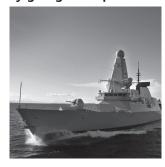
Annex \$ WR 201 AFCAS Main Report

AFCAS 2013 Royal Navy questionnaire
AFCAS 2013 Royal Marines questionnaire
AFCAS 2013 Army questionnaire
AFCAS 2013 RAF questionnaire

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

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







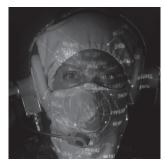






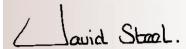






Previous Armed Forces Continuous Attitude Survey Reports can be found on the Commodore Naval Personnel Strategy (CNPS) webpage at http://defenceintranet.diif.r.mil.uk/Organisations/Orgs/Navy/Organisations/Orgs/ACNS(Pers)NavSec/CNPS/ Pages/FuturePersonnelResearch.aspx

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



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



PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Royal Navy

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

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

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

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

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

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

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

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

Contact for further information:

Mr Paul Cox NAVY-PERS FP RSCH2 SO2C.

Tel: 02392 625496 Mil: 93832 5496

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

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

http://www.dasa.mod.uk/index.php/publications/other/surveys/armed-forces-continuous-attitude-survey

It is also available on Defence Web under the Military tab (announcements) or via RN Web front page by clicking on 'The People Portal' then 'Future Personnel Employment Package' followed by 'Future Personnel Research'

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

Armed Forces Continuous Attitude Survey 2014: Royal Navy

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

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

Responses from individuals will not be identified.

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

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

Once completed please return the survey to a:cet Limited, Centre 500, 500 Chiswick High Road, London W4 5RG using the **prepaid envelope provided.**

Section 1: Your Pay, Allowances & JPA

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

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

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

You may have recently received an AFCAS postcard or email inviting you to complete the intranet version of this questionnaire. If you have already completed the intranet version of this 2014 AFCAS questionnaire then please ignore this paper copy.

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

Q1	How strongly do you agree or disagree that the X-F for Service lifestyle, working conditions and expec		, o ai oaiai ,	io onougi	. compone	u
	Strongly agree Disagree	L				
	Agree Strongly disagree	L				
	Neither agree nor disagree					
Q2	How satisfied are you with the following?					
	Very		Neither satisfied nor		Very	
	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	
	a. My rate of basic pay (basic pay includes X-Factor but excludes Specialist Pay and any allowances).			4	5	
	but excludes epoclation and any allowarises.					N/A
	b. My Specialist Pay.	2	3	4	5	6
	c. My pension benefits.	2	3	4	5	A / / A
	d. My allowances, e.g. Longer Separation Allowance (LSA), Get You Home (GYH), Continuity Of	2	3	4	5	<i>N/A</i>
	Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA).					

	Very satisfied nor Very satisfied dissatisfied dissatisfied
	e. Information about pay and allowances, e.g. from 1 2 3 4 5 the intranet, DINs and brochures.
	f. My ability to access JPA.
	g. My ability to do my personal admin tasks on JPA.
	h. My JPA training.
	i. Viewing my pay statements on JPA.
	Section 2: Aspects of Working in the Royal Navy
Q3	Before you joined the RN, were you a member of a Service or other youth organisation or did you receive sponsorship? (Tick all that apply).
	a. Military School (e.g. Duke of York's).
	b. Scouts/Guides (not Sea Scouts).
	c. Sea Scouts.
	d. Sea/Army/Air Cadets.
	e. Combined Cadet Force (CCF).
	f. University Royal Navy Unit (URNU).
	g. A Reserve Force.
	h. Bursary/Scholarship.
	i. None of these.
Q4	How satisfied are you with RN life in general?
	Very satisfied Dissatisfied 4
	Satisfied
	Neither satisfied nor dissatisfied
Q5	How does RN life compare with what you expected it to be when you joined?
	Much better Worse 5
	Better Much worse
	About the same
Q6	How would you rate the level of morale of
	Neither high Very high High nor low Low Very low 1 2 3 4 5
	a. Myself
	b. My Unit
	c. The RN as a whole.

Neither

Q7	In considering your immediate working team, to following?	o what ex	tent do	you agree o	r disagree	with the
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	a. My team know exactly what their responsibilities are.	1	2	3	4	5
	b. Members of my team pull together to complete tasks.	1	2	3	4	5
	c. We have confidence in ourselves as a team.	1	2	3	4	5
	d. My team can work through difficult challenges.	1	2	3	4	5
	e. The people in my team work together to find ways to improve the service we provide.	1	2	3	4	5
Q8	How strongly do you agree or disagree with the	followin	ng?	No West		
		Strongly		Neither agree nor	Stron	
		agree □□1	<i>Agree</i> □□2	disagree Dis	sagree disag	ree Ts
	a. I feel proud to be in the RN.		2	3] 75
	b. I feel valued in the RN.			3]]5
	c. I would recommend joining the RN to others.]]s
	d. I believe I offer an important service to the country.]]-
	e. I feel a strong personal attachment to the RN.	<u></u>]]-
	f. The RN inspires me to do the best in my job.			3	4	
	g. The RN motivates me to help it achieve its objectives.	1	2	3	4	_5 Don't know
	h. I feel members of the Armed Forces are respected by society at large.	1	2	3	4	5
	i. My family is proud of me serving in the Armed Forces.	1	2	3	4	5 6
	j. My family benefits from being a Service family.				4	5 6
	k. My family supports me in my job.	1	2	3	4	5 6
Q9	Do you feel that the RN discipline system is?					
	Very fair Unfair	4				
	Fair Very unfair	5				
	Neither fair nor unfair 3					
	s the enduring spirit from our people's loyalty to the sional standards and strong leadership, which gives and win.					
Q10	How strongly do you agree or disagree with the	followin	ng?			
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	a. I understand the values and standards of the RN.	1	2	3	4	5
	b. The RN ethos is important to me.	<u> </u>	2	3	4	5
	c. The ethos of the RN is an important part of life in the RN.	1	2	3	4	5

Q11	How strongly do you feel that you belong to each of the following, if at all?						
		Very strongly	Strongly	Not strongly	Not at all strongly	Not applicable / don't know	
	a. My Department.	1	2	3	4	5	
	b. My Unit.	1	2	3	4	5	
	c. My trade/specialism.	1	2	3	4	5	
	d. My Fighting Arm.	1	2	3	4	5	
	e. The RN.	<u> </u>	2	3	4	5	
	f. The MOD.	<u> </u>	2	3	4	5	
	g. The National Security Community	·. 1	2	3	4	5	
Q12	How satisfied are you with the	following a	spects of ye	our current j	job?		
			Very		Neither satisfied nor	Very	
			satisfie	ed Satisfied	dissatisfied	Dissatisfied dissatisfie	d
	a. My job in general.			' <u></u>			
	b. The sense of achievement I get fr	om my work.			3	4 5	
	c. The challenge in my job.			1 2	3	4 5	
	d. The amount of variety in my work			1 2	3	4 5	
	e. The standard of personal equipme job (e.g. clothes, boots, personal we	apon).		1 2	3	5	
	f. The availability of personal equipm job.			1	3	j4 j5	
	g. The standard of major equipment systems) I have to do my job.	(e.g. vehicles	and	1	3	5	
	h. The availability of major equipmer	nt I have to do	my job.			4 5	
	i. My current work location.			12	3	5	
Q13	How would you rate your work	doad over th	ne last 12 m	onths?			
	Much too high 1 Too low	/					
	Too high	oo low 5					
	About right 3						
Q14	In the last 12 months, has you	r workload'	?				
	Increased 1						
	Remained the same 2						
	Decreased 3						
Q15	How strongly do you agree or	disagree wit	th the follow	•			
			rongly	Neith agree disagr	nor	Strongly	1/Λ
	a I have the recourses I need to do		ngree Ag	gree disagr	ree Disagr	ee disagree N 4	<i>∖∕A</i> ∏6
	 a. I have the resources I need to do b. I know that if I do my job well I will rewarded. 			2]3	4 5	6
	c. I always put as much effort into m can.	y work as I	1	2	3	5	6

Q16	Are you currently registered to vote?
	Yes Please go to Q17
	No Please go to Q18
	Don't know Please go to Q19
Q17	If you are currently registered to vote, are you registered as? (Tick one box only).
	An ordinary/residential voter – registered for one year, usually via the annual update of voters (annual canvass)
	A Service voter – registered for five years, via a Service declaration
	An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas
Q18	If you are not currently registered to vote, what is the <u>main</u> reason for this? (Tick one box only).
	I did not receive an electoral registration form I am not interested in politics
	I have not got around to it, but aim to do it I wish to remain impartial
	I do not know how to register Other
Q19	How important is it for you to be able to vote in the next elections?
	Very Not at all important Important important
	a. Local Elections.
	b. General Elections.
	c. European Parliament Elections.
Q20	Which of the following best describes what you remember happening in recent months? (Tick one box only). My Unit Registration Officer ran a voter publicity campaign (including posters, presentations and talks) I just saw posters in my unit advising me to register to vote I was not aware whether there was any publicity about registering to vote
Q21	Have you read the 'Register to Vote' leaflet in recent months?
	Yes Please go to Q22 No Please go to Q24
Q22	Did you take any action as a result of reading the leaflet?
	Yes Please go to Q23
	No Please go to Q24
	No - I was already registered to vote Please go to Q24
Q23	What did you do as a result of reading the leaflet? (Tick all that apply).
	a. I filled in the registration form.
	b. I filled in the postal voting form.
	c. I filled in the proxy form.
	d. I contacted my Unit Registration Officer.
	e. I visited www.aboutmyvote.co.uk.

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

Q24	Which of these best sums up your a	wareness	of the Armed Fo	rces Covenant?	
	I've never heard of it	1	Please go to	Q26	
	I've heard of it but know nothing about it	2	Please go to	Q25	
	I've heard of it and know a little about it	3	Please go to	Q25	
	I've heard of it and know a lot about it	4	Please go to	Q25	
Q25	How did you find out about it? (Tick	all that ap	ply).		
	a. Chain of Command.	1			
	b. Colleagues.	1			
	c. Newspapers.	1			
	d. TV.	1			
	e. MOD or Service websites.	1			
	f. Charities (e.g. Royal British Legion).	1			
	g. Other (please write).	1			
Q26	Which of these best sums up your k	nowledge	of the Armed Fo	rces Compensation S	cheme?
	I've never heard of it		Please go to	Q28	
	I've heard of it but know nothing about it	3	Please go to	Q27	
	I've heard of it and know a little about it		Please go to	Q27	
	I've heard of it and know a lot about it		Please go to	Q27	
Q27	How did you find out about it? (Tick	all that ap	ply).		
	a. Chain of Command.	1			
	b. Colleagues.	1			
	c. Newspapers.	1			
	d. Formal Training.	1			
	e. MOD or Service websites.	1			
	f. Charities (e.g. Royal British Legion).	1			
	g. Other (please write).	1			
Q28	How strongly do you agree or disagn I feel prevented from taking an active RN.				of being in the
	Strongly agree	Disagre	9 6	4	
	Agree 2	-	y disagree	5	
	Neither agree nor disagree	Don't k	now	6	

	makes it:							
			Much easier	Slightly easier to	ability to	harder to	Much harde	
	a. The Internet.		to access	access	access	access	to access	Don't know
			1	2	3	4	5	6
	b. Delivery of shopping.		1	2	3	4	<u></u> 5	6
	c. Public transport.		1	2	3	4	<u></u>	 6
	 d. Financial products e.g. morto e. Public services e.g. school, o library. 	-	I,1	2	3	4	5	6
Q30	How strongly do you agre	e or disagre	e that chan	ge is ma	anaged we	ll in?		
		Strongly		her agree disagree	Disagree	Strongly disagree	Don't know	
	a. My immediate working team.	agree	Agree nor	alsagree 3	Disagree 4	uisagree 5	6	
	b. My Unit/Establishment.	1	2	3	4	5	6	
	c. The RN.	1	2	3	4	5	6	
	d. The MOD.	1	2	3	4	5	6	
	d. The MOD.							
	uctions in manpower and Def ss change programmes. How strongly do you agre						ŕ	
Q 31	riow strongly do you agre	c or disagre			y statemen	Neither		
			S	Strongly agree	Agree	agree nor disagree		trongly sagree
	a. I know what Defence Transfo	ormation is abo	out.	1	2	3	4	5
	b. I understand the purpose of	Defence Trans	formation.	1	2	3	4	5
	c. I believe Defence Transformathe RN.			1 1	2	3	4	5
	 d. In the last twelve months I had contribute to Defence Transforme. 			1	2	3	4	5
	e. My immediate superior/ Chai me understand how Defence Ti			. 1	2	3	4	5
	 f. I feel more optimistic about to result of Defence Transformation 		e RN as a	1	2	3	4	5
Q32	How strongly do you agre	e or disagre	e with the f	ollowing	g?			
			S	Strongly		Neither agree nor	S	trongly
				agree 1	<i>Agree</i> □□2	disagree	Disagree di	sagree 5
	a. I am proud when I tell others	-				3		
	b. I would recommend the MOE	o as a great pla	ace to work.	∐ <u>'</u>		3		
	c. I feel a strong personal attac	hment to the M	IOD.	∐ <u>'</u>			<u></u>	
	d. The MOD inspires me to do	the best in my	job.	∐' □1		3	⁴	
	a. The MOD metivates me to be	ala it aabiava i	ta ahiaatiyaa	1 1'		°	"	1 1

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

Section 3: Your Deployments and Separation

Q33	Yes 1 No 2
Operation	al Non-Sea-Going deployments
Q34	Have you been on an Operational Non-Sea-Going deployment since 1st January 2011? Yes 1 No 2 Please go to Q41
Q35	Are you currently on Operational Non-Sea-Going deployment? Yes 1 No 2
Q36	Were/are you deployed individually or as part of a Unit on your current/last Non-Sea-Going deployment? Individually As part of a Unit
Q37	How many weeks notice were you given for your current/last Operational Non-Sea-Going deployment? Less than 1 week
Q38	How satisfied were you with this much notice? Very satisfied Dissatisfied Satisfied Very dissatisfied Neither satisfied nor dissatisfied Satisfied Dissatisfied Satisfied Satisfi
Q39	How satisfied were you with the following? Very satisfied Satisfied Satisfied or dissatisfied D
Q40	What is your view of the following regarding your experience of Operational Non-Sea-Going deployments? Too often a. The frequency of my Operational Non-Sea-Going 1

Sea-Going	deployments
Q41	Have you been on a Sea-Going deployment since 1st January 2011?
	Yes 1 No 2 Please go to Q48
Q42	Are you currently on Sea-Going deployment?
	Yes 1 No 2
Q43	Were/are you deployed individually or as part of a Unit on your current/last Sea-Going deployment?
	Individually
	As part of a Unit \[\] 2
Q44	How many weeks notice were you given for your current/last Sea-Going deployment? Less than 1 week 11-12 weeks 66
	1-2 weeks 3 13-25 weeks 7
	3-5 weeks 26-51 weeks 8
	6-8 weeks 52+ weeks 9
	9-10 weeks 5
Q45	How satisfied were you with this much notice?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied 5
	Neither satisfied nor dissatisfied 3
Q46	How satisfied were you with the following?
	Neither Very satisfied nor Very
	a. The pre-operational training that I received for my current/last Sea-Going deployment. b. The support I received from the RN when I returned satisfied Satisfied dissatisfied dissatisfied dissatisfied dissatisfied 1
Q47	from my last Sea-Going deployment. What is your view of the following regarding your experience of Sea-Going deployments?
Q41	Too often About right Not often enough
	a. The frequency of my Sea-Going deployments. Too Long About right Too Short
	b. The length of my Sea-Going deployments.
Time Away	,
Q48	In the past 12 months approximately how many weeks have you been away from your usual place of duty for Service reasons?
	Not been away Between 4 - 6 months (14 - 26 weeks)
	Up to 1 month (4 weeks) Between 7 - 9 months (27 - 39 weeks)
	Between 1 - 3 months (5 - 13 weeks) Between 10 - 12 months (40 - 52 weeks)
Q49	How satisfied or dissatisfied were you with this <u>amount</u> of time away from your usual place of duty?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied 5
	Neither satisfied nor dissatisfied

Section 4: Fairness and Leadership

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

Q50	How strongly do you agree or disagree vequality in the RN?	with the fo	llowing sta	tements regard	ing fairness and
	;	Strongly agree	Agree	Neither agree nor disagree Di	Strongly sagree disagree
	a. I am treated fairly.	1	2	3	4 5
	b. I am encouraged to use my talents to the full.	1	2	3	4 5
	and an energy ages to see my talente to the rem				
sexual oried disability.	ation can occur when a person is treated entation, pregnancy or maternity, marriag Discrimination can also occur where a pages a person on the basis of the charact	ge or civil	partnership ractice which	, gender reassign ch applies to eve	gnment, age or
intended to	nt includes unwanted conduct which is responsible to or has the effect of violating another's convironment.				
	nay be characterised as offensive, intimid power through means intended to under				
Q51	Do you believe that you have been the si Service environment in the last 12 month		discriminati	on, harassment	or bullying in a
	Yes 1 No	² Pleas	e go to Q56		
Q52	If Yes, please tick all that apply:	D	iscrimination	Harassment	Bullying
	a. Yes, on grounds of gender or gender identity.b. Yes, on grounds of race, colour, nationality, et national origin.		1	2 2	3
	c. Yes, on grounds of social background/class.		1	2	3
	d. Yes, on grounds of religion or beliefs.		1	2	3
	e. Yes, on grounds of sexual orientation.		1	2	3
	f. Yes, on grounds of age.		1	2	3
	g. Yes, on grounds of disability.		1	2	3
	h. Yes, on grounds of pregnancy or maternity.		1	2	3
	i. Yes, on other grounds - please specify.		1	2	3
Q53	Did you make a formal written complaint harassment and/or bullying?			onths about this	discrimination
	Yes No _	Pleas	e go to Q55		

Q54	If yes, how satisfied were you w	vith the	following a	spects of y	our compl	aint?		
		Very		Neither satisfied nor		Very		
	Se	atisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied		
	 a. The objectivity and fairness with which my complaint was handled/is being handled. 	1	2	3	4	5		
	b. The amount of time taken/it is taking to resolve my complaint.	1	2	3	4	5		
	 c. How well I was/am being kept informed about the progress of my complaint. 	1	2	3	4	5		lot allocated a
	d. The support provided by my Assisting Officer.	1	2	3	4	5	N/A A	ssisting Office
	e. The outcome of my complaint.	1	2	3	4	5	6	
Q55	If you did NOT make a for	mal writ	ten compla	aint, why wa	as this? (Ti	ck all that ap	oply).	
	a. I didn't know what to do.				_1			
	b. I considered the incident(s) t	o be too	minor to repo	ort.	_1			
	c. I resolved the situation inform	nally.						
	d. The situation was resolved the	hrough m	ediation.]			
	e. I did not believe anything wo	uld be do	one if I did co	mplain.]'			
	f. I did not want to go through the	he compla	aints procedu	ure.]1			
	g. I believed it might adversely	affect my	career or wo	orkplace.				
	 h. I was worried that there would perpetrators. 	ld be recr	riminations fro	om the]1			
	i. I was discouraged from doing	j so.]1			
	j. Other reason(s) - please spec	cify.			1			
Q56	Do you know where to get	t inform	ation abou	t the RN co	mplaints p	rocedure for	unfair tre	atment,
	discrimination, harassme							·
	Yes ¹		No²					
Q57	Do you know how the Ser harassment and/or bullyin			ommission	er can help	you with a	discrimina	ition,
	Yes, fully	<u></u>	No, not at	all	3			
	To some extent	2	Haven't he	eard of the Se s Commission				

Q58	How strongly do you agree or disagree Commodore and above) of the RN?	with the fol	llowing s	tatements	about the	senior of	ficers (i.e.
		Strongly		Neither		Strongly	
		Strongly agree	Agree	agree nor disagree	Disagree	disagree	Don't know
	 a. The senior officers of the RN understand and represent my interests. 	1	2	3	4	5	6
	b. The senior officers of the RN inspire me to do the best in my job.		2	3	4	5	6
	 c. Senior officers are keen to get Service people views on key decisions. 	e's 1	2	3	4	5	6
Q59	How strongly do you agree or disagree superior (RN or civilian)? He/she	with the fol	llowing s	tatements	about you	ur immedi	ate
				Neither			
		Strongly	Agree	agree nor disagree	Disagree	Strongly disagree	Don't know
	a libratantanda and assassanta assistanta	agree	Agree 2	uisagree 3	Disagree 4	uisagree 5	6
	a. Understands and represents my interests.	1		3	4	 5	<u> </u>
	b. Supports me in my job.					5	
	c. Sets a positive example.				<u> </u>		
	d. Encourages me to develop my skills.				4	s	b
	e. Is supportive over work/life balance issues.	1	2	3	4	5	6
	f. Recognises my efforts.	1	2	3	4	5	6
	g. Tells me what's going on at work.	1	2	3	4	5	6
Q60	Overall, how satisfied are you with the I	Divisional s	ystem?				
	Very satisfied	Dissatisfied			4		
	Satisfied 2	Very dissatis	sfied		5		
	Neither satisfied nor dissatisfied 3						
Informa	tion about the Service Complain	nts Com	missio	ner can	be foun	d on th	е
	g link: http://armedforcescomp						
			•	· ·			
	Section 5	5. Vour	Caro	or			
	Section .	J. Tour	Care	GI			
Q61	How many weeks notice were you given	-	urrent/la	st assignn	nent (posti	ing)?	
	2	1-12 weeks					
		3-25 weeks					
	3-5 weeks 2	6-51 weeks					
	6-8 weeks 5	2+ weeks	9				
	9-10 weeks						
Q62	How satisfied were you with this much	notice?			_		
	Very satisfied	Dissatisfied			4		
	Satisfied 2 V	/ery dissatisfie	ed		5		
	Neither satisfied nor dissatisfied 3						

