunities available to me for flexible working.
	e. The effect of Service life on my children's education.
	f. The effect of Service life on my spouse/partner's career.
Q97	Do you have caring responsibilities for infirm or elderly adult(s)?
	Yes 1 No 2
The Arn	my would like to understand how Service life affects personal finance. The
1	ation could improve training and policy.
Q98	In the last 12 months have you applied for a mortgage?
	Yes Please go to Please go to Q99 No Q101
Q99	If you have applied for a mortgage in the last 12 months, what happened regarding your most recent application?
	I was successful Please go to Q101
	I was rejected Please go to Q100
	I am still waiting for an answer Please go to Q101

Q100	If your mortgage application was rejected, what was the main reason? (Tick one box only).
	Failed credit check
	Lack of UK credit history
	Too many address moves
	Not enough savings for a deposit
	Mortgage unaffordable on current single/joint income
	Don't know
	Prefer not to say
	Other (please write)
Q101	In the last 12 months, have you applied for credit? Yes Please go to Q102 No Q104
Q102	If you have applied for credit in the last 12 months, what happened regarding your most recent application?
	I was successful Please go to Q104
	I was rejected Please go to Q103
	I am still waiting for an answer Please go to Q104
Q103	If your credit application was rejected, what was the <u>main</u> reason? (Tick one box only).
	Failed credit check
	Lack of UK credit history
	Too many address moves 3
	Don't know
	Prefer not to say
	Other (please write)
Q104	How confident are you in your ability to manage your finances?
Q107	Very confident Not very confident 3
	Quite confident Not very confident 4
	Quite Confident
Q105	How satisfied are you with the Service provided support (e.g. information) you are given to help you arrange your finances?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied 5
	Neither satisfied nor dissatisfied N/A

Section 8: Leave

Q106	How satisfied are you with the fo	llowing?							
			Very		Neither satisfied nor	,	Very		
			satisfied	Satisfied		oissatisfied diss			
	 a. My overall leave allowance i.e. annu- operational tour leave (POTL), leave ca previous years etc. 		n	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 ta months.	ke in the last 1	2 1	2	3	4	5		
Q107	Did you take all of your annual le	ave, i.e. 38 c	days (includi	ng public	: holidays), i	in the last le	ave year?		
	Yes		Please go to Q1	09 (Section	9)				
	No, because I have not been in the Service for a full leave year	2	Please go to Q1	09 (Section	9)				
	No, for any other reason	3	Please go to Q1	08					
Q108	Please indicate which of the follo			you did ı	not take all d	of your annu	ial leave		
	a. Operational tour.		1						
	b. Not allowed.		1						
	c. Courses/training.		1						
	d. Personal reasons.		1						
	e. Workload.		1						
	f. Undermanning.								
	g. I wanted to carry days over to the ne	xt leave year	1						
	h. Other (please write).		1						
	Section 9: Your	Hoolth	Wall ba	ing an	d Eitna	00			
	Section 9. Tour	neailli,	vven-be	iliy ali	ia Filite	3 5			
Q109	If you have received Service-proventh:	vided <u>medic</u>	<u>al</u> treatment	in the las	t 2 years, he	ow satisfied	were you		
		.,		Neithe		.,			
		Very satisfi		satisfied I dissatisf		Very d dissatisfied	N/A		
	a. Being able to access the medical car I needed it.	re when]1		3 4	5	6		
	b. The medical facilities.]1		3 4	5	6		
	 c. The way in which I was treated by the staff. 	e medical]1		3 4	5	6		
	d. The effectiveness of my medical trea	itment.]'		,4				

Q110	If you have received Service with this treatment?	e-provided	l <u>dental</u> tı	reatment i	in the last	2 years	, how sati	sfied we	re you
	Very satisfied	1	Dissati	isfied			4		
	Satisfied	2	Very d	issatisfied			5		
	Neither satisfied nor dissatisfied	3	N/A				6		
Q111	If you have received Service you with this treatment?	-provided	l <u>mental l</u>	nealth car	e in the la	st 2 yea	rs, how s	atisfied w	/ere
	Very satisfied	1	Dissati	isfied			4		
	Satisfied	2	Very d	issatisfied			5		
	Neither satisfied nor dissatisfied	3	N/A				6		
Q112	How satisfied are you with t	he followi	ing?						
				Very satisfied	Satisfied	Neithe satisfied dissatisf	nor		ery tisfied
	a. Army sport, exercise and fitnes	s facilities i	n general.	1	2	Ţ,	3]4	5
	b. My opportunities to pursue fitne	ess activities	S.	1	2	,	3]4	5
	c. My opportunities to pursue Adv	renture Trair	ning.	1	2		3	4	5
	of measuring national well-beir The questions below are not l								eral
Q113	Overall, how satisfied are yo	ou with yo	ur life no	wadays?					
	Not at all							Con	npletely
		3	4	5	6	7	8	9	10
Q114	Overall, how happy did you	feel yeste	rday?						
	Not at all							Co.	mpletely
	0 1 2	3	4	5	6	7	8	9	10
Q115	Overall, how anxious did yo	u feel yes	terday?						
	Not at all							Co	mpletely
	0 1 2	3	4	5	6	7	8	9	10
Q116	Overall, to what extent do ye	ou feel the	things y	ou do in y	your life a	re worth	nwhile?		
	Not at all							Co	mpletely
	0 1 2	3	4	5	6	7	8	9	10

Section 10: Welfare

Q117	How satisfied are you with the	ne follow	ing?					
			Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
	 a. The Operational/Deployment W Package. 	elfare	1	2	3	4	5	6
	 b. The welfare support provided by me. 	the Army	for 1	2	3	4	5	6
	 c. The welfare support provided by my family. 	the Army	for 1	2	3	4	5	6
	 d. The support my spouse/partner Army when I am absent. 	gets from	the 1	2	3	4	5	6
Q118	Do you know how to contact	the follo	_	Ma				
	a. My unit's Padre.		Yes	No 2				
							Not heard	
	b. SSAFA-FH (Soldiers, Sailors, A Families Association - Forces Help		1	2	N/A	3	of it	
	c. The HIVE.		1	2		3	4	
	d. The Army Families Federation.		1	2		3	4	
Q119	How satisfied are you with th	e followi	ng:					
		Very	Catiofical	Neither satisfied nor	Dissoliation	Very dissatisfied	Notwood	Not heard of
	a. Army Welfare Service.	satisfied	Satisfied 2	dissatisfied	Dissatisfied 4	5	Not used	<i>it</i> 7
	b. Unit Welfare Officer.	1	2	3	4	5	6	7
	c. Support provided by the Unit Padre.	1	2	3	4	5	6	7
	d. HIVE information office.	1	2	3	4	5	6	7
	 e. Support available to those bringing up dependent children. 	1	2	3	4	5	6	7
	 f. Welfare support available to my family during times of separation, e.g. operations, exercise, hospitalisation. 	1	2	3	4	5	6	7
	g. Provision of financial advice in the Army.	1	2	3	4	5	6	7
Q120	Do you have easy access to	a Welfar	e Officer if	you need i	t?			
	Yes 1	No	2					
Q121	Do you know how to access	unit/Arm	ny MOD we	Ifare suppo	ort if you re	equire it?		
	Yes 1	No	2					

Section 11: Working with the Territorial Army (TA)

