

Review of the Armed Forces Continuous Attitude Survey, 2015

BACKGROUND

1. The Armed Forces Continuous Attitude Survey (AFCAS) is an annual survey and is one of the main ways the Department gathers information on the views and experiences of our Armed Forces personnel. The information from this survey helps shape policies for training, support, and the terms and conditions of service.
2. The aim of AFCAS is to assess and monitor the attitudes of Service personnel in key management areas, including remuneration, morale, deployment, leadership, career, accommodation, personal life, leave, health, welfare, and working with Reserves. The data are used to aid the development and tracking of military personnel policies, informing the Defence Board, Armed Forces Pay Review Body and Defence personnel programmes such as the New Employment Model and the Armed Forces Covenant.
3. Following an internal review of survey content we are seeking further user views on the proposed changes.

REASONS FOR THE PROPOSED CHANGES

4. The survey has grown considerably from the initial 200-itemed survey which launched the AFCAS in 2007, to its current state of 500 questions. There are now concerns with the marked increase in survey length which increases the burden on respondents; and that the data collected is not adequately exploited. Therefore, AFCAS is being reviewed in time for 2015 release-into-field.
5. The review aims to achieve a marked reduction from the current size of the AFCAS. The review is also required to deliver a more relevant and flexible tool, which is less burdensome to the respondents, thereby improving product quality and usage.
6. The new survey is intended to better highlight the factors which influence (directly and indirectly as well as positively or negatively) Service Personnel's levels of morale, motivation and retention, in light of ongoing changes to Terms and Conditions of Service.

SURVEY CONTENT AND PROPOSED CHANGES

7. Based on the internal consultation process the following changes are proposed:
 - A number of questions have been suggested for deletion as they were no longer felt to be relevant by internal stakeholders or data could be provided elsewhere

- In some cases where questions were highlighted as no longer relevant to internal stakeholders new questions are proposed for inclusion which should provide better evidence on the topic
 - Some questions have been re-written to achieve better alignment with other surveys (e.g. Civil Service Your Say and comparable surveys from other forces) so that comparisons can be made to other groups. However, not all questions have been aligned with these other surveys as it was felt more important to maintain time series data on these questions.
 - Other questions have been re-written to improve ease of response
 - This has resulted in the overall number of survey items provisionally being reduced by a third.
 - Several sections have been given new headings and a small number of questions moved, to give clarity and improve the ease of navigating the survey.
8. Annex A contains the proposed new questionnaire with additions and changes flagged
9. Annex B contains a list of the questions that have been proposed for deletion

IMPLICATIONS OF CHANGES ON RESULTS AND REPORTING

10. Where questions have been amended or re-worded, this will result in the loss of the ability to compare results over time, as it will not be known whether observed changes are due to changes in attitudes or the changes to the questions.
11. The key questions potentially affected by this are those relating to discrimination, bullying and harassment (Section 4, Tables B4.3 – 4.34 of the 2013 report), where changes have been made to ensure the nature of bullying is better represented in the questions and that the questions were easier to respond to.
12. Where questions have been removed from the survey, the topics will no longer be included in AFCAS reporting. The information may be available from other sources.

EXTERNAL CONSULTATION FEED BACK ON PROPOSED CHANGES

13. Considering the reasons for the proposed changes, we now invite the feedback of our external data users, particularly on the following areas:
- a) What impact will the removal of questions highlighted in Annex A have on you?
 - b) What impact will the proposed additions / changes to the survey have on you?
 - c) Is there any additional content that you feel should be reflected in AFCAS?

14. We would also like your views on other aspects of the survey, particularly:
- a) Examples of how you have used results from the survey
 - b) Do you have any other comments you would like to raise on the survey?

TIMINGS

15. This consultation will run from 16 May to 12 June 2014. This consultation process is in line with National Statistics protocols.

16. If you have any comments on the proposed changes please send:

by email to DefStrat-Stat-CSD-WDS-AFCAS@mod.uk

by post to
Defence Statistics (WDS),
Ministry of Defence,
Main Building,
Floor 3 Zone K,
Whitehall,
London,
SW1A 2HB.

17. When sending your comments please include contact details (your name and either email address, postal address or telephone number) so that we can follow up if clarification is needed.

NEXT STEPS

18. We will publish a summary of responses, with key findings and planned changes on Gov.uk.

19. Please note by responding to this consultation we shall assume that you have given your consent for your responses to be made public.

CONFIDENTIALITY AND DATA PROTECTION

20. Information provided in response to this consultation, including personal information, may be subject to publication or release to other parties or to disclosure in accordance with the access to information regimes.¹

21. If you have any comments regarding the consultation process, please contact Olayinka Palmer by email at PersTrg-CDP-StratCDPRE1a@mod.uk or by telephone at 020 721 82928

¹ Freedom of Information Act 2000 (FOIA) the Data Protection Act 1998 (DPA) and Environmental Information Regulations 2004

Annex A: Proposed AFCAS 2015 questionnaire

Armed Forces Continuous Attitude Survey 2015:

Your Pay

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

There have been minor changes in wording to the following question

Q1 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. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The pay and benefits I receive are fair for the work I do.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

There have been minor changes in wording to the following question

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>	<i>N/A</i>
a. My rate of basic pay (basic pay includes X-Factor but excludes Recruitment and Retention Pay [RRP] 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 Recruitment and Retention Pay (RRP).	<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. 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
d. My pension benefits.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
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	

Your Work

Q3 How satisfied are you with [Service] life in general?

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		

Q4 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 (Service) as a whole.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q5 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. My current work location.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Further options have been added to the following question

Q6 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. 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
d. 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
e. 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
f. 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
g. 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
h. I have a choice in deciding how I do my 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
i. 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

Resources and Workload

Q7 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. 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
b. 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

- c. The standard of major equipment (e.g. vehicles and systems) I have to do my job. 1 2 3 4 5
- d. The availability of major equipment I have to do my job. 1 2 3 4 5

Q8 How would you rate your workload over the last 12 months?

