Continuous Attitude Survey

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



















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

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.

The Armed Forces Continuous

S J Woodcool

Jonathan Woodcock OBE Vice Admiral Second Sea Lord



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 w	ith the foll	owing?				
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
	a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	1	2	3	4	5	
	b. The pay and benefits I receive are fair for the work I do.	1	2	3	4	5	
	c. The RN offer (including dental & healthcare, subsidised accommodation, pay & pension) is better than that which industry offers.	1	2	3	4	5	
You can fi	nd the Armed ForcesBenefits, Pension and	d Scheme I	Pays Cal	culator at t	he followi	ng link:	
http://wwv	v.mod-abc.co.uk/						
Q2	How satisfied are you with the following?	•		Neither			
		Very satisfied	Satisfied	satisfied nor	Dissatisfied	Very dissatisfied	
	a. My rate of basic pay (basic pay includes X-Fac but excludes Recruitment and Retention Pay [RR and any allowances).		2	3	4	5	

		/ery tisfied Satisfie	Neither satisfied nor d dissatisfied	Dissatisfied	Very dissatisfied	N/A
	b. My Recruitment and Retention Pay (RRP).	1 2	3	4	5	6
	c. My allowances, e.g. Longer Separation Allowance (LSA), Get You Home (GYH), Continuity of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA).	12	3	4	5	6
	d. My pension benefits.	1 2	3	4	5	
	e. Information about pay and allowances, e.g. from the intranet, DINs and brochures.	1 2	3	4	5	
	f. My ability to access JPA.	1 2	3	4	5	
	Your	Work				
Q3	How satisfied are you with RN life in general	?				
	Very satisfied	ntisfied	[4		
	Satisfied Very	dissatisfied	[5		
	Neither satisfied nor dissatisfied					
Q4	How would you rate the level of morale of					
	Very high	High no	her high r_low	ow V	ery low	
	a. Myself.	2	3	4	5	
	b. My Unit.	2	3	4	5	
	c. The RN as a whole.	2	3	4	5	
Q5	How satisfied are you with the following aspe	ects of your o	urrent job?			
		Very	satis	either fied nor		/ery
	a. My job in general.	satisfied	Satisfied diss	atistied Diss	atisfied dissa	atisried 5
	b. The sense of achievement I get from my work.	1	2	3	4	5
	c. The challenge in my job.	1	2	<u></u> 3	4	5
	d. The amount of variety in my work.	<u> </u> 1	2]3	4	5
	e. My current work location.	1		3	4	5
Q6	How strongly do you agree or disagree with	the following				
	Stron agre		Neither agree nor disagree	Disagree	Strongly disagree	N/A
	a. My superiors do not interfere excessively in my work activities.	ee Agree	3	Disagree 4	5	6
	b. I am given sufficient authority to make decisions.	<u></u>	3	4	5	6
	c. If I make a genuine mistake at work, I do not feel that it will be held against me.	1 2	3	4	5	6
	d. Where I work people do not automatically look for someone to blame when things go wrong.]1	3	4	5	6
	e. I am encouraged to find better ways of doing things at work.	1 2	3	4	5	6
	tilligs at work.			□ 4	5	6
	f. I am always given a clear deadline as to when work needs to be completed.]1				
	f. I am always given a clear deadline as to when	$\begin{bmatrix} 1 & & & \\ & & & \\ \end{bmatrix}^2$	3	4	5	<u> </u>
	f. I am always given a clear deadline as to when work needs to be completed. g. When I am set a task at work, I am told very	$ \begin{bmatrix} 1 & & & \\ 2 & & \\ \end{bmatrix}^1 & & & \\ \end{bmatrix}^2 $ $ \begin{bmatrix} 1 & & \\ \end{bmatrix}^2 $	3 3 3	4	5 5	6 6

	Nesource	5 allu	WOIK	livau			
Q7	How satisfied are you with the following	j?					
			Very	5	Neither satisfied nor		Very
			atisfied	Satisfied 2	dissatisfied Di	ssatisfied dis	satisfied
	 a. The standard of personal equipment/kit I have job (e.g. clothes, boots, personal weapon). 	e to do my					Ш [°]
	 b. The availability of personal equipment/kit I hamy job. 	ive to do		2]3	4	5
	c. The standard of major equipment (e.g. vehicle	es and		2	-	4	5
	systems) I have to do my job.				<u></u>	<u></u>	
	d. The availability of major equipment I have to	do my job.	Ш.				
Q8	How would you rate your workload over	r the last 1	2 mont	hs?	— 4		
	Much too high	Too low			5		
	Too high	Much too lo)W				
	About right						
	Your Line	e Mana	agem	ent			
Q9	How strongly do you agree or disagree	with the fo	ollowing	g statemer	nts about yo	ur immedi	ate
	superior (Service or civilian)?			Neither			
		Strongly agree	Agree	agree no disagree	or	Strongly disagree	Don't know
	a. Understands and represents my interests.	1 1 1	2	3	4	5	6
	b. Supports me in my job.		2	3	4	5	6
	c. Sets a positive example.		2	<u></u> 3	4	5	6
	d. Encourages me to develop my skills.		2	3	4	5	6
	e. Is supportive over work/life balance issues.	1	2	3	4	5	6
	f. Provides regular feedback on my performance	e.	2	3	4	5	6
	g. Tells me what's going on at work.	1	2	3	4	5	6
	h. Is someone I trust.	1	2	3	4	5	6
	 i. Helps me to understand how I contribute to RN objectives 	1	2	3	4	5	6
	j. Helps me to understand how major change	1	2]3	4	5	6
	decisions will affect me. k. Works well with personnel from different	1	2	3	4	5	<u> </u>
	backgrounds.	<u> </u>				<u> </u>	
	I. I am satisfied with the leadership provided by immediate supervisor.	my'		Lľ		LJ	
			-				
Q10	How long have you worked with your Di	ivisional C	Officer?				
	0 - 3 months						
	4 or more months						
Q11	How strongly do you agree or disagree	with the fo	ollowing	g statemer	nts?		
		Strongly		Neither agree no	or	Strongly	
		agree 1	Agree	disagree □ 3	e Disagree	disagree 5	Don't know ☐6
	a. I trust my Divisional Officer to support me.				 4	 5	
	 b. My Divisional Officer knows me well. 			Ш°			

Senior Leadership

Q12	How strongly do you agree or disagree with the Royal Navy (i.e. Commodore and above		following	g statemen	ts about th	e senior le	aders of
				Neither			
		rongly agree	Agree	agree noi disagree		Strongly disagree	Don't know
	a. They understand and represent my interests.		2	3	4	5	6
	b. They are keen to listen to Service people's feedback.	1	2	3	4	5	6
	c. They champion the RN's interests in Tri-Service issues.		2	3	4	5	6
	d. They communicate decisions to personnel.		2		4	5	6
	e. They understand the impact of change on personnel.	1	2	3	4	5	6
	f. I have confidence in the leadership of the RN.	1	2	3	4	5	6
	Comr	nitn	nent				
Q13	How strongly do you agree or disagree with	th the	following	j?			
			Strongly		either ee nor	Strongly	
			agree	Agree dis	agree Disag	ree disagree	ı
	a. In the last 12 months, I have fulfilled my commitments/promises to the RN.		1		3	4 5	
	b. In the last 12 months, the RN has fulfilled its commitments/promises to me.		1	2	3	4 5	
	c. I am proud to be in the RN.		1	2	3	4 5	
	d. I am valued by the RN.		1	2	3	4 5	
	e. I would recommend joining the RN to others.		1	2	3	4 5	
	f. I feel a strong personal attachment to the RN.			2	3	4 5	
	g. I feel a strong personal attachment to my unit.		1	2	3	4 5	
	h. The RN inspires me to do the best in my job.		1	2	3	4 5	
	i. The RN motivates me to help it achieve its object	tives.	1	2	3	4 5	N/A
	j. My family is proud of me serving in the Armed Fo	rces.	<u></u> 1	2 [3]4	6
	k. My family benefits from being a Service family.		<u> </u>				∐°
	I. My family supports my career in the RN.		Ш'] ⁴	L
	he enduring spirit from our people's loyalty nal standards and strong leadership, which win.						nation to
Q14	How strongly do you agree or disagree with	th the	following	j ?	Na ithau		
			Strongly		Neither agree nor		trongly
	a. The ethos of the RN is an important part of life in	n the	agree	Agree	disagree [Disagree d □ □ 14	isagree □□5
	RN.						
	b. The ethos of my branch is important to me.		1	2	3	4	5

Working with Others

Q15	In considering your immediate working tean following?	n, to what ex	ktent do yo	ou agree o	r disagree	with the
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	a. My team know exactly what their responsibilities ab. The people in my team can be relied upon to help things get difficult in my job.		2	3	4	5 5
	c. We have confidence in ourselves as a team.d. The people in my team work together to find ways improve the service we provide.	to 1	2	3 3	4	5 5
	e. Team members work well with personnel from diffe backgrounds.	erent 1	2	3	4	5
Q16	Have you had working contact with any of the IF NONE APPLY PLEASE GO TO Q20		in the <u>las</u>	t two years	<u>s</u> ? (Tick al	I that apply
	a. Armed Forces Reserves.]1			
	b. MOD Civil Servants.]1			
	c. MOD contractors.]1			
Q17	In your experience, how would you rate the		to the RN			
		Very valuable	Valuable	Not very valuable	Not at all valuable	Don't know/ N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	1	2	3	4	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.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	1	2	3	4	5
Q19	In your experience, how would you rate the	-	lism of			
		Very professional	Professional	Not very professional	Not at all professional	Don't know/ I N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	1	2	3	4	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 disagre	e with th	e followir	•			
		Strongl	v	Neithe agree n		Strongly	
		agree	Agree				Don't know
	 a. Change is managed well in my immediate working team. 			2	4	5	6
	b. Change is managed well in my Unit/Establishment.			2 3	3 4	5	6
	c. Change is managed well in the RN.			2	3 4	5	6
	Your	Deple	oymer	nts			
If you to Q24	have NOT been on a sea-going/ope	erationa	al deplo	yment sir	nce 1 Jan	2013, ple	ease go
Q21	With regards to your current/last sea-	going/op	erational	deploymer	nt, were yo	u deployed	
	individually or as part of a unit?						
	Individually2						
	As part of a Unit						
Q22	With regards to your current/last sea- following?	going/op	erational		nt, how sat	isfied are y	ou with the
		Very satisfied	Satisfied	Neither satisfied nor	Dissatisfied (Very dissatisfied	N/A
	a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA	1		3	4	5	6
	 b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc). 	1	2	3	4	5	6
	c. The deployment notice.	1	2	3	4	5	6
	d. The pre-operational/sea training.	1	2	3	4	5	6
	 e. The welfare support I received from the RN when I returned from sea-going/operation deployment. 	nal 1	2	3	4	5	6
	f. The welfare support that my family, partner and/or parents received from the RN when I returned from sea-going/operational deployment.	1	2	3	4	5	6
	g. The decompression and post sea- going/operational tour support I received whe I returned from sea-going/operational deployment.	en 1	2	3	4	5	6
	h. The Post Operational Stress Management that I received when I returned from sea- going/operational deployment.	1	2	3	4	5	6
	i. The sea-going/operational role I was assigned to.	1	2	3	4	5	6

Q23	What is your view of the following regardeployments?	^r ding your experi	ience of sea	-going/operationa	al
	a. The frequency of my sea-going/operational deployments.	Too often	About right	Not often enough	
	b. The length of my sea-going/operational deployments.	Too long	About right	Too short	
	You	ur Career			
	100	ar Garcer			
Q24	Overall how satisfied are you with the w	ay your career is	s being man	aged?	
	Very satisfied	Dissatisfied		4	
	Satisfied 2	Very dissatisfied		5	
	Neither satisfied nor dissatisfied 3				
of indiv	mmodore Naval Personnel (CNPers iduals in accordance with endorse ng skills, career development need	d current and	future Ser	vice requireme	ents,
Q25	Overall how satisfied are you with the c Managers and Branch Advisers?	areer manageme	ent service p	provided by the Ca	areer
	Very satisfied	Dissatisfied		4	
	Satisfied 2	Very dissatisfied		5	
	Neither satisfied nor dissatisfied 3	N/A		6	
Q26	In terms of your current assignment, ho	w strongly do yo	ou agree or o	disagree with the	following?
		Strongly		Neither agree nor	Strongly
		agree	Agree	disagree Disagree	disagree 5
	a. I have the knowledge, skill and experience to	1	2	☐3 ☐4	5
	 b. My knowledge, skill and experience are being c. The assignment provides development oppor will enhance my promotion prospects. 	_	2	3 4	5
	d. My personal preferences were taken into acc	ount.	2	3 4	5
Q27	How satisfied are you with the following	g?			
		Very satisfied □ 1		Neither atisfied nor lissatisfied Dissatisfied	Very I dissatisfied ☐ 5
	a. The notice I received for my current/last assi	1	<u></u>	□ □ □ 4	<u></u>
	b. Involvement in decisions that affect my caree	er1	<u></u>	☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐	
	c. The fairness of the appraisal system.		<u> </u>	☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐	<u></u>
	d. The fairness of the promotion system.	1			<u></u>
	e. My opportunities for promotion.	∐ ['] □ 1			 □_5
	f. My opportunities for further service.	∟'			Ш [°]

Training and Development

Q28	How satisfied are you with the following?	,		
		Very	Neitl satisfie	
		satisfied		sfied Dissatisfied dissatisfied
	a. My opportunities for professional development.			
	b. My opportunities for personal development.]3
	 c. The timing of the training I have received in ord carry out my current job roles. 	er to		
	 d. The extent to which I am doing the job for which trained. 	h I was 1	2	3 4 5
	 e. My opportunities to gain civilian accreditation for training, e.g. NVQs, apprenticeships. 	or Service 1	2	3 4 5
Q29	How strongly do you agree or disagree w	ith the followin	_	
		Strongly	Neith agree	nor Strongly
	I am given enough training to enable me to make decisions within my role.	moral 1	Agree disag	ree Disagree disagree 3
Q30	How much importance do you place on p	rofessional / ci	vilian accreditat	ion?
	A lot	/ery little		3
	Some 2	None at all		4
	Your Fu	ıture Plan	S	
Q31	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 engagem	nent/commission	2	
	To leave the RN before the end of my current eng	agement/commis	sion 3	
	To leave the RN as soon as I can		4	
	I have put in my notice to leave		5	
	N/A / I don't know		6	
Q32	How actively have you searched for a job	outside the RN	I in the last 12 n	nonths?
	Very actively No	ot very actively		
	Quite actively 2 No	ot at all		4
Q33	In the last 12 months, have you been app	roached by ind	ustry with offers	s of employment?
	Yes	o		2
Q34	When you leave the RN, would you conside Maritime Reserves; Army: Army Reserve;			
		Yes □ 1	No 2	I Don't know
	a. Full time			
	b. Part time			l lĭ

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

Q38	If you have put in your notice most influenced your decision in the boxes below.)					
	Most important reason for leaving	Second most impo reason for leaving	rtant 2		ost important for leaving	3
		Fairness at V	Vork			
	aims to achieve an environment ination, in which all have equal c					al.
Q39	How strongly do you agree o equality in the RN?	r disagree with the fo	llowing stat	ement regardi	ng fairness	and
		Strongly agree		Neither agree nor disagree D		Strongly disagree
	I am treated fairly at work.	1	2	3	4	5
Q40	Do you feel that the RN disci	oline system is?				
	Very fair	Unfair		4		
	Fair	Very unfair		5		
	Neither fair nor unfair					
disadva Harassr intender offensiv	ty. Discrimination can also occurntages a person on the basis of ment includes unwanted conducted to or has the effect of violating we environment.	the characteristics mo t which is related to th another's dignity or o	entioned ab ne characte creating a h	ristics mentior ostile, degradi	ned above a	and is ting or
individu	note that the data gathered is struction is confidential helpline.					
Q41	Do you believe you have bee 12 months? (Tick all that ap		following	in a Service en	vironment i	in the last
	a. Bullying.	F-3/-	1			
	b. Discrimination.		<u> </u>			
	c. Harassment.		1			
	d. None of the above.		1 Ple	ease go to Q46		
	you believe you have been subje ecify on what grounds:	ct to <u>bullying</u> in a Ser	vice enviro	nment in the la	st 12 month	ns, please

If you believe you have been subject to discrimination the last 12 months, please specify on what grounds:		ment in a	Service environi	ment in
		crimination	Harassment	
a. Gender.		1	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	
If you believe you have been the subject of discrimin environment within the last 12 months, did you make (Tick option 'a' or all that apply from items 'b' to 'l')				a Servic
a. Yes.	Please go	to Q45		
b. No, I was not aware of the Service Complaints process.	1			
c. No, I considered the incident(s) to be too minor to report.	1			
d. No, the incident(s) was/were resolved informally.	1			
e. No, the incident(s) was/were resolved through mediation.	1			
f. No, I did not believe anything would be done if I did complain.	1			
g. No, I did not want to go through the complaints procedure.				
h. No, I believed it might adversely affect my career.				
 i. No, I believed it might adversely affect another work colleague or the working environment. 				
j. No, I was worried that there would be recriminations from the perpetrators.				
k.No, I was discouraged from doing so.				
I. No, other reason(s) - please specify.	1			
If you DID MAKE a formal written complaint, how sat	isfied were/	are you w	vith the following	aspec
If you DID MAKE a formal written complaint, how sat of your complaint?		-	vith the following	aspec
	isfied were/ Neit satisfie	her	vith the following Very	aspec
of your complaint? Very satisfied Sa a. The objectivity and fairness with which my	Neit	her ed nor	_	aspect
of your complaint? Very satisfied Sa a. The objectivity and fairness with which my complaint was handled/is being handled. b. The amount of time taken/it is taking to resolve	Neit satisfie	her ed nor	Very	
of your complaint? Very satisfied Sa a. The objectivity and fairness with which my complaint was handled/is being handled. b. The amount of time taken/it is taking to resolve my complaint. c. How well I was/am being kept informed about	Neit satisfie	her ed nor	Very	
of your complaint? Very satisfied Sa a. The objectivity and fairness with which my complaint was handled/is being handled. b. The amount of time taken/it is taking to resolve my complaint.	Neit satisfie	her ed nor	Very	

