

Annexes to 201' AFCAS Main Report

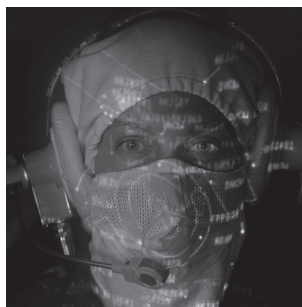
- Annex A. AFCAS 2013 Royal Navy questionnaire
- Annex B. AFCAS 2013 Royal Marines questionnaire
- Annex C. AFCAS 2013 Army questionnaire
- Annex D. AFCAS 2013 RAF questionnaire



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>



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.

David Steel.

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

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>



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'.

Q1 How strongly do you agree or disagree that the X-Factor in your salary is enough compensation for Service lifestyle, working conditions and expectations?

<i>Strongly agree</i>	<input type="checkbox"/> ¹	<i>Disagree</i>	<input type="checkbox"/> ⁴
<i>Agree</i>	<input type="checkbox"/> ²	<i>Strongly disagree</i>	<input type="checkbox"/> ⁵
<i>Neither agree nor disagree</i>	<input type="checkbox"/> ³		

Q2 How satisfied are you with the following?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	
a. My rate of basic pay (basic pay includes X-Factor but excludes Specialist Pay and any allowances).	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
b. My Specialist Pay.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶ N/A
c. My pension benefits.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
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).	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶ N/A

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	
e. Information about pay and allowances, e.g. from the intranet, DINs and brochures.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
f. My ability to access JPA.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
g. My ability to do my personal admin tasks on JPA.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
h. My JPA training.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶ N/A
i. Viewing my pay statements on JPA.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

Section 2: Aspects of Working in the Royal Navy

Q3 Before you joined the RN, were you a member of a Service or other youth organisation or did you receive sponsorship? (Tick all that apply).

- a. Military School (e.g. Duke of York's). ¹
- b. Scouts/Guides (not Sea Scouts). ¹
- c. Sea Scouts. ¹
- d. Sea/Army/Air Cadets. ¹
- 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 RN life in general?

<i>Very satisfied</i>	<input type="checkbox"/> ¹	<i>Dissatisfied</i>	<input type="checkbox"/> ⁴
<i>Satisfied</i>	<input type="checkbox"/> ²	<i>Very dissatisfied</i>	<input type="checkbox"/> ⁵
<i>Neither satisfied nor dissatisfied</i>	<input type="checkbox"/> ³		

Q5 How does RN life compare with what you expected it to be when you joined?

<i>Much better</i>	<input type="checkbox"/> ¹	<i>Worse</i>	<input type="checkbox"/> ⁴
<i>Better</i>	<input type="checkbox"/> ²	<i>Much worse</i>	<input type="checkbox"/> ⁵
<i>About the same</i>	<input type="checkbox"/> ³		

Q6 How would you rate the level of morale of...

	<i>Very high</i>	<i>High</i>	<i>Neither high nor low</i>	<i>Low</i>	<i>Very low</i>
a. Myself.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. My Unit.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
c. The RN as a whole.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

Q7 In considering your immediate working team, to what extent do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. My team know exactly what their responsibilities are.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. Members of my team pull together to complete tasks.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. We have confidence in ourselves as a team.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. My team can work through difficult challenges.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. The people in my team work together to find ways to improve the service we provide.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q8 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	
a. I feel proud to be in the RN.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
b. I feel valued in the RN.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
c. I would recommend joining the RN to others.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
d. I believe I offer an important service to the country.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
e. I feel a strong personal attachment to the RN.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
f. The RN inspires me to do the best in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
g. The RN motivates me to help it achieve its objectives.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
h. I feel members of the Armed Forces are respected by society at large.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<i>Don't know</i> <input type="checkbox"/> 6
i. My family is proud of me serving in the Armed Forces.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<i>N/A</i> <input type="checkbox"/> 6
j. My family benefits from being a Service family.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
k. My family supports me in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q9 Do you feel that the RN discipline system is?

<i>Very fair</i>	<input type="checkbox"/> 1	<i>Unfair</i>	<input type="checkbox"/> 4
<i>Fair</i>	<input type="checkbox"/> 2	<i>Very unfair</i>	<input type="checkbox"/> 5
<i>Neither fair nor unfair</i>	<input type="checkbox"/> 3		

Ethos is the enduring spirit from our people's loyalty to their ship, unit or team sustained by high professional standards and strong leadership, which gives us courage in adversity and the determination to fight and win.

Q10 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I understand the values and standards of the RN.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The RN ethos is important to me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The ethos of the RN is an important part of life in the RN.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q11 How strongly do you feel that you belong to each of the following, if at all?

	<i>Very strongly</i>	<i>Strongly</i>	<i>Not strongly</i>	<i>Not at all strongly</i>	<i>Not applicable / don't know</i>
a. My Department.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. My Unit.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. My trade/specialism.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. My Fighting Arm.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. The RN.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. The MOD.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
g. The National Security Community.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q12 How satisfied are you with the following aspects of your current job?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. My job in general.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The sense of achievement I get from my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The challenge in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The amount of variety in my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. The availability of personal equipment/kit I have to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
g. The standard of major equipment (e.g. vehicles and systems) I have to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
h. The availability of major equipment I have to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
i. My current work location.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q13 How would you rate your workload over the last 12 months?

<i>Much too high</i>	<input type="checkbox"/> 1	<i>Too low</i>	<input type="checkbox"/> 4
<i>Too high</i>	<input type="checkbox"/> 2	<i>Much too low</i>	<input type="checkbox"/> 5
<i>About right</i>	<input type="checkbox"/> 3		

Q14 In the last 12 months, has your workload..?

<i>Increased</i>	<input type="checkbox"/> 1
<i>Remained the same</i>	<input type="checkbox"/> 2
<i>Decreased</i>	<input type="checkbox"/> 3

Q15 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>N/A</i>
a. I have the resources I need to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. I know that if I do my job well I will be praised or rewarded.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. I always put as much effort into my work as I can.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q16 Are you currently registered to vote?

- Yes ¹ Please go to **Q17**
No ² Please go to **Q18**
Don't know ³ 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) ¹ Please go to **Q19**
A Service voter – registered for five years, via a Service declaration ² Please go to **Q19**
An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas ³ Please go to **Q19**

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 ¹ I am not interested in politics ⁴
I have not got around to it, but aim to do it sometime ² I wish to remain impartial ⁵
I do not know how to register ³ Other ⁶

Q19 How important is it for you to be able to vote in the next elections?

- | | Very important | Important | Not at all important |
|-----------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. Local Elections. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ |
| b. General Elections. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ |
| c. European Parliament Elections. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ |

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) ¹
I just saw posters in my unit advising me to register to vote ²
I was not aware whether there was any publicity about registering to vote ³

Q21 Have you read the 'Register to Vote' leaflet in recent months?

- Yes ¹ Please go to **Q22** No ² Please go to **Q24**

Q22 Did you take any action as a result of reading the leaflet?

- Yes ¹ Please go to **Q23**
No ² Please go to **Q24**
No - I was already registered to vote ³ 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. ¹
b. I filled in the postal voting form. ¹
c. I filled in the proxy form. ¹
d. I contacted my Unit Registration Officer. ¹
e. I visited www.aboutmyvote.co.uk. ¹

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.

Q24 Which of these best sums up your awareness of the Armed Forces Covenant?

- I've never heard of it* ¹ 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**

Q25 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

Q26 Which of these best sums up your knowledge of the Armed Forces Compensation Scheme?

- I've never heard of it* ¹ Please go to **Q28**
- I've heard of it but know nothing about it* ² Please go to **Q27**
- I've heard of it and know a little about it* ³ Please go to **Q27**
- I've heard of it and know a lot about it* ⁴ Please go to **Q27**

Q27 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

Q28 How strongly do you agree or disagree with the following statement?

I feel prevented from taking an active part in the local civilian community as a result of being in the RN.

- | | | | |
|-----------------------------------|---------------------------------------|--------------------------|---------------------------------------|
| <i>Strongly agree</i> | <input type="checkbox"/> ¹ | <i>Disagree</i> | <input type="checkbox"/> ⁴ |
| <i>Agree</i> | <input type="checkbox"/> ² | <i>Strongly disagree</i> | <input type="checkbox"/> ⁵ |
| <i>Neither agree nor disagree</i> | <input type="checkbox"/> ³ | <i>Don't know</i> | <input type="checkbox"/> ⁶ |

Q29 When it comes to being able to access the following, are you finding being in the Armed Forces makes it:

	<i>Much easier to access</i>	<i>Slightly easier to access</i>	<i>Has no impact on my ability to access</i>	<i>Slightly harder to access</i>	<i>Much harder to access</i>	<i>Don't know</i>
a. The Internet.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
b. Delivery of shopping.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
c. Public transport.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
d. Financial products e.g. mortgage, loan.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
e. Public services e.g. school, doctor, hospital, library.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

Q30 How strongly do you agree or disagree that change is managed well in...?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. My immediate working team.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
b. My Unit/Establishment.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
c. The RN.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
d. The MOD.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

Defence Transformation - By 'Defence Transformation' we mean the major reform that encompasses a number of programmes and initiatives that will implement the Strategic Defence and Security Review decisions, deliver Spending Review 2010 Non Front Line and Efficiency savings, changes to force structure and reductions in manpower and Defence Reform, a fundamental review of how the MOD is run, and other business change programmes.

Q31 How strongly do you agree or disagree with the following statements?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I know what Defence Transformation is about.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. I understand the purpose of Defence Transformation.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
c. I believe Defence Transformation will improve working in the RN.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
d. In the last twelve months I have had the opportunity to contribute to Defence Transformation activities that affect me.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
e. My immediate superior/ Chain of Command has helped me understand how Defence Transformation will affect me.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
f. I feel more optimistic about the future of the RN as a result of Defence Transformation.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

Q32 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I am proud when I tell others I am part of the MOD.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. I would recommend the MOD as a great place to work.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
c. I feel a strong personal attachment to the MOD.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
d. The MOD inspires me to do the best in my job.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
e. The MOD motivates me to help it achieve its objectives.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

Section 3: Your Deployments and Separation

Q33 Are you eligible for deployment?

Yes ¹

No ²

Operational Non-Sea-Going deployments

Q34 Have you been on an Operational Non-Sea-Going deployment since 1st January 2010?

Yes ¹

No ² 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 ¹

As part of a Unit ²

Q37 How many weeks notice were you given for your current/last Operational Non-Sea-Going deployment?

Less than 1 week ¹

11-12 weeks ⁶

1-2 weeks ²

13-25 weeks ⁷

3-5 weeks ³

26-51 weeks ⁸

6-8 weeks ⁴

52+ weeks ⁹

9-10 weeks ⁵

Q38 How satisfied were you with this much notice?

Very satisfied ¹

Dissatisfied ⁴

Satisfied ²

Very dissatisfied ⁵

Neither satisfied nor dissatisfied ³

Q39 How satisfied were you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. The pre-operational training that I received for my current/last Operational Non-Sea-Going deployment.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. The support I received from the RN when I returned from my last Operational Non-Sea-Going deployment.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
c. The Post Operational Stress Management that I received.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

Q40 What is your view of the following regarding your experience of Operational Non-Sea-Going deployments?

a. The frequency of my Operational Non-Sea-Going deployments.

Too often
About right
Not often enough

¹
²
³

b. The length of my Operational Non-Sea-Going deployments.

Too long
About right
Too short

¹
²
³

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?

Individually ¹
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	<input type="checkbox"/> ¹	11-12 weeks	<input type="checkbox"/> ⁶
1-2 weeks	<input type="checkbox"/> ²	13-25 weeks	<input type="checkbox"/> ⁷
3-5 weeks	<input type="checkbox"/> ³	26-51 weeks	<input type="checkbox"/> ⁸
6-8 weeks	<input type="checkbox"/> ⁴	52+ weeks	<input type="checkbox"/> ⁹
9-10 weeks	<input type="checkbox"/> ⁵		

Q45 How satisfied were you with this much notice?

Very satisfied	<input type="checkbox"/> ¹	Dissatisfied	<input type="checkbox"/> ⁴
Satisfied	<input type="checkbox"/> ²	Very dissatisfied	<input type="checkbox"/> ⁵
Neither satisfied nor dissatisfied	<input type="checkbox"/> ³		

Q46 How satisfied were you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. The pre-operational training that I received for my current/last Sea-Going deployment.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. The support I received from the RN when I returned from my last Sea-Going deployment.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

Q47 What is your view of the following regarding your experience of Sea-Going deployments?

	Too often	About right	Not often enough
a. The frequency of my Sea-Going deployments.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³
b. The length of my Sea-Going deployments.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³

Time Away

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	<input type="checkbox"/> ¹	Between 4 - 6 months (14 - 26 weeks)	<input type="checkbox"/> ⁴
Up to 1 month (4 weeks)	<input type="checkbox"/> ²	Between 7 - 9 months (27 - 39 weeks)	<input type="checkbox"/> ⁵
Between 1 - 3 months (5 - 13 weeks)	<input type="checkbox"/> ³	Between 10 - 12 months (40 - 52 weeks)	<input type="checkbox"/> ⁶

Q49 How satisfied or dissatisfied were you with this amount of time away from your usual place of duty?

Very satisfied	<input type="checkbox"/> ¹	Dissatisfied	<input type="checkbox"/> ⁴
Satisfied	<input type="checkbox"/> ²	Very dissatisfied	<input type="checkbox"/> ⁵
Neither satisfied nor dissatisfied	<input type="checkbox"/> ³		

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 the following statements regarding fairness and equality in the RN?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I am treated fairly.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. I am encouraged to use my talents to the full.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Discrimination can occur when a person is treated less favourably because of race, religion or belief, sex, sexual orientation, pregnancy or maternity, marriage or civil partnership, gender reassignment, age or disability. Discrimination can also occur where a policy or practice which applies to everyone unreasonably disadvantages a person on the basis of the characteristics mentioned above.

Harassment includes unwanted conduct which is related to the characteristics mentioned above and is intended to or has the effect of violating another's dignity or creating a hostile, degrading, humiliating or offensive environment.

Bullying may be characterised as offensive, intimidating, malicious or insulting behaviour, and abuse of or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

Q51 Do you believe that you have been the subject of discrimination, harassment or bullying in a Service environment in the last 12 months?

Yes 1 No 2 Please go to **Q56**

Q52 If Yes, please tick all that apply:

	Discrimination	Harassment	Bullying
a. Yes, on grounds of gender or gender identity.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Yes, on grounds of race, colour, nationality, ethnic or national origin.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
c. Yes, on grounds of social background/class.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
d. Yes, on grounds of religion or beliefs.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
e. Yes, on grounds of sexual orientation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
f. Yes, on grounds of age.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
g. Yes, on grounds of disability.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
h. Yes, on grounds of pregnancy or maternity.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
i. Yes, on other grounds - please specify.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

Q53 Did you make a formal written complaint within the last 12 months about this discrimination harassment and/or bullying?

Yes 1 No 2 Please go to **Q55**

Q54 If yes, how satisfied were you with the following aspects of your complaint?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>		
a. The objectivity and fairness with which my complaint was handled/ls being handled.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵		
b. The amount of time taken/it is taking to resolve my complaint.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵		
c. How well I was/am being kept informed about the progress of my complaint.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵		
d. The support provided by my Assisting Officer.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<i>N/A</i> <input type="checkbox"/> ⁶	<i>Not allocated an Assisting Officer</i> <input type="checkbox"/> ⁷
e. The outcome of my complaint.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<i>N/A</i> <input type="checkbox"/> ⁶	

Q55 If you did NOT make a formal written complaint, why was this? (Tick all that apply).

- a. I didn't know what to do. ¹
- b. I considered the incident(s) to be too minor to report. ¹
- c. I resolved the situation informally. ¹
- d. The situation was resolved through mediation. ¹
- e. I did not believe anything would be done if I did complain. ¹
- f. I did not want to go through the complaints procedure. ¹
- g. I believed it might adversely affect my career or workplace. ¹
- h. I was worried that there would be recriminations from the perpetrators. ¹
- i. I was discouraged from doing so. ¹
- j. Other reason(s) - please specify. ¹

Q56 Do you know where to get information about the RN complaints procedure for unfair treatment, discrimination, harassment and bullying?

Yes ¹ No ²

Q57 Do you know how the Service Complaints Commissioner can help you with a discrimination, harassment and/or bullying complaint?

<i>Yes, fully</i>	<input type="checkbox"/> ¹	<i>No, not at all</i>	<input type="checkbox"/> ³
<i>To some extent</i>	<input type="checkbox"/> ²	<i>Haven't heard of the Service Complaints Commissioner</i>	<input type="checkbox"/> ⁴

Q58 How strongly do you agree or disagree with the following statements about the senior officers (i.e. Commodore and above) of the RN?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. The senior officers of the RN understand and represent my interests.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
b. The senior officers of the RN inspire me to do the best in my job.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
c. Senior officers are keen to get Service people's views on key decisions.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

Q59 How strongly do you agree or disagree with the following statements about your immediate superior (RN or civilian)? He/she...

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. Understands and represents my interests.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
b. Supports me in my job.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
c. Sets a positive example.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
d. Encourages me to develop my skills.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
e. Is supportive over work/life balance issues.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
f. Recognises my efforts.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
g. Tells me what's going on at work.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

Q60 Overall, how satisfied are you with the Divisional system?

<i>Very satisfied</i>	<input type="checkbox"/> ¹	<i>Dissatisfied</i>	<input type="checkbox"/> ⁴
<i>Satisfied</i>	<input type="checkbox"/> ²	<i>Very dissatisfied</i>	<input type="checkbox"/> ⁵
<i>Neither satisfied nor dissatisfied</i>	<input type="checkbox"/> ³		

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

Section 5: Your Career

Q61 How many weeks notice were you given for your current/last assignment (posting)?

<i>Less than 1 week</i>	<input type="checkbox"/> ¹	<i>11-12 weeks</i>	<input type="checkbox"/> ⁶
<i>1-2 weeks</i>	<input type="checkbox"/> ²	<i>13-25 weeks</i>	<input type="checkbox"/> ⁷
<i>3-5 weeks</i>	<input type="checkbox"/> ³	<i>26-51 weeks</i>	<input type="checkbox"/> ⁸
<i>6-8 weeks</i>	<input type="checkbox"/> ⁴	<i>52+ weeks</i>	<input type="checkbox"/> ⁹
<i>9-10 weeks</i>	<input type="checkbox"/> ⁵		

Q62 How satisfied were you with this much notice?

