



# What is Life in the Royal Navy like for you?

## Tell us - your views are important

You can complete this survey online - see inside for details



The Armed Forces Continuous Attitude Survey (AFCAS) is your opportunity to tell me what you think about life in the Naval Service. The AFCAS results provide me and my team with the critical evidence required to argue your case at the very top of Defence and to drive forward change. This is the survey's 10th year and the response rate has increased by two thirds since it began. I encourage you to take the opportunity to share your views and increase the response rate even further. The more of you who complete the AFCAS, the greater strength it will provide me to keep people at the highest levels of Defence informed of your opinions and desires. I assure you, your views do count and do make a difference. Please take the time to complete the AFCAS to enable me to represent you as you would wish.

**Jonathan Woodcock OBE**  
 Vice Admiral  
 Second Sea Lord



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

**PARTICIPANT INFORMATION SHEET****Armed Forces Continuous Attitude Survey (AFCAS): Royal Navy**

**New for 2016:** this survey is now available for you to complete on any computer by visiting the following webpage: <http://surveys.mod.uk/index.php/797297>

If you have access to the Defence Intranet, you can complete the intranet version of this questionnaire by visiting the following webpage: <http://bravo.dasa.r.mil.uk/surveys>

Completing the survey electronically 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 which should take about 30 minutes. There is space at the end of the survey for any comments you wish to make.

We have chosen a number of personnel at each rank to take part in the survey, to give a representative set of views of Royal Navy Personnel – so your views are important to us.

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 contact the researcher listed at the end of this sheet.

Your replies will be treated in the strictest confidence and no one from your Chain of Command will see your completed survey. To make sure your views remain confidential, only grouped answers will be reported. You can read the reports too (see links below). Completed paper surveys are stored securely and destroyed after 28 months; electronic responses will be kept indefinitely.

The researchers will link your responses to JPA to provide some information, such as your Branch or Trade, gender, age, national identity, rank, enlistment date, contract type, and voluntary outflow status, so that we don't have to ask you these questions in the questionnaire. If you are not happy for your JPA data to be used in this way, please contact the researcher whose details are below. Please note that if you deny permission for both the JPA information and your rank and Service information to be linked to your survey responses, your responses cannot be used for analysis, and you are advised not to complete the survey.

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

Please do not remove or destroy the barcode printed on the back of the survey. Your response cannot be used without it.

Please complete the survey as soon as you can and return it in the envelope provided. Responses must reach us by 15 February 2016 in order to be included. Please allow sufficient time for postage.

**Frequently asked questions:****Q. What is the purpose of the survey?**

**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.'

Chief Defence Personnel (CDP)

**Q. How is the information used?**

**A.** The results are used to help make decisions on leave, pay, housing, career, recruiting methods, health and well-being and other issues. Information is, for instance, given to the Armed Forces Pay Review Body, who report on Armed Forces pay, allowances and entitlements.

**Q. Why have I been invited to complete this survey?**

**A.** We have randomly selected a representative sample of Service personnel. Please do not send this survey on to people who have not been invited to take part.

**Q. Do I have to complete the survey?**

**A.** No, you can choose not to, the survey is entirely voluntary.

**Q. What will I be asked to do?**

**A.** You will be asked to answer a number of questions which you can choose to complete online or on paper. A link to complete the survey online has already been sent to you via your '@mod.uk' email address.

**Q. Will taking part or not taking part affect my Service career?**

**A.** No. No one within your chain of command will see your responses or data?

**Q. What are the possible disadvantages and risks of taking part?**

**A.** There are no known disadvantages or risks. However, if taking part in this survey upsets you, or you wish to talk about any personal issues further, please speak to your Unit Welfare Officer, Chaplain or call the Confidential Support Line.

**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.

**For further information:** Contact Civil Service researcher:

Paul Cox, NAVY PERS-CNPS RSCH2 SO2C  
Tel: Mil 93832 5496 External: 02392 625496  
Email: paul.cox989@mod.uk

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

<https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index>

**The report of the findings of the 2016 AFCAS survey is provisionally due to be released at 09:30 on 19 May 2016.**

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

# Armed Forces Continuous Attitude Survey 2016

## Royal Navy

Please fill in this survey as **fully** and **honestly** as you can.

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 Ltd, Office 306, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the **prepaid envelope provided**.

**New for 2016:** this survey is now available for you to complete on any computer by visiting the following webpage: <http://surveys.mod.uk/index.php/797297>

If you have access to the Defence Intranet, you can complete the intranet version of this questionnaire by visiting the following webpage: <http://bravo.dasa.r.mil.uk/surveys>

Completing the survey electronically 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 electronic version of this questionnaire. If you have already completed the electronic version of this 2016 AFCAS questionnaire then please ignore this paper copy.

## Your Pay

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 with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The pay and benefits I receive are fair for the work I do.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The RN offer (including dental & healthcare, subsidised accommodation, pay & pension) is better than that which industry offers.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

You can find the Armed Forces Benefits, Pension and Scheme Pays Calculator at the following link:

<http://www.mod-abc.co.uk/>

**Q2** How satisfied are you with the following?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. My rate of basic pay (basic pay includes X-Factor but excludes Recruitment and Retention Pay [RRP] and any allowances).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
b. My Recruitment and Retention Pay (RRP).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. My allowances, e.g. Longer Separation Allowance (LSA), Get You Home (GYH), Continuity of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. My pension benefits.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
e. Information about pay and allowances, e.g. from the intranet, DINs and brochures.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
f. My ability to access JPA.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	

## Your Work

### Q3 How satisfied are you with RN life in general?

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

### Q4 How would you rate the level of morale of...

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

### Q5 How satisfied are you with the following aspects of your current job?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. My job in general.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The sense of achievement I get from my work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The challenge in my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. The amount of variety in my work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
e. My current work location.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

### Q6 How strongly do you agree or disagree with the following?

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

# Resources and Workload

**Q7** How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The availability of personal equipment/kit I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The standard of major equipment (e.g. vehicles and systems) I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. The availability of major equipment I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

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

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

# Your Line Management

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. Understands and represents my interests.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Supports me in my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. Sets a positive example.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. Encourages me to develop my skills.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. Is supportive over work/life balance issues.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. Provides regular feedback on my performance.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. Tells me what's going on at work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
h. Is someone I trust.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
i. Helps me to understand how I contribute to RN objectives	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
j. Helps me to understand how major change decisions will affect me.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
k. Works well with personnel from different backgrounds.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
l. I am satisfied with the leadership provided by my immediate supervisor.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q10** How long have you worked with your Divisional Officer?

0 - 3 months <sup>1</sup>

4 or more months <sup>2</sup>

**Q11** How strongly do you agree or disagree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. I trust my Divisional Officer to support me.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. My Divisional Officer knows me well.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

## Senior Leadership

**Q12** How strongly do you agree or disagree with the following statements about the senior leaders of the Royal Navy (i.e. Commodore and above)?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
	1	2	3	4	5	6
a. They understand and represent my interests.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. They are keen to listen to Service people's feedback.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. They champion the RN's interests in Tri-Service issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. They communicate decisions to personnel.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. They understand the impact of change on personnel.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. I have confidence in the leadership of the RN.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Commitment

**Q13** How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	
	1	2	3	4	5	
a. In the last 12 months, I have fulfilled my commitments/promises to the RN.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
b. In the last 12 months, the RN has fulfilled its commitments/promises to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
c. I am proud to be in the RN.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
d. I am valued by the RN.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
e. I would recommend joining the RN to others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
f. I feel a strong personal attachment to the RN.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
g. I feel a strong personal attachment to my unit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
h. The RN inspires me to do the best in my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
i. The RN motivates me to help it achieve its objectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
j. My family is proud of me serving in the Armed Forces.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A <input type="checkbox"/>
k. My family benefits from being a Service family.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. My family supports my career in the RN.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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

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

# Working with Others

**Q15** In considering your immediate working team, to what extent do you agree or disagree with the following?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. My team know exactly what their responsibilities are.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The people in my team can be relied upon to help when things get difficult in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. We have confidence in ourselves as a team.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The people in my team work together to find ways to improve the service we provide.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. Team members work well with personnel from different backgrounds.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q16** Have you had working contact with any of the following in the last two years? (Tick all that apply) **IF NONE APPLY PLEASE GO TO Q20**

a. Armed Forces Reserves.	<input type="checkbox"/> 1
b. MOD Civil Servants.	<input type="checkbox"/> 1
c. MOD contractors.	<input type="checkbox"/> 1

**Q17** In your experience, how would you rate the contribution to the RN of ...

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

**Q18** In your experience, how well integrated into the RN are ...

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

**Q19** In your experience, how would you rate the professionalism of ...

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



# Change

The RN is currently going through a period of significant change which includes a number of programmes that will impact on all RN personnel.

**Q20** How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. Change is managed well in my immediate working team.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Change is managed well in my Unit/Establishment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. Change is managed well in the RN.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

# Your Deployments

If you have NOT been on a sea-going/operational deployment since 1 Jan 2013, please go to Q24

**Q21** With regards to your current/last sea-going/operational deployment, were you deployed individually or as part of a unit?

*Individually* <sup>1</sup>

*As part of a Unit* <sup>2</sup>

**Q22** With regards to your current/last sea-going/operational deployment, how satisfied are you with the following?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. The deployment notice.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. The pre-operational/sea training.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. The welfare support I received from the RN when I returned from sea-going/operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. The welfare support that my family, partner and/or parents received from the RN when I returned from sea-going/operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. The decompression and post sea-going/operational tour support I received when I returned from sea-going/operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
h. The Post Operational Stress Management that I received when I returned from sea-going/operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
i. The sea-going/operational role I was assigned to.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q23 What is your view of the following regarding your experience of sea-going/operational deployments?**

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

## Your Career

**Q24 Overall how satisfied are you with the way your career is being managed?**

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

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

**Q25 Overall how satisfied are you with the career management service provided by the Career Managers and Branch Advisers?**

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

**Q26 In terms of your current assignment, how strongly do you agree or disagree with the following?**

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

**Q27 How satisfied are you with the following?**

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

# Training and Development

**Q28** How satisfied are you with the following?

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

**Q29** How strongly do you agree or disagree with the following?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I am given enough training to enable me to make moral decisions within my role.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q30** How much importance do you place on professional / civilian accreditation?

A lot	<input type="checkbox"/> <sup>1</sup>	Very little	<input type="checkbox"/> <sup>3</sup>
Some	<input type="checkbox"/> <sup>2</sup>	None at all	<input type="checkbox"/> <sup>4</sup>

## Your Future Plans

**Q31** What are your plans for the future? (Tick one box only).

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

**Q32** How actively have you searched for a job outside the RN in the last 12 months?

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

**Q33** In the last 12 months, have you been approached by industry with offers of employment?

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

**Q34** When you leave the RN, would you consider joining the Volunteer Reserve Forces? (RN/RM: Maritime Reserves; Army: Army Reserve; RAF: RAF Volunteer Reserves)

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

Q35

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

Q36

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

	<i>Strongly increases my intention to stay</i>	<i>Increases my intention to stay</i>	<i>Has no effect on my intention to stay or leave</i>	<i>Increases my intention to leave</i>	<i>Strongly increases my intention to leave</i>	
a. Impact of RN life on family and personal life.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
b. Opportunities outside the RN.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
c. Current job satisfaction.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
d. Job security.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
e. My morale.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
f. Service morale.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
g. Amount of pay.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
h. Amount of allowances.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
i. Opportunities for career development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
j. Opportunities for personal development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
k. Opportunities for sport.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
l. Opportunities for Adventure Training.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
m. Promotion prospects.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
n. Healthcare provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
o. Dental provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
p. Mental health provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
q. Pension.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
r. Opportunities for flexible working conditions.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
s. Excitement of the job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
t. Financial Incentives available to me, e.g. Commitment Bonus.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	N/A <input type="checkbox"/> 6
u. Spouse/partner's career.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
v. Childcare.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
w. Work/life balance while at sea.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
x. Work/life balance while ashore.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
y. Management in my current unit.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
z. Other (if applicable, please specify)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Q37

What single factor could be changed to positively affect your decision to remain in the RN?