Q46	Do you know how the Service Co harassment and/or bullying com		commissi	oner can	neip you v	vith a dis	scriminati	on,
	Yes, fully]¹ No,	not at all			3		
	To some extent			of the Serv ommissione		4		
	tion about the Service Co	•					d on the	!
		-	ND	•	Ü			
https://v	vice Complaints process · vww.gov.uk/government/p ces-service-complaints		ons/jsp	-831-red	dress-of	f-indivi	dual-	
	Your	Work-	Life B	alance	;			
Q47	In the past 12 months approxima spouse/partner or children) for S			have you	spent aw	ay from y	your famil	ly (e.g.
	Not been away	1	Betwe	een 7 - 9 ma	onths (27 - 3	39 weeks)	5	
	Up to 1 month (4 weeks)	2	Betwe	een 10 - 12	months (40	- 52 week	rs) [6	
	Between 1 - 3 months (5 - 13 weeks)		N/A					
	Between 4 - 6 months (14 - 26 weeks)	4						
Q48	In the west 40 months have settle							
4.0	In the past 12 months, how satis	fied were y	ou with t	he followi	ng? Neither			
	in the past 12 months, now satis	fied were y	ou with the Very satisfied	S	_	Dissatisfied	Very dissatisfied	
	a. The ability to plan my own life - shor work/weekend leave.		Very	S	Neither satisfied nor	Dissatisfied		
	a. The ability to plan my own life - shor	t term e.g.	Very	S	Neither satisfied nor	Dissatisfied 4 4		
	a. The ability to plan my own life - shor work/weekend leave.b. The ability to plan my own life - long	t term e.g. term e.g.	Very	S	Neither satisfied nor	Dissatisfied 4 4 4 4		N/A
	a. The ability to plan my own life - shor work/weekend leave.b. The ability to plan my own life - long holidays/career training.c. The opportunities available to me for working (e.g. variable start/stop times,	t term e.g. term e.g. flexible leaving early	Very	S	Neither satisfied nor	Dissatisfied 4 4 4 4		<i>N/A</i> 6
	 a. The ability to plan my own life - shor work/weekend leave. b. The ability to plan my own life - long holidays/career training. c. The opportunities available to me for working (e.g. variable start/stop times, on a Friday). d. The amount of time away from my use 	t term e.g. term e.g. flexible leaving early sual place of	Very	Satisfied of	Neither satisfied nor dissatisfied E	Dissatisfied 4 4 4 4 4	dissatisfied	
	a. The ability to plan my own life - shor work/weekend leave. b. The ability to plan my own life - long holidays/career training. c. The opportunities available to me for working (e.g. variable start/stop times, on a Friday). d. The amount of time away from my uduty. e. The amount of time away from my far	t term e.g. term e.g. flexible leaving early sual place of	Very satisfied 1 1 1 1	Satisfied of Company o	Neither satisfied nor dissatisfied E	Dissatisfied 4 4 4 4 4 4	dissatisfied 5 5 5 5	6
	 a. The ability to plan my own life - shor work/weekend leave. b. The ability to plan my own life - long holidays/career training. c. The opportunities available to me for working (e.g. variable start/stop times, on a Friday). d. The amount of time away from my uduty. e. The amount of time away from my fafriends. 	t term e.g. term e.g. flexible leaving early sual place of amily and	Very satisfied 1 1 1 1	Satisfied C	Neither satisfied nor dissatisfied E	Dissatisfied 4 4 4 4 4 4 4	dissatisfied 5 5 5 5	6
Q49	 a. The ability to plan my own life - shor work/weekend leave. b. The ability to plan my own life - long holidays/career training. c. The opportunities available to me for working (e.g. variable start/stop times, on a Friday). d. The amount of time away from my uduty. e. The amount of time away from my fafriends. f. The effect of Service life on my childred. g. The effect of Service life on my spoul 	t term e.g. term e.g. flexible leaving early sual place of amily and ren's educationse/partner's	Very satisfied 1 1 1 1 1 1 1 1 1 Street	Satisfied of Company o	Neither satisfied nor dissatisfied E	4 4 4 4 4 4 4 either	dissatisfied 5 5 5 5 5 5 5 5 5 5 5 5 5	6 6 6 Strongly
	 a. The ability to plan my own life - shor work/weekend leave. b. The ability to plan my own life - long holidays/career training. c. The opportunities available to me for working (e.g. variable start/stop times, on a Friday). d. The amount of time away from my uduty. e. The amount of time away from my fafriends. f. The effect of Service life on my childred. g. The effect of Service life on my spoucareer. 	t term e.g. term e.g. flexible leaving early sual place of amily and ren's education use/partner's	Very satisfied 1 1 1 1 1 1 1 1 1 Street	Satisfied of Company o	Neither satisfied nor dissatisfied E	4 4 4 4 4 4 4 either	dissatisfied 5 5 5 5 5 5 5 5 5 5 5 5 5	6 6 6 6

Q50	How satisfied are you with the following?					
		Very		Neither satisfied nor		Very
		satisfied	Satisfied	dissatisfied	Dissatisfied di	
	 a. My overall leave allowance i.e. annual leave, post operational leave (POL), Sea-Goers Leave (SGL), leave carried over from previous years. 			3	4	5
	b. The opportunity to take leave when I want to.c. The amount of leave I was able to take in the last 12 months.	1		3	4	5
Q51	If you did not take all of your annual leave allow reason for this? (Tick all that apply).	ance with	hin the la	st leave ye	ar, what wa	s the
	a. Operational tour.		1			
	b. Not allowed.		1			
	c. Courses/training.		1			
	d. Workload.	\Box	1			
	e. Undermanning.		1			
	f. I wanted to carry days over to the next leave year.		1			
	g. Other (please write).		1			
	Your Health and	Well-	being			
			<u>9</u>			
Q52	If you have received Service-provided medical t	reatment	(includin	a mental h	ealthcare) i	n the last 2
40-	years, how satisfied were you with:		(g		
	Very		Neithe satisfied		Very	
	satisfied	Satisfied	d dissatis	fied Dissatis	fied dissatisfie	<u></u>
	a. Being able to access the medical care when I needed it.			3	5	6
	b. The medical treatment.	2		3	5	6
Q53	If you have received Service-provided dental tre	astmont in	n the last	2 vears h	ow satisfied	were you
QUU	with:	Jatinont ii	i tilo last	z years, m	ow Satisfica	were you
	Very		Neithe satisfied		Very	
	satisfied	Satisfied	d dissatis	fied Dissatis	fied dissatisfie	d N/A
	a. Being able to access the dental care when I needed it.			3	5	6
	b. The dental treatment.	2		3	4 5	6
	_			<u> </u>		<u>—</u>
As part of	measuring national well-being we are interested	l to under	stand ho	w satisfied	l you are in	general
with life. T	he questions below are not linked particularly to	the Serv	ice but to	your life i	n general.	
Q54	Overall, how satisfied are you with your life nov	wadays?				
	Not of all					0
	Not at all 0 1 2 3 4	5	6	7	8 9	Completely 10

Your Leave

	Not at all	2	3	4	5	6	7	8	9	mpletely 10
Q56	Overall, how anxi	ious did y	ou feel ye	esterday?						
	Not at all	2	3	4	5	6	7	8	9	mpletely 10
Q57	Overall, to what e	extent do	you feel th	ne things y	ou do in y	our life a	re worth	while?		
	Not at all 0 1	2	3	4	5	6	7	8	9	mpletely 10
	Fit	tness,	Sport	and A	dventu	ire Tra	aining			
Q58	a. RN sport, exercise b. My opportunities to meet fitness standar c. My opportunities to d. My opportunities to d. My opportunities to the standard control of the standard co	e and fitness o undertake ds). o take part i	s facilities ir e fitness act in sport.	n general. ivities (e.g. to	Very satisfied 1 1 1 1 1 1	Satisfied 2 2 2 2 2	Neither satisfied r dissatisfie	nor		ery tisfied 5 5 5 5
				Welfa	re					
Q59	How satisfied are			wing? Very satisfied	Satisfied		nor		Very atisfied	<i>N/A</i>
	b. The welfare supportant family.c. The support my spreason of the support my spreaso	oouse/partn nt.	er gets fron	· 🗀			3]4 []4 [5 5 5	6 6 6

Q55

Overall, how happy did you feel yesterday?

Q60	How satisfied are you with the following?						
Q60	A. My Divisonal Officer. b. The chaplaincy support provided by the Naval Service. c. The RN Welfare, Personal Support. d. The RN Welfare, Community Support. e. The RN Welfare Information Service (inc. HIVE). f. The Naval Families Federation. g. The welfare webpages on the RN website.	Satisfied 2 2 2 2 2 2 2 2 2 2 2 2 2	Neither satisfied nor dissatisfied D	dissatisfied 4 4 4 4 4 4 4 4 4	Very dissatisfied 5 5 5 5 5 5 5 5 5 5 5 5 5	Not used 6 6 6 6 6 6 6 6	Not heard of
	h. Naval Service Welfare social media (e.g. 1 Facebook). Your Acco	mmo	☐ ³ dation	4	5	6	7
Q61	What kind of accommodation do you live ir only)			ne workir	ng week?	(Tick on	e box
	Service Family Accommodation (SFA)	1 Ple	ase go to Q62				
	Substitute Service Family Accommodation (SSFA)	2 Ple	ase go to Q62				
	Single Living Accommodation (SLA)	3 Ple	ase go to Q62				
	Substitute Single Living Accommodation (SSLA)	⁴ Ple	ase go to Q62				
	Ship or Submarine	5 Ple	ase go to Q62				
	Property I own	6 Ple	ase go to Q66				
	Privately rented accommodation	Ple	ase go to Q64				
	In a relative's (e.g. parents') home	⁸ Ple	ase go to Q64				
	Other (please write)	⁹ Ple	ase go to Q64				
Q62	If you have moved from your own home int was/were the reason(s) for this? (Tick all the			dation in	the last	12 month	ns, what
	a. Posting requrement.		<u></u>				
	b. Economy.		∐ □1				
	c. Personal circumstances e.g. marriage, separation	n, divorce.					
	d. Other (please write).						

Q63	With regard to your current Service Accommodation	n, how sa	tisfied are	you with t	the follow	ing?
	Very		Neither satisfied no	r	Very	NA / don't
	sat <u>i</u> sfied	Satisfied		Dissatisfied		know
	a. The overall standard.			4		
	b. The value for money.				5	6
	c. The response to requests for maintenance/repair to my current accommodation.			4	5	6
	d. The quality of maintenance/repair work to my current accommodation.	2	3	4	5	6
	e. How fairly Service Accommodation is allocated.	2	3	4	5	6
Q64	Do you currently own your own home? Please answ property or not.	ver this q	uestion wh	nether you	live in th	is
	Yes Please go to Q66					
	No Please go to Q65					
	No, but I am currently saving up to buy a home in the future Please go to Q65					
Q65	Please indicate whether each of the following is a re (Tick all that apply) (Once completed please go to Q68)	eason wh	y you <u>do r</u>	<u>iot own</u> yo	our own h	ome.
	a. I don't want to own a home at this stage in my life/career.					
	b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is.c. I want to be able to move about/move my family with me					
	when I am posted.					
	d. I don't want to buy a home where I am currently located.					
	e. I can't afford to buy a suitable home at the moment.					
	f. I don't want to risk losing money.					
	g. I wouldn't be able to live in the home.					
	h. Other (please write).					
Q66	Please indicate whether each of the following was a	a reason v	vhv vou bo	ought vou	r own hor	me.
	(Tick all that apply)			0 ,		
	a. To give stability for myself and my family.					
	b. The allowances for living in my own home.					
	c. To rent it out.					
	d. Poor standards of SLA or SFA.					
	e. Poor location of SLA or SFA.					
	f. The cost of SLA or SFA.					
	g. I wanted to live with my partner.					
	h. Other (please write).					

Q67	If you currently own a home, how satisfied are you with the following?
	Neither Very satisfied nor Very
	satisfied Satisfied dissatisfied dissatisfied N/A
	a. The opportunity to live in my own home.
	b. The allowances for living in my own home.
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 car	n find more information on Forces Help to Buy at the following link: 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.
	b. Value for money.
	c. Choice.
	d. Quality.
	e. Quantity.
	f. Well known brand.
	g. Where it is sourced from (e.g. Fairtrade, locally produced).
	h. Other (please write).
Q70	How often do you use Service-provided catering facilities? Always Often Sometimes Rarely Never N/A
	a. For eating at breakfast.
	b. For eating at lunchtime.
	c. For eating in the evening.
	d. For drinking, socialising in the bar.
	e. For informal functions.
	f. For formal functions (Officers/SNCOs/WOs

	Neither
	Very satisfied nor Very satisfied Dissatisfied dissatisfied N/A
	a. The availability of food during the week on my unit e.g. opening hours.
	b. The number of functions during the year. c. The standard of service from catering contractors on my unit. 1
	Your Family Life
Q72	What is your current personal status?
	Single (never married or formed a civil partnership) Please go to Q74
	In a long term / established relationship (but not married or in a civil partnership)
	Married / In a civil partnership
	Separated, but still legally married or in a civil partnership
	Divorced / Formerly in a civil partnership which is now legally dissolved Please go to Q74
	Widowed / The surviving partner from a civil partnership Please go to Q74
	Prefer not to say Please go to Q74
Q73	What is your spouse/partner's current employment situation?
	In the Armed Forces In voluntary (unpaid) employment
	In full-time paid employment / full- 2 Not employed (for any reason) 5 time self-employment (other than
	Armed Forces) In full-time or part-time education In part-time paid employment / 3
	In part-time paid employment / part-time self-employment
Q74	Do you have any children whom you support financially?
	Yes
	No Please go to Q79
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".)
	1
	Under 5 years
	2
	Between 5 and 17 years
	3
	18 years and over
Q76	Do any of your children live with you? (Tick one box only).
Q/O	Yes 1
	Shared Access
	Weekends/holidays only 3 Please go to Q79
	No Please go to Q79
	N/A Please go to Q79 Solution 1.15 Please go to Q79
	i icase go to wis

Q71

How satisfied are you with the following?

Q77	If you have a child or children living with you, do you consider yourself to be a lone/single parent?
	Yes \square^1 No \square^2 N/A \square^3
Q78	If you require childcare, how satisfied are you with the locally provided childcare facilities?
	Very satisfied Dissatisfied
	Satisfied
	Neither satisfied nor dissatisfied 3 N/A 6
Q79	Do you have caring responsibilities for infirm or elderly adult(s)? Yes \[\bigcup_1^1 No \incidex_2^2 \]
	would like to understand how Service life affects personal finance. The ation 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
	Lack of UK credit history
	Too many address moves
	Don't know
	Prefer not to say
	Other (please write)
Q81	Do you currently have personal debt levels that concern you?
	Yes 1
	No 2
	Being Part of Society
Q82	Are you currently registered to vote?
QUL	Yes 1
	3
You can r	Don't know Please go to Q85 egister to vote at the following link: www.gov.uk/register-to-vote
Tou can i	egister to vote at the following link. 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)
	A Service voter – registered for five years, via a service declaration
	An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas

Q84	If you are not currently registered to ve	ote, what i	s the <u>main</u>	reason fo	r this? (Ti	ck one box	ːonly).
	I did not receive an electoral registration for	m'	I am no	ot interested	l in politics		<u></u>
	I have not got around to it, but aim to do it sometime	2		to remain im	partial		5 6
	I do not know how to register	\square^3	Other				
past an	med Forces Covenant' was announced by d present Armed Forces personnel, and the the rest of the country in recognition of th	neir familie	s, can exp	ect to be t	reated by	the Goverr	
Q85	Which of these best sums up your awa	areness of	the Armed	l Forces C	ovenant?		
	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					
Q86	Which, if any, of the following areas do compared to the general public? (Tick			d/disadva	ntaged as	a Service I	Person,
				Neither advantaged			
		Strongly	Advantaged	nor dis-	Dis-		Don't know / N/A
	a. Family's access to NHS care.	1 1		3	Tadva/nagoa	5	6
	b. Children's Education.	<u> </u>	2]3	4	5	<u> </u>
		1	2]3	4	5	6
	c. Housing	1	2	3	4	5	6
	d. Family life.	1	2	3	4	5	<u> </u>
	e. Benefits.	<u> </u>		<u></u>	<u> </u>	5	<u></u>
	f. Tax. g. Commercial Products and Services e.g. Moreover, Defence Discount Services and Defence Privilege Cards.		2	3	4	5	6
	h. Participation as Citizens e.g. contacting a lo councillor, MP or other public official, attending public meeting, rally or signing a petition.		2	3	4	5	6
	i. Other (please write)	1	2	3	4	5	6
Q87	How strongly do you agree or disagree	e with the	following?	Neither			
		Strongly	Agroo	agree nor	Diograp	Strongly	Don't know
	a Loffer an important service to the country	agree	Agree	disagree	Disagree 4	disagree 5	Don't know
	a. I offer an important service to the country.b. Members of the Armed Forces are valued be society at large.	py	2	3	4	5	6
	Taking Action	and Y	our Co	mmen	ts		
Q88	How strongly do you agree or disagree	e with the	following?				
		Strongly		Neither agree nor		Strongly	
	a. I believe the leaders in the RN will take acti on the results of AFCAS.	agree	Agree 2	disagree	Disagree 4	disagree 5	Don't know
	b. I think effective action has been taken in the RN on the results of AFCAS.	e	2	3	4	5	6

Less than 10 mi 10-20 minutes	te you to complet nutes 1 2 3	30-40 minutes 40-50 minutes	4 5 6	Over an hour
20-30 minutes Please use this bo		50-60 minutes further comments a		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



















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

Continuous Attitude Survey

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 surveys 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.