Are you	ı aware of t						
			Yes, f	fully some	Yes, ewhat	No, not	
				•	aware	aware	
a. Volunt	eer Reserve.			1	2	3	
b. Regul	ar Reserve.			1	2	3	
	me Reserve S nmitment).	Service (FTR	RS)	1	2	3	
(Limited	me Reserve (Commitment)).	, F	1	2	3	
	me Reserve Sommitment).	Service (FTF	RS)	1	2	3	
f. Additio	nal Duties Co	ommitment (ADC).	1	2	3	
When y	ou leave th	e Army, w	ould you co	onsider joinin	_		
		Yes	No		Don't know		
a. Full tir	ne.	1		2	3		
b. Part ti	me.	1		2	3		
What we	auld make v	vou ioin th	o Bosomio E	orces? (Pleas	aa uurita in	the bay bal	n()
Wilat WC	ould make y	ou join the	e Reserve r	Olces (Flea	se write ii	i the box bei	Jw).
Have yo	ou had worl	king conta	act with the	TA in the last	two years	s?	
Have yo		king conta	act with the	TA in the last	-	s?	
-	s	king conta	act with the]¹ Please go	-		
Ye No	s	king conta	act with the	Please go Please go	to Q126	ction 12)	
Ye No Do	s n't know	-		Please go Please go	to Q126 to Q129 (Se to Q129 (Se	ction 12) ction 12)	
Ye No Do	s n't know	-	elieve the T	Please go Please go Please go	to Q126 to Q129 (Se to Q129 (Se	ction 12) ction 12)	
Ye No Do In your	s on't know experience	-	elieve the T	Please go Please go Please go A's contribut	to Q126 to Q129 (Se to Q129 (Se	ction 12) ction 12)	
Ye No Do In your Ve Va	s on't know experience ry valuable	, do you b	elieve the T	Please go Please go Please go Please go A's contribut at all valuable	to Q126 to Q129 (Se to Q129 (Se	ction 12) ction 12)	
Ye No Do In your Ve Va No	s on't know experience ry valuable luable of very valuable	e, do you b	pelieve the T Not Do	Please go Please go Please go Please go A's contribut at all valuable	to Q126 to Q129 (Se to Q129 (Se ion to the	ction 12) ction 12) Army is:	the TA?
Ye No Do In your Ve Va No In your	s on't know experience ry valuable luable of very valuable	e, do you b	pelieve the T 1 No 2 Do 3	Please go Please go Please go A's contribut of at all valuable on't know	to Q126 to Q129 (Se to Q129 (Se ion to the	ction 12) ction 12) Army is:	the TA?
Ye No Do In your Ve Va No In your	experience ry valuable luable of very valuable experience ry well	e, do you b	pelieve the T No Do Do I integrated	Please go Please go Please go Please go A's contribut of at all valuable on't know with the Arm	to Q126 to Q129 (Se to Q129 (Se ion to the	ction 12) ction 12) Army is:	the TA?
Ye No Do In your Ve Va No In your Ve We	experience ry valuable luable of very valuable experience ry well	e, do you b	pelieve the T No Do Do I integrated	Please go Please go Please go Please go A's contribut of at all valuable on't know with the Arm of at all well	to Q126 to Q129 (Se to Q129 (Se ion to the	ction 12) ction 12) Army is:	the TA?
Ye No Do In your Ve Va No In your Ve We No	experience ry valuable luable t very valuable experience ry well ell	e, do you b	pelieve the T No Do Do I integrated	Please go Please go Please go Please go A's contribut of at all valuable on't know with the Arm of at all well on't know	to Q126 to Q129 (Se to Q129 (Se ion to the	ction 12) ction 12) Army is:	the TA?
Ye No Do In your Ve Va No In your Ve We No How do	experience ry valuable luable et very valuable experience ry well ell et very well	e, do you b	relieve the T No Do integrated No construction ionalism of	Please go Please go Please go Please go A's contribut of at all valuable on't know with the Arm of at all well on't know the TA?	to Q126 to Q129 (Se to Q129 (Se ion to the 4 5 y Regular 5	ction 12) ction 12) Army is:	the TA?
Ye No Do In your Ve Va No In your Ve We No How do	experience ry valuable luable t very valuable experience ry well ell	e, do you b	pelieve the T 1 No 2 Do 3 I integrated 1 No 2 Do 3	Please go Please go Please go Please go A's contribut of at all valuable on't know with the Arm of at all well on't know	to Q126 to Q129 (Se to Q129 (Se ion to the 4 5 y Regular 5	ction 12) ction 12) Army is:	the TA?

	Section 12: Your Comments	
Q129	This survey is? Too long	
Q130	How long did it take you to complete this survey? Less than 10 minutes	7
Q131	Please use this box to provide any further comments about working and living in the Army	<u>'</u> .

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 Limited, Centre 500, 500 Chiswick High Road, London, W4 5RG using the envelope provided.

DASA (Surveys)

Tel: 020 721 84535 / 96218 4535





What is RAF life Like for you?

Tell us – your views are important

"This Continuous
Attitude Survey (CAS)
is your ideal opportunity
to let me know what is
good and bad with
Service life from your
perspective.

I am particularly keen to know where you think we should focus our efforts to improve life in the RAF as the Survey provides me with key evidence that I can use to argue the case for changes, both within the RAF and beyond.

YOUR VIEWS ARE CRITICAL because the greater the number of you who respond, the more evidence I will have to drive through the changes you want.

Please take a few minutes to complete this form carefully."



Air Marshal Andy Pulford DCom Cap/AMP&C



PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Royal Air Force

You can complete the intranet version of this questionnaire by going here:

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

From the list of surveys please select the Armed Forces Continuous Attitude Survey.

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

This survey asks about your views of RAF life, including working and living conditions, and other key aspects of day-to-day life. There is space at the end of the survey for any comments you wish to make.

The number and ranks of people invited to complete the survey have been carefully calculated to give a balanced spread of views of RAF Personnel – your personal input is therefore valuable.

JPA information will be used to get certain background information, such as Branch or Trade, gender, age, national identity, rank, enlistment date, contract type, and voluntary outflow status. If you are not happy for your JPA data to be accessed, please contact the Civil Service researchers whose details are given below.

The survey findings are used to help policy desks make judgments on leave, pay, accommodation, career, recruiting methods, health and well-being and other issues. Information is, for instance, given to the Armed Forces Pay Review Body, who make recommendations on Armed Forces pay, allowances and entitlements.

Your responses will be treated in the strictest confidence and no person from your Chain of Command will see your completed survey. Only grouped responses (to ensure anonymity) will be analysed and results reported to policy makers. You can read the reports too (see links below). Completed surveys are stored securely and destroyed after 28 months.

By completing and returning the survey you are agreeing to take part in the research. However, you do not have to and choosing not to take part will not disadvantage you in any way.

The survey is run by Defence Analytical Services and Advice (DASA) (Surveys) and Civilians outside your Chain of Command. This research is approved by the MoD Research Ethics Committee (MoDREC). If you would like further details of the approval contact the Civilian researchers (see below).

If taking part in this survey causes you any distress, or you wish to talk about any personal issues further, please speak to your Unit Welfare Officer, Chaplain or call the Confidential Support Line. If you experience any negative effects resulting from participation in this survey, you will be eligible to apply for compensation under the MoD's 'No Fault Compensation Scheme'.

Please complete the AFCAS survey as soon as you can and send it in the envelope provided direct to a:cet (or use any local collection facilities your unit may have).

For further information: Contact Civil Service researcher: Nicola Elliott-Mabey at HQ Air Command, 0778 6027089, or via Nicola.Elliott-Mabey419@mod.uk

AFCAS tri-Service reports are publicly available via the DASA Website:

http://www.dasa.mod.uk/index.php?pub=AFCAS-MAIN

The report of the findings of the 2013 AFCAS survey is due to be released at 09:30 on 22nd August 2013.