- Much too high 1 Too low 4
- Too high 2 Much too low 5
- About right 3

Your Line Management

Further options have been added to the following question

Q9 How strongly do you agree or disagree with the following statements about your immediate superior (military or civilian)?

- | | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Don't know |
|--|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 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. Provides regular feedback on my performance. | <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 |
| i. Helps me to understand how I contribute to [Service] objectives. | <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. Helps me to understand how major change decisions will affect 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 |
| k. Works well with personnel from different backgrounds. | <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. I am satisfied with the leadership provided by my immediate supervisor. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |

Senior Leadership

Further options have been added to the following question

Q10 How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)?

- | | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Don't know |
|---|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 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 are keen to listen to Service people's feedback. | <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 champion the [Service's] 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 |
| d. 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 |

- e. They understand the impact of change on personnel. ₁ ₂ ₃ ₄ ₅ ₆
- f. I have confidence in the leadership of the [Service]. ₁ ₂ ₃ ₄ ₅ ₆

Commitment

Further options have been added to the following question

Q11 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. In the last 12 months, I have fulfilled my commitments/promises to the [Service]. | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ | |
| b. In the last 12 months, the [Service] has fulfilled its commitments/promises to me. | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ | |
| c. I am proud to be in the [Service]. | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ | |
| d. I feel valued in the [Service]. | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ | |
| e. I would recommend joining the [Service] to others. | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ | |
| f. I feel a strong personal attachment to the [Service]. | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ | |
| g. I feel a strong personal attachment to my unit. | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ | |
| d. The [Service] 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 [Service] 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 | |
| f. 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 |
| g. 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 |
| d. My family supports my career in the [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 |

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

Q12 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. The ethos of the [Service] is an important part of life in the [Service]. | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |

Working with Others

Further options have been added to the following question

Q13 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. The people in my team can be relied upon to help when things get difficult in my job. | <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. ₁ ₂ ₃ ₄ ₅
- d. The people in my team work together to find ways to improve the service we provide. ₁ ₂ ₃ ₄ ₅
- e. Team members work well with personnel from different backgrounds. ₁ ₂ ₃ ₄ ₅

Further options have been added to the following question

Q14 Have you had working contact with any of the following in the last two years? (Tick all that apply, if none apply please go to Q20).

- Armed Forces Reserves
- MOD Civil Servants ¹
- MOD Contractors ²
₃

Further options have been added to the following question and there has been some minor changes to wording

Q15 In your experience, how would you rate the contribution to the [Service] of...

- | | <i>Very valuable</i> | <i>Valuable</i> | <i>Not very valuable</i> | <i>Not at all valuable</i> | <i>Don't know</i> |
|------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. The Armed Forces Reserves | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| b. MOD Civil Servants | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| c. MOD Contractors | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |

Further options have been added to the following question

Q16 In your experience, how well integrated into the [Service] are...

- | | <i>Very well</i> | <i>Well</i> | <i>Not very well</i> | <i>Not at all well</i> | <i>Don't know</i> |
|------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. The Armed Forces Reserves | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| b. MOD Civil Servants | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| c. MOD Contractors | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |

Further options have been added to the following question and there has been some minor changes to wording

Q17 In your experience, how would you rate the professionalism of...

- | | <i>Very professional</i> | <i>Professional</i> | <i>Not very professional</i> | <i>Not at all professional</i> | <i>Don't know</i> |
|------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. The Armed Forces Reserves | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| b. MOD Civil Servants | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |
| c. MOD Contractors | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ |

Change

The [Service] is currently going through a period of significant change which includes a number of programmes...

There have been minor changes in wording to the following question

Q18 How strongly do you agree or disagree with the following?

	Strongly Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	
a. Change is managed well in 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. Change is managed well in 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. Change is managed well in the [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

Your Deployments

If you have not been on deployment since 1 Jan 2012, please go to Q24.

Q19 Were/are you deployed individually or as part of your usual Unit?

- Individually 1
 As part of usual Unit 2

There have been minor changes in wording and options added to the following question

Q20 How satisfied were/are you with the following? (Questions highlighted in green are Army only)

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. Non-operational allowances (e.g. LSA, GYH(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 deployment notice 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	<input type="checkbox"/> 6
d. 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	<input type="checkbox"/> 6
e. 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
f. 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
g. The major equipment (e.g. vehicles and systems) 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
h. The welfare support I received from the [Service] 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	<input type="checkbox"/> 6
i. The welfare support that my family, partner, parents received from the [Service] 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	<input type="checkbox"/> 6
j. 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
k. 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	<input type="checkbox"/> 6
l. The role I had whilst I was on my operational deployment.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q21 During your pre-operational preparation, did you have access to the following? (This question is for RAF only)

	Yes	No	N/A
a. Job specification for the post.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Assignment order.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
c. Preparation instruction.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
d. A1 Ops Website.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

Q22 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
	Too long	About right	Too short
b. The length of my operational deployments.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

Your Career

The following question has been added to the survey

Q23 Overall how satisfied are you with the way your career is being managed?

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		

Q24 Overall how satisfied are you with the career management service provided by the [Service Career Management Provider]?

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

Q25 In terms of your current assignment, how strongly do you agree or disagree with the following?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I have the knowledge, skill 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 knowledge, skill 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

There have been minor changes in wording to the following question

Q26 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. The notice I received for my current/last assignment.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. Involvement in decisions that affect my career.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. 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
d. 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
e. My opportunities for promotion.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. 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

Q27 How strongly do you agree or disagree with the following statement? I am willing to serve overseas (i.e. on a permanent assignment). *(This question is for RAF only)*

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		

Q28 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? *(This question is for RAF only)*

	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. In country support (e.g. medical, dental, welfare).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
f. Travel allowances (e.g. Get You Home (Overseas)).	<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. Spouses' prospects of working overseas.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

Training and Development

Q29 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. My opportunities for professional development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. 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
c. 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
d. 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
e. 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

Your Future Plans

Q30 What are your plans for the future? (Tick one box only).