QUS	appropriate). (Tick all that apply).	ar (Flease select the fleat	est equivale	ant where	;
	a. No qualifications.				
	b. Apprenticeship.				
	c. Entry Level (1-4 O levels/CSEs/GCSEs any gra	ades).			
	d. NVQ Level 1, Foundation GNVQ, Basic Skills.		1		
	e. 5+ O levels (passes)/CSEs (grade 1)/GCSEs Certificate, 1 A level/ 2-3 AS levels/ VCEs, Highe				
	f. NVQ Level 2, Intermediate GNVQ, City and Gu Diploma, RSA Diploma.	ilds Craft, BTEC First/ General	1		
	g. 2+ A levels/VCEs, 4+ AS levels, Higher School Advanced Diploma.	I Certificate, Progression/	1		
	h. NVQ Level 3, Advanced GNVQ, City and Guild BTEC National, RSA Advanced Diploma.				
	i. NVQ Level 4-5, HNC, HND, RSA Higher Diplor	ma, BTEC Higher Level.			
	j. Degree (for example BA, BSc), Higher Degree	(for example MA, PhD, PGCE)	1		
	k. Professional qualifications (for example teaching	ng, nursing, accountancy).	1		
	I. Foreign qualifications.		1		
	m. Other vocational/work-related qualifications.				
accordanc	nodore Naval Personnel (CNPers) define concerns with endorsed current and future servicely, whenever possible, personal preferences. Overall how satisfied are you with the cal	e requirements, exploitings'.	g skills, car	eer devel	opment
	Manager and Branch Advisers?	D:	4		
		Dissatisfied	5		
		Very dissatisfied N/A	6		
Q65	In terms of your current assignment, how	Strongly	Neither agree nor		Strongly
	a. I have the skills, knowledge and experience to	$agree \qquad Agree$ do my job 1 2	disagree	Disagree 4	disagree 5
	b. My skills and experience are being used.	1 2	3	4	5
	c. The assignment provides development opportu will enhance my promotion prospects.	unities that 1 2	3	4	5
	d. My personal preferences were taken into accord	unt. 1 2	3	4	5

Q66	How satisfied are you with the following?									
		.,		Neither						
		Very satisfied	Satisfied	satisfied nor	Dissatisfied	Very dissatisfied				
	a. The fairness of the appraisal system.	1	2	3	4	5				
	b. The fairness of the promotion system.	1	2	3	4	5				
	c. My opportunities for promotion.	1	2	3	4	5				
	d. My opportunities for personal development.	1	2	3	4	5				
	 e. The amount of training I have received in order to carr out my current job roles. 	y	2	3	4	5				
	f. The quality of training I have received in order to carry out my current job roles.	1	2	3	4	5				
	g. The timing of the training I have received in order to carry out my current job roles.	1	2	3	4	5				
	h. The extent to which I am doing the job for which I was trained.	1	2	3	4	5				
	i. My opportunities to gain civilian accreditation for Servic training, e.g. NVQs, apprenticeships.	ce 1	2	3	4	5				
Q67	What are your plans for the future? (Tick one bo	ox only).								
	To stay serving as long as I can									
	To stay serving to the end of my current engagement/commission									
	To leave the RN before the end of my current engagement/commission									
	To leave the RN as soon as I can									
	I have put in my notice to leave			5						
	N/A / I don't know			6						

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

		Strongly		Has no		Strongly	
		increases	Increases	effect on my intention to	Increases	Strongly increases	
		my intention to stay	my intention to stay	stay or leave	my intention to leave	my intention to leave	
a. Impact of RN life on family	and personal life.	10 014)	2	3	4	5	
b. Opportunities outside the F	-	1	2	3	4	5	
c. Management in my unit.		1	2	3	4	5	
d. Opportunities for longer coengagement.	mmission/extended	d 1	2	3	4	5	
e. Current job satisfaction.		1	2	3	4	5	
f. Job security.		1	2	3	4	5	
g. My morale.		1	2	3	4	5	
h. Service morale.		1	2	3	4	5	
i. Amount of extra duties.		1	2	3	4	5	
j. Amount of pay.		1	2	3	4	5	
k. Amount of allowances.		1	2	3	4	5	
I. Opportunities for career de	velopment.	1	2	3	4	5	
m. Opportunities for personal	l development.	1	2	3	4	5	
n. Opportunities for sport.		1	2	3	4	5	
o. Opportunities for Adventur	e Training.	1	2	3	4	5	
p. Promotion prospects.	· ·	<u> </u>	2	3	4	5	
q. Healthcare provision.		<u> </u>	2	3	4	5	
r. Dental provision.		<u> </u>	2]3	4	5	
s. Mental health provision.		<u> </u>	2	3	4	5	
t. Pension.		1	2	3	4	5	
u. Opportunities for flexible w	orking conditions.	1	2	3	4	5	
v. Excitement of the job.	onling containence	1	2	3	4	5	
v. Exercement of the job.							N/A
w. Children's education.		1	2	3	4	5	6
x. Unfair treatment (bullying, discrimination).	harassment,		2	3	4	5	6
y. Effect of operational comm		<u></u> '	2		4		b
z. Financial Incentives availa Commitment Bonus.	ble to me, e.g.			3	4	5	6
aa. Spouse/partner's career.		1	2	3	4	5	6
ab. Continuity of Education A	llowance.	1	2	3	4	5	6
ac. Frequency of operational	tours/deployments	1	2	3	4	5	6
ad. Service Accommodation.		1	2	3	4	5	6
ae. Support given to my fami	ly by the RN.	1	2	3	4	5	6
af. I feel I have now complete operational tours I wanted an		ve. 1	2	3	4	5	6
If you have put your noti most influenced your de in the boxes below.)							
Most important reason for leaving		d most imp n for leaving			Third most i reason for le		3

Section 6: Your Accommodation

Q70	What kind of accommodation do you live in a only)	nt present during the working week? (Tick one box
	Service Family Accommodation (SFA)	¹ Please go to Q71
	Substitute Service Family Accommodation (SSFA)	Please go to Q72
	Single Living Accommodation (SLA)	³ Please go to Q71
	Substitute Single Living Accommodation (SSLA)	⁴ Please go to Q72
	Onboard a ship or submarine	⁵ Please go to Q72
	Property I own	⁶ Please go to Q76
	Privately rented accommodation	⁷ Please go to Q75
	In a relative's (e.g. parents') home	⁸ Please go to Q75
	Other (please write)	⁹ Please go to Q75
Q71	If you currently live in SFA or SLA, in the last Substitute SLA into your current accommoda	12 months did you move from a Substitute SFA or ation?
	Yes	
Q72	If you currently live in Service Accommodation Accommodation in the last 12 months?	on, have you moved from your own home into Service
	Yes 1 No 2	Please go to Q74
Q73	If you moved from your own home into Service the reason for this? (Tick all that apply). a. Posting requirement. b. Economy.	ce Accommodation in the last 12 months, what was
	c. Other (please write).	
Q74	With regard to your current Service Accommo	odation, how satisfied are you with the following? Neither satisfied Very nor Very N/A / don't
	a. Overall standard of my current accommodation.	satisfied Satisfied dissatisfied Dissatisfied dissatisfied know
	b. Value for money of Service Accommodation.	
	c. Response to requests for maintenance/repair to my current accommodation.	,
	d. Quality of maintenance/repair work to my current accommodation.	1 2 3 4 5
	e. How fairly Service Accommodation is allocated.	1 2 3 4 5
Q75	Do you currently own your own home? Pleas property or not.	e answer this question whether you live in this
	Yes Please go to Q76	i
	No Please go to Q79	1
	No, but I am currently saving up to buy a home in the future	ı

Q76	Please indicate whether each of the following was a reason why you bought your own home. (Tick all that apply).								
	a. To give stability for myself and my family.								
	b. The allowances for living in my own home.								
	c. To rent it out.								
	d. Poor standards of SLA or SFA.								
	e. Poor location of SLA or SFA.								
	f. The cost of SLA or SFA.								
	g. I wanted to live with my partner.								
	h. Other (please write).								
Q77	When did you become a home owner?								
	Less than 12 months ago 2-5 years ago 3								
	1-2 years ago								
Q78	If you currently own a home, how satisfied are you with the following?								
	Neither Very satisfied nor Very								
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A								
	a. The opportunity to live in my own home.								
	b. The allowances for living in my own home.								
If you	own your own home, please go to Q80								
Q79	Please indicate whether each of the following is a reason why you <u>do not own</u> your own home. (Tick all that apply).								
	a. I don't want to own a home at this stage in my life/career.								
	b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted.								
	d. I don't want to buy a home where I am currently located.								
	e. I can't afford to buy a suitable home at the moment.								
	f. I don't want to risk losing money.								
	g. I wouldn't be able to live in the home.								
	h. Other (please write).								

Q80	Have you used a Government Affordable Housing Scheme in the last year to buy or rent your home?							
	Yes							
	No Not heard of this							
	No, but I am considering it							
Q81	When it comes to paying Council Tax, I am treated:							
	Much more favourably than a civilian							
	Slightly more favourably than a civilian							
	No more or less favourably than a civilian							
	Slightly less favourably than a civilian							
	Much less favourably than a civilian							
	Don't know / N/A							
Q82	Are you on a unit that has Catering Retail and Leisure (CRL) that operates Pay As You Dine (PAYD)?							
	Yes 1							
	No Please go to Q91 (Section 7)							
Q83	Do you use PAYD?							
	Yes 1							
	No Please go to Q91 (Section 7)							
Q84	If you use PAYD, on average how many Core Meals do you purchase per week?							
	None 1 6-10 4							
	1-2 $11-15$ 5							
	3-5 3 $16+$ 6							
Q85	If you purchase a Core Meal, how satisfied are you with:							
	Neither Very satisfied nor Very							
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied							
	a. The quantity of food.							
	b. The quality of food.							
	c. The value for money.							
Q86	If you use PAYD, on average how many Retail Meals do you purchase per week?							
	None 1 6-10 1 5							
	1-2							
	3-5							

Q87	If you purchase a Retail Meal, how s	atisfied are y	ou with:		
	Very		Neither satisfied nor		Very
	satisfied		dissatisfied	Dissatisfied	dissatisfied
	a. The quantity of food.	2	3	4	5
	b. The quality of food.	2	3	4	5
	c. The value for money.	2	3	4	5
Q88	How satisfied are you with:		No ithou		
	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
	a. The choice of food. b. The availability of the food and opening hours during the week.		3	Dissaisileu 4	5 5
Q89	Overall how would you rate your enintroduction of CRL?	vironment wi	thin your uni	t compared to	what it was before the
	Much Better	Worse	4		
	Better 2	Much Wors	e 5		
	Neither better nor worse	N/A	6		
Q90	Officers/SNCO's only. How satisfied	are you with	mess function	ons provided b	by the contractor?
	Very satisfied	Dis	satisfied	4	
	Satisfied 2	Ver	y dissatisfied	5	
	Neither satisfied nor dissatisfied	N/A		6	
	Section 7	: Your Po	ersonal	Life	
Q91	What is your current personal status	s?			
	Single (never married or formed a civil part	nership)		1	Please go to Q93
	In a long term / established relationship (bu	ıt not married oı	in a civil partne	ership) = 2	
	Married / In a civil partnership			3	
	Separated, but still legally married or in a c	ivil partnership		4	Please go to Q93
	Divorced / Formerly in a civil partnership w.	hich is now lega	lly dissolved	5	Please go to Q93
	Widowed / The surviving partner from a civ	il partnership		6	Please go to Q93
	Prefer not to say			7	Please go to Q93
	•				-
Q92	What is your spouse/partner's curre	nt employme	nt situation?		
	In the Armed Forces	In volunta	ry (unpaid) emp	oloyment 4	
	In full-time paid employment / full- time self-employment (other than	Not emplo	yed (for any re	ason) 5	
	Armed Forces)	In full-time	e or part-time e	ducation°	
	In part-time paid employment / part-time self-employment				
Q93	Do you have any children whom you	ı support fina	ncially?		
-	Yes 1		, -		
	No. Please go to Q101				

Q94	If YES, how many children do you have in each age group? (Please write the number of children for each category in each box, e.g. "3", or if you do not have children in a category please insert "0".)
	Under 5 years Between 17 and 19 years
	Between 5 and 11 years Over 19 years
	Between 12 and 16 years
Q95	Do you have a child/children at boarding school? Yes \[\bigcup \frac{1}{No} \bigcup \frac{2}{N/A} \] \[\bigcup \frac{3}{N} \]
Q96	Do any of your children live with you? (Tick one box only). Yes Shared Access
	Weekends/holidays only 3 Please go to Q101
	No Please go to Q101
	N/A Please go to Q101
Q97	If you have a child or children living with you, do you consider yourself to be a lone/single parent? Yes 1 No 2 N/A 3
Q98	If you have a child or children living with you, do you require childcare? Yes $No ^2 NA ^3$
Q99	How satisfied are you with the following facilities and support? Neither
	Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied available Not used a. Base/station provided pre-school facilities. b. Local authority pre-school facilities. c. Local after school 1
	club/childcare provision.
Q100	If you have a child or children who have had a Special Needs assessment, were any of them deemed to have a Special Educational Need (SEN)? (Tick one box only).
	Not applicable - none of my children have had a Special Needs assessment
	Yes
	No

QIUI	spouse/partner or children) for Service		: Ilave you	Spent aw	ay iroiii y	our raining	/ (e.g.
	Not been away]¹ Betw	een 7 - 9 m	onths (27 - 3	39 weeks)	5	
	Up to 1 month (4 weeks)] ² Betw	een 10 - 12	months (40	- 52 weeks	s) 6	
	Between 1 - 3 months (5 - 13 weeks)] ³				7	
	Between 4 - 6 months (14 - 26 weeks)]4					
Q102	How satisfied are you with this amoun	<u>ıt</u> of time away	from you	r family?			
	Very satisfied]¹ Dissa	atisfied			4	
	Satisfied] ² Very	dissatisfied			5	
	Neither satisfied nor dissatisfied] ³ <i>N/A</i>				6	
Q103	How satisfied are you with the following	ng?					
		Very	S	Neither atisfied nor		Very	
	a. The ability to plan my own life - short term e	satisfied	Satisfied of	dissatisfied E	Dissatisfied o	dissatisfied	
	work/weekend leave.	z.g.					
	 b. The ability to plan my own life - long term enhalted holidays/career training. 	.g1	2	3	4	5	
	 c. The amount of separation from spouse, far friends. 	nily and	2	3	4	5	
	d. The opportunities available to me for flexible working.	e	2	3	4	5	
	e. The effect of Service life on my children's eff. The effect of Service life on my spouse/particareer.		2	3	4	5	N/A
Q104	Do you have caring responsibilities for Yes 1 No 2	r infirm or elde	erly adult(s	s)?			
	N would like to understand how ation could improve training an		e affects	s persoi	nal fina	nce. Th	е
Q105	In the last 12 months have you applied						
	Yes Please go to Q106 No	Please g	jo to				
Q106	If you have applied for a mortgage in the recent application?	he last 12 mor	nths, what	happened	d regardin	ig your m	ost
	I was successful	Please go to Q108	3				
	I was rejected	Please go to Q107	7				
	I am still waiting for an answer	Please go to Q108	3				

QIUI	ii your mortgage application was rejected, what v	was the <u>main</u> reason? (Tick one box only).					
	Failed credit check						
	Lack of UK credit history	2					
	Too many address moves	3					
	Not enough savings for a deposit	4					
	Mortgage unaffordable on current single/joint income	5					
	Don't know	6					
	Prefer not to say	7					
	Other (please write)	8					
Q108	In the last 12 months, have you applied for credit	t?					
		ase go to					
	7es \(\mathbb{Q}\) \(\mathbb{Q}\) \(\mathbb{Q}\)	11					
Q109	If you have applied for credit in the last 12 month application?	ns, what happened regarding your most recent					
	I was successful	Q111					
	I was rejected 2 Please go to 0	Q110					
	I am still waiting for an answer	Q111					
	· · · · · · · · · · · · · · · · · · ·						
Q110	If your credit application was rejected, what was	the main reason? (Tick one box only).					
	Failed credit check						
	Lack of UK credit history						
	Too many address moves						
	Don't know						
	Prefer not to say						
	Other (please write)						
Q111	How confident are you in your ability to manage your finances?						
	Very confident \[\] \text{Not very confident } \[\] \text{Not very confident } \[\] \qq						
	Quite confident \[\] Not at all confident \[\]						
Q112	How satisfied are you with the Service provided s you arrange your finances?	support (e.g. information) you are given to help					
	Very satisfied Dissatisfie	ed 4					
	Satisfied	atisfied 5					
	Neither satisfied nor dissatisfied 3 N/A	6					

Section 8: Leave

Q113	How satisfied are you with the following	ng?					
			Very	00	Neither atisfied nor	,	/ery
			satisfied			v ssatisfied dissa	
	 a. My overall leave allowance i.e. annual leave operational leave (POL), Sea Goers Leave (Security over from previous years etc. 		1	2	3	4	5
	b. The opportunity to take leave when I want to	٥.	1	2	3	4	5
	c. The amount of leave I was able to take in the months.	e last 12	1	2	3	4	5
Q114	Did you take all of your annual leave, i.	.e. 38 days	s (includir	ng public h	olidays), in	the last lea	ave year?
	Yes	Plea	se go to Q11	6 (Section 9)			
	No, because I have not been in the Service for a full leave year	Plea	se go to Q11	6 (Section 9)			
	No, for any other reason						
Q115	Please indicate which of the following allowance within the last leave year. (T			you did no	t take all of	i your annu	al leave
	a. Operational tour.]1				
	b. Not allowed.]1				
	c. Courses/training.]1				
	d. Personal reasons.]1				
	e. Workload.]1				
	f. Undermanning.]1				
	g. I wanted to carry days over to the next leave	e year.]1				
	h. Other (please write).]1				
	Section 0: Voir Hoo	146 \A/	all bai		LEitman		
	Section 9: Your Hea	itn, vv	en-bei	ng and	rithes	S	
Q116	If you have received Service-provided with:	<u>medical</u> tr	reatment i	n the last 2	2 years, ho	w satisfied	were you
				Neither			
		Very satisfied	Satisfied	satisfied no dissatisfied		Very dissatisfied	N/A
	 a. Being able to access the medical care when I needed it. 	n1	2	3	4	5	6
	b. The medical facilities.	1	2	3	4	5	6
	 c. The way in which I was treated by the media staff. 	cal1	2	3	4	5	6
	d. The effectiveness of my medical treatment.	1	2	3	4	5	6

Q117	with this t			e-proviae	ea <u>aentai</u>	treatment	in the las	t 2 years	s, now sat	istied we	re you
	Very satisfie	ed		1	Dissa	atisfied			4		
	Satisfied			2	Very	dissatisfied			5		
	Neither satis	sfied nor	dissatisfied	3	N/A				6		
Q118	How satis	fied are	you with	the follow	wing?			Neith	er		
						Very satisfied	Satisfied	satisfied			ery atisfied
	a. RN sport,	exercise	and fitnes	s facilities i	n general.	1	2		3	<u></u> 4	5
	b. My oppor	tunities to	pursue fit	ness activit	ies.		2		3	4	5
	c. My oppor	tunities to	pursue Ad	dventure Tra	aining.	1	2		3	4	5
	of measuring . The questio										eral
Q119	Overall, he	ow satis	sfied are y	ou with y	our life n	owadays?	•				
	Not at al	II								Co	mpletely
	0	1	2	3	4	5	6	7	8	9	10
Q120	Overall, he	ow happ	y did you	u feel yes	terday?						
	Not at a	<i>II</i>								Сс	mpletely
	0	1	2	3	4	5	6	7	8	9	10
Q121	Overall, he	ow anxi	ous did y	ou feel ye	esterday?						
	Not at a	II								Сс	mpletely
	0	1	2	3	4	5	6	7	8	9	10
Q122	Overall, to	what e	xtent do <u>y</u>	you feel t	he things	you do in	your life a	are wort	hwhile?		
	Not at al	II								Сс	mpletely
	0	1	2	3	4	5	6	7	8	9	10

Section 10: Welfare

Q123	How satisfied are you with the foll	lowing?					
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
	a. The Operational/Deployment Welfare Package.	1	2	3	4	5	
	 b. The welfare support provided by the R me. 	N for 1	2	3	4	5	
	 c. The welfare support provided by the R family. 	N for my 1	2	3	4	5	
	 d. The support my spouse/partner gets for RN when I am absent. 	rom the 1	2	3	4	5	
Q124	Do you know how to contact the f		Mo				
	a. My unit's Chaplain.	Yes 1	No 2	2			
	·			N/A		Not heard of it	
	b. The HIVE.	1		2	3	4	
	c. The Naval Families Federation (NFF).	1		2	3	4	
Q125	Do you have easy access to a Nav Welfare (RMW) if you need it?	al Personnel a	nd Family	Service (N	PFS) or Re	oyal Marine	s
	Yes 1 No [Not sure	e				
Q126	How often do you use the RN Con Community/Royal-Navy-Communi		ort website	(http://ww	w.royalna	vy.mod.uk/	
		ever	4				
	Sometimes 2 No	ot heard of it					
	. —						
	Section 11: Wor	king with	Mariti	me Res	serves		
Q127	Are you aware of the following rol	es vou can un	dertake in t	he Maritim	e Reserve	es?	
	, ,	Yes, fully		Yes, newhat		No, not	
		aware	а	ware		aware	
	a. Volunteer Reserve.						
	b. Regular Reserve.	1		2		3	
	c. Full-Time Reserve Service (FTRS) (Full Commitment).	1		2		3	
	d. Full-Time Reserve Service (FTRS) (Limited Commitment).	1		2		3	
	e. Full-Time Reserve Service (FTRS) (Home Commitment).	1		2		3	
	f. Additional Duties Commitment (ADC).	1		2		3	

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

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

Thank you for completing this questionnaire.

Please return the questionnaire within 2 weeks of receipt (or at the next mail dispatch opportunity) to a:cet Limited, Centre 500, 500 Chiswick High Road, London, W4 5RG using the envelope provided.

What is Life in the Royal Marines like for you?

Tell us - your views are important

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















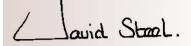




Previous Armed Forces Continuous Attitude Survey Reports can be found on the Commodore Naval Personnel Strategy (CNPS) webpage at http://defenceintranet.diif.r.mil.uk/Organisations/Orgs/Navy/Organisations/Orgs/ACNS(Pers)NavSec/CNPS/Pages/FuturePersonnelResearch.aspx



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



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



PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Royal Marines

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

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

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

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

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

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

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

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

Contact for further information:

Mr Paul Cox NAVY-PERS FP RSCH2 SO2C.

Tel: 02392 625496 Mil: 93832 5496

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

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

http://www.dasa.mod.uk/index.php/publications/other/surveys/armed-forces-continuous-attitude-survey

It is also available on Defence Web under the Military tab (announcements) or via RN Web front page by clicking on 'The People Portal' then 'Future Personnel Employment Package' followed by 'Future Personnel Research'

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

Armed Forces Continuous Attitude Survey 2014: Royal Marines

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

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

Responses from individuals will not be identified.

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

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

Once completed please return the survey to a:cet Limited, Centre 500, 500 Chiswick High Road, London W4 5RG using the **prepaid envelope provided.**

Section 1: Your Pay, Allowances & JPA

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

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

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

You may have recently received an AFCAS postcard or email inviting you to complete the intranet version of this questionnaire. If you have already completed the intranet version of this 2014 AFCAS questionnaire then please ignore this paper copy.