**Q38** If you have put in your notice to leave, please indicate the 3 factors from the list above in Q36 that most influenced your decision to leave the RN. (Write the letter that corresponds with the reason in the boxes below.)

Most important reason for leaving <sup>1</sup>

Second most important reason for leaving <sup>2</sup>

Third most important reason for leaving <sup>3</sup>

## Fairness at Work

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.

**Q39** How strongly do you agree or disagree with the following statement regarding fairness and equality in the RN?

I am treated fairly at work.

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

**Q40** Do you feel that the RN discipline system is ...?

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

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

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

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

Please note that the data gathered is strictly for research purposes only. You are advised not to name any individuals in your response. No action will be taken on this, and you are instead advised to seek guidance from the confidential helpline.

**Q41** Do you believe you have been subject to any of the following in a Service environment in the last 12 months? (Tick all that apply).

- a. Bullying. <sup>1</sup>
- b. Discrimination. <sup>1</sup>
- c. Harassment. <sup>1</sup>
- d. None of the above. <sup>1</sup> Please go to **Q46**

**Q42** If you believe you have been subject to **bullying** in a Service environment in the last 12 months, please specify on what grounds:

**Q43 If you believe you have been subject to discrimination or harassment in a Service environment in the last 12 months, please specify on what grounds:**

	<i>Discrimination</i>	<i>Harassment</i>
a. Gender.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
b. Gender reassignment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
c. Race, colour, nationality, ethnic or national origin.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
d. Marriage/civil partnership.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
e. Religion or beliefs.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
f. Sexual orientation.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
g. Age.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
h. Disability.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
i. Pregnancy or maternity.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>

**Q44 If you believe you have been the subject of discrimination, harassment and/or bullying in a Service environment within the last 12 months, did you make a formal written complaint? (Tick option 'a' or all that apply from items 'b' to 'l')**

- a. Yes. <sup>1</sup> Please go to **Q45**
- b. No, I was not aware of the Service Complaints process. <sup>1</sup>
- c. No, I considered the incident(s) to be too minor to report. <sup>1</sup>
- d. No, the incident(s) was/were resolved informally. <sup>1</sup>
- e. No, the incident(s) was/were resolved through mediation. <sup>1</sup>
- f. No, I did not believe anything would be done if I did complain. <sup>1</sup>
- g. No, I did not want to go through the complaints procedure. <sup>1</sup>
- h. No, I believed it might adversely affect my career. <sup>1</sup>
- i. No, I believed it might adversely affect another work colleague or the working environment. <sup>1</sup>
- j. No, I was worried that there would be recriminations from the perpetrators. <sup>1</sup>
- k. No, I was discouraged from doing so. <sup>1</sup>
- l. No, other reason(s) - please specify. <sup>1</sup>

**Q45 If you DID MAKE a formal written complaint, how satisfied were/are you with the following aspects of your complaint?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
a. The objectivity and fairness with which my complaint was handled/is being handled.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. The amount of time taken/it is taking to resolve my complaint.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. How well I was/am being kept informed about the progress of my complaint.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. The support provided by my Assisting Officer.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. The outcome of my complaint.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q46 Do you know how the Service Complaints Commissioner can help you with a discrimination, harassment and/or bullying complaint?**

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

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

**AND**

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

## Your Work-Life Balance

**Q47 In the past 12 months approximately how much time have you spent away from your family (e.g. spouse/partner or children) for Service reasons?**

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

**Q48 In the past 12 months, how satisfied were you with the following?**

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

**Q49 How strongly do you agree or disagree with the following?**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Flexible working is supported in my workplace.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. I am able to maintain a balance between my personal and working life.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>





**Q55 Overall, how happy did you feel yesterday?**

*Not at all* *Completely*

0 1 2 3 4 5 6 7 8 9 10

**Q56 Overall, how anxious did you feel yesterday?**

*Not at all* *Completely*

0 1 2 3 4 5 6 7 8 9 10

**Q57 Overall, to what extent do you feel the things you do in your life are worthwhile?**

*Not at all* *Completely*

0 1 2 3 4 5 6 7 8 9 10

## Fitness, Sport and Adventure Training

**Q58 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. RN sport, exercise and fitness facilities in general.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. My opportunities to take part in sport.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. My opportunities to take part in Adventure Training.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

## Welfare

**Q59 How satisfied are you with the following?**

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

**Q60 How satisfied are you with the following?**

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not used	Not heard of
a. My Divisonal Officer.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
b. The chaplaincy support provided by the Naval Service.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
c. The RN Welfare, Personal Support.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
d. The RN Welfare, Community Support.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
e. The RN Welfare Information Service (inc. HIVE).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
f. The Naval Families Federation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
g. The welfare webpages on the RN website.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
h. Naval Service Welfare social media (e.g. Facebook).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7

## Your Accommodation

**Q61 What kind of accommodation do you live in at present during the working week? (Tick one box only)**

- Service Family Accommodation (SFA)*  1 Please go to **Q62**
- Substitute Service Family Accommodation (SSFA)*  2 Please go to **Q62**
- Single Living Accommodation (SLA)*  3 Please go to **Q62**
- Substitute Single Living Accommodation (SSLA)*  4 Please go to **Q62**
- Ship or Submarine*  5 Please go to **Q62**
- Property I own*  6 Please go to **Q66**
- Privately rented accommodation*  7 Please go to **Q64**
- In a relative's (e.g. parents') home*  8 Please go to **Q64**
- Other (please write)*  9 Please go to **Q64**

**Q62 If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply)**

- a. Posting requirement.  1
- b. Economy.  1
- c. Personal circumstances e.g. marriage, separation, divorce.  1
- d. Other (please write).  1

**Q63 With regard to your current Service Accommodation, how satisfied are you with the following?**

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

**Q64 Do you currently own your own home? Please answer this question whether you live in this property or not.**

- Yes <sup>1</sup> Please go to **Q66**
- No <sup>2</sup> Please go to **Q65**
- No, but I am currently saving up to buy a home in the future <sup>3</sup> Please go to **Q65**

**Q65 Please indicate whether each of the following is a reason why you do not own your own home. (Tick all that apply) (Once completed please go to Q68)**

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

**Q66 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. <sup>1</sup>
- b. The allowances for living in my own home. <sup>1</sup>
- c. To rent it out. <sup>1</sup>
- d. Poor standards of SLA or SFA. <sup>1</sup>
- e. Poor location of SLA or SFA. <sup>1</sup>
- f. The cost of SLA or SFA. <sup>1</sup>
- g. I wanted to live with my partner. <sup>1</sup>
- h. Other (please write). <sup>1</sup>

**Q67 If you currently own a home, how satisfied are you with the following?**

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

**Q68 Which of the following statements apply to you? (Tick all that apply)**

- a. In the last year, I have used Forces Help to Buy (FHTB) for my home purchase.
- b. In the last year, I have used FHTB to extend my home.
- c. I am considering using FHTB for a future home purchase.
- d. In the last year, I purchased my own home without the use of LSAP, FHTB or the Government Affordable Housing Schemes.
- e. In the last year, I used a Government Affordable Housing Scheme (e.g. Help to Buy: Equity Loan / Mortgage Guarantee / New Buy / Shared Ownership Schemes.)
- f. None of the above.

You can find more information on Forces Help to Buy at the following link: [www.gov.uk/forces-help-to-buy](http://www.gov.uk/forces-help-to-buy)

## Catering, Retail and Leisure

**Q69 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? (Tick all that apply)**

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

**Q70 How often do you use Service-provided catering facilities...?**

- |   | Always                     | Often                      | Sometimes                  | Rarely                     | Never                      | N/A                        |
|---|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| a. For eating at breakfast.                                 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |
| b. For eating at lunchtime.                                 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |
| c. For eating in the evening.                               | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |
| d. For drinking, socialising in the bar.                    | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |
| e. For informal functions.                                  | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |
| f. For formal functions ( <u>Officers/SNCOs/WOs only</u> ). | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |

**Q71 How satisfied are you with the following?**

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

## Your Family Life

**Q72 What is your current personal status?**

<i>Single (never married or formed a civil partnership)</i>	<input type="checkbox"/> 1	Please go to <b>Q74</b>
<i>In a long term / established relationship (but not married or in a civil partnership)</i>	<input type="checkbox"/> 2	
<i>Married / In a civil partnership</i>	<input type="checkbox"/> 3	
<i>Separated, but still legally married or in a civil partnership</i>	<input type="checkbox"/> 4	Please go to <b>Q74</b>
<i>Divorced / Formerly in a civil partnership which is now legally dissolved</i>	<input type="checkbox"/> 5	Please go to <b>Q74</b>
<i>Widowed / The surviving partner from a civil partnership</i>	<input type="checkbox"/> 6	Please go to <b>Q74</b>
<i>Prefer not to say</i>	<input type="checkbox"/> 7	Please go to <b>Q74</b>

**Q73 What is your spouse/partner's current employment situation?**

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

**Q74 Do you have any children whom you support financially?**

Yes	<input type="checkbox"/> 1	
No	<input type="checkbox"/> 2	Please go to <b>Q79</b>

**Q75 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".)**

<i>Under 5 years</i>	<input style="width: 40px; height: 30px;" type="text"/> 1
<i>Between 5 and 17 years</i>	<input style="width: 40px; height: 30px;" type="text"/> 2
<i>18 years and over</i>	<input style="width: 40px; height: 30px;" type="text"/> 3

**Q76 Do any of your children live with you? (Tick one box only).**

Yes	<input type="checkbox"/> 1	
Shared Access	<input type="checkbox"/> 2	
Weekends/holidays only	<input type="checkbox"/> 3	Please go to <b>Q79</b>
No	<input type="checkbox"/> 4	Please go to <b>Q79</b>
N/A	<input type="checkbox"/> 5	Please go to <b>Q79</b>

**Q77** If you have a child or children living with you, do you consider yourself to be a lone/single parent?  
Yes <sup>1</sup> No <sup>2</sup> N/A <sup>3</sup>

**Q78** If you require childcare, how satisfied are you with the locally provided childcare facilities?  
Very satisfied <sup>1</sup> Dissatisfied <sup>4</sup>  
Satisfied <sup>2</sup> Very dissatisfied <sup>5</sup>  
Neither satisfied nor dissatisfied <sup>3</sup> N/A <sup>6</sup>

**Q79** Do you have caring responsibilities for infirm or elderly adult(s)?  
Yes <sup>1</sup> No <sup>2</sup>

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

**Q80** If you have been declined credit in the last 12 months, what was the reason for this? (Tick one box only)

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

**Q81** Do you currently have personal debt levels that concern you?  
Yes <sup>1</sup>  
No <sup>2</sup>

## Being Part of Society

**Q82** Are you currently registered to vote?  
Yes <sup>1</sup>  
No <sup>2</sup> Please go to **Q84**  
Don't know <sup>3</sup> Please go to **Q85**

You can register to vote at the following link: [www.gov.uk/register-to-vote](http://www.gov.uk/register-to-vote)

**Q83** 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) <sup>1</sup> Please go to **Q85**  
A Service voter – registered for five years, via a service declaration <sup>2</sup> Please go to **Q85**  
An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas <sup>3</sup> Please go to **Q85**



**Q89 This survey is?**

*Too long* <sup>1</sup>

*About right* <sup>2</sup>

*Too short* <sup>3</sup>

**Q90 How long did it take you to complete this survey?**

*Less than 10 minutes* <sup>1</sup>

*30-40 minutes* <sup>4</sup>

*Over an hour* <sup>7</sup>

*10-20 minutes* <sup>2</sup>

*40-50 minutes* <sup>5</sup>

*20-30 minutes* <sup>3</sup>

*50-60 minutes* <sup>6</sup>

**Q91 Please use this box to provide any further comments about working and living in the RN.**

**Thank you for completing this questionnaire.**

**Please return it as soon as you can to:**

**a:cet Ltd, Office 306, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the envelope provided.**

**Responses must reach us by 15th February 2016 in order to be included. Please allow sufficient time for postage.**





# What is Life in the Royal Marines like for you?

Tell us - your views are important

You can complete this survey online - see inside for details



The Armed Forces Continuous Attitude Survey (AFCAS) is your opportunity to tell me what you think about life in the Naval Service. The AFCAS results provide me and my team with the critical evidence required to argue your case at the very top of Defence and to drive forward change. This is the survey's 10th year and the response rate has increased by two thirds since it began. I encourage you to take the opportunity to share your views and increase the response rate even further. The more of you who complete the AFCAS, the greater strength it will provide me to keep people at the highest levels of Defence informed of your opinions and desires. I assure you, your views do count and do make a difference. Please take the time to complete the AFCAS to enable me to represent you as you would wish.