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

The following question has been added to the survey

Q31 How actively have you searched for a job outside the [Service] in the last 12 months?

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

Q32 If you had the opportunity to do so, do you think you would choose to remain in the Regular RAF beyond the current retirement age of 55? (*This question is for RAF only*)

- | | | | | | |
|---------------------------------|--------------------------|---|--------------------------|--------------------------|---|
| 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 |

Q33 Which of the following Reserves options are of interest to you on leaving the RAF? (Tick all that apply). (*This question is for RAF only*)

- | | | |
|---|--------------------------|---|
| FTRS (full commitment) | <input type="checkbox"/> | 1 |
| FTRS (limited commitment) | <input type="checkbox"/> | 2 |
| FTRS (home commitment) | <input type="checkbox"/> | 3 |
| ADC | <input type="checkbox"/> | 4 |
| Military Support Officer (Civil Service post) | <input type="checkbox"/> | 5 |
| Volunteer Reserves (part time) | <input type="checkbox"/> | 6 |

Q34 What would make you join the Volunteer Reserve Forces? (Please write in the box below).

Q35 How do the following factors impact on your intention to stay or leave the [Service]?

	<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>	<i>N/A</i>
a. Impact of [Service] 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 [Service]	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
c. Current job satisfaction.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
d. Job security.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
e. Service morale.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
f. Amount of pay.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
g. Amount of allowances.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
h. Opportunities for career development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
i. Opportunities for personal development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
j. Opportunities for sport.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
k. Opportunities for Adventure Training.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
l. Promotion prospects.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
m. Healthcare provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
n. Dental provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
o. Mental health provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
p. Pension.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
q. 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	
r. Excitement of the job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
s. 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
t. 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

Q36 If you have put your notice in to leave, please indicate the 3 factors from the list above in Q38 that most influenced your decision to leave the [Service]. (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

Fairness at Work

The [Service] 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.

Q37 How strongly do you agree or disagree with the following statement regarding fairness and equality in the [Service]?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I am treated fairly at work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q38 Do you feel that the [Service] discipline system is?

- | | | | |
|-------------------------|--------------------------|-------------|--------------------------|
| Very fair | <input type="checkbox"/> | Unfair | <input type="checkbox"/> |
| Fair | <input type="checkbox"/> | Very unfair | <input type="checkbox"/> |
| Neither fair nor unfair | <input type="checkbox"/> | | |
- 1 2 3 4 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.

Q39 Do you believe that you have been the subject of bullying in a Service environment in the last 12 months?

- Yes ₁ No ₂ Please go to **Q43**

The following question has been reworded as the previous response options were not appropriate to bullying

Q40 If yes, please specify:

Q41 Do you believe that you have been the subject of discrimination OR harassment in a Service environment in the last 12 months?

- Yes ₁ No ₂ Please go to **Q47**

Q42 If Yes, please tick all that apply:

- | | <i>Discrimination</i> | <i>Harassment</i> |
|---|---------------------------------------|---------------------------------------|
| a. Yes, on grounds of gender or gender identity | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| b. Yes, on grounds of race, colour, nationality, ethnic or national origin. | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| c. Yes, on grounds of social ground/class | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| d. Yes, on grounds of religion or beliefs | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |

- e. Yes, on grounds of sexual orientation 1 2
 - f. Yes, on grounds of age 1 2
 - g. Yes, on grounds of disability 1 2
 - h. Yes, on grounds of pregnancy or maternity. 1 2
 - i. Yes, on grounds of marriage/civil partnership
 - j. Yes, on other grounds - please specify: 1 2
-

There have been minor changes in wording to the following question

Q43 If you believe you have been the subject of discrimination, harassment and/or bullying within the last 12 months did you make a formal written complaint? (Tick all that apply).

- a. Yes. 1
 - b. No, I was not aware of the Service Complaints process 1
 - c. No, I considered the incident(s) to be too minor to report. 1
 - d. No, the complaint was resolved informally. 1
 - e. No, the complaint was resolved through mediation. 1
 - f. No, I did not believe anything would be done if I did complain. 1
 - g. No, I did not want to go through the complaints procedure. 1
 - h. No, I believed it might adversely affect my career. 1
 - i. No, I believed it might adversely affect another work colleague or the working environment. 1
 - j. No, I was worried that there would be recriminations from the perpetrators. 1
 - k. No, I was discouraged from doing so. 1
 - l. No, other reason(s) - please specify: 1
-

There have been minor changes in wording to the following question

Q44 How satisfied were/are you with the following?

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

Q45 Do you know how the Service Complaints Commissioner can help you with a discrimination, harassment and/or bullying complaint?

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

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

AND

The Service Complaints process -

<https://www.gov.uk/government/publications/jsp-831-redress-of-individual-grievances-service-complaints>

Your Work-Life Balance

Q46 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 | | | |

There have been minor changes in wording to the following question

Q47 In the past 12 months, how satisfied were 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"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| b. The ability to plan my own life - long term e.g. holidays/career training. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| c. The opportunities available to me for flexible working. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| d. The amount of time away from my usual place of duty. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. The amount of time away from my family and friends. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. The effect of Service life on my children's education. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. The effect of Service life on my spouse/partner's career. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

The following question has been added to the survey

Q48 How strongly do you agree or disagree with the following?

- | | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|---|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|
| a. Flexible working (e.g. variable start/stop times, leaving early on a Friday) is supported in my workplace. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. I am able to maintain a balance between my personal and working life. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Only answer the following questions if you have been on a state of readiness in the last 12 months (if not, go to Q53).