S J Woodcool

Jonathan Woodcock OBE Vice Admiral Second Sea Lord



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 w	ith the fol	lowing?			
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	 a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations. 	1	2	3	4	5
	b. The pay and benefits I receive are fair for the work I do.	1	2	3	4	5
	c. The RM offer (including dental & healthcare, subsidised accommodation, pay & pension) is be than that which industry offers.	tter 1	2	3	4	5
You can f	find the Armed ForcesBenefits, Pension and	d Scheme	Pays Cal	culator at t	the follow	ing link:
http://ww	w.mod-abc.co.uk/					
Q2	How satisfied are you with the following?	•				
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
	 a. My rate of basic pay (basic pay includes X-Fac but excludes Recruitment and Retention Pay [RR and any allowances). 	tor	2	3	4	5

		Very satisfied	Satisfied	Neither satisfied nor		Very I dissatisfied	N/A
	b. My Recruitment and Retention Pay (RRP).			3	4	5	6
	c. My allowances, e.g. Longer Separation Allow (LSA), Get You Home (GYH), Continuity Of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA).	vance 1	2	3	4	5	6
	d. My pension benefits.	1	2	3	4	5	
	e. Information about pay and allowances, e.g. f the intranet, DINs and brochures.	from 1	2	3	4	5	
	f. My ability to access JPA.	1	2	3	4	5	
	V	\A/a	wl.				
	YC	our Wo	rK				
Q3	How satisfied are you with RM life in ge	eneral?					
	Very satisfied	Dissatisfied	1		4		
	Satisfied 2	Very dissat	isfied		5		
	Neither satisfied nor dissatisfied 3						
Q4	How would you rate the level of morale of	of					
	Very hig	ıh High		er high Iow L	ow \	/ery low	
	a. Myself.	1	2	3	4	5	
	b. My Unit.	·	2	3	4	5	
	c. The RM as a whole.	·	2	3	4	5	
Q5	How satisfied are you with the followin	g aspects	of your cu	ırrent job?			
			Very		either sfied nor		Very
	a. My job in general	Sá	atisfied S	Satisfied diss	satisfied Dis	satisfied diss	satisfied 5
	a. My job in general.b. The sense of achievement I get from my wo	rk	1	2	<u></u>	4	5
	c. The challenge in my job.	ik.		2	<u></u> 3	4	5
	d. The amount of variety in my work.			2	3	4	5
	e. My current work location.			2	3	4	5
Q6	How strongly do you agree or disagree	with the fo	 ollowing?				
QU	oog.y do you ag. oo e. dioag. oo	Strongly		Neither agree nor		Strongly	
		agree	Agree	disagree	Disagree	disagree	N/A
	a. My superiors do not interfere excessively in work activities.	my 1				5	☐ ⁶
	b. I am given sufficient authority to make decisions.	¹				5	6 6
	 c. If I make a genuine mistake at work, I do not feel that it will be held against me. 						
	 d. Where I work people do not automatically log for someone to blame when things go wrong. 				4	5	6
	 e. I am encouraged to find better ways of doing things at work. 	〕 □ □ 1		3	4	5	6
	 f. I am always given a clear deadline as to whe work needs to be completed. 	n 1	2	3	4	5	6
	g. When I am set a task at work, I am told very clearly what output is required.	1	2	3	4	5	6
	h. I have a choice in deciding how I do my work i. I know that if I do my job well I will be praised rewarded			3 3	4	5 5 5	6

	Resource	5 allu	WOIK	IUau			
Q7	How satisfied are you with the followin	g?					
			Very	Sá	Neither atisfied nor		Very
	a. The standard of paragral aguinment//:it l box		atisfied	Satisfied d	issatisfied Dis	satisfied dis	satisfied
	 a. The standard of personal equipment/kit I have job (e.g. clothes, boots, personal weapon). 	ve to do my					
	 b. The availability of personal equipment/kit I h my job. 	ave to do		2	3	☐ ⁴	5
	c. The standard of major equipment (e.g. vehic	les and		2	3	4	5
	systems) I have to do my job.				<u></u>	□ 4	<u></u>
	d. The availability of major equipment I have to	do my job.					
Q8	How would you rate your workload over	r the last 1	2 month	ns?			
	Much too high	Too low					
	Too high	Much too lo	W		5		
	About right						
	Vourlin	o Mond	aaam	ont			
	Your Lin	e Mana	agem	ent			
Q9	How strongly do you agree or disagree	with the fe	llowing	statomoni	e about vo	ur immodi	iata
Q3	superior (Service or civilian)?	with the it	Jilowilig	Statement	is about yo	ui iiiiiiieui	ale
		Strongly		Neither agree nor		Strongly	
		agree	Agree	disagree	Disagree	disagree	Don't know
	a. Understands and represents my interests.	<u></u>					b
	b. Supports me in my job.	<u></u>					b
	c. Sets a positive example.	<u> </u>			4		b
	d. Encourages me to develop my skills.	<u></u> '			4		b
	e. Is supportive over work/life balance issues.	<u></u>			4		b
	f. Provides regular feedback on my performand	се. 🔲 Т			4		b
	g. Tells me what's going on at work.						
	h. Is someone I trust.				4	s	6
	 i. Helps me to understand how I contribute to RM objectives 	1			4	5	6
	 j. Helps me to understand how major change decisions will affect me. 	1	2	3	4	5	6
	 k. Works well with personnel from different backgrounds. 	1	2	3	4	5	6
	I. I am satisfied with the leadership provided by immediate supervisor.	my 1	2	3	4	5	6
Q10	How long have you worked with your in	nmediate d	hain of	command	?		
	0 - 3 months		1				
	4 or more months		1				
Q11	How strongly do you agree or disagree	with the fo	ollowing	statement	ts?		
		Strongly		Neither agree nor		Strongly	
	a I trust my immediate chain of command to	agree 1	Agree □□2	ďisagree □□3	Disagree □□14	disagree □□5	Don't know ☐6
	 a. I trust my immediate chain of command to support me. 	∐′					Шĭ
	b. My immediate chain of command knows me	1	2	3	4	5	6

well.

Senior Leadership

Q12	How strongly do you agree or disagree with the the Royal Marines (i.e. Brigadier and above)?	e following	g statemen	ts about th	e senior le	aders of
	Strongly agree	Agree □□2	Neither agree no disagree		Strongly disagree	Don't know
	a. They understand and represent my interests. b. They are keen to listen to Service people's feedback.		2 3	4	5	6
	c. They champion the RM's interests in Tri-Service 1 issues.		3	4	5	6
	d. They communicate decisions to personnel. e. They understand the impact of change on personnel.		$\begin{bmatrix} 2 & & & \\ & & & \\ 2 & & & \\ 3 & & & \\ 3 & & & \\ 3 & & & \\ 3 & & & \\ 3 & & & \\ 3 & & & \\ 3 & & & \\ 4 & & & \\ 4 & & & \\ 6 & & & \\ 6 & & & \\ 7 & & & \\ 6 & & & \\ 7 & & & \\ 7 & & & \\ 8 & & & \\ 7 & & & \\ 8 & & & \\ 7 & & & \\ 8 & & & \\ 7 & & & \\ 8 & & & \\ 8 & & & \\ 7 & & & \\ 8 & & & \\ 8 & & & \\ 8 & & & \\ 8 & & \\ $	4	5	6
	f. I have confidence in the leadership of the RM.			4		°
	Commit	ment				
Q13	How strongly do you agree or disagree with the	e followin	_			
		Strongly agree	agı	either ee nor agree Disagr	Strongly ee disagree	
	a. In the last 12 months, I have fulfilled my commitments/promises to the RM.	1	2	3	4 5	
	b. In the last 12 months, the RM has fulfilled its commitments/promises to me.		2 [3	4 5	
	c. I am proud to be in the RM.			3	45	
	d. I am valued by the RM.		2	3	4 5	
	e. I would recommend joining the RM to others.	1	2	3	4 5	
	f. I feel a strong personal attachment to the RM.	1	2	3	4 5	
	g. I feel a strong personal attachment to my unit.	1	2	3	4 5	
	h. The RM inspires me to do the best in my job.	1	2	3	4 5	
	i. The RM motivates me to help it achieve its objectives.	1	2	3	4 5	N/A
	j. My family is proud of me serving in the Armed Forces.		2 [3	5	6
	k. My family benefits from being a Service family.	<u></u>				∐°
	I. My family supports my career in the RM.	L l'			⁴	°
specific fu they moun	rs to our role and the way in which we fulfill it. S nction as a commando and amphibious force, u tain, jungle, cold weather or desert. This difficu stics. It is because of these individual qualities t lly.	ındertakin It and uni	ng operation que task re	ns in harsh quires cert	enviromer ain person	nts, be al
Q14	How strongly do you agree or disagree with the	e following	g?	Neither		
	The ethos of the RM is an important part of life in the RM	Strongly agree //.	Agree 2	agree nor disagree E		trongly sagree

Working with Others

Q15	In considering your immediate working team following?	, to what ex	tent do yo	ou agree o	r disagree	with the	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
	 a. My team know exactly what their responsibilities ar b. The people in my team can be relied upon to help withings get difficult in my job. 		2	3	4	5 5	
	 c. We have confidence in ourselves as a team. d. The people in my team work together to find ways improve the service we provide. 	to 1	2	3 3	4	5 5	
	e. Team members work well with personnel from diffe backgrounds.	rent 1	2	3	4	5	
Q16	Have you had working contact with any of th	e following	in the <u>las</u> t	two years	<u>s</u> ? (Tick a	II that apply	
	a. Armed Forces Reserves.		1				
	b. MOD Civil Servants.		1				
	c. MOD contractors.		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.	1	2	3	4	5	
	b. MOD Civil Servants.	1	2	3	4	5	
	c. MOD contractors.	1	2	3	4	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.	1	2	3	4	5	
	b. MOD Civil Servants.	1	2	3	4	5	
	c. MOD contractors.	1	2	3	4	5	
Q19	In your experience, how would you rate the p		ism of				
		Very professional	Professional	Not very professional	Not at all professional	Don't know/ I N/A	
	a. Armed Forces Reserves.	1	2	3	4	5	
	b. MOD Civil Servants.	1	2	3	4	5	
	c. MOD contractors.	1	2	3	4	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	e following	g?			
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	 a. Change is managed well in my immediate working team. 	1	2	3	4	5	6
	 b. Change is managed well in my Unit/Establishment. 		2 	3	4	5	6
	c. Change is managed well in the RM.		2	3	4	5	6
	Your	Denlo	ymen	ts			
	Todi	Борго	ymon				
lf you	have NOT been on an operational d	leployn	nent sind	e 1 Jan 2	013, plea	se go to	Q24
Q21	With regards to your current/last opera part of a Unit?	ational de	eployment	t, were you	deployed i	ndividuall	y or as
	Individually 1						
	As part of a Unit						
Q22	With regards to your current/last opera following?	ational de	eployment	t, how satis	fied are yo	u with the	•
		Very		Neither satisfied nor		Very	
	a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA	satisfied 1).	Satisfied	dissatisfied D	issatisfied di	ssatisfied 5	N/A 6
	b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc).	1	2	3	4	5	6
	c. The deployment notice.	1	2	3	4	5	6
	d. The pre-operational/sea training.	1	2	3	4	5	6
	 e. The welfare support I received from the RM when I returned from operational deployment. 	1	2	3	4	5	6
	f. The welfare support that my family, partner and/or parents received from the RM when I returned from operational deployment.	1	2	3	4	5	6
	g. The decompression and post operational tour support I received when I returned from operational deployment.	1	2	3	4	5	6
	h. The Post Operational Stress Management that I received when I returned from operational deployment.	1	2	3	4	5	6
	i. The operational role I was assigned to.	1	2	3	4	5	6
Q23	What is your view of the following rega		-	-			s?
	a. The frequency of my operational deploymer	Too oftents. Too lon	1	About right About right	Not often Too si]3	
	b. The length of my operational deployments.		1]3	

	Your Ca	areer				
Q24	Overall how satisfied are you with the way you Very satisfied		s being m	anaged?		
of indi	ommodore Naval Personnel (CNPers) defi ividuals in accordance with endorsed cur ting skills, career development needs and	rent and	future S	ervice re	quireme	nts,
Q25	Overall how satisfied are you with the career remaining managers and Branch Advisers? Very satisfied Satisfied Neither satisfied nor dissatisfied N/A	_	nt service	e provided	by the Ca	reer
Q26	a. I have the knowledge, skill and experience to do my b. My knowledge, skill and experience are being used. c. The assignment provides development opportunities will enhance my promotion prospects. d. My personal preferences were taken into account.	Strongly agree job. 1	Agree C	Neither agree nor disagree 3 3 3	Disagree 4 4 4 4	Strongly disagree 5 5 5 5 5 5 5 5
Q27	 a. The notice I received for my current/last assignment. b. Involvement in decisions that affect my career. c. The fairness of the appraisal system. d. The fairness of the promotion system. e. My opportunities for promotion. f. My opportunities for further service. 		Satisfied 2 2 2 2 2 2 2 2	Neither satisfied nor dissatisfied 3 3 3 3 3 3 3 3 3	Dissatisfied 4 4 4 4 4 4 4 4	Very dissatisfied 5 5 5 5 5 5 5 5 5 5 5 5 5
Q28	Training and D How satisfied are you with the following? a. My opportunities for professional development. b. My opportunities for personal development. c. The timing of the training I have received in order to carry out my current job roles. d. The extent to which I am doing the job for which I wa trained. e. My opportunities to gain civilian accreditation for Sertraining, e.g. NVQs, apprenticeships.	Very satisfied 1 1 1 1 1	Satisfied 2 2 2 2 2 2	Neither satisfied nor dissatisfied 3 3 3 3 3	Dissatisfied 4 4 4 4 4 4	Very dissatisfied 5 5 5 5 5 5 5 5 5 5 5 5

Q29	How strongly do you agree or disagree with the following?
	Strongly agree nor Strongly agree Disagree disagree I am given enough training to enable me to make moral decisions within my role.
Q30	How much importance do you place on professional / civilian accreditation?
	A lot
	Some Some None at all
	Your Future Plans
Q31	What are your plans for the future? (Tick one box only).
	To stay serving as long as I can
	To stay serving to the end of my current engagement/commission
	To leave the RM before the end of my current engagement/commission
	To leave the RM as soon as I can
	I have put in my notice to leave
	N/A / I don't know
Q32	How actively have you searched for a job outside the RM in the last 12 months?
	Very actively
	Quite actively
Q33	In the last 12 months, have you been approached by industry with offers of employment?
	Yes
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 b. Part time 1 2 3 3
	b. Fait time
Q35	What would make you join the Volunteer Reserve Forces? (Please write in the box below)

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

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

Q36

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	Q39 How strongly do you agree or disagree with the following statement regarding fairness and equality in the RM?						
			Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	I am treated fairly at work.		1 1	2	Tior disagree	[]4	<i>uisagree</i> 55
	Tam treated famy at work.			ш	Ш	ш	Ш
Q40	Do you feel that the RM di	iscipline sys	stem is?		_	- .	
	Very fair	∐¹	Unfair		Ļ	4	
	Fair		Very unfair		L	5	
	Neither fair nor unfair	3					
	g may be characterised as off of power through means inte						
sexual o	ination can occur when a per orientation, pregnancy or mat ty. Discrimination can also o Intages a person on the basis	ternity, marr	riage or civil p a policy or pra	artnersh actice wl	nip, gender rea hich applies to	assignment	, age or
intended	ment includes unwanted cond d to or has the effect of violative environment.						
individu	note that the data gathered is uals in your response. No acti e confidential helpline.						
Q41	Do you believe you have I 12 months? (Tick all that		t to any of the	followir	ոց in a Servic։	environme	ent in the last
	a. Bullying.			1			
	b. Discrimination.			1			
	c. Harassment.			1			
	d. None of the above.			1	Please go to Q46	į	
Q42 If y	12 months? (Tick all thata. Bullying.b. Discrimination.c. Harassment.	t apply).			Please go to Q46	;	

Q43	If you believe you have been subject to <u>discrimination or harassment</u> in a Service environn the last 12 months, please specify on what grounds:					
	the last 12 months, please speeny on what grounds	Discrimination	Harassment			
	a. Gender.	1	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			
Q44	If you believe you have been the subject of discrimi environment within the last 12 months, did you mak (Tick option 'a' or all that apply from items 'b' to 'l')					
	a. Yes.	Please go to Q45				
	b. No, I was not aware of the Service Complaints process.	1				
	c. No, I considered the incident(s) to be too minor to report.					
	d. No, the incident(s) was/were resolved informally.	1				
	e. No, the incident(s) was/were resolved through mediation.					
	f. No, I did not believe anything would be done if I did complain.	1				
	g. No, I did not want to go through the complaints procedure.					
	h. No, I believed it might adversely affect my career.					
	 i. No, I believed it might adversely affect another work colleague or the working environment. 	1				
	j. No, I was worried that there would be recriminations from th perpetrators.	e 1				
	k.No, I was discouraged from doing so.					
	I. No, other reason(s) - please specify.	1				
Q45	If you DID MAKE a formal written complaint, how sa of your complaint?	-	with the following aspects			
		Neither satisfied nor	Very			
	a. The objectivity and fairness with which my complaint was handled/is being handled.	Satisfied dissatisfied Diss	eatisfied dissatisfied N/A			
	b. The amount of time taken/it is taking to resolve my complaint.	2 3	5 6			
	c. How well I was/am being kept informed about the progress of my complaint.	2 3	5 6			
	d. The support provided by my Assisting Officer.	2 3	5 6			
	e. The outcome of my complaint.	2 3	4 5 6			

