



Ministry
of Defence

Armed Forces Continuous Working Patterns Survey 2015/16

Published 7 July 2016

Reference tables

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Introduction

This report gives the main results of the 2015/16 Continuous Working Patterns (CWP) survey. The aim of the CWP survey is to describe the working patterns of the trained, regular UK Armed Forces for a full working week. Chief of Defence People (CDP) sponsors the survey under a remit from the Armed Forces Pay Review Body (AFPRB) to inform their work.

The CWP questionnaire includes a 7 day diary; each day is divided into four periods of 6 hours. Respondents were asked to indicate time spent at 'work', 'on breaks', 'on call' and 'off duty' for each of these periods. Personnel were provided with guidance on how different activities should be recorded.

CWP questionnaires were distributed at a time of significant change for the MOD, including the continuation of high-level change programmes such as the New Employment Model, and the announcement of the new National Security Strategy following the Strategic Defence and Security Review of 2015 (1).

The target population was regular members of the UK Armed Forces who were full time, trained strength. It excluded untrained personnel, those on long term absence, Special Forces, Gurkhas, reservists and personnel ranked above OF6. There were a number of other minor exclusions arising from the practicalities of running the survey e.g. those with invalid address data. Address data for personnel in the sample were obtained from the Joint Personnel Administration System (JPA).

A 'valid response' refers to a returned questionnaire with at least one usable day within the seven day diary. A total of 18,109 surveys were distributed. 4,286 of the returned surveys were considered valid, which equated to a response rate of 24%. In the previous survey conducted in 2014/15, the response rate was also 24%. If UK Armed Forces personnel who did not respond to the CWP survey have different working patterns to those who did then the CWP survey results will be biased.

In order to detect any statistical differences in working patterns between the current year and the previous year, a series of z-tests were conducted with an alpha level of 5%. A statistically significant difference means there is a less than 5% probability that the difference is the result of chance alone. Where a statistical difference has been found, the difference between the current year and the previous year are provided in brackets and the relevant cells have been highlighted in one of the following colours:

Blue highlighting means that the 2015/16 figure is significantly lower than that reported in 2014/15.

Purple highlighting means that the 2015/16 figure is significantly higher than that reported in 2014/15.

For the Army and RAF, the CWP survey measures the working patterns of personnel deployed on overseas Operations. On the 27th October 2014, the UK Armed Forces ceased all combat Operations in Afghanistan and withdrew the last of its combat troops. The end of combat Operations in Afghanistan has led to a reduction in the number of personnel deployed on overseas Operations (2), which in turn has led to a decrease in the number of personnel deployed on overseas Operations returning a CWP questionnaire (with at least one usable days data in their diary). Therefore, Army and RAF figures for the location category overseas Operations should be treated with caution.

For the Army, the CWP survey measures the working patterns of personnel based in Germany. In the 2010 Strategic Defence and Security Review, the government announced its intention to relocate all Army units in Germany to the United Kingdom by 2020. The Army Basing Programme (ABP) was set up in 2013 to achieve this and has already started to relocate units (3). This relocation of Army units from Germany may have had an impact on the working patterns of Army personnel still based in Germany.

Please see the [Background Quality Report](#) for full details of the survey methodology, analysis and data quality considerations.

1. [SDSR 2015 booklet](#)
2. [MOD Annual Report and Accounts 2014-15](#)
3. [The Army Basing Programme \(ABP\)](#)

Key: Blue indicates the 2015/16 average is significantly lower than that reported in 2014/15.
 Purple indicates the 2015/16 average is significantly higher than that reported in 2014/15.
 Differences between 2014/15 and 2015/16 averages are provided in brackets.

SECTION 1: KEY FINDINGS

Table 1.01: Average weekly hours worked by Service and rank group

	UK Armed Forces		Naval Service		Army		RAF	
All Ranks/Rates	44.9		48.9		43.7		43.9	
Senior Officers	53.1		51.9		54.7	(1.5)	51.3	
Junior Officers	51.1	(1.3)	53.7	(2.8)	52.9	(1.7)	46.2	
Senior Ranks/Rates	45.9		46.8		46.2		44.5	
Junior Ranks/Rates	42.2		48.6		40.4		41.6	

Table 1.02: Average weekly hours spent on duty (work, breaks and on call) by Service and rank group

	UK Armed Forces		Naval Service		Army		RAF	
All Ranks/Rates	64.4		70.9	(-2.4)	62.5	(1.6)	62.8	
Senior Officers	70.7		73.4		70.5		68.5	
Junior Officers	71.3	(3.3)	78.9	(5.6)	72.4	(4.5)	64.0	
Senior Ranks/Rates	63.6	(-2.3)	67.5	(-9.1)	63.3		60.5	
Junior Ranks/Rates	62.7		70.8		60.1		62.6	

SECTION 2: RESPONSE RATES

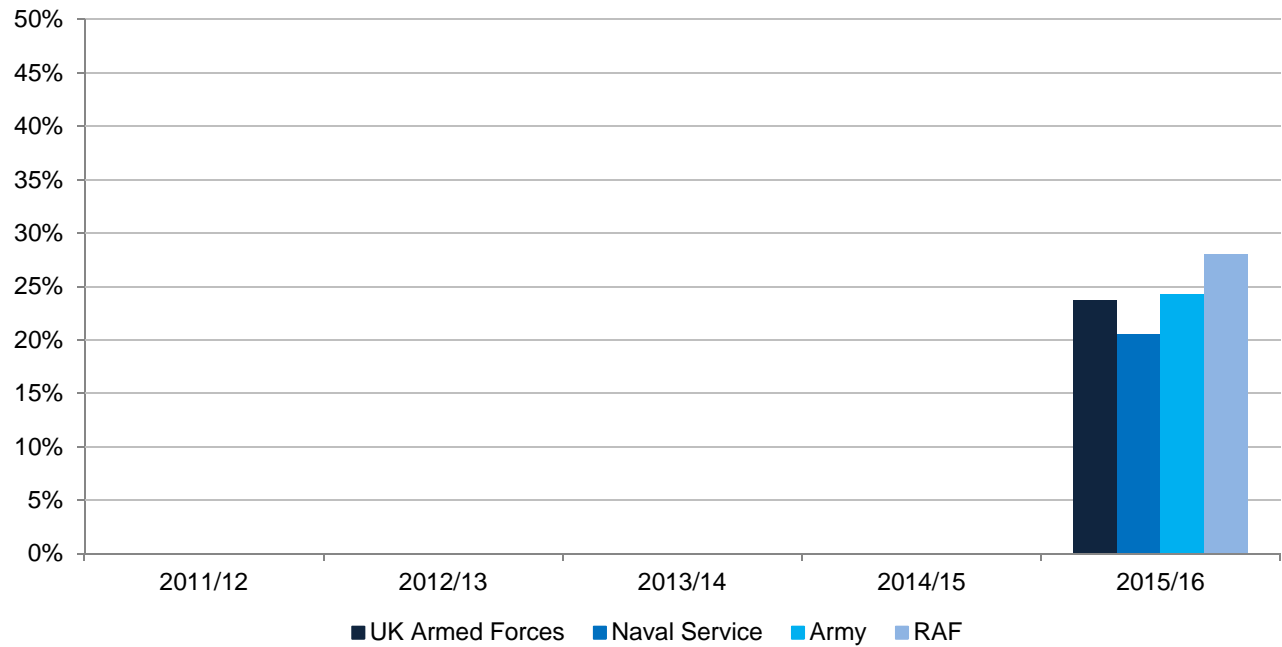
Table 2.01: Valid response rates by Service 2015/16

	Sample Size	Valid responses	Valid Response rate
UK Armed Forces	18,109	4,286	24%
Naval Service	7,237	1,487	21%
Army	6,705	1,631	24%
RAF	4,167	1,168	28%

Table 2.02: Number of valid responses and valid response rates by Service between 2011/12 and 2015/16

	Number of valid responses					Valid response rates				
	2011/12	2012/13	2013/14	2014/15	2015/16	2011/12	2012/13	2013/14	2014/15	2015/16
UK Armed Forces	5,858	3,126	4,553	4,059	4,286	37%	17%	26%	24%	24%
Naval Service	1,775	1,009	1,584	1,423	1,487	35%	16%	25%	22%	21%
Army	2,582	1,071	1,750	1,523	1,631	36%	14%	24%	23%	24%
RAF	1,501	1,046	1,219	1,113	1,168	43%	24%	30%	28%	28%

Figure 2.01: Valid response rates by Service, between the 2011/12 and 2015/16 CWP Surveys



Key: Blue indicates the 2015/16 average is significantly lower than that reported in 2014/15.
 Purple indicates the 2015/16 average is significantly higher than that reported in 2014/15.
 Differences between 2014/15 and 2015/16 averages are provided in brackets.

SECTION 3: THE UK ARMED FORCES PICTURE

Table 3.01: Hours worked by Service *

	2011/12	2012/13	2013/14	2014/15	2015/16
UK Armed Forces	46.3	47.9	45.2	44.5	44.9
Naval Service	49.0	50.7	48.9	48.4	48.9
Army	46.2	48.1	44.2	43.4	43.7
RAF	44.1	45.0	44.6	43.8	43.9

* Note, statistical tests were performed on the data, but the 2015/16 averages were found not to be significantly different from the 2014/15 averages.