**Jonathan Woodcock OBE**  
Vice Admiral  
Second Sea Lord



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

**PARTICIPANT INFORMATION SHEET****Armed Forces Continuous Attitude Survey (AFCAS): Royal Marines**

**New for 2016:** this survey is now available for you to complete on any computer by visiting the following webpage: <http://surveys.mod.uk/index.php/516144>

If you have access to the Defence Intranet, you can complete the intranet version of this questionnaire by visiting the following webpage: <http://bravo.dasa.r.mil.uk/surveys>

Completing the survey electronically 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 which should take about 30 minutes. There is space at the end of the survey for any comments you wish to make.

We have chosen a number of personnel at each rank to take part in the survey, to give a representative set of views of Royal Marines Personnel – so your views are important to us.

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 contact the researcher listed at the end of this sheet.

Your replies will be treated in the strictest confidence and no one from your Chain of Command will see your completed survey. To make sure your views remain confidential, only grouped answers will be reported. You can read the reports too (see links below). Completed paper surveys are stored securely and destroyed after 28 months; electronic responses will be kept indefinitely.

The researchers will link your responses to JPA to provide some information, such as your Branch or Trade, gender, age, national identity, rank, enlistment date, contract type, and voluntary outflow status, so that we don't have to ask you these questions in the questionnaire. If you are not happy for your JPA data to be used in this way, please contact the researcher whose details are below. Please note that if you deny permission for both the JPA information and your rank and Service information to be linked to your survey responses, your responses cannot be used for analysis, and you are advised not to complete the survey.

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

Please do not remove or destroy the barcode printed on the back of the survey. Your response cannot be used without it.

Please complete the survey as soon as you can and return it in the envelope provided. Responses must reach us by 15 February 2016 in order to be included. Please allow sufficient time for postage.

**Frequently asked questions:****Q. What is the purpose of the survey?**

**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.'

Chief Defence Personnel (CDP)

**Q. How is the information used?**

**A.** The results are used to help make decisions on leave, pay, housing, career, recruiting methods, health and well-being and other issues. Information is, for instance, given to the Armed Forces Pay Review Body, who report on Armed Forces pay, allowances and entitlements.

**Q. Why have I been invited to complete this survey?**

**A.** We have randomly selected a representative sample of Service personnel. Please do not send this survey on to people who have not been invited to take part.

**Q. Do I have to complete the survey?**

**A.** No, you can choose not to, the survey is entirely voluntary.

**Q. What will I be asked to do?**

**A.** You will be asked to answer a number of questions which you can choose to complete online or on paper. A link to complete the survey online has already been sent to you via your '@mod.uk' email address.

**Q. Will taking part or not taking part affect my Service career?**

**A.** No. No one within your chain of command will see your responses or data?

**Q. What are the possible disadvantages and risks of taking part?**

**A.** There are no known disadvantages or risks. However, if taking part in this survey upsets you, or you wish to talk about any personal issues further, please speak to your Unit Welfare Officer, Chaplain or call the Confidential Support Line.

**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.

**For further information:** Contact Civil Service researcher:

Paul Cox, NAVY PERS-CNPS RSCH2 SO2C  
Tel: Mil 93832 5496 External: 02392 625496  
Email: paul.cox989@mod.uk

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

<https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index>

**The report of the findings of the 2016 AFCAS survey is provisionally due to be released at 09:30 on 19 May 2016.**

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

# Armed Forces Continuous Attitude Survey 2016

## Royal Marines

Please fill in this survey as **fully** and **honestly** as you can.

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 Ltd, Office 306, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the **prepaid envelope provided**.

**New for 2016:** this survey is now available for you to complete on any computer by visiting the following webpage: <http://surveys.mod.uk/index.php/516144>

If you have access to the Defence Intranet, you can complete the intranet version of this questionnaire by visiting the following webpage: <http://bravo.dasa.r.mil.uk/surveys>

Completing the survey electronically 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 electronic version of this questionnaire. If you have already completed the electronic version of this 2016 AFCAS questionnaire then please ignore this paper copy.

## Your Pay

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 with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The pay and benefits I receive are fair for the work I do.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The RM offer (including dental & healthcare, subsidised accommodation, pay & pension) is better than that which industry offers.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

You can find the Armed Forces Benefits, Pension and Scheme Pays Calculator at the following link:

<http://www.mod-abc.co.uk/>

**Q2** How satisfied are you with the following?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. My rate of basic pay (basic pay includes X-Factor but excludes Recruitment and Retention Pay [RRP] and any allowances).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
b. My Recruitment and Retention Pay (RRP).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. My allowances, e.g. Longer Separation Allowance (LSA), Get You Home (GYH), Continuity Of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. My pension benefits.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
e. Information about pay and allowances, e.g. from the intranet, DINs and brochures.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
f. My ability to access JPA.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	

## Your Work

### Q3 How satisfied are you with RM life in general?

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

### Q4 How would you rate the level of morale of...

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

### Q5 How satisfied are you with the following aspects of your current job?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. My job in general.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The sense of achievement I get from my work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The challenge in my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. The amount of variety in my work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
e. My current work location.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

### Q6 How strongly do you agree or disagree with the following?

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

# Resources and Workload

**Q7** How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The availability of personal equipment/kit I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The standard of major equipment (e.g. vehicles and systems) I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. The availability of major equipment I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

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

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

# Your Line Management

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. Understands and represents my interests.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Supports me in my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. Sets a positive example.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. Encourages me to develop my skills.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. Is supportive over work/life balance issues.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. Provides regular feedback on my performance.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. Tells me what's going on at work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
h. Is someone I trust.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
i. Helps me to understand how I contribute to RM objectives	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
j. Helps me to understand how major change decisions will affect me.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
k. Works well with personnel from different backgrounds.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
l. I am satisfied with the leadership provided by my immediate supervisor.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q10** How long have you worked with your immediate chain of command?

<i>0 - 3 months</i>	<input type="checkbox"/> <sup>1</sup>
<i>4 or more months</i>	<input type="checkbox"/> <sup>1</sup>

**Q11** How strongly do you agree or disagree with the following statements?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. I trust my immediate chain of command to support me.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. My immediate chain of command knows me well.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

# Senior Leadership

**Q12** How strongly do you agree or disagree with the following statements about the senior leaders of the Royal Marines (i.e. Brigadier and above)?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. They understand and represent my interests.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. They are keen to listen to Service people's feedback.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. They champion the RM's interests in Tri-Service issues.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. They communicate decisions to personnel.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. They understand the impact of change on personnel.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. I have confidence in the leadership of the RM.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

# Commitment

**Q13** How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	
a. In the last 12 months, I have fulfilled my commitments/promises to the RM.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
b. In the last 12 months, the RM has fulfilled its commitments/promises to me.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
c. I am proud to be in the RM.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
d. I am valued by the RM.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
e. I would recommend joining the RM to others.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
f. I feel a strong personal attachment to the RM.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
g. I feel a strong personal attachment to my unit.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
h. The RM inspires me to do the best in my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
i. The RM motivates me to help it achieve its objectives.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
j. My family is proud of me serving in the Armed Forces.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<i>N/A</i> <input type="checkbox"/> <sup>6</sup>
k. My family benefits from being a Service family.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
l. My family supports my career in the RM.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

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

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

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
The ethos of the RM is an important part of life in the RM.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

# Working with Others

**Q15** In considering your immediate working team, to what extent do you agree or disagree with the following?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. My team know exactly what their responsibilities are.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The people in my team can be relied upon to help when things get difficult in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. We have confidence in ourselves as a team.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The people in my team work together to find ways to improve the service we provide.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. Team members work well with personnel from different backgrounds.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q16** Have you had working contact with any of the following in the last two years? (Tick all that apply)  
**IF NONE APPLY PLEASE GO TO Q20**

a. Armed Forces Reserves.	<input type="checkbox"/> 1
b. MOD Civil Servants.	<input type="checkbox"/> 1
c. MOD contractors.	<input type="checkbox"/> 1

**Q17** In your experience, how would you rate the contribution to the RM of ...

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

**Q18** In your experience, how well integrated into the RM are ...

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

**Q19** In your experience, how would you rate the professionalism of ...

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



# Change

The RM is currently going through a period of significant change which includes a number of programmes that will impact on all RM personnel.

**Q20 How strongly do you agree or disagree with the following?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. Change is managed well in my immediate working team.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Change is managed well in my Unit/Establishment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. Change is managed well in the RM.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

# Your Deployments

If you have NOT been on an operational deployment since 1 Jan 2013, please go to Q24

**Q21 With regards to your current/last operational deployment, were you deployed individually or as part of a Unit?**

*Individually* <sup>1</sup>

*As part of a Unit* <sup>2</sup>

**Q22 With regards to your current/last operational deployment, how satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. The deployment notice.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. The pre-operational/sea training.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. The welfare support I received from the RM when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. The welfare support that my family, partner and/or parents received from the RM when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. The decompression and post operational tour support I received when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
h. The Post Operational Stress Management that I received when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
i. The operational role I was assigned to.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q23 What is your view of the following regarding your experience of operational deployments?**

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

# Your Career

**Q24 Overall how satisfied are you with the way your career is being managed?**

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

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

**Q25 Overall how satisfied are you with the career management service provided by the Career Managers and Branch Advisers?**

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

**Q26 In terms of your current assignment, how strongly do you agree or disagree with the following?**

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

**Q27 How satisfied are you with the following?**

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

# Training and Development

**Q28 How satisfied are you with the following?**

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

**Q29** How strongly do you agree or disagree with the following?

I am given enough training to enable me to make moral decisions within my role.

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

**Q30** How much importance do you place on professional / civilian accreditation?

A lot	<input type="checkbox"/> <sup>1</sup>	Very little	<input type="checkbox"/> <sup>3</sup>
Some	<input type="checkbox"/> <sup>2</sup>	None at all	<input type="checkbox"/> <sup>4</sup>

## Your Future Plans

**Q31** What are your plans for the future? (Tick one box only).

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

**Q32** How actively have you searched for a job outside the RM in the last 12 months?

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

**Q33** In the last 12 months, have you been approached by industry with offers of employment?

Yes	<input type="checkbox"/> <sup>1</sup>	No	<input type="checkbox"/> <sup>2</sup>
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**Q34** When you leave the RM, would you consider joining the Volunteer Reserve Forces? (RN/RM: Maritime Reserves; Army: Army Reserve; RAF: RAF Volunteer Reserves)

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

**Q35** What would make you join the Volunteer Reserve Forces? (Please write in the box below)

**Q36**

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

	<i>Strongly increases my intention to stay</i>	<i>Increases my intention to stay</i>	<i>Has no effect on my intention to stay or leave</i>	<i>Increases my intention to leave</i>	<i>Strongly increases my intention to leave</i>	
a. Impact of RM life on family and personal life.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
b. Opportunities outside the RM.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
c. Current job satisfaction.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
d. Job security.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
e. My morale.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
f. Service morale.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
g. Amount of pay.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
h. Amount of allowances.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
i. Opportunities for career development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
j. Opportunities for personal development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
k. Opportunities for sport.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
l. Opportunities for Adventure Training.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
m. Promotion prospects.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
n. Healthcare provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
o. Dental provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
p. Mental health provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
q. Pension.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
r. Opportunities for flexible working conditions.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
s. Excitement of the job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
t. Financial Incentives available to me, e.g. Commitment Bonus.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	N/A <input type="checkbox"/> 6
u. Spouse/partner's career.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
v. Childcare.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
w. Work/life balance while at sea.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
x. Work/life balance while ashore.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
y. Management in my current unit.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
z. Other (if applicable, please specify.)	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**Q37**

**What single factor could be changed to positively affect your decision to remain in the RM?**

**Q38**

**If you have put your notice in to leave, please indicate the 3 factors from the list above in Q31 that most influenced your decision to leave the RM. (Write the letter that corresponds with the reason in the boxes below.)**

Most important reason for leaving <sup>1</sup>      Second most important reason for leaving <sup>2</sup>      Third most important reason for leaving <sup>3</sup>

# Fairness at Work

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.