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

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

		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	e. Information about pay and allowances, e. the intranet, DINs and brochures.		2	3	4	5	
	f. My ability to access JPA.	1	2	3	4	5	
	g. My ability to do my personal admin tasks	on JPA. 1	2	3	4	5	N/A
	h. My JPA training.	1	2	3	4	5	6
	i. Viewing my pay statements on JPA.	1	2	3	4	5	6
	Section 2: Aspects of	Workin	g in th	e Roya	l Marir	nes	
Q3	Before you joined the RM, were you a receive sponsorship? (Tick all that ap a. Military School (e.g. Duke of York's).		a Service (or other yo	uth organi	isation or c	lid you
	b. Scouts/Guides (not Sea Scouts).]1					
	c. Sea Scouts.	1					
	d. Sea/Army/Air Cadets.	1					
	e. Combined Cadet Force (CCF).	1					
	f. University Royal Navy Unit (URNU).	_ 1					
	g. A Reserve Force.	1					
	h. Bursary/Scholarship.	1					
	i. None of these.	1					
Q4	How satisfied are you with RM life in	general?					
	Very satisfied	Dissatisfied	1		4		
	Satisfied 2	Very dissat	isfied		5		
	Neither satisfied nor dissatisfied 3						
Q5	How does RM life compare with what	t you expecte	ed it to be	when you j	oined?		
	Much better Worse	5					
	Better Much worse [
	About the same3						
Q6	How would you rate the level of moral	e of	N a ista a a	, la i aula			
	Very	high High	Neithei nor lo		w Ve	ery low	
	a. Myself.	1	2]3 [4	5	
	b. My Unit.		2		4	5	
	c. The RM as a whole.						

Q7	In considering your immediate working team, to following?	o what ex	tent do y	ou agree o	r disagree	with the
	,	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	a. My team know exactly what their responsibilities are.	<u></u> 1	2	3	4	5
	b. Members of my team pull together to complete tasks.	1	2	3	4	5
	c. We have confidence in ourselves as a team.	1	2	3	4	5
	d. My team can work through difficult challenges.	1	2	3	4	5
	e. The people in my team work together to find ways to improve the service we provide.	1	2	3	4	5
Q8	How strongly do you agree or disagree with the	e followin	g?	A		
		Strongly		Neither agree nor	Stron	
	16 1 14 15 4 154	agree □□1	Agree	disagree Dis	sagree disag 4	ree 5
	a. I feel proud to be in the RM.	1	2	L	4 _]]5
	b. I feel valued in the RM.	1	2			_]5
	c. I would recommend joining the RM to others.	1	 		4	_]5
	d. I believe I offer an important service to the country.	1	2		4	_]5
	e. I feel a strong personal attachment to the RM.	1	 		4	_]5
	f. The RM inspires me to do the best in my job.	1	2		4	_]5
	g. The RM motivates me to help it achieve its objectives					」 Don't know
	h. I feel that members of the Armed Forces are respecte by society at large.	d 1	2	3	4	5
	i. My family is proud of me serving in the Armed Forces.	1	2	3	4	5 6
	j. My family benefits from being a Service family.	1	2	3	4	5 6
	k. My family supports me in my job.	1	2	3	4	5 6
Q9	Do you feel that the RM discipline system is?					
	Very fair Unfair					
	Fair Very unfair					
	Neither fair nor unfair					
develope environn certain p	es of the RM refers to our role and the way in whice a specific function as a commando and amphibenents, be they mountain, jungle, cold weather or coersonal characteristics it is because of these in e role successfully.	oious forc lesert. Th	e, under is difficu	taking oper Ilt and uniq	ations in h ue task red	arsh quires
Q10	How strongly do you agree or disagree with the	e followin	g?			
		Strongly	A	Neither agree nor	Dia	Strongly
	a. Lundarstand the values and standards of the RM	agree	Agree 2	disagree	Disagree 4	disagree 5
	a. I understand the values and standards of the RM.	1	2	3	4	5
	b. The RM ethos is important to me.c. The ethos of the RM is an important part of life in the RM.	1	2	3	4	5

Q11	How strongly do you feel that you belong to each of the following, if at all?							
	Very strongly	/ Str	ongly	Not strongly	Not at all strongly	Not applicable / don't know		
	a. My Department.	1	2	3	4	5		
	b. My Unit.	1	2	3	4	5		
	c. My trade/specialism.	1	2	3	4	5		
	d. The RM.	1	2	3	4	5		
	e. The MOD.	1	2	3	4	5		
	f. The National Security Community.	1 [2	3	4	5		
Q12	How satisfied are you with the following	g aspec	ts of yo	our current j				
			Very satisfie			Dissatisfied d		
	a. My job in general.			2	3	4	5	
	b. The sense of achievement I get from my wo	rk.	1	2	3	4	5	
	c. The challenge in my job.		1	2	3	4	5	
	d. The amount of variety in my work.		1	2	3	4	5	
	 e. The standard of personal equipment/kit I ha job (e.g. clothes, boots, personal weapon). 	ve to do m	ny 1	2	3	4	5	
	f. The availability of personal equipment/kit I had job.	ave to do ı	my 1	2	3	4	5	
	g. The standard of major equipment (e.g. vehicles) I have to do my job.	cles and		2	3	4	5	
	h. The availability of major equipment I have to	o do my jol	b ¹	2	3	4	5	
	i. My current work location.			2	3	4	5	
Q13	How would you rate your workload over Much too high	er the las	t 12 m	onths?				
Q14	In the last 12 months, has your worklo	ad?						
	Increased							
	Remained the same							
	Decreased ³							
Q15	How strongly do you agree or disagree	with the	follow	_				
		Strongly		Neithe agree r	or	Strongly		
		agree	<i>Ag</i> □	ree disagre	ee Disagre	ee disagree 4 5	<i>N/A</i>	
	 a. I have the resources I need to do my job. b. I know that if I do my job well I will be praise rewarded. 	d or 1		2	3	4 5	6	
	c. I always put as much effort into my work as can.	I1		2	3	4 5	6	

Q16	Are you currently registered to vote?
	Yes Please go to Q17
	No Please go to Q18
	Don't know Please go to Q19
Q17	If you are currently registered to vote, are you registered as? (Tick one box only).
	An ordinary/residential voter – registered for one year, usually via the annual update of voters (annual canvass)
	A Service voter – registered for five years, via a Service declaration
	An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas
Q18	If you are not currently registered to vote, what is the main reason for this? (Tick one box only).
	I did not receive an electoral registration form I am not interested in politics
	I have not got around to it, but aim to do it I wish to remain impartial
	I do not know how to register Other
Q19	How important is it for you to be able to vote in the next elections?
	Very Not at all important Important important
	a. Local Elections.
	b. General Elections.
	c. European Parliament Elections.
Q20	Which of the following best describes what you remember happening in recent months? (Tick one box only). My Unit Registration Officer ran a voter publicity campaign (including posters, presentations and talks) I just saw posters in my unit advising me to register to vote I was not aware whether there was any publicity about registering to vote
Q21	Have you read the 'Register to Vote' leaflet in recent months? Yes Please go to Q22 No Please go to Q24
Q22	Did you take any action as a result of reading the leaflet?
	Yes Please go to Q23
	No Please go to Q24
	No - I was already registered to vote Please go to Q24
Q23	What did you do as a result of reading the leaflet? (Tick all that apply).
	a. I filled in the registration form.
	b. I filled in the postal voting form.
	c. I filled in the proxy form.
	d. I contacted my Unit Registration Officer.
	e. I visited www.aboutmyvote.co.uk.

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

,	I've never heard of it I've heard of it but know nothing about it		1	Please go to Q26		
,	I've heard of it but know nothing about it			•		
1				Please go to Q25		
	I've heard of it and know a little about it		3	Please go to Q25		
	I've heard of it and know a lot about it		4	Please go to Q25		
	How did you find out about it? (Tid	k all t	hat apply).			
á	a. Chain of Command.					
ŀ	b. Colleagues.					
(c. Newspapers.					
(d. TV.					
(e. MOD or Service websites.					
f	f. Charities (e.g. Royal British Legion).					
(g. Other (please write).	1				
1	Which of these best sums up your	know	ledge of th	e Armed Forces	s Compensation	Scheme?
	I've never heard of it			Please go to Q28		
	I've heard of it but know nothing about it	L	3	Please go to Q27		
	I've heard of it and know a little about it			Please go to Q27		
			= 4	r icase go to QZ I		
	I've heard of it and know a lot about it		4	Please go to Q27		
	I've heard of it and know a lot about it How did you find out about it? (Tid	k all ti	hat apply).	-		
ı		ck all ti	hat apply).	-		
 	How did you find out about it? (Tid	ck all th	hat apply).	-		
 	How did you find out about it? (Tide) a. Chain of Command.	ck all th	hat apply).	-		
 	How did you find out about it? (Tide) a. Chain of Command. b. Colleagues.	ck all th	hat apply).	-		
	How did you find out about it? (Tide) a. Chain of Command. b. Colleagues. c. Newspapers.		hat apply).	-		
	How did you find out about it? (Tide) a. Chain of Command. b. Colleagues. c. Newspapers. d. Formal Training.	ck all th	hat apply).	-		

Q29	When it comes to being ab makes it:	le to access	s the follo	wing, are	you finding	j being in	the Arme	d Forces
			Much easie	Slightly er easier to access	Has no impact on m ability to access	y Slightly harder to access	Much hard	der Don't know / s N/A
	a. The internet.			2	3	4	5	6
	b. Delivery of shopping.		1	2	3	4	5	6
	c. Public transport.		1	2	3	4	5	6
	 d. Financial products e.g. mortge e. Public services e.g. school, delibrary. 	-	I, 1	2	3	4	5	6
Q30	How strongly do you agree	_		_	naged well			
		Strongly agree		either agree or disagree	Disagree	Strongly disagree	Don't know	
	a. My immediate working team.	1	2	3	4	5	6	
	b. My Unit/Establishment.	1	2	3	4	5	6	
	c. The RM.	<u></u> 1	2	3	4	5	6	
	d. The MOD.	1	2	3	4	5	6	
Q31	ss change programmes. How strongly do you agree	or disagre	e with the	following				
				Strongly		Neither gree nor		Strongly
				agree	Agree o	disagree L	Disagree □□₄	disagree
	a. I know what Defence Transfo	rmation is abo	out.	'			-	5
	 b. I understand the purpose of E c. I believe Defence Transforma the RM. 			in 1	2	3	4	5
	d. In the last twelve months I ha contribute to Defence Transform me.			1	2	3	4	5
	e. My immediate superior/ Chair me understand how Defence Tra				2	3	4	5
	f. I feel more optimistic about the result of Defence Transformation		e RM as a	1	2	3	4	5
Q32	How strongly do you agree	or disagre	e with the	following				
				Strongly agree	а	Neither gree nor disagree L	Disagree	Strongly disagree
	a. I am proud when I tell others	I am part of th	ie MOD.	1	2	3	4	5
	b. I would recommend the MOD	as a great pla	ace to work.	1	2	3	4	5
	c. I feel a strong personal attach			1	2	3	4	5
	d. The MOD inspires me to do the			1	2	3	4	5
	e. The MOD motivates me to he	-	-	<u></u> 1	2	3	4	5

Section 3: Your Deployments and Separation

Ų33	Yes 1 No 2
Q34	Have you been on an Operational deployment since 1st January 2011?
	Yes No Please go to Q41
Q35	Are you currently on Operational deployment?
	Yes 1 No 2
Q36	Were/are you deployed individually or as part of a Unit?
	Individually 1
	As part of a Unit \square^2
Q37	How many weeks notice were you given for your current/last Operational deployment?
	Less than 1 week 11-12 weeks 11-12 weeks
	1-2 weeks
	3-5 weeks 26-51 weeks 8
	6-8 weeks 52+ weeks
	9-10 weeks
Q38	How satisfied were you with this much notice?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied
	Neither satisfied nor dissatisfied
Q39	How satisfied were you with the following?
	Neither Very satisfied nor Very
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied a. The pre-Operational training that I received for my 1
	current/last Operational deployment.
	b. The support I received from the RM when I returned from my last Operational deployment. 1
	c. The Post Operational Stress Management that I
Q40	What is your view of the following regarding your experience of Operational deployments?
	Too often About right Not often enough
	a. The frequency of my Operational deployments.
	Too long About right Too short
	b. The length of my Operational deployments.
Time Away	v
Q41	In the past 12 months approximately how many weeks have you been away from your usual place
Q41	of duty for Service reasons?
	Not been away Between 4 - 6 months (14 - 26 weeks)
	Up to 1 month (4 weeks) Between 7 - 9 months (27 - 39 weeks) 5
	Between 1 - 3 months (5 - 13 weeks) Between 10 - 12 months (40 - 52 weeks)
Q42	How satisfied or dissatisfied were you with this <u>amount</u> of time away from your usual place of duty?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied
	Neither satisfied nor dissatisfied

Section 4: Fairness and Leadership

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

Q43	How strongly do you agree or disagree vequality in the RM?	with the fo	llowing stat	ements regard	ing fairness and
		Strongly agree		Neither agree nor disagree Di	Strongly sagree disagree
	a. I am treated fairly.	1	2	3	4 5
	b. I am encouraged to use my talents to the full.	1	2	3	4 5
	and the same state of the same same same same same same same sam				
sexual oried disability.	tion can occur when a person is treated entation, pregnancy or maternity, marriag Discrimination can also occur where a pages a person on the basis of the charact	je or civil p olicy or pr	artnership, actice whic	gender reassion h applies to eve	gnment, age or
intended to	nt includes unwanted conduct which is recovery or has the effect of violating another's convironment.				
	ay be characterised as offensive, intimid power through means intended to under				
Q44	Do you believe that you have been the su Service environment in the last 12 month		iscriminatio	on, harassment	or bullying in a
	Yes 1 No	² Please	go to Q49		
Q45	If Yes, please tick all that apply:	Dis	scrimination	Harassment	Bullying
	a. Yes, on grounds of gender or gender identity.b. Yes, on grounds of race, colour, nationality, et national origin.	thnic or	1	2 2	3
	c. Yes, on grounds of social background/class.		1	2	3
	d. Yes, on grounds of religion or beliefs.		1	2	3
	e. Yes, on grounds of sexual orientation.		1	2	3
	f. Yes, on grounds of age.		1	2	3
	g. Yes, on grounds of disability.		1	2	3
	h. Yes, on grounds of pregnancy or maternity.		1	2	3
	i. Yes, on other grounds - please specify.		1	2	3
Q46	Did you make a formal written complaint harassment and/or bullying? Yes No		e last 12 mo	nths about this	discrimination

		Very		Neither satisfied nor		Very		
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied		
whi	The objectivity and fairness with ich my complaint was handled/is ng handled.	1	2	3	4	5		
	The amount of time taken/it is ing to resolve my complaint.	1	2	3	4	5		
info	How well I was/am being kept ormed about the progress of my mplaint.	1	2	3	4	5		Not allocated
	The support provided by my sisting Officer.	1	2	3	4	5		Assisting Offic
e. 7	The outcome of my complaint.	1	2	3	4	5	<i>N/A</i> 6	
3	If you did NOT make a fo	rmal wri	tten compl	aint, why w	as this? (Ti	ck all that ap	oply).	
	a. I didn't know what to do.				1			
	b. I considered the incident(s)) to be too	minor to repo	ort.	\int_{0}^{1}			
	c. I resolved the situation info	rmally.]1			
	d. The situation was resolved	through n	nediation.]1			
	e. I did not believe anything w	vould be d	one if I did co	mplain.	1			
	f. I did not want to go through	the comp	laints proced	ure.]1			
	g. I believed it might adversel	y affect m	y career or w	orkplace.	1			
	h. I was worried that there wo perpetrators.	ould be rec	riminations fr	om the	1			
	i. I was discouraged from doin	ng so.]1			
	j. Other reason(s) - please sp	ecify.			\int_{0}^{1}			

No, not at all

Haven't heard of the Service Complaints Commissioner

Yes, fully

To some extent

Q51	How strongly do you agree or disagre Brigadier and above) of the RM?	e with the fo	ollowing	statements	about the	e senior o	fficers (i.e.
		Strongly		Neither agree nor		Strongly	
		agree	Agree	disagree	Disagree	disagree	Don't know
	a. The senior officers of the RM understand a represent my interests.			3	4	5	6
	b. The senior officers of the RM inspire me to the best in my job.	do 1	2	3	4	5	6
	c. Senior officers are keen to get Service peoviews on key decisions.	ple's 1	2	3	4	5	6
Q52	How strongly do you agree or disagre superior (RM or civilian)? He/she	e with the fo	ollowing	statements	about yo	ur immed	iate
	()			Neither			
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	Don't know
	a. Understands and represents my interests.		2	3	4	5	6
	b. Supports me in my job.	<u> </u>	2	3	4	5	6
	c. Sets a positive example.	1	2	3	4	5	6
	d. Encourages me to develop my skills.	1	2	3	4	5	6
	e. Is supportive over work/life balance issues.	1	2	3	4	5	6
	f. Recognises my efforts.	1	2	3	4	5	6
	g. Tells me what's going on at work.	1	2	3	4	5	6
Q53	Overall, how satisfied are you with the	e Regimenta	l system'	?			
	Very satisfied 1	Dissatisfied	d		4		
	Satisfied 2	Very dissa	tisfied		5		
	Neither satisfied nor dissatisfied 3						
	ation about the Service Complang link: http://armedforcescom					nd on th	е
	Section	5: You	r Care	er			
Q54	How many weeks notice were you give	-	current/la	ıst assignr	nent (post	ing)?	
	Less than 1 week	11-12 weeks	7				
	1-2 weeks3	13-25 weeks	8				
	3-5 weeks	26-51 weeks	9				
	6-8 weeks ⁵	52+ weeks					
	9-10 weeks						
Q55	How satisfied were you with this mucl	h notice?			-		
	Very satisfied	Dissatisfied			<u></u>		
	Satisfied	Very dissatist	fied		5		
	Neither satisfied nor dissatisfied 3						

Q56	Which of these qualifications do you hold? (Please select t appropriate). (Tick all that apply).	the neares	st equiva	lent where	•
	a. No qualifications.		1		
	b. Apprenticeship.		1		
	c. Entry Level (1-4 O levels/CSEs/GCSEs any grades).		1		
	d. NVQ Level 1, Foundation GNVQ, Basic Skills.		1		
	e. 5+ O levels (passes)/CSEs (grade 1)/GCSEs (grades A*-C), School Certificate, 1 A level/ 2-3 AS levels/ VCEs, Higher Diploma. f. NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First Diploma, RSA Diploma.		1 1		
	g. 2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progress Advanced Diploma.	sion/	1		
	h. NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, OI BTEC National, RSA Advanced Diploma.	NC, OND,	1		
	i. NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Lev	/el.	1		
	j. Degree (for example BA, BSc), Higher Degree (for example MA, PhD	D, PGCE).	1		
	k. Professional qualifications (for example teaching, nursing, accounta	ncy).	1		
	I. Foreign qualifications.		1		
	m. Other vocational/work-related qualifications.		1		
accordanc	nodore Naval Personnel (CNPers) define career managements with endorsed current and future service requirements, early whenever possible, personal preferences'.				
Q57	Overall how satisfied are you with the career management Manager and Branch Advisers?	service p	rovided l	by the NP	Γ Career
	Very satisfied Dissatisfied		4		
	Satisfied Very dissatisfied		5		
	Neither satisfied nor dissatisfied N/A		6		
Q58	In terms of your current assignment, how strongly do you	agree or o	disagree Neither	with the fo	ollowing?
	Strongly		agree nor	Diogram	Strongly
	a. I have the skills, knowledge and experience to do my job1	Agree 2	disagree 3	Disagree	disagree 5
	b. My skills and experience are being used.	2	3	4	5
	c. The assignment provides development opportunities that will enhance my promotion prospects.	2	3	4	5
	d. My personal preferences were taken into account.	2	3	4	5

				Neither		
		Very		satisfied nor		Very
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied
	a. The fairness of the appraisal system.		2	3	4	5
	b. The fairness of the promotion system.	1	2	3	4	5
	c. My opportunities for promotion.	1	2	3	4	5
	d. My opportunities for personal development.	1	2	3	4	5
	 e. The amount of training I have received in order to care out my current job roles. 	ry 1	2	3	4	5
	f. The quality of training I have received in order to carry out my current job roles.	1	2	3	4	5
	g. The timing of the training I have received in order to carry out my current job roles.	1	2	3	4	5
	h. The extent to which I am doing the job for which I was trained.	3 1	2	3	4	5
	 i. My opportunities to gain civilian accreditation for Service training, e.g. NVQs, apprenticeships. 	ce 1	2	3	4	5
Q60	What are your plans for the future? (Tick one b	ox only).				
	To stay serving as long as I can			1		
	To stay serving to the end of my current engagement/co.	mmission		2		
	To leave the RM before the end of my current engagement	ent/commiss	sion	3		
	To leave the RM as soon as I can			4		
	I have put in my notice to leave			5		
	N/A / I don't know			6		

How satisfied are you with the following?