Q49 How satisfied were/are you with the following? (This question is for Army only)

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. The impact of my state of readiness on my domestic/personal life.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Q50 How strongly do you agree or disagree with the following? (This question is for Army only)

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	N/A
a. My state of readiness was/is justified.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
b. The NTM that I received was in accordance with my state of readiness.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Your Leave

Q51 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 (POL), leave carried over from previous years.	<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

Q52 If you did not take all of your annual leave allowance within the last year, what was the reason for this? (Tick all that apply).

- a. Operational tour. 1
- b. Not allowed. 1
- c. Courses/training. 1
- d. Workload. 1
- e. Undermanning. 1
- f. I wanted to carry days over to the next leave year. 1
- g. Other (please write). 1

Q58 Overall, to what extent do you feel the things you do in your life are worthwhile?

	Not at all								Completely
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"/>

Fitness, Sport & AT

There have been minor changes in wording and additional options added to the following question

Q59 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. [Service] 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 undertake fitness activities (e.g. to meet fitness standards).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. My opportunities to take part in sport.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. My opportunities to take part in Adventure Training.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

Welfare

Q60 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 [Service] 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 [Service] 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 welfare support my spouse/partner gets from the [Service] 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

Further options have been added to the following question

Q61 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not used	Not heard of
a. The chaplaincy support provided by the [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. 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	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
c. The HIVE.	<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. The [Service] Families Federation.	<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. The Community Development Officer/Worker.	<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. My Unit's Service Community Support Officer (SCSO). 1 2 3 4 5 6 7

Your Accommodation

Q62 What kind of accommodation do you live in at present during the working week? (Tick one box only).

- Service Family Accommodation (SFA) 1
- Substitute Service Family Accommodation (SSFA) 2
- Single Living Accommodation (SLA) 3
- Substitute Single Living Accommodation (SSLA) 4
- Property I own 5
- Privately rented accommodation 6
- In a relative's (e.g. parents') home 7
- Other (please write) 8

Further options have been added to the following question

Q63 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. Personal circumstances e.g. marriage, separation or divorce. 1
- d. Other (please write). 1

There have been minor changes in wording to the following question

Q64 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. The overall standard. | <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 value for money. | <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 response to requests for maintenance/repair. | <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 quality of maintenance/repair 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 |
| 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 |

Q65 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 **Q68**

No, but I am currently ₃ Please go to **Q68**
 saving up to buy a home in
 the future

Q66 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

Q67 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

Q68 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 |

Q69 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

Catering, Retail & Leisure

The following question has been added to the survey

Q70 During the *working week*, what are your *breakfast* eating preferences? Please write your answer in the box below.

The following question has been added to the survey

Q71 During the *working week*, what are your *lunchtime* eating preferences? Please write your answer in the box below.

The following question has been added to the survey

Q72 During the *working week*, what are your *evening* eating preferences? Please write your answer in the box below.

The following question has been added to the survey

Q73 Thinking specifically about food and drink supplied on your unit, when considering where to eat how important are the following? (Tick all that apply).

- a. Price. 1
- b. Value for money. 2
- c. Choice. 3
- d. Quality. 4
- e. Quantity. 5
- f. Well known brand. 6
- g. Where it is sourced from (e.g. Fairtrade, locally produced). 7
- h. Other (please write). 8

The following question has been added to the survey

Q74 How often do you use your own Mess?

- | | Always | Often | Sometimes | Rarely | Never | N/A |
|--|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| a. For eating at breakfast. | <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. For eating at lunchtime. | <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. For eating in the evening. | <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. For drinking, socialising in the bar. | <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. For formal Mess functions. | <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. For informal Mess functions. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |

The following question has been added to the survey

Q75 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. The availability of 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	<input type="checkbox"/> 6
b. The number of Mess functions during the year.	<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 standard of service from catering contractors on my unit.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Your Family Life

Q76 What is your current personal status?

Single (never married or formed a civil partnership)	<input type="checkbox"/> 1 Please go to Q80
In a long term / established relationship (but not married or in a civil partnership)	<input type="checkbox"/> 2
Married / In a civil partnership	<input type="checkbox"/> 3
Separated, but still legally married or in a civil partnership	<input type="checkbox"/> 4 Please go to Q80
Divorced / Formerly in a civil partnership which is now legally dissolved	<input type="checkbox"/> 5 Please go to Q80
Widowed / The surviving partner from a civil partnership	<input type="checkbox"/> 6 Please go to Q80
Prefer not to say	<input type="checkbox"/> 7 Please go to Q80

Q77 What is your spouse/partner's current employment situation?

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

Q78 Do you have any children whom you support financially?

Yes	<input type="checkbox"/> 1
No	<input type="checkbox"/> 2 Please go to Q85

The response options for this question have been updated

Q79 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="checkbox"/> 1
Between 5 and 17 years	<input type="checkbox"/> 2
18 years and over	<input type="checkbox"/> 3

Q80 Do any of your children live with you? (Tick one box only).

Yes	<input type="checkbox"/> 1
-----	----------------------------

- Shared Access 2
 Weekends/holidays only 3 Please go to Q85
 No 4 Please go to Q85
 N/A 5 Please go to Q85

The following question has been added to the survey

Q81 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 5

The following question has been added to the survey

Q82 If you require childcare, how satisfied are you with the locally provided childcare facilities?

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

Q83 Do you have caring responsibilities for infirm or elderly adult(s)?

- Yes 1 No 2

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

There have been minor changes in wording to the following question

Q84 If you have been declined credit in the last 12 months, what was the reason for this? (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

The following question has been added to the survey

Q85 Do you currently have debt levels that concern you?

- Yes 1
 No 2

Being Part of Society

Q86 Are you currently registered to vote?

- Yes Please go to
1 **Q89**
- No Please go to
2 **Q90**
- Don't know Please go to
3 **Q91**

Q87 If you are currently registered to vote, are you registered as...

- An ordinary/residential voter – registered for one year, usually via the annual update of voters (annual canvass) 1 Please go to **Q91**
- A Service voter – registered for five years, via a service declaration 2 Please go to **Q91**
- An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas 3 Please go to **Q91**

Q88 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

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.