Figure 3.01: Hours worked by Service

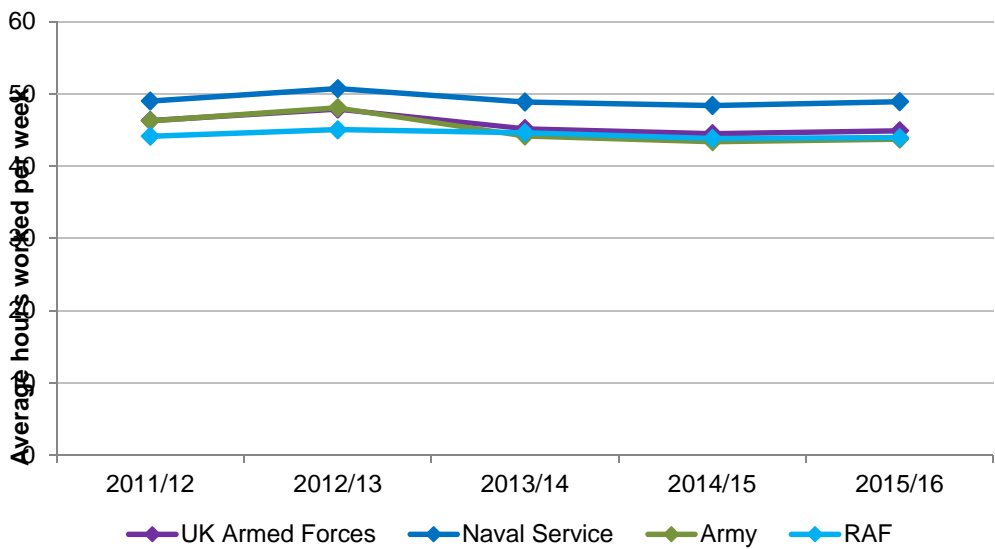


Table 3.02: Hours worked by rank group

	2011/12	2012/13	2013/14	2014/15	2015/16	
UK Armed Forces	46.3	47.9	45.2	44.5	44.9	
Senior Officers	52.7	52.9	53.0	52.5	53.1	
Junior Officers	50.5	52.6	50.2	49.8	51.1	(1.3)
Senior Ranks/Rates	47.0	48.0	47.1	45.8	45.9	
Junior Ranks/Rates	44.5	46.5	42.6	42.0	42.2	

Figure 3.02: Hours worked by rank group

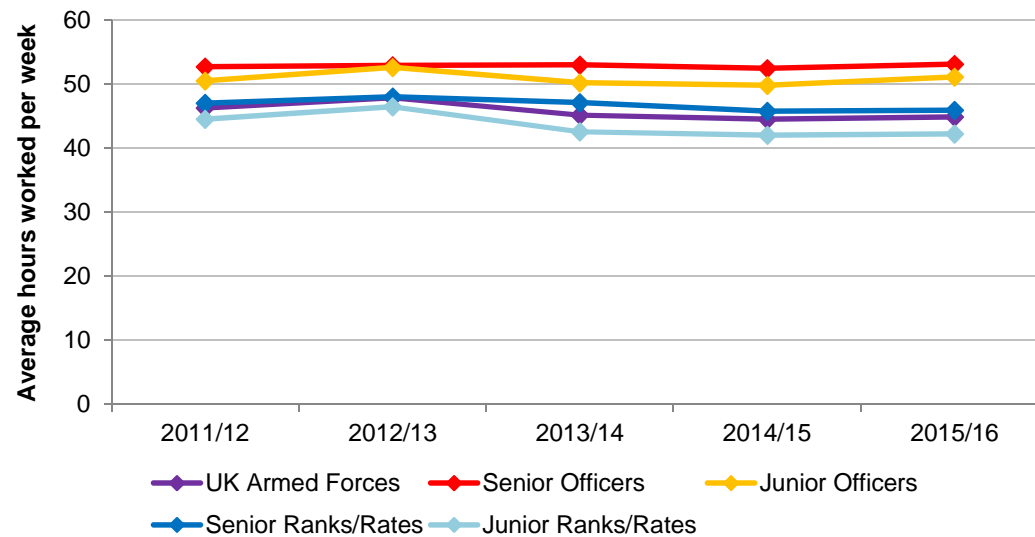


Table 3.03: Distribution of hours worked by Service *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
UK Armed Forces	41%	31%	14%	6%	8%	100%
Naval Service	39%	24%	12%	7%	18%	100%
Army	43%	29%	16%	6%	6%	100%
RAF	37%	44%	12%	4%	3%	100%

* This table is based only on the 2,349 Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 3.03 is only an indication of the working week of Service personnel.

Figure 3.03: Distribution of hours worked by Service

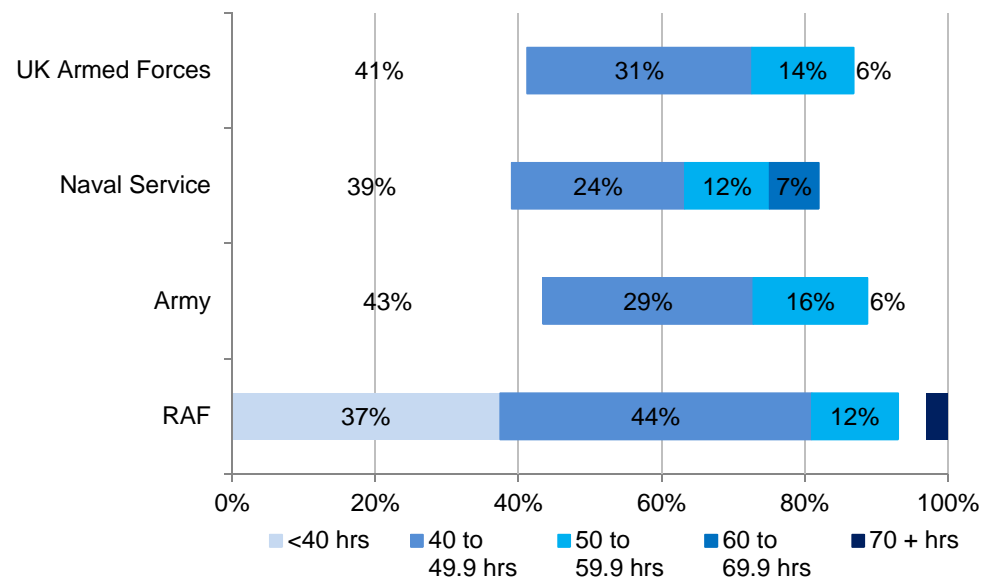


Table 3.04: Distribution of hours worked by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
UK Armed Forces	41%	31%	14%	6%	8%	100%
Senior Officers	7%	38%	31%	15%	9%	100%
Junior Officers	20%	41%	18%	9%	12%	100%
Senior Ranks/Rates	31%	41%	16%	5%	7%	100%
Junior Ranks/Rates	54%	25%	10%	4%	7%	100%

* This table is based only on the 2,349 Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 3.04 is only an indication of the working week of Service personnel.

Figure 3.04: Distribution of hours worked by rank group

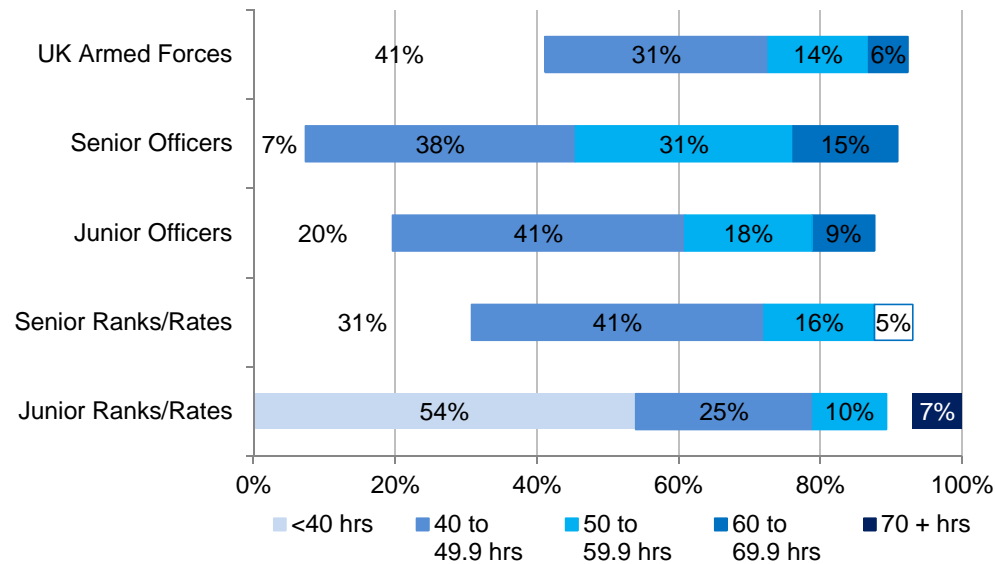


Table 3.05: Unsociable hours worked by Service per week *

	2011/12	2012/13	2013/14	2014/15	2015/16
UK Armed Forces	8.3	8.2	6.9	6.6	6.5
Naval Service	12.3	12.2	11.0	10.8	11.2
Army	7.1	7.4	5.5	5.2	5.0
RAF	7.7	6.6	6.7	6.3	5.9

* For the purpose of this survey, unsociable hours are defined as:

Any hours worked between 00:00 and 06:00, between Monday and Friday

Any hours worked between 18:00 and 24:00, between Monday and Friday

Any hours worked on Saturday or Sunday

Figure 3.05: Unsociable hours worked by Service per week

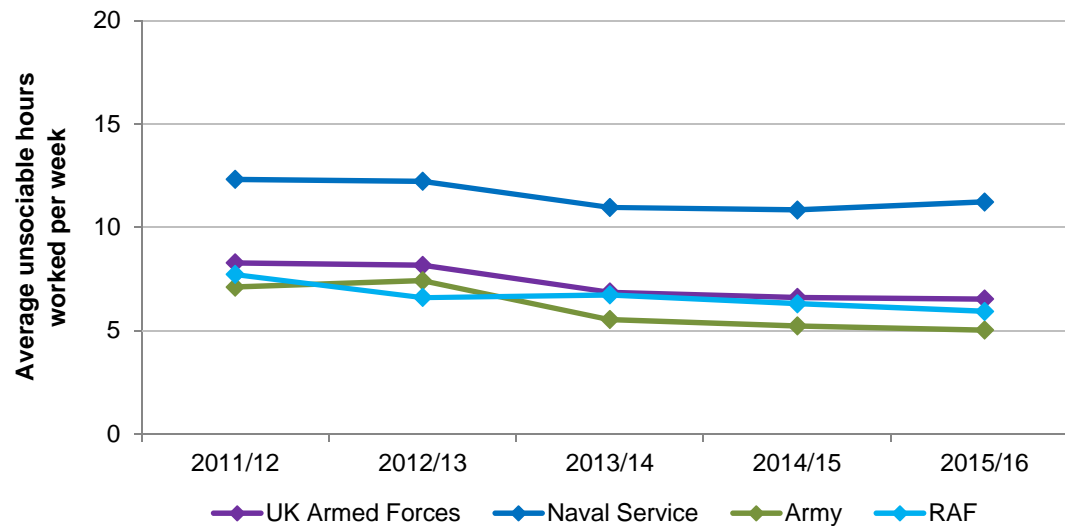


Table 3.06: Proportion of personnel working excessive hours by Service ^{1 2}

	2011/12	2012/13	2013/14	2014/15	2015/16
UK Armed Forces	9%	9%	7%	7%	8%
Naval Service	17%	20%	15%	16%	18%
Army	8%	7%	6%	5%	6%
RAF	5%	4%	4%	4%	3%

¹ A member of the UK Armed Forces who has worked 70 hours or more during the working week is regarded as having worked excessive hours

² This table is based only on the 2,349 Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 3.06 is only an indication of the working week of Service personnel.