**Q39** How strongly do you agree or disagree with the following statement regarding fairness and equality in the RM?

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

**Q40** Do you feel that the RM discipline system is ...?

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

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

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

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

Please note that the data gathered is strictly for research purposes only. You are advised not to name any individuals in your response. No action will be taken on this, and you are instead advised to seek guidance from the confidential helpline.

**Q41** Do you believe you have been subject to any of the following in a Service environment in the last 12 months? (Tick all that apply).

a. Bullying.	<input type="checkbox"/> 1	
b. Discrimination.	<input type="checkbox"/> 1	
c. Harassment.	<input type="checkbox"/> 1	
d. None of the above.	<input type="checkbox"/> 1	Please go to Q46

**Q42** If you believe you have been subject to **bullying** in a Service environment in the last 12 months, please specify on what grounds:

**Q43** If you believe you have been subject to discrimination or harassment in a Service environment in the last 12 months, please specify on what grounds:

	<i>Discrimination</i>	<i>Harassment</i>
a. Gender.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
b. Gender reassignment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
c. Race, colour, nationality, ethnic or national origin.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
d. Marriage/civil partnership.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
e. Religion or beliefs.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
f. Sexual orientation.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
g. Age.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
h. Disability.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
i. Pregnancy or maternity.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>

**Q44** If you believe you have been the subject of discrimination, harassment and/or bullying in a Service environment within the last 12 months, did you make a formal written complaint? (Tick option 'a' or all that apply from items 'b' to 'l')

- a. Yes. <sup>1</sup> Please go to **Q45**
- b. No, I was not aware of the Service Complaints process. <sup>1</sup>
- c. No, I considered the incident(s) to be too minor to report. <sup>1</sup>
- d. No, the incident(s) was/were resolved informally. <sup>1</sup>
- e. No, the incident(s) was/were resolved through mediation. <sup>1</sup>
- f. No, I did not believe anything would be done if I did complain. <sup>1</sup>
- g. No, I did not want to go through the complaints procedure. <sup>1</sup>
- h. No, I believed it might adversely affect my career. <sup>1</sup>
- i. No, I believed it might adversely affect another work colleague or the working environment. <sup>1</sup>
- j. No, I was worried that there would be recriminations from the perpetrators. <sup>1</sup>
- k. No, I was discouraged from doing so. <sup>1</sup>
- l. No, other reason(s) - please specify. <sup>1</sup>

**Q45** If you DID MAKE a formal written complaint, how satisfied were/are you with the following aspects of your complaint?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
a. The objectivity and fairness with which my complaint was handled/is being handled.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. The amount of time taken/it is taking to resolve my complaint.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. How well I was/am being kept informed about the progress of my complaint.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. The support provided by my Assisting Officer.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. The outcome of my complaint.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q46 Do you know how the Service Complaints Commissioner can help you with a discrimination, harassment and/or bullying complaint?**

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

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

**AND**

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

## Your Work-Life Balance

**Q47 In the past 12 months approximately how much time have you spent away from your family (e.g. spouse/partner or children) for Service reasons?**

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

**Q48 In the past 12 months, how satisfied were you with the following?**

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

**Q49 How strongly do you agree or disagree with the following?**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Flexible working is supported in my workplace.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. I am able to maintain a balance between my personal and working life.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>





**Q55 Overall, how happy did you feel yesterday?**

*Not at all* *Completely*

0 1 2 3 4 5 6 7 8 9 10

**Q56 Overall, how anxious did you feel yesterday?**

*Not at all* *Completely*

0 1 2 3 4 5 6 7 8 9 10

**Q57 Overall, to what extent do you feel the things you do in your life are worthwhile?**

*Not at all* *Completely*

0 1 2 3 4 5 6 7 8 9 10

## Fitness, Sport and Adventure Training

**Q58 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. RM sport, exercise and fitness facilities in general.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. My opportunities to take part in sport.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. My opportunities to take part in Adventure Training.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

## Welfare

**Q59 How satisfied are you with the following?**

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

**Q60 How satisfied are you with the following?**

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not used	Not heard of
a. The Regimental system.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
b. The chaplaincy support provided by the Naval Service.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
c. The RM Welfare, Personal Support.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
d. The RM Welfare, Community Support.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
e. The RM Welfare Information Services (inc. HIVE).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
f. The Naval Families Federation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
g. The welfare webpages on the RN website.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
h. Naval Service Welfare social media (e.g. Facebook).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7

**Your Accommodation**

**Q61 What kind of accommodation do you live in at present during the working week? (Tick one box only)**

- Service Family Accommodation (SFA)* 1 Please go to **Q62**
- Substitute Service Family Accommodation (SSFA)* 2 Please go to **Q62**
- Single Living Accommodation (SLA)* 3 Please go to **Q62**
- Substitute Single Living Accommodation (SSLA)* 4 Please go to **Q62**
- Ship or Submarine* 5 Please go to **Q62**
- Property I own* 6 Please go to **Q66**
- Privately rented accommodation* 7 Please go to **Q64**
- In a relative's (e.g. parents') home* 8 Please go to **Q64**
- Other (please write)* 9 Please go to **Q64**

**Q62 If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply)**

- a. Posting requirement. 1
- b. Economy. 1
- c. Personal circumstances e.g. marriage, separation, divorce. 1
- d. Other (please write). 1

**Q63 With regard to your current Service Accommodation, how satisfied are you with the following?**

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

**Q64 Do you currently own your own home? Please answer this question whether you live in this property or not.**

- Yes <sup>1</sup> Please go to **Q66**
- No <sup>2</sup> Please go to **Q65**
- No, but I am currently saving up to buy a home in the future <sup>3</sup> Please go to **Q65**

**Q65 Please indicate whether each of the following is a reason why you do not own your own home. (Tick all that apply) (Once completed please go to Q68)**

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

**Q66 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. <sup>1</sup>
- b. The allowances for living in my own home. <sup>1</sup>
- c. To rent it out. <sup>1</sup>
- d. Poor standards of SLA or SFA. <sup>1</sup>
- e. Poor location of SLA or SFA. <sup>1</sup>
- f. The cost of SLA or SFA. <sup>1</sup>
- g. I wanted to live with my partner. <sup>1</sup>
- h. Other (please write). <sup>1</sup>

**Q67 If you currently own a home, how satisfied are you with the following?**

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

**Q68 Which of the following statements apply to you? (Tick all that apply)**

- a. In the last year, I have used Forces Help to Buy (FHTB) for my home purchase.
- b. In the last year, I have used FHTB to extend my home.
- c. I am considering using FHTB for a future home purchase.
- d. In the last year, I purchased my own home without the use of LSAP, FHTB or the Government Affordable Housing Schemes.
- e. In the last year, I used a Government Affordable Housing Scheme (e.g. Help to Buy: Equity Loan / Mortgage Guarantee / New Buy / Shared Ownership Schemes.)
- f. None of the above.

You can find more information on Forces Help to Buy at the following link: [www.gov.uk/forces-help-to-buy](http://www.gov.uk/forces-help-to-buy)

## Catering, Retail and Leisure

**Q69 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? (Tick all that apply)**

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

**Q70 How often do you use Service-provided catering facilities...?**

- |   | Always                     | Often                      | Sometimes                  | Rarely                     | Never                      | N/A                        |
|---|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| a. For eating at breakfast.                                 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |
| b. For eating at lunchtime.                                 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |
| c. For eating in the evening.                               | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |
| d. For drinking, socialising in the bar.                    | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |
| e. For informal functions.                                  | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |
| f. For formal functions ( <u>Officers/SNCOs/WOs only</u> ). | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |

**Q71 How satisfied are you with the following?**

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

## Your Family Life

**Q72 What is your current personal status?**

<i>Single (never married or formed a civil partnership)</i>	<input type="checkbox"/> 1	Please go to <b>Q74</b>
<i>In a long term / established relationship (but not married or in a civil partnership)</i>	<input type="checkbox"/> 2	
<i>Married / In a civil partnership</i>	<input type="checkbox"/> 3	
<i>Separated, but still legally married or in a civil partnership</i>	<input type="checkbox"/> 4	Please go to <b>Q74</b>
<i>Divorced / Formerly in a civil partnership which is now legally dissolved</i>	<input type="checkbox"/> 5	Please go to <b>Q74</b>
<i>Widowed / The surviving partner from a civil partnership</i>	<input type="checkbox"/> 6	Please go to <b>Q74</b>
<i>Prefer not to say</i>	<input type="checkbox"/> 7	Please go to <b>Q74</b>

**Q73 What is your spouse/partner's current employment situation?**

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

**Q74 Do you have any children whom you support financially?**

Yes	<input type="checkbox"/> 1	
No	<input type="checkbox"/> 2	Please go to <b>Q79</b>

**Q75 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".)**

<i>Under 5 years</i>	<input style="width: 40px; height: 30px;" type="text"/> 1
<i>Between 5 and 17 years</i>	<input style="width: 40px; height: 30px;" type="text"/> 2
<i>18 years and over</i>	<input style="width: 40px; height: 30px;" type="text"/> 3

**Q76 Do any of your children live with you? (Tick one box only).**

Yes	<input type="checkbox"/> 1	
Shared Access	<input type="checkbox"/> 2	
Weekends/holidays only	<input type="checkbox"/> 3	Please go to <b>Q79</b>
No	<input type="checkbox"/> 4	Please go to <b>Q79</b>
N/A	<input type="checkbox"/> 5	Please go to <b>Q79</b>

**Q77** If you have a child or children living with you, do you consider yourself to be a lone/single parent?  
Yes <sup>1</sup> No <sup>2</sup> N/A <sup>3</sup>

**Q78** If you require childcare, how satisfied are you with the locally provided childcare facilities?  
Very satisfied <sup>1</sup> Dissatisfied <sup>4</sup>  
Satisfied <sup>2</sup> Very dissatisfied <sup>5</sup>  
Neither satisfied nor dissatisfied <sup>3</sup> N/A <sup>6</sup>

**Q79** Do you have caring responsibilities for infirm or elderly adult(s)?  
Yes <sup>1</sup> No <sup>2</sup>

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

**Q80** If you have been declined credit in the last 12 months, what was the reason for this?  
(Tick one box only)

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

**Q81** Do you currently have personal debt levels that concern you?  
Yes <sup>1</sup>  
No <sup>2</sup>

## Being Part of Society

**Q82** Are you currently registered to vote?  
Yes <sup>1</sup>  
No <sup>2</sup> Please go to **Q84**  
Don't know <sup>3</sup> Please go to **Q85**

You can register to vote at the following link: [www.gov.uk/register-to-vote](http://www.gov.uk/register-to-vote)

**Q83** 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) <sup>1</sup> Please go to **Q85**  
A Service voter – registered for five years, via a service declaration <sup>2</sup> Please go to **Q85**  
An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas <sup>3</sup> Please go to **Q85**



**Q89** This survey is?

Too long <sup>1</sup>

About right <sup>2</sup>

Too short <sup>3</sup>

**Q90** How long did it take you to complete this survey?

Less than 10 minutes <sup>1</sup>

30-40 minutes <sup>4</sup>

Over an hour <sup>7</sup>

10-20 minutes <sup>2</sup>

40-50 minutes <sup>5</sup>

20-30 minutes <sup>3</sup>

50-60 minutes <sup>6</sup>

**Q91** Please use this box to provide any further comments about working and living in the RM.

**Thank you for completing this questionnaire.**

**Please return it as soon as you can to:**

**a:cet Ltd, Office 306, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the envelope provided.**

**Responses must reach us by 15 February 2016 in order to be included. Please allow sufficient time for postage.**





OFFICIAL SENSITIVE - PERSONAL (AFTER COMPLETION)

# Continuous Attitude Survey 2016

## 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.

**RMB Nitsch CBE,  
Major General,  
Director Personnel**



OFFICIAL SENSITIVE - PERSONAL (AFTER COMPLETION)



## PARTICIPANT INFORMATION SHEET

### Armed Forces Continuous Attitude Survey (AFCAS): Army

**New for 2016:** this survey is now available for you to complete on any computer by visiting the following webpage: **<http://surveys.mod.uk/index.php/158311>**

If you have access to the Defence Intranet, you can complete the intranet version of this questionnaire by visiting the following webpage: **<http://bravo.dasa.r.mil.uk/surveys>**

Completing the survey electronically is the quickest and cheapest way for you to send us your views.