<i>Very satisfied</i>	<input type="checkbox"/> ¹	<i>Dissatisfied</i>	<input type="checkbox"/> ⁴
<i>Satisfied</i>	<input type="checkbox"/> ²	<i>Very dissatisfied</i>	<input type="checkbox"/> ⁵
<i>Neither satisfied nor dissatisfied</i>	<input type="checkbox"/> ³		

Q63 Which of these qualifications do you hold? (Please select the nearest equivalent where appropriate). (Tick all that apply).

- a. No qualifications. ¹
- b. Apprenticeship. ¹
- c. Entry Level (1-4 O levels/CSEs/GCSEs any grades). ¹
- 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. ¹
- f. NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/ General Diploma, RSA Diploma. ¹
- g. 2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/ Advanced Diploma. ¹
- 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. ¹
- j. Degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE). ¹
- k. Professional qualifications (for example teaching, nursing, accountancy). ¹
- l. Foreign qualifications. ¹
- m. Other vocational/work-related qualifications. ¹

The Commodore Naval Personnel (CNPers) define career management as 'The assignment of individuals in accordance with endorsed current and future service requirements, exploiting skills, career development needs and, whenever possible, personal preferences'.

Q64 Overall how satisfied are you with the career management service provided by the NPT Career Manager and Branch Advisers?

- | | | | |
|---|---------------------------------------|--------------------------|---------------------------------------|
| <i>Very satisfied</i> | <input type="checkbox"/> ¹ | <i>Dissatisfied</i> | <input type="checkbox"/> ⁴ |
| <i>Satisfied</i> | <input type="checkbox"/> ² | <i>Very dissatisfied</i> | <input type="checkbox"/> ⁵ |
| <i>Neither satisfied nor dissatisfied</i> | <input type="checkbox"/> ³ | <i>N/A</i> | <input type="checkbox"/> ⁶ |

Q65 In terms of your current assignment, how strongly do you agree or disagree with the following?

- | | <i>Strongly agree</i> | <i>Agree</i> | <i>Neither agree nor disagree</i> | <i>Disagree</i> | <i>Strongly disagree</i> |
|--|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. I have the skills, knowledge and experience to do my job. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |
| b. My skills and experience are being used. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |
| c. The assignment provides development opportunities that will enhance my promotion prospects. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |
| d. My personal preferences were taken into account. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |

Q66 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. The fairness of the appraisal system.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The fairness of the promotion system.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. My opportunities for promotion.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. My opportunities for personal development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. The amount of training I have received in order to carry out my current job roles.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. The quality of training I have received in order to carry out my current job roles.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
g. The timing of the training I have received in order to carry out my current job roles.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
h. The extent to which I am doing the job for which I was trained.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
i. My opportunities to gain civilian accreditation for Service training, e.g. NVQs, apprenticeships.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q67 What are your plans for the future? (Tick one box only).

<i>To stay serving as long as I can</i>	<input type="checkbox"/> 1
<i>To stay serving to the end of my current engagement/commission</i>	<input type="checkbox"/> 2
<i>To leave the RN before the end of my current engagement/commission</i>	<input type="checkbox"/> 3
<i>To leave the RN as soon as I can</i>	<input type="checkbox"/> 4
<i>I have put in my notice to leave</i>	<input type="checkbox"/> 5
<i>N/A / I don't know</i>	<input type="checkbox"/> 6

Q68

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

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

Q69

If you have put your notice in to leave, please indicate the 3 factors from the list above in Q68 that most influenced your decision to leave the RN. (Write the letter that corresponds with the reason in the boxes below.)

Most important reason for leaving 1
 Second most important reason for leaving 2
 Third most important reason for leaving 3

Section 6: Your Accommodation

Q70 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 **Q71**
- Substitute Service Family Accommodation (SSFA) ² 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 ⁷ 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 If you currently live in SFA or SLA, in the last 12 months did you move from a Substitute SFA or Substitute SLA into your current accommodation?

- Yes ¹ No ²

Q72 If you currently live in Service Accommodation, have you moved from your own home into Service Accommodation in the last 12 months?

- Yes ¹ No ² Please go to **Q74**

Q73 If you moved from your own home into Service Accommodation in the last 12 months, what was the reason for this? (Tick all that apply).

- a. Posting requirement. ¹
- b. Economy. ¹
- c. Other (please write). ¹

Q74 With regard to your current Service Accommodation, how satisfied are you with the following?

- | | | Very
satisfied | Satisfied | Neither
satisfied
nor
dissatisfied | Dissatisfied | Very
dissatisfied | N/A / don't
know |
|---|---------------------------------------|---------------------------------------|---------------------------------------|---|---------------------------------------|---------------------------------------|---------------------|
| a. Overall standard of my current accommodation. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ | |
| b. Value for money of Service Accommodation. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ | |
| c. Response to requests for maintenance/repair to my current accommodation. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ | |
| d. Quality of maintenance/repair work to my current accommodation. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ | |
| e. How fairly Service Accommodation is allocated. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ | |

Q75 Do you currently own your own home? Please answer this question whether you live in this property or not.

- Yes ¹ Please go to **Q76**
- No ² Please go to **Q79**
- No, but I am currently saving up to buy a home in the future ³ Please go to **Q79**

Q76 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. ¹
- b. The allowances for living in my own home. ¹
- c. To rent it out. ¹
- d. Poor standards of SLA or SFA. ¹
- e. Poor location of SLA or SFA. ¹
- f. The cost of SLA or SFA. ¹
- g. I wanted to live with my partner. ¹
- h. Other (please write). ¹

Q77 When did you become a home owner?

- Less than 12 months ago ¹ 2-5 years ago ³
 1-2 years ago ² More than 5 years ago ⁴

Q78 If you currently own a home, how satisfied are you with the following?

- | | <i>Very satisfied</i> | <i>Satisfied</i> | <i>Neither satisfied nor dissatisfied</i> | <i>Dissatisfied</i> | <i>Very dissatisfied</i> | <i>N/A</i> |
|--|---------------------------------------|---------------------------------------|---|---------------------------------------|---------------------------------------|---------------------------------------|
| a. The opportunity to live in my own home. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |
| b. The allowances for living in my own home. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |

If you own your own home, please go to Q80

Q79 Please indicate whether each of the following is a reason why you do not own your own home. (Tick all that apply).

- a. I don't want to own a home at this stage in my life/career. ¹
- b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. ¹
- c. I want to be able to move about/move my family with me when I am posted. ¹
- d. I don't want to buy a home where I am currently located. ¹
- e. I can't afford to buy a suitable home at the moment. ¹
- f. I don't want to risk losing money. ¹
- g. I wouldn't be able to live in the home. ¹
- h. Other (please write). ¹

Q80 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 Housing Scheme* ⁴
 No ² *Not heard of this* ⁵
 No, but I am considering it ³

Q81 When it comes to paying Council Tax, I am treated:

Much more favourably than a civilian ¹
Slightly more favourably than a civilian ²
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

Q82 Are you on a unit that has Catering Retail and Leisure (CRL) that operates Pay As You Dine (PAYD)?

Yes ¹
 No ² Please go to **Q91 (Section 7)**

Q83 Do you use PAYD?

Yes ¹
 No ² Please go to **Q91 (Section 7)**

Q84 If you use PAYD, on average how many Core Meals do you purchase per week?

None ¹ 6-10 ⁴
 1-2 ² 11-15 ⁵
 3-5 ³ 16+ ⁶

Q85 If you purchase a Core Meal, how satisfied are you with:

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. The quantity of food.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. The quality of food.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
c. The value for money.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

Q86 If you use PAYD, on average how many Retail Meals do you purchase per week?

None ¹ 6-10 ⁴
 1-2 ² 11-15 ⁵
 3-5 ³ 16+ ⁶

Q87 If you purchase a Retail Meal, how satisfied are you with:

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. The quantity of food.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. The quality of food.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
c. The value for money.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

Q88 How satisfied are you with:

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. The choice of food.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. The availability of the food and opening hours during the week.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

Q89 Overall how would you rate your environment within your unit compared to what it was before the introduction of CRL?

<i>Much Better</i>	<input type="checkbox"/> ¹	<i>Worse</i>	<input type="checkbox"/> ⁴
<i>Better</i>	<input type="checkbox"/> ²	<i>Much Worse</i>	<input type="checkbox"/> ⁵
<i>Neither better nor worse</i>	<input type="checkbox"/> ³	<i>N/A</i>	<input type="checkbox"/> ⁶

Q90 Officers/SNCO's only. How satisfied are you with mess functions provided by the contractor?

<i>Very satisfied</i>	<input type="checkbox"/> ¹	<i>Dissatisfied</i>	<input type="checkbox"/> ⁴
<i>Satisfied</i>	<input type="checkbox"/> ²	<i>Very dissatisfied</i>	<input type="checkbox"/> ⁵
<i>Neither satisfied nor dissatisfied</i>	<input type="checkbox"/> ³	<i>N/A</i>	<input type="checkbox"/> ⁶

Section 7: Your Personal Life

Q91 What is your current personal status?

<i>Single (never married or formed a civil partnership)</i>	<input type="checkbox"/> ¹	Please go to Q93
<i>In a long term / established relationship (but not married or in a civil partnership)</i>	<input type="checkbox"/> ²	
<i>Married / In a civil partnership</i>	<input type="checkbox"/> ³	
<i>Separated, but still legally married or in a civil partnership</i>	<input type="checkbox"/> ⁴	Please go to Q93
<i>Divorced / Formerly in a civil partnership which is now legally dissolved</i>	<input type="checkbox"/> ⁵	Please go to Q93
<i>Widowed / The surviving partner from a civil partnership</i>	<input type="checkbox"/> ⁶	Please go to Q93
<i>Prefer not to say</i>	<input type="checkbox"/> ⁷	Please go to Q93

Q92 What is your spouse/partner's current employment situation?

<i>In the Armed Forces</i>	<input type="checkbox"/> ¹	<i>In voluntary (unpaid) employment</i>	<input type="checkbox"/> ⁴
<i>In full-time paid employment / full-time self-employment (other than Armed Forces)</i>	<input type="checkbox"/> ²	<i>Not employed (for any reason)</i>	<input type="checkbox"/> ⁵
<i>In part-time paid employment / part-time self-employment</i>	<input type="checkbox"/> ³	<i>In full-time or part-time education</i>	<input type="checkbox"/> ⁶

Q93 Do you have any children whom you support financially?

Yes	<input type="checkbox"/> ¹	
No	<input type="checkbox"/> ²	Please go to Q101

Q94 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	<input type="text"/>	¹	Between 17 and 19 years	<input type="text"/>	⁴
Between 5 and 11 years	<input type="text"/>	²	Over 19 years	<input type="text"/>	⁵
Between 12 and 16 years	<input type="text"/>	³			

Q95 Do you have a child/children at boarding school?

Yes ¹ No ² N/A ³

Q96 Do any of your children live with you? (Tick one box only).

Yes ¹
 Shared Access ²
 Weekends/holidays only ³ Please go to **Q101**
 No ⁴ 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 ² N/A ³

Q98 If you have a child or children living with you, do you require childcare?

Yes ¹ No ² N/A ³

Q99 How satisfied are you with the following facilities and support?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Would use if available	Not used
a. Base/station provided pre-school facilities.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁷
b. Local authority pre-school facilities.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁷
c. Local after school club/childcare provision.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁷

Q100 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).

¹ Not applicable - none of my children have had a Special Needs assessment
² Yes
³ No

Q101 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	<input type="checkbox"/> ¹	Between 7 - 9 months (27 - 39 weeks)	<input type="checkbox"/> ⁵
Up to 1 month (4 weeks)	<input type="checkbox"/> ²	Between 10 - 12 months (40 - 52 weeks)	<input type="checkbox"/> ⁶
Between 1 - 3 months (5 - 13 weeks)	<input type="checkbox"/> ³	N/A	<input type="checkbox"/> ⁷
Between 4 - 6 months (14 - 26 weeks)	<input type="checkbox"/> ⁴		

Q102 How satisfied are you with this amount of time away from your family?

Very satisfied	<input type="checkbox"/> ¹	Dissatisfied	<input type="checkbox"/> ⁴
Satisfied	<input type="checkbox"/> ²	Very dissatisfied	<input type="checkbox"/> ⁵
Neither satisfied nor dissatisfied	<input type="checkbox"/> ³	N/A	<input type="checkbox"/> ⁶

Q103 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. The ability to plan my own life - short term e.g. work/weekend leave.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
b. The ability to plan my own life - long term e.g. holidays/career training.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
c. The amount of separation from spouse, family and friends.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
d. The opportunities available to me for flexible working.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
e. The effect of Service life on my children's education.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
f. The effect of Service life on my spouse/partner's career.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

Q104 Do you have caring responsibilities for infirm or elderly adult(s)?

Yes ¹ No ²

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

Q105 In the last 12 months have you applied for a mortgage?

Yes ¹ Please go to Q106 No ² Please go to Q108

Q106 If you have applied for a mortgage in the last 12 months, what happened regarding your most recent application?

I was successful	<input type="checkbox"/> ¹	Please go to Q108
I was rejected	<input type="checkbox"/> ²	Please go to Q107
I am still waiting for an answer	<input type="checkbox"/> ³	Please go to Q108

Q107 If your mortgage application was rejected, what was the main 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

Q108 In the last 12 months, have you applied for credit?

- Yes 1 Please go to **Q109** No 2 Please go to **Q111**

Q109 If you have applied for credit in the last 12 months, what happened regarding your most recent application?

- I was successful 1 Please go to **Q111**
- I was rejected 2 Please go to **Q110**
- I am still waiting for an answer 3 Please go to **Q111**

Q110 If your credit application was rejected, what was the main reason? (Tick one box only).

- Failed credit check 1
- Lack of UK credit history 2
- Too many address moves 3
- Don't know 4
- Prefer not to say 5
- Other (please write) 6

Q111 How confident are you in your ability to manage your finances?

- Very confident 1 Not very confident 3
Quite confident 2 Not at all confident 4

Q112 How satisfied are you with the Service provided support (e.g. information) you are given to help you arrange your finances?

- Very satisfied 1 Dissatisfied 4
- Satisfied 2 Very dissatisfied 5
- Neither satisfied nor dissatisfied 3 N/A 6

Section 8: Leave

Q113 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. My overall leave allowance i.e. annual leave, post operational leave (POL), Sea Goers Leave (SGL), leave carried over from previous years etc.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. The opportunity to take leave when I want to.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
c. The amount of leave I was able to take in the last 12 months.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

Q114 Did you take all of your annual leave, i.e. 38 days (including public holidays), in the last leave year?

Yes	<input type="checkbox"/> ¹	Please go to Q116 (Section 9)
No, because I have not been in the Service for a full leave year	<input type="checkbox"/> ²	Please go to Q116 (Section 9)
No, for any other reason	<input type="checkbox"/> ³	

Q115 Please indicate which of the following was a reason why you did not take all of your annual leave allowance within the last leave year. (Tick all that apply).

a. Operational tour.	<input type="checkbox"/> ¹
b. Not allowed.	<input type="checkbox"/> ¹
c. Courses/training.	<input type="checkbox"/> ¹
d. Personal reasons.	<input type="checkbox"/> ¹
e. Workload.	<input type="checkbox"/> ¹
f. Undermanning.	<input type="checkbox"/> ¹
g. I wanted to carry days over to the next leave year.	<input type="checkbox"/> ¹
h. Other (please write).	<input type="checkbox"/> ¹

Section 9: Your Health, Well-being and Fitness

Q116 If you have received Service-provided medical treatment in the last 2 years, how satisfied were you 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.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
b. The medical facilities.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
c. The way in which I was treated by the medical staff.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
d. The effectiveness of my medical treatment.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

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.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. The welfare support provided by the RN for me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. The welfare support provided by the RN for my family.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. The support my spouse/partner gets from the RN when I am absent.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q124 Do you know how to contact the following?

	Yes	No			
a. My unit's Chaplain.	<input type="checkbox"/> 1	<input type="checkbox"/> 2			
b. The HIVE.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 4
c. The Naval Families Federation (NFF).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 3	<input type="checkbox"/> 4

Q125 Do you have easy access to a Naval Personnel and Family Service (NPFs) or Royal Marines Welfare (RMW) if you need it?

Yes 1 No 2 Not sure 3

Q126 How often do you use the RN Community Support website (<http://www.royalnavy.mod.uk/Community/Royal-Navy-Community>)?

Often	<input type="checkbox"/> 1	Never	<input type="checkbox"/> 4
Sometimes	<input type="checkbox"/> 2	Not heard of it	<input type="checkbox"/> 5
Rarely	<input type="checkbox"/> 3		

Section 11: Working with Maritime Reserves

Q127 Are you aware of the following roles you can undertake in the Maritime Reserves?

	Yes, fully aware	Yes, somewhat aware	No, not aware
a. Volunteer Reserve.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Regular Reserve.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
c. Full-Time Reserve Service (FTRS) (Full Commitment).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
d. Full-Time Reserve Service (FTRS) (Limited Commitment).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
e. Full-Time Reserve Service (FTRS) (Home Commitment).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
f. Additional Duties Commitment (ADC).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

Q128 When you leave the RN, would you consider joining the Maritime Reserve Forces?

	Yes	No	Don't know
a. Full time.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Part time.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

Q129 Have you had working contact with the Maritime Reserve Forces in the last two years?

Yes	<input type="checkbox"/> 1	
No	<input type="checkbox"/> 2	Please go to Q133 (Section 12)
Don't know	<input type="checkbox"/> 3	Please go to Q133 (Section 12)

Q130 In your experience, do you believe the Maritime Reserve Forces' contribution to the RN is:

Very valuable	<input type="checkbox"/> 1	Not at all valuable	<input type="checkbox"/> 4
Valuable	<input type="checkbox"/> 2	Don't know	<input type="checkbox"/> 5
Not very valuable	<input type="checkbox"/> 3		

Q131 In your experience, how well integrated with the RN Regular Service are the Maritime Reserve Forces?

Very well	<input type="checkbox"/> 1	Not at all well	<input type="checkbox"/> 4
Well	<input type="checkbox"/> 2	Don't know	<input type="checkbox"/> 5
Not very well	<input type="checkbox"/> 3		

Q132 How do you rate the professionalism of the Maritime Reserve Forces?

Very professional	<input type="checkbox"/> 1	Not at all professional	<input type="checkbox"/> 4
Professional	<input type="checkbox"/> 2	Don't know	<input type="checkbox"/> 5
Not very professional	<input type="checkbox"/> 3		

Section 12: Your Comments

Q133 This survey is?

Too long ¹ About right ² Too short ³

Q134 How long did it take you to complete this survey?