Q89 Which of these best sums up your awareness of the Armed Forces Covenant?

- I've never heard of it. 1
- I've heard of it but know nothing about it. 2
- I've heard of it and know a little about it. 3
- I've heard of it and know a lot about it. 4

The following question has been added to the survey

Q90 Which, if any, of the following areas do you feel advantaged/disadvantaged as a Service Personnel, compared to the general public? (Tick all that apply).

- | | <i>advantaged</i> | <i>disadvantaged</i> |
|---|----------------------------|----------------------------|
| a. Family's Healthcare | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 |
| b. Children's Education | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 |
| c. Housing | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 |
| d. Family life | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 |
| e. Benefits | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 |
| f. Tax | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 |
| g. Commercial Products and Services e.g. Money Force, Defence Discount Services & Defence Privilege Cards | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 |

- h. Participation as Citizens e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition ₁ ₂
- i. Other (please write). ₁ ₂

The following question has been added to the survey

Q91 How strongly do you agree or disagree with the following?

- | | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Don't know |
|--|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. 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 | <input type="checkbox"/> ₆ |
| b. Members of the Armed Forces are valued 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 |

Taking Action and Your Comments

The following question has been added to the survey

Q92 How strongly do you agree or disagree with the following?

- | | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree | Don't know |
|--|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. I believe that leaders in the [Service] will take action on the results of AFCAS. | <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 think effective action has been taken in the [Service] on the results of AFCAS. | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ | <input type="checkbox"/> ₄ | <input type="checkbox"/> ₅ | <input type="checkbox"/> ₆ |

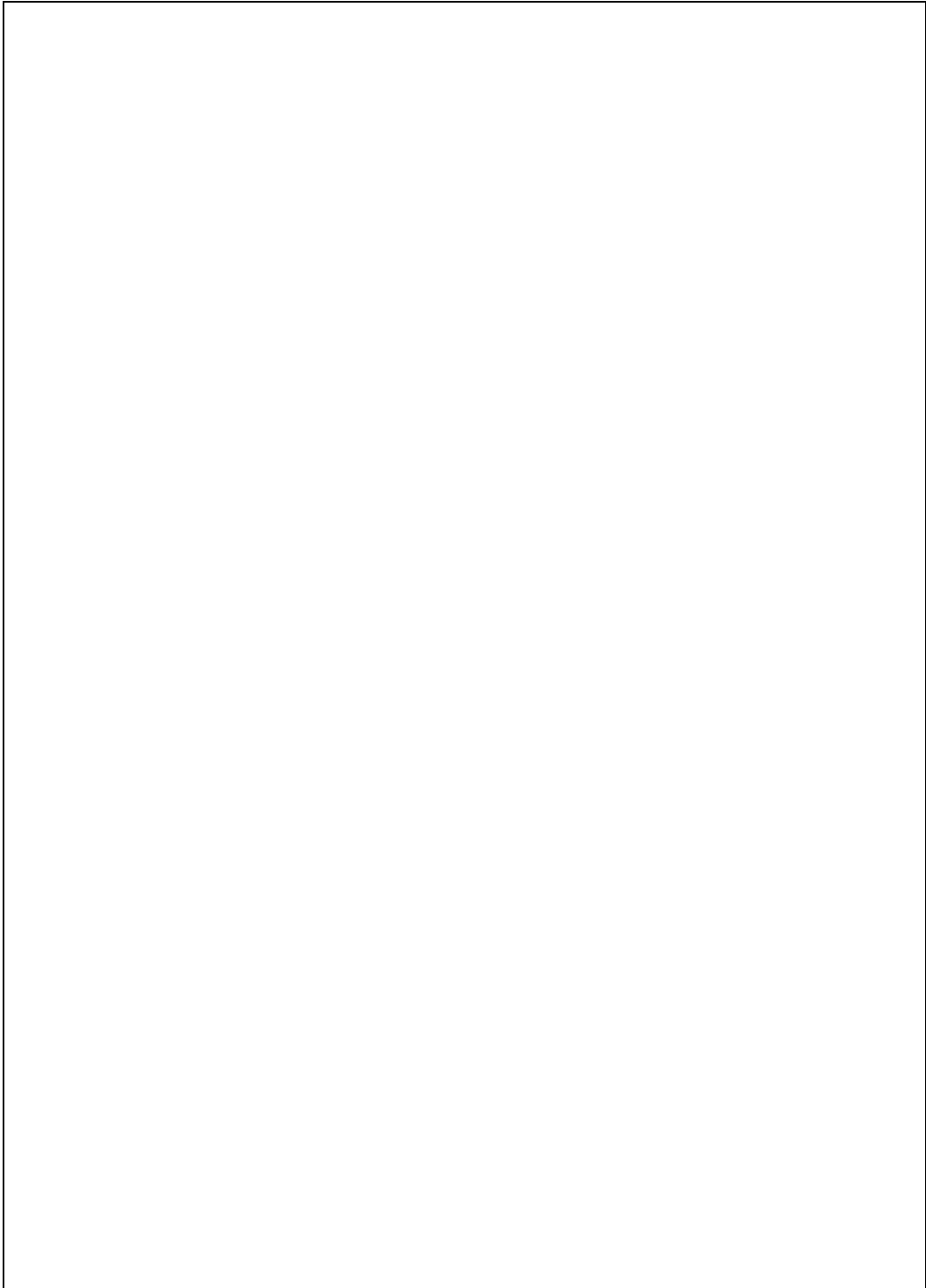
Q93 This survey is?

- Too long ₁ About right ₂ Too short ₃

Q94 How long did it take you to complete this survey?

