

Annex A - RESCAS 2015: Tri-Service Questionnaire Items

Life in the Reserves

1. How satisfied are you with the following?

(Very Satisfied/ Satisfied/ Neither satisfied nor dissatisfied/ Dissatisfied/ Very Dissatisfied)

- Life in the [Service] Reserve in general

2. How strongly do you agree or disagree with the following?

(Strongly Agree/ / Neither agree nor disagree/ Disagree/ Strongly Disagree)

- I feel proud to be in the [Service] Reserve
- I feel motivated to the best job I can for the [Service] Reserve
- I would recommend joining the [Service] Reserve to others

3. How does life in the [Service] Reserve compare with what you expected it to be when you first joined?

(Much better/ Better/ About the same/ Worse/ Much worse)

4. How long do you intend to stay in the [Service] Reserve?

(Not sure/ Less than 1 year/1-2 years/3-4 years/5-6 years/7 years plus)

Reasons for joining, staying and leaving the Reserves

5. What were your main reasons for joining the [Service] Reserves? (tick all that apply)

- To serve my country
- Interested in joining the Regulars in the future
- To do something different
- Reserve pay or bounty
- The courses/skills training on offer
- To develop my civilian career
- For the excitement and adventure
- For the challenge
- Personal development
- For the type of work
- To travel and experience new places
- To make a difference/do something worthwhile
- To go on exercise or be deployed
- For fitness and to do something active
- Career opportunities in the [Service] Reserve
- The experience of Service life
- To meet like-minded people/make new friends
- Former Regular and wanted to continue serving in some capacity
- Other (please specify)

6. What were your main reasons for staying in the [Service] Reserves? (tick all that apply)

- To serve my country
- Interested in joining the Regulars in the future
- To do something different
- Reserve pay or bounty
- The courses/skills training on offer
- To develop my civilian career
- For the excitement and adventure
- For the challenge
- Personal development
- For the type of work
- To travel and experience new places
- To make a difference/do something worthwhile
- To go on exercise or be deployed
- For fitness and to do something active
- Career opportunities in the [Service] Reserve
- The experience of Service life

- The people, friends and camaraderie
- The prospect of improved Reserve Terms and Conditions in the future
- Other (please specify)

7. ANSWER THE FOLLOWING QUESTION ONLY IF YOU PLAN TO VOLUNTARILY LEAVE WITHIN THE NEXT YEAR.

Thinking about your reasons for leaving, what has played a part in your decision? (tick all that apply)

- The money I receive from my Reserve service is insufficient
- I don't want to be mobilised on operational tours
- Lack of opportunity to be mobilised on operational tours
- I was not happy with my role during my last operational tour
- Poor management and leadership
- I have received inadequate training
- I am not happy with the administrative support I receive
- Lack of opportunity for promotion
- Lack of opportunity to lead and command
- Lack of opportunity to develop technical skills
- Lack of challenge
- Too much time spent doing administration/JPA
- I want to join one of the Regular Services
- Personal or family pressures
- Work or employer pressure
- Bored with the [Service] Reserve
- Don't like the way the Regulars treat me
- My age
- I don't feel valued by the Service
- Health issues or pregnancy
- Other (please specify)

Pay, Allowances and Admin Support

8. How satisfied are you with the following?

(Very Satisfied/ Satisfied/ Neither satisfied nor dissatisfied/ Dissatisfied/ Very Dissatisfied/ Don't know/NA)

- Your Reserve Service pay
- Your annual Bounty
- Your Reserve Service expenses allowance (for travel etc)
- The admin support within your unit
- Viewing my pay statements on JPA
- My ability to access JPA

Kit and Equipment

9. How satisfied are you with the following?

(Very Satisfied/ Satisfied/ Neither satisfied nor dissatisfied/ Dissatisfied/ Very Dissatisfied/ Don't know/NA)

- The kit and equipment you have to do your role effectively
- The availability of personal* equipment/kit you have to do your role
- The standard of personal* equipment/kit you have to do your role
- The standard of personal equipment you have compared with Regulars

*E.g. clothes, boots, personal weapon

Mobilisation

10. Have you been mobilised as a Reservist?

- Yes
- No (router)

11. In which year were you last mobilised as a Reservist?

- YEAR – NUMERIC BOX

12. How satisfied are you with the following?

(Very Satisfied/ Satisfied/ Neither satisfied nor dissatisfied/ Dissatisfied/ Very Dissatisfied/NA)