Less than 10 minutes ¹ 40-50 minutes ⁵
10-20 minutes ² 50-60 minutes ⁶
20-30 minutes ³ Over an hour ⁷
30-40 minutes ⁴

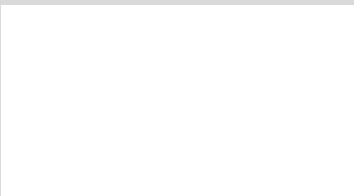
Q135 Please use this box to provide any further comments about working and living in the RN.

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 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>



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.

David Steel.

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

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>



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 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 that the X-Factor in your salary is enough compensation for Service lifestyle, working conditions and expectations?

Strongly agree ¹ Disagree ⁴
 Agree ² Strongly disagree ⁵
 Neither agree nor disagree ³

Q2 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
a. My rate of basic pay (basic pay includes X-Factor but excludes Specialist Pay and any allowances).	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
b. My Specialist Pay.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶ N/A
c. My pension benefits.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
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).	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶ N/A

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	
e. Information about pay and allowances, e.g. from the intranet, DINs and brochures.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
f. My ability to access JPA.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
g. My ability to do my personal admin tasks on JPA.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
h. My JPA training.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶ N/A
i. Viewing my pay statements on JPA.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

Section 2: Aspects of Working in the Royal Marines

Q3 Before you joined the RM, were you a member of a Service or other youth organisation or did you receive sponsorship? (Tick all that apply).

- a. Military School (e.g. Duke of York's). ¹
- b. Scouts/Guides (not Sea Scouts). ¹
- c. Sea Scouts. ¹
- d. Sea/Army/Air Cadets. ¹
- 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 general?

- | | | | |
|---|---------------------------------------|--------------------------|---------------------------------------|
| <i>Very satisfied</i> | <input type="checkbox"/> ¹ | <i>Dissatisfied</i> | <input type="checkbox"/> ⁴ |
| <i>Satisfied</i> | <input type="checkbox"/> ² | <i>Very dissatisfied</i> | <input type="checkbox"/> ⁵ |
| <i>Neither satisfied nor dissatisfied</i> | <input type="checkbox"/> ³ | | |

Q5 How does RM life compare with what you expected it to be when you joined?

- | | | | |
|-----------------------|---------------------------------------|-------------------|---------------------------------------|
| <i>Much better</i> | <input type="checkbox"/> ¹ | <i>Worse</i> | <input type="checkbox"/> ⁴ |
| <i>Better</i> | <input type="checkbox"/> ² | <i>Much worse</i> | <input type="checkbox"/> ⁵ |
| <i>About the same</i> | <input type="checkbox"/> ³ | | |

Q6 How would you rate the level of morale of...

- | | <i>Very high</i> | <i>High</i> | <i>Neither high nor low</i> | <i>Low</i> | <i>Very low</i> |
|-----------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. Myself. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |
| b. My Unit. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |
| c. The RM as a whole. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |

Q7 In considering your immediate working team, to what extent do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. My team know exactly what their responsibilities are.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. Members of my team pull together to complete tasks.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. We have confidence in ourselves as a team.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. My team can work through difficult challenges.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. The people in my team work together to find ways to improve the service we provide.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q8 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	
a. I feel proud to be in the RM.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
b. I feel valued in the RM.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
c. I would recommend joining the RM to others.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
d. I believe I offer an important service to the country.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
e. I feel a strong personal attachment to the RM.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
f. The RM inspires me to do the best in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
g. The RM motivates me to help it achieve its objectives.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
h. I feel that members of the Armed Forces are respected by society at large.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6 <i>Don't know</i>
i. My family is proud of me serving in the Armed Forces.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6 <i>N/A</i>
j. My family benefits from being a Service family.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
k. My family supports me in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q9 Do you feel that the RM discipline system is?

<i>Very fair</i>	<input type="checkbox"/> 1	<i>Unfair</i>	<input type="checkbox"/> 4
<i>Fair</i>	<input type="checkbox"/> 2	<i>Very unfair</i>	<input type="checkbox"/> 5
<i>Neither fair nor unfair</i>	<input type="checkbox"/> 3		

The ethos of the RM refers to our role and the way in which we fulfil it. Since the Second World War, we have developed a specific function as a commando and amphibious force, undertaking operations in harsh environments, be they mountain, jungle, cold weather or desert. This difficult and unique task requires certain personal characteristics... it is because of these individual qualities that we are able to fulfil our collective role successfully.

Q10 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I understand the values and standards of the RM.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The RM ethos is important to me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The ethos of the RM is an important part of life in the RM.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q11 How strongly do you feel that you belong to each of the following, if at all?

	<i>Very strongly</i>	<i>Strongly</i>	<i>Not strongly</i>	<i>Not at all strongly</i>	<i>Not applicable / don't know</i>
a. My Department.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. My Unit.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. My trade/specialism.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The RM.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. The MOD.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. The National Security Community.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q12 How satisfied are you with the following aspects of your current job?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. My job in general.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The sense of achievement I get from my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The challenge in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The amount of variety in my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. The availability of personal equipment/kit I have to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
g. The standard of major equipment (e.g. vehicles and systems) I have to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
h. The availability of major equipment I have to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
i. My current work location.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q13 How would you rate your workload over the last 12 months?

<i>Much too high</i>	<input type="checkbox"/> 1	<i>Too low</i>	<input type="checkbox"/> 4
<i>Too high</i>	<input type="checkbox"/> 2	<i>Much too low</i>	<input type="checkbox"/> 5
<i>About right</i>	<input type="checkbox"/> 3		

Q14 In the last 12 months, has your workload..?

<i>Increased</i>	<input type="checkbox"/> 1
<i>Remained the same</i>	<input type="checkbox"/> 2
<i>Decreased</i>	<input type="checkbox"/> 3

Q15 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>N/A</i>
a. I have the resources I need to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. I know that if I do my job well I will be praised or rewarded.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. I always put as much effort into my work as I can.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q16 Are you currently registered to vote?

- Yes ¹ Please go to **Q17**
No ² Please go to **Q18**
Don't know ³ 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) ¹ Please go to **Q19**
A Service voter – registered for five years, via a Service declaration ² Please go to **Q19**
An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas ³ Please go to **Q19**

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 ¹ I am not interested in politics ⁴
I have not got around to it, but aim to do it sometime ² I wish to remain impartial ⁵
I do not know how to register ³ Other ⁶

Q19 How important is it for you to be able to vote in the next elections?

- | | Very important | Important | Not at all important |
|-----------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. Local Elections. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ |
| b. General Elections. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ |
| c. European Parliament Elections. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ |

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) ¹
I just saw posters in my unit advising me to register to vote ²
I was not aware whether there was any publicity about registering to vote ³

Q21 Have you read the 'Register to Vote' leaflet in recent months?

- Yes ¹ Please go to **Q22** No ² Please go to **Q24**

Q22 Did you take any action as a result of reading the leaflet?

- Yes ¹ Please go to **Q23**
No ² Please go to **Q24**
No - I was already registered to vote ³ 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. ¹
b. I filled in the postal voting form. ¹
c. I filled in the proxy form. ¹
d. I contacted my Unit Registration Officer. ¹
e. I visited www.aboutmyvote.co.uk. ¹

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.

Q24 Which of these best sums up your awareness of the Armed Forces Covenant?

I've never heard of it

 1

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**

Q25 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

Q26 Which of these best sums up your knowledge of the Armed Forces Compensation Scheme?

I've never heard of it

 1

Please go to **Q28**

I've heard of it but know nothing about it

 2

Please go to **Q27**

I've heard of it and know a little about it

 3

Please go to **Q27**

I've heard of it and know a lot about it

 4

Please go to **Q27**

Q27 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

Q28 How strongly do you agree or disagree with the following statement:

I feel prevented from taking an active part in the local civilian community as a result of being in the RM.

Strongly agree

 1

Disagree

 4

Agree

 2

Strongly disagree

 5

Neither agree nor disagree

 3

Don't know

 6

Q29 When it comes to being able to access the following, are you finding being in the Armed Forces makes it:

	<i>Much easier to access</i>	<i>Slightly easier to access</i>	<i>Has no impact on my ability to access</i>	<i>Slightly harder to access</i>	<i>Much harder to access</i>	<i>Don't know / N/A</i>
a. The internet.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. Delivery of shopping.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. Public transport.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. Financial products e.g. mortgage, loan.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. Public services e.g. school, doctor, hospital, library.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q30 How strongly do you agree or disagree that change is managed well in...?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. My immediate working team.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. My Unit/Establishment.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. The RM.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. The MOD.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Defence Transformation - By 'Defence Transformation' we mean the major reform that encompasses a number of programmes and initiatives that will implement the Strategic Defence and Security Review decisions, deliver Spending Review 2010 Non Front Line and Efficiency savings, changes to force structure and reductions in manpower and Defence Reform, a fundamental review of how the MOD is run, and other business change programmes.

Q31 How strongly do you agree or disagree with the following statements?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I know what Defence Transformation is about.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. I understand the purpose of Defence Transformation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. I believe Defence Transformation will improve working in the RM.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. In the last twelve months I have had the opportunity to contribute to Defence Transformation activities that affect me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. My immediate superior/ Chain of Command has helped me understand how Defence Transformation will affect me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. I feel more optimistic about the future of the RM as a result of Defence Transformation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q32 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I am proud when I tell others I am part of the MOD.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. I would recommend the MOD as a great place to work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. I feel a strong personal attachment to the MOD.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The MOD inspires me to do the best in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. The MOD motivates me to help it achieve its objectives.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Section 3: Your Deployments and Separation

Q33 Are you eligible for deployment?

Yes ¹ No ²

Q34 Have you been on an Operational deployment since 1st January 2010?

Yes ¹ No ² 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 ¹
As part of a Unit ²

Q37 How many weeks notice were you given for your current/last Operational deployment?

Less than 1 week <input type="checkbox"/> ¹	11-12 weeks <input type="checkbox"/> ⁶
1-2 weeks <input type="checkbox"/> ²	13-25 weeks <input type="checkbox"/> ⁷
3-5 weeks <input type="checkbox"/> ³	26-51 weeks <input type="checkbox"/> ⁸
6-8 weeks <input type="checkbox"/> ⁴	52+ weeks <input type="checkbox"/> ⁹
9-10 weeks <input type="checkbox"/> ⁵	

Q38 How satisfied were you with this much notice?

Very satisfied <input type="checkbox"/> ¹	Dissatisfied <input type="checkbox"/> ⁴
Satisfied <input type="checkbox"/> ²	Very dissatisfied <input type="checkbox"/> ⁵
Neither satisfied nor dissatisfied <input type="checkbox"/> ³	

Q39 How satisfied were you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. The pre-Operational training that I received for my current/last Operational deployment.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. The support I received from the RM when I returned from my last Operational deployment.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
c. The Post Operational Stress Management that I received.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

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.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³
b. The length of my Operational deployments.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³

Time Away

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 <input type="checkbox"/> ¹	Between 4 - 6 months (14 - 26 weeks) <input type="checkbox"/> ⁴
Up to 1 month (4 weeks) <input type="checkbox"/> ²	Between 7 - 9 months (27 - 39 weeks) <input type="checkbox"/> ⁵
Between 1 - 3 months (5 - 13 weeks) <input type="checkbox"/> ³	Between 10 - 12 months (40 - 52 weeks) <input type="checkbox"/> ⁶

Q42 How satisfied or dissatisfied were you with this amount of time away from your usual place of duty?

Very satisfied <input type="checkbox"/> ¹	Dissatisfied <input type="checkbox"/> ⁴
Satisfied <input type="checkbox"/> ²	Very dissatisfied <input type="checkbox"/> ⁵
Neither satisfied nor dissatisfied <input type="checkbox"/> ³	

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 with the following statements regarding fairness and equality in the RM?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I am treated fairly.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. I am encouraged to use my talents to the full.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Discrimination can occur when a person is treated less favourably because of race, religion or belief, sex, sexual orientation, pregnancy or maternity, marriage or civil partnership, gender reassignment, age or disability. Discrimination can also occur where a policy or practice which applies to everyone unreasonably disadvantages a person on the basis of the characteristics mentioned above.

Harassment includes unwanted conduct which is related to the characteristics mentioned above and is intended to or has the effect of violating another's dignity or creating a hostile, degrading, humiliating or offensive environment.

Bullying may be characterised as offensive, intimidating, malicious or insulting behaviour, and abuse of or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

Q44 Do you believe that you have been the subject of discrimination, harassment or bullying in a Service environment in the last 12 months?

Yes 1 No 2 Please go to **Q49**

Q45 If Yes, please tick all that apply:

	Discrimination	Harassment	Bullying
a. Yes, on grounds of gender or gender identity.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Yes, on grounds of race, colour, nationality, ethnic or national origin.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
c. Yes, on grounds of social background/class.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
d. Yes, on grounds of religion or beliefs.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
e. Yes, on grounds of sexual orientation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
f. Yes, on grounds of age.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
g. Yes, on grounds of disability.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
h. Yes, on grounds of pregnancy or maternity.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
i. Yes, on other grounds - please specify.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

Q46 Did you make a formal written complaint within the last 12 months about this discrimination harassment and/or bullying?

Yes 1 No 2 Please go to **Q48**

Q47 If yes, how satisfied were you with the following aspects of your complaint?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>		
a. The objectivity and fairness with which my complaint was handled/is being handled.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵		
b. The amount of time taken/it is taking to resolve my complaint.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵		
c. How well I was/am being kept informed about the progress of my complaint.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵		
d. The support provided by my Assisting Officer.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<i>N/A</i> <input type="checkbox"/> ⁶	<i>Not allocated an Assisting Officer</i> <input type="checkbox"/> ⁷
e. The outcome of my complaint.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<i>N/A</i> <input type="checkbox"/> ⁶	

Q48 If you did NOT make a formal written complaint, why was this? (Tick all that apply).

- a. I didn't know what to do. ¹
- b. I considered the incident(s) to be too minor to report. ¹
- c. I resolved the situation informally. ¹
- d. The situation was resolved through mediation. ¹
- e. I did not believe anything would be done if I did complain. ¹
- f. I did not want to go through the complaints procedure. ¹
- g. I believed it might adversely affect my career or workplace. ¹
- h. I was worried that there would be recriminations from the perpetrators. ¹
- i. I was discouraged from doing so. ¹
- j. Other reason(s) - please specify. ¹

Q49 Do you know where to get information about the RM complaints procedure for unfair treatment, discrimination, harassment and bullying?

Yes ¹ No ²

Q50 Do you know how the Service Complaints Commissioner can help you with a discrimination, harassment and/or bullying complaint?

Yes, fully ¹ No, not at all ³
 To some extent ² Haven't heard of the Service Complaints Commissioner ⁴

Q51 How strongly do you agree or disagree with the following statements about the senior officers (i.e. Brigadier and above) of the RM?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. The senior officers of the RM understand and represent my interests.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. The senior officers of the RM inspire me to do the best in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. Senior officers are keen to get Service people's views on key decisions.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q52 How strongly do you agree or disagree with the following statements about your immediate superior (RM or civilian)? He/she...

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. Understands and represents my interests.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. Supports me in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. Sets a positive example.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. Encourages me to develop my skills.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. Is supportive over work/life balance issues.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
f. Recognises my efforts.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
g. Tells me what's going on at work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q53 Overall, how satisfied are you with the Regimental system?

<i>Very satisfied</i>	<input type="checkbox"/> 1	<i>Dissatisfied</i>	<input type="checkbox"/> 4
<i>Satisfied</i>	<input type="checkbox"/> 2	<i>Very dissatisfied</i>	<input type="checkbox"/> 5
<i>Neither satisfied nor dissatisfied</i>	<input type="checkbox"/> 3		

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

Section 5: Your Career

Q54 How many weeks notice were you given for your current/last assignment (posting)?

<i>Less than 1 week</i>	<input type="checkbox"/> 1	<i>11-12 weeks</i>	<input type="checkbox"/> 6
<i>1-2 weeks</i>	<input type="checkbox"/> 2	<i>13-25 weeks</i>	<input type="checkbox"/> 7
<i>3-5 weeks</i>	<input type="checkbox"/> 3	<i>26-51 weeks</i>	<input type="checkbox"/> 8
<i>6-8 weeks</i>	<input type="checkbox"/> 4	<i>52+ weeks</i>	<input type="checkbox"/> 9
<i>9-10 weeks</i>	<input type="checkbox"/> 5		

Q55 How satisfied were you with this much notice?

<i>Very satisfied</i>	<input type="checkbox"/> 1	<i>Dissatisfied</i>	<input type="checkbox"/> 4
<i>Satisfied</i>	<input type="checkbox"/> 2	<i>Very dissatisfied</i>	<input type="checkbox"/> 5
<i>Neither satisfied nor dissatisfied</i>	<input type="checkbox"/> 3		

Q56 Which of these qualifications do you hold? (Please select the nearest equivalent where appropriate). (Tick all that apply).

- a. No qualifications. ¹
- b. Apprenticeship. ¹
- c. Entry Level (1-4 O levels/CSEs/GCSEs any grades). ¹
- 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. ¹
- f. NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/ General Diploma, RSA Diploma. ¹
- g. 2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/ Advanced Diploma. ¹
- 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. ¹
- j. Degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE). ¹
- k. Professional qualifications (for example teaching, nursing, accountancy). ¹
- l. Foreign qualifications. ¹
- m. Other vocational/work-related qualifications. ¹

The Commodore Naval Personnel (CNPers) define career management as 'The assignment of individuals in accordance with endorsed current and future service requirements, exploiting skills, career development needs and, whenever possible, personal preferences'.

Q57 Overall how satisfied are you with the career management service provided by the NPT Career Manager and Branch Advisers?

- | | | | |
|---|---------------------------------------|--------------------------|---------------------------------------|
| <i>Very satisfied</i> | <input type="checkbox"/> ¹ | <i>Dissatisfied</i> | <input type="checkbox"/> ⁴ |
| <i>Satisfied</i> | <input type="checkbox"/> ² | <i>Very dissatisfied</i> | <input type="checkbox"/> ⁵ |
| <i>Neither satisfied nor dissatisfied</i> | <input type="checkbox"/> ³ | <i>N/A</i> | <input type="checkbox"/> ⁶ |

Q58 In terms of your current assignment, how strongly do you agree or disagree with the following?