- | | | | | | |
|----------------------|---------------------------------------|---------------|---------------------------------------|--------------|---------------------------------------|
| Less than 10 minutes | <input type="checkbox"/> ₁ | 30-40 minutes | <input type="checkbox"/> ₄ | Over an hour | <input type="checkbox"/> ₇ |
| 10-20 minutes | <input type="checkbox"/> ₂ | 40-50 minutes | <input type="checkbox"/> ₅ | | |
| 20-30 minutes | <input type="checkbox"/> ₃ | 50-60 minutes | <input type="checkbox"/> ₆ | | |

Q95 Please use this box to provide any further comments about working and living in the [Service].

A large, empty rectangular box with a thin black border, intended for providing further comments about working and living in the [Service].

Annex B: Questions proposed for deletion

Section 1: Your Pay, Allowances &JPA	
My ability to do my personal admin tasks on JPA.	Data available elsewhere
My JPA training.	Data available elsewhere
Viewing my pay statements on JPA.	Data available elsewhere
Section 2: Aspects of Working in RN/Army/RM/RAF	
Before you joined the [Service], were you a member of a Service or other youth organisation or did you receive sponsorship? Military School (e.g. Duke of York's)	Data available elsewhere
Scouts/Guides (not Sea Scouts)	Data available elsewhere
Sea Scouts	Data available elsewhere
Scouts/Guide	Data available elsewhere
Sea/Army/Air Cadets.	Data available elsewhere
Combined Cadet Force (CCF)	Data available elsewhere
University Cadets	Data available elsewhere
University Air Squadron	Data available elsewhere
University Royal Navy Unit (URNU)	Data available elsewhere
A Reserve Force	Data available elsewhere
Bursary/Scholarship	Data available elsewhere
Other Sponsorship	Data available elsewhere
None of these.	Data available elsewhere
How strongly do you agree or disagree with the following? I understand the values and standards of the [Service].	Data no longer needed
The [Service] ethos is important to me.	Data no longer needed
I believe the actions of my chain of command/Senior Leadership are consistent with the [Service] ethos	Data no longer needed
How strongly do you feel that you belong to each of the following, if at all? My Department.	Data no longer needed
My Unit.	Data no longer needed
My Corps/Capbadge	Data no longer needed
My trade/specialism.	Data no longer needed

My Fighting Arm.	Data no longer needed
My immediate working team.	Data no longer needed
My Branch/Trade.	Data no longer needed
My Role/Capability.	Data no longer needed
My Wing/Squadron/Unit.	Data no longer needed
My Station.	Data no longer needed
How strongly do you feel that you belong to each of the following, if at all? The [Service].	Data no longer needed
The MOD.	Data no longer needed
The National Security Community.	Data no longer needed
In the last 12 months, has your workload..? (RN AND RM)	Data available elsewhere
I have the resources I need to do my job.	Data available elsewhere
I always put as much effort into my work as I can.	Data no longer needed
How important is it for you to be able to vote in the next elections? Local Elections	Data no longer needed
General Elections	Data no longer needed
European Parliament Elections	Data no longer needed
Which of the following best describes what you remember happening in recent months?	Data no longer needed
Have you read the 'Register to Vote' leaflet in recent months?	Data no longer needed
Did you take any action as a result of reading the leaflet?	Data no longer needed
I filled in the registration form.	Data no longer needed
I filled in the postal voting form.	Data no longer needed
I filled in the proxy form.	Data no longer needed
I contacted my Unit Registration Officer.	Data no longer needed
I visited www.aboutmyvote.co.uk .	Data no longer needed
In compensating the disadvantage experienced by Service Personnel and their families, which of the following media would you use if you were to request the Armed Forces Covenant's support/services – tick as many that apply	Data no longer needed
Which of these best sums up your knowledge of the Armed Forces Compensation Scheme?	Data no longer needed
How did you find out about the Armed Forces Compensation Scheme? Chain of Command.	Data no longer needed
Colleagues.	Data no longer needed

Newspapers.	Data no longer needed
Formal Training.	Data no longer needed
MOD or Service websites.	Data no longer needed
Charities (e.g. Royal British Legion).	Data no longer needed
Other	Data no longer needed
Other (text)	Data no longer needed
When it comes to being able to access the following, are you finding that being in the Armed forces makes it: The Internet	Replaced by more relevant questions
Delivery of shopping.	Replaced by more relevant questions
Public transport.	Replaced by more relevant questions
Financial products e.g. Mortgage or a loan.	Replaced by more relevant questions
Public services (e.g. school, doctor, hospital, library).	Replaced by more relevant questions
The MOD.	Replaced by more relevant questions
How strongly do you agree or disagree with the following statements? I know what Defence Transformation is about.	Data no longer needed
I understand the purpose of Defence Transformation.	Data no longer needed
I believe Defence Transformation will improve working in the [Service].	Data no longer needed
In the last twelve months I have had the opportunity to contribute to Defence Transformation activities that affect me.	Data no longer needed
I feel more optimistic about the future of the [Service] as a result of Defence Transformation.	Data no longer needed
How strongly do you agree or disagree with the following? I am proud when I tell others I am part of the MOD.	Data no longer needed
I would recommend the MOD as a great place to work.	Data no longer needed
I feel a strong personal attachment to the MOD.	Data no longer needed