This survey asks about your views of Army life, including working and living conditions, and other key aspects of day-to-day life which should take about 30 minutes. There is space at the end of the survey for any comments you wish to make.

We have chosen a number of personnel at each rank to take part in the survey, to give a representative set of views of Army Personnel – so your views are important to us.

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 contact the researcher listed at the end of this sheet.

Your replies will be treated in the strictest confidence and no one from your Chain of Command will see your completed survey. To make sure your views remain confidential, only grouped answers will be reported. You can read the reports too (see links below). Completed paper surveys are stored securely and destroyed after 28 months; electronic responses will be kept indefinitely.

The researchers will link your responses to JPA to provide some information, such as your Branch or Trade, gender, age, national identity, rank, enlistment date, contract type, and voluntary outflow status, so that we don't have to ask you these questions in the questionnaire. If you are not happy for your JPA data to be used in this way, please contact the researcher whose details are below. Please note that if you deny permission for both the JPA information and your rank and Service information to be linked to your survey responses, your responses cannot be used for analysis, and you are advised not to complete the survey.

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

Please do not remove or destroy the barcode printed on the back of the survey. Your response cannot be used without it.

Please complete the survey as soon as you can and return it in the envelope provided. Responses must reach us by 15 February 2016 in order to be included. Please allow sufficient time for postage.

#### Frequently asked questions:

##### **Q. What is the purpose of the survey?**

**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.'

Chief Defence Personnel (CDP)

**Q. How is the information used?**

**A.** The results are used to help make decisions on leave, pay, housing, career, recruiting methods, health and well-being and other issues. Information is, for instance, given to the Armed Forces Pay Review Body, who report on Armed Forces pay, allowances and entitlements.

**Q. Why have I been invited to complete this survey?**

**A.** We have randomly selected a representative sample of Service personnel. Please do not send this survey on to people who have not been invited to take part.

**Q. Do I have to complete the survey?**

**A.** No, you can choose not to, the survey is entirely voluntary.

**Q. What will I be asked to do?**

**A.** You will be asked to answer a number of questions which you can choose to complete online or on paper. A link to complete the survey online has already been sent to you via your '@mod.uk' email address.

**Q. Will taking part or not taking part affect my Service career?**

**A.** No. No one within your chain of command will see your responses or data?

**Q. What are the possible disadvantages and risks of taking part?**

**A.** There are no known disadvantages or risks. However, if taking part in this survey upsets you, or you wish to talk about any personal issues further, please speak to your Unit Welfare Officer, Chaplain or call the Confidential Support Line.

**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.

**For further information:** Contact Civil Service researcher:

Hannah Davison at D Pers Cap Science, Army HQ, 01264 382115 or ArmyPersCap-Survey@mod.uk

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

<https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index>

**The report of the findings of the 2016 AFCAS survey is provisionally due to be released at 09:30 on 19 May 2016.**

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

# Armed Forces Continuous Attitude Survey 2016

## Army

Please fill in this survey as **fully** and **honestly** as you can.

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 Ltd, Office 306, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the **prepaid envelope provided**.

**New for 2016:** this survey is now available for you to complete on any computer by visiting the following webpage: <http://surveys.mod.uk/index.php/158311>

If you have access to the Defence Intranet, you can complete the intranet version of this questionnaire by visiting the following webpage: <http://bravo.dasa.r.mil.uk/surveys>

Completing the survey electronically 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 electronic version of this questionnaire. If you have already completed the electronic version of this 2016 AFCAS questionnaire then please ignore this paper copy.

## Your Pay

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 with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The pay and benefits I receive are fair for the work I do.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

### Q2 How satisfied are you with the following?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	
a. My rate of basic pay (basic pay includes X-Factor but excludes Recruitment and Retention Pay [RRP] and any allowances).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
b. My Recruitment and Retention Pay (RRP).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup> N/A
c. My allowances, e.g. Longer Separation Allowance (LSA), Get You Home (GYH), Continuity Of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. My pension benefits.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	

- |  | <i>Very satisfied</i>                 | <i>Satisfied</i>                      | <i>Neither satisfied nor dissatisfied</i> | <i>Dissatisfied</i>                   | <i>Very dissatisfied</i>              |
|--|---------------------------------------|---------------------------------------|---|---------------------------------------|---------------------------------------|
| e. Information about pay and allowances, e.g. from the intranet, DINs and brochures. | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> |
| f. My ability to access JPA.   | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> |

## Your Work

**Q3 How satisfied are you with Army life in general?**

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

**Q4 How would you rate the level of morale of...**

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

**Q5 How satisfied are you with the following aspects of your current job?**

- |   | <i>Very satisfied</i>                 | <i>Satisfied</i>                      | <i>Neither satisfied nor dissatisfied</i> | <i>Dissatisfied</i>                   | <i>Very dissatisfied</i>              |
|---|---------------------------------------|---------------------------------------|---|---------------------------------------|---------------------------------------|
| a. My job in general.                           | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> |
| b. The sense of achievement I get from my work. | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> |
| c. The challenge in my job.                     | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> |
| d. The amount of variety in my work.            | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> |
| e. My current work location.                    | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> |

**Q6 How strongly do you agree or disagree with the following?**

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

## Resources and Workload

**Q7** How satisfied are you with the following?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The availability of personal equipment/kit I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The standard of major equipment I have to do my job (e.g. vehicles and systems)	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. The availability of major equipment I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

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

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

## Your Line Management

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

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. Understands and represents my interests.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Supports me in my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. Sets a positive example.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. Encourages me to develop my skills.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. Is supportive over work/life balance issues.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. Provides regular feedback on my performance.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. Tells me what's going on at work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
h. Is someone I trust.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
i. Helps me to understand how I contribute to Army objectives.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
j. Helps me to understand how major change decisions will affect me.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
k. Works well with personnel from different backgrounds.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
l. I am satisfied with the leadership provided by my immediate supervisor.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

# Senior Leadership

**Q10** How strongly do you agree or disagree with the following statements about the senior leaders of the Army (i.e. Brigadier and above)?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. They understand and represent my interests.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. They are keen to listen to Service people's feedback.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. They champion the Army's interests in Tri-Service issues.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. They communicate decisions to personnel.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. They understand the impact of change on personnel.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. I have confidence in the leadership of the Army.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

# Commitment

**Q11** How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	
a. In the last 12 months, I have fulfilled my commitments/promises to the Army.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
b. In the last 12 months, the Army has fulfilled its commitments/promises to me.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
c. I am proud to be in the Army.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
d. I am valued by the Army.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
e. I would recommend joining the Army to others.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
f. I feel a strong personal attachment to the Army.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
g. I feel a strong personal attachment to my unit.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
h. The Army inspires me to do the best in my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
i. The Army motivates me to help it achieve its objectives.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
j. My family is proud of me serving in the Armed Forces.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	N/A <input type="checkbox"/> <sup>6</sup>
k. My family benefits from being a Service family.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
l. My family supports my career in the Army.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

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

**Q12** How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
The ethos of the Army is an important part of life in the Army.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>



# Working with Others

**Q13** In considering your immediate working team, to what extent do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. My team know exactly what their responsibilities are.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The people in my team can be relied upon to help when things get difficult in my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. We have confidence in ourselves as a team.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. The people in my team work together to find ways to improve the service we provide.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
e. Team members work well with personnel from different backgrounds.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q14** Have you had working contact with any of the following in the last two years? (Tick all that apply) **IF NONE APPLY PLEASE GO TO Q18**

a. Armed Forces Reserves.	<input type="checkbox"/> <sup>1</sup>
b. MOD Civil Servants.	<input type="checkbox"/> <sup>1</sup>
c. MOD contractors.	<input type="checkbox"/> <sup>1</sup>

**Q15** In your experience, how would you rate the contribution to the Army of ...

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

**Q16** In your experience, how well integrated into the Army are ...

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

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

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

# Change

The Army is currently going through a period of significant change which includes a number of programmes that will impact on all Army personnel.

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

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. Change is managed well in my immediate working team.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Change is managed well in my Unit/Establishment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. Change is managed well in the Army.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

# Your Deployments

If you have NOT been on an operational deployment since 1 Jan 2013, please go to Q22

**Q19 With regards to your current/last operational deployment, were you deployed individually or as part of a Unit?**

*Individually* <sup>1</sup>

*As part of a Unit* <sup>2</sup>

**Q20 With regards to your current/last operational deployment, how satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. The deployment notice.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. The pre-deployment training.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. That the equipment I used during training was the same as that used on operations.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. The personal kit and equipment I received for use on operations.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. The major equipment (e.g. vehicles and systems) I used on operations.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
h. The welfare support I received from the Army when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
i. The welfare support that my family, partner and/or parents received from the Army when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
j. The decompression and post operational tour support I received when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
k. The Post Operational Stress Management that I received when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
l. The operational role I was assigned to.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q21 What is your view of the following regarding your experience of operational deployments?**

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

## Your Career

**Q22 Overall how satisfied are you with the way your career is being managed?**

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

**Q23 Overall how satisfied are you with the career management service provided by the Army Personnel Centre?**

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

**Q24 In terms of your current assignment, how strongly do you agree or disagree with the following?**

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

**Q25 How satisfied are you with the following?**

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

# Training and Development

**Q26** How satisfied are you with the following?

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

## Your Future Plans

**Q27** What are your plans for the future? (Tick one box only).

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

**Q28** How actively have you searched for a job outside the Army in the last 12 months?

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

**Q29** When you leave the Army, would you consider joining the Volunteer Reserve Forces? (RN/RM: Maritime Reserves; Army: Army Reserve; RAF: RAF Volunteer Reserves)

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

**Q30** What would make you join the Volunteer Reserve Forces? (Please write in the box below)

**Q31**

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

	<i>Strongly increases my intention to stay</i>	<i>Increases my intention to stay</i>	<i>Has no effect on my intention to stay or leave</i>	<i>Increases my intention to leave</i>	<i>Strongly increases my intention to leave</i>	
a. Impact of Army life on family and personal life.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
b. Opportunities outside the Army.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
c. Current job satisfaction.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
d. Job security.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
e. My morale.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
f. Service morale.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
g. Amount of pay.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
h. Amount of allowances.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
i. Opportunities for career development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
j. Opportunities for personal development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
k. Opportunities for sport.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
l. Opportunities for Adventure Training.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
m. Promotion prospects.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
n. Healthcare provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
o. Dental provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
p. Mental health provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
q. Pension.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
r. Opportunities for flexible working conditions.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
s. Excitement of the job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
t. Financial Incentives available to me, e.g. Commitment Bonus.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	N/A <input type="checkbox"/> 6
u. Spouse/partner's career.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
v. Other (if applicable, please specify)						

**Q32**

**If you have put your notice in to leave, please indicate the 3 factors from the list above in Q31 that most influenced your decision to leave the Army. (Write the letter that corresponds with the reason in the boxes below.)**

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

## Fairness at Work

**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.**

**Q33**

**How strongly do you agree or disagree with the following statement regarding fairness and equality in the Army?**

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

**Q34** Do you feel that the Army discipline system is ...?

Very fair

1

Unfair

4

Fair

2

Very unfair

5

Neither fair nor unfair

3

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

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

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

Please note that the data gathered is strictly for research purposes only. You are advised not to name any individuals in your response. No action will be taken on this, and you are instead advised to seek guidance from the confidential helpline.