- The support you received from the [Service] when you were last mobilised
- The support your family received from the [Service] when you were last mobilised

Training

13. How satisfied are you with the following?

(Very Satisfied/ Satisfied/ Neither satisfied nor dissatisfied/ Dissatisfied/ Very Dissatisfied /Don't know/NA)

- The **amount** of training you have received for your current role
- The **quality** of training you have received for your current role
- The amount of training you have undertaken with Regulars
- The amount of leadership training you have received
- Your opportunity to take part in Adventurous Training
- My JPA training

Career Progression

14. How satisfied are you with the following?

(Very Satisfied/ Satisfied/ Neither satisfied nor dissatisfied/ Dissatisfied/ Very Dissatisfied / Don't know/NA)

- Your career management within your unit
- Your career management by the [Service Personnel Centre] [NPT/NPT(RM); Army Personnel Centre (APC) Major and above only; Reserve Forces Manning Centre (RAF)]
- Your opportunities for personal development
- Your opportunities for promotion

Perception of Reserves

15. As an [Service] Reservist, how strongly do you agree or disagree with the following?

(Strongly Agree/Agree/ Neither agree nor disagree/ Disagree/ Strongly Disagree / Don't know)

- I feel valued by Regulars
- I feel valued by society
- I am treated as an equal member of the [Service] by Regulars

Family Support

16. How strongly do you agree or disagree with the following?

(Strongly Agree/Agree/ Neither agree nor disagree/ Disagree/ Strongly Disagree / Don't know / NA)

- My family supports my Reserve service
- My family values my Reserve service
- My family would prefer that I was not a Reservist

Your civilian employment

17. What is your current employment status (Tick one box only)

- In full-time employment
- In Part-time employment
- Self-employed
- Not in civilian employment – seeking civilian employment (router)
- Not in civilian employment – not seeking civilian employment (router)
- In full time education/personal development (router)
- In part-time education(router)
- Other (Please specify)

18. What type of organisation do you work for in your main civilian job (please tick one box only)

- Private sector organisation/company
- Public Sector Organisation
- Third Sector (Charity)
- Self-employed

- N/A – I don't currently have a civilian job
- Other (Please specify)

19. How many employees work for your main civilian employer or for you if you are self-employed (please tick one box only)

- None
- Fewer than 10 employees
- 10-50 employees
- 51-250 employees
- More than 250 employees
- N/A – I don't currently have a civilian job

20. Is your main civilian employer aware that you are an [Service] Reservist? (Please tick one box only)

- Yes
- No
- Don't know
- Self-employed
- N/A – I don't currently have a civilian job

21. How strongly do you agree or disagree with the following

(Strongly Agree/Agree/ Neither agree nor disagree/ Disagree/ Strongly Disagree)

- My main civilian employer supports my Reserve service
- My main civilian employer values my Reserve service
- My main civilian employer would prefer that I was not a Reservist
- My civilian colleagues support my Reserve service
- Being a Reservist is good for my civilian career
- I use my civilian skills in the [Service] Reserve
- I use skills gained through my military experience in my civilian employment

22. Do you believe that you have been unreasonably disadvantaged in your civilian job as a result of your Reserve service in the last 12 months (e.g, missed bonus, missed pay increase, given lesser role, made redundant etc)?

- Yes
- No
- Don't know
- N/A

23. If you believe that you have been unreasonably disadvantaged in your civilian job as a result of your Reserve service please tell us how.
(open comments box)

24. Do you believe that you have been advantaged in your civilian job as a result of your Reserve service in the last 12 months (e.g, new/improved role or promotion due to skills learned in the [Service], status for being in the [Service] etc)?

- Yes
- No
- Don't know
- N/A

25. If you believe that you have been advantaged in your civilian job as a result of your Reserve service please tell us how.
(open comments box)

About you

26. Are you

- A trained Reservist (completed phase 2 training)
- An untrained Reservist (not completed phase 2 training)

27. Are you currently mobilised

- Yes
- No

28. When did you join the Volunteer Reserves?

- In the last 3 months
- 4-12 months ago
- 1-2 years ago
- 3-4 years ago
- 5-6 years ago
- 7-10 years ago
- More than 10 years ago