Q46	Do you know how the Service C harassment and/or bullying con		Commiss	ioner can	help you v	vith a dis	criminati	on,
	Yes, fully		not at all			3		
	To some extent			l of the Serv ommissione		4		
	ation about the Service Co ng link: http://armedforces	complair	nts.ind				on the	
			ND					
https://	rvice Complaints process www.gov.uk/government/ ices-service-complaints		ons/jsp	-831-re	dress-of	-individ	dual-	
	You	r Work-	Life B	alance	9			
Q47	In the past 12 months approxim spouse/partner or children) for			have you	ı spent aw	ay from y	our famil	ly (e.g.
	Not been away		Betw	een 7 - 9 m	onths (27 - 3	39 weeks)		
	Up to 1 month (4 weeks)		Betw	een 10 - 12	months (40	- 52 weeks	s)	
	Between 1 - 3 months (5 - 13 weeks)		N/A					
	Between 4 - 6 months (14 - 26 weeks)						
Q48	In the past 12 months, how satis	sfied were y	ou with t	he followi	ng? Neither			
			Very satisfied		satisfied nor dissatisfied D	Dissatisfied o	Very dissatisfied	
	 a. The ability to plan my own life - sho work/weekend leave. 	_	1	2	3	4	5	
	 b. The ability to plan my own life - long holidays/career training. 	g term e.g.	1	2	3	4	5	
	c. The opportunities available to me for working (e.g. variable start/stop times on a Friday).		1	2	3	4	5	N/A
	d. The amount of time away from my duty.	usual place of	1	2	3	4	5	6
	e. The amount of time away from my friends.	amily and	1	2	3	4	5	6
	f. The effect of Service life on my child	Iren's educatio	on. L 1	2	3	4	5	6
	g. The effect of Service life on my spo career.	use/partner's	1	2	3	4	5	6
Q49	How strongly do you agree or d	isagree with		_		either		
				ongly ree A		ee nor agree D	isagree	Strongly disagree
	a. Flexible working is supported in my	workplace.		1	2	3	4	5
	b. I am able to maintain a balance bet and working life.	ween my pers	onal [1	2	3	4	5

Q50	How satisfied are you with the following?					
		Very		Neither satisfied nor		Very
		satisfied	Satisfied	dissatisfied	Dissatisfied di	
	 a. My overall leave allowance i.e. annual leave, post operational leave (POL), Sea-Goers Leave (SGL), leave carried over from previous years. 			3	4	5
	b. The opportunity to take leave when I want to.c. The amount of leave I was able to take in the last 12 months.	1		3	4	5
Q51	If you did not take all of your annual leave allow reason for this? (Tick all that apply).	ance with	hin the la	st leave ye	ar, what wa	s the
	a. Operational tour.		1			
	b. Not allowed.		1			
	c. Courses/training.		1			
	d. Workload.	\Box	1			
	e. Undermanning.		1			
	f. I wanted to carry days over to the next leave year.		1			
	g. Other (please write).		1			
	Your Health and	Well-	being			
			<u>9</u>			
Q52	If you have received Service-provided medical t	reatment	(includin	a mental h	ealthcare) i	n the last 2
40-	years, how satisfied were you with:		(g		
	Very		Neithe satisfied		Very	
	satisfied	Satisfied	d dissatis	fied Dissatis	fied dissatisfie	<u></u>
	a. Being able to access the medical care when I needed it.			3	5	6
	b. The medical treatment.	2		3	5	6
Q53	If you have received Service-provided dental tre	astmont in	n the last	2 vears h	ow satisfied	were you
QUU	with:	Jatinont ii	i tilo last	z years, m	ow Satisfica	were you
	Very		Neithe satisfied		Very	
	satisfied	Satisfied	d dissatis	fied Dissatis	fied dissatisfie	d N/A
	a. Being able to access the dental care when I needed it.			3	5	6
	b. The dental treatment.	2		3	4 5	6
	_			<u> </u>		<u>—</u>
As part of	measuring national well-being we are interested	l to under	stand ho	w satisfied	l you are in	general
with life. T	he questions below are not linked particularly to	the Serv	ice but to	your life i	n general.	
Q54	Overall, how satisfied are you with your life now	wadays?				
	Not of all					0
	Not at all 0 1 2 3 4	5	6	7	8 9	Completely 10

Your Leave

	Not at all 0 1 2	3 4	5	6	7 8	Completely 9 10
Q56	Overall, how anxious did you for	eel yesterday?				
	Not at all 0 1 2	3 4	5	6	7 8	Completely 9 10
Q57	Overall, to what extent do you	feel the things	you do in y	our life are	worthwhile	?
	Not at all 0 1 2	3 4	5	6	7 8	Completely 9 10
	Fitness, Sp	ort and A	dventu	ıre Trai	ning	
Q58	a. RM sport, exercise and fitness factory. My opportunities to undertake fitnemeet fitness standards). c. My opportunities to take part in sport. My opportunities to take part in Additional Control of the control of	ilities in general. ess activities (e.g. ort.	Very satisfied 1 to 1 1		Neither satisfied nor dissatisfied Dis	Very ssatisfied dissatisfied 4
		Welfa	aro			
Q59	a. The welfare support provided by the me. b. The welfare support provided by the family. c. The support my spouse/partner ge RM when I am absent. d. The Operational/Deployment Welf-Package.	following? Very satisfie the RM for		Neither satisfied no dissatisfied 3		Very dissatisfied N/A 5 6 5 6 5 6 5 6 5 6 5 6

Q55

Overall, how happy did you feel yesterday?

Q60	How satisfied are you with the following?				
		Neither satisfied			
	Very satisfie	nor Satisfied dissatisfied	Very I Dissatisfied dissatisfied	d Not used	Not heard of
	a. The Regimental system.	2 3	4 5	6	7
	b. The chaplaincy support provided by the Naval Service.	23	45 	6	7
	c. The RM Welfare, Personal Support.		4 📙	<u></u> 6	
	d. The RM Welfare, Community Support. e. The RM Welfare Information Services (inc. HIVE).	2	4 5	6	7
	f. The Naval Families Federation.	2 3	4 5	6	7
	g. The welfare webpages on the RN website. 1 h. Naval Service Welfare social media (e.g. 1 Facebook).	2 3 2 3	4 5	6	7
	Your Acc	ommodation			
Q61	What kind of accommodation do you live only)	n at present during	the working week?	? (Tick one	box
	Service Family Accommodation (SFA)	Please go to Q62	2		
	Substitute Service Family Accommodation (SSFA)	Please go to Q62	2		
	Single Living Accommodation (SLA)	Please go to Q62	2		
	Substitute Single Living Accommodation (SSLA)	Please go to Q62	2		
	Ship or Submarine	⁵ Please go to Q62	2		
	Property I own	Please go to Q66	6		
	Privately rented accommodation	Please go to Q6 4	4		
	In a relative's (e.g. parents') home	⁸ Please go to Q6 4	4		
	Other (please write)	Please go to Q6 4	4		
Q62	If you have moved from your own home in was/were the reason(s) for this? (Tick all		odation in the last	12 months	s, what
	a. Posting requrement.	1			
	b. Economy.	1			
	c. Personal circumstances e.g. marriage, separati	on, divorce.			
	d. Other (please write).	1			
	d. Other (please write).				

Q63	With regard to your current Service Accommodation	n, how sa	tisfied are	you with	the follow	ing?
	Very satisfied	Satisfied	Neither satisfied no dissatisfied	r Dissatisfied	Very dissatisfied	N/A / don't know
	a. The overall standard.	2	3	4	5	6
	b. The value for money.	2	3	4	5	6
	c. The response to requests for maintenance/repair to my current accommodation.	2	3	4	5	6
	d. The quality of maintenance/repair work to my current 1 accommodation.	2	3	4	5	6
	e. How fairly Service Accommodation is allocated.	2	3	4	5	6
Q64	Do you currently own your own home? Please answ property or not.	er this q	uestion w	hether you	u live in th	is
	Yes Please go to Q66					
	No Please go to Q65					
	No, but I am currently saving up to buy a home in the future Please go to Q65					
Q65	Please indicate whether each of the following is a re (Tick all that apply) (Once completed please go to Q68)	eason wh	ny you <u>do l</u>	not own y	our own h	ome.
	a. I don't want to own a home at this stage in my life/career.					
	b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is.c. I want to be able to move about/move my family with me					
	when I am posted.	□ 1				
	d. I don't want to buy a home where I am currently located.					
	e. I can't afford to buy a suitable home at the moment.					
	f. I don't want to risk losing money.					
	g. I wouldn't be able to live in the home.					
	h. Other (please write).					
Q66	Please indicate whether each of the following was a (Tick all that apply)	reason	why you b	ought you	ır own hoı	ne.
	a. To give stability for myself and my family.					
	b. The allowances for living in my own home.					
	c. To rent it out.					
	d. Poor standards of SLA or SFA.					
	e. Poor location of SLA or SFA.					
	f. The cost of SLA or SFA.					
	g. I wanted to live with my partner.					
	h. Other (please write).					

Q67	If you currently own a home, how satisfied are you with the following?
	Neither Very satisfied nor Very
	satisfied Satisfied dissatisfied dissatisfied N/A
	a. The opportunity to live in my own home.
	b. The allowances for living in my own home.
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 car	n find more information on Forces Help to Buy at the following link: www.gov.uk/forces-help-to-buy
	Catering, Retail and Leisure
	<u> </u>
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.
	b. Value for money.
	c. Choice.
	d. Quality.
	e. Quantity.
	f. Well known brand.
	g. Where it is sourced from (e.g. Fairtrade, locally produced).
	h. Other (please write).
Q70	How often do you use Service-provided catering facilities? Always Often Sometimes Rarely Never N/A
	a. For eating at breakfast.
	b. For eating at lunchtime.
	c. For eating in the evening.
	d. For drinking, socialising in the bar.
	e. For informal functions.
	f. For formal functions (Officers/SNCOs/WOs

	Neither
	Very satisfied nor Very satisfied Dissatisfied dissatisfied N/A
	a. The availability of food during the week on my unit e.g. opening hours.
	b. The number of functions during the year. c. The standard of service from catering contractors on my unit. 1
	Your Family Life
Q72	What is your current personal status?
	Single (never married or formed a civil partnership) Please go to Q74
	In a long term / established relationship (but not married or in a civil partnership)
	Married / In a civil partnership
	Separated, but still legally married or in a civil partnership
	Divorced / Formerly in a civil partnership which is now legally dissolved Please go to Q74
	Widowed / The surviving partner from a civil partnership Please go to Q74
	Prefer not to say Please go to Q74
Q73	What is your spouse/partner's current employment situation?
	In the Armed Forces In voluntary (unpaid) employment
	In full-time paid employment / full- 2 Not employed (for any reason) 5 time self-employment (other than
	Armed Forces) In full-time or part-time education In part-time paid employment / 3
	In part-time paid employment / part-time self-employment
Q74	Do you have any children whom you support financially?
	Yes
	No Please go to Q79
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".)
	1
	Under 5 years
	2
	Between 5 and 17 years
	3
	18 years and over
Q76	Do any of your children live with you? (Tick one box only).
Q/O	Yes 1
	Shared Access
	Weekends/holidays only 3 Please go to Q79
	No Please go to Q79
	N/A Please go to Q79 Solution 1.15 Please go to Q79
	1 10000 go to w13

Q71

How satisfied are you with the following?

Q77	If you have a child or children living with you, do you consider yourself to be a lone/single parent?
	Yes \square^1 No \square^2 N/A \square^3
Q78	If you require childcare, how satisfied are you with the locally provided childcare facilities?
	Very satisfied Dissatisfied
	Satisfied
	Neither satisfied nor dissatisfied \[\bigcup_3 \] N/A \[\bigcup_6 \]
Q79	Do you have caring responsibilities for infirm or elderly adult(s)?
	Yes ¹ No ²
	would like to understand how Service life affects personal finance. The tion 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
	Lack of UK credit history
	Too many address moves
	Don't know
	Prefer not to say
	Other (please write)
Q81	Do you currently have personal debt levels that concern you?
	Yes¹
	No 2
	Being Part of Society
Q82	Are you currently registered to vote?
	Yes \sum_{2}^{\text{T}}
	No Please go to Q84
	Don't know Please go to Q85
You can r	egister to vote at the following link: 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)
	A Service voter – registered for five years, via a service declaration
	An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas

Q84	If you are not currently registered to vo	ote, what is	s the <u>main</u>	reason fo	r this? (Ti	ck one box	only).
	I did not receive an electoral registration for	m'	I am no	ot interested	in politics		
	I have not got around to it, but aim to do it sometime	2		to remain im	partial		5 6
	I do not know how to register		Other				
past and p	ed Forces Covenant' was announced by present Armed Forces personnel, and the rest of the country in recognition of the	eir familie	s, can exp	ect to be to	reated by	the Goverr	
Q85	Which of these best sums up your awa	areness of	the Armed	l Forces C	ovenant?		
	I've never heard of it						
	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					
Q86	Which, if any, of the following areas do compared to the general public? (Tick			d/disadvar	ntaged as	a Service F	Person,
		Strongly		advantaged nor dis-	Dis-	Strongly dis-	Don't know /
			Advantaged				N/A
	a. Family's access to NHS care.	<u></u> '				5	6
	b Children's Education.			3	4	5	6
	c Housing.		2	3	4	5	6
	d. Family life.		2	3	4	5	6
	e. Benefits.	1	2	3	4	5	6
	f. Tax.	1	2	3	4	5	6
	g. Commercial Products and Services e.g. Mo Force, Defence Discount Services and Defence Privilege Cards.		2	3	4	5	6
	h. Participation as Citizens e.g. contacting a lo councillor, MP or other public official, attending public meeting, rally or signing a petition.		2	3	4	5	6
	i. Other (please write).	1	2	3	4	5	6
Q87	How strongly do you agree or disagree	with the f	following?				
		Strongly		Neither agree nor		Strongly	
		agree 1	Agree	disagree □ 3	Disagree	disagree □ 5	Don't know ☐6
	a. I offer an important service to the country.b. Members of the Armed Forces are valued b society at large.	y		3	4	5	6
	Taking Action	and Yo	our Co	mmen	ts		
Q88	How strongly do you agree or disagree	e with the f	following?				
		Strongly		Neither agree nor		Strongly	
	A. I believe the leaders in the RM will take action the results of AFCAS.	agree on 1	Agree 2	disagree	Disagree 4	disagree 5	Don't know
	b. I think effective action has been taken in the RM on the results of AFCAS.	e	2	3	4	5	6

Q89	This survey is?	
	Too long \square^1 About right \square^2 Too short \square^3	
Q90	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 \square^2 40-50 minutes \square^5	
	20-30 minutes 50-60 minutes 6	
004	Disease was this have to avaid a profession and fining in the DM	
Q91	Please use this box to provide any further comments about working and living in the RM.	
Į		

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.



Continuous

Continuous Attitude Survey 2016

Your views count

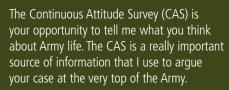
What is **Army Life** Like for You?