Figure 3.06: Proportion of personnel working excessive hours by Service

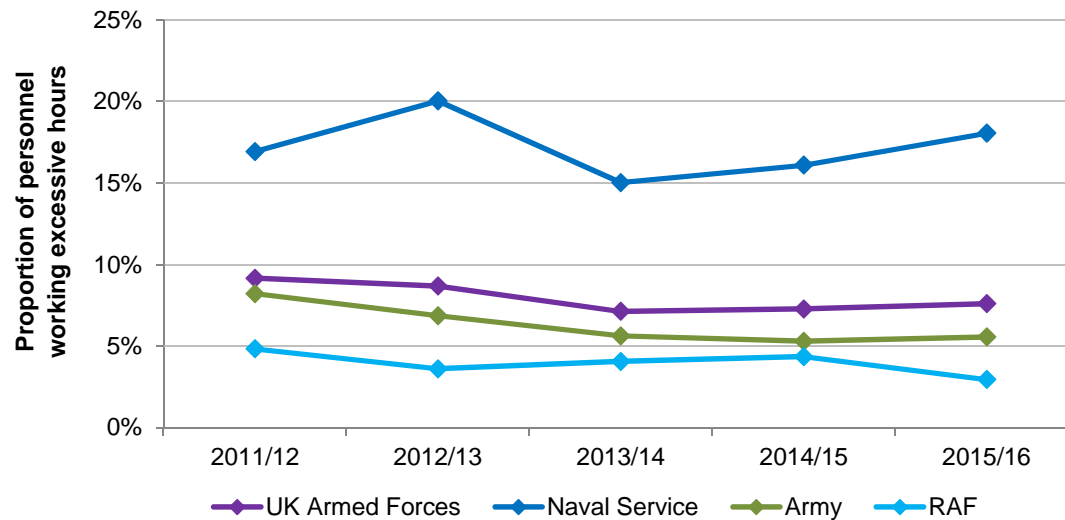


Table 3.07: Hours spent on call by Service

	2011/12	2012/13	2013/14	2014/15	2015/16
UK Armed Forces	14.1	16.7	13.7	12.8	12.8
Naval Service	20.5	21.2	22.3	19.1	16.3 (-2.7)
Army	12.4	15.7	11.0	10.2	11.0
RAF	12.8	15.3	13.4	13.8	13.9

Figure 3.07: Hours spent on call by Service

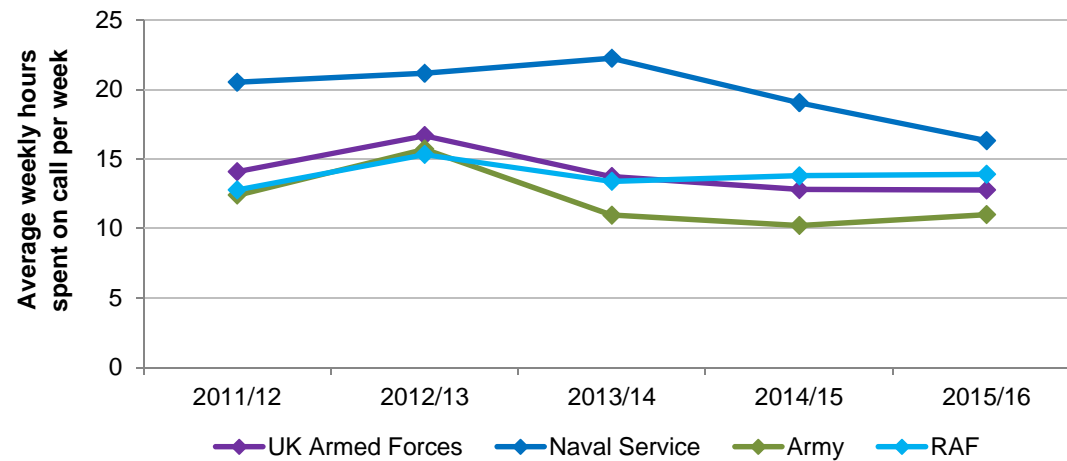


Table 3.08: Hours spent on call by rank group

	2011/12	2012/13	2013/14	2014/15	2015/16	
UK Armed Forces	14.1	16.7	13.7	12.8	12.8	
Senior Officers	13.8	16.0	14.1	12.9	13.5	
Junior Officers	17.2	15.0	18.5	13.0	15.0	(2.0)
Senior Ranks/Rates	15.1	18.6	14.6	14.8	12.2	(-2.6)
Junior Ranks/Rates	13.3	16.2	12.7	12.0	12.6	

Figure 3.08: Hours spent on call by rank group

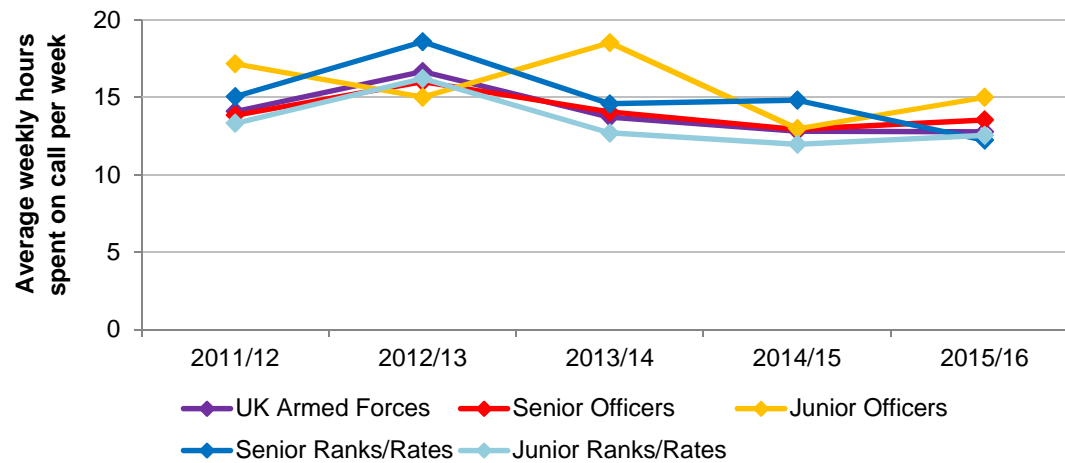


Table 3.09: Hours spent on duty by Service

	2011/12	2012/13	2013/14	2014/15	2015/16	
UK Armed Forces	67.0	70.7	65.3	63.8	64.4	
Naval Service	75.4	77.2	77.1	73.3	70.9	(-2.4)
Army	65.9	70.5	62.2	60.9	62.5	(1.6)
RAF	62.2	65.3	63.1	62.7	62.8	

Figure 3.09: Hours spent on duty by Service

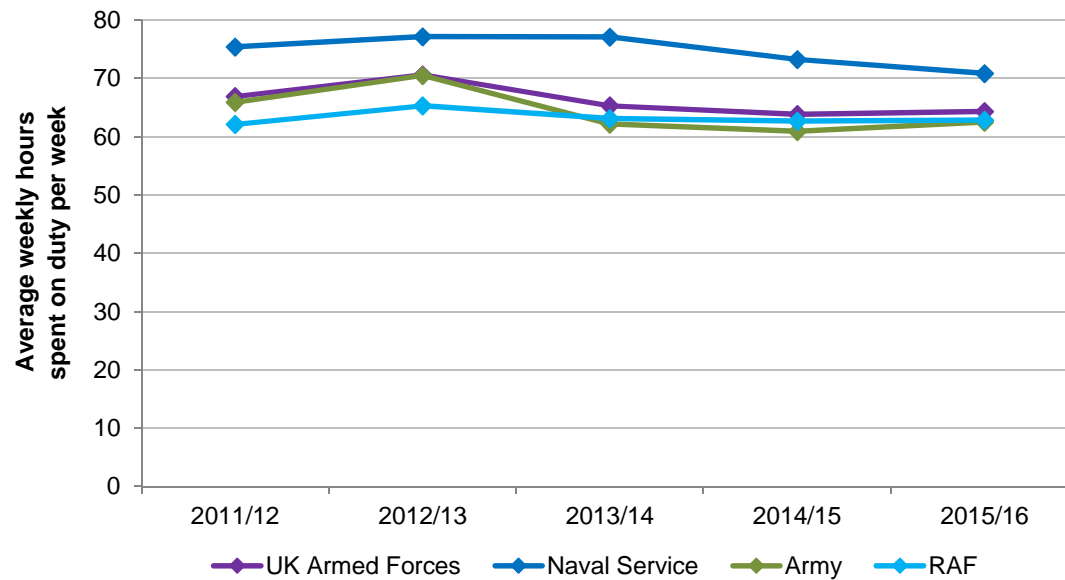


Table 3.10: Hours spent on duty by rank group

	2011/12	2012/13	2013/14	2014/15	2015/16	
UK Armed Forces	67.0	70.7	65.3	63.8	64.4	
Senior Officers	70.7	72.7	71.2	69.1	70.7	
Junior Officers	73.1	72.8	73.9	68.1	71.3	(3.3)
Senior Ranks/Rates	67.8	71.7	67.7	65.9	63.6	(-2.3)
Junior Ranks/Rates	65.2	69.7	62.4	61.6	62.7	