- | | <i>Strongly agree</i> | <i>Agree</i> | <i>Neither agree nor disagree</i> | <i>Disagree</i> | <i>Strongly disagree</i> |
|--|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. I have the skills, knowledge and experience to do my job. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |
| b. My skills and experience are being used. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |
| c. The assignment provides development opportunities that will enhance my promotion prospects. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |
| d. My personal preferences were taken into account. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |

Q59 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. The fairness of the appraisal system.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The fairness of the promotion system.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. My opportunities for promotion.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. My opportunities for personal development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. The amount of training I have received in order to carry out my current job roles.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. The quality of training I have received in order to carry out my current job roles.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
g. The timing of the training I have received in order to carry out my current job roles.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
h. The extent to which I am doing the job for which I was trained.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
i. My opportunities to gain civilian accreditation for Service training, e.g. NVQs, apprenticeships.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q60 What are your plans for the future? (Tick one box only).

<i>To stay serving as long as I can</i>	<input type="checkbox"/> 1
<i>To stay serving to the end of my current engagement/commission</i>	<input type="checkbox"/> 2
<i>To leave the RM before the end of my current engagement/commission</i>	<input type="checkbox"/> 3
<i>To leave the RM as soon as I can</i>	<input type="checkbox"/> 4
<i>I have put in my notice to leave</i>	<input type="checkbox"/> 5
<i>N/A / I don't know</i>	<input type="checkbox"/> 6

Q61

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

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

Q62

If you have put your notice in to leave, please indicate the 3 factors from the list above in Q61 that most influenced your decision to leave the RM. (Write the letter that corresponds with the reason in the boxes below.)

Most important reason for leaving ¹

 Second most important reason for leaving ²

 Third most important reason for leaving ³

Section 6: Your Accommodation

Q63 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 **Q64**
- Substitute Service Family Accommodation (SSFA) ² 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 12 months did you move from a Substitute SFA or Substitute SLA into your current accommodation?

- Yes ¹ No ²

Q65 If you currently live in Service Accommodation, have you moved from your own home into Service Accommodation in the last 12 months?

- Yes ¹ No ² Please go to **Q67**

Q66 If you moved from your own home into Service Accommodation in the last 12 months, what was the reason for this? (Tick all that apply).

- a. Posting requirement. ¹
- b. Economy. ¹
- c. Other (please write). ¹

Q67 With regard to your current Service Accommodation, how satisfied are you with the following?

- | | Very
satisfied | Satisfied | Neither
satisfied
nor
dissatisfied | Dissatisfied | Very
dissatisfied | NA / don't
know |
|---|---------------------------------------|---------------------------------------|---|---------------------------------------|---------------------------------------|---------------------------------------|
| a. Overall standard of my current accommodation. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |
| b. Value for money of Service Accommodation. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |
| c. Response to requests for maintenance/repair to my current accommodation. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |
| d. Quality of maintenance/repair work to my current accommodation. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |
| e. How fairly Service Accommodation is allocated. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |

Q68 Do you currently own your own home? Please answer this question whether you live in this property or not.

- Yes ¹ Please go to **Q69**
- No ² Please go to **Q72**
- No, but I am currently saving up to buy a home in the future ³ Please go to **Q72**

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. ¹
- b. The allowances for living in my own home. ¹
- c. To rent it out. ¹
- d. Poor standards of SLA or SFA. ¹
- e. Poor location of SLA or SFA. ¹
- f. The cost of SLA or SFA. ¹
- g. I wanted to live with my partner. ¹
- h. Other (please write). ¹

Q70 When did you become a home owner?

- Less than 12 months ago ¹ 2-5 years ago ³
 1-2 years ago ² More than 5 years ago ⁴

Q71 If you currently own a home, how satisfied are you with the following?

- | | Very
satisfied | Satisfied | Neither
satisfied nor
dissatisfied | Dissatisfied | Very
dissatisfied | N/A |
|--|---------------------------------------|---------------------------------------|--|---------------------------------------|---------------------------------------|---------------------------------------|
| a. The opportunity to live in my own home. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |
| b. The allowances for living in my own home. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |

If you own your own home, please go to Q73

Q72 Please indicate whether each of the following is a reason why you do not own your own home. (Tick all that apply).

- a. I don't want to own a home at this stage in my life/career. ¹
- b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. ¹
- c. I want to be able to move about/move my family with me when I am posted. ¹
- d. I don't want to buy a home where I am currently located. ¹
- e. I can't afford to buy a suitable home at the moment. ¹
- f. I don't want to risk losing money. ¹
- g. I wouldn't be able to live in the home. ¹
- h. Other (please write). ¹

Q73 Have you used a Government Affordable Housing Scheme in the last year to buy or rent your home?

- | | | | |
|-----------------------------|---------------------------------------|--|---------------------------------------|
| Yes | <input type="checkbox"/> ¹ | | <input type="checkbox"/> ⁴ |
| No | <input type="checkbox"/> ² | No, I would not use an Affordable Housing Scheme | <input type="checkbox"/> ⁵ |
| No, but I am considering it | <input type="checkbox"/> ³ | Not heard of this | <input type="checkbox"/> ⁶ |

Q74 When it comes to paying Council Tax, I am treated:

Much more favourably than a civilian

 1

Slightly more favourably than a civilian

 2

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

Q75 Are you on a unit that has Catering Retail and Leisure (CRL) that operates Pay As You Dine (PAYD)?

Yes 1

No 2

Please go to **Q84 (Section 7)**

Q76 Do you use PAYD?

Yes 1

No 2

Please go to **Q84 (Section 7)**

Q77 If you use PAYD, on average how many Core Meals do you purchase per week?

None 1

1-2 2

3-5 3

6-10 4

11-15 5

16+ 6

Q78 If you purchase a Core Meal, how satisfied are you with:

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. The quantity of food.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The quality of food.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The value for money.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q79 If you use PAYD, on average how many Retail Meals do you purchase per week?

None 1

1-2 2

3-5 3

6-10 4

11-15 5

16+ 6

Q80 If you purchase a Retail Meal, how satisfied are you with:

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. The quantity of food.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The quality of food.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The value for money.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q81 How satisfied are you with:

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. The choice of food.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The availability of the food and opening hours during the week.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q82 Overall how would you rate your environment within your unit compared to what it was before the introduction of CRL?

Much Better ¹ Worse ⁴
Better ² 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 ¹ Dissatisfied ⁴
Satisfied ² Very dissatisfied ⁵
Neither satisfied nor dissatisfied ³ N/A ⁶

Section 7: Your Personal Life

Q84 What is your current personal status?

Single (never married or formed a civil partnership) ¹ Please go to **Q86**
In a long term / established relationship (but not 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 **Q86**
Divorced / Formerly in a civil partnership which is now legally dissolved ⁵ Please go to **Q86**
Widowed / The surviving partner from a civil partnership ⁶ Please go to **Q86**
Prefer not to say ⁷ Please go to **Q86**

Q85 What is your spouse/partner's current employment situation?

In the Armed Forces ¹ In voluntary (unpaid) employment ⁴
In full-time paid employment / full-time self-employment (other than Armed Forces) ² Not employed (for any reason) ⁵
In part-time paid employment / part-time self-employment ³ In full-time or part-time education ⁶

Q86 Do you have any children whom you support financially?

Yes ¹
No ² 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	<input type="text"/>	¹	Between 17 and 19 years	<input type="text"/>	⁴
Between 5 and 11 years	<input type="text"/>	²	Over 19 years	<input type="text"/>	⁵
Between 12 and 16 years	<input type="text"/>	³			

Q88 Do you have a child/children at boarding school?

Yes ¹ No ² N/A ³

Q89 Do any of your children live with you? (Tick one box only).

- Yes ¹
 Shared Access ²
 Weekends/holidays only ³ Please go to **Q94**
 No ⁴ Please go to **Q94**
 N/A ⁵ Please go to **Q94**

Q90 If you have a child or children living with you, do you consider yourself to be a lone/single parent?

- Yes ¹ No ² N/A ³

Q91 If you have a child or children living with you, do you require childcare?

- Yes ¹ No ² N/A ³

Q92 How satisfied are you with the following facilities and support?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>Would use if available</i>	<i>Not used</i>
a. Base/station provided pre-school facilities.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁷
b. Local authority pre-school facilities.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁷
c. Local after school club/childcare provision.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁷

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).

- ¹ *Not applicable - none of my children have had a Special Needs assessment*
² Yes
³ 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?

<i>Not been away</i>	<input type="checkbox"/> ¹	<i>Between 7 - 9 months (27 - 39 weeks)</i>	<input type="checkbox"/> ⁵
<i>Up to 1 month (4 weeks)</i>	<input type="checkbox"/> ²	<i>Between 10 - 12 months (40 - 52 weeks)</i>	<input type="checkbox"/> ⁶
<i>Between 1 - 3 months (5 - 13 weeks)</i>	<input type="checkbox"/> ³	<i>N/A</i>	<input type="checkbox"/> ⁷
<i>Between 4 - 6 months (14 - 26 weeks)</i>	<input type="checkbox"/> ⁴		

Q95 How satisfied are you with this amount of time away from your family?

<i>Very satisfied</i>	<input type="checkbox"/> ¹	<i>Dissatisfied</i>	<input type="checkbox"/> ⁴
<i>Satisfied</i>	<input type="checkbox"/> ²	<i>Very dissatisfied</i>	<input type="checkbox"/> ⁵
<i>Neither satisfied nor dissatisfied</i>	<input type="checkbox"/> ³	<i>N/A</i>	<input type="checkbox"/> ⁶

Q96 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
a. The ability to plan my own life - short term e.g. work/weekend leave.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
b. The ability to plan my own life - long term e.g. holidays/career training.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
c. The amount of separation from spouse, family and friends.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
d. The opportunities available to me for flexible working.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
e. The effect of Service life on my children's education.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	N/A <input type="checkbox"/> 6
f. The effect of Service life on my spouse/partner's career.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q97 Do you have caring responsibilities for infirm or elderly adult(s)?

Yes 1 No 2

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

Q98 In the last 12 months have you applied for a mortgage?

Yes 1 Please go to **Q99** No 2 Please go to **Q101**

Q99 If you have applied for a mortgage in the last 12 months, what happened regarding your most recent application

I was successful 1 Please go to **Q101**
I was rejected 2 Please go to **Q100**
I am still waiting for an answer 3 Please go to **Q101**

Q100 If your mortgage application was rejected, what was the main 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 ¹ Please go to **Q102** No ² Please go to **Q104**

Q102 If you have applied for credit in the last 12 months, what happened regarding your most recent application

I was successful ¹ Please go to **Q104**
I was rejected ² Please go to **Q103**
I am still waiting for an answer ³ Please go to **Q104**

Q103 If your credit application was rejected, what was the main reason? (Tick one box only).

Failed credit check ¹
Lack of UK credit history ²
Too many address moves ³
Don't know ⁴
Prefer not to say ⁵
Other (please write) ⁶

Q104 How confident are you in your ability to manage your finances?

Very confident ¹ Not very confident ³
Quite confident ² 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 ¹ Dissatisfied ⁴
Satisfied ² Very dissatisfied ⁵
Neither satisfied nor dissatisfied ³ N/A ⁶

Section 8: Leave

Q106 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. My overall leave allowance i.e. annual leave, post operational leave (POL), Sea Goers Leave (SGL), leave carried over from previous years etc.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. The opportunity to take leave when I want to.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
c. The amount of leave I was able to take in the last 12 months.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

Q107 Did you take all of your annual leave, i.e. 38 days (including public holidays), in the last leave year?

Yes ¹ Please go to **Q109 (Section 9)**

No, because I have not been in the Service for a full leave year ² Please go to **Q109 (Section 9)**

No, for any other reason ³

Q108 Please indicate which of the following was a reason why you did not take all of your annual leave allowance within the last leave year. (Tick all that apply).

a. Operational tour.	<input type="checkbox"/> ¹
b. Not allowed.	<input type="checkbox"/> ¹
c. Courses/training.	<input type="checkbox"/> ¹
d. Personal reasons.	<input type="checkbox"/> ¹
e. Workload.	<input type="checkbox"/> ¹
f. Undermanning.	<input type="checkbox"/> ¹
g. I wanted to carry days over to the next leave year.	<input type="checkbox"/> ¹
h. Other (please write).	<input type="checkbox"/> ¹

Section 9: Your Health, Well-being and Fitness

Q109 If you have received Service-provided medical treatment in the last 2 years, how satisfied were you 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.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
b. The medical facilities.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
c. The way in which I was treated by the medical staff.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
d. The effectiveness of my medical treatment.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

Section 10: Welfare

Q116 How satisfied are you with the following?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
a. The Operational/Deployment Welfare Package.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. The welfare support provided by the RM for me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. The welfare support provided by the RM for my family.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. The support my spouse/partner gets from the RM when I am absent.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q117 Do you know how to contact the following?

	<i>Yes</i>	<i>No</i>	<i>N/A</i>	<i>Not heard of it</i>
a. My unit's Chaplain.	<input type="checkbox"/> 1	<input type="checkbox"/> 2		
b. The HIVE.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
c. The Naval Families Federation (NFF).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

Q118 Do you have easy access to a Royal Marines Welfare (RMW) or Naval Personnel and Family Service (NPFSS) if you need it?

Yes 1 No 2 Not sure 3

Q119 How often do you use the RN Community Support website (<http://www.royalnavy.mod.uk/Community/Royal-Navy-Community/>)?

<i>Often</i>	<input type="checkbox"/> 1	<i>Never</i>	<input type="checkbox"/> 4
<i>Sometimes</i>	<input type="checkbox"/> 2	<i>Not heard of it</i>	<input type="checkbox"/> 5
<i>Rarely</i>	<input type="checkbox"/> 3		

Section 11: Working with Maritime Reserves

Q120 Are you aware of the following roles you can undertake in the Maritime Reserves?

	<i>Yes, fully aware</i>	<i>Yes, somewhat aware</i>	<i>No, not aware</i>
a. Volunteer Reserve.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Regular Reserve.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
c. Full-Time Reserve Service (FTRS) (Full Commitment).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
d. Full-Time Reserve Service (FTRS) (Limited Commitment).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
e. Full-Time Reserve Service (FTRS) (Home Commitment).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
f. Additional Duties Commitment (ADC).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

Q121 When you leave the RM, would you consider joining the Maritime Reserve Forces?

	<i>Yes</i>	<i>No</i>	<i>Don't know</i>
a. Full time.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Part time.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

Q122 Have you had working contact with the Maritime Reserve 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 believe 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, how well integrated with the RM Regular Service are the Maritime Reserve Forces?

- Very well 1 Not at all well 4
Well 2 Don't know 5
Not very well 3

Q125 How do you rate the professionalism of the Maritime Reserve 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?

Too long ¹ About right ² Too short ³

Q127 How long did it take you to complete this survey?

Less than 10 minutes ¹ 40-50 minutes ⁵
10-20 minutes ² 50-60 minutes ⁶
20-30 minutes ³ Over an hour ⁷
30-40 minutes ⁴

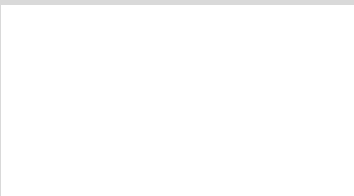
Q128 Please use this box to provide any further comments about working and living in the RM.

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 envelope provided.

DASA (Surveys)

Tel: 020 721 84535 / 96218 4535



ANNEX C



ARMY

RESTRICTED - STAFF - After Completion

Continuous Attitude Survey 2013

YOUR VIEWS COUNT

What is **ARMY LIFE** like for you?



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



RESTRICTED - STAFF - After Completion

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 that the X-Factor in your salary is enough compensation for Service lifestyle, working conditions and expectations?

<i>Strongly agree</i>	<input type="checkbox"/>	1	<i>Disagree</i>	<input type="checkbox"/>	4
<i>Agree</i>	<input type="checkbox"/>	2	<i>Strongly disagree</i>	<input type="checkbox"/>	5
<i>Neither agree nor disagree</i>	<input type="checkbox"/>	3			

Q2 How satisfied are you with the following?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	
a. My rate of basic pay (basic pay includes X-Factor but excludes Specialist Pay and any allowances).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
b. My Specialist Pay.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<i>N/A</i>
c. My pension benefits.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<i>N/A</i>

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	
e. Information about pay and allowances, e.g. from the intranet, DINs and brochures.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
f. My ability to access JPA.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
g. My ability to do my personal admin tasks on JPA.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
h. My JPA training.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<i>N/A</i> <input type="checkbox"/> ⁶
i. Viewing my pay statements on JPA.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

Section 2: Aspects of Working in the Army

Q3 Before you joined the Army, were you a member of a Service or other youth organisation or did you receive sponsorship? (Tick all that apply).

- a. Military School (e.g. Duke of York's). ¹
- 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 Army life in general?

- | | | | | |
|---|---------------------------------------|--|--------------------------|---------------------------------------|
| <i>Very satisfied</i> | <input type="checkbox"/> ¹ | | <i>Dissatisfied</i> | <input type="checkbox"/> ⁴ |
| <i>Satisfied</i> | <input type="checkbox"/> ² | | <i>Very dissatisfied</i> | <input type="checkbox"/> ⁵ |
| <i>Neither satisfied nor dissatisfied</i> | <input type="checkbox"/> ³ | | | |

Q5 How does Army life compare with what you expected it to be when you joined?

- | | | | | |
|-----------------------|---------------------------------------|--|-------------------|---------------------------------------|
| <i>Much better</i> | <input type="checkbox"/> ¹ | | <i>Worse</i> | <input type="checkbox"/> ⁴ |
| <i>Better</i> | <input type="checkbox"/> ² | | <i>Much worse</i> | <input type="checkbox"/> ⁵ |
| <i>About the same</i> | <input type="checkbox"/> ³ | | | |

Q6 How would you rate the level of morale of...

- | | <i>Very high</i> | <i>High</i> | <i>Neither high
nor low</i> | <i>Low</i> | <i>Very low</i> |
|-------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. Myself. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |
| b. My Unit. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |
| c. The Army as a whole. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |

Q7 In considering your immediate working team, to what extent do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. My team know exactly what their responsibilities are.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. Members of my team pull together to complete tasks.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. We have confidence in ourselves as a team.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. My team can work through difficult challenges.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. The people in my team work together to find ways to improve the service we provide.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q8 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	
a. I feel proud to be in the Army.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
b. I feel valued in the Army.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
c. I would recommend joining the Army to others.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
d. I believe I offer an important service to the country.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
e. I feel a strong personal attachment to the Army.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
f. The Army inspires me to do the best in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
g. The Army motivates me to help it achieve its objectives.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
h. I feel that members of the Armed Forces are respected by society.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<i>Don't know</i> <input type="checkbox"/> 6
i. My family is proud of me serving in the Armed Forces.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<i>N/A</i> <input type="checkbox"/> 6
j. My family benefits from being a Service family.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
k. My family supports me in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q9 Do you feel that the Army discipline system is?