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 v	vith the fol	lowing?				
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
	 a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations. 	1	2	3	4	5	
	b. The pay and benefits I receive are fair for the work I do.	1	2	3	4	5	
Q2	How satisfied are you with the following	?					
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	 a. My rate of basic pay (basic pay includes X-Fac but excludes Recruitment and Retention Pay [RF and any allowances). 		2	3	4	5	
	b. My Recruitment and Retention Pay (RRP).	1	2	3	4	5	<i>N/A</i>
	c. My allowances, e.g. Longer Separation Allowa (LSA), Get You Home (GYH), Continuity Of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA).	nce 1	2	3	4	5	6
	d. My pension benefits.	1	2	3	4	5	

	Neither Very satisfied nor satisfied Satisfied dissatisfied Dissatisfi	Very ed dissatisfied
	e. Information about pay and allowances, e.g. from 1 2 3 4	5 5
	the intranet, DINs and brochures.	5
	f. My ability to access JPA.	
	Your Work	
Q3	How satisfied are you with Army life in general?	
40	Very satisfied Dissatisfied	
	Satisfied	
	Neither satisfied nor dissatisfied	
Q4	How would you rate the level of morale of	
	Neither high Very high High nor low Low	Very low
	a. Myself.	5
	b. My Unit.	5
	c. The Army as a whole.	5
Q5	How satisfied are you with the following aspects of your current job?	
	Neither Very satisfied nor satisfied Satisfied dissatisfied Di	Very ssatisfied dissatisfied
	a. My job in general.	5
	b. The sense of achievement I get from my work.	5
	c. The challenge in my job.	5
	d. The amount of variety in my work.	5
	e. My current work location.	5
Q6	How strongly do you agree or disagree with the following? Neither	
	Strongly agree nor agree Agree disagree Disagree	Strongly disagree N/A
	a. My superiors do not interfere excessively in my 1 2 3 4 work activities.	5 6
	b. I am given sufficient authority to make decisions.	5 6
	c. If I make a genuine mistake at work, I do not feel that it will be held against me.	5 6
	d. Where I work people do not automatically look for someone to blame when things go wrong.	5 6
	e. I am encouraged to find better ways of doing things at work.	5 6
	f. I am always given a clear deadline as to when work needs to be completed.	56
	g. When I am set a task at work, I am told very clearly what output is required.	5
	h. I have a choice in deciding how I do my work. \square^1 \square^2 \square^3 \square^4	5 6
	i. I know that if I do my job well I will be praised or1234 rewarded.	5 6

	Nesource:	3 arra	WOIN	Ioaa			
Q7	How satisfied are you with the following	g?					
		s	Very atisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied of	Very dissatisfied
	 a. The standard of personal equipment/kit I have job (e.g. clothes, boots, personal weapon). 	e to do my		2	3	4	5
	 b. The availability of personal equipment/kit I hamy job. 			2	3	4	5
	 c. The standard of major equipment I have to d (e.g. vehicles and systems) 	lo my job					5
	d. The availability of major equipment I have to	do my job.				4	5
Q8	How would you rate your workload over	the last	12 montl	ns?	1		
	Much too high	Too low					
	Too high	Much too lo)W		L		
	About right						
	Your Line	e Mana	agem	ent			
Q9	How strongly do you agree or disagree superior (Service or civilian)?	with the f	ollowing	stateme	nts about <u>y</u>	your imme	diate
		Strongly agree	Agree	Neithe agree n disagre	or	Strongly e disagree	
	a. Understands and represents my interests.	1	2		4	5	6
	b. Supports me in my job.	1	2		4	5	6
	c. Sets a positive example.	1	2		4	5	6
	d. Encourages me to develop my skills.		2		4	5	6
	e. Is supportive over work/life balance issues.	1	2		4	5	6
	f. Provides regular feedback on my performance	e. 1	2		4	5	6
	g. Tells me what's going on at work.	1	2		4	5	6
	h. Is someone I trust.	1	2		4	5	6
	 i. Helps me to understand how I contribute to Army objectives. 	1	2		4	5	6
	 j. Helps me to understand how major change decisions will affect me. 	1	2		4	5	6
	k. Works well with personnel from different backgrounds.	1	2		4	5	6
	I. I am satisfied with the leadership provided by immediate supervisor.	my 1	2		4	5	6

Senior Leadership

Q10	the Army (i.e. Brigadier and above)?	e followin	ig statei	ments ab	out the s	senior le	aders of
	Strongly	,		ither e nor		Strongly	
	agree	Agree			isagree □□₄	disagree	Don't know
	 a. They understand and represent my interests. b. They are keen to listen to Service people's feedback. 		2 [3	4	5	6
	c. They champion the Army's interests in Tri-Service issues.		2	3	4	5	6
	d. They communicate decisions to personnel. e. They understand the impact of change on personnel. f. I have confidence in the leadership of the		² [² [3 3 3	4	5 5 5	6 6 6
	Army.		L				
	Commit	ment					
044			•				
Q11	How strongly do you agree or disagree with the	e followin	ıg?	Neither			
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	
	a. In the last 12 months, I have fulfilled my commitments/promises to the Army.	1	2	3	4	5	
	b. In the last 12 months, the Army has fulfilled its commitments/promises to me.	1	2	3	4	5	
	c. I am proud to be in the Army.	1	2	3	4	5	
	d. I am valued by the Army.	1	2	3	4	5	
	e. I would recommend joining the Army to others.	1	2	3	4	5	
	f. I feel a strong personal attachment to the Army.	1	2	3	4	5	
	g. I feel a strong personal attachment to my unit.	1	2	3	4	5	
	h. The Army inspires me to do the best in my job.	1	2	3	4	5	
	i. The Army motivates me to help it achieve its objectives	s. 1	2	3	4	5	N/A
	j. My family is proud of me serving in the Armed Forces.	1	2	3	4	5	6
	k. My family benefits from being a Service family.	1	2	3	4	5	6
	I. My family supports my career in the Army.	1	2	3	4	5	6
	s that spirit which inspires soldiers to fight. It deriverent, self-sacrifice and mutual trust, which togeth						
Q12	How strongly do you agree or disagree with the	e followin	ıg?	Neith	ıor.		
	The ethos of the Army is an important part of life in the	Strongly agree	Agree	agree disagi	nor		trongly sagree
	Army.				. L	_	

Working with Others

Q13	In considering your immediate working to following?	eam, to what e	xtent do y	ou agree o	r disagree	with the
	-	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	a. My team know exactly what their responsibilitie	es are.	2	3	4	5
	 b. The people in my team can be relied upon to h things get difficult in my job. 	nelp when 1	2	3	4	5
	c. We have confidence in ourselves as a team.	1	2	3	4	5
	d. The people in my team work together to find wimprove the service we provide.	ays to 1	2	3	4	5
	e. Team members work well with personnel from backgrounds.	different 1	2	3	4	5
Q14	Have you had working contact with any c		j in the <u>la</u> :	st two year	<u>s</u> ? (Tick al	I that apply
	a. Armed Forces Reserves.		<u></u> 1			
	b. MOD Civil Servants.]1			
	c. MOD contractors.]1			
Q15	In your experience, how would you rate t		n to the A	-		
		Very valuable	Valuable	Not very valuable	Not at all valuable	Don't know/ N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	1	2	3	4	5
Q16	In your experience, how well integrated in	nto the Army a	re		Neteral	Danklasani
		Very well		Not very well	Not at all well	Don't know/ N/A
	a. Armed Forces Reserves.		2	3	4	5
	b. MOD Civil Servants.		2	3	4	5
	c. MOD contractors.	1	2	3	4	5
Q17	In your experience, how would you rate t	-	alism of		No. of all	Death
		Very professional F	Professional	Not very professional p	Not at all professional	Don't know/ N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	1	2	3	4	5

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	e with the	e followin	g?			
		Strongly agree	Agree	Neither agree no disagree	or	Strongly e disagree	Don't knov
	 a. Change is managed well in my immediate working team. 						
	 b. Change is managed well in my Unit/Establishment. 				⁴	5	6 6
	c. Change is managed well in the Army.		<u> </u>	23		5	6
	Your	Denlo	ymen	ts			
	Tour	Борге	ymon				
lf you	have NOT been on an operational c	leployn	nent sind	ce 1 Jan	2013, ple	ase go to	Q22
Q19	With regards to your current/last opera	ational de	eploymen	t, were you	ı deployed	individual	ly or as
	Individually						
	As part of a Unit						
Q20	With regards to your current/last opera	ational d	eploymen	t, how sati	sfied are y	ou with the	•
		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).	2	3	4	5	6
	 b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc). 	1	2		4	5	6
	c. The deployment notice.	1	2	3	4	5	6
	d. The pre-deployment training.	1	2	3	4	5	6
	e. That the equipment I used during training was the same as that used on operations.	1	2	3	4	5	6
	f. The personal kit and equipment I received for use on operations.	or 1	2	3	4	5	6
	g. The major equipment (e.g. vehicles and systems) I used on operations.	1	2	3	4	5	6
	 h. The welfare support I received from the Army when I returned from operational deployment. 	1	2	3	4	5	6
	 i. The welfare support that my family, partner and/or parents received from the Army when I returned from operational deployment. 	1	2	3	4	5	6
	 j. The decompression and post operational to support I received when I returned from operational deployment. 	ur 1	2	3	4	5	6
	k. The Post Operational Stress Management that I received when I returned from operational deployment.	1	2	3	4	5	6
	I The operational role I was assigned to	1	2	3	4	5	6

Q21	What is your view of the following regarding		•			nts?
	a. The frequency of my operational deployments.	1	About right 2 About right	[en enough 3 short	
	b. The length of my operational deployments.	1	2		3	
	Your (Career				
Q22	Overall how satisfied are you with the way y	our career is	being ma	naged?		
	Very satisfied Disc	satisfied		4		
		y dissatisfied		5		
	Neither satisfied nor dissatisfied					
Q23	Overall how satisfied are you with the caree Centre?	er managemer	nt service	provided I	by the Arn	ny Personne
	Very satisfied Dis	satisfied		4		
		y dissatisfied		5		
	Neither satisfied nor dissatisfied 3 N/A	1		6		
Q24	In terms of your current assignment, how st	trongly do you	u agree o	_	with the fo	ollowing?
		Strongly		Neither agree nor	5.	Strongly
	a. I have the knowledge, skill and experience to do n	agree ny ioh	Agree 2	disagree	Disagree	disagree 5
	b. My knowledge, skill and experience are being use		2	3	4	5
	c. The assignment provides development opportuniti	<u> </u>	2	3	<u>□</u>	5
	will enhance my promotion prospects.	<u> </u>				
	d. My personal preferences were taken into account.	. 📙'		LJ°		LJ
Q25	How satisfied are you with the following?			Neither		
		Very	Cotiofical	satisfied nor	Dissortiation	Very
	a. The notice I received for my current/last assignme	satisfied ent.	Satisfied 2	uissatistied 3	Dissatisfied 4	dissatisfied 5
	b. Involvement in decisions that affect my career.	1	2	3	4	5
	c. The fairness of the appraisal system.	1	2	3	4	5
	d. The fairness of the promotion system.	1	2	3	4	5
	e. My opportunities for promotion.	1	2	3	4	5
	f. My opportunities for further service.	1	2	3	4	5

Training and Development

Q26	How satisfied are you with the following?					
		Very		Neither satisfied nor		Very
		satisfied	Satisfied		Dissatisfied	•
	a. My opportunities for professional development.		2	3	4	5
	b. My opportunities for personal development.	1	2	3	4	5
	c. The timing of the training I have received in order to carry out my current job roles.	1	2	3	4	5
	 d. The extent to which I am doing the job for which I was trained. 	1	2	3	4	5
	 e. My opportunities to gain civilian accreditation for Servi training, e.g. NVQs, apprenticeships. 	ce 1	2	3	4	5
	Your Future	e Plan	S			
Q27	What are your plans for the future? (Tick one be	ox only).		- 11		
	To stay serving as long as I can					
	To stay serving to the end of my current engagement/col	mmission				
	To leave the Army before the end of my current engagen	nent/commi	ission	3		
	To leave the Army as soon as I can			4		
	I have put in my notice to leave			5		
	N/A / I don't know			6		
Q28	How actively have you searched for a job outside	de the Arr	ny in the	last 12 mo	nths?	
	Very actively	actively		3		
	Quite actively 2 Not at all	,		4		
Q29	When you leave the Army, would you consider					
	(RN/RM: Maritime Reserves; Army: Army Reser		No		erves) Oon't know	
	a. Full time	1	2		3	
	b. Part time]1	2		3	
Q30	What would make you join the Volunteer Reserv	e Forces	? (Please	write in th	e box bel	ow)

Q31	now do the following factors impact	on your inte	ention to S	tay or leave Has no	e the Army	Strongly
		increases	Increases	effect on my	Increases	increases
		my intention to stay	my intention to stay	intention to stay or leave		my intention to leave
	a. Impact of Army life on family and personal	l life.				5
	b. Opportunities outside the Army.	<u></u>			4	5
	c. Current job satisfaction.				4	5
	d. Job security.			3	4	5
	e. My morale.			3	4	5
	f. Service morale.	1		3	4	5
	g. Amount of pay.			3	4	5
	h. Amount of allowances.	1	2	3	4	5
	i. Opportunities for career development.		2	3	4	5
	j. Opportunities for personal development.		2	3	4	5
	k. Opportunities for sport.		2	3	4	5
	I. Opportunities for Adventure Training.		2	3	4	5
	m. Promotion prospects.	1	2	3	4	5
	n. Healthcare provision.	1	2	3	4	5
	o. Dental provision.	1	2	3	4	5
	p. Mental health provision.	1	2	3	4	5
	q. Pension.	1	2	3	4	5
	r. Opportunities for flexible working condition	ıs.	2	3	4	5
	s. Excitement of the job.	1	2	3	4	5 <i>N</i> /
	t. Financial Incentives available to me, e.g. Commitment Bonus.	1	2	3	4	5
	u. Spouse/partner's career.	1	2	3	4	5
	v. Other (if applicable, please specify)					
Q32	If you have put your notice in to leave most influenced your decision to leave in the boxes below.)					
	´	cond most im	portant	2	Third most	important
		ason for leavir			reason for l	
	Fair	ness at	Work			
	ny aims to achieve an environment free f ination, in which all have equal opportun					
Q33	How strongly do you agree or disagree equality in the Army?	ee with the	following s	statement :	regarding	fairness and
	. 4	Strongly	A	Neither ag		Strongly
	Lama tara tara di Girita di Lama di	agree	Agree	nor disagı	ree Disag	ree disagree 4 5
	I am treated fairly at work.					

Q34	Do you feel that the Army	y discipline syste	m is?		
	Very fair	\square^1 U	Infair	4	
	Fair	² V	ery unfair/	5	
	Neither fair nor unfair	3			
	g may be characterised as of of power through means int				
sexual disabilit	ination can occur when a peorientation, pregnancy or matry. Discrimination can also	aternity, marriage occur where a pol	or civil partners	ship, gender reassion which applies to evo	gnment, age or
intende	ment includes unwanted cond to or has the effect of viola e environment.				
individu	note that the data gathered is uals in your response. No act e confidential helpline.				
Q35	Do you believe you have 12 months? (Tick all tha		any of the follow	ving in a Service en	vironment in the last
	a. Bullying.	,	1		
	b. Discrimination.				
	c. Harassment.		1	l	
	d. None of the above.		1	Please go to Q40	
	you believe you have been s becify on what grounds:	ubject to <u>bullying</u>	լ in a Service er	vironment in the las	st 12 months, please
_					
Q37	If you believe you have b the last 12 months, pleas				
	a Candar			Discrimination	Harassment
	a. Gender.			<u></u>	2
	b. Gender reassignment.			1	2
	c. Race, colour, nationality, et	innic or national origi	n.	<u> </u>	<u> </u>
	d. Marriage/civil partnership.			<u> </u>	2
	e. Religion or beliefs.			<u> </u>	<u> </u>
	f. Sexual orientation.			<u></u>	
	g. Age.			<u> </u>	
	h. Disability.			<u></u>	
	 Pregnancy or maternity. 				

a.	. Yes.	Ple	ase go to Q3	9	
b.	. No, I was not aware of the Service Complaints process.				
C.	No, I considered the incident(s) to be too minor to report.	1			
d.	. No, the incident(s) was/were resolved informally.				
e.	. No, the incident(s) was/were resolved through mediation.				
	No, I did not believe anything would be done if I did omplain.				
g.	. No, I did not want to go through the complaints procedure.	1			
h.	. No, I believed it might adversely affect my career.				
	No, I believed it might adversely affect another work olleague or the working environment.				
j.	No, I was worried that there would be recriminations from the erpetrators.	e 🏻 1			
	. No, I was discouraged from doing so.				
		<u> </u>			
l. [No, other reason(s) - please specify.				
[If	you DID MAKE a formal written complaint, how sa	atisfied	were/are y	ou with th	e followi
If		ntisfied	were/are y	ou with th	e followi
[If	you DID MAKE a formal written complaint, how sa f your complaint?		-	ou with th	e followi Very dissatisfied
If of	you DID MAKE a formal written complaint, how sa f your complaint? Very satisfied S The objectivity and fairness with which my	atisfied	Neither satisfied nor		Very
If of	you DID MAKE a formal written complaint, how sa f your complaint? Very satisfied S The objectivity and fairness with which my omplaint was handled/is being handled. The amount of time taken/it is taking to resolve		Neither satisfied nor		Very
a. cc b. m c.	you DID MAKE a formal written complaint, how sa f your complaint? Very satisfied S The objectivity and fairness with which my omplaint was handled/is being handled.		Neither satisfied nor		Very
a. cc b. m c. th	you DID MAKE a formal written complaint, how sa f your complaint? Very satisfied S The objectivity and fairness with which my omplaint was handled/is being handled. The amount of time taken/it is taking to resolve 1 ny complaint. How well I was/am being kept informed about 1		Neither satisfied nor		Very
a. cc b. m c. th	Very satisfied S The objectivity and fairness with which my omplaint was handled/is being handled. The amount of time taken/it is taking to resolve opposition. How well I was/am being kept informed about the progress of my complaint.		Neither satisfied nor		Very
a.c.b.m.c.th d.e.	you DID MAKE a formal written complaint, how satisfied Sometime of your complaint? Very satisfied Sometime of the second of the satisfied sometime taken and the progress of my complaint. Wery satisfied Sometime of the satisf	Satisfied 2 2 2 2 2 2 2 2	Neither satisfied nor dissatisfied 3 3 3 3 3 3	Dissatisfied 4 4 4 4 4 4	Very dissatisfie
a.c.b.m.c.th d.e.	Very satisfied S The objectivity and fairness with which my omplaint was handled/is being handled. The amount of time taken/it is taking to resolve on your complaint. How well I was/am being kept informed about the progress of my complaint. The support provided by my Assisting Officer.	Satisfied 2 2 2 2 2 2 2 3 Sioner c	Neither satisfied nor dissatisfied 3 3 3 3 3 3	Dissatisfied 4 4 4 4 4 4	Very dissatisfied 5 5 5 5 5 5

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?

Q38

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 Between 7 - 9 months (27 - 39 weeks)
	Up to 1 month (4 weeks) Between 10 - 12 months (40 - 52 weeks)
	Between 1 - 3 months (5 - 13 weeks)
	Between 4 - 6 months (14 - 26 weeks)
Q42	In the past 12 months, how satisfied were you with the following?
	Neither Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied
	a. The ability to plan my own life - short term e.g. work/weekend leave.
	b. The ability to plan my own life - long term e.g. holidays/career training.
	c. The opportunities available to me for flexible working \[\begin{align*} 1 & \begin{align*} 2 & \begin{align*} 3 & \begin{align*} 4 & \begin{align*} 5 \\ (e.g. variable start/stop times, leaving early on a \\ Friday). \\ \end{align*}
	d. The amount of time away from my usual place of
	e. The amount of time away from my family and friends.
	f. The effect of Service life on my children's education. 2^{1} 2^{2} 3^{3} 4^{4} 3^{5}
	g. The effect of Service life on my spouse/partner's
Q43	How strongly do you agree or disagree with the following?
	Strongly agree nor Strongly agree of disagree disagree a. Flexible working is supported in my workplace.
	b. I am able to maintain a balance between my personal 1 2 3 4 5 and working life.
-	swer the following questions (Q44 to Q45) if you have been on a state of ss in the last 12 months (if not, go to Q46)
Q44	How satisfied were/are you with the following? Very satisfied
	The impact of my state of readiness on my domestic/personal life.
Q45	How strongly do you agree or disagree with the following? Strongly agree Agree Agree Disagree Strongly disagree
	a. My state of readiness was/is justified.
	b. The NTM (Notice to Move) that I received was in accordance with my state of readiness.