Figure 3.10: Hours spent on duty by rank group

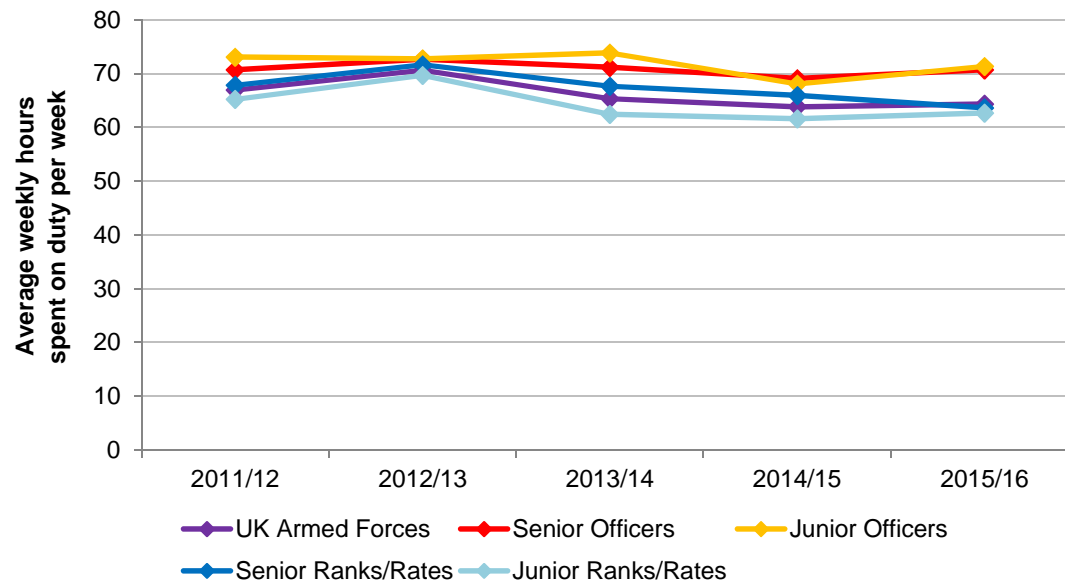


Table 3.11: Average hours spent on duty by Service

	On duty				Off duty
	Work	On call	Breaks	On duty total	
UK Armed Forces	44.9	12.8	6.7	64.4	103.6
Naval Service	48.9	16.3	5.6	70.9	97.1
Army	43.7	11.0	7.8	62.5	105.4
RAF	43.9	13.9	5.0	62.8	105.1

Figure 3.11: Average hours spent on duty by Service

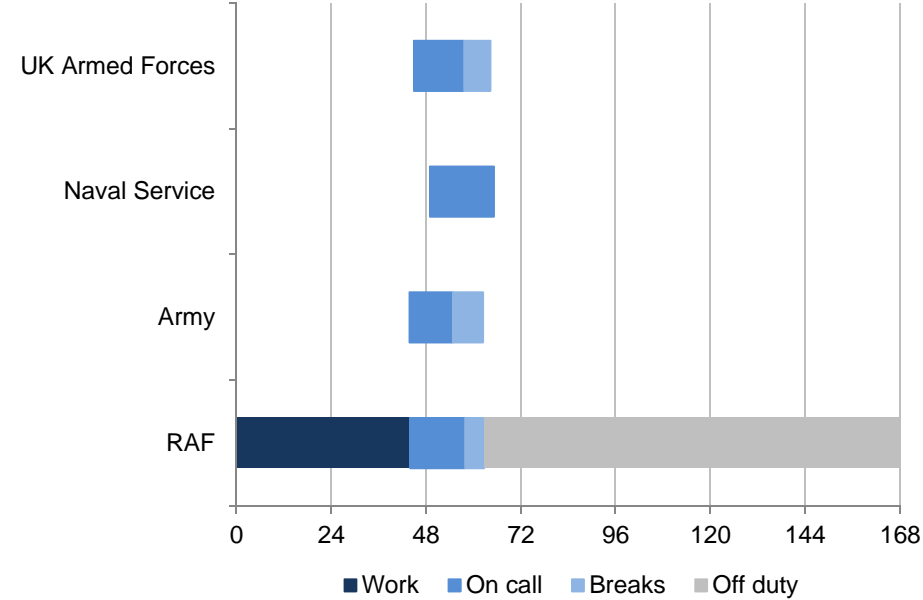


Table 3.12: Average hours spent on duty by rank group

	On duty				Off duty
	Work	On call	Breaks	On duty total	
UK Armed Forces	44.9	12.8	6.7	64.4	103.6
Senior Officers	53.1	13.5	4.1	70.7	97.3
Junior Officers	51.1	15.0	5.2	71.3	96.7
Senior Ranks/Rates	45.9	12.2	5.4	63.6	104.3
Junior Ranks/Rates	42.2	12.6	7.9	62.7	105.3

Figure 3.12: Average hours spent on duty by rank group

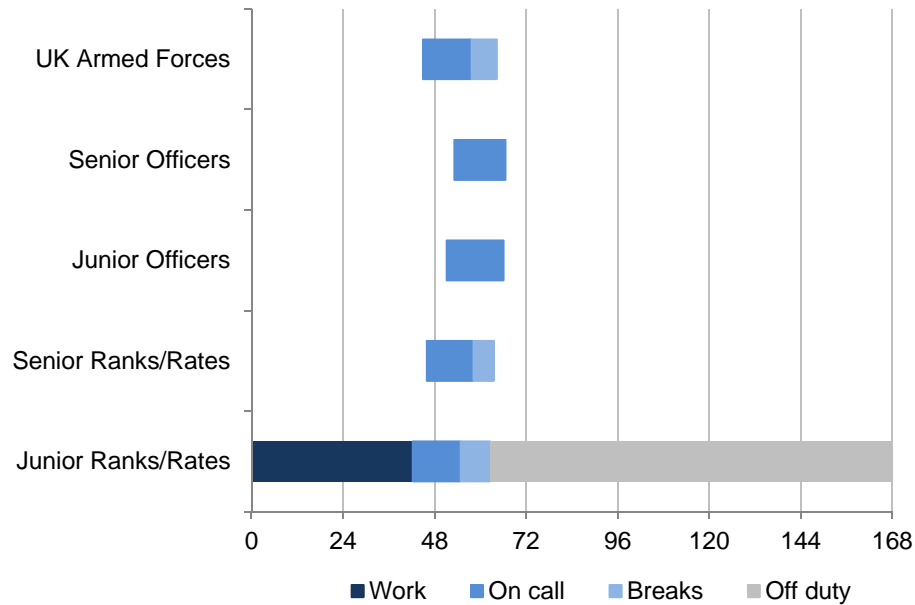


Table 3.13: Distribution of hours spent on duty by Service *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
UK Armed Forces	13%	33%	19%	10%	14%	11%	100%
Naval Service	16%	23%	17%	6%	21%	17%	100%
Army	14%	32%	19%	12%	13%	9%	100%
RAF	6%	45%	22%	7%	8%	12%	100%

* This table is based only on the 2,349 Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 3.13 is only an indication of the working week of Service personnel.

Figure 3.13: Distribution of hours spent on duty by Service

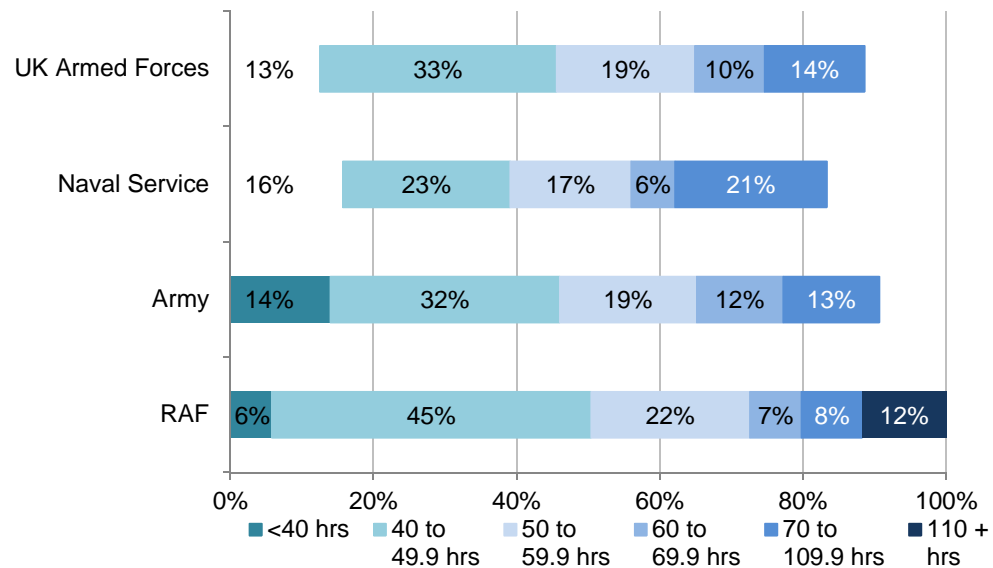
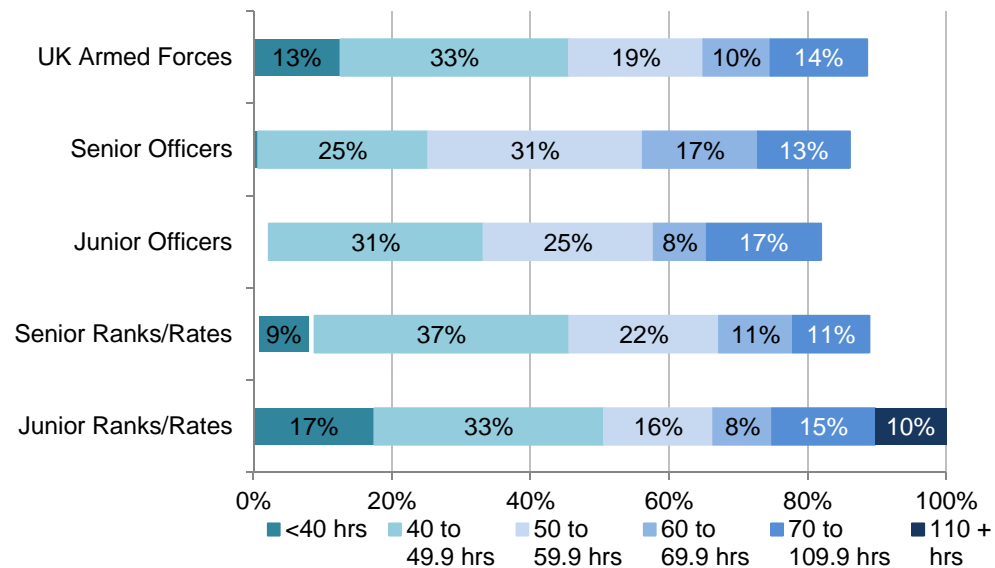


Table 3.14: Distribution of hours spent on duty by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
UK Armed Forces	13%	33%	19%	10%	14%	11%	100%
Senior Officers	1%	25%	31%	17%	13%	14%	100%
Junior Officers	2%	31%	25%	8%	17%	18%	100%
Senior Ranks/Rates	9%	37%	22%	11%	11%	11%	100%
Junior Ranks/Rates	17%	33%	16%	8%	15%	10%	100%

* This table is based only on the 2,349 Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 3.14 is only an indication of the working week of Service personnel.