<i>Very fair</i>	<input type="checkbox"/> 1	<i>Unfair</i>	<input type="checkbox"/> 4
<i>Fair</i>	<input type="checkbox"/> 2	<i>Very unfair</i>	<input type="checkbox"/> 5
<i>Neither fair nor unfair</i>	<input type="checkbox"/> 3		

Ethos is that spirit which inspires soldiers to fight. It derives from, and depends upon, the high degrees of commitment, self-sacrifice and mutual trust, which together are so essential to the maintenance of morale.

Q10 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I understand the values and standards of the Army.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The Army ethos is important to me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The ethos of the Army is an important part of life in the Army.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q11 How strongly do you feel that you belong to each of the following, if at all?

	<i>Very strongly</i>	<i>Strongly</i>	<i>Not strongly</i>	<i>Not at all strongly</i>	<i>Not applicable / don't know</i>
a. My Unit.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. My Corps/Capbadge.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. My trade/specialism.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The Army.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. The MOD.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. The National Security Community.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q12 How satisfied are you with the following aspects of your current job?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. My job in general.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The sense of achievement I get from my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The challenge in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The amount of variety in my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. The availability of personal equipment/kit I have to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
g. The standard of major equipment (e.g. vehicles and systems) I have to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
h. The availability of major equipment I have to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
i. My current work location.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q13 How would you rate your workload over the last 12 months?

<i>Much too high</i>	<input type="checkbox"/> 1	<i>Too low</i>	<input type="checkbox"/> 4
<i>Too high</i>	<input type="checkbox"/> 2	<i>Much too low</i>	<input type="checkbox"/> 5
<i>About right</i>	<input type="checkbox"/> 3		

Q14 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>N/A</i>
a. I have the resources I need to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. I know that if I do my job well I will be praised or rewarded.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. I always put as much effort into my work as I can.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q15 Are you currently registered to vote?

- Yes ¹ Please go to **Q16**
 No ² Please go to **Q17**
 Don't know ³ 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) ¹ Please go to **Q18**
 A Service voter – registered for five years, via a service declaration ² Please go to **Q18**
 An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas ³ Please go to **Q18**

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 ¹ I am not interested in politics ⁴
 I have not got around to it, but aim to do it sometime ² I wish to remain impartial ⁵
 I do not know how to register ³ Other ⁶

Q18 How important is it for you to be able to vote in the next elections?

- | | Very important | Important | Not at all important |
|-----------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. Local Elections. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ |
| b. General Elections. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ |
| c. European Parliament Elections. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ |

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) ¹
 I just saw posters in my unit advising me to register to vote ²
 I was not aware whether there was any publicity about registering to vote ³

Q20 Have you read the 'Register to Vote' leaflet in recent months?

- Yes ¹ Please go to **Q21** No ² Please go to **Q23**

Q21 Did you take any action as a result of reading the leaflet?

- Yes ¹ Please go to **Q22**
 No ² Please go to **Q23**
 No - I was already registered to vote ³ 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. ¹
 b. I filled in the postal voting form. ¹
 c. I filled in the proxy form. ¹
 d. I contacted my Unit Registration Officer. ¹
 e. I visited www.aboutmyvote.co.uk. ¹

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 awareness of the Armed Forces Covenant?

- I've never heard of it* ¹ 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**

Q24 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 knowledge of the Armed Forces Compensation Scheme?

- I've never heard of it* ¹ 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**

Q26 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

**Q27 How strongly do you agree or disagree with the following statement?
I feel prevented from taking an active part in the local civilian community as a result of being in the Army.**

- | | | | |
|-----------------------------------|---------------------------------------|--------------------------|---------------------------------------|
| <i>Strongly agree</i> | <input type="checkbox"/> ¹ | <i>Disagree</i> | <input type="checkbox"/> ⁴ |
| <i>Agree</i> | <input type="checkbox"/> ² | <i>Strongly disagree</i> | <input type="checkbox"/> ⁵ |
| <i>Neither agree nor disagree</i> | <input type="checkbox"/> ³ | <i>Don't know</i> | <input type="checkbox"/> ⁶ |

Q28 When it comes to being able to access the following, are you finding being in the Armed Forces makes it..?

	<i>Much easier to access</i>	<i>Slightly easier to access</i>	<i>Has no impact on my ability to access</i>	<i>Slightly harder to access</i>	<i>Much harder to access</i>	<i>Don't know / N/A</i>
a. The internet.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. Delivery of shopping.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. Public transport.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. Financial products e.g. mortgage, loan.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. Public services e.g. school, doctor, hospital, library.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q29 How strongly do you agree or disagree that change is managed well in...?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. My immediate working team.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. My Unit/Establishment.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. The Army.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. The MOD.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Defence Transformation - By 'Defence Transformation' we mean the major reform that encompasses a number of programmes and initiatives that will implement the Strategic Defence and Security Review decisions, deliver Spending Review 2010 Non Front Line and Efficiency savings, changes to force structure and reductions in manpower and Defence Reform, a fundamental review of how the MOD is run, and other business change programmes.

Q30 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I know what Defence Transformation is about.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. I understand the purpose of Defence Transformation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. I believe Defence Transformation will improve working in the Army.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. In the last twelve months I have had the opportunity to contribute to Defence Transformation activities that affect me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. My immediate superior/ Chain of Command has helped me understand how Defence Transformation will affect me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. I feel more optimistic about the future of the Army as a result of Defence Transformation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q31 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I am proud when I tell others I am part of the MOD.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. I would recommend the MOD as a great place to work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. I feel a strong personal attachment to the MOD.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The MOD inspires me to do the best in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. The MOD motivates me to help it achieve its objectives.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

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 <input type="checkbox"/> ¹	11-12 weeks <input type="checkbox"/> ⁶
1-2 weeks <input type="checkbox"/> ²	13-25 weeks <input type="checkbox"/> ⁷
3-5 weeks <input type="checkbox"/> ³	26-51 weeks <input type="checkbox"/> ⁸
6-8 weeks <input type="checkbox"/> ⁴	52+ weeks <input type="checkbox"/> ⁹
9-10 weeks <input type="checkbox"/> ⁵	

Q37 How satisfied were you with this much notice?

Very satisfied <input type="checkbox"/> ¹	Dissatisfied <input type="checkbox"/> ⁴
Satisfied <input type="checkbox"/> ²	Very dissatisfied <input type="checkbox"/> ⁵
Neither satisfied nor dissatisfied <input type="checkbox"/> ³	

Q38 How satisfied were you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. Non-Operational Separation allowances (e.g. LSA, GYT(T), residual unacc. rate of LOA).	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
b. Operational allowances (e.g. Overseas Assistance, concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc).	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
c. The amount of training between operations.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
d. The amount of training support between operations.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
e. The amount of security duties.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
f. The pre-deployment training (PDT) that I received for my current/last operational tour.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
g. The equipment I used on PDT.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
h. That the equipment I used during training was the same as that used on operations.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
i. The vehicles I used on operations.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
j. The personal kit and equipment I received on operations.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
k. The equipment I used on operations.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
l. The welfare support that my family or partner received whilst I was deployed.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
m. The support I received from the Army when I returned from my last operational tour.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
n. The decompression and post operational tour support I received.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
o. The way my R&R was carried out (please provide more information in the box below if you wish):	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

Q39 What is your view of the following regarding your experience of operational deployments?

a. The frequency of my operational deployments.	<i>Too often</i> <input type="checkbox"/> ¹	<i>About right</i> <input type="checkbox"/> ²	<i>Not often enough</i> <input type="checkbox"/> ³
b. The length of my operational deployments.	<i>Too long</i> <input type="checkbox"/> ¹	<i>About right</i> <input type="checkbox"/> ²	<i>Too short</i> <input type="checkbox"/> ³

Q40 Approximately how many operational deployments have you carried out during your Army career? (Please write in both boxes, e.g. "06" if 6 deployments carried out.)

Time Away

Q41 In the past 12 months approximately how many weeks have you been away from your usual place of duty for Service reasons?

<i>Not been away</i>	<input type="checkbox"/> ¹	<i>Between 4 - 6 months (14 - 26 weeks)</i>	<input type="checkbox"/> ⁴
<i>Up to 1 month (4 weeks)</i>	<input type="checkbox"/> ²	<i>Between 7 - 9 months (27 - 39 weeks)</i>	<input type="checkbox"/> ⁵
<i>Between 1 - 3 months (5 - 13 weeks)</i>	<input type="checkbox"/> ³	<i>Between 10 - 12 months (40 - 52 weeks)</i>	<input type="checkbox"/> ⁶

Q42 How satisfied or dissatisfied were you with this amount of time away from your usual place of duty?

<i>Very satisfied</i>	<input type="checkbox"/> ¹	<i>Dissatisfied</i>	<input type="checkbox"/> ⁴
<i>Satisfied</i>	<input type="checkbox"/> ²	<i>Very dissatisfied</i>	<input type="checkbox"/> ⁵
<i>Neither satisfied nor dissatisfied</i>	<input type="checkbox"/> ³		

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 with the following statements regarding fairness and equality in the Army?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I am treated fairly.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. I am encouraged to use my talents to the full.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Discrimination can occur when a person is treated less favourably because of race, religion or belief, sex, sexual orientation, pregnancy or maternity, marriage or civil partnership, gender reassignment, age or disability. Discrimination can also occur where a policy or practice which applies to everyone unreasonably disadvantages a person on the basis of the characteristics mentioned above.

Harassment includes unwanted conduct which is related to the characteristics mentioned above and is intended to or has the effect of violating another's dignity or creating a hostile, degrading, humiliating or offensive environment.

Bullying may be characterised as offensive, intimidating, malicious or insulting behaviour, and abuse of or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

Q44 Do you believe that you have been the subject of discrimination, harassment or bullying in a Service environment in the last 12 months?

Yes 1 No 2 Please go to **Q49**

Q45 If Yes, please tick all that apply:

	Discrimination	Harassment	Bullying
a. Yes, on grounds of gender or gender identity.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Yes, on grounds of race, colour, nationality, ethnic or national origin.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
c. Yes, on grounds of social background/class.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
d. Yes, on grounds of religion or beliefs.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
e. Yes, on grounds of sexual orientation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
f. Yes, on grounds of age.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
g. Yes, on grounds of disability.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
h. Yes, on grounds of pregnancy or maternity.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
i. Yes, on other grounds - please specify.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

Q46 Did you make a formal written complaint within the last 12 months about this discrimination harassment and/or bullying?

Yes 1 No 2 Please go to **Q48**

Q47 If yes, how satisfied were you with the following aspects of your complaint?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>		
a. The objectivity and fairness with which my complaint was handled/is being handled.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵		
b. The amount of time taken/it is taking to resolve my complaint.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵		
c. How well I was/am being kept informed about the progress of my complaint.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵		
d. The support provided by my Assisting Officer.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<i>N/A</i> <input type="checkbox"/> ⁶	<i>Not allocated an Assisting Officer</i> <input type="checkbox"/> ⁷
e. The outcome of my complaint.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<i>N/A</i> <input type="checkbox"/> ⁶	

Q48 If you did NOT make a formal written complaint, why was this? (Tick all that apply).

- a. I didn't know what to do. ¹
- b. I considered the incident(s) to be too minor to report. ¹
- c. I resolved the situation informally. ¹
- d. The situation was resolved through mediation. ¹
- e. I did not believe anything would be done if I did complain. ¹
- f. I did not want to go through the complaints procedure. ¹
- g. I believed it might adversely affect my career or workplace. ¹
- h. I was worried that there would be recriminations from the perpetrators. ¹
- i. I was discouraged from doing so. ¹
- j. Other reason(s) - please specify. ¹

Q49 Do you know where to get information about the Army complaints procedure for unfair treatment, discrimination, harassment and bullying?

Yes ¹ No ²

Q50 Do you know how the Service Complaints Commissioner can help you with a discrimination, harassment and/or bullying complaint?

<i>Yes, fully</i>	<input type="checkbox"/> ¹	<i>No, not at all</i>	<input type="checkbox"/> ³
<i>To some extent</i>	<input type="checkbox"/> ²	<i>Haven't heard of the Service Complaints Commissioner</i>	<input type="checkbox"/> ⁴

Q51 How strongly do you agree or disagree with the following statements about the senior officers (i.e. Brigadier and above) of the Army?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. The senior officers of the Army understand and represent my interests.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. Senior officers are keen to get Service people's views on key decisions.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q52 How strongly do you agree or disagree with the following statements about your immediate superior (Army or civilian)? He/she...

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. Understands and represents my interests.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. Supports me in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. Sets a positive example.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. Encourages me to develop my skills.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. Is supportive over work/life balance issues.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
f. Recognises my efforts.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
g. Tells me what's going on at work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

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

Section 5: Your Career

Q53 How many weeks notice were you given for your current/last assignment (posting)?

<i>Less than 1 week</i>	<input type="checkbox"/> 1	<i>11-12 weeks</i>	<input type="checkbox"/> 6
<i>1-2 weeks</i>	<input type="checkbox"/> 2	<i>13-25 weeks</i>	<input type="checkbox"/> 7
<i>3-5 weeks</i>	<input type="checkbox"/> 3	<i>26-51 weeks</i>	<input type="checkbox"/> 8
<i>6-8 weeks</i>	<input type="checkbox"/> 4	<i>52+ weeks</i>	<input type="checkbox"/> 9
<i>9-10 weeks</i>	<input type="checkbox"/> 5		

Q54 How satisfied were you with this much notice?

<i>Very satisfied</i>	<input type="checkbox"/> 1	<i>Dissatisfied</i>	<input type="checkbox"/> 4
<i>Satisfied</i>	<input type="checkbox"/> 2	<i>Very dissatisfied</i>	<input type="checkbox"/> 5
<i>Neither satisfied nor dissatisfied</i>	<input type="checkbox"/> 3		

Q55 Which of these qualifications do you hold? (Please select the nearest equivalent where appropriate). (Tick all that apply).

- a. No qualifications. ¹
- b. Apprenticeship. ¹
- c. Entry Level (1-4 O levels/CSEs/GCSEs any grades). ¹
- 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. ¹
- f. NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/ General Diploma, RSA Diploma. ¹
- g. 2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/ Advanced Diploma. ¹
- 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. ¹
- j. Degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE). ¹
- k. Professional qualifications (for example teaching, nursing, accountancy). ¹
- l. Foreign qualifications. ¹
- m. Other vocational/work-related qualifications. ¹

Q56 Overall how satisfied are you with the career management service provided by the Army Personnel Centre (APC)?

- | | | | |
|---|---------------------------------------|--------------------------|---------------------------------------|
| <i>Very satisfied</i> | <input type="checkbox"/> ¹ | <i>Dissatisfied</i> | <input type="checkbox"/> ⁴ |
| <i>Satisfied</i> | <input type="checkbox"/> ² | <i>Very dissatisfied</i> | <input type="checkbox"/> ⁵ |
| <i>Neither satisfied nor dissatisfied</i> | <input type="checkbox"/> ³ | <i>N/A</i> | <input type="checkbox"/> ⁶ |

Q57 In terms of your current assignment, how strongly do you agree or disagree with the following?

- | | <i>Strongly agree</i> | <i>Agree</i> | <i>Neither agree nor disagree</i> | <i>Disagree</i> | <i>Strongly disagree</i> |
|--|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. I have the skills, knowledge and experience to do my job. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |
| b. My skills and experience are being used. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |
| c. The assignment provides development opportunities that will enhance my promotion prospects. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |
| d. My personal preferences were taken into account. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |

Q58 Did you have an opportunity to state your preference before your last posting (assignment), for example using a Posting Preference Proforma (PPP)?

- | | | | | | | | | |
|-----|---------------------------------------|-------------------------|-------------------------|---------------------------------------|-------------------------|----|---------------------------------------|-------------------------|
| Yes | <input type="checkbox"/> ¹ | Please Go to Q59 | <i>Not aware of PPP</i> | <input type="checkbox"/> ² | Please go to Q60 | No | <input type="checkbox"/> ³ | Please go to Q60 |
|-----|---------------------------------------|-------------------------|-------------------------|---------------------------------------|-------------------------|----|---------------------------------------|-------------------------|

Q59 If YES, did you have the opportunity to seek advice or discuss your preferences with an expert?

- | | | | |
|-----|---------------------------------------|----|---------------------------------------|
| Yes | <input type="checkbox"/> ¹ | No | <input type="checkbox"/> ² |
|-----|---------------------------------------|----|---------------------------------------|

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.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The fairness of the promotion system.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. My opportunities for promotion.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. My opportunities for personal development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. The amount of training I have received in order to carry out my current job roles.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. The quality of training I have received in order to carry out my current job roles.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
g. The timing of the training I have received in order to carry out my current job roles.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
h. The extent to which I am doing the job for which I was trained.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
i. My opportunities to gain civilian accreditation for Service training, e.g. NVQs, apprenticeships.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q61

With regard to the current situation concerning redundancy, please select the option that best applies to you:

<i>I am not in a redundancy field but want to be selected for redundancy</i>	<input type="checkbox"/> 1	
<i>I am not in a redundancy field and don't want to be selected for redundancy</i>	<input type="checkbox"/> 2	
<i>I applied for redundancy and have been selected</i>	<input type="checkbox"/> 3	Please go to Q67 (Section 6)
<i>I applied for redundancy but was not selected</i>	<input type="checkbox"/> 4	
<i>I applied for redundancy but don't yet know the outcome</i>	<input type="checkbox"/> 5	
<i>I didn't apply for redundancy but I am being made redundant</i>	<input type="checkbox"/> 6	Please go to Q67 (Section 6)
<i>I didn't apply for redundancy and I am not being made redundant</i>	<input type="checkbox"/> 7	
<i>I didn't apply for redundancy and don't yet know whether I will be made redundant</i>	<input type="checkbox"/> 8	
<i>I don't want to say</i>	<input type="checkbox"/> 9	

Q62

What are your plans for the future? (Tick one box only).

<i>To stay serving as long as I can</i>	<input type="checkbox"/> 1
<i>To stay serving to the end of my current engagement/commission</i>	<input type="checkbox"/> 2
<i>To leave the Army before the end of my current engagement/commission</i>	<input type="checkbox"/> 3
<i>To leave the Army as soon as I can</i>	<input type="checkbox"/> 4
<i>I have put in my notice to leave</i>	<input type="checkbox"/> 5
<i>N/A / I don't know</i>	<input type="checkbox"/> 6

Q63

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

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

Q64

If you have put your notice in to leave, please indicate the 3 factors from the list above in Q63 that most influenced your decision to leave the Army. (Write the letter that corresponds with the reason in the boxes below.)