Q46	How satisfied are you with the following?					
		Very		Neither satisfied nor	,	/ery
	a. My overall leave allowance i.e. annual leave, post	satisfied	Satisfied	dissatisfied	Dissatisfied diss	atisfied □□5
	operational tour leave (POTL), leave carried over from previous years.					□
	b. The opportunity to take leave when I want to.		2	3	4	5
	c. The amount of leave I was able to take in the last 12 months.	1	2	3	4	5
Q47	If you did not take all of your annual leave allow reason for this? (Tick all that apply).	wance witl	hin the la	st leave yea	ar, what was	the
	a. Operational tour.		1			
	b. Not allowed.		1			
	c. Courses/training.		1			
	d. Workload.		1			
	e. Undermanning.		1			
	f. I wanted to carry days over to the next leave year.		1			
	g. Other (please write).		1			
	, ,					
	L					
	Varra Haalthan	J. VV/ a III				
	Your Health and	a well-	being			
Q48	If you have received Service-provided <u>medical</u> years, how satisfied were you with:	treatment	(includin	g mental h	ealthcare) in	the last 2
	years, now satisfied were you with.		Neithe	ər		
	Very satisfied	l Satisfied	satisfied dissatis	l nor fied Dissatisfi	Very ied dissatisfied	N/A
	a. Being able to access the medical care when I needed it.			3 34	5	6
	b. The medical treatment.	2		34	5	6
Q49	If you have received Service-provided dental tr	eatment ir	n the last	2 years, ho	w satisfied w	ere you
	with:		Neithe	er		
	Very satisfied	l Satisfied	satisfied	nor	Very ied dissatisfied	N/A
	a. Being able to access the dental care when			3	led dissalished	7V/A
	I needed it.			. <u> </u>		
	b. The dental treatment.			3	5	6
As nart of	measuring national well-being we are intereste	d to under	etand ho	w satisfiad	vou are in de	neral
	The questions below are not linked particularly t					. iiciai
Q50	Overall, how satisfied are you with your life no	wadays?				
	A				_	
	Not at all 0 1 2 3 4	5	6	7		ompletely
		\prod		<u></u>	8 9	10

Your Leave

	Not at all	2	3	4	5	6	7	8	9 <u></u>	mpletely 10
Q52	Overall, how anxi	ous did y	ou feel ye	sterday?						
	Not at all 0 1	2	3	4	5	6	7	8	9	mpletely 10
Q53	Overall, to what e	xtent do y	ou feel th	ne things y	ou do in y	your life a	re worth	while?		
	Not at all 0 1	2	3	4	5	6	7	8	9	mpletely 10
	Fit	ness,	Sport	and A	dvent	ure Tr	aining			
Q54	a. Army sport, exercise b. My opportunities to meet fitness standard c. My opportunities to d. My opportunities to	se and fitne o undertake ds). o take part i	ess facilities fitness acti n sport.	in general. ivities (e.g. to	Very satisfied 1 1 1 1 1	Satisfied 2 2 2 2 2 2	Neithe satisfied dissatisf	nor		ery tisfied 5 5 5 5
				Welfa	re					
Q55	a. The welfare suppome. b. The welfare suppomy family.	rt provided	by the Arm	Very satisfied y for 1	Satisfie		d nor		Very satisfied 5 5	<i>N/A</i> 6 6
	c. The support my sp Army when I am absed. The Operational/D Package.	ent.		n the 1		2]3 [4	5	6

Q51

Overall, how happy did you feel yesterday?

Q56	How satisfied are you with the follo	wing?						
	 a. My Unit Welfare Officer. b. The chaplaincy support provided by the Army. c. The Army Welfare Service, Personal Support. d. The Army Welfare Service, Community 	Very satisfied 1 1 1 1	Satisfied 2 2 2 2 2	Neither satisfied nor dissatisfied 3 3 3	Dissatisfied 4 4 4 4 4	Very dissatisfied 5 5 5	Not used	Not heard of 7
	Support.	<u> </u>	 	 	<u> </u>	 5	<u> </u>	
	e. The Army Welfare Service, The HIVE.		 	 □β	<u> </u>	l □_5	 6	<u> </u>
	f. The Army Families Federation.	Ш						
	Your A	Accor	nmod	ation				
Q57	What kind of accommodation do yo only) Service Family Accommodation (SFA)	u live in		nt during t se go to Q58	he workir	ng week?	(Tick one	e box
	Substitute Service Family Accommodation	(SSFA)	Η,	se go to Q58				
	Single Living Accommodation (SLA)	(Η,	se go to Q58				
	Substitute Single Living Accommodation (S	SSLA)	= .	se go to Q58				
	Property I own	,	=	se go to Q62				
	Privately rented accommodation		Η,	se go to Q60				
	In a relative's (e.g. parents') home		7 Plea	se go to Q60				
	Other (please write)		Η,	se go to Q60				
Q58	If you have moved from your own howas/were the reason(s) for this? (Ti a. Posting requrement. b. Economy. c. Personal circumstances e.g. marriage, sd. Other (please write).	ck all tha	at apply)	Accommo	dation in	the last 1	2 months	s, what
Q59	With regard to your current Service		Very	Si	Neither atisfied nor		Very	N/A / don't
			satisfied	Satisfied of	ussatisfied L	Dissatisfied o	dissatisfied	know
	a. The overall standard.					4	⁵	o
	b. The value for money.		1	2	3	4	5	6
	c. The response to requests for maintenan my current accommodation.	ce/repair t	o	2	3	4	5	6
	 d. The quality of maintenance/repair work t accommodation. 	o my curre	ent 1	2	3	4	5	6
	e. How fairly Service Accommodation is all	ocated.	1	2	3	4	5	6

Please go to Q62 No. but I am currently saving up to buy a home in the future	Do you currently own your own home? Please answ property or not.	ver this question whether you live in this
Please indicate whether each of the following is a reason why you do not own your own hom (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. 1	Yes Please go to Q62	
Please indicate whether each of the following is a reason why you do not own your own hom (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. b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted. d. I don't want to buy a home where I am currently located. e. I can't afford to buy a suitable home at the moment. f. I don't want to risk losing money. g. I wouldn't be able to live in the home. h. Other (please write). Please indicate whether each of the following was a reason why you bought your own home. (Tick all that apply) a. To give stability for myself and my family. b. The allowances for living in my own home. c. To rent it out. d. Poor standards of SLA or SFA. e. Poor location of SLA or SFA. f. The cost of SLA or SFA. g. I wanted to live with my partner.	No Please go to Q61	
(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. b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted. d. I don't want to buy a home where I am currently located. e. I can't afford to buy a suitable home at the moment. f. I don't want to risk losing money. g. I wouldn't be able to live in the home. h. Other (please write). Please indicate whether each of the following was a reason why you bought your own home. (Tick all that apply) a. To give stability for myself and my family. b. The allowances for living in my own home. c. To rent it out. d. Poor standards of SLA or SFA. e. Poor location of SLA or SFA. f. The cost of SLA or SFA. g. I wanted to live with my partner.		
b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted. d. I don't want to buy a home where I am currently located. e. I can't afford to buy a suitable home at the moment. f. I don't want to risk losing money. g. I wouldn't be able to live in the home. h. Other (please write). Please indicate whether each of the following was a reason why you bought your own home. (Tick all that apply) a. To give stability for myself and my family. b. The allowances for living in my own home. c. To rent it out. d. Poor standards of SLA or SFA. e. Poor location of SLA or SFA. f. The cost of SLA or SFA. g. I wanted to live with my partner.	(Tick all that apply)	eason why you <u>do not own</u> your own home.
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h. Other (please write). Please indicate whether each of the following was a reason why you bought your own home. (Tick all that apply) a. To give stability for myself and my family. b. The allowances for living in my own home. c. To rent it out. d. Poor standards of SLA or SFA. e. Poor location of SLA or SFA. f. The cost of SLA or SFA.	f. I don't want to risk losing money.	
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a. To give stability for myself and my family. b. The allowances for living in my own home. c. To rent it out. d. Poor standards of SLA or SFA. e. Poor location of SLA or SFA. f. The cost of SLA or SFA. g. I wanted to live with my partner.		a reason why you bought your own home.
b. The allowances for living in my own home. c. To rent it out. d. Poor standards of SLA or SFA. e. Poor location of SLA or SFA. f. The cost of SLA or SFA. g. I wanted to live with my partner.		
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d. Poor standards of SLA or SFA. e. Poor location of SLA or SFA. f. The cost of SLA or SFA. g. I wanted to live with my partner.	· · · · · · · · · · · · · · · · · · ·	
e. Poor location of SLA or SFA. f. The cost of SLA or SFA. g. I wanted to live with my partner.	<u> </u>	
f. The cost of SLA or SFA. g. I wanted to live with my partner.	<u> </u>	
g. I wanted to live with my partner.	<u> </u>	
	<u> </u>	
ii. Other (please write).	, , , , , , , , , , , , , , , , , , ,	
	ii. Other (piease write).	
	If you currently own a home, how satisfied are you	_
If you currently own a home, how satisfied are you with the following?	Very	satisfied nor Very
Neither Very satisfied nor Very	satisfied S	Satisfied dissatisfied Dissatisfied dissatisfied N/
Neither Very satisfied nor Very satisfied Satisfied Dissatisfied dissatisfied	□ 1	
Neither Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied	a. The opportunity to live in my own home.	

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 car	n find more information on Forces Help to Buy at the following link: www.gov.uk/forces-help-to-buy	y
	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 the tapply)	at
	a. Price.	
	b. Value for money.	
	c. Choice.	
	d. Quality.	
	e. Quantity.	
	f. Well known brand.	
	g. Where it is sourced from (e.g. Fairtrade, locally produced).	
	h. Other (please write).	
Q66	How often do you use Service-provided catering facilities?	
	Always Often Sometimes Rarely Never N/. a. For eating at breakfast.	A]6
	b. For eating at lunchtime.	6
	c. For eating in the evening.	6
	d. For drinking, socialising in the bar.	6
	e. For informal functions. f. For formal functions (Officers/SNCOs/WOs only).]6]6
Q67	How satisfied are you with the following?	
	Neither Very satisfied nor Very	
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/. a. The availability of food during the week on my 1 2 3 4 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	A]6
	b. The number of functions during the year.	7 6
	c. The standard of service from catering contractors on my unit.] ₆

Your Family Life

Q68	What is your current personal status?	
	Single (never married or formed a civil partnership)	Please go to Q70
	In a long term / established relationship (but not married or in a civil partnership)	
	Married / In a civil partnership	
	Separated, but still legally married or in a civil partnership	Please go to Q70
	Divorced / Formerly in a civil partnership which is now legally dissolved	Please go to Q70
	Widowed / The surviving partner from a civil partnership	Please go to Q70
	Prefer not to say	Please go to Q70
Q69	What is your spouse/partner's current employment situation?	
	In the Armed Forces In voluntary (unpaid) employment	
	In full-time paid employment / full- 12 Not employed (for any reason) 15	
	time self-employment (other than Armed Forces) In full-time or part-time education	
	In part-time paid employment / 3 part-time self-employment	
Q70	Do you have any children whom you support financially?	
	Yes	
	No Please go to Q75	
Q71	If YES, how many children do you have in each age group? (Please write the each category in each box, e.g. "3", or if you do not have children in a category please under 5 years Under 5 years Between 5 and 17 years 18 years and over	
Q72	Do any of your children live with you? (Tick one box only).	
	Yes	
	Shared Access 2	
	Weekends/holidays only 3 Please go to Q75	
	No Please go to Q75	
	N/A Please go to Q75	
Q73	If you have a child or children living with you, do you consider yourself to be a Yes $1 No 2^2 N/A 3^3$	a lone/single parent?
Q74	If you require childcare, how satisfied are you with the locally provided child	care facilities?
	Very satisfied Dissatisfied	
	Satisfied Very dissatisfied 5	
	Neither satisfied nor dissatisfied \(\bigcap \) 3 N/A	

	Yes 1 No 2
	my would like to understand how Service life affects personal finance. The ation 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 Lack of UK credit history Too many address moves Don't know Prefer not to say Other (please write)
Q77	Do you currently have personal debt levels that concern you? Yes
	Being Part of Society
Q78	Are you currently registered to vote? Yes No Please go to Q80 Don't know Please go to Q81
You can i	register to vote at the following link: 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) A Service voter – registered for five years, via a service declaration An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas 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 1

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

Q75

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 I've heard of it but know nothing about it I've heard of it and know a little about it I've heard of it and know a lot about it **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) Neither advantaged Strongly nor dis-Dis-Strongly dis- Don't know / advantaged Advantaged advantaged advantaged N/A a. Family's access to NHS care. b. Children's Education. c. Housing. d. Family life. e. Benefits. f. Tax. g. Commercial Products and Services e.g. Money Force, Defence Discount Services and Defence Privilege Cards. h. Participation as Citizens e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition. Other (please write) **Q83** How strongly do you agree or disagree with the following? Neither Strongly agree nor Strongly agree Agree disagree Disagree disagree Don't know a. I offer an important service to the country. b. Members of the Armed Forces are valued by society at large. Taking Action and Your Comments **Q84** How strongly do you agree or disagree with the following? Neither Strongly Strongly agree nor Agree Disagree Don't know agree disagree disagree a. I believe the leaders in the Army will take action on the results of AFCAS. b. I think effective action has been taken in the Army on the results of AFCAS.

Q85

This survey is?

Too long

About right

Too short

Q86	How long did it take you to complet	te this survey?			
	Less than 10 minutes 1	30-40 minutes	4	Over an hour	7
	10-20 minutes \Box^2	40-50 minutes	5		
	20-30 minutes 3	50-60 minutes	6		
Q87	Please use this box to provide any	further comments a	bout working	and living in the Arm	у.

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.

OROYAL AIR FORCE



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

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 w	ith the fol	lowing?				
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
	 a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations. 	1	2	3	4	5	
	b. The pay and benefits I receive are fair for the work I do.	1	2	3	4	5	
Q2	How satisfied are you with the following?	?					
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	 a. My rate of basic pay (basic pay includes X-Fac but excludes Recruitment and Retention Pay [RR and any allowances). 		2	3	4	5	
	b. My Recruitment and Retention Pay (RRP).	1	2	3	4	5	N/A
	c. My allowances, e.g. Longer Separation Allowar (LSA), Get You Home (GYH), Continuity of Educa Allowance (CEA), Local Overseas Allowance (LO and Food and Incidentals Allowance (FIA).	ation 🖳	2	3	4	5	6
	d. My pension benefits.	1	2	3	4	5	

		very satisfied Sa	satistied atisfied dissatisfi	nor ïed Dissatisfie	Very ed dissatisfie	ed
	e. Information about pay and allowances, e.g. from the intranet, DINs and brochures.		2 3	3 4	5	
	f. My ability to access JPA.	1	2 3	3	5	
	Valu	r Work				
	Toul	WOIK				
Q3	How satisfied are you with RAF life in gene	eral?				
	Very satisfied Dis	ssatisfied		4		
	Satisfied ² Ve	ery dissatisfied	1	5		
	Neither satisfied nor dissatisfied					
Q4	How would you rate the level of morale of					
	Very high	High	Neither high nor low	Low	Very low	
	a. Myself.	2	3	4	5	
	b. My Unit.	2	3	4	5	
	c. The RAF as a whole.	2	3	4	5	
Q5	How satisfied are you with the following as	spects of yo	our current job			
		Very		Neither atisfied nor		Very
	a. My job in general.	satisfie	d Satisfied o	dissatisfied Dis	satisfied dis	ssatisfied 5
	b. The sense of achievement I get from my work.		2	3	4	5
	c. The challenge in my job.		2	3	4	5
	d. The amount of variety in my work.		2	3	4	5
	e. My current work location.		2	3	4	5
Q6	How strongly do you agree or disagree wit	th the follow	/ing?			
	St	rongly	Neither agree nor		Strongly	
		agree Ag □□1 □	ree disagree □2 □3	<i>Disagree</i> □□₄	disagree □□5	<i>N/A</i> □ 6
	 a. My superiors do not interfere excessively in my work activities. 	Ш. Г				
	 b. I am given sufficient authority to make decisions. 	1	2 3	4	5	6
	c. If I make a genuine mistake at work, I do not feel that it will be held against me.	1	2 3	4	5	6
	d. Where I work people do not automatically look for someone to blame when things go wrong.	1	2 3	4	5	6
	e. I am encouraged to find better ways of doing things at work.	1	2 3	4	5	6
	f. I am always given a clear deadline as to when work needs to be completed.	1	2 3	4	5	6
	g. When I am set a task at work, I am told very clearly what output is required.	1	2 3	4	5	6
	h. I have a choice in deciding how I do my work.	<u> </u>	2 3	4	5	6
	i. I know that if I do my job well I will be praised or rewarded.	<u> </u>	2 3	4	5	6

Neither

	resource	o arra		IIOGG					
Q7	How satisfied are you with the followin	g?							
		s	Very atisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied		
	a. The standard of personal equipment/kit I having job (e.g. clothes, boots, personal weapon).	ve to do my		2	3	☐ ⁴	5		
	b. The availability of personal equipment/kit I h my job.	ave to do				4	5		
	c. The standard of major equipment (e.g. vehic systems) I have to do my job.	les and			\square^3		5		
	d. The availability of major equipment I have to	do my job.		2	3	4	5		
Q8	How would you rate your workload over the last 12 months?								
	Much too high	Too low			4				
	Too high	Much too lo)W		5				
	About right								
	Vour Lin	o Man	adom	ont					
	Your Lin	e Mana	agem	ent					
Q9	How strongly do you agree or disagree superior (Service or civilian)?	with the fo	ollowinç	g stateme	nts about	your imme	diate		
	. ,	Strongly agree	Agree	Neithe agree n disagre	or	Strongl ee disagre			
	a. Understands and represents my interests.	1	2		34	1 5	6		
	b. Supports me in my job.	1	2		34	1 5	6		
	c. Sets a positive example.	1	2		3 4	1 5	6		
	d. Encourages me to develop my skills.	1	2		3 4	1 5	6		
	e. Is supportive over work/life balance issues.	1	2		34	1 5	6		
	f. Provides regular feedback on my performand	ce. \Box^1	2		34	1 5	6		
	g. Tells me what's going on at work.	1	2		34	¥5	6		
	h. Is someone I trust.	1	2		34	ļ <u></u> 5	6		
	i. Helps me to understand how I contribute to RAF objectives.	1	2		3 4	5	6		
	j. Helps me to understand how major change decisions will affect me.	1	2		3	1 5	6		
	k. Works well with personnel from different backgrounds.	1	2		34	1 5	6		
	I. I am satisfied with the leadership provided by immediate supervisor.	/ my1	2		34	1 5	6		

immediate supervisor.