Figure 3.14: Distribution of hours spent on duty by rank group



Key: Blue indicates the 2015/16 average is significantly lower than that reported in 2014/15.
 Purple indicates the 2015/16 average is significantly higher than that reported in 2014/15.
 Differences between 2014/15 and 2015/16 averages are provided in brackets.

SECTION 4: THE NAVAL SERVICE PICTURE

Table 4.01: Naval Service hours worked by rank group

	2011/12	2012/13	2013/14	2014/15	2015/16	
Naval Service	49.0	50.7	48.9	48.4	48.9	
Senior Officers	51.4	51.8	52.4	51.8	51.9	
Junior Officers	52.3	53.4	52.2	50.9	53.7	(2.8)
Senior Ranks/Rates	46.3	48.8	48.4	47.8	46.8	
Junior Ranks/Rates	49.4	51.1	47.8	47.6	48.6	

Figure 4.01: Naval Service hours worked by rank group

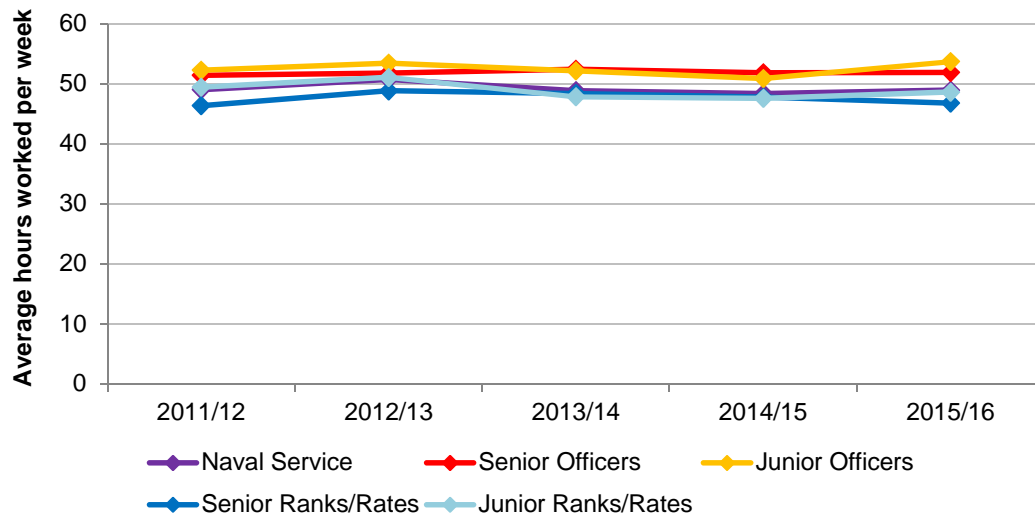


Table 4.02: Naval Service hours worked by location *

	2011/12	2012/13	2013/14	2014/15	2015/16
Naval Service	49.0	50.7	48.9	48.4	48.9
Sea	57.9	62.4	63.1	61.2	62.2
Shore	44.2	44.6	41.9	42.4	42.9

* Note, statistical tests were performed on the data, but the 2015/16 averages were found not to be significantly different from the 2014/15 averages.

Figure 4.02: Naval Service hours worked by location

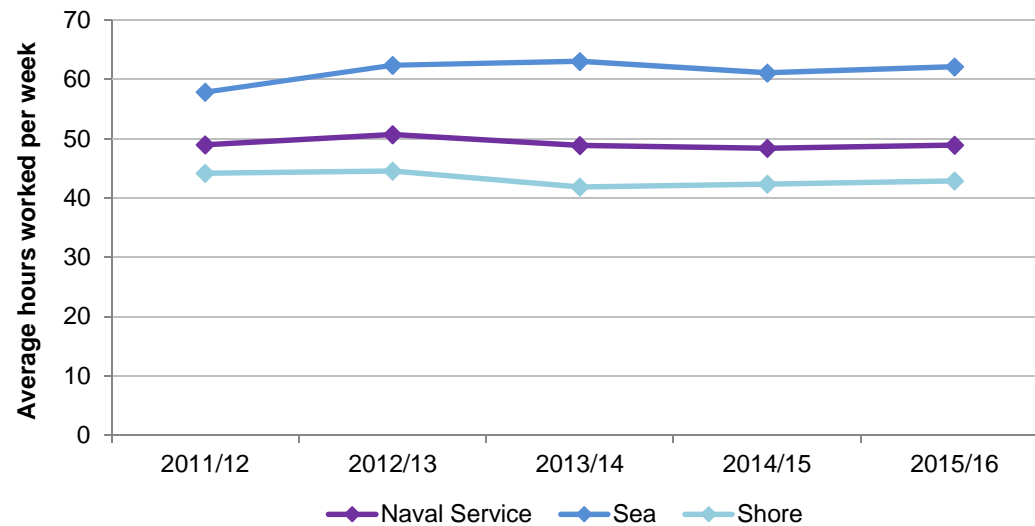


Table 4.03: Naval Service distribution of hours worked by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Naval Service	39%	24%	12%	7%	18%	100%
Senior Officers	15%	41%	27%	8%	10%	100%
Junior Officers	25%	29%	16%	9%	21%	100%
Senior Ranks/Rates	41%	30%	10%	6%	13%	100%
Junior Ranks/Rates	45%	17%	9%	7%	22%	100%

* This table is based only on the 794 Naval Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 4.03 is only an indication of the working week of Naval Service personnel.

Figure 4.03: Naval Service distribution of hours worked by rank group

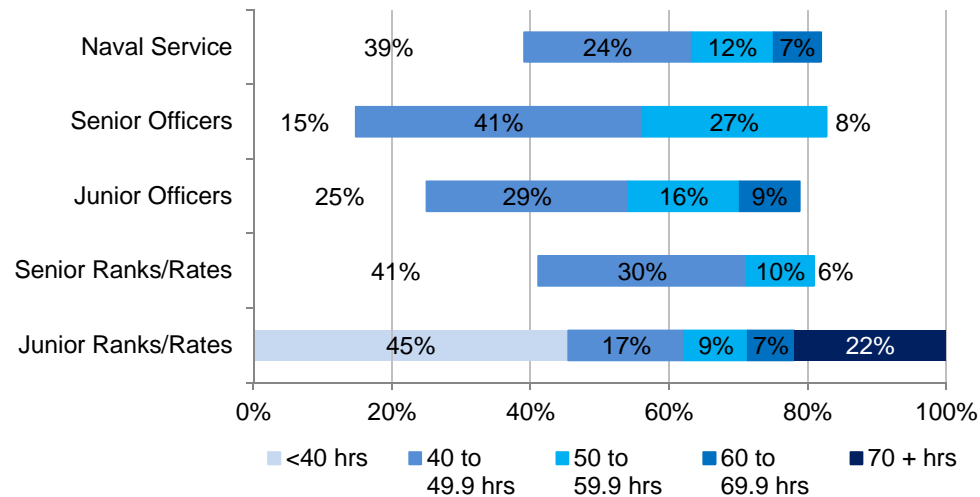


Table 4.04: Naval Service distribution of hours worked by location *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Naval Service	39%	24%	12%	7%	18%	100%
Sea	18%	14%	13%	11%	44%	100%
Shore	49%	29%	11%	5%	6%	100%

* This table is based only on the 794 Naval Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 4.04 is only an indication of the working week of Naval Service personnel.

Figure 4.04: Naval Service distribution of hours worked by location

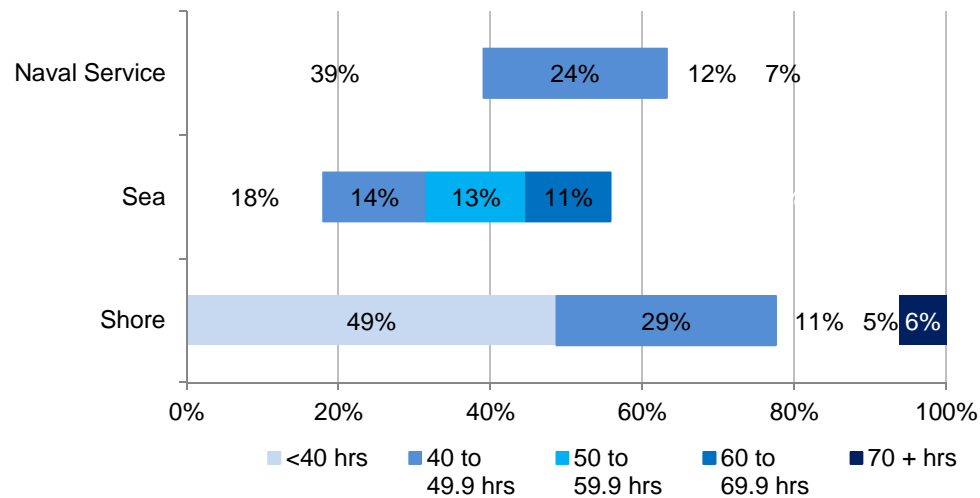


Table 4.05: Naval Service hours spent on call by rank group

	2011/12	2012/13	2013/14	2014/15	2015/16	
Naval Service	20.5	21.2	22.3	19.1	16.3	(-2.7)
Senior Officers	17.4	18.0	24.4	16.2	17.7	
Junior Officers	20.6	18.0	22.6	17.6	20.5	(2.9)
Senior Ranks/Rates	21.5	22.7	21.2	23.6	16.1	(-7.5)
Junior Ranks/Rates	20.7	21.6	22.3	17.7	15.5	(-2.2)