**Q35** Do you believe you have been subject to any of the following in a Service environment in the last 12 months? (Tick all that apply).

a. Bullying.

1

b. Discrimination.

1

c. Harassment.

1

d. None of the above.

1

Please go to **Q40**

**Q36** If you believe you have been subject to **bullying** in a Service environment in the last 12 months, please specify on what grounds:

**Q37** If you believe you have been subject to **discrimination or harassment** in a Service environment in the last 12 months, please specify on what grounds:

a. Gender.

Discrimination

1

Harassment

2

b. Gender reassignment.

1

2

c. Race, colour, nationality, ethnic or national origin.

1

2

d. Marriage/civil partnership.

1

2

e. Religion or beliefs.

1

2

f. Sexual orientation.

1

2

g. Age.

1

2

h. Disability.

1

2

i. Pregnancy or maternity.

1

2

**Q38** If you believe you have been the subject of discrimination, harassment and/or bullying in a Service environment within the last 12 months, did you make a formal written complaint? (Tick option 'a' or all that apply from items 'b' to 'l').

- a. Yes. <sup>1</sup> Please go to Q39
- b. No, I was not aware of the Service Complaints process. <sup>1</sup>
- c. No, I considered the incident(s) to be too minor to report. <sup>1</sup>
- d. No, the incident(s) was/were resolved informally. <sup>1</sup>
- e. No, the incident(s) was/were resolved through mediation. <sup>1</sup>
- f. No, I did not believe anything would be done if I did complain. <sup>1</sup>
- g. No, I did not want to go through the complaints procedure. <sup>1</sup>
- h. No, I believed it might adversely affect my career. <sup>1</sup>
- i. No, I believed it might adversely affect another work colleague or the working environment. <sup>1</sup>
- j. No, I was worried that there would be recriminations from the perpetrators. <sup>1</sup>
- k. No, I was discouraged from doing so. <sup>1</sup>
- l. No, other reason(s) - please specify. <sup>1</sup>

**Q39** If you DID MAKE a formal written complaint, how satisfied were/are you with the following aspects of your complaint?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
a. The objectivity and fairness with which my complaint was handled/is being handled.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. The amount of time taken/it is taking to resolve my complaint.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. How well I was/am being kept informed about the progress of my complaint.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. The support provided by my Assisting Officer.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. The outcome of my complaint.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q40** Do you know how the Service Complaints Commissioner can help you with a discrimination, harassment and/or bullying complaint?

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

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

**AND**

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

# Your Work-Life Balance

**Q41** In the past 12 months approximately how much time have you spent away from your family (e.g. spouse/partner or children) for Service reasons?

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

**Q42** In the past 12 months, how satisfied were you with the following?

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

**Q43** How strongly do you agree or disagree with the following?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Flexible working is supported in my workplace.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. I am able to maintain a balance between my personal and working life.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Only answer the following questions (Q44 to Q45) if you have been on a state of readiness in the last 12 months (if not, go to Q46)**

**Q44** How satisfied were/are you with the following?

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

**Q45** How strongly do you agree or disagree with the following?

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





**Q51 Overall, how happy did you feel yesterday?**

*Not at all* *Completely*

0 1 2 3 4 5 6 7 8 9 10

**Q52 Overall, how anxious did you feel yesterday?**

*Not at all* *Completely*

0 1 2 3 4 5 6 7 8 9 10

**Q53 Overall, to what extent do you feel the things you do in your life are worthwhile?**

*Not at all* *Completely*

0 1 2 3 4 5 6 7 8 9 10

## Fitness, Sport and Adventure Training

**Q54 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. Army sport, exercise and fitness facilities in general.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. My opportunities to take part in sport.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. My opportunities to take part in Adventure Training.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

## Welfare

**Q55 How satisfied are you with the following?**

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

**Q56 How satisfied are you with the following?**

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not used	Not heard of
a. My Unit Welfare Officer.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
b. The chaplaincy support provided by the Army.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
c. The Army Welfare Service, Personal Support.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
d. The Army Welfare Service, Community Support.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
e. The Army Welfare Service, The HIVE.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
f. The Army Families Federation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7

**Your Accommodation**

**Q57 What kind of accommodation do you live in at present during the working week? (Tick one box only)**

- Service Family Accommodation (SFA)*  1 Please go to **Q58**
- Substitute Service Family Accommodation (SSFA)*  2 Please go to **Q58**
- Single Living Accommodation (SLA)*  3 Please go to **Q58**
- Substitute Single Living Accommodation (SSLA)*  4 Please go to **Q58**
- Property I own*  5 Please go to **Q62**
- Privately rented accommodation*  6 Please go to **Q60**
- In a relative's (e.g. parents') home*  7 Please go to **Q60**
- Other (please write)*  8 Please go to **Q60**

**Q58 If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply)**

- a. Posting requirement.  1
- b. Economy.  1
- c. Personal circumstances e.g. marriage, separation, divorce.  1
- d. Other (please write).  1

**Q59 With regard to your current Service Accommodation, how satisfied are you with the following?**

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

**Q60 Do you currently own your own home? Please answer this question whether you live in this property or not.**

- Yes <sup>1</sup> Please go to **Q62**  
 No <sup>2</sup> Please go to **Q61**  
 No, but I am currently saving up to buy a home in the future <sup>3</sup> Please go to **Q61**

**Q61 Please indicate whether each of the following is a reason why you do not own your own home. (Tick all that apply)**

**(Once completed please go to Q64)**

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

**Q62 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. <sup>1</sup>  
 b. The allowances for living in my own home. <sup>1</sup>  
 c. To rent it out. <sup>1</sup>  
 d. Poor standards of SLA or SFA. <sup>1</sup>  
 e. Poor location of SLA or SFA. <sup>1</sup>  
 f. The cost of SLA or SFA. <sup>1</sup>  
 g. I wanted to live with my partner. <sup>1</sup>  
 h. Other (please write). <sup>1</sup>

**Q63 If you currently own a home, how satisfied are you with the following?**

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

**Q64 Which of the following statements apply to you? (Tick all that apply)**

- a. In the last year, I have used Forces Help to Buy (FHTB) for my home purchase.
- b. In the last year, I have used FHTB to extend my home.
- c. I am considering using FHTB for a future home purchase.
- d. In the last year, I purchased my own home without the use of LSAP, FHTB or the Government Affordable Housing Schemes.
- e. In the last year, I used a Government Affordable Housing Scheme (e.g. Help to Buy: Equity Loan / Mortgage Guarantee / New Buy / Shared Ownership Schemes).
- f. None of the above.

You can find more information on Forces Help to Buy at the following link: [www.gov.uk/forces-help-to-buy](http://www.gov.uk/forces-help-to-buy)

**Catering, Retail and Leisure**

**Q65 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? (Tick all that apply)**

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

**Q66 How often do you use Service-provided catering facilities...?**

	Always	Often	Sometimes	Rarely	Never	N/A
a. For eating at breakfast.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. For eating at lunchtime.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. For eating in the evening.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. For drinking, socialising in the bar.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. For informal functions.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
f. For formal functions ( <u>Officers/SNCOs/WOs only</u> ).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**Q67 How satisfied are you with the following?**

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

# Your Family Life

**Q68 What is your current personal status?**

Single (never married or formed a civil partnership)  1

Please go to **Q70**

In a long term / established relationship (but not married or in a civil partnership)  2

Married / In a civil partnership  3

Separated, but still legally married or in a civil partnership  4

Please go to **Q70**

Divorced / Formerly in a civil partnership which is now legally dissolved  5

Please go to **Q70**

Widowed / The surviving partner from a civil partnership  6

Please go to **Q70**

Prefer not to say  7

Please go to **Q70**

**Q69 What is your spouse/partner's current employment situation?**

In the Armed Forces  1

In voluntary (unpaid) employment  4

In full-time paid employment / full-time self-employment (other than Armed Forces)  2

Not employed (for any reason)  5

In part-time paid employment / part-time self-employment  3

In full-time or part-time education  6

**Q70 Do you have any children whom you support financially?**

Yes  1

No  2 Please go to **Q75**

**Q71 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  1

Between 5 and 17 years  2

18 years and over  3

**Q72 Do any of your children live with you? (Tick one box only).**

Yes  1

Shared Access  2

Weekends/holidays only  3 Please go to **Q75**

No  4 Please go to **Q75**

N/A  5 Please go to **Q75**

**Q73 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

**Q74 If you require childcare, how satisfied are you with the locally provided childcare facilities?**

Very satisfied  1

Dissatisfied  4

Satisfied  2

Very dissatisfied  5

Neither satisfied nor dissatisfied  3

N/A  6

**Q75** Do you have caring responsibilities for infirm or elderly adult(s)?

Yes <sup>1</sup> No <sup>2</sup>

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

**Q76** If you have been declined credit in the last 12 months, what was the reason for this? (Tick one box only).

Failed credit check <sup>1</sup>

Lack of UK credit history <sup>2</sup>

Too many address moves <sup>3</sup>

Don't know <sup>4</sup>

Prefer not to say <sup>5</sup>

Other (please write) <sup>6</sup>

**Q77** Do you currently have personal debt levels that concern you?

Yes <sup>1</sup>

No <sup>2</sup>

## Being Part of Society

**Q78** Are you currently registered to vote?

Yes <sup>1</sup>

No <sup>2</sup> Please go to **Q80**

Don't know <sup>3</sup> Please go to **Q81**

You can register to vote at the following link: [www.gov.uk/register-to-vote](http://www.gov.uk/register-to-vote)

**Q79** 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) <sup>1</sup> Please go to **Q81**

A Service voter – registered for five years, via a service declaration <sup>2</sup> Please go to **Q81**

An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas <sup>3</sup> Please go to **Q81**

**Q80** 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 <sup>1</sup> I am not interested in politics <sup>4</sup>

I have not got around to it, but aim to do it sometime <sup>2</sup> I wish to remain impartial <sup>5</sup>

I do not know how to register <sup>3</sup> Other <sup>6</sup>

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.

**Q81 Which of these best sums up your awareness of the Armed Forces Covenant?**

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

**Q82 Which, if any, of the following areas do you feel advantaged/disadvantaged as a Service Person, compared to the general public? (Tick all that apply)**

	<i>Strongly advantaged</i>	<i>Advantaged</i>	<i>Neither advantaged nor disadvantaged</i>	<i>Dis-advantaged</i>	<i>Strongly dis-advantaged</i>	<i>Don't know / N/A</i>
a. Family's access to NHS care.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Children's Education.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. Housing.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. Family life.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. Benefits.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. Tax.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. Commercial Products and Services e.g. Money Force, Defence Discount Services and Defence Privilege Cards.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
h. Participation as Citizens e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
i. Other (please write)	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q83 How strongly do you agree or disagree with the following?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. I offer an important service to the country.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Members of the Armed Forces are valued by society at large.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

## Taking Action and Your Comments

**Q84 How strongly do you agree or disagree with the following?**

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

**Q85 This survey is?**

- Too long  <sup>1</sup>
- About right  <sup>2</sup>
- Too short  <sup>3</sup>



**Q86 How long did it take you to complete this survey?**

*Less than 10 minutes*  1

*30-40 minutes*  4

*Over an hour*  7

*10-20 minutes*  2

*40-50 minutes*  5

*20-30 minutes*  3

*50-60 minutes*  6

**Q87 Please use this box to provide any further comments about working and living in the Army.**

**Thank you for completing this questionnaire.**

**Please return it as soon as you can to:**

Defence Statistics (Surveys), Floor 3, Zone K, Main Building, London SW1A 2HB  
· using the envelope provided.

The survey closes on February 29th. Please ensure that your questionnaire reaches us before that date.



# What is RAF life Like for you?

Tell us – your views are important

“This Continuous Attitude Survey (CAS) provides you with the opportunity to let the Air Force Board know what is good and bad with Service life from your perspective.

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

**YOUR VIEWS ARE CRITICAL** and the greater the number of survey respondents, the more evidence the Royal Air Force have to drive through the changes you want.