Most important reason for leaving 1
 Second most important reason for leaving 2
 Third most important reason for leaving 3

Q65 If you have received career advice or counselling from your immediate commander/Commanding Officer (CO)/Regional Career Managements Officer (RCMO) or Manning and Career Management (MCM) Division in the past 12 months, was it:

- | | | | |
|-------------|---------------------------------------|-------------------|---------------------------------------|
| Very useful | <input type="checkbox"/> ¹ | Not very useful | <input type="checkbox"/> ⁴ |
| Useful | <input type="checkbox"/> ² | Not useful at all | <input type="checkbox"/> ⁵ |
| Neutral | <input type="checkbox"/> ³ | Not received | <input type="checkbox"/> ⁶ |

Q66 Have you ever considered transferring internally to another Corps/Arm... e.g. Infantry to RE?

- Yes ¹ No ²

Section 6: Your Accommodation

Q67 What kind of accommodation do you live in at present during the working week? (Tick one box only)

- | | | |
|--|---------------------------------------|-------------------------|
| Service Family Accommodation (SFA) | <input type="checkbox"/> ¹ | Please go to Q68 |
| Substitute Service Family Accommodation (SSFA) | <input type="checkbox"/> ² | Please go to Q69 |
| Single Living Accommodation. (SLA) | <input type="checkbox"/> ³ | Please go to Q68 |
| Substitute Single Living Accommodation (SSLA) | <input type="checkbox"/> ⁴ | Please go to Q69 |
| Property I own | <input type="checkbox"/> ⁵ | Please go to Q73 |
| Privately rented accommodation | <input type="checkbox"/> ⁶ | Please go to Q72 |
| In a relative's (e.g. parents') home | <input type="checkbox"/> ⁷ | Please go to Q72 |
| Other (please write) | <input type="checkbox"/> ⁸ | Please go to Q72 |

Q68 If you currently live in SFA or SLA, in the last 12 months did you move from a Substitute SFA or Substitute SLA into your current accommodation?

- Yes ¹ No ²

Q69 If you currently live in Service Accommodation, have you moved from your own home into Service Accommodation in the last 12 months?

- Yes ¹ No ² Please go to **Q71**

Q70 If you moved from your own home into Service Accommodation in the last 12 months, what was the reason for this? (Tick all that apply).

- a. Posting requirement. ¹
- b. Economy. ¹
- c. Other (please write). ¹

Q71 With regard to your current Service Accommodation, how satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	NA / don't know
a. Overall standard of my current accommodation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. Value for money of Service Accommodation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. Response to requests for maintenance/repair to my current accommodation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. Quality of maintenance/repair work to my current accommodation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. How fairly Service Accommodation is allocated.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q72 Do you currently own your own home? Please answer this question whether you live in this property or not.

- Yes 1 Please go to **Q73**
- No 2 Please go to **Q76**
- No, but I am currently saving up to buy a home in the future 3 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. 1
- b. The allowances for living in my own home. 1
- c. To rent it out. 1
- d. Poor standards of SLA or SFA. 1
- e. Poor location of SLA or SFA. 1
- f. The cost of SLA or SFA. 1
- g. I wanted to live with my partner. 1
- h. Other (please write). 1

Q74 When did you become a home owner?

- Less than 12 months ago 1 2-5 years ago 3
- 1-2 years ago 2 More than 5 years ago 4

Q75 If you currently own a home, how satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. The opportunity to live in my own home.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. The allowances for living in my own home.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

If you own your own home, please go to Q77

Q76

Please indicate whether each of the following is a reason why you do not own your own home. (Tick all that apply).

- a. I don't want to own a home at this stage in my life/career. ¹
- b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. ¹
- c. I want to be able to move about/move my family with me when I am posted. ¹
- d. I don't want to buy a home where I am currently located. ¹
- e. I can't afford to buy a suitable home at the moment. ¹
- f. I don't want to risk losing money. ¹
- g. I wouldn't be able to live in the home. ¹
- h. Other (please write). ¹

Q77

Have you used a Government Affordable Housing Scheme in the last year to buy or rent your home?

- | | | | |
|------------------------------------|---------------------------------------|---|---------------------------------------|
| Yes | <input type="checkbox"/> ¹ | <i>No, I would not use an Affordable Housing Scheme</i> | <input type="checkbox"/> ⁴ |
| No | <input type="checkbox"/> ² | <i>Not heard of this</i> | <input type="checkbox"/> ⁵ |
| <i>No, but I am considering it</i> | <input type="checkbox"/> ³ | | |

Q78

When it comes to paying Council Tax, I am treated:

- Much more favourably than a civilian* ¹
- Slightly more favourably than a civilian* ²
- 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

Q79

Are you on a Unit that has Catering Retail and Leisure (CRL) that operates Pay As You Dine (PAYD)?

- Yes ¹ No ² 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?

- | | | | |
|-------------|---------------------------------------|--------------|---------------------------------------|
| <i>None</i> | <input type="checkbox"/> ¹ | <i>6-10</i> | <input type="checkbox"/> ⁴ |
| <i>1-2</i> | <input type="checkbox"/> ² | <i>11-15</i> | <input type="checkbox"/> ⁵ |
| <i>3-5</i> | <input type="checkbox"/> ³ | <i>16+</i> | <input type="checkbox"/> ⁶ |

Q82 If you purchase a Core Meal, how satisfied are you with:

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. The quantity of food.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. The quality of food.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
c. The value for money.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

Q83 If you use PAYD, on average how many Retail Meals do you purchase per week?

<i>None</i>	<input type="checkbox"/> ¹	<i>6-10</i>	<input type="checkbox"/> ⁴
<i>1-2</i>	<input type="checkbox"/> ²	<i>11-15</i>	<input type="checkbox"/> ⁵
<i>3-5</i>	<input type="checkbox"/> ³	<i>16+</i>	<input type="checkbox"/> ⁶

Q84 If you purchase a Retail Meal, how satisfied are you with:

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. The quantity of food.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. The quality of food.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
c. The value for money.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

Q85 How satisfied are you with:

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. The choice of food.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. The availability of the food and opening hours during the week.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

Q86 Overall how would you rate your environment within your unit compared to what it was before the introduction of CRL?

<i>Much Better</i>	<input type="checkbox"/> ¹	<i>Worse</i>	<input type="checkbox"/> ⁴
<i>Better</i>	<input type="checkbox"/> ²	<i>Much Worse</i>	<input type="checkbox"/> ⁵
<i>Neither better nor worse</i>	<input type="checkbox"/> ³	<i>N/A</i>	<input type="checkbox"/> ⁶

Q87 Officers/SNCO's only. How satisfied are you with mess functions provided by the contractor?

<i>Very satisfied</i>	<input type="checkbox"/> ¹	<i>Dissatisfied</i>	<input type="checkbox"/> ⁴
<i>Satisfied</i>	<input type="checkbox"/> ²	<i>Very dissatisfied</i>	<input type="checkbox"/> ⁵
<i>Neither satisfied nor dissatisfied</i>	<input type="checkbox"/> ³	<i>N/A</i>	<input type="checkbox"/> ⁶

Section 7: Your Personal Life

Q88 What is your current personal status?

- Single (never married or formed a civil partnership)* ¹ Please go to **Q90**
- In a long term / established relationship (but not 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 which is now legally dissolved* ⁵ Please go to **Q90**
- Widowed / The surviving partner from a civil partnership* 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* ¹
- In full-time paid employment / full-time self-employment (other than Armed Forces)* ²
- In part-time paid employment / part-time self-employment* ³
- In voluntary (unpaid) employment* ⁴
- Not employed (for any reason)* ⁵
- In full-time or part-time education* ⁶

Q90 Do you have any children whom you support financially?

- Yes ¹
- No ² Please go to **Q94**

Q91 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".)

<p><i>Under 5 years</i> <input style="width: 40px; height: 30px;" type="text"/> ¹</p> <p><i>Between 5 and 11 years</i> <input style="width: 40px; height: 30px;" type="text"/> ²</p> <p><i>Between 12 and 16 years</i> <input style="width: 40px; height: 30px;" type="text"/> ³</p>	<p><i>Between 17 and 19 years</i> <input style="width: 40px; height: 30px;" type="text"/> ⁴</p> <p><i>Over 19 years</i> <input style="width: 40px; height: 30px;" type="text"/> ⁵</p>
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Q92 Do any of your children live with you? (Tick one box only).

- Yes ¹
- Shared Access ²
- Weekends/holidays only ³ Please go to **Q94**
- No ⁴ Please go to **Q94**
- N/A ⁵ 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).

- ¹ Not applicable - none of my children have had a Special Needs assessment
- ² Yes
- ³ 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 | <input type="checkbox"/> ¹ | Between 7 - 9 months (27 - 39 weeks) | <input type="checkbox"/> ⁵ |
| Up to 1 month (4 weeks) | <input type="checkbox"/> ² | Between 10 - 12 months (40 - 52 weeks) | <input type="checkbox"/> ⁶ |
| Between 1 - 3 months (5 - 13 weeks) | <input type="checkbox"/> ³ | N/A | <input type="checkbox"/> ⁷ |
| Between 4 - 6 months (14 - 26 weeks) | <input type="checkbox"/> ⁴ | | |

Q95 How satisfied are you with this amount of time away from your family?

- | | | | |
|------------------------------------|---------------------------------------|-------------------|---------------------------------------|
| Very satisfied | <input type="checkbox"/> ¹ | Dissatisfied | <input type="checkbox"/> ⁴ |
| Satisfied | <input type="checkbox"/> ² | Very dissatisfied | <input type="checkbox"/> ⁵ |
| Neither satisfied nor dissatisfied | <input type="checkbox"/> ³ | N/A | <input type="checkbox"/> ⁶ |

Q96 How satisfied are you with the following?

- | | Very satisfied | Satisfied | Neither satisfied nor dissatisfied | Dissatisfied | Very dissatisfied | N/A |
|---|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. The ability to plan my own life - short term e.g. work/weekend leave. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | |
| b. The ability to plan my own life - long term e.g. holidays/career training. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | |
| c. The amount of separation from spouse, family and friends. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | |
| d. The opportunities available to me for flexible working. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | |
| e. The effect of Service life on my children's education. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |
| f. The effect of Service life on my spouse/partner's career. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |

Q97 Do you have caring responsibilities for infirm or elderly adult(s)?

- Yes ¹ No ²

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

Q98 In the last 12 months have you applied for a mortgage?

- Yes ¹ Please go to **Q99** No ² Please go to **Q101**

Q99 If you have applied for a mortgage in the last 12 months, what happened regarding your most recent application?

- I was successful ¹ Please go to **Q101**
- I was rejected ² Please go to **Q100**
- I am still waiting for an answer ³ Please go to **Q101**

Q100 If your mortgage application was rejected, what was the main 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 1 Please go to **Q102** No 2 Please go to **Q104**

Q102 If you have applied for credit in the last 12 months, what happened regarding your most recent application?

- I was successful 1 Please go to **Q104**
- I was rejected 2 Please go to **Q103**
- I am still waiting for an answer 3 Please go to **Q104**

Q103 If your credit application was rejected, what was the main reason? (Tick one box only).

- Failed credit check 1
- Lack of UK credit history 2
- Too many address moves 3
- Don't know 4
- Prefer not to say 5
- Other (please write) 6

Q104 How confident are you in your ability to manage your finances?

- Very confident 1 Not very confident 3
Quite confident 2 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 1 Dissatisfied 4
- Satisfied 2 Very dissatisfied 5
- Neither satisfied nor dissatisfied 3 N/A 6

Section 8: Leave

Q106 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. My overall leave allowance i.e. annual leave, post operational tour leave (POTL), leave carried over from previous years etc.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The opportunity to take leave when I want to.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The amount of leave I was able to take in the last 12 months.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q107 Did you take all of your annual leave, i.e. 38 days (including public holidays), in the last leave year?

Yes 1 Please go to **Q109 (Section 9)**

No, because I have not been in the Service for a full leave year 2 Please go to **Q109 (Section 9)**

No, for any other reason 3 Please go to **Q108**

Q108 Please indicate which of the following was a reason why you did not take all of your annual leave allowance within the last leave year. (Tick all that apply).

a. Operational tour.	<input type="checkbox"/> 1
b. Not allowed.	<input type="checkbox"/> 1
c. Courses/training.	<input type="checkbox"/> 1
d. Personal reasons.	<input type="checkbox"/> 1
e. Workload.	<input type="checkbox"/> 1
f. Undermanning.	<input type="checkbox"/> 1
g. I wanted to carry days over to the next leave year	<input type="checkbox"/> 1
h. Other (please write).	<input type="checkbox"/> 1

Section 9: Your Health, Well-being and Fitness

Q109 If you have received Service-provided medical treatment in the last 2 years, how satisfied were you 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.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. The medical facilities.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. The way in which I was treated by the medical staff.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. The effectiveness of my medical treatment.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q110 If you have received Service-provided dental treatment in the last 2 years, how satisfied were you with this treatment?

Very satisfied	<input type="checkbox"/> ¹	Dissatisfied	<input type="checkbox"/> ⁴
Satisfied	<input type="checkbox"/> ²	Very dissatisfied	<input type="checkbox"/> ⁵
Neither satisfied nor dissatisfied	<input type="checkbox"/> ³	N/A	<input type="checkbox"/> ⁶

Q111 If you have received Service-provided mental health care in the last 2 years, how satisfied were you with this treatment?

Very satisfied	<input type="checkbox"/> ¹	Dissatisfied	<input type="checkbox"/> ⁴
Satisfied	<input type="checkbox"/> ²	Very dissatisfied	<input type="checkbox"/> ⁵
Neither satisfied nor dissatisfied	<input type="checkbox"/> ³	N/A	<input type="checkbox"/> ⁶

Q112 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Army sport, exercise and fitness facilities in general.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. My opportunities to pursue fitness activities.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
c. My opportunities to pursue Adventure Training.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> 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.

Q113 Overall, how satisfied are you with your life nowadays?

<i>Not at all</i>											<i>Completely</i>
0	1	2	3	4	5	6	7	8	9	10	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q114 Overall, how happy did you feel yesterday?

<i>Not at all</i>											<i>Completely</i>
0	1	2	3	4	5	6	7	8	9	10	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q115 Overall, how anxious did you feel yesterday?

<i>Not at all</i>											<i>Completely</i>
0	1	2	3	4	5	6	7	8	9	10	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q116 Overall, to what extent do you feel the things you do in your life are worthwhile?

<i>Not at all</i>											<i>Completely</i>
0	1	2	3	4	5	6	7	8	9	10	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 10: Welfare

Q117 How satisfied are you with the following?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
a. The Operational/Deployment Welfare Package.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
b. The welfare support provided by the Army for me.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
c. The welfare support provided by the Army for my family.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
d. The support my spouse/partner gets from the Army when I am absent.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

Q118 Do you know how to contact the following?

	<i>Yes</i>	<i>No</i>	<i>N/A</i>	<i>Not heard of it</i>
a. My unit's Padre.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²		
b. SSAFA-FH (Soldiers, Sailors, Airmen and Families Association - Forces Help).	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴
c. The HIVE.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴
d. The Army Families Federation.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴

Q119 How satisfied are you with the following:

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>Not used</i>	<i>Not heard of it</i>
a. Army Welfare Service.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁷
b. Unit Welfare Officer.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁷
c. Support provided by the Unit Padre.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁷
d. HIVE information office.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁷
e. Support available to those bringing up dependent children.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁷
f. Welfare support available to my family during times of separation, e.g. operations, exercise, hospitalisation.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁷
g. Provision of financial advice in the Army.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁷

Q120 Do you have easy access to a Welfare Officer if you need it?

Yes ¹ No ²

Q121 Do you know how to access unit/Army MOD welfare support if you require it?

Yes ¹ No ²

Section 11: Working with the Territorial Army (TA)

Q122 Are you aware of the following roles you can undertake in the Army Reserves?

	<i>Yes, fully aware</i>	<i>Yes, somewhat aware</i>	<i>No, not aware</i>
a. Volunteer Reserve.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³
b. Regular Reserve.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³
c. Full-Time Reserve Service (FTRS) (Full Commitment).	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³
d. Full-Time Reserve Service (FTRS) (Limited Commitment).	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³
e. Full-Time Reserve Service (FTRS) (Home Commitment).	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³
f. Additional Duties Commitment (ADC).	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³

Q123 When you leave the Army, would you consider joining the TA?

	<i>Yes</i>	<i>No</i>	<i>Don't know</i>
a. Full time.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³
b. Part time.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³

Q124 What would make you join the Reserve Forces? (Please write in the box below).

Q125 Have you had working contact with the TA in the last two years?

Yes	<input type="checkbox"/> ¹	Please go to Q126
No	<input type="checkbox"/> ²	Please go to Q129 (Section 12)
Don't know	<input type="checkbox"/> ³	Please go to Q129 (Section 12)

Q126 In your experience, do you believe the TA's contribution to the Army is:

Very valuable	<input type="checkbox"/> ¹	Not at all valuable	<input type="checkbox"/> ⁴
Valuable	<input type="checkbox"/> ²	Don't know	<input type="checkbox"/> ⁵
Not very valuable	<input type="checkbox"/> ³		

Q127 In your experience, how well integrated with the Army Regular Service are the TA?

Very well	<input type="checkbox"/> ¹	Not at all well	<input type="checkbox"/> ⁴
Well	<input type="checkbox"/> ²	Don't know	<input type="checkbox"/> ⁵
Not very well	<input type="checkbox"/> ³		

Q128 How do you rate the professionalism of the TA?

Very professional	<input type="checkbox"/> ¹	Not at all professional	<input type="checkbox"/> ⁴
Professional	<input type="checkbox"/> ²	Don't know	<input type="checkbox"/> ⁵
Not very professional	<input type="checkbox"/> ³		

Section 12: Your Comments

Q129 This survey is?

Too long ¹ About right ² Too short ³

Q130 How long did it take you to complete this survey?

Less than 10 minutes ¹ 30-40 minutes ⁴ Over an hour ⁷
10-20 minutes ² 40-50 minutes ⁵
20-30 minutes ³ 50-60 minutes ⁶

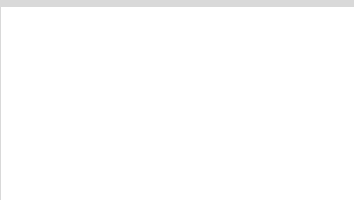
Q131 Please use this box to provide any further comments about working and living in the Army.

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.