Figure 4.05: Naval Service hours spent on call by rank group

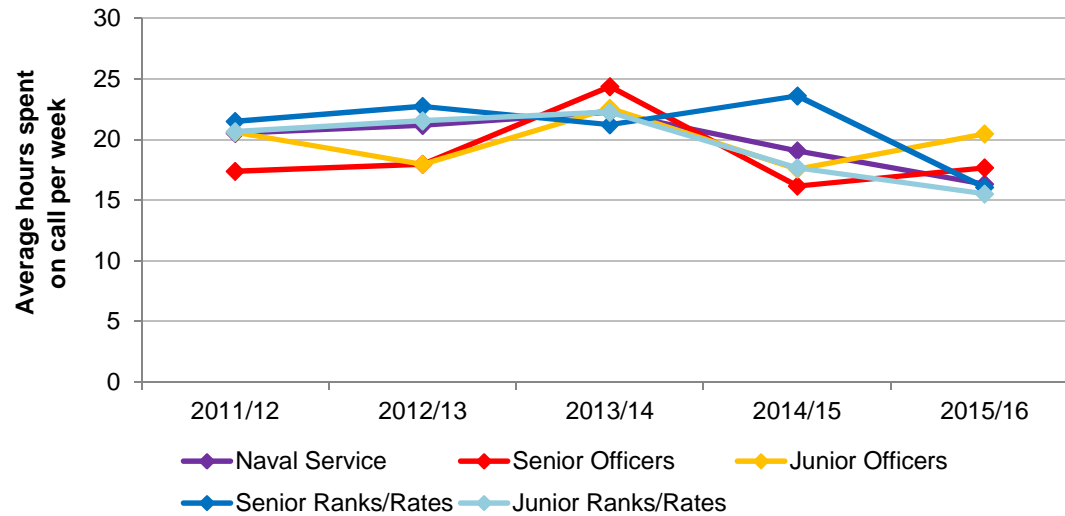


Table 4.06: Naval Service hours spent on call by location

	2011/12	2012/13	2013/14	2014/15	2015/16	
Naval Service	20.5	21.2	22.3	19.1	16.3	(-2.7)
Sea	29.7	35.9	41.8	32.4	25.2	(-7.2)
Shore	15.5	13.5	12.7	12.8	12.3	

Figure 4.06: Naval Service hours spent on call by location

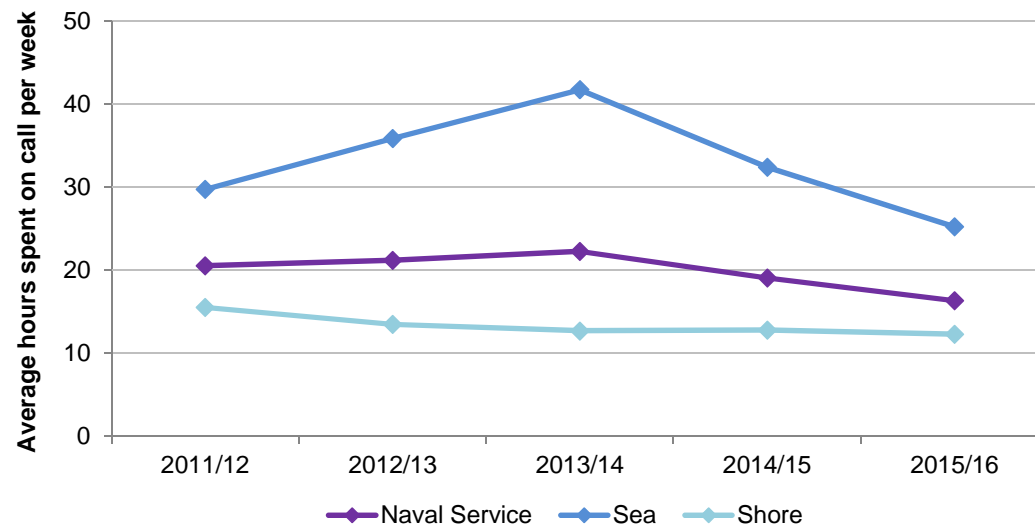


Table 4.07: Naval Service hours spent on duty by rank group

	2011/12	2012/13	2013/14	2014/15	2015/16	
Naval Service	75.4	77.2	77.1	73.3	70.9	(-2.4)
Senior Officers	72.8	73.6	80.4	72.0	73.4	
Junior Officers	78.5	76.6	80.8	73.3	78.9	(5.6)
Senior Ranks/Rates	73.3	76.4	74.8	76.6	67.5	(-9.1)
Junior Ranks/Rates	76.6	78.5	77.0	71.9	70.8	

Figure 4.07: Naval Service hours spent on duty by rank group

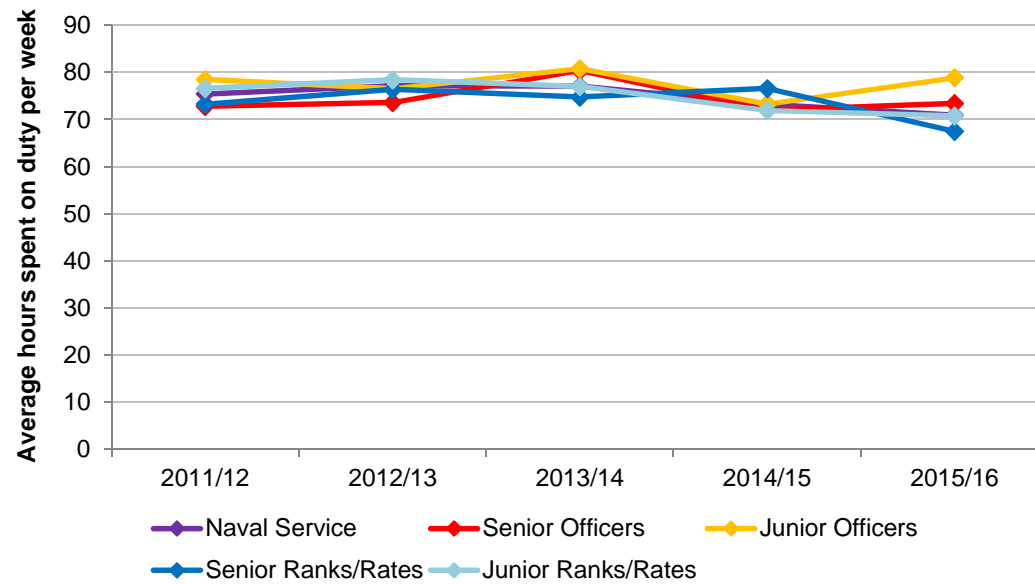


Table 4.08: Naval Service hours spent on duty by location

	2011/12	2012/13	2013/14	2014/15	2015/16	
Naval Service	75.4	77.2	77.1	73.3	70.9	(-2.4)
Sea	95.2	105.0	112.7	100.6	94.5	(-6.2)
Shore	64.6	62.7	59.7	60.4	60.2	

Figure 4.08: Naval Service hours spent on duty by location

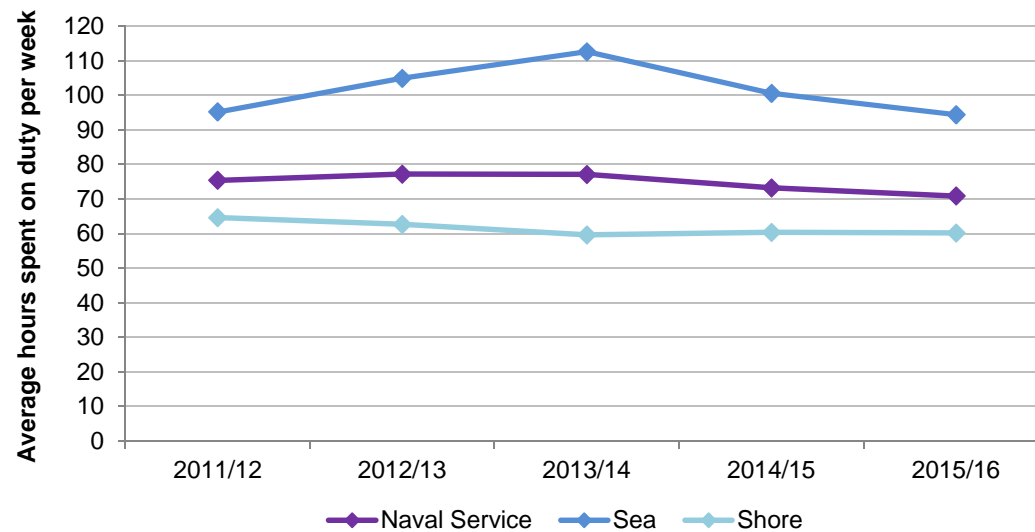


Table 4.09: Naval Service hours spent on duty by rank group

	On duty				Off duty
	Work	On call	Breaks	On duty total	
Naval Service	48.9	16.3	5.6	70.9	97.1
Senior Officers	51.9	17.7	3.9	73.4	94.6
Junior Officers	53.7	20.5	4.7	78.9	89.1
Senior Ranks/Rates	46.8	16.1	4.7	67.5	100.5
Junior Ranks/Rates	48.6	15.5	6.6	70.8	97.2

Figure 4.09: Naval Service hours spent on duty by rank group

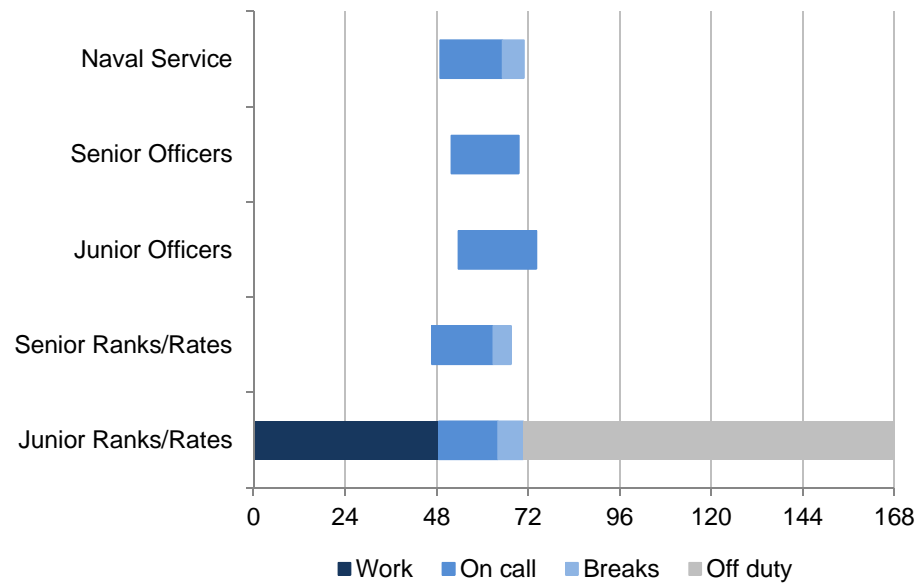


Table 4.10: Naval Service hours spent on duty by location

	On duty				Off duty
	Work	On call	Breaks	On duty total	
Naval Service	48.9	16.3	5.6	70.9	97.1
Sea	62.2	25.2	7.0	94.5	73.5
Shore	42.9	12.3	5.0	60.2	107.8