Please take a few minutes to complete this form carefully"



Air Marshal  
Sir Baz North  
DCom Cap/AMP&C



**PARTICIPANT INFORMATION SHEET****Armed Forces Continuous Attitude Survey (AFCAS): Royal Air Force**

**New for 2016:** this survey is now available for you to complete on any computer by visiting the following webpage: <http://surveys.mod.uk/index.php/427744>

If you have access to the Defence Intranet, you can complete the intranet version of this questionnaire by visiting the following webpage: <http://bravo.dasa.r.mil.uk/surveys>

Completing the survey electronically 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 which should take about 30 minutes. There is space at the end of the survey for any comments you wish to make.

We have chosen a number of personnel at each rank to take part in the survey, to give a representative set of views of RAF Personnel – so your views are important to us.

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 contact the researcher listed at the end of this sheet.

Your replies will be treated in the strictest confidence and no one from your Chain of Command will see your completed survey. To make sure your views remain confidential, only grouped answers will be reported. You can read the reports too (see links below). Completed paper surveys are stored securely and destroyed after 28 months; electronic responses will be kept indefinitely.

The researchers will link your responses to JPA to provide some information, such as your Branch or Trade, gender, age, national identity, rank, enlistment date, contract type, and voluntary outflow status, so that we don't have to ask you these questions in the questionnaire. If you are not happy for your JPA data to be used in this way, please contact the researcher whose details are below. Please note that if you deny permission for both the JPA information and your rank and Service information to be linked to your survey responses, your responses cannot be used for analysis, and you are advised not to complete the survey.

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

Please do not remove or destroy the barcode printed on the back of the survey. Your response cannot be used without it.

Please complete the survey as soon as you can and return it in the envelope provided. Responses must reach us by 15 February 2016 in order to be included. Please allow sufficient time for postage.

**Frequently asked questions:****Q. What is the purpose of the survey?**

**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.'

Chief Defence Personnel (CDP)

**Q. How is the information used?**

**A.** The results are used to help make decisions on leave, pay, housing, career, recruiting methods, health and well-being and other issues. Information is, for instance, given to the Armed Forces Pay Review Body, who report on Armed Forces pay, allowances and entitlements.

**Q. Why have I been invited to complete this survey?**

**A.** We have randomly selected a representative sample of Service personnel. Please do not send this survey on to people who have not been invited to take part.

**Q. Do I have to complete the survey?**

**A.** No, you can choose not to, the survey is entirely voluntary.

**Q. What will I be asked to do?**

**A.** You will be asked to answer a number of questions which you can choose to complete online or on paper. A link to complete the survey online has already been sent to you via your '@mod.uk' email address.

**Q. Will taking part or not taking part affect my Service career?**

**A.** No. No one within your chain of command will see your responses or data?

**Q. What are the possible disadvantages and risks of taking part?**

**A.** There are no known disadvantages or risks. However, if taking part in this survey upsets you, or you wish to talk about any personal issues further, please speak to your Unit Welfare Officer, Chaplain or call the Confidential Support Line.

**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.

**For further information:** Contact Civil Service researcher:

Nicola Elliott-Mabey at HQ Air Command, 0778 6027089, or via [Nicola.Elliott-Mabey419@mod.uk](mailto:Nicola.Elliott-Mabey419@mod.uk)

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

<https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index>

**The report of the findings of the 2016 AFCAS survey is provisionally due to be released at 09:30 on 19 May 2016.**

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

# Armed Forces Continuous Attitude Survey 2016

## Royal Air Force

Please fill in this survey as **fully** and **honestly** as you can.

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 Ltd, Office 306, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the **prepaid envelope provided**.

**New for 2016:** AFCAS is now available for you to complete on any computer by visiting the following webpage **<http://surveys.mod.uk/index.php/427744>**

If you have access to the Defence Intranet, you can complete the intranet version of this questionnaire by visiting the following webpage: <http://bravo.dasa.r.mil.uk/surveys>

Completing the survey electronically 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 2016 AFCAS questionnaire then please ignore this paper copy.

## Your Pay

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 with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The pay and benefits I receive are fair for the work I do.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

### Q2 How satisfied are you with the following?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	
a. My rate of basic pay (basic pay includes X-Factor but excludes Recruitment and Retention Pay [RRP] and any allowances).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
b. My Recruitment and Retention Pay (RRP).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup> N/A
c. My allowances, e.g. Longer Separation Allowance (LSA), Get You Home (GYH), Continuity of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. My pension benefits.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	

- |  | <i>Very satisfied</i>                 | <i>Satisfied</i>                      | <i>Neither satisfied nor dissatisfied</i> | <i>Dissatisfied</i>                   | <i>Very dissatisfied</i>              |
|--|---------------------------------------|---------------------------------------|---|---------------------------------------|---------------------------------------|
| e. Information about pay and allowances, e.g. from the intranet, DINs and brochures. | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> |
| f. My ability to access JPA.   | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> |

## Your Work

### Q3 How satisfied are you with RAF life in general?

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

### Q4 How would you rate the level of morale of...

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

### Q5 How satisfied are you with the following aspects of your current job?

- |   | <i>Very satisfied</i>                 | <i>Satisfied</i>                      | <i>Neither satisfied nor dissatisfied</i> | <i>Dissatisfied</i>                   | <i>Very dissatisfied</i>              |
|---|---------------------------------------|---------------------------------------|---|---------------------------------------|---------------------------------------|
| a. My job in general.                           | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> |
| b. The sense of achievement I get from my work. | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> |
| c. The challenge in my job.                     | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> |
| d. The amount of variety in my work.            | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> |
| e. My current work location.                    | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> |

### Q6 How strongly do you agree or disagree with the following?

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

## Resources and Workload

**Q7 How satisfied are you with the following?**

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The availability of personal equipment/kit I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The standard of major equipment (e.g. vehicles and systems) I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. The availability of major equipment I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

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

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

## Your Line Management

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. Understands and represents my interests.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Supports me in my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. Sets a positive example.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. Encourages me to develop my skills.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. Is supportive over work/life balance issues.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. Provides regular feedback on my performance.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. Tells me what's going on at work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
h. Is someone I trust.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
i. Helps me to understand how I contribute to RAF objectives.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
j. Helps me to understand how major change decisions will affect me.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
k. Works well with personnel from different backgrounds.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
l. I am satisfied with the leadership provided by my immediate supervisor.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

# Senior Leadership

**Q10** How strongly do you agree or disagree with the following statements about the senior leaders of the RAF (i.e. Air Commodore and above)?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. They understand and represent my interests.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. They are keen to listen to Service people's feedback.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. They champion the RAF's interests in Tri-Service issues.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. They communicate decisions to personnel.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. They understand the impact of change on personnel.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. I have confidence in the leadership of the RAF.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

# Commitment

**Q11** How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	
a. In the last 12 months, I have fulfilled my commitments/promises to the RAF.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
b. In the last 12 months, the RAF has fulfilled its commitments/promises to me.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
c. I am proud to be in the RAF.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
d. I am valued by the RAF.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
e. I would recommend joining the RAF to others.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
f. I feel a strong personal attachment to the RAF.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
g. I feel a strong personal attachment to my unit.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
h. The RAF inspires me to do the best in my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
i. The RAF motivates me to help it achieve its objectives.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
j. My family is proud of me serving in the Armed Forces.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	N/A <input type="checkbox"/> <sup>6</sup>
k. My family benefits from being a Service family.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
l. My family supports my career in the RAF.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

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

**Q12** How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
The ethos of the RAF is an important part of life in the RAF.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>



# Working with Others

**Q13** In considering your immediate working team, to what extent do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. My team know exactly what their responsibilities are.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The people in my team can be relied upon to help when things get difficult in my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. We have confidence in ourselves as a team.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. The people in my team work together to find ways to improve the service we provide.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
e. Team members work well with personnel from different backgrounds.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q14** Have you had working contact with any of the following in the last two years? (Tick all that apply) **IF NONE APPLY PLEASE GO TO Q18**

a. Armed Forces Reserves.	<input type="checkbox"/> <sup>1</sup>
b. MOD Civil Servants.	<input type="checkbox"/> <sup>1</sup>
c. MOD contractors.	<input type="checkbox"/> <sup>1</sup>

**Q15** In your experience, how would you rate the contribution to the RAF of ...

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

**Q16** In your experience, how well integrated into the RAF are ...

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

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

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

# Change

The RAF is currently going through a period of significant change which includes a number of programmes that will impact on all RAF personnel.

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. Change is managed well in my immediate working team.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Change is managed well in my Unit/Establishment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. Change is managed well in the RAF.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

# Your Deployments

If you have NOT been on an operational deployment since 1 Jan 2013, please go to Q23

**Q19** With regards to your current/last operational deployment, were you deployed individually or as part of a Unit?

Individually <sup>1</sup>

As part of a Unit <sup>2</sup>

**Q20** With regards to your current/last operational deployment, how satisfied were you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. The deployment notice.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. The pre-operational training.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. The welfare support I received from the RAF when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. The welfare support that my family, partner and/or parents received from the RAF when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. The decompression and post operational tour support I received when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
h. The Post Operational Stress Management that I received when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
i. The operational role I was assigned to.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q21 During your pre-operational preparation, did you have access to the following?**

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

**Q22 What is your view of the following regarding your experience of operational deployments?**

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

## Your Career

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

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

**Q24 Overall how satisfied are you with the career management service provided by the RAF?**

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

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

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

**Q26 How satisfied are you with the following?**

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

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

***I am willing to serve overseas (i.e. on a permanent assignment).***

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

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

	<i>Very influential</i>	<i>Quite influential</i>	<i>Not very influential</i>	<i>Not at all influential</i>	
a. Current rates of LOA.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	
b. Travel allowances (e.g. Get You Home (Overseas)).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	
c. The removals/storage service.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	
d. In-country support (e.g. medical, dental, welfare).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	
e. Local security situation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	
f. Impact on your career.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	
					<i>N/A</i>
g. Availability of CEA.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
h. Spouse's prospects of working overseas.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Training and Development

**Q29 How satisfied are you with the following?**

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

# Your Future Plans

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

To stay serving as long as I can

 1

To stay serving to the end of my current engagement/commission

 2

To leave the RAF before the end of my current engagement/commission

 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

**Q31** How actively have you searched for a job outside the RAF in the last 12 months?

Very actively

 1

Not very actively

 3

Quite actively

 2

Not at all

 4

**Q32** If you had the opportunity to do so, do you think you would choose to remain in the Regular RAF beyond the current retirement age of 55?

Yes - up to 2 years beyond

 1

Yes - as long as I could

 4

Yes - between 2-5 years beyond

 2

No

 5

Yes - between 6-10 years beyond

 3

N/A / I Don't know

 6

**Q33** When you leave the RAF, would you consider joining the Volunteer Reserve Forces? (RN/RM: Maritime Reserves; Army: Army Reserve; RAF: RAF Volunteer Reserves)

a. Full time.

Yes

 1

No

 2

I Don't know

 3

b. Part time.

 1

 2

 3

**Q34** Which of the following Reserves options are of interest to you on leaving the RAF? (Tick all that apply.)

a. Full-Time Reserve Service (FTRS) (Full Commitment).

 1

b. Full-Time Reserve Service (FTRS) (Limited Commitment).

 1

c. Full-Time Reserve Service (FTRS) (Home Commitment).

 1

d. Additional Duties Commitment (ADC).

 1

e. Military Support Officer (Civil Service post).

 1

f. Volunteer Reserves (part time).

 1

**Q35** What would make you join the Volunteer Reserve Forces? (Please write in the box below)

**Q36**

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

	<i>Strongly increases my intention to stay</i>	<i>Increases my intention to stay</i>	<i>Has no effect on my intention to stay or leave</i>	<i>Increases my intention to leave</i>	<i>Strongly increases my intention to leave</i>	
a. Impact of RAF life on family and personal life.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
b. Opportunities outside the RAF.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
c. Current job satisfaction.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
d. Job security.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
e. My morale.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
f. Service morale.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
g. Amount of pay.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
h. Amount of allowances.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
i. Opportunities for career development.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
j. Opportunities for personal development.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
k. Opportunities for sport.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
l. Opportunities for Adventure Training.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
m. Promotion prospects.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
n. Healthcare provision.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
o. Dental provision.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
p. Mental health provision.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
q. Pension.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
r. Opportunities for flexible working conditions.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
s. Excitement of the job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
t. Financial Incentives available to me, e.g. Commitment Bonus.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	N/A <input type="checkbox"/> <sup>6</sup>
u. Spouse/partner's career.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
v. Other (if applicable, please specify)						

**Q37**

**If you have put your notice in to leave, please indicate the 3 factors from the list above in Q36 that most influenced your decision to leave the RAF. (Write the letter that corresponds with the reason in the boxes below.)**

*Most important reason for leaving* <sup>1</sup>
                 
 *Second most important reason for leaving* <sup>2</sup>
                 
 *Third most important reason for leaving* <sup>3</sup>

# Fairness at Work

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.