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

	Strongly		Has no effect on my		Strongly
	increases	Increases	intention to	Increases	increases
	to stay	my intention to stay	stay or leave	to leave	my intention to leave
a. Impact of RM life on family and personal life.	1	2	3	4	5
b. Opportunities outside the RM.	1	2	3	4	5
c. Management in my unit.	1	2	3	4	5
d. Opportunities for longer commission/extende engagement.	d1	2	3	4	5 5
e. Current job satisfaction.		2	3	4	5
f. Job security.	1	2	3	4	5
g. My morale.	1	2	3	4	5
h. Service morale.	1	2	3	4	5
i. Amount of extra duties.	1	2	3	4	5
j. Amount of pay.	1	2	3	4	5
k. Amount of allowances.	1	2	3	4	5
I. Opportunities for career development.	1	2	3	4	5
m. Opportunities for personal development.	1	2	3	4	5
n. Opportunities for sport.	1	2	3	4	5
o. Opportunities for Adventure Training.	1	2	3	4	5
p. Promotion prospects.	1	2	3	4	5
q. Healthcare provision.	1	2	3	4	5
r. Dental provision.	1	2	3	4	5
s. Mental health provision.	1	2	3	4	5
t. Pension.	1	2	3	4	5
u. Opportunities for flexible working conditions.	1	2	3	4	5
v. Excitement of the job.	1	2	3	4	5
w. Children's education.	1	2	3	4	5
x. Unfair treatment (bullying, harassment, discrimination).	1	2	3	4	5
y. Effect of operational commitment and stretch	1	2	3	4	5
z. Financial Incentives available to me, e.g. Commitment Bonus.	1	2	3	4	5
aa. Spouse/partner's career.		2	3	4	5
ab. Continuity of Education Allowance.			3	4	5
ac. Frequency of operational tours/deployments	s1	2	3	4	5
ad. Service Accommodation.	1	2	3	4	5
ae. Support given to my family by the RM.	1	2	3	4	5
af. I feel I have now completed the amount of operational tours I wanted and I am ready to lea	ave. 1	2	3	4	5
If you have put your notice in to leave, p most influenced your decision to leave in the boxes below.)					
	nd most imp n for leaving		2	Third most i reason for le	

Section 6: Your Accommodation

Q63	What kind of accommodation do you live in a only)	at present during the working week? (Tick one box
	Service Family Accommodation (SFA)	1 Please go to Q64
	Substitute Service Family Accommodation (SSFA)	² Please go to Q65
	Single Living Accommodation (SLA)	³ Please go to Q64
	Substitute Single Living Accommodation (SSLA)	⁴ Please go to Q65
	Onboard a ship or submarine	⁵ Please go to Q65
	Property I own	⁶ Please go to Q69
	Privately rented accommodation	Please go to Q68
	In a relative's (e.g. parents') home	⁸ Please go to Q68
	Other (please write)	⁹ Please go to Q68
Q64	If you currently live in SEA or SLA in the last	t 12 months did you move from a Substitute SFA or
QU4	Substitute SLA into your current accommod	
	Yes No 2	
Q65	If you currently live in Service Accommodation Accommodation in the last 12 months?	on, have you moved from your own home into Service
	Yes 1 No 2	Please go to Q67
Q66	If you moved from your own home into Servi the reason for this? (Tick all that apply).	ice Accommodation in the last 12 months, what was
	a. Posting requirement.	
	b. Economy.	
	c. Other (please write).	
Q67	With regard to your current Service Accomm	nodation, how satisfied are you with the following? Neither satisfied
		Very nor Very NA / don't satisfied Satisfied dissatisfied Dissatisfied dissatisfied know
	a. Overall standard of my current accommodation.	1 2 3 4 5 6
	b. Value for money of Service Accommodation.	1 2 3 4 5 6
	 Response to requests for maintenance/repair to my current accommodation. 	y 1 2 3 4 5 6
	d. Quality of maintenance/repair work to my current accommodation.	1 2 3 4 5
	e. How fairly Service Accommodation is allocated.	1 2 3 4 5
Q68	Do you currently own your own home? Pleas property or not.	se answer this question whether you live in this
	Yes Please go to Q6 :	9
	No Please go to Q7 2	2
	No, but I am currently saving up to buy a home in the future 3 Please go to Q7:	

Q69	Please indicate whether each of the following was a reason why you bought your own home. (Tick all that apply).
	a. To give stability for myself and my family.
	b. The allowances for living in my own home.
	c. To rent it out.
	d. Poor standards of SLA or SFA.
	e. Poor location of SLA or SFA.
	f. The cost of SLA or SFA.
	g. I wanted to live with my partner.
	h. Other (please write).
Q70	When did you become a home owner?
	Less than 12 months ago 2-5 years ago 3
	1-2 years ago More than 5 years ago
Q71	If you currently own a home, how satisfied are you with the following?
	Neither Very satisfied nor Very
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A
	a. The opportunity to live in my own home.
	b. The allowances for living in my own home.
If you o	own your own home, please go to Q73
Q72	Please indicate whether each of the following is a reason why you <u>do not own</u> your own home.
	(Tick all that apply)
	(Tick all that apply). a. I don't want to own a home at this stage in my life/career.
	a. I don't want to own a home at this stage in my life/career.
	a. I don't want to own a home at this stage in my life/career. b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is.
	a. I don't want to own a home at this stage in my life/career. b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me
	a. I don't want to own a home at this stage in my life/career. b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is.
	a. I don't want to own a home at this stage in my life/career. b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted.
	a. I don't want to own a home at this stage in my life/career. b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted. d. I don't want to buy a home where I am currently located. e. I can't afford to buy a suitable home at the moment.
	a. I don't want to own a home at this stage in my life/career. b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted. d. I don't want to buy a home where I am currently located. e. I can't afford to buy a suitable home at the moment.
	a. I don't want to own a home at this stage in my life/career. b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted. d. I don't want to buy a home where I am currently located. e. I can't afford to buy a suitable home at the moment. f. I don't want to risk losing money. g. I wouldn't be able to live in the home.
	a. I don't want to own a home at this stage in my life/career. b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted. d. I don't want to buy a home where I am currently located. e. I can't afford to buy a suitable home at the moment.
	a. I don't want to own a home at this stage in my life/career. b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted. d. I don't want to buy a home where I am currently located. e. I can't afford to buy a suitable home at the moment. f. I don't want to risk losing money. g. I wouldn't be able to live in the home.
	a. I don't want to own a home at this stage in my life/career. b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted. d. I don't want to buy a home where I am currently located. e. I can't afford to buy a suitable home at the moment. f. I don't want to risk losing money. g. I wouldn't be able to live in the home.
Q73	a. I don't want to own a home at this stage in my life/career. b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted. d. I don't want to buy a home where I am currently located. e. I can't afford to buy a suitable home at the moment. f. I don't want to risk losing money. g. I wouldn't be able to live in the home.
Q73	a. I don't want to own a home at this stage in my life/career. b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted. d. I don't want to buy a home where I am currently located. e. I can't afford to buy a suitable home at the moment. f. I don't want to risk losing money. g. I wouldn't be able to live in the home. h. Other (please write). Have you used a Government Affordable Housing Scheme in the last year to buy or rent your home? Ves. 1 No, I would not use an
Q73	a. I don't want to own a home at this stage in my life/career. b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted. d. I don't want to buy a home where I am currently located. e. I can't afford to buy a suitable home at the moment. f. I don't want to risk losing money. g. I wouldn't be able to live in the home. h. Other (please write).

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

Q82	Overall how would you rate your environment within your unit compared to what it was before the introduction of CRL?								
	Much Better Worse								
	Better Much Worse 5								
	Neither better nor worse N/A 6								
Q83	Officers/SNCO's only. How satisfied are you with mess functions provided by the contractor?								
	Very satisfied Dissatisfied								
	Satisfied Very dissatisfied 5								
	Neither satisfied nor dissatisfied N/A								
	Section 7: Your Personal Life								
004									
Q84	What is your current personal status? Single (never married or formed a civil partnership) Please go to Q86								
	Single (never married or formed a civil partnership) In a long term / established relationship (but not married or in a civil partnership) Please go to Q86								
	Married / In a civil partnership								
	4								
	Separated, but still legally married or in a civil partnership Divorced / Formerly in a civil partnership which is now legally dissolved Please go to Q86 Please go to Q86								
	Divorced / Formerly in a civil partnership which is now legally dissolved Widowed / The surviving partner from a civil partnership Please go to Q86 Please go to Q86								
	Prefer not to say Prefer not to say Prefer not to say								
	Trefer for to say								
Q85	What is your spouse/partner's current employment situation?								
	In the Armed Forces In voluntary (unpaid) employment								
	In full-time paid employment / full- \text{Not employed (for any reason)} \text{1.5}								
	Armed Forces) In full-time or part-time education								
	In part-time paid employment / 3 part-time self-employment								
	part-une sen-employment								
Q86	Do you have any children whom you support financially?								
	Yes 1								
	No Please go to Q94								
Q87	If YES, how many children do you have in each age group? (Please write the number of children for								
	each category in each box , e.g. "3" ,or if you do not have children in a category please insert "0".)								
	Under 5 years Between 17 and 19 years								
	2								
	Between 5 and 11 years Over 19 years								
]3								
	Between 12 and 16 years								
000	De veu heve e child/shildren et hearding eshee!?								
Q88	Do you have a child/children at boarding school?								
	Yes Mo No No N/A								

Q09	Do any or your children live with	your (11	ck one box	only).			
	Yes 1						
	Shared Access						
	Weekends/holidays only 3 P	lease go to	o Q94				
	4	lease go to					
	5	lease go to					
	14//	icase go i	J 43 4				
Q90	If you have a child or children livin	a with v	ou. do vou	consider v	ourself to	be a lone/s	ingle parent?
	Yes 1 No	2	N/A]3			3 - 1
	,66		74/71	_			
Q91	If you have a child or children livi	ng with	you, do you	u require c	hildcare?		
	Yes 1 No	2	N/A	3			
	700						
Q92	How satisfied are you with the fo	llowing	facilities an	d support	?		
	-	J	Neither	• •		14/	
	Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Would use if available	Not used
	a. Base/station provided pre-school facilities.	2	3	4	5	6	7
	b. Local authority	2	3	4	5	6	7
	pre-school facilities.						
	c. Local after school club/childcare provision.				5		
	·						
Q93	If you have a child or children wh	o have l	had a Speci	al Needs a	ssessment	, were any	of them
	deemed to have a Special Educat		• •	•	oox only).	•	
	Not applicable - none o Special Needs assessm	f my child nent	lren have had	l a			
	²						
	Yes						
	3 						
	No						
Q94	In the past 12 months approxima			have you	spent away	y from you	r family (e.g.
	spouse/partner or children) for Se	ervice re	easons?			Г	
	Not been away		Betw	reen 7 - 9 ma	onths (27 - 39	weeks)	5
	Up to 1 month (4 weeks)		Betw	een 10 - 12	months (40 -	52 weeks)	6
	Between 1 - 3 months (5 - 13 weeks)		N/A				/
	Between 4 - 6 months (14 - 26 weeks)	4					
Q95	How satisfied are you with this <u>a</u>	mount o	f time away	r from your	family?		
	Very satisfied	1	Dissa	atisfied			4
	Satisfied	2	Very	dissatisfied			5
	Neither satisfied nor dissatisfied	3	N/A				6

Q90	now satisfied are you with the following?						
		Very		Neither satisfied nor		Very	
	- 199 - 1	satisfied	Satisfied	dissatisfied L	Dissatisfied o	dissatisfied	
	 a. The ability to plan my own life - short term e.g. work/weekend leave. 						
	b. The ability to plan my own life - long term e.g. holidays/career training.	1	2	3	4	5	
	 c. The amount of separation from spouse, family and friends. 	d 1	2	3	4	5	
	 d. The opportunities available to me for flexible working. 	1	2	3	4	5	N/A
	e. The effect of Service life on my children's education	on. 1	2	3	4	5	6
	f. The effect of Service life on my spouse/partner's career.	1	2	3	4	5	6
Q97	Do you have caring responsibilities for infir	m or eld	erly adult	t(s)?			
	Yes No						
The RN	M would like to understand how Ser	vice lif	e affec	ts perso	nal fina	nce. Th	е
	ation could improve training and po			•			
			_				
Q98	In the last 12 months have you applied for a		-				
	Yes Please go to Q99 No	² Please (Q101	go to				
Q99	If you have applied for a mortgage in the las	st 12 moi	nths, wha	at happened	d regardir	ng your m	ost
	I was successful	e go to Q10	1				
	I was rejected 2 Please	e go to Q10	0				
	I am still waiting for an answer	e go to Q10	1				
Q100	If your mortgage application was rejected y	what was	the mai	n rooson? (Tick one	hay anlu\	
Q100	If your mortgage application was rejected, v	Wilat Was	i iile <u>iilali</u>	ii reason: (TICK OHE	DOX OIIIY).	•
	Failed credit check		2				
	Lack of UK credit history		3				
	Too many address moves		4				
	Not enough savings for a deposit		5				
	Mortgage unaffordable on current single/joint income	e []	3				
	Don't know		,				
	Prefer not to say		<i>'</i>				
	Other (please write)						

Q101	In the last 12 months, have you applied for credit?
	Yes Please go to Q102 No Q104
Q102	If you have applied for credit in the last 12 months, what happened regarding your most recent application
	I was successful Please go to Q104
	I was rejected Please go to Q103
	I am still waiting for an answer Please go to Q104
Q103	If your credit application was rejected, what was the <u>main</u> reason? (Tick one box only).
	Failed credit check
	Lack of UK credit history
	Too many address moves
	Don't know
	Prefer not to say
	Other (please write)
Q104	How confident are you in your ability to manage your finances?
	Very confident 1 Not very confident 3
	Quite confident Not at all confident 4
Q105	How satisfied are you with the Service provided support (e.g. information) you are given to help you arrange your finances?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied 5
	Neither satisfied nor dissatisfied 3 N/A

Section 8: Leave

Q106	How satisfied are you with the fol	lowing?					
			Very		Neither tisfied nor	V	'ery
						satisfied dissa	
	 a. My overall leave allowance i.e. annua operational leave (POL), Sea Goers Lea carried over from previous years etc. 		1	2	3	4	5
	b. The opportunity to take leave when I	want to.	1	2	3	4	5
	c. The amount of leave I was able to tak months.		1	2	3	4	5
Q107	Did you take all of your annual lea	ave, i.e. 38 day	s (includin	g public h	olidays), in	the last lea	ive year?
	Yes	Plea	ase go to Q109	9 (Section 9)			
	No, because I have not been in the Service for a full leave year	Plea	ase go to Q10 9	9 (Section 9)			
	No, for any other reason	3					
Q108	Please indicate which of the follo allowance within the last leave ye			ou did not	take all of	your annu	al leave
	a. Operational tour.		1				
	b. Not allowed.		1				
	c. Courses/training.		1				
	d. Personal reasons.]1				
	e. Workload.		1				
	f. Undermanning.]1				
	g. I wanted to carry days over to the nex	t leave year.	1				
	h. Other (please write).		1				
	Section 9: Your I	∃ealth, W	ell-bei	ng and	Fitnes	S	
Q109	If you have received Service-prov with:	ided <u>medical</u> t	reatment i	n the last 2	years, how	v satisfied	were you
		Very		Neither satisfied nor		Very	
	5	satisfied	Satisfied		Dissatisfied	dissatisfied	N/A
	 a. Being able to access the medical card l needed it. 	e when		3	4	s	
	b. The medical facilities.	1	2	3	4	5	6
	c. The way in which I was treated by the staff.	medical 1		3	4	5	6
	d. The effectiveness of my medical treat	ment.	2	3	4	5	6

Q110	If you have received Service-provided of with this treatment?	dental treatment	in the last 2 years	, how satisfied were you							
	Very satisfied	Dissatisfied]4							
	Satisfied 2	Very dissatisfied]5							
	Neither satisfied nor dissatisfied 3	N/A		6							
Q111	How satisfied are you with the followin	g?									
		Very satisfied	Neith satisfied Satisfied dissatis	nor Very							
	a. RM sport, exercise and fitness facilities in go	eneral.	2	345							
	b. My opportunities to pursue fitness activities.	1	2	345							
	c. My opportunities to pursue Adventure Training	ng.	2	3 5							
	of measuring national well-being we are in The questions below are not linked partic										
Q112	Overall, how satisfied are you with you	r life nowadays?									
	Not at all			Completely							
	0 1 2 3	4 5	6 7	8 9 10							
Q113	Overall, how happy did you feel yesterday?										
	Not at all			Completely							
	0 1 2 3	<i>4 5</i>	6 7	8 9 10							
Q114	Overall, how anxious did you feel yesterday?										
	Not at all			Completely							
	0 1 2 3	4 5	6 7	8 9 10							
Q115	Overall, to what extent do you feel the	things you do in	your life are wortl	nwhile?							
	Not at all			Completely							
	0 1 2 3	4 5	6 7	8 9 10							

Section 10: Welfare

Q116	How satisfied are you with the follow	wing?					
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
	a. The Operational/Deployment Welfare Package.	1	2	3	4	5	6
	b. The welfare support provided by the RM me.	for 1	2	3	4	5	6
	 c. The welfare support provided by the RM family. 	for my 1	2	3	4	5	6
	d. The support my spouse/partner gets from RM when I am absent.	m the 1	2	3	4	5	6
Q117	Do you know how to contact the fol	lowing? Yes	No				
	a. My unit's Chaplain.	1		2		Not heard	
	b. The HIVE.	1		2	3	of it	
	c. The Naval Families Federation (NFF).	1		2	3	4	
Q118	Do you have easy access to a Royal Service (NPFS) if you need it?	Marines Welf	fare (RMW	V) or Naval	Personne	l and Famil	y
	Yes 1 No] ² Not sure	3				
Q119	How often do you use the RN Comm Community/Royal-Navy-Community		rt website	(http://ww	w.royalna	vy.mod.uk/	
	Often1 Neve	er	4				
		neard of it	5				
	Rarely ³						
	Section 11: Work	ing with	Mariti	me Re	serves		
Q120	Are you aware of the following roles	s you can und			ne Reserve	es?	
		Yes, fully aware	son	Yes, newhat ware		o, not vare	
	a. Volunteer Reserve.	1	[2		3	
	b. Regular Reserve.	1	ĺ	2		3	
	c. Full-Time Reserve Service (FTRS) (Full Commitment).	1		2		3	
	d. Full-Time Reserve Service (FTRS) (Limited Commitment).	1	[2		3	
	e. Full-Time Reserve Service (FTRS) (Home Commitment).	1		2		3	
	f. Additional Duties Commitment (ADC).	1		2		3	
Q121	When you leave the RM, would you	consider joini	ing the Ma		serve Forc	es?	
	Yes	No 2	kno	OW .			
	a. Full time.	2		3			
	b. Part time.	2		3			

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

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

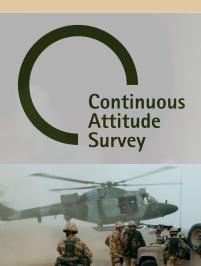
Thank you for completing this questionnaire.

Please return the questionnaire within 2 weeks of receipt (or at the next mail dispatch opportunity) to a:cet Limited, Centre 500, 500 Chiswick High Road, London, W4 5RG using the envelope provided.



RESTRICTED - STAFF - After Completion
Continuous Attitude Survey 2014

YOUR VIEWS COUNT What is ARMY LIFE like for you?







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

YOUR VIEWS DO COUNT

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

GW Berragan CB Lieutenant General Adjutant General



PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Army

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

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

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

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

Q. What is it?

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

Chief Defence Personnel (CDP)

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

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

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

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

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

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

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

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

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

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

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

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

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

Q. Who is responsible for running the survey?

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

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

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

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

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

http://www.dasa.mod.uk/index.php/publications/other/surveys/armed-forces-continuous-attitude-survey

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

Armed Forces Continuous Attitude Survey 2014: Army

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

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

Responses from individuals will not be identified.

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

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

Once completed please return the survey to a:cet Limited, Centre 500, 500 Chiswick High Road, London W4 5RG using the **prepaid envelope provided.**

Section 1: Your Pay, Allowances & JPA

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

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

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

You may have recently received an AFCAS postcard or email inviting you to complete the intranet version of this questionnaire. If you have already completed the intranet version of this 2014 AFCAS questionnaire then please ignore this paper copy.

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

	for Service lifestyle, working conditions and expectations?								
	Strongly agree Disagre	e							
	Agree Strongly	/ disagree		5					
	Neither agree nor disagree								
Q2	How satisfied are you with the following?	?							
		Very		Neither satisfied nor		Very			
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied			
	 a. My rate of basic pay (basic pay includes X-Fac but excludes Specialist Pay and any allowances) 			3	4	5			
	, , , ,						N/A		
	b. My Specialist Pay.	1	2	3	4	5	6		
	c. My pension benefits.	1	2	3	4	5	N/A		
	d. My allowances, e.g. Longer Separation Allowa	nce 1	2	3	4	5	N/A		
	(LSA), Get You Home (GYH), Continuity Of Education Allowance (CEA), Local Overseas								
	Allowance (LOA), and Food and Incidentals Allowance (FIA).								

		5	Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	e. Information about pay and allowances, the intranet, DINs and brochures.		1	2	3	4	5	
	f. My ability to access JPA.		1	2	3	4	5	
	g. My ability to do my personal admin tas	ks on JPA.	1	2	3	4	5	N/A
	h. My JPA training.		1	2	3	4	5 5	6
	i. Viewing my pay statements on JPA.		∐'					
	Section 2: Aspe	ects o	f Worl	king i	n the A	Army		
Q3	Before you joined the Army, were you receive sponsorship? (Tick all			Service	or other y	outh orga	nisation or	did
	a. Military School (e.g. Duke of York's).	1						
	b. Scouts/Guides	1						
	c. Sea/Army/Air Cadets.	1						
	d. Combined Cadet Force (CCF).	1						
	e. University Cadets.	1						
	f. A Reserve Force.	1						
	g. Bursary/Scholarship.	1						
	h. Other Sponsorship.	1						
	i. None of these.	1						
Q4	How satisfied are you with Army li	fe in gen	eral?		_	 4		
	Very satisfied	Dis	satisfied					
	Satisfied3	Ver	y dissatisfie	ed	L			
	Neither satisfied nor dissatisfied							
Q5	How does Army life compare with	what you	expected	d it to be	when you	ı joined?		
	Much better	Wo			L	5		
	Better3	Mu	ch worse		L			
	About the same							
Q6	How would you rate the level of mo	rale of		Neither i	hiah			
		ery high	High	nor lo		w Ve	ry low	
	a. Myself.	1	2		3	4	5	
	b. My Unit.	1	2		3	4	5	
	c. The Army as a whole.				L			

Neither

Q7	In considering your immediate working team, to following?	what ex	tent do y	ou agree o	r disagree	with the
	-	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	a. My team know exactly what their responsibilities are.	1	2	3	4	5
	b. Members of my team pull together to complete tasks.	1	2	3	4	5
	c. We have confidence in ourselves as a team.	1	2	3	4	5
	d. My team can work through difficult challenges.	1	2	3	4	5
	e. The people in my team work together to find ways to improve the service we provide.	1	2	3	4	5
Q8	How strongly do you agree or disagree with the	followin	ıg?			
		Strongly		Neither agree nor	Stron	gly
		agree	<i>Agree</i> □□2	disagree Dis	sagree disagi	ree Is
	a. I feel proud to be in the Army.	1	2		4]]5
	b. I feel valued in the Army.	1	2	3 [4]]5
	c. I would recommend joining the Army to others.		2	[] 15
	d. I believe I offer an important service to the country.	1	2	[3 [4] 15
	e. I feel a strong personal attachment to the Army.	1	2	[3] 15
	f. The Army inspires me to do the best in my job.	1	2	[3 []]5
	g. The Army motivates me to help it achieve its objective	s] Don't knov
	h. I feel that members of the Armed Forces are respected by society.	d 1	2	3	4	5
	i. My family is proud of me serving in the Armed Forces.	1	2	3	4	5 6
	j My family benefits from being a Service family.	1	2	3	4	5 6
	k. My family supports me in my job.	1	2	3	4	5 6
Q9	Do you feel that the Army discipline system is?			4		
	Very fair Unfair			5		
	Fair Very unf	air				
	Neither fair nor unfair					
	hat spirit which inspires soldiers to fight. It derivent, self-sacrifice and mutual trust, which togethe					
Q10	How strongly do you agree or disagree with the	followin	ıg?	No the co		
		Strongly		Neither agree nor	5.	Strongly
	a London dental discount of the control of the cont	agree	Agree	disagree	Disagree	disagree 5
	a. I understand the values and standards of the Army.	1	2	3	4	<u></u>
	b. The Army ethos is important to me.c. The ethos of the Army is an important part of life in the Army.	<u> </u> 1	2	3	4	5