Figure 4.10: Naval Service hours spent on duty by location

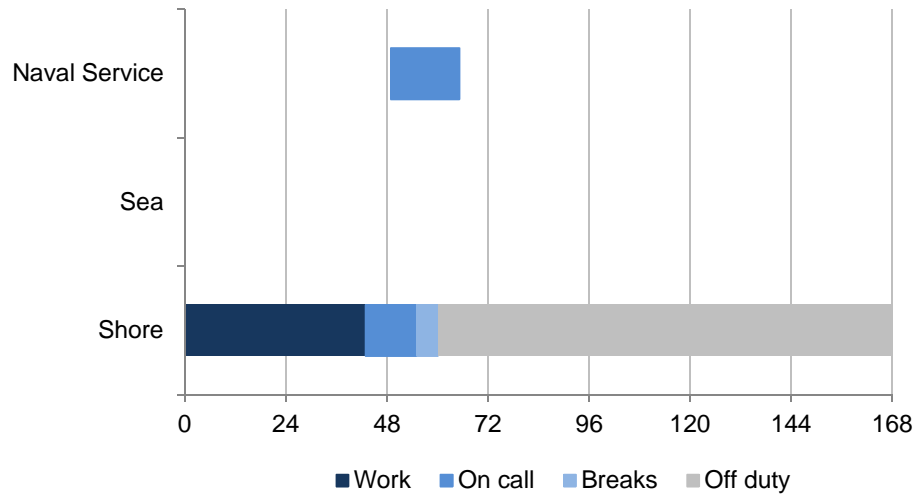


Table 4.11: Naval Service distribution of hours spent on duty by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
Naval Service	16%	23%	17%	6%	21%	17%	100%
Senior Officers	2%	30%	32%	7%	10%	20%	100%
Junior Officers	4%	29%	15%	6%	19%	27%	100%
Senior Ranks/Rates	17%	28%	18%	8%	16%	12%	100%
Junior Ranks/Rates	20%	19%	13%	5%	26%	17%	100%

* This table is based only on the 794 Naval Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 4.11 is only an indication of the working week of Naval Service personnel.

Figure 4.11: Naval Service distribution of hours spent on duty by rank group

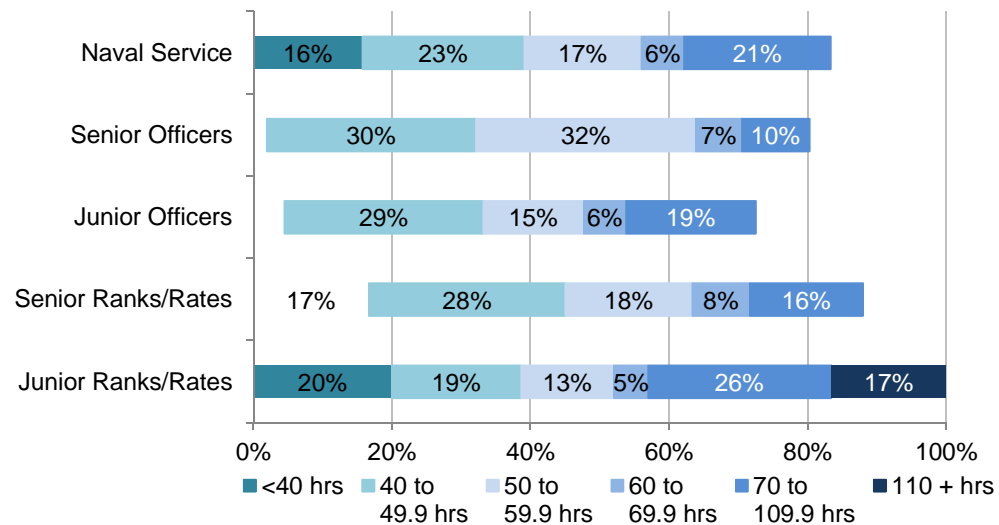
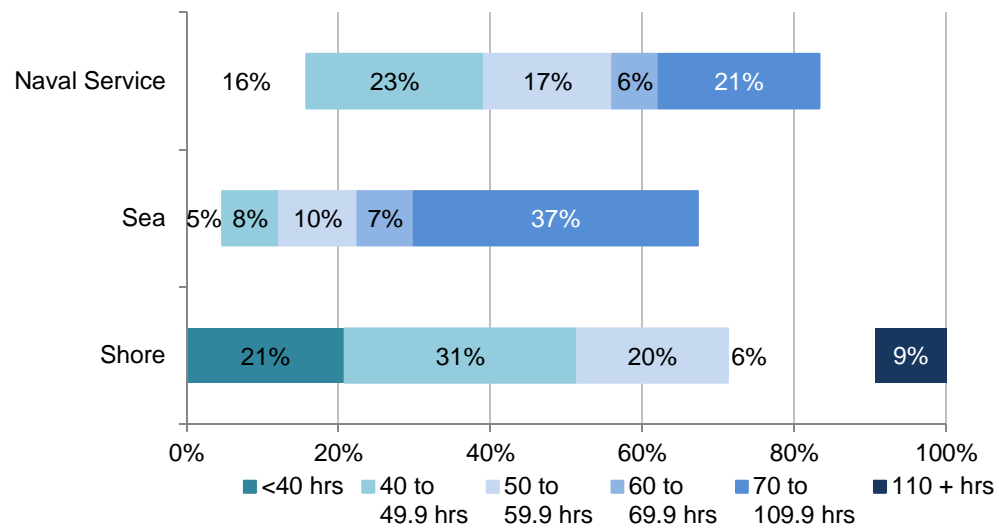


Table 4.12: Naval Service distribution of hours spent on duty by location *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
Naval Service	16%	23%	17%	6%	21%	17%	100%
Sea	5%	8%	10%	7%	37%	33%	100%
Shore	21%	31%	20%	6%	14%	9%	100%

* This table is based only on the 794 Naval Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 4.12 is only an indication of the working week of Naval Service personnel.

Figure 4.12: Naval Service distribution of hours spent on duty by location



Key: Blue indicates the 2015/16 average is significantly lower than that reported in 2014/15.
 Purple indicates the 2015/16 average is significantly higher than that reported in 2014/15.
 Differences between 2014/15 and 2015/16 averages are provided in brackets.

SECTION 5: THE ARMY PICTURE

Table 5.01: Army hours worked by rank group

	2011/12	2012/13	2013/14	2014/15	2015/16	
Army	46.2	48.1	44.2	43.4	43.7	
Senior Officers	54.7	53.9	54.4	53.2	54.7	(1.5)
Junior Officers	52.8	54.7	50.8	51.3	52.9	(1.7)
Senior Ranks	48.1	49.3	47.9	45.7	46.2	
Junior Ranks	44.0	46.3	41.1	40.6	40.4	

Figure 5.01: Army hours worked by rank group

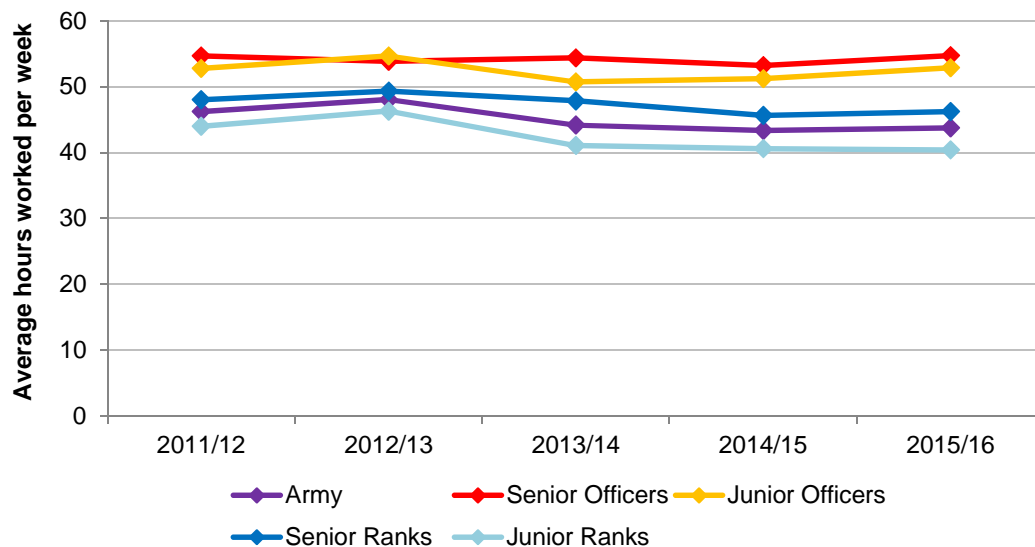


Table 5.02: Army hours worked by location

	2011/12	2012/13	2013/14	2014/15	2015/16	
Army	46.2	48.1	44.2	43.4	43.7	
United Kingdom	44.5	45.4	42.7	42.2	42.9	
Germany	43.3	48.0	43.9	44.4	46.3	(1.9)
Overseas Operations	72.8	72.9	66.3	62.8	53.8	(-8.9)
Elsewhere abroad	44.5	49.5	44.6	48.8	51.1	(2.3)

Figure 5.02: Army hours worked by location

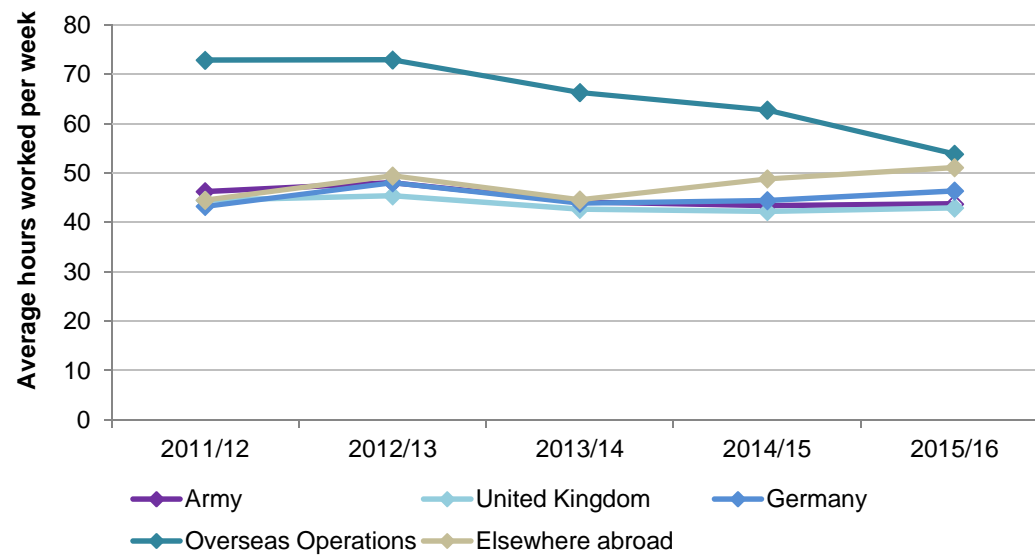


Table 5.03: Army distribution of hours worked by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Army	43%	29%	16%	6%	6%	100%
Senior Officers	5%	31%	37%	17%	11%	100%
Junior Officers	11%	41%	22%	12%	14%	100%
Senior Ranks	29%	40%	19%	7%	6%	100%
Junior Ranks	57%	24%	11%	3%	4%	100%

* This table is based only on the 885 Army personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 5.03 is only an indication of the working week of Army personnel.