Thank you for taking the time to complete this survey. Your views are used to inform policy decisions.

Armed Forces Continuous Attitude Survey 2013: Royal Air Force

Please fill in this survey as fully and honestly as you can. It should only take around 30 - 40 minutes.

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 Limited, Centre 500, 500 Chiswick High Road, London W4 5RG using the **prepaid envelope provided.**

Section 1: Your Pay, Allowances & JPA

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 2013 AFCAS questionnaire then please ignore this paper copy.

To compensate for differences in lifestyle, working conditions and expectations between Service personnel and their civilian equivalents, Service salaries are increased by 14% (for the majority of personnel). We call this the 'X-Factor'.

Strongly agree	Disagree		4		
Agree	Strongly disa	agree	5		
Neither agree nor disagree]3				
How satisfied are you with	the following?				
,	_	form:	Neither		17
		/ery tisfied Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. My rate of basic pay (basic pay but excludes Specialist Pay and		1 2	3	4	5
but excludes opecialist i ay and a	arry anowarices).				
b. My Specialist Pay.		1 2	3	4	5
c. My pension benefits.		1 2	3	4	5
d. My allowances, e.g. Longer Se	anaration Allowance	1	□3	□ 4	5
		1 1 1	1 1	1 1	1 1

			Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	e. Information about pay and allow the intranet, DINs and brochures.	wances, e.g. fr	om 1	2	3	4	5	
	f. My ability to access JPA.		1	2	3	4	5	
	g. My ability to do my personal ac	min tasks on .	JPA. 1	2	3	4	5	A4/A
	h. My JPA training.		1	2	3	4	5	N/A
	i. Viewing my pay statements on	JPA.	1	2	3	4	5	6
	Section 2: Aspe	cts of W	orking	in the	Royal	Air Fo	orce	
Q3	Before you joined the RAF, receive sponsorship? (Tick			Service	or other y	outh orgar	nisation or	did you
	a. Military School (e.g. Duke of Yo	ork's).						
	b. Scouts/Guides.	1						
	c. Sea/Army/Air Cadets.	1						
	d. Combined Cadet Force (CCF).	1						
	e. University Cadets.	1						
	f. University Air Squadron.	1						
	g. A Reserve Force.	1						
	h. Bursary/Scholarship.	1						
	i. Other sponsorship.	1						
	j. None of these.	1						
Q4	How satisfied are you with F	RAF life in go	eneral?		_			
	Very satisfied		Dissatisfied			4		
	Satisfied		Very dissatisf	ïed		5		
	Neither satisfied nor dissatisfied	3						
Q5	How does RAF life compare	with what y	ou expected	d it to be	when you	joined?		
	Much better	1	Worse			4		
	Better	2	Much worse			5		
	About the same	3						
Q6	How would you rate the level	of morale o	f	Noithor	, high			
		Very high		Neither nor lo	ow Lo	ow Ve	ery low	
	a. Myself.	1	2		3	4	5	
	b. My Unit.	1	2		3	4	5	
	c. The RAF as a whole.	1	2		3	4	5	

Q7	In considering your immediate working team, to following?	what ex	tent do y	ou agree o	r disagree	with the
				Neither		
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree
	a. My team know exactly what their responsibilities are.		2	3	4	5
	b. Members of my team pull together to complete tasks.	1	2	3	4	5
	c. We have confidence in ourselves as a team.	1	2	3	4	5
	d. My team can work through difficult challenges.	1	2	3	4	5
	e. The people in my team work together to find ways to improve the service we provide.	1	2	3	4	5
Q8	How strongly do you agree or disagree with the	followin	g?			
		Strongly		Neither agree nor	Stron	nalv
		agree	Agree	· · · · · · · · · · · · · · · · · · ·	sagree disag	• .
	a. I feel proud to be in the RAF.	1	2	3	4	5
	b. I feel valued in the RAF.	1	2	3	4	5
	c. I would recommend joining the RAF to others.	1	2	3	4	5
	d. I believe I offer an important service to the country.	1	2	3	4	5
	e. I feel a strong personal attachment to the RAF.	1	2	3	4	5
	f. The RAF inspires me to do the best in my job.	1	2	3	4	5
	g. The RAF motivates me to help it achieve its objectives	i1	2	3	4	5 Don't know
	h. I feel that members of the Armed Forces are respected by society at large.	d 1	2	3	4	Don't know 5 N/A
	i. My family is proud of me serving in the Armed Forces.	1	2	3	4	5 6
	j. My family benefits from being a Service family.	1	2	3	4	5 6
	k. My family supports me in my job.	1	2	3	4	5 6
Q9	Do you feel that the RAF discipline system is?					
	Very fair Unfair			4		
	Fair Very unfa	air		5		
	Neither fair nor unfair					
face challe belonging confidence	Ethos is the distinctive character, spirit and attituenge and, on occasion, danger. It is underpinned. It encompasses the will to contribute to the dele in the chain of command, trust in colleagues arent of high professional standards and the courage.	by traditivery of e nd equip	tion, esp effective a ment, res	rit de corps air power th spect for inc	and a sen hat arises t dividuality	ise of from
Q10	How strongly do you agree or disagree with the	followin	g?			
		Strongly		Neither		Strongly
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree
	a. I understand the values and standards of the RAF.	1	2	3	4	5
	b. The RAF ethos is important to me.	1	2	3	4	5
	c. The ethos of the RAF is an important part of life in the RAF. $ \label{eq:continuous} % \begin{subarray}{ll} \end{subarray} % \begin{subarray}$	1	2	3	4	5

Q11	How strongly do you feel that you belong to each of the following, if at all?								
			Very strongly	Strongl	y Not	t strongly	Not at all strongly	Not applicable / don't know	
	a. My immediate	working team.	1		2	3	4	5	
	b. My Branch/Tra	ide.	1		2	3	4	5	
	c. My Role/Capal	bility.	1		2	3	4	5	
	d. My Wing/Squa	dron/Unit.	1		2	3	4	5	
	e. My Station.		1		2	3	4	5	
	f. The RAF.		1		2	3	4	5	
	g. The MOD.		1		2	3	4	5	
	h. The National S	Security Community	/.		2	3	4	5	
Q12	How satisfied	are you with the	following	aspects o	of vour	current ic	b?		
Ψ	cancina	a. o y o a		-	_		Neither		17
					Very tisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied d	Very lissatisfied
	a. My job in gene	eral.			1	2	3	4	5
	b. The sense of a	achievement I get fr	om my work.		1	2	3	4	5
	c. The challenge	in my job.			1	2	3	4	5
	d. The amount of	variety in my work			1	2	3	4	5
	job (e.g. clothes,	of personal equipments boots, personal we	apon).		1	2	3	4	5
	job.	of personal equipn					3	4	5
	g. The standard of systems) I have t	of major equipment o do my job.	(e.g. vehicles	s and				4	5
	h. The availability	of major equipmer	nt I have to do	o my job.	1			4	5
	i. My current worl	k location.			1	2	3	4	5
Q13	How would yo	u rate your worl	kload over t	he last 1	2 mont	hs?			
	Much too high	Abou	ut right	3	Much	too low	5		
	Too high	Too	low	4					
Q14	How strongly	do you agree or	disagree w	ith the fo	llowing	j ?			
			_	Strongly		Neithe agree n		Strongly	
				agree	Agree	disagre			
	 a. My superiors of work activities. 	lo not interfere exce	essively in my	′				4	0
	b. I am given suff decisions.	ficient authority to n	nake	1	2		3	5	6
	c. I have the reso	ources I need to do	my job.	1	2		3	4 5	6
	d. If I make a ger feel that it will be	nuine mistake at wo held against me.	ork, I do not	1	2		3	5	6
		people do not autor lame when things g		1	2		3	4 5	6
	things at work.	ed to find better way	-	1	2		3	4 5	6
	work needs to be	•		1	2		3	4 5	6
	clearly what outp		•		2			5	[6
	than keep hold of				2			5	6
	rewarded.	do my job well I will	·	1	2		3	5	6
	k. I always put as can.	much effort into m	y work as I		2		3	4 5	[]6