Q11	How strongly do you feel that yo	ou belong t	o each of	the following	g, if at all?				
		Very strongly	Strongly	Not strongly	Not at all strongly	Not applicabl / don't know			
	a. My Unit.	1	2	3	4	5			
	b. My Corps/Capbadge.	1	2	3	4	5			
	c. My trade/specialism.	1	2	3	4	5			
	d. The Army.	1	2	3	4	5			
	e. The MOD.	1	2	3	4	5			
	f. The National Security Community.	1	2	3	4	5			
Q12	How satisfied are you with the f	ollowing as	spects of y	our current	job?				
			Very	,	Neither satisfied nor		Von		
			satisfi ——		dissatisfied	Dissatisfied	Very dissatisfied		
	a. My job in general.			1 2	3	4	5		
	b. The sense of achievement I get from	n my work.]12	3	4	5		
	c. The challenge in my job.]12	3	4	5		
	d. The amount of variety in my work.]12	3	4	5		
	e. The standard of personal equipmen job (e.g. clothes, boots, personal wear		do my]12	3	4	5		
	f. The availability of personal equipme job.	•	o do my]12	3	4	5		
	g. The standard of major equipment (essystems) I have to do my job.	e.g. vehicles	and	1 2	3	4	5		
	h. The availability of major equipment	I have to do	my job.]12	3	4	5		
	i. My current work location.]1	3	4	5		
Q13	How would you rate your workload over the last 12 months?								
	Much too high	Too	low		5				
	Too high		ch too low						
	About right								
Q14	How strongly do you agree or disagree with the following?								
			rongly	Neith agree	nor	Strongl			
			gree A	gree disagi	ree Disagr ∏₃ [ee disagre 4	e N/A		
	a. I have the resources I need to do mb. I know that if I do my job well I will b		1	2]3 <u> </u>]]4	<u> </u>		
	rewarded.								
	 c. I always put as much effort into my can. 	work as I	1	2]3	4 5	6		

Q15	Are you currently registered to vote?							
	Yes Please go to Q16							
	No Please go to Q17							
	Don't know Please go to Q18							
Q16	If you are currently registered to vote, are you registered as? (Tick one box only).							
	An ordinary/residential voter – registered for one year, usually via the annual update of voters (annual canvass) Please go to Q18							
	A Service voter – registered for five years, via a service declaration							
	An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas							
Q17	If you are not currently registered to vote, what is the main reason for this? (Tick one box only).							
	I did not receive an electoral registration form I am not interested in politics							
	I have not got around to it, but aim to do it I wish to remain impartial							
	I do not know how to register Other							
Q18	How important is it for you to be able to vote in the next elections?							
	Very Not at all important Important important							
	a. Local Elections.							
	b. General Elections.							
	c. European Parliament							
Q19	Which of the following best describes what you remember happening in recent months? (Tick one box only). My unit Registration Officer ran a voter publicity campaign (including posters, presentations and talks) I just saw posters in my unit advising me to register to vote I was not aware whether there was any publicity about registering to vote							
Q20	Have you read the 'Register to Vote' leaflet in recent months?							
	Yes Please go to Q21 No Please go to Q23							
Q21	Did you take any action as a result of reading the leaflet?							
	Yes Please go to Q22							
	No Please go to Q23							
	No - I was already registered to vote Please go to Q23							
Q22	What did you do as a result of reading the leaflet? (Tick all that apply).							
	a. I filled in the registration form.							
	b. I filled in the postal voting form.							
	c. I filled in the proxy form.							
	d. I contacted my Unit Registration Officer.							
	e. I visited www.aboutmyvote.co.uk.							

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

Q23	Which of these best sums up your awareness of the Armed Forces Covenant?							
	I've never heard of it	1	Please go to	Q25				
	I've heard of it but know nothing about it	2	Please go to	Q24				
	I've heard of it and know a little about it	3	Please go to	Q24				
	I've heard of it and know a lot about it	4	Please go to) Q24				
Q24	How did you find out about it? (Tig	ck all that a	oply).					
	a. Chain of Command.	1						
	b. Colleagues.							
	c. Newspapers.	1						
	d. TV.	1						
	e. MOD or Service websites.	1						
	f. Charities (e.g. Royal British Legion).	1						
	g. Other (please write).	1						
Q25	Which of these best sums up your	knowledge	of the Armed F	orces Compensation	Scheme?			
	I've never heard of it	Please (go to Q27					
	I've heard of it but know nothing about it	Please (go to Q26					
	I've heard of it and know a little about it	³ Please (go to Q26					
	I've heard of it and know a lot about it	Please (go to Q26					
Q26	How did you find out about it? (Tid	ck all that a	oply).					
	a. Chain of Command.	1						
	b. Colleagues.	1						
	c. Newspapers.	1						
	d. Formal Training.	1						
	e. MOD or Service websites.	1						
	f. Charities (e.g. Royal British Legion).	1						
	g. Other (please write).	1						
Q27	How strongly do you agree or disa							
	I feel prevented from taking an act Army.	tive part in t	the local civilian	community as a resu	ılt of being in the			
	Strongly agree	Disagre	ee	4				
	Agree 2	Strong	ly disagree	5				
	Neither agree nor disagree	Don't k	rnow	6				

			Much easier to access	Slightly easier to access	Has no impact on my ability to access	Slightly harder to access	harder to k access	Don't now / N/A
	a. The internet.			2	3	4	5	6
	b. Delivery of shopping.			2	3	4	5	6
	c. Public transport.		1	2	3	4	5	6
	 d. Financial products e.g. mortg e. Public services e.g. school, d library. 	-	1	2	3	4	5	6
Q29	How strongly do you agree	_		_	naged w			
		Strongly agree Agr		ner agree disagree	Disagree	Strongly disagree		W
	a. My immediate working team.	1	2	3	4	5	6	
	b. My Unit/Establishment.	1	2	3	4	5	6	
	c. The Army.	1	2	3	4	5	6	
	d. The MOD.	1	2	3	4	5	6	
Q30	How strongly do you agree		ئ ماد ماد:،	ollowing	. 2			
	now strongly do you agree	e or disagree w	ith the fe	onownig	f	Neither		
	now strongly do you agree	e or disagree w	S	trongly agree	Agree	Neither agree noi disagree	Disagree	Strongly disagree
	a. I know what Defence Transfo	-	S	trongly		agree noi		
		rmation is about.	S	trongly		agree noi		
	a. I know what Defence Transfo	rmation is about. Defence Transforr	S mation.	atrongly agree	Agree 2	agree noi		
	a. I know what Defence Transfo b. I understand the purpose of I c. I believe Defence Transforma	rmation is about. Defence Transforr tion will improve to	s nation. working in tunity to	atrongly agree	Agree 2	agree noi		
	 a. I know what Defence Transfo b. I understand the purpose of I c. I believe Defence Transformathe Army. d. In the last twelve months I has contribute to Defence Transforme. e. My immediate superior/ Chair 	rmation is about. Defence Transforr Ition will improve to the opportunities the opportunities the of Command ha	mation. working in tunity to at affect	etrongly agree 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Agree 2	agree noi		
	 a. I know what Defence Transfo b. I understand the purpose of I c. I believe Defence Transformathe Army. d. In the last twelve months I had contribute to Defence Transformme. 	rmation is about. Defence Transforr Ition will improve to the opport ation activities the opport of Command has ansformation will the future of the Arr	mation. working in tunity to at affect as helped affect me.	etrongly agree 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Agree 2	agree noi		
Q 31	 a. I know what Defence Transfo b. I understand the purpose of I c. I believe Defence Transformathe Army. d. In the last twelve months I has contribute to Defence Transforme. e. My immediate superior/ Chaime understand how Defence Tr f. I feel more optimistic about th 	rmation is about. Defence Transforr Ition will improve to the opport In activities the opport of Command has ansformation will the future of the Arrin.	mation. working in tunity to tat affect as helped affect me. my as a	etrongly agree 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Agree 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	agree noi disagree		
Q31	a. I know what Defence Transfo b. I understand the purpose of I c. I believe Defence Transforma the Army. d. In the last twelve months I ha contribute to Defence Transform me. e. My immediate superior/ Chair me understand how Defence Tr f. I feel more optimistic about th result of Defence Transformatio How strongly do you agree	rmation is about. Defence Transforration will improve the had the opportunation activities the of Command has ansformation will be future of the Arron.	mation. working in tunity to at affect as helped affect me. my as a	etrongly agree 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Agree 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	agree noi	Disagree 4 4 4 4 4 4	
Q31	a. I know what Defence Transfo b. I understand the purpose of I c. I believe Defence Transforma the Army. d. In the last twelve months I ha contribute to Defence Transform me. e. My immediate superior/ Chai me understand how Defence Tr f. I feel more optimistic about th result of Defence Transformatio How strongly do you agree a. I am proud when I tell others	rmation is about. Defence Transforration will improve the had the opportuation activities the nof Command has ansformation will be future of the Arran. The or disagree well am part of the Marran part of	mation. working in tunity to eat affect as helped affect me. my as a with the form	etrongly agree 1 1 1 1 1 ollowing	Agree 2 2 2 2 2 2 ?	agree noi disagree 3 3 3 3 3 Neither agree noi	Disagree 4 4 4 4 4	disagree 5 5 5 5 5 5 5 Strongly
Q31	a. I know what Defence Transforms b. I understand the purpose of I c. I believe Defence Transforms the Army. d. In the last twelve months I ha contribute to Defence Transform me. e. My immediate superior/ Chair me understand how Defence Tr f. I feel more optimistic about th result of Defence Transformatio How strongly do you agree a. I am proud when I tell others b. I would recommend the MOD	rmation is about. Defence Transforr Ition will improve to the addition activities the control of Command has ansformation will be future of the Arrin. The or disagree will am part of the Market and an arrive the Market and arrive th	mation. working in tunity to as helped affect me. my as a with the form S MOD. to work.	etrongly agree 1 1 1 1 1 ollowing	Agree 2 2 2 2 2 2 4 Agree 2 2 2 2 2 2 2 2 2 2 2 2	agree noi disagree 3 3 3 3 3 Neither agree noi	Disagree 4 4 4 4 4	disagree 5 5 5 5 5 5 5 Strongly
Q31	a. I know what Defence Transfo b. I understand the purpose of I c. I believe Defence Transforma the Army. d. In the last twelve months I ha contribute to Defence Transform me. e. My immediate superior/ Chai me understand how Defence Tr f. I feel more optimistic about th result of Defence Transformatio How strongly do you agree a. I am proud when I tell others	rmation is about. Defence Transforr Ition will improve to the addition activities the control of Command has ansformation will be future of the Arrin. The or disagree will am part of the Market and an arrive the Market and arrive th	mation. working in tunity to as helped affect me. my as a with the form S MOD. to work.	etrongly agree 1 1 1 1 1 ollowing	Agree22222222	agree noi disagree 3 3 3 3 3 Neither agree noi	Disagree 4 4 4 4 4	disagree 5 5 5 5 5 5 5 Strongly
Q31	a. I know what Defence Transforms b. I understand the purpose of I c. I believe Defence Transforms the Army. d. In the last twelve months I ha contribute to Defence Transform me. e. My immediate superior/ Chair me understand how Defence Tr f. I feel more optimistic about th result of Defence Transformatio How strongly do you agree a. I am proud when I tell others b. I would recommend the MOD	rmation is about. Defence Transforrection will improve to the had the opportunation activities the office of the Arron. I am part of the Modern as a great place of the Modern to the Modern arron.	mation. working in tunity to tat affect as helped affect me. my as a with the for S MOD. to work. D.	etrongly agree 1 1 1 1 1 ollowing	Agree 2 2 2 2 2 2 4 Agree 2 2 2 2 2 2 2 2 2 2 2 2	agree noi disagree 3 3 3 3 3 Neither agree noi	Disagree 4 4 4 4 4	disagree 5 5 5 5 5 5 5 Strongly

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

Section 3: Your Deployments and Separation

Q32	Are you eligible for deployment?							
	Yes 1 No 2							
Q33	Have you been on an operational deployment since 1st January 2011?							
	Yes \' No \'^2 Please go to Q40							
Q34	Are you currently on operational deployment?							
	Yes \\' No \\'^							
Q35	Were/are you deployed individually or as part of a Unit?							
	Individually							
	As part of a Unit							
Q36	How many weeks notice were you given for your current/last operational deployment?							
	Less than 1 week1 11-12 weeks6							
	1-2 weeks							
	3-5 weeks 26-51 weeks							
	6-8 weeks 52+ weeks							
	9-10 weeks							
Q37	How satisfied were you with this much notice?							
	Very satisfied Dissatisfied							
	Satisfied							
	Neither satisfied nor dissatisfied							
Q38	How satisfied were you with the following?							
	Neither Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied No	/A						
	a. Non-Operational Separation allowances (e.g. LSA, GYT(T), residual unacc. rate of LOA).							
	b. Operational allowances (e.g. Overseas Assistance, concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc).	<u> </u>						
	c. The amount of training between operations.							
	d. The amount of training support between operations.	_['						
	e. The amount of security duties.							

		Very satisfied		Neither satisfied nor dissatisfied D	issatisfied d	Very issatisfied	N/A
	f. The pre-deployment training (PDT) that I received fo my current/last operational tour.		2	3	4	5	6
	g. The equipment I used on PDT.h. That the equipment I used during training was the same as that used on operations.	1	2	3	4	5	6
	i. The vehicles I used on operations.j. The personal kit and equipment I received on operations.	1	2	3	4	5	6
	k. The equipment I used on operations. I. The welfare support that my family or partner received whilst I was deployed.	1	2	3	4	5	6
	m. The support I received from the Army when I returned from my last operational tour.	1	2	3	4	5	6
	n. The decompression and post operational tour support I received.	1	2	3	4	5	6
	o. The way my R&R was carried out (please provide more information in the box below if you wish):	1	2	3	4	5	6
Q39 Q40	What is your view of the following regarding y Too of a. The frequency of my operational deployments. Too I b. The length of my operational deployments. Approximately how many operational deployr	ong	About r	ight No.	t often enoug	gh	career?
	(Please write in both boxes, e.g. "06" if 6 deplo					·	
Time Away							
Q41	In the past 12 months approximately how man of duty for Service reasons?	ny weeks	s have yo	ou been aw	ay from y	our usua	l place
	Not been away	Betwee	en 4 - 6 ma	onths (14 - 26	weeks)	4	
	Up to 1 month (4 weeks)	Betwee	en 7 - 9 ma	onths (27 - 39) weeks)	5	
	Between 1 - 3 months (5 - 13 weeks)	Betwee	en 10 - 12	months (40 -	52 weeks)	6	
Q42	How satisfied or dissatisfied were you with th duty?	is <u>amou</u>	nt of time	e away fror	n your us	ual place	of
	Very satisfied Dissat	isfied			į.		
	Satisfied	lissatisfied	1		j.		
	Neither satisfied nor dissatisfied						

Section 4: Fairness and Leadership

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

Q43	How strongly do you agree or disagree with the following statements regarding fairness and equality in the Army?								
		Strongly agree	Agree	Neither agree nor disagree	Strongly Disagree disagree				
	a. I am treated fairly.	1	2	3	4 5				
	b. I am encouraged to use my talents to the full.	1	2	3	4 5				
	2.1 am encouraged to use my talente to the ram								
sexual orion disability.	ntion can occur when a person is treated lentation, pregnancy or maternity, marriage Discrimination can also occur where a penges a person on the basis of the characters.	e or civil p olicy or pra	artnership actice whic	, gender reass th applies to e	signment, age or				
intended to	nt includes unwanted conduct which is rector or has the effect of violating another's denvironment.								
	ay be characterised as offensive, intimida power through means intended to undern								
Q44	Do you believe that you have been the su Service environment in the last 12 month		scriminati	on, harassme	nt or bullying in a				
	Yes 1 No	² Please	go to Q49						
Q45	If Yes, please tick all that apply:	Discr	imination	Harassment	Bullying				
	a. Yes, on grounds of gender or gender identity.b. Yes, on grounds of race, colour, nationality, ethnational origin.	hnic or	1 1	2	3 3				
	c. Yes, on grounds of social background/class.		1	2	3				
	d. Yes, on grounds of religion or beliefs.		1	2	3				
	e. Yes, on grounds of sexual orientation.		1	2	3				
	f. Yes, on grounds of age.		1	2	3				
	g. Yes, on grounds of disability.		1	2	3				
	h. Yes, on grounds of pregnancy or maternity.		1	2	3				
	i. Yes, on other grounds - please specify.		1	2	3				
Q46	Did you make a formal written complaint harassment and/or bullying?			onths about th	is discrimination				
	Yes No	⁻ Please	go to Q48						

Q47	f yes, how satisfied were you with the following aspects of your complaint?							
		Very		Neither satisfied nor		Very		
	-	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied		
	 a. The objectivity and fairness with which my complaint was handled/is being handled. 		2	3	4	5		
	b. The amount of time taken/it is taking to resolve my complaint.	1	2	3	4	5		
	c. How well I was/am being kept informed about the progress of my complaint.	1	2	3	4	5		Not allocated a
	d. The support provided by my Assisting Officer.	1	2	3	4	5	N/A 6 N/A	Assisting Office
	e. The outcome of my complaint.	1	2	3	4	5	6	
Q48	If you did NOT make a fo	ormal wri	tten compl	aint, why wa	as this? (Ti	ck all that ap	pply).	
	a. I didn't know what to do.]'			
	b. I considered the incident(s) to be too	minor to repo	ort.]1			
	c. I resolved the situation info	ormally.]1			
	d. The situation was resolved	l through n	nediation.]1			
	e. I did not believe anything v	vould be de	one if I did co	mplain.	1			
	f. I did not want to go through	the comp	laints proced	ure.] ¹			
	g. I believed it might adverse	ly affect m	y career or w	orkplace.				
	 h. I was worried that there wo perpetrators. 	ould be rec	riminations fr	om the]1			
	i. I was discouraged from doi	ng so.]1			
	j. Other reason(s) - please sp	ecify.]1			
Q49	Do you know where to g	et inform	nation abou	t the Army	complaints	procedure	for unfair	treatment,
	discrimination, harassm			•	•	•		,
	Yes		No²					
Q50	Do you know how the Se harassment and/or bully			ommission	er can help	you with a	discrimin	ation,
	Yes, fully		1	not at all		3		
	To some extent		² Hav	ren't heard of nplaints Comr		4		

Brigadier and above) of the Army?				about the	, 3011101 01	iiceis (i.e.
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. The senior officers of the Army understand a represent my interests.	and 1	2	3	4	5	6
b. Senior officers are keen to get Service peop views on key decisions.	ole's 1	2	3	4	5	6
How strongly do you agree or disagree superior (Army or civilian)? He/she	with the fo	ollowing	statements	about you	ur immedi	ate
	Strongly		Neither agree nor		Strongly	
	agree □□1	Agree □□2	disagree	Disagree ☐ ☐ 4	disagree □5	Don't know □□6
a. Understands and represents my interests.			3	4	5	
b. Supports me in my job.				 4	5	
c. Sets a positive example.	 1			 4	5	
d. Encourages me to develop my skills.	' 1				5	
• •					5	
f. Recognises my efforts.				 4	5	
g. Tells me what's going on at work.						
					nd on th	е
Section	5: You	r Care	er			
Section How many weeks notice were you give				nent (nost	ing\?	
How many weeks notice were you give Less than 1 week			st assignn	nent (post	ing)?	
How many weeks notice were you give		current/la	st assignn eeks	nent (post	ing)?	
How many weeks notice were you give		current/la 11-12 w	e st assign n eeks eeks	nent (post	ing)?	
How many weeks notice were you give Less than 1 week 1-2 weeks		current/la 11-12 w 13-25 w	st assignn eeks eeks eeks	6	ing)?	
How many weeks notice were you give Less than 1 week 1-2 weeks 3-5 weeks		current/la 11-12 w 13-25 w 26-51 w	st assignn eeks eeks eeks	6	ing)?	
How many weeks notice were you give Less than 1 week 1-2 weeks 3-5 weeks 6-8 weeks	en for your	current/la 11-12 w 13-25 w 26-51 w	st assignn eeks eeks eeks	6	ing)?	
How many weeks notice were you give Less than 1 week 1-2 weeks 3-5 weeks 6-8 weeks 9-10 weeks The statisfied were you with this much	en for your	current/la 11-12 w 13-25 w 26-51 w	st assignn eeks eeks eeks	6 7 7 8 8 9 9	ing)?	
How many weeks notice were you give Less than 1 week 1-2 weeks 3-5 weeks 6-8 weeks 9-10 weeks The statisfied were you with this much Very satisfied Very satisfied	en for your	current/la 11-12 w 13-25 w 26-51 w 52+ wee	st assignn eeks eeks eeks	6	ing)?	
	b. Senior officers are keen to get Service peopviews on key decisions. How strongly do you agree or disagree superior (Army or civilian)? He/she a. Understands and represents my interests. b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance issues. f. Recognises my efforts. g. Tells me what's going on at work.	a. The senior officers of the Army understand and represent my interests. b. Senior officers are keen to get Service people's views on key decisions. How strongly do you agree or disagree with the for superior (Army or civilian)? He/she Strongly agree a. Understands and represents my interests. b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance issues. f. Recognises my efforts. g. Tells me what's going on at work.	agree a. The senior officers of the Army understand and represent my interests. b. Senior officers are keen to get Service people's views on key decisions. How strongly do you agree or disagree with the following superior (Army or civilian)? He/she Strongly agree Agree a. Understands and represents my interests. b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance issues. f. Recognises my efforts. g. Tells me what's going on at work.	a. The senior officers of the Army understand and sagree and isagree a. The senior officers of the Army understand and sagree are present my interests. b. Senior officers are keen to get Service people's sagree with the following statements superior (Army or civilian)? He/she How strongly do you agree or disagree with the following statements superior (Army or civilian)? He/she Strongly agree Agree disagree nor disagree a. Understands and represents my interests. b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance issues. f. Recognises my efforts. g. Tells me what's going on at work. strongly Agree disagree nor disagree and superior (Army or civilian)? lition about the Service Complaints Commissioner can	Strongly agree Agree disagree Disagree a. The senior officers of the Army understand and 1	a. The senior officers of the Army understand and 1 2 3 3 4 5 5 wiews on key decisions. How strongly do you agree or disagree with the following statements about your immedisuperior (Army or civilian)? He/she Strongly agree Agree disagree or disagree with the following statements about your immedisuperior (Army or civilian)? He/she Strongly agree Agree disagree Disagree disagree disagree or disagree disagree disagree disagree disagree disagree disagree or disagree disagree disagree disagree or disagree disagree or disagree disagree disagree or disagree disag