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	
e. Information about pay and allowances, e.g. from the intranet, DINs and brochures.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
f. My ability to access JPA.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
g. My ability to do my personal admin tasks on JPA.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
h. My JPA training.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶ N/A
i. Viewing my pay statements on JPA.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

Section 2: Aspects of Working in the Royal Air Force

Q3 Before you joined the RAF, were you a member of a Service or other youth organisation or did you receive sponsorship? (Tick all that apply).

- a. Military School (e.g. Duke of York's). ¹
- 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 RAF life in general?

<i>Very satisfied</i>	<input type="checkbox"/> ¹	<i>Dissatisfied</i>	<input type="checkbox"/> ⁴
<i>Satisfied</i>	<input type="checkbox"/> ²	<i>Very dissatisfied</i>	<input type="checkbox"/> ⁵
<i>Neither satisfied nor dissatisfied</i>	<input type="checkbox"/> ³		

Q5 How does RAF life compare with what you expected it to be when you joined?

<i>Much better</i>	<input type="checkbox"/> ¹	<i>Worse</i>	<input type="checkbox"/> ⁴
<i>Better</i>	<input type="checkbox"/> ²	<i>Much worse</i>	<input type="checkbox"/> ⁵
<i>About the same</i>	<input type="checkbox"/> ³		

Q6 How would you rate the level of morale of...

	<i>Very high</i>	<i>High</i>	<i>Neither high nor low</i>	<i>Low</i>	<i>Very low</i>
a. Myself.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. My Unit.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
c. The RAF as a whole.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

Q7 In considering your immediate working team, to what extent do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. My team know exactly what their responsibilities are.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. Members of my team pull together to complete tasks.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. We have confidence in ourselves as a team.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. My team can work through difficult challenges.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. The people in my team work together to find ways to improve the service we provide.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q8 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	
a. I feel proud to be in the RAF.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
b. I feel valued in the RAF.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
c. I would recommend joining the RAF to others.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
d. I believe I offer an important service to the country.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
e. I feel a strong personal attachment to the RAF.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
f. The RAF inspires me to do the best in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
g. The RAF motivates me to help it achieve its objectives.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
h. I feel that members of the Armed Forces are respected by society at large.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6 <i>Don't know</i>
i. My family is proud of me serving in the Armed Forces.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6 <i>N/A</i>
j. My family benefits from being a Service family.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
k. My family supports me in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q9 Do you feel that the RAF discipline system is?

<i>Very fair</i>	<input type="checkbox"/> 1	<i>Unfair</i>	<input type="checkbox"/> 4
<i>Fair</i>	<input type="checkbox"/> 2	<i>Very unfair</i>	<input type="checkbox"/> 5
<i>Neither fair nor unfair</i>	<input type="checkbox"/> 3		

The RAF Ethos is the distinctive character, spirit and attitude of the RAF which together inspire our people to face challenge and, on occasion, danger. It is underpinned by tradition, esprit de corps and a sense of belonging. It encompasses the will to contribute to the delivery of effective air power that arises from confidence in the chain of command, trust in colleagues and equipment, respect for individuality, sustainment of high professional standards and the courage to subordinate personal needs for the greater good.

Q10 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I understand the values and standards of the RAF.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The RAF ethos is important to me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The ethos of the RAF is an important part of life in the RAF.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q11 How strongly do you feel that you belong to each of the following, if at all?

	<i>Very strongly</i>	<i>Strongly</i>	<i>Not strongly</i>	<i>Not at all strongly</i>	<i>Not applicable / don't know</i>
a. My immediate working team.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. My Branch/Trade.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. My Role/Capability.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. My Wing/Squadron/Unit.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. My Station.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. The RAF.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
g. The MOD.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
h. The National Security Community.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q12 How satisfied are you with the following aspects of your current job?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. My job in general.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The sense of achievement I get from my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The challenge in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The amount of variety in my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. The availability of personal equipment/kit I have to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
g. The standard of major equipment (e.g. vehicles and systems) I have to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
h. The availability of major equipment I have to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
i. My current work location.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q13 How would you rate your workload over the last 12 months?

<i>Much too high</i>	<input type="checkbox"/> 1	<i>About right</i>	<input type="checkbox"/> 3	<i>Much too low</i>	<input type="checkbox"/> 5
<i>Too high</i>	<input type="checkbox"/> 2	<i>Too low</i>	<input type="checkbox"/> 4		

Q14 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>N/A</i>
a. My superiors do not interfere excessively in my work activities.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. I am given sufficient authority to make decisions.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. I have the resources I need to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. If I make a genuine mistake at work, I do not feel that it will be held against me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. Where I work people do not automatically look for someone to blame when things go wrong.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
f. I am encouraged to find better ways of doing things at work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
g. I am always given a clear deadline as to when work needs to be completed.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
h. When I am set a task at work, I am told very clearly what output is required.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
i. Where I work people share information rather than keep hold of it.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
j. I know that if I do my job well I will be praised or rewarded.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
k. I always put as much effort into my work as I can.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q15 Are you currently registered to vote?

- Yes ¹ Please go to **Q16**
No ² Please go to **Q17**
Don't know ³ 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) ¹ Please go to **Q18**
A Service voter – registered for five years, via a service declaration ² Please go to **Q18**
An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas ³ Please go to **Q18**

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 ¹ I am not interested in politics ⁴
I have not got around to it, but aim to do it sometime ² I wish to remain impartial ⁵
I do not know how to register ³ Other ⁶

Q18 How important is it for you to be able to vote in the next elections?

- | | Very important | Important | Not at all important |
|-----------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. Local Elections. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ |
| b. General Elections. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ |
| c. European Parliament Elections. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ |

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) ¹
I just saw posters in my unit advising me to register to vote ²
I was not aware whether there was any publicity about registering to vote ³

Q20 Have you read the 'Register to Vote' leaflet in recent months?

- Yes ¹ Please go to **Q21** No ² Please go to **Q23**

Q21 Did you take any action as a result of reading the leaflet?

- Yes ¹ Please go to **Q22**
No ² Please go to **Q23**
No - I was already registered to vote ³ 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. ¹
b. I filled in the postal voting form. ¹
c. I filled in the proxy form. ¹
d. I contacted my Unit Registration Officer. ¹
e. I visited www.aboutmyvote.co.uk. ¹

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 awareness of the Armed Forces Covenant?

- I've never heard of it* ¹ 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**

Q24 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 knowledge of the Armed Forces Compensation Scheme?

- I've never heard of it* ¹ 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**

Q26 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

Q27 How strongly do you agree or disagree with the following statement?

I feel prevented from taking an active part in the local civilian community as a result of being in the RAF.

- | | | | |
|-----------------------------------|---------------------------------------|--------------------------|---------------------------------------|
| <i>Strongly agree</i> | <input type="checkbox"/> ¹ | <i>Disagree</i> | <input type="checkbox"/> ⁴ |
| <i>Agree</i> | <input type="checkbox"/> ² | <i>Strongly disagree</i> | <input type="checkbox"/> ⁵ |
| <i>Neither agree nor disagree</i> | <input type="checkbox"/> ³ | <i>Don't know</i> | <input type="checkbox"/> ⁶ |

Q28 When it comes to being able to access the following, are you finding that being in the Armed Forces makes it..

	<i>Much easier to access</i>	<i>Slightly easier to access</i>	<i>Has no impact on my ability to access</i>	<i>Slightly harder to access</i>	<i>Much harder to access</i>	<i>Don't know / N/A</i>
a. The Internet.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. Delivery of shopping.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. Public transport.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. Financial products e.g. mortgage, loan.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. Public services e.g. school, doctor, hospital, library.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q29 How strongly do you agree or disagree that change is managed well in...?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. My immediate working team.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. My Unit/Establishment.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. The RAF.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. The MOD.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Defence Transformation - By 'Defence Transformation' we mean the major reform that encompasses a number of programmes and initiatives that will implement the Strategic Defence and Security Review decisions, deliver Spending Review 2010 Non Front Line and Efficiency savings, changes to force structure and reductions in manpower and Defence Reform, a fundamental review of how the MOD is run, and other business change programmes.

Q30 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I know what Defence Transformation is about.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. I understand the purpose of Defence Transformation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. I believe Defence Transformation will improve working in the RAF.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. In the last twelve months I have had the opportunity to contribute to Defence Transformation activities that affect me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. My immediate superior/ Chain of Command has helped me understand how Defence Transformation will affect me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. I feel more optimistic about the future of the RAF as a result of Defence Transformation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q31 How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I am proud when I tell others I am part of the MOD.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. I would recommend the MOD as a great place to work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. I feel a strong personal attachment to the MOD.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The MOD inspires me to do the best in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. The MOD motivates me to help it achieve its objectives.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

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 Q42

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 <input type="checkbox"/> ¹	11-12 weeks <input type="checkbox"/> ⁶
1-2 weeks <input type="checkbox"/> ²	13-25 weeks <input type="checkbox"/> ⁷
3-5 weeks <input type="checkbox"/> ³	26-51 weeks <input type="checkbox"/> ⁸
6-8 weeks <input type="checkbox"/> ⁴	52+ weeks <input type="checkbox"/> ⁹
9-10 weeks <input type="checkbox"/> ⁵	

Q37 How satisfied were you with this much notice?

Very satisfied <input type="checkbox"/> ¹	Dissatisfied <input type="checkbox"/> ⁴
Satisfied <input type="checkbox"/> ²	Very dissatisfied <input type="checkbox"/> ⁵
Neither satisfied nor dissatisfied <input type="checkbox"/> ³	

Q38 How satisfied were you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. The pre-operational training that I received for my current/last operational tour.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
b. The pre-operational preparation that I received for my current/last operational tour.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
c. The support I received from the RAF when I returned from my last operational tour.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
d. The welfare support that my family or partner received whilst I was deployed.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

Q39 During your pre-operational preparation, did you have access to the following?

	Yes	No
a. Job specification for the post.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²
b. Assignment Order.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²
c. Preparation Instruction.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²
d. A1 Ops Website.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²

Q40 For my current/last operational deployment, I understand how my individual role contributes/contributed to overall British military objectives for the Theatre.

Strongly agree	<input type="checkbox"/>	¹	Disagree	<input type="checkbox"/>	⁴
Agree	<input type="checkbox"/>	²	Strongly disagree	<input type="checkbox"/>	⁵
Neither agree nor disagree	<input type="checkbox"/>	³			

Q41 What is your view of the following regarding your experience of operational deployments?

	<i>Too often</i>	<i>About right</i>	<i>Not often enough</i>
a. The frequency of my operational deployments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	¹	²	³
	<i>Too long</i>	<i>About right</i>	<i>Too short</i>
b. The length of my operational deployments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	¹	²	³

Time Away

Q42 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	<input type="checkbox"/>	¹	Between 4 - 6 months (14 - 26 weeks)	<input type="checkbox"/>	⁴
Up to 1 month (4 weeks)	<input type="checkbox"/>	²	Between 7 - 9 months (27 - 39 weeks)	<input type="checkbox"/>	⁵
Between 1 - 3 months (5 - 13 weeks)	<input type="checkbox"/>	³	Between 10 - 12 months (40 - 52 weeks)	<input type="checkbox"/>	⁶

Q43 How satisfied or dissatisfied were you with this amount of time away from your usual place of duty?

Very satisfied	<input type="checkbox"/>	¹	Dissatisfied	<input type="checkbox"/>	⁴
Satisfied	<input type="checkbox"/>	²	Very dissatisfied	<input type="checkbox"/>	⁵
Neither satisfied nor dissatisfied	<input type="checkbox"/>	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 following statements regarding fairness and equality in the RAF?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I am treated fairly.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. I am encouraged to use my talents to the full.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Discrimination can occur when a person is treated less favourably because of race, religion or belief, sex, sexual orientation, pregnancy or maternity, marriage or civil partnership, gender reassignment, age or disability. Discrimination can also occur where a policy or practice which applies to everyone unreasonably disadvantages a person on the basis of the characteristics mentioned above.

Harassment includes unwanted conduct which is related to the characteristics mentioned above and is intended to or has the effect of violating another's dignity or creating a hostile, degrading, humiliating or offensive environment.

Bullying may be characterised as offensive, intimidating, malicious or insulting behaviour, and abuse of or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

Q45 Do you believe that you have been the subject of discrimination, harassment or bullying in a Service environment in the last 12 months?

Yes 1 No 2 Please go to **Q50**

Q46 If Yes, please tick all that apply:

	Discrimination	Harassment	Bullying
a. Yes, on grounds of gender or gender identity.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Yes, on grounds of race, colour, nationality, ethnic or national origin.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
c. Yes, on grounds of social background/class.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
d. Yes, on grounds of religion or beliefs.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
e. Yes, on grounds of sexual orientation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
f. Yes, on grounds of age.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
g. Yes, on grounds of disability.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
h. Yes, on grounds of pregnancy or maternity.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
i. Yes, on other grounds - please specify.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

Q47 Did you make a formal written complaint within the last 12 months about this discrimination harassment and/or bullying?

Yes 1 No 2 Please go to **Q49**

Q48 If yes, how satisfied were you with the following aspects of your complaint?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>		
a. The objectivity and fairness with which my complaint was handled/is being handled.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵		
b. The amount of time taken/it is taking to resolve my complaint.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵		
c. How well I was/am being kept informed about the progress of my complaint.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵		
d. The support provided by my Assisting Officer.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<i>N/A</i> <input type="checkbox"/> ⁶	<i>Not allocated an Assisting Officer</i> <input type="checkbox"/> ⁷
e. The outcome of my complaint.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<i>N/A</i> <input type="checkbox"/> ⁶	

Q49 If you did NOT make a formal written complaint why was this? (Tick all that apply).

- a. I didn't know what to do. ¹
- b. I considered the incident(s) to be too minor to report. ¹
- c. I resolved the situation informally. ¹
- d. The situation was resolved through mediation. ¹
- e. I did not believe anything would be done if I did complain. ¹
- f. I did not want to go through the complaints procedure. ¹
- g. I believed it might adversely affect my career or workplace. ¹
- h. I was worried that there would be recriminations from the perpetrators. ¹
- i. I was discouraged from doing so. ¹
- j. Other reason(s) - please specify. ¹

Q50 Do you know where to get information about the RAF complaints procedure for unfair treatment, discrimination, harassment and bullying?

Yes ¹ No ²

Q51 Do you know how the Service Complaints Commissioner can help you with a discrimination, harassment and/or bullying complaint?

<i>Yes, fully</i>	<input type="checkbox"/> ¹	<i>No, not at all</i>	<input type="checkbox"/> ³
<i>To some extent</i>	<input type="checkbox"/> ²	<i>Haven't heard of the Service Complaints Commissioner</i>	<input type="checkbox"/> ⁴

Q52 How strongly do you agree or disagree with the following statements about the senior officers (i.e. Air Commodore and above) of the RAF?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. They understand and represent my interests.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
b. They inspire me to do the best in my job.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
c. They are keen to get Service people's views on key decisions.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
d. They champion RAF interests in Tri-Service issues.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
e. They communicate future plans.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
f. My senior chain of command is known to me.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
g. They communicate decisions to personnel.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
h. They understand the impact of change on personnel.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

Q53 How would you like the RAF's senior leadership (i.e. Air Commodore and above) to communicate with you? (Tick all that apply).

a. Unit visits	<input type="checkbox"/> ¹
b. AMP Bulletin.	<input type="checkbox"/> ¹
c. Through unit commanders.	<input type="checkbox"/> ¹
d. Other.	<input type="checkbox"/> ¹

Q54 How strongly do you agree or disagree with the following statements about your immediate superior (RAF or civilian)? He/she...

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. Understands and represents my interests.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
b. Supports me in my job.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
c. Sets a positive example.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
d. Encourages me to develop my skills.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
e. Is supportive over work/life balance issues.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
f. Recognises my efforts.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
g. Tells me what's going on at work.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
h. Is someone I trust.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

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

Section 5: Your Career

Q55 How many weeks notice were you given for your current/last assignment (posting)?

Less than 1 week	<input type="checkbox"/> ¹	11-12 weeks	<input type="checkbox"/> ⁶
1-2 weeks	<input type="checkbox"/> ²	13-25 weeks	<input type="checkbox"/> ⁷
3-5 weeks	<input type="checkbox"/> ³	26-51 weeks	<input type="checkbox"/> ⁸
6-8 weeks	<input type="checkbox"/> ⁴	52+ weeks	<input type="checkbox"/> ⁹
9-10 weeks	<input type="checkbox"/> ⁵		

Q56 How satisfied were you with this much notice?

<i>Very satisfied</i>	<input type="checkbox"/> ¹	<i>Dissatisfied</i>	<input type="checkbox"/> ⁴
<i>Satisfied</i>	<input type="checkbox"/> ²	<i>Very dissatisfied</i>	<input type="checkbox"/> ⁵
<i>Neither satisfied nor dissatisfied</i>	<input type="checkbox"/> ³		

Q57 Which of these qualifications do you hold? (Please select the nearest equivalent where appropriate). (Tick all that apply).

- a. No qualifications. ¹
- b. Apprenticeship. ¹
- c. Entry Level (1-4 O levels/CSEs/GCSEs any grades). ¹
- 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. ¹
- f. NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/ General Diploma, RSA Diploma. ¹
- g. 2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/ Advanced Diploma. ¹
- 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. ¹
- j. Degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE). ¹
- k. Professional qualifications (for example teaching, nursing, accountancy). ¹
- l. Foreign qualifications. ¹
- m. Other vocational/work-related qualifications. ¹

Q58 Overall how satisfied are you with the career management service provided by the RAF?

<i>Very satisfied</i>	<input type="checkbox"/> ¹	<i>Dissatisfied</i>	<input type="checkbox"/> ⁴
<i>Satisfied</i>	<input type="checkbox"/> ²	<i>Very dissatisfied</i>	<input type="checkbox"/> ⁵
<i>Neither satisfied nor dissatisfied</i>	<input type="checkbox"/> ³	<i>N/A</i>	<input type="checkbox"/> ⁶

Q59 In terms of your current assignment, how strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I have the skills, knowledge and experience to do my job.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
b. My skills and experience are being used.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
c. The assignment provides development opportunities that will enhance my promotion prospects.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵
d. My personal preferences were taken into account.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵

**Q60 How strongly do you agree or disagree with the following statement?
*I am willing to serve overseas (i.e. on a permanent assignment).***

<i>Strongly agree</i>	<input type="checkbox"/> ¹	<i>Disagree</i>	<input type="checkbox"/> ⁴
<i>Agree</i>	<input type="checkbox"/> ²	<i>Strongly disagree</i>	<input type="checkbox"/> ⁵
<i>Neither agree nor disagree</i>	<input type="checkbox"/> ³		

Q61 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)?