Q15	Are you currently registered to vote?
	Yes Please go to Q16
	No Please go to Q17
	Don't know Please go to Q18
Q16	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
Q17	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
	I do not know how to register Other
Q18	How important is it for you to be able to vote in the next elections? Very Not at all
	important Important important □ 1 □ 2 □ □ 3
	a. Local Elections.
	b. General Elections. c. European Parliament
	Elections.
Q19	Which of the following best describes what you remember happening in recent months? (Tick one box only). My unit Registration Officer ran a voter publicity campaign (including posters, presentations and talks) I just saw posters in my unit advising me to register to vote I was not aware whether there was any publicity about registering to vote
Q20	Have you read the 'Register to Vote' leaflet in recent months?
	Yes Please go to Q21 No Please go to Q23
Q21	Did you take any action as a result of reading the leaflet?
	Yes Please go to Q22
	No Please go to Q23
	No - I was already registered to vote Please go to Q23
Q22	What did you do as a result of reading the leaflet? (Tick all that apply).
	a. I filled in the registration form.
	b. I filled in the postal voting form.
	c. I filled in the proxy form.
	d. I contacted my Unit Registration Officer.
	e. I visited www.aboutmyvote.co.uk.

The 'Armed Forces Covenant' was announced by the Government in May 2011 and sets a framework for how past and present Armed Forces personnel, and their families, can expect to be treated by the Government and by the rest of the country in recognition of the personal risks and sacrifices they experience.

123	which of these best sums up your av	wareness of tr	ne Armed Forces	Covenant?	
	I've never heard of it		Please go to Q25		
	I've heard of it but know nothing about it	2	Please go to Q24		
	I've heard of it and know a little about it	3	Please go to Q24		
	I've heard of it and know a lot about it	4	Please go to Q24		
24	How did you find out about it? (Tick	all that apply).			
	a. Chain of Command.		1		
	b. Colleagues.		1		
	c. Newspapers.		1		
	d. TV.		1		
	e. MOD or Service websites.		1		
	f. Charities (e.g. Royal British Legion).		1		
	g. Other (please write).		1		
Q25	Which of these best sums up your ki	nowledge of th	ne Armed Forces	s Compensation Scheme?	
23	I've never heard of it		Please go to Q27		
	I've heard of it but know nothing about it	2	Please go to Q26		
	I've heard of it and know a little about it	3	Please go to Q26		
	I've heard of it and know a lot about it	4	Please go to Q26		
	TVE TICUTE OF IL UTILE MILOW & TOL ABOUT IL		r lease go to Q20		
26	How did you find out about it? (Tick	all that apply).			
	a. Chain of Command.		1		
	b. Colleagues.		1		
	c. Newspapers.		1		
	d. Formal Training.		1		
	e. MOD or Service websites.		1		
	f. Charities (e.g. Royal British Legion).		1		
	g. Other (please write).		1		
27	How strongly do you agree or disagr I feel prevented from taking an active RAF.				y in the
	Strongly agree	Disagree		4	
	Agree3	Strongly disa	agree		
	Neither agree nor disagree	Don't know			

Q28	When it comes to being able Forces makes it	e to acc	ess the follo	owing, ar	e you findi	ng that be	ing in the	Armed
			Much easier to access	Slightly easier to access	Has no impact on my ability to access	Slighly harder to access	Much harder to access	Don't know / N/A
	a. The Internet.		1	2	3	4	5	6
	b. Delivery of shopping.		1	2	3	4	5	6
	c. Public transport.		1	2	3	4	5	6
	d. Financial products e.g. mortga e. Public services e.g. school, do library.	•	pital, 1	2	3	4	5	6
Q29		Strongly	٨	leither agree		Strongly		
		agree	Agree r □2	nor disagree	Disagree 4	disagree 5	Don't kno	N
	a. My immediate working team.	1	2	3	4	5	6	
	b. My Unit/Establishment.	1	2	3	4	5	6	
	c. The RAF.	1	2	3	4	5	6	
	d. The MOD.							
busines Q30	s change programmes. How strongly do you agree	or disag	ree with the	e followir	ıg?			
				Strongly		Neither agree nor		Strongly
				agree	Agree	disagree	Disagree	disagree
	a. I know what Defence Transforr	mation is	about.	1	2	3	4	5
	b. I understand the purpose of De	efence Tra	ansformation.	1	2	3	4	5
	 c. I believe Defence Transformati the RAF. 	on will im	prove working	g in ¹	2	3	4	5
	d. In the last twelve months I hav contribute to Defence Transformame.				2	3	4	5
	e. My immediate superior/ Chain me understand how Defence Tra				2	3	4	5
	f. I feel more optimistic about the result of Defence Transformation		the RAF as a	1	2	3	4	5
Q31	How strongly do you agree	or disag	ree with the	e followir	ng?			
				Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	a. I am proud when I tell others I	am part o	f the MOD.	1	2	3	4	5
	b. I would recommend the MOD a	as a great	place to work	c .	2	3	4	5
	c. I feel a strong personal attachn	nent to th	e MOD.	1	2	3	4	5
	d. The MOD inspires me to do the	e best in r	my job.	1	2	3	4	5
	e. The MOD motivates me to help	o it achiev	ve its objective	es. 1	2	3	4	5

Section 3: Your Deployments and Separation

Q32	Are you eligible for deployment?						
	Yes No No No						
Q33	Have you been on an operationa	l deployment	since 1st	January 20	010?		
	Yes 1 No 2	Please go to Q42					
Q34	Are you currently on operational Yes 1 No 2	deployment?	•				
Q35	Were/are you deployed individual Individually As part of a Unit	ally or as part	of a Unit?				
Q36	How many weeks notice were you Less than 1 week 1-2 weeks 3-5 weeks 6-8 weeks 9-10 weeks	ou given for yo	11-1 13-2 26-5	nt/last oper 2 weeks 25 weeks 51 weeks weeks	rational de	eployment?	
Q37	How satisfied were you with this Very satisfied Satisfied Neither satisfied nor dissatisfied	¹ Dissatis ²			5		
Q38	a. The pre-operational training that I refor my current/last operational tour. b. The pre-operational preparation that received for my current/last operational c. The support I received from the RAF returned from my last operational tour. d. The welfare support that my family opartner received whilst I was deployed.	Very satisfied ceived 1 I 1 I tour.	Satisfied 2 2 2 2 2	Neither satisfied nor dissatisfied 3 3 3 3	Dissatisfied 4 4 4 4	Very dissatisfied 5 5 5 5 5 5	N/A 66 66 66
Q39	During your pre-operational prepares a. Job specification for the post. b. Assignment Order. c. Preparation Instruction. d. A1 Ops Website.	No 2 2 2 2 2 2 2 2	ou have a	access to t	he followii	ng?	