The MOD inspires me to do the best in my job.	Data no longer needed
The MOD motivates me to help it achieve its objectives.	Data no longer needed
Section 3: Your Deployment and Separation	
Are you eligible for deployment?	Data available elsewhere
Have you been on an Operational (Non-Sea-Going) deployment since 1st January 2011?	Data available elsewhere
Are you currently on Operational (Non-Sea-Going) deployment?	Data available elsewhere
Were/are you deployed individually or as part of a Unit? (Non-Sea-Going RN)	Data available elsewhere
How many weeks notice were you given for your current/last Operational Non-Sea-Going deployment?	Data available elsewhere
How satisfied were you with this much notice? (Non-Sea-Going RN)	Data available elsewhere
How satisfied were you with the following? The pre-operational training that I received for my current/last Operational Non-Sea-Going deployment. (Separation Allowance -Army)	Data available elsewhere
The support I received from the RN when I returned from my last Operational Non-Sea-Going deployment.	Data available elsewhere
What is your view of the following regarding your experience of Operational Non-Sea-Going deployments? The frequency of my Operational Non-Sea-Going deployments.	Data available elsewhere
The length of my Operational Non-Sea-Going deployments.	Data available elsewhere
Have you been on an operational deployment since 1st January 2011? (Sea-Going RN inc.)	Data available elsewhere
Are you currently on Operational deployment? (Sea Going RN inc.)	Data available elsewhere
How many weeks notice were you given for your current/last Operational deployment? (Sea Going RN inc.)	Data available elsewhere
How satisfied were you with the following? : Non-Operational Separation allowances (e.g. LSA, GYH(T), residual unacc. rate of LOA).	Data no longer needed
The equipment I used on PDT.	Data available elsewhere
That the equipment I used during training was the same as that used on operations.	Data no longer needed
How satisfied were you with the following? The pre-operational preparation that I received for my current/last Operational deployment. (Sea-Going RN inc; Army uses Pre-Deployment Training (PDT)).	Data no longer needed
The personal kit and equipment I received on operations.	Data no longer needed

The equipment I used on operations.	Data no longer needed
The decompression and post operational tour support I received.	Data no longer needed
How satisfied were you with the following? : The way my R&R was carried out.	Data no longer needed
How satisfied were you with the following? : The way my R&R was carried out (text)	Data no longer needed
How satisfied were you with the following? The Post Operational Stress Management that I received (RM Only)	Replaced by more relevant questions
For my current/last operational deployment, I understand how my individual role contributes/contributed to overall British military objectives for the Theatre.	Data no longer needed
Approximately how many operational deployments have you carried out during your Army career?	Replaced by more relevant questions
In the past 12 months approximately how many weeks have you been away from usual place of duty for Service reasons?	Data available elsewhere
Section 4: Equality and Diversity - Fairness at Work	
I am encouraged to use my talents to the full	Data no longer needed
Inspire me to do the best in my job.	Data available elsewhere
They champion [Service's] interests in Tri-Service issues.	Replaced by more relevant questions
They communicate future plans.	Data no longer needed
My senior chain of command is known to me.	Data no longer needed
How would you like the RAF's senior leadership (1* and above) to communicate with you? Unit visits.	Data no longer needed
How would you like the RAF's senior leadership (1* and above) to communicate with you? Bulletins & briefs e.g. AMP Bulletin.	Data no longer needed
How would you like the RAF's senior leadership (1* and above) to communicate with you? Through unit commanders.	Data no longer needed
How would you like the RAF's senior leadership (1* and above) to communicate with you? Other.	Data no longer needed
Recognises my efforts.	Data available elsewhere
Overall, how satisfied are you with the Divisional system? (RM: Regimental system).	Replaced by more relevant questions
Section 5: Your Career	

How many weeks notice were you given for your current / last assignment (posting)?	Data available elsewhere
Which of these qualifications do you hold? No qualifications.	Data available elsewhere
Apprenticeship.	Data available elsewhere
Entry Level (1-4 O levels/CSEs/GCSEs any grades).	Data available elsewhere
NVQ Level 1, Foundation GNVQ, Basic Skills.	Data available elsewhere
5+ O levels (passes)/CSEs (grade 1)/GCSEs (grades A*-C), School Certificate, 1 A level/ 2-3 AS levels/ VCEs, Higher Diploma.	Data available elsewhere
NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/ General Diploma, RSA Diploma.	Data available elsewhere
2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/Advanced Diploma.	Data available elsewhere
NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National, RSA Advanced Diploma.	Data available elsewhere
NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level.	Data available elsewhere
Degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE).	Data available elsewhere
Professional qualifications (for example teaching, nursing, accountancy).	Data available elsewhere
Foreign qualifications.	Data available elsewhere
Other vocational/work-related qualifications.	Data available elsewhere
Did you have an opportunity to state your preference before your last posting (assignment) for example using a Posting Preference Proforma (PPP)?	Data no longer needed
If YES, did you have the opportunity to seek advice or discuss your preferences with an expert?	Data no longer needed
How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Ability to take a car.	Data no longer needed
The amount of training I have received in order to carry out my current job roles.	Data no longer needed
The quality of training I have received in order to carry out my current job roles.	Data no longer needed
To facilitate further learning, have you used the following? Standard Learning Credit Scheme	Data available elsewhere
To facilitate further learning, have you used the following? Enhanced Learning Credit Scheme	Data available elsewhere
With regard to the current situation concerning redundancy, please select the option that best applies to you:	Data no longer needed

Management in my unit	Replaced by more relevant questions
Opportunities for longer commission/extended engagement.	Replaced by more relevant questions
Current job satisfaction.	Replaced by more relevant questions
My morale.	Replaced by more relevant questions
Amount of extra duties.	Replaced by more relevant questions
Amount of pay.	Replaced by more relevant questions
Opportunities for personal development.	Replaced by more relevant questions
Opportunities for flexible working conditions.	Replaced by more relevant questions
Children's education.	Replaced by more relevant questions
Unfair treatment (bullying, harassment, discrimination).	Replaced by more relevant questions
Effect of operational commitment and stretch.	Replaced by more relevant questions
Continuity of Education Allowance.	Replaced by more relevant questions
Frequency of operational tours/deployments.	Replaced by more relevant questions
Service Accommodation.	Replaced by more relevant questions