	Very influential	Quite influential	Not very influential	Not at all influential
a. Current rates of LOA.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
b. Travel allowances (e.g. Get You Home (Overseas)).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
c. Availability of CEA.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
d. The removals/storage service.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
e. Ability to take a car.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
f. In-country support (e.g. medical, dental, welfare).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
g. Local security situation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
h. Impact on your career.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
i. Spouse's prospects of working overseas.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

Q62 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. The fairness of the appraisal system.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The fairness of the promotion system.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. My opportunities for promotion.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. My opportunities for further service.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. My opportunities for personal development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. The amount of training I have received in order to carry out my current job roles.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
g. The quality of training I have received in order to carry out my current job roles.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
h. The timing of the training I have received in order to carry out my current job roles.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
i. The extent to which I am doing the job for which I was trained.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
j. My opportunities to gain civilian accreditation for Service training, e.g. NVQs, apprenticeships.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q63 To facilitate further learning, have you used the following?

	Yes	No	No, but I am considering it	Not heard of this
a. Standard Learning Credit Scheme.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
b. Enhanced Learning Credit Scheme.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

Q64 What are your plans for the future? (Tick one box only).

<i>To stay serving as long as I can</i>	<input type="checkbox"/> 1
<i>To stay serving to the end of my current engagement/commission</i>	<input type="checkbox"/> 2
<i>To leave the RAF before the end of my current engagement/commission</i>	<input type="checkbox"/> 3
<i>To leave the RAF as soon as I can</i>	<input type="checkbox"/> 4
<i>I have put in my notice to leave</i>	<input type="checkbox"/> 5
<i>N/A / I don't know</i>	<input type="checkbox"/> 6

Q65 If you had the opportunity to do so, do you think you would choose to remain in the Regular RAF beyond the current retirement age of 55?

Yes - up to 2 years beyond	<input type="checkbox"/> 1	Yes - as long as I could	<input type="checkbox"/> 4
Yes - between 2-5 years beyond	<input type="checkbox"/> 2	No	<input type="checkbox"/> 5
Yes - between 6-10 years beyond	<input type="checkbox"/> 3	Don't know	<input type="checkbox"/> 6

Q66

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

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

Q67

If you have put your notice in to leave, please indicate the 3 factors from the list above in Q66 that most influenced your decision to leave the RAF. (Write the letter that corresponds with the reason in the boxes below.)

Most important reason for leaving ¹

 Second most important reason for leaving ²

 Third most important reason for leaving ³

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) ² 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 ⁷ Please go to **Q73**
- Other (please write) ⁸ Please go to **Q73**

Q69 If you currently live in SFA or SLA, in the last 12 months did you move from a Substitute SFA or Substitute SLA into your current accommodation?

- Yes ¹ No ²

Q70 If you currently live in Service Accommodation, have you moved from your own home into Service Accommodation in the last 12 months?

- Yes ¹ No ² Please go to **Q72**

Q71 If you moved from your own home into Service Accommodation in the last 12 months, what was the reason for this? (Tick all that apply).

- a. Posting requirement. ¹
- b. Economy. ¹
- c. Other (please write). ¹

Q72 With regard to your current Service Accommodation, how satisfied are you with the following?

- | | Very
satisfied | Satisfied | Neither
satisfied nor
dissatisfied | Dissatisfied | Very
dissatisfied | NA / don't
know |
|---|---------------------------------------|---------------------------------------|--|---------------------------------------|---------------------------------------|---------------------------------------|
| a. Overall standard of my current accommodation. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |
| b. Value for money of Service Accommodation. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |
| c. Response to requests for maintenance/repair to my current accommodation. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |
| d. Quality of maintenance/repair work to my current accommodation. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |
| e. How fairly Service Accommodation is allocated. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |

Q73 Do you currently own your own home? Please answer this question whether you live in this property or not.

- Yes ¹ Please go to **Q74**
- No ² Please go to **Q77**
- No, but I am currently saving up to buy a home in the future ³ Please go to **Q77**

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. ¹
- b. The allowances for living in my own home. ¹
- c. To rent it out. ¹
- d. Poor standards of SLA or SFA. ¹
- e. Poor location of SLA or SFA. ¹
- f. The cost of SLA or SFA. ¹
- g. I wanted to live with my partner. ¹
- h. Other (please write). ¹

Q75 When did you become a home owner?

- Less than 12 months ago ¹ 2-5 years ago ³
 1-2 years ago ² More than 5 years ago ⁴

Q76 If you currently own a home, how satisfied are you with the following?

- | | <i>Very satisfied</i> | <i>Satisfied</i> | <i>Neither satisfied nor dissatisfied</i> | <i>Dissatisfied</i> | <i>Very dissatisfied</i> | <i>N/A</i> |
|--|---------------------------------------|---------------------------------------|---|---------------------------------------|---------------------------------------|---------------------------------------|
| a. The opportunity to live in my own home. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |
| b. The allowances for living in my own home. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ | <input type="checkbox"/> ⁶ |

If you own your own home, please go to Q78

Q77 Please indicate whether each of the following is a reason why you do not own your own home. (Tick all that apply).

- a. I don't want to own a home at this stage in my life/career. ¹
- b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. ¹
- c. I want to be able to move about/move my family with me when I am posted. ¹
- d. I don't want to buy a home where I am currently located. ¹
- e. I can't afford to buy a suitable home at the moment. ¹
- f. I don't want to risk losing money. ¹
- g. I wouldn't be able to live in the home. ¹
- h. Other (please write). ¹

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 Housing Scheme ⁴
No ² Not heard of this ⁵
No, but I am considering it ³

Q79 When it comes to paying Council Tax, I am treated:

- Much more favourably than a civilian ¹
Slightly more favourably than a civilian ²
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 Retail and Leisure (CRL) that operates Pay As You Dine (PAYD)?

- Yes ¹ No ² Please go to **Q87 (Section 7)**

Q81 Do you use PAYD?

- Yes ¹ No ² Please go to **Q87 (Section 7)**

Q82 If you use PAYD, on average how many Core Meals do you purchase per week?

- None ¹ 6-10 ⁴
1-2 ² 11-15 ⁵
3-5 ³ 16+ ⁶

Q83 If you purchase a Core Meal, how satisfied are you with:

- | | Very satisfied | Satisfied | Neither satisfied nor dissatisfied | Dissatisfied | Very dissatisfied |
|--------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. The quantity of food. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |
| b. The quality of food. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |
| c. The value for money. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |

Q84 If you use PAYD, on average how many Retail Meals do you purchase per week?

- None ¹ 6-10 ⁴
1-2 ² 11-15 ⁵
3-5 ³ 16+ ⁶

Q85 If you purchase a Retail Meal, how satisfied are you with:

- | | Very satisfied | Satisfied | Neither satisfied nor dissatisfied | Dissatisfied | Very dissatisfied |
|--------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. The quantity of food. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |
| b. The quality of food. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |
| c. The value for money. | <input type="checkbox"/> ¹ | <input type="checkbox"/> ² | <input type="checkbox"/> ³ | <input type="checkbox"/> ⁴ | <input type="checkbox"/> ⁵ |

Q86 How satisfied are you with:

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. The choice of food.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The availability of the food and opening hours during the week.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Section 7: Your Personal Life

Q87 What is your current personal status?

<i>Single (never married or formed a civil partnership)</i>	<input type="checkbox"/> 1	Please go to Q91
<i>In a long term / established relationship (but not married or in a civil partnership)</i>	<input type="checkbox"/> 2	
<i>Married / In a civil partnership</i>	<input type="checkbox"/> 3	
<i>Separated, but still legally married or in a civil partnership</i>	<input type="checkbox"/> 4	Please go to Q91
<i>Divorced / Formerly in a civil partnership which is now legally dissolved</i>	<input type="checkbox"/> 5	Please go to Q91
<i>Widowed / The surviving partner from a civil partnership</i>	<input type="checkbox"/> 6	Please go to Q91
<i>Prefer not to say</i>	<input type="checkbox"/> 7	Please go to Q91

Q88 What is your spouse/partner's current employment situation?

<i>In the Armed Forces</i>	<input type="checkbox"/> 1	<i>In voluntary (unpaid) employment</i>	<input type="checkbox"/> 4
<i>In full-time paid employment / full-time self-employment (other than Armed Forces)</i>	<input type="checkbox"/> 2	<i>Not employed (for any reason)</i>	<input type="checkbox"/> 5
<i>In part-time paid employment / part-time self-employment</i>	<input type="checkbox"/> 3	<i>In full-time or part-time education</i>	<input type="checkbox"/> 6

Q89 If your spouse/partner is in the Armed Forces, in which force are they serving?

<i>Royal Navy</i>	<input type="checkbox"/> 1	<i>Royal Air Force</i>	<input type="checkbox"/> 4
<i>Royal Marines</i>	<input type="checkbox"/> 2	<i>Another nation's Armed Forces</i>	<input type="checkbox"/> 5
<i>Army</i>	<input type="checkbox"/> 3	<i>N/A</i>	<input type="checkbox"/> 6

Q90 If your spouse/partner is in the Armed Forces, how satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Attempts made to co-locate me with my spouse/partner.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. Attempts made to co-ordinate my OOA deployments with those of my spouse/partner.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q91 Do you have any children whom you support financially?

Yes	<input type="checkbox"/> 1	
No	<input type="checkbox"/> 2	Please go 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	<input type="text"/>	1	Between 17 and 19 years	<input type="text"/>	4
Between 5 and 11 years	<input type="text"/>	2	Over 19 years	<input type="text"/>	5
Between 12 and 16 years	<input type="text"/>	3			

Q93 Do you have a child/children at boarding school?

Yes ¹ No ² N/A ³

Q94 Do any of your children live with you? (Tick one box only).

Yes ¹

Shared Access ²

Weekends/holidays only ³ Please go to **Q99**

No ⁴ Please go to **Q99**

N/A ⁵ 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?

Yes ¹ No ² N/A ³

Q96 If you have a child or children living with you, do you require childcare?

Yes ¹ No ² N/A ³

Q97 How satisfied are you with the following facilities and support?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Would use if available	Not used
a. Base/station provided pre-school facilities.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁷
b. Local authority pre-school facilities.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁷
c. Local after school club/childcare provision.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶	<input type="checkbox"/> ⁷

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).

¹ Not applicable - none of my children have had a Special Needs assessment

² Yes

³ No

Q99 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	<input type="checkbox"/> ¹	Between 7 - 9 months (27 - 39 weeks)	<input type="checkbox"/> ⁵
Up to 1 month (4 weeks)	<input type="checkbox"/> ²	Between 10 - 12 months (40 - 52 weeks)	<input type="checkbox"/> ⁶
Between 1 - 3 months (5 - 13 weeks)	<input type="checkbox"/> ³	N/A	<input type="checkbox"/> ⁷
Between 4 - 6 months (14 - 26 weeks)	<input type="checkbox"/> ⁴		

Q100 How satisfied are you with this amount of time away from your family?

Very satisfied	<input type="checkbox"/> ¹	Dissatisfied	<input type="checkbox"/> ⁴
Satisfied	<input type="checkbox"/> ²	Very dissatisfied	<input type="checkbox"/> ⁵
Neither satisfied nor dissatisfied	<input type="checkbox"/> ³	N/A	<input type="checkbox"/> ⁶

Q101 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. The ability to plan my own life - short term e.g. work/weekend leave.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
b. The ability to plan my own life - long term e.g. holidays/career training.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
c. The amount of separation from spouse, family and friends.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
d. The opportunities available to me for flexible working.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	
e. The effect of Service life on my children's education.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶
f. The effect of Service life on my spouse/partner's career.	<input type="checkbox"/> ¹	<input type="checkbox"/> ²	<input type="checkbox"/> ³	<input type="checkbox"/> ⁴	<input type="checkbox"/> ⁵	<input type="checkbox"/> ⁶

Q102 Do you have caring responsibilities for infirm or elderly 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.

Q103 In the last 12 months have you applied for a mortgage?

Yes ¹ Please go to **Q104** No ² Please go to **Q106**

Q104 If you have applied for a mortgage in the last 12 months, what happened regarding your most recent application?

I was successful ¹ Please go to **Q106**
I was rejected ² Please go to **Q105**
I am still waiting for an answer ³ Please go to **Q106**

Q105 If your mortgage application was rejected, what was the main 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

Q106 In the last 12 months, have you applied for credit?

Yes ¹ Please go to **Q107** No ² Please go to **Q109**

Q107 If you have applied for credit in the last 12 months, what happened regarding your most recent application?

I was successful ¹ Please go to **Q109**
I was rejected ² Please go to **Q108**
I am still waiting for an answer ³ Please go to **Q109**

Q108 If your credit application was rejected, what was the main reason? (Tick one box only).

Failed credit check ¹
Lack of UK credit history ²
Too many address moves ³
Don't know ⁴
Prefer not to say ⁵
Other (please write) ⁶

Q109 How confident are you in your ability to manage your finances?

Very confident	<input type="checkbox"/> 1	Not very confident	<input type="checkbox"/> 3
Quite confident	<input type="checkbox"/> 2	Not at all confident	<input type="checkbox"/> 4

Q110 How satisfied are you with the Service provided support (e.g. information) you are given to help you arrange your finances?

Very satisfied	<input type="checkbox"/> 1	Dissatisfied	<input type="checkbox"/> 4
Satisfied	<input type="checkbox"/> 2	Very dissatisfied	<input type="checkbox"/> 5
Neither satisfied nor dissatisfied	<input type="checkbox"/> 3	N/A	<input type="checkbox"/> 6

Section 8: Leave

Q111 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. My overall leave allowance i.e. annual leave, post operational leave (POL), leave carried over from previous years etc.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The opportunity to take leave when I want to.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The amount of leave I was able to take in the last 12 months.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q112 Did you take all of your annual leave, i.e. 38 days (including public holidays), in the last leave year?

Yes	<input type="checkbox"/> 1	Please go to Q114 (Section 9)
No, because I have not been in the Service for a full leave year	<input type="checkbox"/> 2	Please go to Q114 (Section 9)
No, for any other reason	<input type="checkbox"/> 3	

Q113 Please indicate which of the following was a reason why you did not take all of your annual leave allowance within the last leave year. (Tick all that apply).

a. Operational tour.	<input type="checkbox"/> 1
b. Not allowed.	<input type="checkbox"/> 1
c. Courses/training.	<input type="checkbox"/> 1
d. Personal reasons.	<input type="checkbox"/> 1
e. Workload.	<input type="checkbox"/> 1
f. Undermanning.	<input type="checkbox"/> 1
g. I wanted to carry days over to the next leave year.	<input type="checkbox"/> 1
h. Other (please write).	<input type="checkbox"/> 1

Q119 Overall, how anxious did you feel yesterday?

Not at all Completely

0 1 2 3 4 5 6 7 8 9 10

Q120 Overall, to what extent do you feel the things you do in your life are worthwhile?

Not at all Completely

0 1 2 3 4 5 6 7 8 9 10

Section 10: Welfare

Q121 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. The Deployment Welfare Package.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. The welfare support provided by the RAF for me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. The welfare support provided by the RAF for my family.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. The support my spouse/partner gets from the RAF when I am absent.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q122 Do you know how to contact the following?

	Yes	No	N/A	Not heard of it
a. My unit's Padre.	<input type="checkbox"/> 1	<input type="checkbox"/> 2		
b. SSAFA-FH (Soldiers, Sailors, Airmen and Families Association - Forces Help).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
c. The HIVE.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
d. The RAF Families Federation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
e. The Community Development Officer/Worker.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
f. My Unit's Service Community Support Officer (SCSO).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

Q123 How often do you use the RAF Community Support website (www.raf.mod.uk/community)?

Often	<input type="checkbox"/> 1	Never	<input type="checkbox"/> 4
Sometimes	<input type="checkbox"/> 2	Not heard of it	<input type="checkbox"/> 5
Rarely	<input type="checkbox"/> 3		

Section 11: Working with RAF Volunteer Reserves

Q124 Are you aware of the following roles you can undertake in the RAF Reserves?

	Yes, fully aware	Yes, somewhat aware	No, not aware
a. Volunteer Reserve.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Regular Reserve.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
c. Full-Time Reserve Service (FTRS) (Full Commitment).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
d. Full-Time Reserve Service (FTRS) (Limited Commitment).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
e. Full-Time Reserve Service (FTRS) (Home Commitment).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
f. Additional Duties Commitment (ADC).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

Q125 Before reading this, were you aware that all RAF Reserve posts are advertised on the RAF Reserves web page (www.raf.mod.uk/rafreserves)?

Yes 1 No 2

Q126 When you leave the RAF, would you consider joining the RAF's Volunteer Reserve Forces?

	Yes	No	Don't know
a. Full time.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Part time.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

Q127 Have you had working contact with the RAF's Volunteer Reserve Forces in the last two years?

Yes 1
 No 2 Please go to **Q131 (Section 12)**
 Don't know 3 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	<input type="checkbox"/> 1	Not at all valuable	<input type="checkbox"/> 4
Valuable	<input type="checkbox"/> 2	Don't know	<input type="checkbox"/> 5
Not very valuable	<input type="checkbox"/> 3		

Q129 In your experience, how well integrated with the RAF Regular Service are the RAF's Volunteer Reserve Forces?

Very well	<input type="checkbox"/> 1	Not at all well	<input type="checkbox"/> 4
Well	<input type="checkbox"/> 2	Don't know	<input type="checkbox"/> 5
Not very well	<input type="checkbox"/> 3		

Q130 How do you rate the professionalism of the RAF's Volunteer Reserve Forces?

Very professional	<input type="checkbox"/> 1	Not at all professional	<input type="checkbox"/> 4
Professional	<input type="checkbox"/> 2	Don't know	<input type="checkbox"/> 5
Not very professional	<input type="checkbox"/> 3		

Section 12 begins on the next page

Section 12: Your Comments

Q131 This survey is?

Too long ¹ About right ² Too short ³

Q132 How long did it take you to complete this survey?

Less than 10 minutes ¹ 30-40 minutes ⁴ Over an hour ⁷
10-20 minutes ² 40-50 minutes ⁵
20-30 minutes ³ 50-60 minutes ⁶

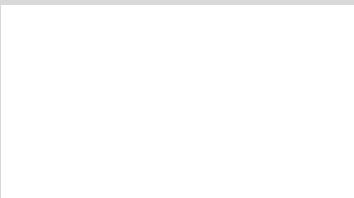
Q133 Please use this box to provide any further comments about working and living in the RAF.

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)

Tel: 020 721 84535 / 96218 4535



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