Q40	contributes/contributed to overal				
	Strongly agree	1 Disagree		4	
	Agree	² Strongly	disagree	5	
	Neither agree nor disagree	3			
Q41	What is your view of the followin	g regarding yo	ur experience of	operational deployn	nents?
		Too ofte	n About righ	Not often enough	
	 a. The frequency of my operational dep 	loyments.			
		Too lon	g About righ	nt Too short	
	 b. The length of my operational deployr 	ments.			
Q42	In the past 12 months approxima of duty for Service reasons?	tely how many	weeks have you	been away from yo	ur usual place
	Not been away	1	Between 4 - 6 mont	hs (14 - 26 weeks)	4
	Up to 1 month (4 weeks)	2	Between 7 - 9 mont	hs (27 - 39 weeks)	5
	Between 1 - 3 months (5 - 13 weeks)	3	Between 10 - 12 mg	onths (40 - 52 weeks)	6
Q43	How satisfied or dissatisfied wer duty?	e you with this	amount of time a	away from your usu	al place of
	Very satisfied	1 Dissatist	ïed	4	
	Satisfied	very dis	satisfied	5	
	Neither satisfied nor dissatisfied	3			

Section 4 begins on the next page

Section 4: Fairness and Leadership

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.

Q44	How strongly do you agree or disagree with the equality in the RAF?	e following sta	tements regard	ing fairness and
	Strongly agree	Agree	Neither agree nor disagree Di	Strongly isagree disagree
	a. I am treated fairly.	2	3	4 5
	b. I am encouraged to use my talents to the full.	2	3	4 5
	_			
sexual original disability.	ntion can occur when a person is treated less fa entation, pregnancy or maternity, marriage or c Discrimination can also occur where a policy o ages a person on the basis of the characteristic	ivil partnership or practice which	, gender reassi ch applies to ev	gnment, age or
intended to	nt includes unwanted conduct which is related or has the effect of violating another's dignity environment.			
	nay be characterised as offensive, intimidating, power through means intended to undermine,			
Q45	Do you believe that you have been the subject Service environment in the last 12 months?	of discriminati	on, harassmen	t or bullying in a
	Yes 1 No 2 F	Please go to Q50		
Q46	If Yes, please tick all that apply:	Discrimination	Harassment	Bullying
	a. Yes, on grounds of gender or gender identity.b. Yes, on grounds of race, colour, nationality, ethnic or national origin.	1	2	3 3
	c. Yes, on grounds of social background/class.	1	2	3
	d. Yes, on grounds of religion or beliefs.	1	2	3
	e. Yes, on grounds of sexual orientation.	1	2	3
	f. Yes, on grounds of age.	1	2	3
	g. Yes, on grounds of disability.	1	2	3
	h. Yes, on grounds of pregnancy or maternity.	1	2	3
	i. Yes, on other grounds - please specify.	1	2	3
Q47	Did you make a formal written complaint within harassment and/or bullying?	n the last 12 m	onths about this	s discrimination

Ų48	if yes, now satisfied were you	ı with the	Tollowing		our compi	aint ?		
		Very		Neither satisfied nor	.	Very		
	a. The objectivity and fairness with which my complaint was handled/is		Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied 5		
	being handled. b. The amount of time taken/it is taking to resolve my complaint.	1	2	3	4	5		
	c. How well I was/am being kept informed about the progress of my complaint.	1	2	3	4	5		Not allocated a
	d. The support provided by my Assisting Officer.	1	2	3	4	5	N/A 6	Assisting Office
	e. The outcome of my complaint.	1	2	3	4	5	6	
Q49	If you did NOT make a f	ormal wri	tten compl	aint why wa	as this? (Ti	ck all that ap	pply).	
	a. I didn't know what to do.]1			
	b. I considered the incident(s) to be too	minor to rep	ort.	1			
	c. I resolved the situation inf	ormally.			1			
	d. The situation was resolve	d through r	nediation.		1			
	e. I did not believe anything	would be d	one if I did co	omplain.	1			
	f. I did not want to go throug	h the comp	laints proced	ure.	1			
	g. I believed it might adverse	ely affect m	y career or w	orkplace.	1			
	 h. I was worried that there w perpetrators. 	ould be rec	criminations fr	om the]1			
	i. I was discouraged from do	ing so.			1			
	j. Other reason(s) - please s	pecify.			1			
Q50	Do you know where to go discrimination, harassn			it the RAF c	omplaints	procedure f	or unfair	treatment,
	Yes 1	ilent and	No 2	2				
Q51	Do you know how the S harassment and/or bull			Commission	er can help	you with a	discrimi	nation,
	Yes, fully		1	not at all		3		
	To some extent		2 Hav	ven't heard of mplaints Comi		4		

		Strongly		Neither agree nor		Strongly	
		agree	Agree	disagree	Disagree	disagree	Don't knov
	a. They understand and represent my interests	3.			4	5	6
	b. They inspire me to do the best in my job.				4	5	6
	 c. They are keen to get Service people's views key decisions. 	on 1	2	3	4	5	6
	d. They champion RAF interests in Tri-Service issues.	1	2	3	4	5	6
	e. They communicate future plans.	1	2	3	4	5	6
	f. My senior chain of command is known to me	e.	2	3	4	5	6
	g. They communicate decisions to personnel.h. They understand the impact of change on personnel.	1	2	3	4	5	6
Q53	How would you like the RAF's senior le with you? (Tick all that apply).	eadership ((i.e. Air Co	ommodore	and above	e) to com	municate
	a. Unit visits						
	b. AMP Bulletin.						
	c. Through unit commanders.						
	d. Other.						
		Strongly		agree nor		Strongly	
		agree	Agree	disagree	Disagree	disagree	Don't know
	a. Understands and represents my interests.	agree	Agree 2	disagree	Disagree 4	disagree 5	Don't know
	a. Understands and represents my interests.b. Supports me in my job.	agree	Agree 2	disagree	Disagree 4	disagree 5	Don't know
		agree	Agree 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	3 3 3	Disagree 4 4 4	5 5 5 5	Don't know
	b. Supports me in my job.	agree	Agree 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	disagree	Disagree 4 4 4 4 4	disagree 5 5 5 5 5 5 6 7 7 7 7 7 7 7 7 7 7 7 7	Don't know
	b. Supports me in my job.c. Sets a positive example.	agree	Agree 2 2 2 2 2 2 2 2	3 3 3	Disagree 4 4 4 4 4 4	5 5 5 5	Don't know
	b. Supports me in my job.c. Sets a positive example.d. Encourages me to develop my skills.	agree	Agree 2 2 2 2 2 2 2 2 2 2 2 2	3 3 3	Disagree 4 4 4 4 4 4 4	5 5 5 5	Don't know
	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.	agree	Agree 2 2 2 2 2 2 2 2 2 2 2 2	3 3 3	Disagree 4 4 4 4 4 4 4 4 4	5 5 5 5	Don't know

9-10 weeks

Q56	How satisfied were you with this much notice?							
	Very satisfied 1	Dissatisfied	4					
	Satisfied 2	Very dissatisfied	5					
	Neither satisfied nor dissatisfied 3							
Q57	Which of these qualifications do you hold? (Please select the nearest equivalent where appropriate). (Tick all that apply).							
	a. No qualifications.							
	b. Apprenticeship.		1					
	c. Entry Level (1-4 O levels/CSEs/GCSEs an	y grades).	1					
	d. NVQ Level 1, Foundation GNVQ, Basic Sk	ills.						
	e. 5+ O levels (passes)/CSEs (grade 1)/GCS Certificate, 1 A level/ 2-3 AS levels/ VCEs, Hi f. NVQ Level 2, Intermediate GNVQ, City and	gher Diploma.						
	Diploma, RSA Diploma. g. 2+ A levels/VCEs, 4+ AS levels, Higher Sc	1						
	Advanced Diploma.							
	h. NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma.							
	i. NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level.							
	j. Degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE).							
	k. Professional qualifications (for example tea							
	I. Foreign qualifications.							
	m. Other vocational/work-related qualification	S.	1					
Q58	Overall how satisfied are you with the career management service provided by the RAF?							
	Very satisfied	Dissatisfied	4					
	Satisfied 2	Very dissatisfied	5					
	Neither satisfied nor dissatisfied 3	N/A	6					
Q59	In terms of your current assignment, I	now strongly do vou agree o	r disagree with the fo	ollowina?				
	,		Neither	_				
		Strongly agree Agree	agree nor disagree Disagree	Strongly disagree				
	a. I have the skills, knowledge and experience	e to do my job.	3 4	5				
	b. My skills and experience are being used.	3 4	5					
	c. The assignment provides development oppwill enhance my promotion prospects.	3 4	5					
	d. My personal preferences were taken into account.							
Q60	How strongly do you agree or disagre I am willing to serve overseas (i.e. on		ent?					
	Strongly agree	Disagree	4					
	Agree 2	Strongly disagree	5					
	Neither agree nor disagree	-						