**Q38** How strongly do you agree or disagree with the following statement regarding fairness and equality in the RAF?

I am treated fairly at work.

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

**Q39** Do you feel that the RAF discipline system is ...?

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

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

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

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

Please note that the data gathered is strictly for research purposes only. You are advised not to name any individuals in your response. No action will be taken on this, and you are instead advised to seek guidance from the confidential helpline.

**Q40** Do you believe you have been subject to any of the following in a Service environment in the last 12 months? (Tick all that apply).

- |                       |   |
|-----------------------|---|
| a. Bullying.          | <input type="checkbox"/> <sup>1</sup>                         |
| b. Discrimination.    | <input type="checkbox"/> <sup>1</sup>                         |
| c. Harassment.        | <input type="checkbox"/> <sup>1</sup>                         |
| d. None of the above. | <input type="checkbox"/> <sup>1</sup> Please go to <b>Q45</b> |

**Q41** If you believe you have been subject to **bullying** in a Service environment in the last 12 months, please specify on what grounds:

**Q42** If you believe you have been subject to discrimination or harassment in a Service environment in the last 12 months, please specify on what grounds:

	<i>Discrimination</i>	<i>Harassment</i>
a. Gender.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
b. Gender reassignment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
c. Race, colour, nationality, ethnic or national origin.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
d. Marriage/civil partnership.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
e. Religion or beliefs.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
f. Sexual orientation.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
g. Age.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
h. Disability.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
i. Pregnancy or maternity.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>

**Q43** If you believe you have been the subject of discrimination, harassment and/or bullying in a Service environment within the last 12 months, did you make a formal written complaint? (Tick option 'a' or all that apply from items 'b' to 'l')

- a. Yes. <sup>1</sup> Please go to **Q44**
- b. No, I was not aware of the Service Complaints process. <sup>1</sup>
- c. No, I considered the incident(s) to be too minor to report. <sup>1</sup>
- d. No, the incident(s) was/were resolved informally. <sup>1</sup>
- e. No, the incident(s) was/were resolved through mediation. <sup>1</sup>
- f. No, I did not believe anything would be done if I did complain. <sup>1</sup>
- g. No, I did not want to go through the complaints procedure. <sup>1</sup>
- h. No, I believed it might adversely affect my career. <sup>1</sup>
- i. No, I believed it might adversely affect another work colleague or the working environment. <sup>1</sup>
- j. No, I was worried that there would be recriminations from the perpetrators. <sup>1</sup>
- k. No, I was discouraged from doing so. <sup>1</sup>
- l. No, other reason(s) - please specify. <sup>1</sup>

**Q44** If you DID MAKE a formal written complaint, how satisfied were/are you with the following aspects of your complaint?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
a. The objectivity and fairness with which my complaint was handled/is being handled.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. The amount of time taken/it is taking to resolve my complaint.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. How well I was/am being kept informed about the progress of my complaint.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. The support provided by my Assisting Officer.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. The outcome of my complaint.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>



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

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

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

**AND**

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

## Your Work-Life Balance

**Q46 In the past 12 months approximately how much time have you spent away from your family (e.g. spouse/partner or children) for Service reasons?**

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

**Q47 In the past 12 months, how satisfied were you with the following?**

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

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. Flexible working is supported in my workplace.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. I am able to maintain a balance between my personal and working life.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5



**Q54 Overall, how happy did you feel yesterday?**

*Not at all* *Completely*

0 1 2 3 4 5 6 7 8 9 10

**Q55 Overall, how anxious did you feel yesterday?**

*Not at all* *Completely*

0 1 2 3 4 5 6 7 8 9 10

**Q56 Overall, to what extent do you feel the things you do in your life are worthwhile?**

*Not at all* *Completely*

0 1 2 3 4 5 6 7 8 9 10

## Fitness, Sport and Adventure Training

**Q57 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. RAF sport, exercise and fitness facilities in general.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. My opportunities to take part in sport.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. My opportunities to take part in Adventure Training.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

## Welfare

**Q58 How satisfied are you with the following?**

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

**Q59 How satisfied are you with the following?**

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not used	Not heard of
a. The chaplaincy support provided by the RAF.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
b. SSAFA-FH (Soldiers, Sailors, Airmen and Families Association - Forces Help).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
c. The HIVE.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
d. The RAF Families Federation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
e. The Community Development Officer/Worker.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
f. My Unit's Service Community Support Officer (SCSO).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
g. My Unit's Welfare staffs.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7

## Your Accommodation

**Q60 What kind of accommodation do you live in at present during the working week? (Tick one box only)**

- Service Family Accommodation (SFA)*  1 Please go to **Q61**
- Substitute Service Family Accommodation (SSFA)*  2 Please go to **Q61**
- Single Living Accommodation (SLA)*  3 Please go to **Q61**
- Substitute Single Living Accommodation (SSLA)*  4 Please go to **Q61**
- Property I own*  5 Please go to **Q65**
- Privately rented accommodation*  6 Please go to **Q63**
- In a relative's (e.g. parents') home*  7 Please go to **Q63**
- Other (please write)*  8 Please go to **Q63**

**Q61 If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply)**

- a. Posting requirement.  1
- b. Economy.  1
- c. Personal circumstances e.g. marriage, separation, divorce.  1
- d. Other (please write).  1

**Q62 With regard to your current Service Accommodation, how satisfied are you with the following?**

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

**Q63 Do you currently own your own home? Please answer this question whether you live in this property or not.**

- Yes <sup>1</sup> Please go to **Q65**  
 No <sup>2</sup> Please go to **Q64**  
 No, but I am currently saving up to buy a home in the future <sup>3</sup> Please go to **Q64**

**Q64 Please indicate whether each of the following is a reason why you do not own your own home. (Tick all that apply)**

**(Once completed please go to Q67)**

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

**Q65 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. <sup>1</sup>  
 b. The allowances for living in my own home. <sup>1</sup>  
 c. To rent it out. <sup>1</sup>  
 d. Poor standards of SLA or SFA. <sup>1</sup>  
 e. Poor location of SLA or SFA. <sup>1</sup>  
 f. The cost of SLA or SFA. <sup>1</sup>  
 g. I wanted to live with my partner. <sup>1</sup>  
 h. Other (please write). <sup>1</sup>

**Q66 If you currently own a home, how satisfied are you with the following?**

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

**Q67 Which of the following statements apply to you? (Tick all that apply)**

- a. In the last year, I have used Forces Help to Buy (FHTB) for my home purchase.
- b. In the last year, I have used FHTB to extend my home.
- c. I am considering using FHTB for a future home purchase.
- d. In the last year, I purchased my own home without the use of LSAP, FHTB or the Government Affordable Housing Schemes.
- e. In the last year, I used a Government Affordable Housing Scheme (e.g. Help to Buy: Equity Loan / Mortgage Guarantee / New Buy / Shared Ownership Schemes).
- f. None of the above.

You can find more information on Forces Help to Buy at the following link: [www.gov.uk/forces-help-to-buy](http://www.gov.uk/forces-help-to-buy)

## Catering, Retail and Leisure

**Q68 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? (Tick all that apply)**

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

**Q69 How often do you use Service-provided catering facilities...?**

	<i>Always</i>	<i>Often</i>	<i>Sometimes</i>	<i>Rarely</i>	<i>Never</i>	<i>N/A</i>
a. For eating at breakfast.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. For eating at lunchtime.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. For eating in the evening.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. For drinking, socialising in the bar.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. For informal functions.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
f. For formal functions ( <u>Officers/SNCOs/WOs only</u> ).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**Q70 How satisfied are you with the following?**

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

# Your Family Life

**Q71 What is your current personal status?**

Single (never married or formed a civil partnership)  1

Please go to **Q73**

In a long term / established relationship (but not married or in a civil partnership)  2

Married / In a civil partnership  3

Separated, but still legally married or in a civil partnership  4

Please go to **Q73**

Divorced / Formerly in a civil partnership which is now legally dissolved  5

Please go to **Q73**

Widowed / The surviving partner from a civil partnership  6

Please go to **Q73**

Prefer not to say  7

Please go to **Q73**

**Q72 What is your spouse/partner's current employment situation?**

In the Armed Forces  1

In voluntary (unpaid) employment  4

In full-time paid employment / full-time self-employment (other than Armed Forces)  2

Not employed (for any reason)  5

In part-time paid employment / part-time self-employment  3

In full-time or part-time education  6

**Q73 Do you have any children whom you support financially?**

Yes  1

No  2 Please go to **Q78**

**Q74 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  1

Between 5 and 17 years  2

18 years and over  3

**Q75 Do any of your children live with you? (Tick one box only).**

Yes  1

Shared Access  2

Weekends/holidays only  3 Please go to **Q78**

No  4 Please go to **Q78**

N/A  5 Please go to **Q78**

**Q76 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

**Q77 If you require childcare, how satisfied are you with the locally provided childcare facilities?**

Very satisfied  1

Dissatisfied  4

Satisfied  2

Very dissatisfied  5

Neither satisfied nor dissatisfied  3

N/A  6

**Q78** Do you have caring responsibilities for infirm or elderly adult(s)?

Yes <sup>1</sup> No <sup>2</sup>

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

**Q79** If you have been declined credit in the last 12 months, what was the reason for this? (Tick one box only)

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

**Q80** Do you currently have personal debt levels that concern you?

Yes <sup>1</sup>  
No <sup>2</sup>

## Being Part of Society

**Q81** Are you currently registered to vote?

Yes <sup>1</sup>  
No <sup>2</sup> Please go to **Q83**  
Don't know <sup>3</sup> Please go to **Q84**

**Q82** 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) <sup>1</sup> Please go to **Q84**  
A Service voter – registered for five years, via a service declaration <sup>2</sup> Please go to **Q84**  
An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas <sup>3</sup> Please go to **Q84**

**Q83** 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 <sup>1</sup> I am not interested in politics <sup>4</sup>  
I have not got around to it, but aim to do it sometime <sup>2</sup> I wish to remain impartial <sup>5</sup>  
I do not know how to register <sup>3</sup> Other <sup>6</sup>



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.

**Q84 Which of these best sums up your awareness of the Armed Forces Covenant?**

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

**Q85 Which, if any, of the following areas do you feel advantaged/disadvantaged as a Service Person, compared to the general public? (Tick all that apply)**

	Strongly advantaged	Advantaged	Neither advantaged nor disadvantaged	Dis-advantaged	Strongly dis-advantaged	Don't know / N/A
a. Family's access to NHS care.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. Children's Education.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. Housing.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. Family life.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. Benefits.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
f. Tax.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
g. Commercial Products and Services e.g. Money Force, Defence Discount Services and Defence Privilege Cards.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
h. Participation as Citizens e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
i. Other (Please write).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**Q86 How strongly do you agree or disagree with the following?**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. I offer an important service to the country.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. Members of the Armed Forces are valued by society at large.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

## Taking Action and Your Comments

**Q87 How strongly do you agree or disagree with the following?**

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

**Q88 This survey is?**

- Too long  1
- About right  2
- Too short  3

**Q89**      **How long did it take you to complete this survey?**

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

**Q90**      **Please use this box to provide any further comments about working and living in the RAF.**

**Thank you for completing this questionnaire.**

**Please return it as soon as you can to:**

**a:cet Ltd, Office 306, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the envelope provided.**

**Responses must reach us by 15th February 2016 in order to be included. Please allow sufficient time for postage.**