Senior Leadership

QIU	the RAF (i.e. Air Commodore and above)?		ioliowing	y statement	s about the	e senior ie	aders or
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	a. They understand and represent my interests.	1	2	3	4	5	6
	b. They are keen to listen to Service people's feedback.	1	2	3	4	5	6
	c. They champion the RAF's interests in Tri- Service issues.	1	2	3	4	5	6
	d. They communicate decisions to personnel.		2	3	4	5	6
	e. They understand the impact of change on personnel.	1	2	3	4	5	6
	f. I have confidence in the leadership of the RAF.	1	2	3	4	5	6
	Com	mitm	nent				
Q11	How strongly do you agree or disagree w			a ?			
			Strongly	Ne	ither ee nor	Strongly	
	a. In the last 12 months, I have fulfilled my commitments/promises to the RAF.		agree		agree Disagre		
	b. In the last 12 months, the RAF has fulfilled its commitments/promises to me.		1	2	3 4	5	
	c. I am proud to be in the RAF.		1	2	3	5	
	d. I am valued by the RAF.		1	2	34	5	
	e. I would recommend joining the RAF to others.		1	2	3 4	5	
	f. I feel a strong personal attachment to the RAF.		1	2	3 4	5	
	g. I feel a strong personal attachment to my unit.		1	2	3 4	5	
	h. The RAF inspires me to do the best in my job.		1		3	5	
	i. The RAF motivates me to help it achieve its obje	ectives.	1	2	3 4	5	N/A
	j. My family is proud of me serving in the Armed F	orces.	1	2	<u></u> 3 <u></u>	45	6
	k. My family benefits from being a Service family.			2	3	5	6
	I. My family supports my career in the RAF.		1	2	3	4 5	6
challeng It encom confiden	the distinctive character, spirit and attitude e and, on occasion, danger. It is underpinne passes the will to contribute to the delivery are in the chain of command, trust in colleagment of high professional standards and the	d by tra of effect jues an	adition, e ctive air d equipr	esprit de co power that a nent, respe	rps and a s arises from ct for indivi	ense of book	elonging.
Q12	How strongly do you agree or disagree w	ith the 1	following	g?	Neither		
	The ethos of the RAF is an important part of life in RAF.		Strongly agree		gree nor		trongly sagree 5

Working with Others

Q13	In considering your immediate working team, to what extent do you agree or disagree with the following?							
	-	Strongly		Neither agree nor		Strongly		
		agree	Agree	disagree	Disagree	disagree		
	a. My team know exactly what their responsibilities are.		2	3	4	5		
	 b. The people in my team can be relied upon to help whethings get difficult in my job. 	nen 1	2	3	4	5		
	c. We have confidence in ourselves as a team.	1	2	3	4	5		
	d. The people in my team work together to find ways to improve the service we provide.	1	2	3	4	5		
	 Team members work well with personnel from differe backgrounds. 	ent 1	2	3	4	5		
Q14	Have you had working contact with any of the	following	in the <u>las</u>	t two years	<u>s</u> ? (Tick a	ll that apply		
	IF NONE APPLY PLEASE GO TO Q18]1					
	a. Armed Forces Reserves.]]1					
	b. MOD Civil Servants.]]1					
	c. MOD contractors.		ľ					
Q15	In your experience, how would you rate the contribution to the RAF of							
		Very valuable	Valuable	Not very valuable	Not at all valuable	Don't know/ N/A		
	a. Armed Forces Reserves.	valuable 1		3	Valdable 4	5		
	b. MOD Civil Servants.		2]3	<u> </u>	<u></u> 5		
	c. MOD contractors.		2	3	4	5		
046		- DAF						
Q16	In your experience, how well integrated into the	ie KAF are	·	Not very	Not at all	Don't know/		
		Very well ☐ 1	Well □ 2	well ⊓3	well □□4	<i>N/A</i> □ 5		
	a. Armed Forces Reserves.					5		
	b. MOD Civil Servants.							
	c. MOD contractors.				4			
Q17	In your experience, how would you rate the pr		lism of	Matanana	Neteral	Deathlessed		
		Very professional	Professional	Not very I professional	Not at all professional	Don't know/ N/A		
	a. Armed Forces Reserves.	1	2	3	4	5		
	b. MOD Civil Servants.	1	2	3	4	5		
	c. MOD contractors.	1	2	3	4	5		

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?									
	a. Change is managed well in my immediate working team.b. Change is managed well in my	Strongly agree	Agree	Neithe agree n disagre	or	Strongly ee disagree 4 5 4				
	Unit/Establishment. c. Change is managed well in the RAF.				 3	4 5	6			
	C. Change is managed well in the KAF.		Ш	Ш						
	Your	Deplo	ymen	its						
If you	have NOT been on an operational c	deployn	nent sin	ce 1 Jan	2013, pl	ease go to	o Q23			
Q19	With regards to your current/last operational deployment, were you deployed individually or as part of a Unit?									
	Individually									
	As part of a Unit									
Q20	With regards to your current/last operations following?	ational d	eploymer	nt, how sat	isfied wer	e you with t	the			
		Very	0	Neither satisfied nor	D: .: .: .	Very	A.//A			
	a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA	satisfied 1 1.).	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	<i>N/A</i> 6			
	b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc).	1	2	3	4	5	6			
	c. The deployment notice.	1	2	3	4	5	6			
	d. The pre-operational training.	1	2	3	4	5	6			
	e. The welfare support I received from the RAF when I returned from operational deployment.	1	2	3	4	5	6			
	f. The welfare support that my family, partner and/or parents received from the RAF when I returned from operational deployment.	1	2	3	4	5	6			
	g. The decompression and post operational tour support I received when I returned from operational deployment.	1	2	3	4	5	6			
	h. The Post Operational Stress Management that I received when I returned from operational deployment.	1	2	3	4	5	6			
	i. The operational role I was assigned to.	1	2	3	4	5	6			

Q21	During your pre-operational preparation,	, did you have ac	cess to t	he following?	
		Yes No	<i>N/A</i> □ 3		
	a. Job specification for the post.				
	b. Assignment Order.	1 2	3		
	c. Preparation Instruction.				
	d. A1 Ops Website.				
Q22	What is your view of the following regard	ding your experion	ence of o	perational deplo	•
	a. The frequency of my operational deployments	1	2		3
		Too long	About right	Too short	
	b. The length of my operational deployments.				
	Vou	r Career			
	100	i Careei			
Q23	Overall how satisfied are you with the wa	ay your career is	being ma	anaged?	
	Very satisfied	Dissatisfied		4	
	Satisfied 2	Very dissatisfied		5	
	Neither satisfied nor dissatisfied 3				
Q24	Overall how satisfied are you with the ca	areer manageme	nt service	nrovided by the	PΔF?
Q_ -	1	Dissatisfied	00: 1:00	7 p. ovidod 29 till	
	Satisfied 2	Very dissatisfied		5	
	$\overline{\square}_3$	N/A		6	
	Neither satisfied flor dissatisfied	IVA			
Q25	In terms of your current assignment, how	w strongly do yo	u agree o	_	the following?
		Strongly	Agree	Neither agree nor disagree Disag	Strongly
	a. I have the knowledge, skill and experience to	agree do my job.	79/00		gree disagree
	b. My knowledge, skill and experience are being	1	2	3	
	c. The assignment provides development opport		2	3	
	will enhance my promotion prospects.	<u> </u>			
	d. My personal preferences were taken into acco	ount.	Ш		
Q26	How satisfied are you with the following	?		Neither	
		Very satisfied	Satisfied	satisfied nor dissatisfied Dissati	Very sfied dissatisfied
	a. The notice I received for my current/last assig	nment.	2	3	5
	b. Involvement in decisions that affect my career	·.	2	3	4 5
	c. The fairness of the appraisal system.	1	2	3	5
	d. The fairness of the promotion system.	1	2	3	4 5
	e. My opportunities for promotion.	1	2	3	5
	f. My opportunities for further service.	1	2	3	5
Q27	How strongly do you agree or disagree v	vith the following	g stateme	ent?	
	I am willing to serve overseas (i.e. on a p				
	Strongly agree	Disagree		4	
	Agree 2	Strongly disagree		5	
	Neither agree nor disagree				

Q28	How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)?								
		Very influential	Quite influential	Not very influential	Not at al				
	a. Current rates of LOA.	1	2	3	4				
	b. Travel allowances (e.g. Get You Home (Overseas)).	1	2	3	4				
	c. The removals/storage service.	1	2	3	4				
	d. In-country support (e.g. medical, dental, welfare).	1	2	3	4				
	e. Local security situation.		2	3	4				
	f. Impact on your career.	1	2	3	4				
	g. Availability of CEA.		2 2	3	4	N/A 5			
	h. Spouse's prospects of working overseas.			∐³					
	Training and D	ovolor							
	Training and D	evelop	ment						
Q29	How satisfied are you with the following?								
	a. My opportunities for professional development.	Very satisfied	Satisfied	Neither satisfied nor dissatisfied D	issatisfied o	Very dissatisfied			
	b. My opportunities for personal development.	1	2	3	4	5			
	c. The timing of the training I have received in order to carry out my current job roles.	1	2	3	4	5			
	 d. The extent to which I am doing the job for which I was trained. 	S 1	2	3	4	5			
	e. My opportunities to gain civilian accreditation for Servitraining, e.g. NVQs, apprenticeships.	vice 1	2	3	4	5			

Your Future Plans

Q30	What are your plans for the future? (Tick one box only).					
	To stay serving as long as I can					
	To stay serving to the end of my current engagement/commission					
	To leave the RAF before the end of my current engagement/commission					
	To leave the RAF as soon as I can					
	I have put in my notice to leave					
	N/A / I don't know					
Q31	How actively have you searched for a job outside the RAF in the last 12 months?					
	Very actively					
	Quite actively					
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 Yes - as long as I could					
	Yes - between 2-5 years beyond 2 No 5					
	Yes - between 6-10 years beyond 3 N/A / I Don't know					
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 No I Don't know \[\begin{array}{cccccccccccccccccccccccccccccccccccc					
	b. Part time.					
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).					
	b. Full-Time Reserve Service (FTRS) (Limited Commitment).					
	c. Full-Time Reserve Service (FTRS) (Home Commitment).					
	d. Additional Duties Commitment (ADC).					
	e. Military Support Officer (Civil Service post).					
	f. Volunteer Reserves (part time).					
Q35	What would make you join the Volunteer Reserve Forces? (Please write in the box below)					

Q36	How do the following factors impact of	on your inte	ention to st	tay or leav	e the RAF	?	
		Strongly increases	Increases	Has no effect on my	Increases	Strongly increases	
		my intention	my intention	intention to	my intention	my intention	
		to stay	to stay	stay or leave	to leave	to leave ☐5	
	a. Impact of RAF life on family and personal	life. []		<u></u> □ 3	<u> </u>	 5	
	b. Opportunities outside the RAF.						
	c. Current job satisfaction.	<u></u>					
	d. Job security.				4		
	e. My morale.		2	3	4	5	
	f. Service morale.	1	2	3	4	5	
	g. Amount of pay.	1	2	3	4	5	
	h. Amount of allowances.	1	2	3	4	5	
	i. Opportunities for career development.	1	2	3	4	5	
	j. Opportunities for personal development.	1	2	3	4	5	
	k. Opportunities for sport.	1	2	3	4	5	
	I. Opportunities for Adventure Training.	1	2	3	4	5	
	m. Promotion prospects.	1	2	3	4	5	
	n. Healthcare provision.	1	2	3	4	5	
	o. Dental provision.	1	2	3	4	5	
	p. Mental health provision.	1	2	3	4	5	
	q. Pension.	1	2	3	4	5	
	r. Opportunities for flexible working conditions	s. \Box^1	2	3	4	5	
	s. Excitement of the job.	1	2	3	4	5	N/A
	t. Financial Incentives available to me, e.g. Commitment Bonus.	1	2	3	4	5	6
	u. Spouse/partner's career.	1	2	3	4	5	6
	v. Other (if applicable, please specify)						
Q37	If you have put your notice in to leave most influenced your decision to leave						
	in the boxes below.)	E IIIE KAF.	(AALITE THE	iettei tiidt	correspon	us willi lile	t (Casull
		cond most im		2	Third most i		3
	-		-			-	

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	Ω38 How strongly do you agree or disagree with the following statement regarding fairness and equality in the RAF?								
	I am treated fairly at work.		Strongly agree	Agree 2	Neither agree nor disagree	Disagree	Strongly disagree		
Q39	Do you feel that the RAF d	discipline s	system is?			_			
	Very fair	1	Unfair			4			
	Fair	2	Very unfair			5			
	Neither fair nor unfair	3							
	ng may be characterised as offe e of power through means inte								
sexual disabili	nination can occur when a personientation, pregnancy or mate ity. Discrimination can also oc antages a person on the basis	ternity, mar ccur where	rriage or civil p a policy or pra	artnersh actice wl	ip, gender rea nich applies to	ssignment	, age or		
intende	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.								
individ	note that the data gathered is uals in your response. No action ne confidential helpline.								
Q40	Do you believe you have b		ct to any of the	followir	ng in a Service	e environme	ent in the last		
	a. Bullying.			1					
	b. Discrimination.			1					
	c. Harassment.			1					
	d. None of the above.			1	Please go to Q45				
	you believe you have been su pecify on what grounds:	ıbject to <u>bu</u>	ıllying in a Serv	/ice envi	ronment in the	e last 12 m	onths, please		

Q42	If you believe you have been subject to discrimination the last 12 months, please specify on what grounds		n a Service environment in
	, , , ,	Discriminati	on Harassment
	a. Gender.		2
	b. Gender reassignment.		
	c. Race, colour, nationality, ethnic or national origin.	1	2
	d. Marriage/civil partnership.		2
	e. Religion or beliefs.	1	2
	f. Sexual orientation.		2
	g. Age.	1	2
	h. Disability.		2
	i. Pregnancy or maternity.		2
Q43	If you believe you have been the subject of discriming environment within the last 12 months, did you mak (Tick option 'a' or all that apply from items 'b' to 'l')		
	a. Yes.	Please go to Q44	
	b. No, I was not aware of the Service Complaints process.		
	c. No, I considered the incident(s) to be too minor to report.		
	d. No, the incident(s) was/were resolved informally.		
	e. No, the incident(s) was/were resolved through mediation.		
	f. No, I did not believe anything would be done if I did complain.	1	
	g. No, I did not want to go through the complaints procedure.		
	h. No, I believed it might adversely affect my career.		
	 i. No, I believed it might adversely affect another work colleague or the working environment. 		
	 j. No, I was worried that there would be recriminations from the perpetrators. 	•	
	k. No, I was discouraged from doing so.		
	I. No, other reason(s) - please specify.		
Q44	If you DID MAKE a formal written complaint, how sa of your complaint?	tisfied were/are yo	u with the following aspects
	or your complaint:	Neither	
	Very satisfied S.	satisfied nor atisfied dissatisfied D	Very Dissatisfied dissatisfied N/A
	a. The objectivity and fairness with which my	2 3	5 6
	complaint was handled/is being handled. b. The amount of time taken/it is taking to resolve my complaint.	2 3	5 6
	c. How well I was/am being kept informed about the progress of my complaint.	2 3	5 6
	d. The support provided by my Assisting Officer.	2 3	5 6
	e. The outcome of my complaint.	<u> </u>	<u></u>