Q61	How influential are/would be the following fact permanent assignment)?	ors in you	ır willingness t	o serve over	seas (i.e. on a
		Very influential	Quite influential	Not very influential	Not at all influential
	a. Current rates of LOA.	1 1	2	3	4
	b. Travel allowances (e.g. Get You Home (Overseas).	1	2	3	4
	c. Availability of CEA.	1	2	3	4
	d. The removals/storage service.	1	2	3	4
	e. Ability to take a car.	1	2	3	4
	f. In-country support (e.g. medical, dental, welfare).	1	2	3	4
	g. Local security situation.	1	2	3	4
	h. Impact on your career.	1	2	3	4
	Spouse's prospects of working overseas.	1	2	3	4
Q62	How satisfied are you with the following?		Nei	ther	
		Very satisfied		ed nor tisfied Dissatisfi	Very ed dissatisfied
	a. The fairness of the appraisal system.	1	2	3 4	5
	b. The fairness of the promotion system.	1	2	3 4	5
	c. My opportunities for promotion.	1	2	3 4	5
	d. My opportunities for further service.	1	2	3 4	5
	e. My opportunities for personal development.	1	2	3 4	5
	f. The amount of training I have received in order to carr out my current job roles.	y1	2	34	5
	g. The quality of training I have received in order to carry out my current job roles.	y1	2	3	5
	h. The timing of the training I have received in order to carry out my current job roles.	1	2	3 4	5
	i. The extent to which I am doing the job for which I was trained. $ \\$	1	2	3	5
	j. My opportunities to gain civilian accreditation for Servi training, e.g. NVQs, apprenticeships.	ce 1	2	3	5
Q63	To facilitate further learning, have you used the	e following	g?		
		Yes	No	No, but I am considering it	Not heard of this
	a. Standard Learning Credit Scheme.	1	2	3	4
	b. Enhanced Learning Credit Scheme.	1	2	3	4
Q64	What are your plans for the future? (Tick one b	ox only).			
	To stay serving as long as I can	•	1		
	To stay serving to the end of my current engagement/co	mmission	2		
	To leave the RAF before the end of my current engagen	nent/commis	ssion 3		
	To leave the RAF as soon as I can		4		
	I have put in my notice to leave		5		
	N/A / I don't know		6		
Q65	If you had the opportunity to do so, do you thir beyond the current retirement age of 55?	ık you wo	uld choose to	remain in the	Regular RAF
	1	long as I co	ould	74	
	Yes - between 2-5 years beyond 2 No	, J 30			
	Yes - between 6-10 years beyond 3 Don't kno	ow		6	

1	Strongly increases my intention to stay	Increases my intention to stay	Has no effect on my intention to stay or leave		increases
a. Impact of RAF life on family and personal life	e.	2	3	4	n my intention
b. Opportunities outside the RAF.	1	2	3	4	
c. Management in my unit.	1	2	3	4	5
d. Opportunities for longer commission/extende engagement.	ed 1	2	3	4	5
e. Current job satisfaction.		2	3	4	5
f. Job security.	1	2	3	4	5
g. My morale.		2	3	4	5
h. Service morale.	1	2	3	4	5
i. Amount of extra duties.		2	3	4	5
j. Amount of pay.		2	3	4	5
k. Amount of allowances.	1	2	3	4	5
I. Opportunities for career development.	1	2	3	4	5
m. Opportunities for personal development.	1	2	3	4	5
n. Opportunities for sport.	1	2	3	4	5
o. Opportunities for adventure training.	1	2	3	4	5
p. Promotion prospects.	1	2	3	4	5
q. Healthcare provision.	1	2	3	4	5
r. Dental provision.	1	2	3	4	5
s. Mental health provision.	1	2	3	4	5
t. Pension.	1	2	3	4	5
u. Opportunities for flexible working conditions.	1	2	3	4	5
v. Excitement of the job.	1	2	3	4	5
w. Children's education.	1	2	3	4	5
x. Unfair treatment (bullying, harassment, discrimination).		2	3	4	5
y. Effect of operational commitment and stretch	ı. <u> </u> 1			4	5
z. Financial Incentives available to me, e.g. Commitment Bonus.			3	4	5
aa. Spouse/partner's career.	'			4	
ab. Continuity of Education Allowance.	<u></u>		°	4	
ac. Frequency of operational tours/deployments	s. []¹			4	5
ad. Service Accommodation.			3	4	5
ae. Support given to my family by the RAF.			3	4	5
af. I feel I have now completed the amount of operational tours I wanted and I am ready to lea	ave.	2	3	4	5
If you have put your notice in to leave, p	olease inc	licate the 1	3 factors fr	om the lis	t above ir

Most important reason for leaving Second most important reason for leaving Third most important reason for leaving

Section 6: Your Accommodation

Q68	What kind of accommodation do you live in at present during the working week? (Tick one box only)							
	Service Family Accommodation (SFA)	¹ Please go to Q69						
	Substitute Service Family Accommodation (SSFA)	Please go to Q70						
	Single Living Accommodation (SLA)	³ Please go to Q69						
	Substitute Single Living Accommodation (SSLA)	⁴ Please go to Q70						
	Property I own	⁵ Please go to Q74						
	Privately rented accommodation	⁶ Please go to Q73						
	In a relative's (e.g. parents') home							
	Other (please write) 8 Please go to Q73							
Q69	If you currently live in SFA or SLA, in the la Substitute SLA into your current accommo	st 12 months did you move from a Substitute SFA or dation?						
	Yes¹ No	2						
Q70	If you currently live in Service Accommoda Accommodation in the last 12 months?	tion, have you moved from your own home into Service						
	Yes 1 No 1	Please go to Q72						
Q71	If you moved from your own home into Ser the reason for this? (Tick all that apply).	vice Accommodation in the last 12 months, what was						
	a. Posting requirement.							
	b. Economy.							
	c. Other (please write).							
Q72	With regard to your current Service Accom	modation, how satisfied are you with the following?						
		Very satisfied nor Very NA / don't satisfied Satisfied dissatisfied Dissatisfied dissatisfied know						
	a. Overall standard of my current accommodation.	1 2 3 4 5 6						
	b. Value for money of Service Accommodation.	1 2 3 4 5 6						
	 c. Response to requests for maintenance/repair to r current accommodation. 	my 1 2 3 4 5 6						
	 d. Quality of maintenance/repair work to my current accommodation. 	1 2 3 4 5						
	e. How fairly Service Accommodation is allocated.	1 2 3 4 5						
Q73	Do you currently own your own home? Plea	ase answer this question whether you live in this						
	Yes Please go to C	274						
	No Please go to C	277						
	No, but I am currently saving up to buy a home in the future) 77						

Q74	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).
Q75	When did you become a home owner?
	Less than 12 months ago 2-5 years ago
	1-2 years ago More than 5 years ago
Q76	If you currently own a home, how satisfied are you with the following?
	Neither Very satisfied nor Very
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A
	a. The opportunity to live in my own home.
	b. The allowances for living in my own home.
If you o	wn your own home, please go to Q78
Q77	Please indicate whether each of the following is a reason why you <u>do not own</u> your own home. (Tick all that apply).
	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).