Q55	Which of these qualifications do you hold? (Please select the nearest equivalent where appropriate). (Tick all that apply).					
	a. No qualifications.					
	b. Apprenticeship.					
	c. Entry Level (1-4 O levels/CSEs/GCSEs any grades).					
	d. NVQ Level 1, Foundation GNVQ, Basic Skills.					
	e. 5+ O levels (passes)/CSEs (grade 1)/GCSEs (grades A*-C), School Certificate, 1 A level/ 2-3 AS levels/ VCEs, Higher Diploma.					
	f. NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/ General Diploma, RSA Diploma.					
	g. 2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/ Advanced Diploma.					
	h. NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, D1 BTEC National, RSA Advanced Diploma.					
	i. NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level.					
	j. Degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE).					
	k. Professional qualifications (for example teaching, nursing, accountancy).					
	I. Foreign qualifications.					
	m. Other vocational/work-related qualifications.					
Q56	Overall how satisfied are you with the career management service provided by the Army Personnel Centre (APC)?					
	Very satisfied Dissatisfied					
	Satisfied Very dissatisfied 5					
	Neither satisfied nor dissatisfied 3 N/A 6					
Q57	In terms of your current assignment, how strongly do you agree or disagree with the following? Neither Strongly agree nor Strongly agree Agree disagree Disagree disagree					
	a. I have the skills, knowledge and experience to do my job. 2^{1} 3^{3} 4^{4} 3^{5}					
	b. My skills and experience are being used.					
	c. The assignment provides development opportunities that 1 2 3 4 5 will enhance my promotion prospects.					
	d. My personal preferences were taken into account.					
Q58	Did you have an opportunity to state your preference before your last posting (assignment), for example using a Posting Preference Proforma (PPP)?					
	Yes Please Go to Not aware Q59 Please go to Q60 No Q60					
Q59	If YES, did you have the opportunity to seek advice or discuss your preferences with an expert? Yes 1 No 2					

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

		Strongly increases	Increases	•		Strongly increases
		my intention to stay	my intention to stay	n intention to stay or leave	my intention to leave	my intention to leave
a. Impact of Army life on	amily and personal	life.	2	3	4	5
b. Opportunities outside t	he Army.	1	2	3	4	5
c. Management in my uni		1	2	3	4	5
 d. Opportunities for longe engagement. 	r commission/exter	nded 1	2 	3	4	5
e. Current job satisfaction	1.			3	4	5
f. Job security.		1	2	3	4	5
g. My morale.		1	2	3	4	5
h. Service morale.		1	2	3	4	5
i. Amount of extra duties.		1	2	3	4	5
j. Amount of pay.		1	2	3	4	5
k. Amount of allowances.		1	2	3	4	5
I. Opportunities for career	development.	1	2	3	4	5
m. Opportunities for person	onal development.	1	2	3	4	5
n. Opportunities for sport		1	2	3	4	5
o. Opportunities for Adve		1	2	3	4	5
p. Promotion prospects.	Ü	1	2	3	4	5
q. Healthcare provision.		1	2	3	4	5
r. Dental provision.		1	2	3	4	5
s. Mental health provision	L.	1	2	3	4	5
t. Pension.	•	1	2	3	4	5
u. Opportunities for flexib	le working condition		2	3	4	5
v. Excitement of the job.	ie working condition	13.	2	3	4	5
v. Exolement of the job.						
w. Children's education.		1	2	3	4	5
x. Unfair treatment (bullyi discrimination).	ng, harassment,			3	4	5
y. Effect of operational co		tch.			4	°
z. Financial Incentives av Commitment Bonus.	allable to me, e.g.				4	3
aa. Spouse/partner's care	eer.	1	2	3	4	5
ab. Continuity of Education		1	2	3	4	5
ac. Frequency of operation		ents.	2	3	4	5
ad. Service Accommodat		1	2	3	4	5
ae. Support given to my f		1	2	3	4	5
af. I feel I have now compoperational tours I wanted	leted the amount o		2	3	4	5
ag. Opportunities for recr	eation.	1	2	3	4	5
If you have put your in the boxes below.)						
Most important reason for leaving		cond most im ason for leavin		2	Third most reason for I	

Q65		selling from your immediate commander/Commanding s Officer (RCMO) or Manning and Career Management s it:
	Very useful Not very useful]
	Useful Not useful at all	
	Neutral 3 Not received	
	redutar Processed	_
Q66	Have you ever considered transferring inte	ernally to another Corps/Arm e.g. Infantry to RE?
	Section 6: Your	* Accommodation
Q67	What kind of accommodation do you live in only)	n at present during the working week? (Tick one box
	Service Family Accommodation (SFA)	Please go to Q68
	Substitute Service Family Accommodation (SSFA)	Please go to Q69
	Single Living Accommodation. (SLA)	Please go to Q68
	Substitute Single Living Accommodation (SSLA)	Please go to Q69
	Property I own	Please go to Q73
	Privately rented accommodation	Please go to Q72
	In a relative's (e.g. parents') home	Please go to Q72
	Other (please write)	Please go to Q72
Q68	If you currently live in SFA or SLA, in the la Substitute SLA into your current accommo	ast 12 months did you move from a Substitute SFA or odation?
Q69	If you currently live in Service Accommoda Accommodation in the last 12 months?	ation, have you moved from your own home into Service
	Yes 1 No	Please go to Q71
Q70	If you moved from your own home into Ser the reason for this? (Tick all that apply). a. Posting requirement. b. Economy. c. Other (please write).	rvice Accommodation in the last 12 months, what was
	c. Other (piedes write).	

271	With regard to your current Service Accommodation, how satisfied are	you with the fo	ollowing?
	Very satisfied nor	Very	
	satisfied Satisfied dissatisfied <i>E</i> a. Overall standard of my current accommodation.	Dissatisfied dissatis	fied know
	b. Value for money of Service Accommodation.	4	
		4	
	current accommodation.		
	d. Quality of maintenance/repair work to my current accommodation.	4	5 6
	e. How fairly Service Accommodation is allocated.	4	5 6
72	Do you currently own your own home? Please answer this question wh property or not.	ether you live	in this
	Yes Please go to Q73		
	No Please go to Q76		
	No, but I am currently saving up to buy a home in the future Please go to Q76		
73	Please indicate whether each of the following was a reason why you be (Tick all that apply).	ought your ow	n home.
	a. To give stability for myself and my family.		
	b. The allowances for living in my own home.		
	c. To rent it out.		
	d. Poor standards of SLA or SFA.		
	e. Poor location of SLA or SFA.		
	f. The cost of SLA or SFA.		
	g. I wanted to live with my partner.		
	h. Other (please write).		
74	When did you become a home owner?		
	Less than 12 months ago 2-5 years ago	3	
	1-2 years ago More than 5 years ago	4	
275	If you currently own a home, how satisfied are you with the following?		
	Very satisfied nor	Ver issatisfied dissatis	
	a. The opportunity to live in my own home.	4]5
	1 2 3	4]5
	b. The allowances for living in my own home.		J L

If you own your own home, please go to Q77

Q76	Please indicate whether each of the following is a reason why you <u>do not own</u> your own home. (Tick all that apply).				
	a. I don't want to own a home at this stage in my life/career.				
	b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is.				
	c. I want to be able to move about/move my family with me when I am posted.				
	d. I don't want to buy a home where I am currently located.				
	e. I can't afford to buy a suitable home at the moment.				
	f. I don't want to risk losing money.				
	g. I wouldn't be able to live in the home.				
	h. Other (please write).				
		_			
077	Have you used a Covernment Affordable Haveing Schome in the last year to have at your				
Q77	Have you used a Government Affordable Housing Scheme in the last year to buy or rent your home?				
	Yes No, I would not use an Affordable Housing Scheme				
	No Not heard of this				
	No, but I am considering it				
Q78	When it comes to paying Council Tax, I am treated:				
	Much more favourably than a civilian				
	Slightly more favourably than a civilian				
	No more or less favourably than a civilian				
	Slightly less favourably than a civilian				
	Much less favourably than a civilian				
	Don't know / N/A				
Q79	Are you on a Unit that has Catering Retail and Leisure (CRL) that operates Pay As You Dine (PAYD)?				
	Yes No Please go to Q88 (Section 7)				
Q80	Do you use PAYD?				
	Yes 1 No 2 Please go to Q88 (Section 7)				
Q81	If you use PAYD, on average how many Core Meals do you purchase per week?				
	None 1 6-10 1				
	1-2				
	3-5 3 16+ 6				

Q82	If you purchase a Core Meal, ho	w satisfied are	you with:		
	a. The quantity of food. b. The quality of food. c. The value for money.	Satisfied 2 2 2 2	Neither satisfied nor dissatisfied 3 3 3	Dissatisfied 4 4 4	Very dissatisfied 5 5 5 5
Q83	If you use PAYD, on average ho	w many Retail I	Meals do you p	ourchase per v	veek?
	None		6-10 11-15 16+	4 5 6	
Q84	If you purchase a Retail Meal, he	ow satisfied are	=		
	a. The quantity of food. b. The quality of food. c. The value for money.	Satisfied 2 2 2	Neither satisfied nor dissatisfied 3 3 3 3	Dissatisfied 4 4 4	Very dissatisfied 5 5 5 5
Q85	How satisfied are you with:		Noithor		
		ery sfied Satisfied 1 2 1 2	Neither satisfied nor dissatisfied	Dissatisfied 4 4	Very dissatisfied 5 5
Q86	Overall how would you rate you introduction of CRL?	r environment	within your un	it compared to	o what it was before the
	Much Better	1	Worse	4	
	Better	2	Much Worse	5	
	Neither better nor worse	3	V/A	6	
Q87	Officers/SNCO's only. How satis	sfied are you wi	ith mess funct	ions provided	by the contractor?
	Very satisfied	□ 1	Dissatisfied	4	•
	Satisfied	2 \	/ery dissatisfied	5	
	Neither satisfied nor dissatisfied]3	V/A	6	

Section 7: Your Personal Life

Q88	What is your current personal status?
	Single (never married or formed a civil partnership) Please go to Q90
	In a long term / established relationship (but not married or in a civil partnership)
	Married / In a civil partnership
	Separated, but still legally married or in a civil partnership
	Divorced / Formerly in a civil partnership which is now legally dissolved Please go to Q90
	Widowed / The surviving partner from a civil partnership Please go to Q90
	Prefer not to say Please go to Q90
Q89	What is your spouse/partner's current employment situation?
	In the Armed Forces In voluntary (unpaid) employment 4
	In full-time paid employment / full- time self-employment (other than Not employed (for any reason)
	Armed Forces) In full-time or part-time education
	In part-time paid employment / part-time self-employment
Q90	Do you have any children whom you support financially?
	Yes 1
	No Please go to Q94
Q91	If YES, how many children do you have in each age group? (Please write the number of children for each category in each box, e.g. "3", or if you do not have children in a category please insert "0".)
	Under 5 years Between 17 and 19 years
	2 Detween 17 and 15 years 5
	Between 5 and 11 years Over 19 years
	Between 3 and 11 years Over 13 years
	Between 12 and 16 years
Q92	Do any of your children live with you? (Tick one box only).
402	Yes 1
	Shared Access 2
	Weekends/holidays only 3 Please go to Q94
	No Please go to Q94
	N/A Please go to Q94
	i loade go to wor

Q93	If you have a child or children who have had a Special Needs assessment, were any of them deemed to have a Special Educational Need (SEN)? (Tick one box only).
	Not applicable - none of my children have had a Special Needs assessment
	Yes Yes
	No No
Q94	In the past 12 months approximately how much time have you spent away from your family (e.g. spouse/partner or children) for Service reasons?
	Not been away Between 7 - 9 months (27 - 39 weeks) 5
	Up to 1 month (4 weeks) Between 10 - 12 months (40 - 52 weeks)
	Between 1 - 3 months (5 - 13 weeks)
	Between 4 - 6 months (14 - 26 weeks)
Q95	How satisfied are you with this amount of time away from your family?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied 5
	Neither satisfied nor dissatisfied \[\begin{array}{cccccccccccccccccccccccccccccccccccc
Q96	How satisfied are you with the following?
	Neither
	Very satisfied nor Very satisfied dissatisfied dissatisfied dissatisfied dissatisfied
	a. The ability to plan my own life - short term e.g. work/weekend leave.
	b. The ability to plan my own life - long term e.g. holidays/career training.
	c. The amount of separation from spouse, family and 1 2 3 4 5 friends.
	d. The opportunities available to me for flexible working.
	e. The effect of Service life on my children's education.
	f. The effect of Service life on my spouse/partner's 1 2 3 4 5 6 career.
Q97	Do you have caring responsibilities for infirm or elderly adult(s)?
	Yes 1 No 2
The Arn	ny would like to understand how Service life affects personal finance. The
informa	ition could improve training and policy.
Q98	In the last 12 months have you applied for a mortgage?
	Yes Please go to Q99 No Q101
Q99	If you have applied for a mortgage in the last 12 months, what happened regarding your most recent application?
	I was successful Please go to Q101
	I was rejected Please go to Q100
	I am still waiting for an answer Please go to Q101

Q100	If your mortgage application was rejected, what was the main reason? (Tick one box only).
	Failed credit check
	Lack of UK credit history
	Too many address moves
	Not enough savings for a deposit
	Mortgage unaffordable on current single/joint income
	Don't know
	Prefer not to say
	Other (please write)
Q101	In the last 12 months, have you applied for credit?
	Yes Please go to Q102 No Q104
Q102	If you have applied for credit in the last 12 months, what happened regarding your most recent application?
	I was successful Please go to Q104
	I was rejected Please go to Q103
	I am still waiting for an answer Please go to Q104
Q103	If your credit application was rejected, what was the main reason? (Tick one box only). Failed credit check Lack of UK credit history Too many address moves Don't know Prefer not to say Other (please write)
Q104	How confident are you in your ability to manage your finances?
	Very confident 1 Not very confident 3
	Quite confident Not at all confident
Q105	How satisfied are you with the Service provided support (e.g. information) you are given to help you arrange your finances?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied 5
	Neither satisfied nor dissatisfied N/A

Section 8: Leave

Q106	How satisfied are you with the follo	wing?					
			Very	C.	Neither atisfied nor	,	/ery
			satisfied			ssatisfied diss	
	 a. My overall leave allowance i.e. annual le operational tour leave (POTL), leave carrie previous years etc. 		1	2	3	4	5
	b. The opportunity to take leave when I wa	int to.	1	2	3	4	5
	c. The amount of leave I was able to take months.		1	2	3	4	5
Q107	Did you take all of your annual leav	e, i.e. 38 day	s (includi	ng public h	olidays), ir	the last le	ave year?
	Yes	The Plea	ase go to Q1	09 (Section 9)			
	No, because I have not been in the Service for a full leave year	² Plea	ase go to Q1 0	09 (Section 9)			
	No, for any other reason	Plea	ase go to Q1 0	08			
Q108	Please indicate which of the follow allowance within the last leave year			you did no	t take all of	f your annu	al leave
	a. Operational tour.]1				
	b. Not allowed.]1				
	c. Courses/training.]1				
	d. Personal reasons.]1				
	e. Workload.]1				
	f. Undermanning.]1				
	g. I wanted to carry days over to the next I	eave year	1				
	h. Other (please write).		_]1				
	(1.000)						
	Section 9: Your He	ealth, W	ell-be	ing and	l Fitnes	SS	
Q109	If you have received Service-provid with:	ed <u>medical</u> t	reatment	in the last	2 years, ho	w satisfied	were you
		Very		Neither satisfied no	r	Very	
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	N/A
	 a. Being able to access the medical care v I needed it. 	vhen []1	2	3	4	5	6
	b. The medical facilities.			3	4	5	b
	 c. The way in which I was treated by the m staff. 	nedical 1	2	3	4	5	6
	d. The effectiveness of my medical treatme	ent. [¹	2	3	4	5	6

Q110	with this treatment?	ervice-provide	a <u>aentai</u>	treatment	in the last	2 years	, now sat	istiea wei	re you
	Very satisfied	1	Dissa	tisfied			4		
	Satisfied	2	Very (dissatisfied			5		
	Neither satisfied nor dissati	sfied 3	N/A				6		
Q111	If you have received Se		d <u>mental</u>	health car	e in the la	ıst 2 yea	rs, how s	atisfied w	vere
	Very satisfied	1	Dissa	tisfied			4		
	Satisfied	2	Very	dissatisfied			5		
	Neither satisfied nor dissati	sfied 3	N/A				6		
Q112	How satisfied are you v	with the follow	ring?						
				Very satisfied	Satisfied	Neithe satisfied dissatis	nor	V€ isfied dissa	ery tisfied
	a. Army sport, exercise and	fitness facilities	in general	. [_]'			` <u> </u>		
	b. My opportunities to pursu	ue fitness activitie	es.						5
	c. My opportunities to pursu	ie Adventure Tra	ining.						5
	of measuring national wel The questions below are								eral
Q113	Overall, how satisfied a	are you with y	our life n	owadays?					
	Not at all							Cor	mpletely
	0 1 2	3	4	5	6	7	8	9	10
Q114	Overall, how happy did	you feel yest	erday?						
	Not at all							Со	mpletely
	0 1 2	3	4	5	6	7	8	9	10
Q115	Overall, how anxious d	id you feel yes	sterday?						
	Not at all							Со	mpletely
	0 1 2	3	4	5	6	7	8	9	10
Q116	Overall, to what extent	do you feel th	e things	you do in	your life a	re worth	while?		
	Not at all							Со	mpletely
	0 1 2	3	4	5	6	7	8	9	10

Section 10: Welfare

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

Section 11: Working with the Army Reserves

Q122	22 Are you aware of the following roles you can undertake in the Army Reserves?							
		Yes, fully aware	Yes, somewhat aware	No, not aware				
	a. Volunteer Reserve.	1	2	3				
	b. Regular Reserve.	1	2	3				
	c. Full-Tme Reserve Service (FTRS) (Full Commitment).	1	2	3				
	d. Full-Time Reserve Service (FTRS) (Limited Commitment).	1	2	3				
	e. Full-Time Reserve Service (FTRS) (Home Commitment).	1	2	3				
	f. Additional Duties Commitment (ADC).	1	2	3				
Q123	When you leave the Army, would y	∕ou consider j		y Reserves?				
	Yes	No	Don't know					
	a. Full time.	2	3					
	b. Part time.	2	3					
Q124	What would make you join the Rese	erve Forces? ((Please write in	the box below).				
Q125	Have you had working contact wit	h the Army Re	serves in the l	est two vears?				
Q125	Yes	1 <u></u>		ist two years:				
		2	ase go to Q126					
	No Dog Mariana	3	ase go to Q129 (Sec					
	Don't know	Ple	ase go to Q129 (Se	ction 12)				
Q126	In your experience, do you believe	the Army Res	serves's contrib	oution to the Army is:				
	Very valuable	Not at all va	luable 4					
	Valuable 2	Don't know	5					
	Not very valuable 3							
Q127	In your experience, how well integ	rated with the	Army Regular	Service are the Army Reserves?				
	Very well	Not at all we	ell 4					
	Well 2	Don't know	5					
	Not very well							
Q128	How do you rate the professionalis	sm of the Arm	y Reserves?					
	Very professional	Not at all pro	ofessional 4					
	Professional 2	Don't know	5					
	Not very professional 3							

Section 12: Your Comments Q129 This survey is? About right Too short Too long Q130 How long did it take you to complete this survey? Less than 10 minutes 30-40 minutes Over an hour 10-20 minutes 40-50 minutes 20-30 minutes 50-60 minutes Q131 Please use this box to provide any further comments about working and living in the Army.

Thank you for completing this questionnaire.

Please return the questionnaire within 2 weeks of receipt (or at the next mail dispatch opportunity) to a:cet Limited, Centre 500, 500 Chiswick High Road, London, W4 5RG using the envelope provided.

OROYAL AIR FORCE



What is RAF life Like for you?

Tell us – your views are important

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

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

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

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



Air Marshal Baz North DCom Cap/AMP&C



PARTICIPANT INFORMATION SHEET

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

http://www.dasa.mod.uk/index.php/publications/other/surveys/armed-forces-continuous-attitude-survey

The report of the findings of the 2014 AFCAS survey is due to be released at 09:30 on 21st May 2014.

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

Armed Forces Continuous Attitude Survey 2014: Royal Air Force

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

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

Responses from individuals will not be identified.

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

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

Once completed please return the survey to a:cet Limited, Centre 500, 500 Chiswick High Road, London W4 5RG using the **prepaid envelope provided.**

Section 1: Your Pay, Allowances & JPA

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

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

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

You may have recently received an AFCAS postcard or email inviting you to complete the intranet version of this questionnaire. If you have already completed the intranet version of this 2014 AFCAS questionnaire then please ignore this paper copy.