Support given to my family by the [Service].	Replaced by more relevant questions
I feel I have now completed the amount of operational tours I wanted and I am ready to leave.	Replaced by more relevant questions
Opportunities for recreation.	Data no longer needed
If you have received career advice or counselling from your immediate commander/Commanding Officer (CO)/ Regimental Career Management Officer (RCMO) or Manning and Career Management (MCM) Division in the past 12 months, was it:	Data no longer needed
Have you ever considered transferring internally to another Corps/Arm... e.g. Infantry to RE?	Data no longer needed
Section 6: Your Accommodation	
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?	Data no longer needed
If you currently live in Service Accommodation, have you moved from your own home into Service Accommodation in the last 12 months?	Data no longer needed
The allowances for living in my own home.	
When did you become a home owner?	Data no longer needed
When it comes to paying Council Tax, I am treated:	Data no longer needed
Are you on a unit that has Catering Retail and Leisure (CRL) that operates Pay As You Dine (PAYD)?	Replaced by more relevant questions
Do you use PAYD?	Replaced by more relevant questions
If you use PAYD, on average how many Core Meals do you purchase per week?	Replaced by more relevant questions
If you purchase a Core Meal, how satisfied are you with: The quantity of food.	Replaced by more relevant questions
The quality of food.	Replaced by more relevant questions
The value for money.	Replaced by more relevant questions

If you use PAYD, on average how many Retail Meals do you purchase per week?	Replaced by more relevant questions
If you purchase a Retail Meal, how satisfied are you with: The quantity of food.	Replaced by more relevant questions
The quality of food.	Replaced by more relevant questions
The value for money.	Replaced by more relevant questions
How satisfied are you with: The choice of food.	Replaced by more relevant questions
The availability of the food and opening hours during the week.	Replaced by more relevant questions
Overall how would you rate your environment within your unit compared to what it was before the introduction of CRL?	Replaced by more relevant questions
Officers/SNCOs only. How satisfied are you with mess functions provided by the contractor?	Replaced by more relevant questions
Section 7: Your Personal Life	
If your spouse/partner is in the Armed Forces, in which force are they serving?	Data no longer needed
If your spouse/partner is in the Armed Forces, how satisfied are you with the following: Attempts made to co-locate me with my spouse/partner.	Data no longer needed
Attempts made to co-ordinate my OOA deployments with those of my spouse/partner?	Data no longer needed
If YES how many children do you have BETWEEN 12 AND 16 YEARS...	Data no longer needed
If YES how many children do you have BETWEEN 17 AND 19 YEARS...	Data no longer needed
Do you have a child/children at boarding school?	Data available elsewhere
How satisfied are you with the following facilities and support...? Base/Station provided pre-school facilities.	Data available elsewhere
How satisfied are you with the following facilities and support...? Local authority pre-school facilities.	Data available elsewhere
How satisfied are you with the following facilities and support...? Local after school club/childcare provision.	Data available elsewhere

If you have a child or children who have a Special Needs assessment, were any of them deemed to have a Special Educational Need (SEN)?	Data available elsewhere
How satisfied are you with the Service provided support (e.g. information) you are given to help you arrange your finances?	Replaced by more relevant questions
Section 8: Leave	
Did you take all of your annual leave, i.e. 38 days (including public holidays), in the last leave year?	Data available elsewhere
Other (please write). (Text).	Data available elsewhere
Section 9: Your Health, Well-being and Fitness	
The facilities provided by the RAF for sport.	Data no longer needed
Section 10: Welfare	
Do you know how to contact the following? My unit's Padre-Chaplain	Data available elsewhere
SSAFA-FH (Soldiers, Sailors, Airmen and Families Association - Forces Help).	Data available elsewhere
The HIVE.	Data available elsewhere
The [Service] Families Federation.	Data available elsewhere
The Community Development Officer/Worker.	Data available elsewhere
My Unit's Service Community Support Officer (SCSO).	Data available elsewhere
Do you have easy access to a Naval Personnel and Family Service (NPFS) or Royal Marines Welfare (RMW) if you need it?	Data available elsewhere
How satisfied are you with the following? Army Welfare Service.	Question updated
Unit Welfare officer.	Question updated
Support provided by the Unit Padre.	Question updated
HIVE information office.	Question updated
Support available to those bringing up dependent children.	Question updated
Welfare support available to my family during times of separation e.g. operations, exercise, hospitalisation.	Question updated
Provision of financial advice in the Army.	Question updated
Do you have easy access to a Welfare Officer if you need it?	Question updated
Do you know how to access unit/Army MOD welfare support if you require it?	Data no longer needed

How often do you use the [Service] Community Support website (royalnavy.mod.uk/Community/Royal-Navy-Community for RN/RM; raf.mod.uk/community/ for RAF)	Data no longer needed
Section 11: Working with Reserves	
Are you aware of the following roles you could undertake in the [Service] Reserve Forces? Volunteer Reserve. (RN/RM: Maritime, Army: inc TA, RAF: RAF's Volunteer)	Data no longer needed
Regular Reserve. (RN/RM: Maritime, Army: ex TA, RAF: RAF's Volunteer)	Data no longer needed
Are you aware of the following roles you could undertake in the [Service] Reserve Forces? Full-Time Reserve Service (Full Commitment). (RN/RM: Maritime, Army: inc TA, RAF: RAF's Volunteer)	Data no longer needed
Full-Time Reserve Service (Limited Commitment). (RN/RM: Maritime, Army: inc TA, RAF: RAF's Volunteer)	Data no longer needed
Full-Time Reserve Service (Home Commitment). (RN/RM: Maritime, Army: inc TA, RAF: RAF's Volunteer)	Data no longer needed
Additional Duties Commitment (ADC). (RN/RM: Maritime, Army: inc TA, RAF: RAF's Volunteer)	Data no longer needed
Before reading this, were you aware that all RAF Reserve posts are advertised on the RAF Reserves web page (http://www.raf.mod.uk/rafreserves/)?	Data no longer needed
When you leave the [Service], would you consider joining the [Service] Volunteer Reserve Forces? Full-time. (RN/RM: Maritime, Army: Army Reserves, RAF: RAF's Volunteer)	Data no longer needed
Part-time. (RN/RM: Maritime, Army: Army Reserves, RAF: RAF's Volunteer)	Data no longer needed