Q78	Have you used a Government Affordable Housing Scheme in the last year to buy or rent your home?					
	Yes ¹	No, I would not use an Affordable 4 Housing Scheme				
	No 2	Not heard of this				
	No, but I am considering it	Not hours of the				
Q79	When it comes to paying Council Tax	x, I am treated:				
	Much more favourably than a civilian					
	Slightly more favourably than a civilian					
	No more or less favourably than a civilian	3				
	Slightly less favourably than a civilian	4				
	Much less favourably than a civilian	5				
	Don't know / N/A	6				
Q80	Are you on a unit that has Catering R (PAYD)?	Retail and Leisure (CRL) that operates Pay As You Dine				
	Yes 1	No Please go to Q87 (Section 7)				
Q81	Do you use PAYD?					
	Yes 1	No Please go to Q87 (Section 7)				
	res	riease go to Gor (Section 7)				
Q82	If you use PAYD, on average how ma	ny Core Meals do you purchase per week?				
	None 1	6-10				
	1-2	11-15				
	3-5	16+ ⁶				
Q83	If you purchase a Core Meal, how sa	-				
	Very	Neither Satisfied nor Very				
	satisfied S a. The quantity of food.	Satisfied dissatisfied Dissatisfied dissatisfied 2 3 4 5				
	b. The quality of food.	2 3 4 5				
	c. The value for money.	2 3 4 5				
	c. The value for money.					
Q84	If you use PAYD, on average how ma	ny Retail Meals do you purchase per week?				
	None 1	6-10				
	1-2	11-15				
	3-5	16+ ⁶				
Q85	If you purchase a Retail Meal, how sa	atisfied are you with: Neither				
	Very satisfied	satisfied nor Very Satisfied Dissatisfied dissatisfied				
	a. The quantity of food.	2 3 4 55				
	b. The quality of food.	2 3 4 5				
	c. The value for money.	2 3 4 5				

Q86	How satisfied are you with:								
	a. The choice of food. b. The availability of the food and opening hours during the week.	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatis	sfied di: 4 4	Very ssatisfied 5 5		
	opening flours during the week.								
	Sacti	on 7: \	Your Pa	ersonal	l ifa				
	Occii		rour r	Jisonai	LIIC				
Q87	What is your current persona	al status?							
	Single (never married or formed a		ship)			1	Please go to	Q91	
	In a long term / established relation	nship (but no	ot married or	in a civil partn	ership)	2			
	Married / In a civil partnership					3			
	Separated, but still legally married	or in a civil _i	partnership			4	Please go to	Q91	
	Divorced / Formerly in a civil partne	ership which	h is now lega	lly dissolved		5	Please go to Q91		
	Widowed / The surviving partner fr	Widowed / The surviving partner from a civil partnership						Please go to Q91	
	Prefer not to say					7	Please go to	Q91	
Q88	What is your spouse/partner'	's current	employme	nt situation?	?				
	In the Armed Forces	1		y (unpaid) em		4			
	In full-time paid employment / full-	2		yed (for any re	-	5			
	time self-employment (other than Armed Forces)		In full-time	or part-time e	ducation	6			
	In part-time paid employment / part-time self-employment	3							
Q89	If your spouse/partner is in the	he Armed	Forces, in	which force	are they	serving	?		
	Royal Navy	1	Royal Air I	- orce		4			
	Royal Marines	2	Another na	ation's Armed I	Forces	5			
	Army	3	N/A			6			
Q90	If your spouse/partner is in the	he Armed	Forces, ho	w satisfied a	are you v	vith the 1	following?		
				Very	s	Neither atisfied nor		Very	
	a. Attampta mada ta aa laaata ma	with my one	uco/partner	satisfied Sa	atisfied o	lissatisfied	Dissatisfied	dissatisfied 5	
	a. Attempts made to co-locate meb. Attempts made to co-ordinate m				2	3	4	5	
	those of my spouse/partner.	ly OOA depi	ioyinenis wili	'					
Q91	Do you have any children wh	om you sı	upport fina	ncially?					
	Yes]1							
	No	2 Please g	o to Q99						

Q92	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 17 and 19 years 5
	Between 5 and 11 years Over 19 years
	Between 12 and 16 years
Q93	Do you have a child/children at boarding school? Yes \[\bigcup \frac{1}{No} \bigcup \bigcup \frac{2}{N/A} \bigcup \bigcup \frac{3}{N}
Q94	Do any of your children live with you? (Tick one box only).
	Yes
	Shared Access
	Weekends/holidays only Please go to Q99
	No Please go to Q99
	N/A Please go to Q99
Q95	If you have a child or children living with you, do you consider yourself to be a lone/single parent?
400	Yes \square^1 No \square^2 N/A \square^3
Q96	If you have a child or children living with you, do you require childcare?
	Yes \square^1 No \square^2 N/A \square^3
Q97	How satisfied are you with the following facilities and support?
	Neither Very satisfied nor Very Would use if
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied available Not used a. Base/station provided 1 2 3 4 5 6 7
	pre-school facilities.
	b. Local authority pre-school facilities.
	c. Local after school club/childcare provision.
Q98	If you have a child or children who have had a Special Needs assessment, were any of them deemed to have a Special Educational Need (SEN)? (Tick one box only).
	Not applicable - none of my children have had a Special Needs assessment
	Yes
	No No

Q33	spouse/partner or children) for Service rea		a liave yo	u spent aw	ay iroiii y	our ranni	y (e.g.
	Not been away	Betw	veen 7 - 9 n	months (27 -	39 weeks)	5	
	Up to 1 month (4 weeks)	Betw	veen 10 - 1	2 months (40) - 52 week	s)	
	Between 1 - 3 months (5 - 13 weeks)	N/A				7	
	Between 4 - 6 months (14 - 26 weeks)						
Q100	How satisfied are you with this amount of t	ime away	from yo	ur family?			
	Very satisfied	Dissa	atisfied			4	
	Satisfied 2	Very	dissatisfie	d		5	
	Neither satisfied nor dissatisfied	N/A				6	
Q101	How satisfied are you with the following?						
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied I	Dissatisfied (Very 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 amount of separation from spouse, family ar friends. 	ıd 1	2	3	4	5	
	 d. The opportunities available to me for flexible working. 	1	2	3	4	5	N/A
	e. The effect of Service life on my children's educat	ion. 1	2	3	4	5 5	
	f. The effect of Service life on my spouse/partner's career.				4		
Q102	Do you have caring responsibilities for infi	rm or elde	erly adult	(s)?			
	Yes 1 No 2						