	Do you know how the Serv harassment and/or bullying		Commiss	oner can h	nelp you v	vith a dis	criminatio	on,
	Yes, fully	□ ¹ No	o, not at all			3		
	To some extent	1 1		of the Servi ommissioner		4		
	ation about the Service ng link: http://armedfo	-					on the	
		Δ	ND					
https://	rvice Complaints proc www.gov.uk/governm ces-service-complain	ent/publicati	ons/jsp	-831-red	lress-of	-indivi	dual-	
	Y	our Work-	Life B	alance				
Q46	In the past 12 months appr spouse/partner or children			have you	spent awa	ay from y	our famil	y (e.g.
	Not been away	1	Betw	een 7 - 9 mc	onths (27 - 3	39 weeks)	5	
	Up to 1 month (4 weeks)	2	Betw	een 10 - 12 i	months (40	- 52 week	s) [6	
	Between 1 - 3 months (5 - 13 we	eeks)	N/A				7	
	Between 4 - 6 months (14 - 26 v	veeks)						
Q47	In the past 12 months, how	satisfied were	ou with t	he followir	_			
					Neither			
			Very satisfied		Neither atisfied nor lissatisfied D	issatisfied o	Very dissatisfied	
	The ability to plan my own life work/weekend leave.	- short term e.g.	•		atisfied nor	issatisfied o	,	
		-	•		atisfied nor	issatisfied (,	
	work/weekend leave. b. The ability to plan my own life	- long term e.g.	satisfied 1 1 1		atisfied nor	issatisfied (,	N/A
	work/weekend leave. b. The ability to plan my own life holidays/career training. c. The opportunities available to working (e.g. variable start/stop	- long term e.g. me for flexible times, leaving early	satisfied 1 1 1 1		atisfied nor	issatisfied of 4	,	<i>N/A</i>
	work/weekend leave. b. The ability to plan my own life holidays/career training. c. The opportunities available to working (e.g. variable start/stop on a Friday). d. The amount of time away from	- long term e.g. me for flexible times, leaving early n my usual place of	satisfied 1 1 1 1	Satisfied of	atisfied nor lissatisfied D	issatisfied of 4 4 4 4 4 4 4 4	dissatisfied 5 5 5 5	
	work/weekend leave. b. The ability to plan my own life holidays/career training. c. The opportunities available to working (e.g. variable start/stop on a Friday). d. The amount of time away from duty. e. The amount of time away from	- long term e.g. me for flexible times, leaving early n my usual place of	satisfied 1 1 1 1 1 1	Satisfied of	atisfied nor lissatisfied D	issatisfied of 4 4 4 4 4 4 4 4 4 4 4 4	dissatisfied 5 5 5 5 5 5	6
	work/weekend leave. b. The ability to plan my own life holidays/career training. c. The opportunities available to working (e.g. variable start/stop on a Friday). d. The amount of time away from duty. e. The amount of time away from friends.	- long term e.g. me for flexible times, leaving early n my usual place of n my family and y children's educati	satisfied 1 1 1 1 1 1 1 1 1 1	Satisfied of Carlot Car	atisfied nor dissatisfied D 3 3 3 3 3 3 3	issatisfied of 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	dissatisfied 5 5 5 5 5 5	6
Q48	work/weekend leave. b. The ability to plan my own life holidays/career training. c. The opportunities available to working (e.g. variable start/stop on a Friday). d. The amount of time away from duty. e. The amount of time away from friends. f. The effect of Service life on my g. The effect of Service life on my	- long term e.g. me for flexible times, leaving early n my usual place of n my family and y children's educati ny spouse/partner's	satisfied 1 1 1 1 1 1 on. 1	Satisfied of Carlot Car	atisfied nor lissatisfied D 3 3 3 3 3 3 3 3 3 3 3 3 3	issatisfied of 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	dissatisfied 5 5 5 5 5 5	6
Q48	work/weekend leave. b. The ability to plan my own life holidays/career training. c. The opportunities available to working (e.g. variable start/stop on a Friday). d. The amount of time away from duty. e. The amount of time away from friends. f. The effect of Service life on my g. The effect of Service life on my career.	- long term e.g. me for flexible times, leaving early n my usual place of n my family and y children's educati ny spouse/partner's	satisfied 1 1 1 1 1 on. 1 1 the folio	Satisfied of Carlot Car	atisfied nor lissatisfied D 3 3 3 3 3 3 Near agree	4 4 4 4 4 4 4 4 4 6 6 6 6 6 6 6 6 7 7 8 7 8 7 8 7 8 7 8 8 8 8	dissatisfied 5 5 5 5 5 5 5 5 5 5 5 5 5	6 6 6 Strongly
Q48	work/weekend leave. b. The ability to plan my own life holidays/career training. c. The opportunities available to working (e.g. variable start/stop on a Friday). d. The amount of time away from duty. e. The amount of time away from friends. f. The effect of Service life on my g. The effect of Service life on my career.	- long term e.g. me for flexible times, leaving early n my usual place of n my family and y children's educati ny spouse/partner's	satisfied 1 1 1 1 1 on. 1 1 the folio	Satisfied of Carlot Car	atisfied nor lissatisfied D 3 3 3 3 3 3 Near agree	4 4 4 4 4 4 4 4 4 6ither see nor	dissatisfied 5 5 5 5 5 5 5 5 5 5 5 5 5	6 6 6 6

	Your I	Leave				
Q49	How satisfied are you with the following?	Very		Neither satisfied nor		ery .
	a. My overall leave allowance i.e. annual leave, post operational leave (POL), leave carried over from prevyears.	satisfied vious	Satisfied o	dissatisfied Dis	ssatisfied dissa	tisfied 5
	b. The opportunity to take leave when I want to.c. The amount of leave I was able to take in the last 'months.	12	2	3	4 [5
Q50	If you did not take all of your annual leave al reason for this? (Tick all that apply).	lowance wif	thin the last	leave year,	what was t	he
	a. Operational tour.]1			
	b. Not allowed.]1			
	c. Courses/training.]1			
	d. Workload.]1			
	e. Undermanning.]1			
	f. I wanted to carry days over to the next leave year.]1			
	g. Other (please write).]1			
Q51	If you have received Service-provided medic years, how satisfied were you with:		t (including	mental heal	·	he last 2
	Ver satisti a. Being able to access the medical care when I needed it.			or d Dissatisfied	Very dissatisfied	<i>N/A</i>
	b. The medical treatment.]1	2 3	4	5	6
Q52	If you have received Service-provided dental with:	l treatment i	n the last 2	years, how	satisfied w	ere you
	Ver satisi		Neither satisfied ne ed dissatisfie		Very dissatisfied	N/A
	a. Being able to access the dental care when I needed it.				uissatisned 5	6
	b. The dental treatment.	<u></u> 2	3	4	5	6
	of measuring national well-being we are interes e. The questions below are not linked particularl					neral
Q53	Overall, how satisfied are you with your life	nowadays?				
	Not at all				Co	ompletely
	0 1 2 3 4	5	6	7 8	9	10

	Not at all 0 1	2	3	4	5	6	7	8	Completely 9 10
Q55	Overall, how anxi	ous did yo	u feel yeste	rday?					
	Not at all 0 1	2	3	4	5	6	7	8	Completely 9 10
Q56	Overall, to what e	xtent do y	ou feel the t	hings yo	u do in yo	our life ar	e worthw	hile?	
	Not at all 0 1	2	3	4	5	6	7	8	Completely 9 10
	Fit	ness, S	Sport a	nd Ad	ventu	re Tra	ining		
Q57	a. RAF sport, exercis b. My opportunities to meet fitness standard c. My opportunities to d. My opportunities to	e and fitness o undertake f ds). o take part in	s facilities in g fitness activition sport.	eneral. es (e.g. to	Very satisfied 1 1 1 1 1	Satisfied 2 2 2 2 2 2 2	Neither satisfied no dissatisfied		Very dissatisfied 5 5 5 5 5 5
			V	Velfar	e				
Q58	How satisfied are a. The welfare suppo			Very satisfied	Satisfied	Neithe satisfied i dissatisfi	nor ed Dissati	. —	
	a. The welfare suppome. b. The welfare suppomy family. c. The support my sp RAF when I am absed. The Operational/D Package.	rt provided b ouse/partne nt.	by the RAF for	· 🔲 1	$\begin{bmatrix} 2 \\ 2 \end{bmatrix}^2$ $\begin{bmatrix} 2 \\ 2 \end{bmatrix}^2$	3 3 3] ⁴	5 G 5 G 5 G 5 G

Overall, how happy did you feel yesterday?

Q54

Note heard of a. The chaplaincy support provided by the RAF.)	How satisfied are you with the follow	ing?						
a. The chaplaincy support provided by the statisfied at Satisfied Dissatisfied Not used of RAF. b. SSAFA-FH (Soldiers, Sailors, Airmen and 1 2 3 4 5 6 7 Families Association - Forces Help). c. The HIVE. 1 2 3 4 5 6 7 Families Association - Forces Help). c. The HIVE. 1 2 3 4 5 6 7 Families Association - Forces Help). c. The RAF Families Federation. 1 2 3 4 5 6 7 Families Community Development 1 2 3 4 5 6 7 Families Generation 1 2 3 4 5 6 7 Families Service Community Support 1 2 3 4 5 6 7 Families Service Community Support 1 2 3 4 5 6 7 Families Service Family Support 1 2 3 4 5 6 7 Families Service Family Accommodation (SEA) 1 2 3 4 5 6 7 Families Service Family Accommodation (SEA) 2 9 9 9 9 9 9 9 9 9									
a. The chaplaincy support provided by the RAF. b. SSAFA-FH (Soldiers, Saliors, Airmen and Families Association - Forces Help). c. The HIVE. d. The RAF Families Federation. e. The Community Development Officer/Worker. f. My Unit's Service Community Support Officer (SCSO). g. My Unit's Welfare staffs. YOUR Accommodation What kind of accommodation do you live in at present during the working week? (Tick one box only) Service Family Accommodation (SFA) Single Living Accommodation (SSA) Property I own Property I own Property I own Property I own Privately rented accommodation In a relative's (e.g. parents') home Other (please write) 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 requrement. b. Economy. c. Personal circumstances e.g. marriage, separation, divorce.					nor				
RAF. b. SSAFA-FH (Soldiers, Sailors, Airmen and		a. The changaincy support provided by the	satisfied			Dissatisfied			of 7
C. The HIVE.		RAF.							
c. The HIVE. d. The RAF Families Federation. e. The Community Development Officer/Worker. f. My Unit's Service Community Support Officer (SCSO). g. My Unit's Welfare staffs. YOUR Accommodation What kind of accommodation do you live in at present during the working week? (Tick one box only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSFA) Substitute Service Family Accommodation (SSFA) Substitute Single Living Accommodation (SSLA) Property I own Privately rented accommodation In a relative's (e.g. parents') home Other (please write) 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 requrement. b. Economy. c. Personal circumstances e.g. marriage, separation, divorce.									
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b. Economy. c. Personal circumstances e.g. marriage, separation, divorce.		• • • • • • • • • • • • • • • • • • • •	· un mu	α ρρ ι y)	1				
c. Personal circumstances e.g. marriage, separation, divorce.		•		F	╡₁				
1				L	⊣ ₁				
d. Other (please write).			paration, c	divorce. L	╣				
		d. Other (please write).							
		With regard to your current Service A	ccomm,	ndation b	now satisf	fied are w	Ou with th	a follow	vina?
With regard to your current Service Accommodation, how satisfied are you with the following?		With regard to your current service A	CCOIIIII	Juation, i		-	ou with ti	ie ioliow	ilig:
With regard to your current Service Accommodation, how satisfied are you with the following?			Sá	Very atisfied S			ssatisfied d	Very issatisfied	N/A / don't know
Neither Very satisfied nor Very N/A / don't		a. The overall standard.		1	2	3	4	5	6
Neither Very satisfied nor Very N/A / don't satisfied Satisfied dissatisfied dissatisfied know		b. The value for money.			<u> </u>	3	4	<u> </u>	<u> </u>
Very satisfied nor Very N/A / don't satisfied standard. Neither satisfied nor Very N/A / don't dissatisfied Dissatisfied dissatisfied know a. The overall standard.		 c. The response to requests for maintenance my current accommodation. 	e/repair to		2	3	4	5	6
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Very satisfied Satisfied Nor Very N/A / don't satisfied nor dissatisfied nor dissatisfied dissatisfied know a. The overall standard. b. The value for money. c. The response to requests for maintenance/repair to my current accommodation. d. The quality of maintenance/repair work to my current 1		e. How fairly Service Accommodation is alloc	ated.	1	2	<u></u> 3	4	<u></u> 5	6

Do you currently own your own home? Please answer this que property or not.	stion whether you live in this
Yes Please go to Q65	
No Please go to Q64	
No, but I am currently saving up to buy a home in the future Please go to Q64	
Please indicate whether each of the following is a reason why y (Tick all that apply) (Once completed please go to Q67)	ou <u>do not own</u> your own home.
a. I don't want to own a home at this stage in my life/career.	
b. Living in Service Accommodation is better suited to my/my	
family's needs at present than home ownership is. c. I want to be able to move about/move my family with me when I am posted.	
d. I don't want to buy a home where I am currently located.	
e. I can't afford to buy a suitable home at the moment.	
f. I don't want to risk losing money.	
g. I wouldn't be able to live in the home.	
h. Other (please write).	
Please indicate whether each of the following was a reason wh (Tick all that apply)	y you bought your own home.
a. To give stability for myself and my family.	
b. The allowances for living in my own home.	
c. To rent it out.	
d. Poor standards of SLA or SFA.	
e. Poor location of SLA or SFA.	
f. The cost of SLA or SFA.	
g. I wanted to live with my partner.	
h. Other (please write).	
in early, (produce mino).	
If you currently own a home, how satisfied are you with the foll	owing?
···	_
Very satist	ither fied nor Very
Very satist	ither
Very satisl satisfied Satisfied dissa □1 □2 □	oither fied nor Very atisfied Dissatisfied M/A

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 car	n find more information on Forces Help to Buy at the following link: 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 eawhich of these factors are important to you? (Tick all that apply)	ıt
	a. Price.	
	b. Value for money.	
	c. Choice.	
	d. Quality.	
	e. Quantity.	
	f. Well known brand.	
	g. Where it is sourced from (e.g. Fairtrade, locally produced).	
	h. Other (please write).	
Q69	How often do you use Service-provided catering facilities?	
	Always Often Sometimes Rarely Never N/A	4
	a. For eating at breakfast.	6
	b. For eating at lunchtime.	6
	c. For eating in the evening.	6
	d. For drinking, socialising in the bar.	6
	e. For informal functions. f. For formal functions (Officers/SNCOs/WOs only).]6]6
Q70	How satisfied are you with the following?	
	Neither Very satisfied nor Very	
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A a. The availability of food during the week on my 1 2 3 3 4 5 5	∤ 16
	unit e.g. opening hours.]
	b. The number of functions during the year.	6
	c. The standard of service from catering contractors on my unit.]6

Your Family Life

Q71	What is your current personal status?	
	Single (never married or formed a civil partnership)	Please go to Q73
	In a long term / established relationship (but not married or in a civil partnership)	
	Married / In a civil partnership	
	Separated, but still legally married or in a civil partnership	Please go to Q73
	Divorced / Formerly in a civil partnership which is now legally dissolved	Please go to Q73
	Widowed / The surviving partner from a civil partnership	Please go to Q73
	Prefer not to say	Please go to Q73
Q72	What is your spouse/partner's current employment situation?	
	In the Armed Forces In voluntary (unpaid) employment	
	In full-time paid employment / full- 2 Not employed (for any reason) 5	
	time self-employment (other than Armed Forces) In full-time or part-time education	
	In part-time paid employment / part-time self-employment	
Q73	Do you have any children whom you support financially?	
	Yes 1	
	No Please go to Q78	
		
Q74	If YES, how many children do you have in each age group? (Please write the n	
	each category in each box , e.g. "3" ,or if you do not have children in a category ple	ase insert "0".)
	Under 5 years	
	Between 5 and 17 years	
	3	
	18 years and over	
Q75	Do any of your children live with you? (Tick one box only).	
	Yes 1	
	Shared Access	
	Weekends/holidays only 3 Please go to Q78	
	No Please go to Q78	
	N/A 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 \square^1 No \square^2 N/A \square^3	
077	If you require children how estinfied are you with the levelly presided at third	ara facilitica?
Q77	If you require childcare, how satisfied are you with the locally provided childc	are facilities?
	Very satisfied Dissatisfied 5	
	Satisfied Very dissatisfied	
	Neither satisfied nor dissatisfied N/A	

Q78	Do you have caring responsibilities for infirm or elderly adult(s)? Yes \int \bigcap^1 No \int \bigcap^2
	F would like to understand how Service life affects personal finance. The tion 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
	Lack of UK credit history
	Too many address moves
	Don't know
	Prefer not to say
	Other (please write)
Q80	Do you currently have personal debt levels that concern you? Yes No 2
	Being Part of Society
Q81	Are you currently registered to vote? Yes No Please go to Q83 Don't know 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)
	A Service voter – registered for five years, via a service declaration
	An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas
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 I am not interested in politics
	I have not got around to it, but aim to do it Sometime Someti
	I do not know how to register

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 I've heard of it but know nothing about it I've heard of it and know a little about it I've heard of it and know a lot about it **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) Neither advantaged Strongly nor dis-Dis-Strongly dis- Don't know / advantaged Advantaged advantaged advantaged advantaged N/A a. Family's access to NHS care. b. Children's Education. c. Housing. d. Family life. e Benefits. f. Tax. g. Commercial Products and Services e.g. Money Force, Defence Discount Services and Defence Privilege Cards. h. Participation as Citizens e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition. i. Other (Please write). **Q86** How strongly do you agree or disagree with the following? Neither Strongly agree nor Strongly agree Agree disagree Disagree disagree Don't know a. I offer an important service to the country. b. Members of the Armed Forces are valued by society at large. Taking Action and Your Comments **Q87** How strongly do you agree or disagree with the following? Neither Strongly Strongly agree nor Agree Disagree Don't know agree disagree disagree a. I believe the leaders in the RAF will take action on the results of AFCAS. b. I think effective action has been taken in the RAF on the results of AFCAS.

Q88

This survey is?

Too long

About right

Too short

Q89	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	40-50 minutes	5		
	20-30 minutes \square^3	50-60 minutes	6		
Q90	Please use this box to provide any fu	urther comments	about working a	nd 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.