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

Strongly agree	isagree		4		
Agree 2 S	trongly disagree		5		
Neither agree nor disagree					
How satisfied are you with the follow	wing?				
	Very		Neither satisfied nor		Very
a. My rate of basic pay (basic pay includes	satisfied X-Factor 1	Satisfied	dissatisfied	Dissatisfied 4	dissatisfied
but excludes Specialist Pay and any allowa					
b. My Specialist Pay.	1	2	3	4	5
c. My pension benefits.	1	2	3	4	5
o. my pondion bonome.					
d. My allowances, e.g. Longer Separation A (LSA), Get You Home (GYH), Continuity Of		2	3	4	5

			Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	e. Information about pay and allow the intranet, DINs and brochures.	ances, e.g. from		2	3	4	5	
	f. My ability to access JPA.		1	2	3	4	5	
	g. My ability to do my personal ad	min tasks on JPA	A.	2	3	4	5	N/A
	h. My JPA training.		1	2	3	4	5 5	6 6
	i. Viewing my pay statements on J	PA.						
	Section 2: Aspec	ts of Wo	rking	in the	Royal	Air Fo	orce	
Q3	Before you joined the RAF, we receive sponsorship? (Tick a			Service	or other yo	outh orgai	nisation or	did you
	a. Military School (e.g. Duke of Yo	rk's).						
	b. Scouts/Guides.	1						
	c. Sea/Army/Air Cadets.	1						
	d. Combined Cadet Force (CCF).	1						
	e. University Cadets.	1						
	f. University Air Squadron.	1						
	g. A Reserve Force.	1						
	h. Bursary/Scholarship.	1						
	i. Other sponsorship.	1						
	j. None of these.	1						
Q4	How satisfied are you with R	AF life in gen	eral?					
	Very satisfied	Di.	ssatisfied			4		
	Satisfied	□ Ve	ery dissatisfi	ed		5		
	Neither satisfied nor dissatisfied	3						
Q5	How does RAF life compare	with what you	ı expected	l it to be	when you	joined?		
	Much better	\square^1 W	orse			4		
	Better	²	uch worse			5		
	About the same	3						
Q6	How would you rate the level	of morale of	·	Neither	hiah			
		Very high	High	nor lo	w Lo	w Ve	ery low	
	a. Myself.		2		3	」 ⁴	5	
	b. My Unit.	1	2]3	4	5	
	c. The RAF as a whole.	1	2		3	4	5	

Neither

Q7	In considering your immediate working team, to following?	what ex	tent do y	ou agree o	r disagree	with the
				Neither		
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree
	a. My team know exactly what their responsibilities are.	1	2	3	4	5
	b. Members of my team pull together to complete tasks.	1	2	3	4	5
	c. We have confidence in ourselves as a team.	1	2	3	4	5
	d. My team can work through difficult challenges.	1	2	3	4	5
	e. The people in my team work together to find ways to improve the service we provide.	1	2	3	4	5
Q8	How strongly do you agree or disagree with the	followin	ıg?			
		Strongly		Neither agree nor	Stron	alv
		agree	Agree	disagree Dis	sagree disag	ree ¬-
	a. I feel proud to be in the RAF.	<u></u>		3	4	
	b. I feel valued in the RAF.	1	2	3	4	5
	c. I would recommend joining the RAF to others.	1	2	3	4	5
	d. I believe I offer an important service to the country.	1	2	3	4	5
	e. I feel a strong personal attachment to the RAF.	1	2	3	4	5
	f. The RAF inspires me to do the best in my job.	1	2	3	4	5
	g. The RAF motivates me to help it achieve its objectives	S1	2	3	4	5
	h. I feel that members of the Armed Forces are respected by society at large.	d 1	2	3	4	Don't know
	i. My family is proud of me serving in the Armed Forces.	1	2	3	4	5 6
	j. My family benefits from being a Service family.	1	2	3	4	5 6
	k. My family supports me in my job.	1	2	3	4	5 6
Q9	Do you feel that the RAF discipline system is?					
	Very fair Unfair			4		
	Fair Very unf	air		5		
	Neither fair nor unfair					
face challe belonging confidence	Ethos is the distinctive character, spirit and attituenge and, on occasion, danger. It is underpinned It encompasses the will to contribute to the dele in the chain of command, trust in colleagues a ent of high professional standards and the coura	I by tradi ivery of e nd equip	tion, esp effective : ment, res	rit de corps air power th spect for ind	and a sen nat arises f dividuality,	se of rom
Q10	How strongly do you agree or disagree with the	followin	ıg?			
		Strongly		Neither agree nor		Strongly
		agree	Agree	disagree	Disagree	disagree
	a. I understand the values and standards of the RAF.		2	3	4	5
	b. The RAF ethos is important to me.	1	2	3	4	5
	c. The ethos of the RAF is an important part of life in the RAF.	1	2	3	4	5

Q11	How strongly d	o you feel that y	ou belong t	to each d	of the fo	ollowing,	if at all?		
			Very strongly	Strongly	/ Not	strongly	Not at all strongly	Not applicable / don't know	
	a. My immediate v	vorking team.				3	4	5	
	b. My Branch/Trac	le.	1		2	3	4	5	
	c. My Role/Capab		1		2	3	4	5	
	d. My Wing/Squad	ron/Unit.	1	2	2	3	4	5	
	e. My Station.		1		2	3	4	5	
	f. The RAF.		1	2	2	3	4	5	
	g. The MOD.		1		2	3	4	5	
	h. The National Se	ecurity Community.	1		2	3	4	5	
Q12	How satisfied a	re you with the	following a	spects o	f your o	current jo	b?		
				V	/ery		Neither satisfied nor		Very
				sat	tisfied	Satisfied	dissatisfied	Dissatisfied di	ssatisfied
	a. My job in gener			Ĺ	1		3	4	5
		chievement I get fro	m my work.	Ĺ	1	2	3	4	5
	c. The challenge in			L	1	2	3	4	 5
	d. The amount of v	ranety in my work. Epersonal equipme	nt/kit I have to	do my [1	2	3	4	5
	job (e.g. clothes, b	oots, personal wea	ipon).	٠ [
	 f. The availability of job. 	of personal equipme	ent/kit I have t	to do my	1			4	5
	g. The standard of systems) I have to	major equipment (do my job.	e.g. vehicles	and	1	2		4	5
	h. The availability	of major equipment	t I have to do	my job.	1	2	3	4	5
	i. My current work	location.			1	2	3	4	5
Q13	How would you	rate your workl	oad over th	ne last 12	2 month	ıs?			
	Much too high	1 About	t right	3	Much	too low	5		
	Too high	Too lo	DW .	4					
Q14	How strongly d	o you agree or d	disagree wit	th the fo	llowing				
				rongly		Neithei agree no	or	Strongly	
	a. My superiors do work activities.	not interfere exces		agree 1	Agree 2	disagre	e Disagr	ee disagree 4 5	<i>N/A</i>
		cient authority to ma	ake	1	2	3		4 5	6
	c. I have the resou	rces I need to do n	ny job.	1	2	3		4 5	6
	d. If I make a genu feel that it will be h	uine mistake at worl eld against me.	k, I do not	1	2	3		5	6
		eople do not automa ame when things go		1	2	3		5	6
	f. I am encouraged things at work.	d to find better ways	s of doing	1	2	3		5	6
	g. I am always give work needs to be	en a clear deadline completed.	as to when	1	2	3		5	6
	h. When I am set a clearly what outpu	a task at work, I am t is required.	told very	1	2	3		5	6
	i. Where I work pe than keep hold of	ople share informat it.	tion rather	1	2	3		5	6
	j. I know that if I do rewarded.	my job well I will b	e praised or	1	2	3		5	6
	k. I always put as can.	much effort into my	work as I	1	2	3		4 5	6

Q15	Are you currently registered to vote?
	Yes Please go to Q16
	No Please go to Q17
	Don't know Please go to Q18
Q16	If you are currently registered to vote, are you registered as? (Tick one box only).
	An ordinary/residential voter – registered for one year, usually via the annual update of voters (annual canvass) Please go to Q18
	A Service voter – registered for five years, via a service declaration
	An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas
Q17	If you are not currently registered to vote, what is the main reason for this? (Tick one box only).
	I did not receive an electoral registration form I am not interested in politics
	I have not got around to it, but aim to do it
	I do not know how to register Other
Q18	How important is it for you to be able to vote in the next elections?
	Very Not at all important Important important
	a. Local Elections.
	b. General Elections.
	c. European Parliament Elections.
Q19	Which of the following best describes what you remember happening in recent months? (Tick one box only). My unit Registration Officer ran a voter publicity campaign (including posters, presentations and talks) I just saw posters in my unit advising me to register to vote I was not aware whether there was any publicity about registering to vote
Q20	Have you read the 'Register to Vote' leaflet in recent months?
	Yes Please go to Q21 No Please go to Q23
Q21	Did you take any action as a result of reading the leaflet?
	Yes Please go to Q22
	No Please go to Q23
	No - I was already registered to vote Please go to Q23
Q22	What did you do as a result of reading the leaflet? (Tick all that apply).
	a. I filled in the registration form.
	b. I filled in the postal voting form.
	c. I filled in the proxy form.
	d. I contacted my Unit Registration Officer.
	e. I visited www.aboutmyvote.co.uk.

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

Q23	Which of these best sums up your a	wareness of th	e Armed Forces (Covenant?
	I've never heard of it	1	Please go to Q25	
	I've heard of it but know nothing about it	2	Please go to Q24	
	I've heard of it and know a little about it	3	Please go to Q24	
	I've heard of it and know a lot about it	4	Please go to Q24	
Q24	How did you find out about it? (Tick	all that apply).		
	a. Chain of Command.		1	
	b. Colleagues.		1	
	c. Newspapers.		1	
	d. TV.		1	
	e. MOD or Service websites.		1	
	f. Charities (e.g. Royal British Legion).		1	
	g. Other (please write).		1	
Q25	Which of these best sums up your k	nowledge of th	e Armed Forces (Compensation Scheme?
	I've never heard of it	1	Please go to Q27	
	I've heard of it but know nothing about it	2	Please go to Q26	
	I've heard of it and know a little about it	3	Please go to Q26	
	I've heard of it and know a lot about it	4	Please go to Q26	
Q26	How did you find out about it? (Tick	all that apply).		
	a. Chain of Command.		1	
	b. Colleagues.		1	
	c. Newspapers.		1	
	d. Formal Training.		1	
	e. MOD or Service websites.		1	
	f. Charities (e.g. Royal British Legion).		1	
	g. Other (please write).		1	
Q27	How strongly do you agree or disagr I feel prevented from taking an active RAF.			
	Strongly agree	Disagree		4
	Agree 2	Strongly disa	igree	5
	Neither agree nor disagree 3	Don't know		6

Q28	When it comes to being able to access the following, are you finding that being in the Armed Forces makes it									
			Much easier to access	Slightly easier to access	Has no impact on my ability to access	Slighly harder to access	Much harder to access	Don't know / N/A		
	a. The Internet.					4	5	6		
	b. Delivery of shopping.		1	2	3	4	5	6		
	c. Public transport.		1	2	3	4	5	6		
	 d. Financial products e.g. mortg e. Public services e.g. school, d library. 	-	ital, 1	2	3	4	5	6		
Q29	How strongly do you agree	or disag Strongly	1	Neither agree)	Strongly				
		agree □ 1	Agree	nor disagree	Disagree 4	disagree 5	Don't knov	V		
	a. My immediate working team.	1	2	3	4	5	 6			
	b. My Unit/Establishment.	1	2	3	4	5	 6			
	c. The RAF.			3	4	5				
	d. The MOD.	'								
Q30	How strongly do you agree	or disag	ree with th	e followir	ng?					
				Strongly		Neither agree nor		Strongly		
				agree	Agree	disagree	Disagree	disagree		
	a. I know what Defence Transfo	rmation is a	bout.		2	3	4	5		
	b. I understand the purpose of [2	3	4	5		
	 c. I believe Defence Transforma the RAF. 	ition will imp	prove working	g in ¹	2	3	4	5		
	 d. In the last twelve months I ha contribute to Defence Transform me. 				2	3	4	5		
	e. My immediate superior/ Chair me understand how Defence Tr				2	3	4	5		
	f. I feel more optimistic about the result of Defence Transformation		he RAF as a	1	2	3	4	5		
Q31	How strongly do you agree	or disag	ree with th	e followir	ng?					
				Strongly	Agroo	Neither agree nor	Disagraa	Strongly		
	a. I am proud when I tell others	I am part of	the MOD.	agree	Agree	disagree 3	Disagree	disagree 5		
	b. I would recommend the MOD	-		k.	2	3	4	5		
	c. I feel a strong personal attach	_	-	···	2	3	4	<u> </u> 5		
	d. The MOD inspires me to do t			1	2	3	4	5		
	e. The MOD motivates me to he			1	2	3	4	 5		

Section 3: Your Deployments and Separation

Q32	Are you eligible for deployed Yes 10 No.							
	700	<i>,</i> —						
Q33	Have you been on an opera	ational depl	loyment s	since 1st	January 20	11?		
	Yes 1 No	Please	go to Q42					
Q34	Are you currently on opera	tional depl	oyment?					
	Yes ¹ No) <u> </u> ²						
Q35	Were/are you deployed ind	ividually or	as part o	of a Unit?				
	Individually							
	As part of a Unit	:						
Q36	How many weeks notice w	ere you giv	en for yo	ur curren	t/last oper	ational d <u>e</u>	<u></u>	
	Less than 1 week			11-1	2 weeks		6	
	1-2 weeks				25 weeks		′ 8	
	3-5 weeks				51 weeks	L	9	
	6-8 weeks			52+	weeks			
	9-10 weeks							
Q37	How satisfied were you wit	th this muc	h notice?	•				
	Very satisfied		Dissatis	fied		4		
	Satisfied		Very dis	satisfied		5		
	Neither satisfied nor dissatisfied	3						
Q38	How satisfied were you wit	the follow	wing?					
			Very		Neither satisfied nor		Very	
	a. The pre-operational training the	aat Lracaiyad	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	<i>N/A</i>
	for my current/last operational to							
	 b. The pre-operational preparati received for my current/last operation 		1	2	3	4	5	6
	 c. The support I received from the returned from my last operational 	al tour.	I1	2	3	4	5	
	d. The welfare support that my find partner received whilst I was dep		1	2	3	4	5	
Q39	During your pre-operationa	al preparati	on, did ye	ou have a	ccess to th	ne followir	ng?	
		Yes No	2					
	a. Job specification for the post.	1	 2					
	b. Assignment Order.]]2					
	c. Preparation Instruction.	1] 2					
	d. A1 Ops Website.]					

Q40	contributes/contributed to overall B	•	,		
	Strongly agree	Disagree		4	
	Agree 2	Strongly disagree	е	5	
	Neither agree nor disagree				
Q41	What is your view of the following re	egarding your expe	erience of ope	rational deployme	nts?
		Too often	About right	Not often enough	
	a. The frequency of my operational deployr	ments.	2		
		Too long	About right	Too short	
	b. The length of my operational deploymen	ts.			
Time A	<u>way</u>				
Q42	In the past 12 months approximately of duty for Service reasons?	how many weeks	s have you bee	en away from your	usual place
	Not been away	Betwee	en 4 - 6 months (14 - 26 weeks)]4
	Up to 1 month (4 weeks)	Betwee	en 7 - 9 months (27 - 39 weeks)	5
	Between 1 - 3 months (5 - 13 weeks)	3 Betwee	n 10 - 12 month	s (40 - 52 weeks)]6
Q43	How satisfied or dissatisfied were years duty?	ou with this <u>amour</u>	nt of time awa	y from your usual	place of
	Very satisfied	Dissatisfied		4	
	Satisfied	Very dissatisfied		5	
	Neither satisfied nor dissatisfied				

Section 4 begins on the next page

Section 4: Fairness and Leadership

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

Q44	How strongly do you agree or disagree with t equality in the RAF?	he following sta	atements regardin	ng fairness and
	Strong agree		Neither agree nor disagree Disa	Strongly agree disagree
	a. I am treated fairly.	12	3	5
	b. I am encouraged to use my talents to the full.	12	3	5
sexual oried disability.	ntion can occur when a person is treated less entation, pregnancy or maternity, marriage or Discrimination can also occur where a policy ages a person on the basis of the characterist	civil partnership or practice whi	o, gender reassign ch applies to ever	nment, age or
intended to	nt includes unwanted conduct which is related or has the effect of violating another's digni- environment.			
	ay be characterised as offensive, intimidating power through means intended to undermine			
Q45	Do you believe that you have been the subject Service environment in the last 12 months?	ct of discriminat	ion, harassment o	or bullying in a
	Yes 1 No 2	Please go to Q50		
Q46	If Yes, please tick all that apply:	Discrimination	Harassment	Bullying
	a. Yes, on grounds of gender or gender identity.b. Yes, on grounds of race, colour, nationality, ethnic on national origin.	or 1	2 2	3
	c. Yes, on grounds of social background/class.	1	2	3
	d. Yes, on grounds of religion or beliefs.	1	2	3
	e. Yes, on grounds of sexual orientation.	1	2	3
	f. Yes, on grounds of age.	1	2	3
	g. Yes, on grounds of disability.	1	2	3
	h. Yes, on grounds of pregnancy or maternity.	1	2	3
	i. Yes, on other grounds - please specify.	1	2	3
Q47	Did you make a formal written complaint with harassment and/or bullying? Yes 1 No 2	nin the last 12 m	onths about this	discrimination

Q48	If yes, how satisfied were you	with the	following	aspects of y	our compl	aint?		
		Very		Neither satisfied nor		Very		
	-	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied		
	 a. The objectivity and fairness with which my complaint was handled/is being handled. 		2	3	4	5		
	b. The amount of time taken/it is taking to resolve my complaint.	1	2	3	4	5		
	c. How well I was/am being kept informed about the progress of my complaint.	1	2	3	4	5		lot allocated a
	d. The support provided by my Assisting Officer.	1	2	3	4	5	N/A A	ssisting Office
	e. The outcome of my complaint.	1	2	3	4	5	6	
Q49	If you did NOT make a fo	ormal wri	tten compl	aint why wa	s this? (Tid	ck all that ap	ply).	
	a. I didn't know what to do.]'			
	b. I considered the incident(s) to be too	minor to repo	ort.]1			
	c. I resolved the situation info	ormally.]1			
	d. The situation was resolved	d through n	nediation.]1			
	e. I did not believe anything v	would be d	one if I did co	mplain.	1			
	f. I did not want to go through	the comp	laints proced	ure.]1			
	g. I believed it might adverse	ly affect m	y career or w	orkplace.	\int_{0}^{1}			
	 h. I was worried that there we perpetrators. 	ould be rec	riminations fr	om the]1			
	i. I was discouraged from doi	ng so.]1			
	j. Other reason(s) - please sp	ecify.]1			
Q50	Do you know where to g	et inform	nation abou	it the RAF c	omplaints	procedure fo	or unfair tr	eatment,
	discrimination, harassm	ent and b						
	Yes		No					
Q51	Do you know how the So harassment and/or bully			ommission	er can help	you with a	discrimina	ition,
	Yes, fully		¹ No,	not at all		3		
	To some extent			ven't heard of nplaints Comr		4		

Q52	How strongly do you agree or disa Air Commodore and above) of the		ollowing s	statements	about the	senior of	fficers (i.e.
		Strongly		Neither agree nor		Strongly	
		agree	<i>Agree</i> □□2	disagree	Disagree 4	disagree 5	Don't know ☐☐6
	a. They understand and represent my int	1	2	3	4	5	<u> </u>
	b. They inspire me to do the best in my juc. They are keen to get Service people's key decisions.		2	3	4	5	6
	d. They champion RAF interests in Tri-Scissues.	ervice 1	2	3	4	5	6
	e. They communicate future plans.	1	2	3	4	5	6
	f. My senior chain of command is known	to me.	2	3	4	5	6
	g. They communicate decisions to perso		2	3	4	5	6
	h. They understand the impact of change personnel.	e on	2	3	4	5	6
Q53	How would you like the RAF's sen with you? (Tick all that apply).	ior leadership	(i.e. Air Co	ommodore	and above	e) to comr	municate
	a. Unit visits	1					
	b. AMP Bulletin.	1					
	c. Through unit commanders.	1					
	d. Other.	1					
Q54	How strongly do you agree or disa superior (RAF or civilian)? He/she		ollowing s	statements	about you	ur immedi	ate
				Neither			
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	Don't know
	a. Understands and represents my intere	agree	Agree 2	agree nor	Disagree		Don't know
	a. Understands and represents my interests.b. Supports me in my job.	agree	Agree 2	agree nor	Disagree 4 4		Don't know
	•	agree	Agree 2 2 2 2	agree nor	Disagree 4 4 4		Don't know
	b. Supports me in my job.	agree	Agree 2 2 2 2 2 2	agree nor	Disagree 4 4 4 4 4		Don't know
	b. Supports me in my job.c. Sets a positive example.	agree ests.	Agree 2 2 2 2 2 2 2	agree nor	Disagree 4 4 4 4 4 4 4		Don't know
	b. Supports me in my job.c. Sets a positive example.d. Encourages me to develop my skills.	agree ests.	Agree 2 2 2 2 2 2 2 2 2	agree nor	Disagree 4 4 4 4 4 4 4 4		Don't know
	b. Supports me in my job.c. Sets a positive example.d. Encourages me to develop my skills.e. Is supportive over work/life balance is:	agree ests.	Agree 2 2 2 2 2 2 2 2 2 2 2	agree nor	Disagree 4 4 4 4 4 4 4 4 4		Don't know
	b. Supports me in my job.c. Sets a positive example.d. Encourages me to develop my skills.e. Is supportive over work/life balance is:f. Recognises my efforts.	agree ests.	Agree 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	agree nor	Disagree 4 4 4 4 4 4 4 4 4 4		Don't know
	 b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance is: f. Recognises my efforts. g. Tells me what's going on at work. 	agree ests.		agree nor disagree	4	disagree 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	
	b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance is: f. Recognises my efforts. g. Tells me what's going on at work. h. Is someone I trust. ation about the Service Coming link: http://armedforcesc	ests. pagree pagree	mmissiondepend	agree nor disagree 3 3 3 3 3 3 3 3 oner candent.gov	4	disagree 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	
	b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance is: f. Recognises my efforts. g. Tells me what's going on at work. h. Is someone I trust. ation about the Service Coming link: http://armedforcesc	agree ests.	mmissiondepend	agree nor disagree 3 3 3 3 3 3 3 3 oner candent.gov	4	disagree 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	
	b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance is: f. Recognises my efforts. g. Tells me what's going on at work. h. Is someone I trust. ation about the Service Coming link: http://armedforcesc	agree ests.	mmissiondepender	agree nor disagree 3 3 3 3 3 3 3 oner can dent.gov	4	disagree 5 5 5 5 5 5 5 6 6 7 7 7 8 7 8 7 8 8 8 8 8 8 8 8 8 8 8	
followin	b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance is: f. Recognises my efforts. g. Tells me what's going on at work. h. Is someone I trust. ation about the Service Compg link: http://armedforcesc	agree ests.	mmissiondepender	agree nor disagree 3 3 3 3 3 3 3 4 3 4 4 6 6 6 7 6 6 6 6 6 6 7 6 6 6 7 6 6 7 6 6 7 6 7 6 7 7 7 7 7 8 7 7 7 7	4	disagree 5 5 5 5 5 5 5 6 6 7 7 7 8 7 8 7 8 8 8 8 8 8 8 8 8 8 8	
followin	b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance is: f. Recognises my efforts. g. Tells me what's going on at work. h. Is someone I trust. ation about the Service Coming link: http://armedforcesc	agree ests.	mmissiondepend	agree nor disagree 3 3 3 3 3 3 3 4 3 4 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	4	disagree 5 5 5 5 5 5 5 6 6 7 7 7 8 7 8 7 8 8 8 8 8 8 8 8 8 8 8	
followin	b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance iss f. Recognises my efforts. g. Tells me what's going on at work. h. Is someone I trust. ation about the Service Com ng link: http://armedforcesc Section Com Less than 1 week	agree ests.	mmissiondepender Care	agree nor disagree 3 3 3 3 3 3 3 oner can dent.gov	4	disagree 5 5 5 5 5 5 5 6 6 7 7 7 8 7 8 7 8 8 8 8 8 8 8 8 8 8 8	