Q103 begins on the next page

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

Yes Please go to Please go to Q104 No Q106
If you have applied for a mortgage in the last 12 months, what happened regarding your more recent application?
I was successful Please go to Q106
I was rejected Please go to Q105
I am still waiting for an answer Please go to Q106
If your mortgage application was rejected, what was the main reason? (Tick one box only).
Failed credit check
Lack of UK credit history
Too many address moves
Not enough savings for a deposit
Mortgage unaffordable on current single/joint income
Don't know
Profes not to acc
Other (please write) 8
Other (please write) In the last 12 months, have you applied for credit? Please go to Please go to
Other (please write) In the last 12 months, have you applied for credit?
Other (please write) In the last 12 months, have you applied for credit? Please go to Please go to
In the last 12 months, have you applied for credit? Yes Please go to Q107 No Please go to Q109 If you have applied for credit in the last 12 months, what happened regarding your most recapplication? I was successful Please go to Q109
In the last 12 months, have you applied for credit? Yes
In the last 12 months, have you applied for credit? Yes
In the last 12 months, have you applied for credit? Yes
In the last 12 months, have you applied for credit? Yes
In the last 12 months, have you applied for credit? Yes
In the last 12 months, have you applied for credit? Yes
In the last 12 months, have you applied for credit? Yes
In the last 12 months, have you applied for credit? Yes

Q109	How confident are you in your a	ability to ma	nage your finar	ices?		
	Very confident]¹ Not	very confident			
	Quite confident	2 Not	t at all confident	4		
Q110	How satisfied are you with the syou arrange your finances?	Service prov	ided support (e	e.g. information)	you are giv	en to help
	Very satisfied]¹ Dis	satisfied			
	Satisfied	² Ver	y dissatisfied			
	Neither satisfied nor dissatisfied	3 N/A	l	[6		
		Section	8: Leave			
Q111	How satisfied are you with the f	ollowing?				
			Very satisfied	Neither satisfied n Satisfied dissatisfie		Very dissatisfied
	 a. My overall leave allowance i.e. anni operational leave (POL), leave carried years etc. 		1	2 3	4	5
	b. The opportunity to take leave whenc. The amount of leave I was able to t months.		12 1	2 3	4	5
Q112	Did you take all of your annual I	eave, i.e. 38	days (including	g public holiday	s), in the las	t leave year?
	Yes		Please go to Q114	(Section 9)		
	No, because I have not been in the Service for a full leave year	2	Please go to Q114	(Section 9)		
	No, for any other reason	3				
Q113	Please indicate which of the follallowance within the last leave			ou did not take	all of your a	nnual leave
	a. Operational tour.		1			
	b. Not allowed.		1			
	c. Courses/training.		1			
	d. Personal reasons.		1			
	e. Workload.		1			
	f. Undermanning.		1			
	g. I wanted to carry days over to the n	ext leave year	1			
	h. Other (please write).		1			

Section 9: Your Health, Well-being and Fitness

Q114	with:						
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
	a. Being able to access the medical care when I needed it.	1	2	3	4	5	6
	b. The medical facilities.	1	2	3	4	5	6
	c. The way in which I was treated by the medica staff.		2	3	4	5	6
	d. The effectiveness of my medical treatment.	1	2	3	4	5	6
Q115	If you have received Service-provided <u>d</u> with this treatment?	<u>ental</u> tre	atment in t	the last 2 ye	ears, how	satisfied w	ere you
	Very satisfied	Dissatisfi	ied		4		
	Satisfied 2	Very diss	satisfied		5		
	Neither satisfied nor dissatisfied 3	N/A			6		
Q116	How satisfied are you with the following	j?					
			Very satisfied	sat	Neither isfied nor ssatisfied Dis		/ery atisfied
	a. RAF sport, exercise and fitness facilities in ge	eneral.	1	2	3	4	5
	b. The facilities provided by the RAF for sport.		1	2	3	4	5
	c. My opportunities to pursue fitness activities.		1	2	3	4	5
	d. My opportunities to take part in sport.		1	2	3	4	5
	e. My opportunities to take part in sport.	g.	1	2	3	4	5
	measuring national well-being we are int he questions below are not linked partic						neral
Q117	Overall, how satisfied are you with your	life now	adays?				
	Not at all					Co	mpletely
	0 1 2 3	4	5	6 7	8	9	10
					. Ш		
Q118	Overall, how happy did you feel yesterd	ay?					
	Not at all					С	ompletely
	0 1 2 3	4	5	6 7	8	9	10

	Not at all 0 1 2 3	4	5	6 7	8	9	Completely 10			
Q120	Overall, to what extent do you feel the	things yo	ou do in yo	ur life are v	vorthwhile	?				
	Not at all 0 1 2 3	4	5	6 7	8	9	Completely 10			
	Section	on 10:	Welfar	е						
Q121	How satisfied are you with the follow	ing? Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A			
	a. The Deployment Welfare Package.b. The welfare support provided by the RAF me.	for 1	2	3	4	5	6			
	c. The welfare support provided by the RAF f my family.d. The support my spouse/partner gets from RAF when I am absent.		2	3	4	5	6			
Q122	Do you know how to contact the following?									
	a. My unit's Padre.	Yes 1	No 2			Not heard				
	b. SSAFA-FH (Soldiers, Sailors, Airmen and Families Association - Forces Help).	1	2	N/A		of it 4				
	c. The HIVE.	1] 3	4				
	d. The RAF Families Federation.e. The Community Development Officer/Worker.	1	2] 3	4				
	f. My Unit's Service Community Support Officer (SCSO).	1	2		3	4				
Q123	How often do you use the RAF Community Support website (www.raf.mod.uk/community)?									
	Often 1 Never 14	ŀ								
	Sometimes 2 Not heard of it 5	;								
	Rarely 3									

Q119

Overall, how anxious did you feel yesterday?

Section 11: Working with RAF Volunteer Reserves

Q124	Are you aware of the following roles you can undertake in the KAF Reserves?							
		Yes, fully	Yes, somewhat	No, not				
	- Valuntara Danasa	aware	aware 2	aware 3				
	a. Volunteer Reserve.	1	2	3				
	b. Regular Reserve.c. Full-Time Reserve Service (FTRS)	1	2	3				
	(Full Commitment).							
	d. Full-Time Reserve Service (FTRS) (Limited Commitment).	1	2	3				
	e. Full-Time Reserve Service (FTRS) (Home Commitment).	1	2	3				
	f. Additional Duties Commitment (ADC).	1	2	3				
Q125	Before reading this, were you awa Reserves web page (www.raf.moo		erve posts are adve	ertised on the RAF				
	Yes 1 No 2	,						
Q126	When you leave the RAF, would y	ou consider ioining	ı the RAF's Voluntee	er Reserve Forces?				
-	•	-	Don't					
	Yes 1	No 2	know □□ 3					
	a. Full time.	2	3					
	b. Part time.							
Q127	Have you had working contact wi	th the RAF's Volunt	eer Reserve Forces	in the last two years?				
	Yes	1						
	No	Please go	to Q131 (Section 12)					
	Don't know	Please go	to Q131 (Section 12)					
Q128	In your experience, do you believe the RAF's Volunteer Reserve Forces' contribution to the RAF is:							
	Very valuable	Not at all valuable	4					
	Valuable 2	Don't know	5					
	Not very valuable 3							
Q129	In your experience, how well integrated with the RAF Regular Service are the RAF's Volunteer Reserve Forces?							
	Very well	Not at all well	4					
	Well 2	Don't know	5					
	Not very well							
Q130	How do you rate the professionalism of the RAF's Volunteer Reserve Forces?							
	Very professional	Not at all profession						
	Professional 2	Don't know	5					
	Not very professional	Done Mow						

Section 12 begins on the next page

Section 12: Your Comments Q131 This survey is? About right Too short Too long Q132 How long did it take you to complete this survey? Less than 10 minutes 30-40 minutes Over an hour 10-20 minutes 40-50 minutes 50-60 minutes 20-30 minutes Q133 Please use this box to provide any further comments about working and living in the RAF.

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 Limited, Centre 500, 500 Chiswick High Road, London, W4 5RG using the envelope provided.

DASA (Surveys)

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