9-10 weeks

Q56	How satisfied were you with this much notice?				
	Very satisfied Dissatisfied		4		
	Satisfied	sfied	5		
	Neither satisfied nor dissatisfied 3				
Q57	Which of these qualifications do you hold? (Plea appropriate). (Tick all that apply).	se select the nea	rest equiva	ılent wher	е
	a. No qualifications.				
	b. Apprenticeship.				
	c. Entry Level (1-4 O levels/CSEs/GCSEs any grades).		1		
	d. NVQ Level 1, Foundation GNVQ, Basic Skills.		1		
	 e. 5+ O levels (passes)/CSEs (grade 1)/GCSEs (grades A Certificate, 1 A level/ 2-3 AS levels/ VCEs, Higher Diploma f. NVQ Level 2, Intermediate GNVQ, City and Guilds Craft Diploma, RSA Diploma. 	ì.	al 1		
	g. 2+ A levels/VCEs, 4+ AS levels, Higher School Certifica Advanced Diploma.	te, Progression/	1		
	h. NVQ Level 3, Advanced GNVQ, City and Guilds Advanced BTEC National, RSA Advanced Diploma.	ced Craft, ONC, ONE	D,1		
	i. NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC	C Higher Level.	1		
	j. Degree (for example BA, BSc), Higher Degree (for exam	ple MA, PhD, PGCE	E).		
	k. Professional qualifications (for example teaching, nursing	g, accountancy).			
	I. Foreign qualifications.				
	m. Other vocational/work-related qualifications.		1		
Q58	Overall how satisfied are you with the career ma	nagement service	e provided	by the RA	F?
	Very satisfied Dissatisfie	ed	4		
	Satisfied	atisfied	5		
	Neither satisfied nor dissatisfied 3 N/A		6		
Q59	In terms of your current assignment, how strong	ly do you agree c	_	with the f	ollowing?
		Strongly	Neither agree nor		Strongly
	a liberathe skills knowledge and experience to do my is	agree Agree	disagree	Disagree 4	disagree 5
	a. I have the skills, knowledge and experience to do my joint.	J12	3	4	5
	b. My skills and experience are being used.c. The assignment provides development opportunities that will enhance my promotion prospects.	at 1 2	3	4	5
	d. My personal preferences were taken into account.	1 2	3	4	5
Q60	How strongly do you agree or disagree with the land willing to serve overseas (i.e. on a permane.		ent?		
	Strongly agree Disagree		4		
	Agree	disagree	5		
	Neither agree nor disagree	-			

Q61	How influential are/would be the following fact permanent assignment)?	tors in you	r willingness t	o serve overs	seas (i.e. on a
	p	Very influential	Quite influential	Not very influential	Not at all influential
	a. Current rates of LOA.	1 1	2	3	4
	b. Travel allowances (e.g. Get You Home (Overseas).	1	2	3	4
	c. Availability of CEA.	1	2	3	4
	d. The removals/storage service.	1	2	3	4
	e. Ability to take a car.	1	2	3	4
	f. In-country support (e.g. medical, dental, welfare).	1	2	3	4
	g. Local security situation.	1	2	3	4
	h. Impact on your career.	1	2	3	4
	i. Spouse's prospects of working overseas.	1	2	3	4
Q62	How satisfied are you with the following?				
QUL	now satisfied are you with the following.	1/2		ither	\ (a.m.)
		Very satisfied	Satisfied dissa	ied nor itisfied Dissatisfie	Very ed dissatisfied
	a. The fairness of the appraisal system.		2	3 4	5
	b. The fairness of the promotion system.			3 4	5
	c. My opportunities for promotion.		2	3 4	5
	d. My opportunities for further service.			3 4	5
	e. My opportunities for personal development.	'		3 4	5
	 f. The amount of training I have received in order to car out my current job roles. 			3 4	5
	g. The quality of training I have received in order to carr out my current job roles.	ry 1	2	3 4	5
	h. The timing of the training I have received in order to carry out my current job roles.	1	2	3 4	5
	 i. The extent to which I am doing the job for which I was trained. 	S1	2	3 4	5
	 j. My opportunities to gain civilian accreditation for Serv training, e.g. NVQs, apprenticeships. 	rice 1	2	3 4	5
Q63	To facilitate further learning, have you used the	e following	?		
		Yes	No	No, but I am considering it	Not heard of this
	a. Standard Learning Credit Scheme.	1	2	3	4
	b. Enhanced Learning Credit Scheme.	1	2	3	4
Q64	What are your plans for the future? (Tick one b	oox only).			
	To stay serving as long as I can		1		
	To stay serving to the end of my current engagement/co	ommission	2		
	To leave the RAF before the end of my current engager	ment/commis	sion 3		
	To leave the RAF as soon as I can		4		
	I have put in my notice to leave		5		
	N/A / I don't know		6		
Q65	If you had the opportunity to do so, do you thin beyond the current retirement age of 55?	nk you woເ	ıld choose to	remain in the	Regular RAF
	1	s long as I co	uld	4	
	Yes - between 2-5 years beyond 2 No	-		5	
	Yes - between 6-10 years beyond 3 Don't kn	now		6	

Q66 How do the following factors impact on your intention to stay or leave the RAF?					?			
			Strongly increases	Increases	Has no effect on my	Increases	Strongly increases	
			my intention to stay	my intention to stay	intention to stay or leave		my intention to leave	
	a. Impact of RAF life on	family and personal	1			4	5	
	b. Opportunities outside	the RAF.	1	2	3	4	5	
	c. Management in my un	iit.	1	2	3	4	5	
	 d. Opportunities for longe engagement. 	er commission/exter	nded 1	2	3	4	5	
	e. Current job satisfactio	n.				4	5	
	f. Job security.			2	3	4	5	
	g. My morale.		1	2	3	4	5	
	h. Service morale.		1	2	3	4	5	
	i. Amount of extra duties		1	2	3	4	5	
	j. Amount of pay.		1	2	3	4	5	
	k. Amount of allowances		1	2	3	4	5	
	I. Opportunities for caree	r development.	1	2	3	4	5	
	m. Opportunities for pers	sonal development.	1	2	3	4	5	
	n. Opportunities for sport	t.	1	2	3	4	5	
	o. Opportunities for adve	enture training.	1	2	3	4	5	
	p. Promotion prospects.		1	2	3	4	5	
	q. Healthcare provision.		1	2	3	4	5	
	r. Dental provision.		1	2	3	4	5	
	s. Mental health provision	n.	1	2	3	4	5	
	t. Pension.		1	2	3	4	5	
	u. Opportunities for flexik	ole working condition	ns.	2	3	4	5	
	v. Excitement of the job.		1	2	3	4	5	N/A
	w. Children's education.		1	2	3	4	5	6
	x. Unfair treatment (bully discrimination).	ing, harassment,	1	2	3	4	5	6
	y. Effect of operational co		tch.	2	3	4	5	6
	z. Financial Incentives as Commitment Bonus.	vailable to me, e.g.	1	2	3	4	5	6
	aa. Spouse/partner's car	eer.		2	3	4	5	6
	ab. Continuity of Educati	on Allowance.		2	3	4	5	6
	ac. Frequency of operation	onal tours/deployme	ents.	2	3	4	5	6
	ad. Service Accommoda	tion.	1	2	3	4	5	6
	ae. Support given to my af. I feel I have now com operational tours I wante	pleted the amount o		2	3	4	5	6
Q67	If you have put your most influenced you in the boxes below.)	r decision to leav	ve the RAF.	(Write the		correspor	nds with the	
	Most important reason for leaving	Se rea	cond most im ason for leavir	portant ng	_	Third most reason for I		

Section 6: Your Accommodation

Q68	what kind of accommodation do you live in at present during the working week? (Tick one box only)
	Service Family Accommodation (SFA) Please go to Q69
	Substitute Service Family Accommodation (SSFA)
	Single Living Accommodation (SLA) Please go to Q69
	Substitute Single Living Accommodation (SSLA) Please go to Q70
	Property I own Please go to Q74
	Privately rented accommodation Please go to Q73
	In a relative's (e.g. parents') home
	Other (please write) 8 Please go to Q73
Q69	If you currently live in SFA or SLA, in the last 12 months did you move from a Substitute SFA or Substitute SLA into your current accommodation?
	Yes 1 No 2
Q70	If you currently live in Service Accommodation, have you moved from your own home into Service
	Accommodation in the last 12 months?
	Yes No Please go to Q72
Q71	If you moved from your own home into Service Accommodation in the last 12 months, what was the reason for this? (Tick all that apply).
	a. Posting requirement.
	b. Economy.
	c. Other (please write).
Q72	With regard to your current Service Accommodation, how satisfied are you with the following?
	Neither
	Very satisfied nor Very NA / don' satisfied Satisfied dissatisfied Dissatisfied dissatisfied know
	a. Overall standard of my current accommodation.
	b. Value for money of Service Accommodation.
	c. Response to requests for maintenance/repair to my
	d. Quality of maintenance/repair work to my current accommodation.
	e. How fairly Service Accommodation is allocated.
Q73	Do you currently own your own home? Please answer this question whether you live in this property or not.
	Yes Please go to Q74
	No Please go to Q77
	No, but I am currently saving up to buy a home in the future Please go to Q77

Q74	Please indicate whether each of the following was a reason why you bought your own home. (Tick all that apply).
	a. To give stability for myself and my family.
	b. The allowances for living in my own home.
	c. To rent it out.
	d. Poor standards of SLA or SFA.
	e. Poor location of SLA or SFA.
	f. The cost of SLA or SFA.
	g. I wanted to live with my partner.
	h. Other (please write).
Q75	When did you become a home owner?
	Less than 12 months ago 2-5 years ago 3
	1-2 years ago More than 5 years ago
Q76	If you currently own a home, how satisfied are you with the following?
	Neither Very satisfied nor Very
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A
	a. The opportunity to live in my own home.
	b. The allowances for living in my own home.
If you	own your own home, please go to Q78
Q77	Please indicate whether each of the following is a reason why you do not own your own home. (Tick all that apply).
	a. I don't want to own a home at this stage in my life/career.
	b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted.
	d. I don't want to buy a home where I am currently located.
	e. I can't afford to buy a suitable home at the moment.
	f. I don't want to risk losing money.
	g. I wouldn't be able to live in the home.
	h. Other (please write).

Q78	Have you used a Government Affordable Housi home?	ng Scheme in the last year to buy or rent your
		ould not use an Affordable ⁴ g Scheme
	No.	ard of this
	No, but I am considering it	
Q79	When it comes to paying Council Tax, I am trea	ted:
	Much more favourably than a civilian	
	Slightly more favourably than a civilian	
	No more or less favourably than a civilian	
	Slightly less favourably than a civilian	<u> </u>
	Much less favourably than a civilian	
	Don't know / N/A	b
Q80	Are you on a unit that has Catering Retail and I (PAYD)?	eisure (CRL) that operates Pay As You Dine
	Yes 1 No	Please go to Q87 (Section 7)
Q81	Do you use PAYD?	
	Yes 1 No	Please go to Q87 (Section 7)
Q82	If you use PAYD, on average how many Core M	
	None	6-10
	1-2	11-15
	3-5 <u></u>	16+
Q83	If you purchase a Core Meal, how satisfied are	you with:
	Very	Neither satisfied nor Very
	satisfied Satisfied	dissatisfied Dissatisfied dissatisfied
	a. The quantity of food.	
	b. The quality of food.	
	c. The value for money.	3 4 5
Q84	If you use PAYD, on average how many Retail N	leals do you purchase per week?
	None 1	6-10
	1-2	11-15 5
	3-5	16+
Q85	If you purchase a Retail Meal, how satisfied are	you with: Neither
	Very satisfied Satisfied	satisfied nor Very dissatisfied Dissatisfied dissatisfied
	a. The quantity of food.	3 4 5
	b. The quality of food.	3
	c. The value for money.	3 4 5

	s a. The choice of food. b. The availability of the food and opening hours during the week.	Very atisfied	Satisfied 2 2	Neither satisfied nor dissatisfied	Dissatisfied 4 4	Very dissatisfied 5 5	
	Section	on 7: `	Your Pe	rsonal I	Life		
Q87	What is your current persona	l status?					
	Single (never married or formed a d	ivil partner	ship)			Please go to	Q91
	In a long term / established relation	ship (but n	ot married or l	in a civil partne	ership) ²		
	Married / In a civil partnership				3		
	Separated, but still legally married of	or in a civil	partnership		4	Please go to	Q91
	Divorced / Formerly in a civil partne	rship whicl	h is now legali	ly dissolved	5	Please go to	Q91
	Widowed / The surviving partner fro	om a civil pa	artnership		6	Please go to	Q91
	Prefer not to say				7	Please go to	Q91
Q88	What is your spouse/partner's	s current	employmen	nt situation?			
	In the Armed Forces	1	In voluntary	y (unpaid) emp	loyment ⁴		
	In full-time paid employment / full- time self-employment (other than Armed Forces)	2		ved (for any rea or part-time ed	6		
	In part-time paid employment / part-time self-employment	3		,			
Q89	If your spouse/partner is in th	e Armed	Forces, in v	vhich force a	are they servi	ng?	
	Royal Navy	1	Royal Air F	orce	4		
	Royal Marines	2	Another na	tion's Armed F	orces		
	Army	3	N/A		6		
Q90	If your spouse/partner is in th	e Armed	Forces, how	w satisfied a	re you with th Neithe satisfied i	r	Very
	a. Attempts made to co-locate me v	vith my spc		•	risfied dissatisfi	ed Dissatisfied	dissatisfied 5
	b. Attempts made to co-ordinate my those of my spouse/partner.	/ OOA depl	loyments with	1	2 3	4	5
Q91	Do you have any children who	om you si	upport finar	ncially?			
	No	Please o	o to Q99				

How satisfied are you with:

Q92	If YES, how many children do you have in each age group? (Please write the number of children for each category in each box, e.g. "3", or if you do not have children in a category please insert "0".)
	Under 5 years Between 17 and 19 years 5
	Between 5 and 11 years Over 19 years
	Between 12 and 16 years
Q93	Do you have a child/children at boarding school?
	Yes 1 No 2 N/A 3
Q94	Do any of your children live with you? (Tick one box only).
	Yes
	Shared Access
	Weekends/holidays only ³ Please go to Q99
	No Please go to Q99
	N/A Please go to Q99
Q95	If you have a child or children living with you, do you consider yourself to be a lone/single parent?
	Yes \bigcup ' No \bigcup 2 N/A \bigcup 3
Q96	If you have a child or children living with you, do you require childcare?
	Yes \square^1 No \square^2 N/A \square^3
Q97	How satisfied are you with the following facilities and support?
	Neither Very satisfied nor Very Would use if
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied available Not used a. Base/station provided 1 2 3 4 5 6 7
	pre-school facilities.
	b. Local authority pre-school facilities.
	c. Local after school
Q98	If you have a child or children who have had a Special Needs assessment, were any of them deemed to have a Special Educational Need (SEN)? (Tick one box only).
	Not applicable - none of my children have had a Special Needs assessment
	Yes
	No No

Q99	spouse/partner or children) for Service rea		ave you	ı spent aw	ay irom y	our tamily	/ (e.g.
	Not been away	Between	n 7 - 9 m	onths (27 - 3	39 weeks)	5	
	Up to 1 month (4 weeks)	Between	n 10 - 12	months (40	- 52 weeks	s) 6	
	Between 1 - 3 months (5 - 13 weeks)	N/A				7	
	Between 4 - 6 months (14 - 26 weeks)						
Q100	How satisfied are you with this amount of	time away fr	om you	r family?			
	Very satisfied	Dissatis	fied			4	
	Satisfied2	Very dis	ssatisfied	1		5	
	Neither satisfied nor dissatisfied	N/A				6	
Q101	How satisfied are you with the following?	Very satisfied S		Neither satisfied nor dissatisfied D	issatisfied c	Very lissatisfied	
	 a. The ability to plan my own life - short term e.g. work/weekend leave. 	1	2	3	4	5	
	 b. The ability to plan my own life - long term e.g. holidays/career training. 	1	2	3	4	5	
	 c. The amount of separation from spouse, family a friends. 	nd 1	2	3	4	5	
	 d. The opportunities available to me for flexible working. 	1	2	3	4	5	N/A
	e. The effect of Service life on my children's educa	tion. 1	2	3	4	5	6
	f. The effect of Service life on my spouse/partner's career.	1	2	3	4	5	6
Q102	Do you have caring responsibilities for inf	irm or elderly	y adult(s)?			
	Yes ¹ No ²						

Q103 begins on the next page

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

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

Q109	09 How confident are you in your ability to manage your finances?				
	Very confident	Not very confident 3			
	Quite confident	Not at all confident			
Q110	How satisfied are you with the Service pr you arrange your finances?	ovided support (e.g. information) you are given to help			
	Very satisfied	Dissatisfied 4			
	Satisfied	Very dissatisfied			
	Neither satisfied nor dissatisfied	N/A 6			
	Sectio	n 8: Leave			
Q111	How satisfied are you with the following?				
		Neither Very satisfied nor Very satisfied Satisfied dissatisfied dissatisfied			
	 a. My overall leave allowance i.e. annual leave, p operational leave (POL), leave carried over from years etc. 				
	b. The opportunity to take leave when I want to.c. The amount of leave I was able to take in the lamonths.	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$			
Q112	Did you take all of your annual leave, i.e.	38 days (including public holidays), in the last leave year?			
	Yes	Please go to Q114 (Section 9)			
	No, because I have not been in the Service for a full leave year	Please go to Q114 (Section 9)			
	No, for any other reason				
Q113	Please indicate which of the following wa allowance within the last leave year. (Tick	as a reason why you did not take all of your annual leave c all that apply).			
	a. Operational tour.	1			
	b. Not allowed.	1			
	c. Courses/training.				
	d. Personal reasons.				
	e. Workload.				
	f. Undermanning.				
	g. I wanted to carry days over to the next leave ye	ear.			
	h. Other (please write).				

Section 9: Your Health, Well-being and Fitness

Q114	114 If you have received Service-provided <u>medical</u> treatment in the last 2 years, how sawith:					w satisfied	were you	
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A	
	a. Being able to access the medical care when I needed it.	1	2	3	4	5	6	
	b. The medical facilities.	1	2	3	4	5	6	
	c. The way in which I was treated by the medicastaff.	al1	2	3	4	5	6	
	d. The effectiveness of my medical treatment.	1	2	3	4	5	6	
Q115	If you have received Service-provided <u>dental</u> treatment in the last 2 years, how satisfied were you with this treatment?							
	Very satisfied	Dissatis	fied		4			
	Satisfied 2	Very dis	satisfied		5			
	Neither satisfied nor dissatisfied 3	N/A			6			
Q116	How satisfied are you with the following?							
			Very		Neither tisfied nor		Very	
			satisfied	Satisfied dis	ssatisfied Dis	ssatisfied dis	satisfied	
	a. RAF sport, exercise and fitness facilities in g					5		
	b. The facilities provided by the RAF for sport.							
	c. My opportunities to pursue fitness activities.		<u></u>					
	d. My opportunities to take part in sport.		<u></u>		3	4	°	
	e. My opportunities to pursue Adventure Training	ng.		2	3	4	5	
	measuring national well-being we are in he questions below are not linked partio						eneral	
Q117	Overall, how satisfied are you with you	r life nov	vadays?					
	Not at all					С	ompletely	
	0 1 2 3	4	5	6 7	8	9	10	
Q118	Overall, how happy did you feel yesterd	lay?						
	Not at all					C	Completely	
	0 1 2 3	4	5	6 7	8	9	10	

	Not at all 0 1 2	3 4	5	6 7	8 9	Completely 10
Q120	Overall, to what extent do	you feel the things	you do in yo	ur life are wor	thwhile?	
	Not at all 0 1 2	3 4	5	6 7	8 9	Completely 10
		Section 10	: Welfar	е		
Q121	How satisfied are you wit	th the following?	,	Neither satisfied nor	Very	
	 a. The Deployment Welfare P. b. The welfare support provide me. c. The welfare support provide my family. d. The support my spouse/par RAF when I am absent. 	ed by the RAF for	ed Satisfied 1	dissatisfied Dis	ssatisfied dissatisfied 4 5 4 5 4 5 4 5 4 5 5 5	6 N/A 6 6 6 6 6 6
Q122	Do you know how to con	_	Ma			
	a. My unit's Padre.	Yes 1	No 2		Not heard	
	b. SSAFA-FH (Soldiers, Sailor Families Association - Forces	rs, Airmen and 1 Help).	2	N/A 3	of it	
	c. The HIVE.			3	4	
	 d. The RAF Families Federation e. The Community Development Officer/Worker. 	on.	2	3	4	
	f. My Unit's Service Communi Officer (SCSO).	ty Support 1	2	3	4	
Q123	How often do you use the	RAF Community S	upport websi	te (www.raf.m	od.uk/communi	t y) ?
	Often 1 Neve	<u> </u>	••	`		-,
	Sometimes 2 Not h	eard of it 5				
	Rarely 3					

Overall, how anxious did you feel yesterday?

Section 11: Working with RAF Volunteer Reserves

Q124	Are you aware of the following roles you can undertake in the RAF Reserves?					
		Yes, fully aware	Yes, somewhat aware	No, not aware		
	a. Volunteer Reserve.	1	2	3		
	b. Regular Reserve.	1	2	3		
	c. Full-Time Reserve Service (FTRS) (Full Commitment).	1	2	3		
	d. Full-Time Reserve Service (FTRS) (Limited Commitment).	1	2	3		
	e. Full-Time Reserve Service (FTRS) (Home Commitment).	1	2	3		
	f. Additional Duties Commitment (ADC).	1	2	3		
Q125	Before reading this, were you awa Reserves web page (www.raf.moo		eserve posts are adve	ertised on the RAF		
Q126	When you leave the RAF, would you consider joining the RAF's Volunteer Reserve Forces?					
	Yes	No	Don't know			
	a. Full time.	2	3			
	b. Part time.	2	3			
Q127	Have you had working contact wit	th the RAF's Volur	nteer Reserve Forces	in the last two years?		
	Yes	1				
	No	Please of	go to Q131 (Section 12)			
	Don't know	Please of	go to Q131 (Section 12)			
Q128	In your experience, do you believe the RAF's Volunteer Reserve Forces' contribution to the RAF is:					
	Very valuable	Not at all valuab	le 4			
	Valuable 2	Don't know	5			
	Not very valuable 3					
Q129	In your experience, how well integ	grated with the RA	F Regular Service ar	e the RAF's Volunteer		
	Very well	Not at all well	4			
	Well 2	Don't know	5			
	Not very well					
Q130	How do you rate the professionali	ism of the RAF's V	olunteer Reserve Fo	rces?		
	Very professional	Not at all profess	sional 4			
	Professional 2	Don't know	5			
	Not very professional					

Section 12 begins on the next page

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

Thank you for completing this questionnaire.

Please return the questionnaire within 2 weeks of receipt (or at the next mail dispatch opportunity) to a:cet Limited, Centre 500, 500 Chiswick High Road, London, W4 5RG using the envelope provided.