Figure 5.03: Army distribution of hours worked by rank group

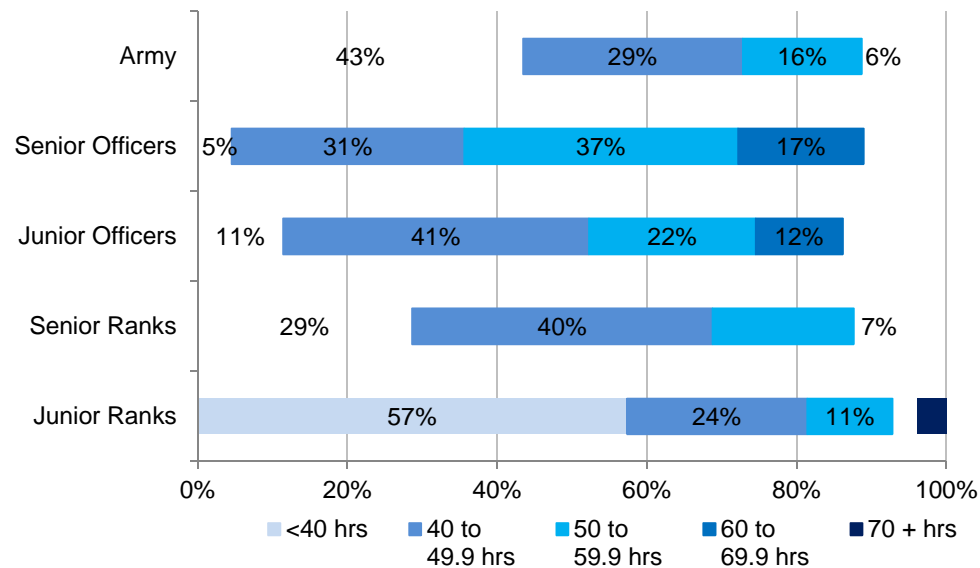


Table 5.04: Army distribution of hours worked by location *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Army	43%	29%	16%	6%	6%	100%
United Kingdom	46%	28%	16%	5%	5%	100%
Germany	32%	39%	15%	6%	7%	100%
Overseas Operations	6%	31%	24%	13%	26%	100%
Elsewhere abroad	23%	42%	14%	10%	11%	100%

* This table is based only on the 885 Army personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 5.04 is only an indication of the working week of Army personnel.

Figure 5.04: Army distribution of hours worked by location

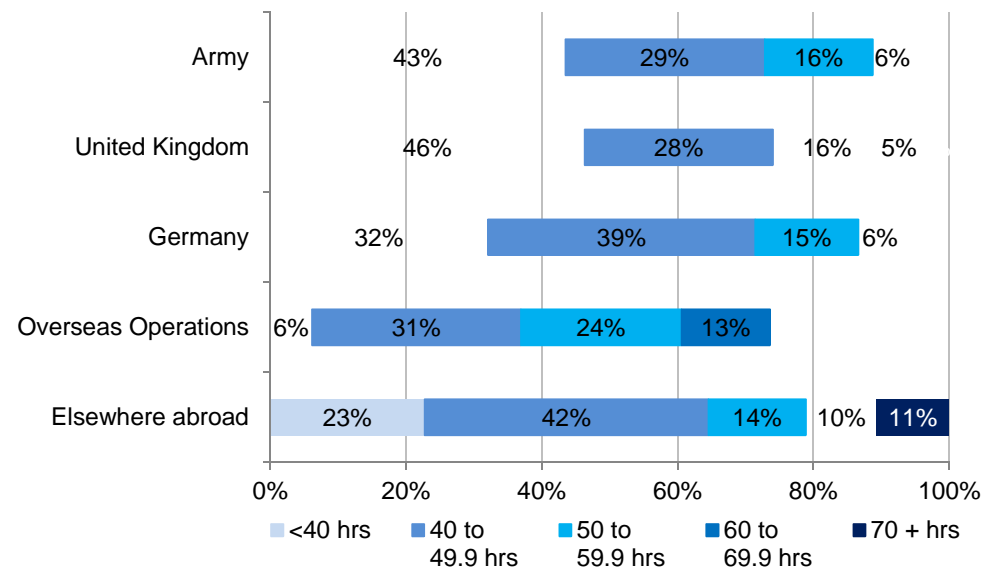


Table 5.05: Army hours spent on call by rank group

	2011/12	2012/13	2013/14	2014/15	2015/16
Army	12.4	15.7	11.0	10.2	11.0
Senior Officers	12.9	14.0	9.8	11.2	11.2
Junior Officers	17.1	13.6	19.4	10.5	13.5 (2.9)
Senior Ranks	12.5	18.4	12.8	12.8	10.9
Junior Ranks	11.8	15.2	9.7	9.2	10.8

Figure 5.05: Army hours spent on call by rank group

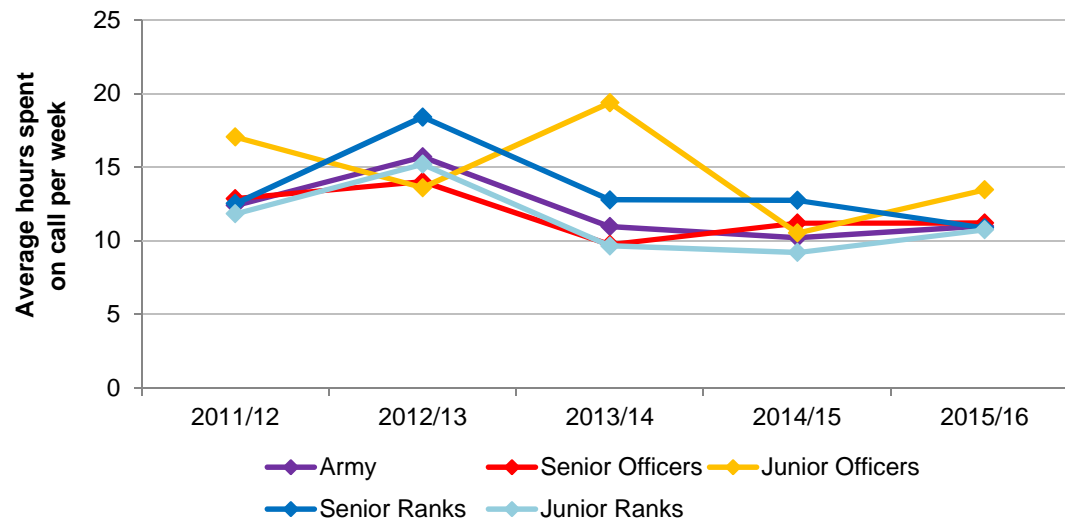


Table 5.06: Army hours spent on call by location

	2011/12	2012/13	2013/14	2014/15	2015/16
Army	12.4	15.7	11.0	10.2	11.0
United Kingdom	10.1	13.4	8.5	8.6	9.8
Germany	11.1	11.3	8.9	9.0	11.3 (2.3)
Overseas Operations	40.2	42.0	45.7	44.8	49.3
Elsewhere abroad	13.1	24.9	19.6	19.6	20.2

Figure 5.06: Army hours spent on call by location

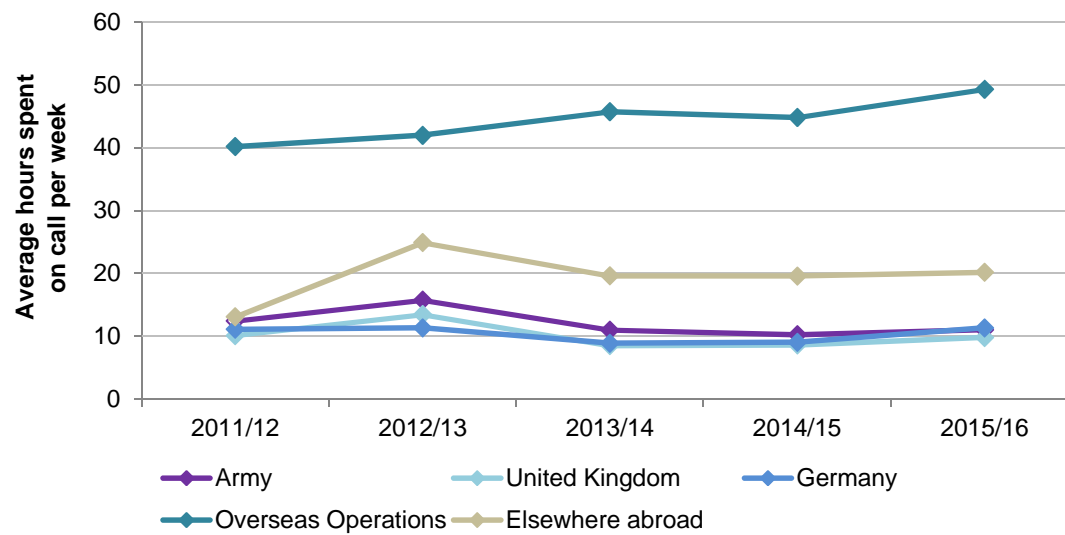


Table 5.07: Army hours spent on duty by rank group

	2011/12	2012/13	2013/14	2014/15	2015/16	
Army	65.9	70.5	62.2	60.9	62.5	(1.6)
Senior Officers	72.1	71.8	68.7	68.2	70.5	
Junior Officers	75.9	74.2	75.5	67.9	72.4	(4.5)
Senior Ranks	67.0	73.1	67.6	64.2	63.3	
Junior Ranks	63.9	69.2	58.3	58.2	60.1	

Figure 5.07: Army hours spent on duty by rank group

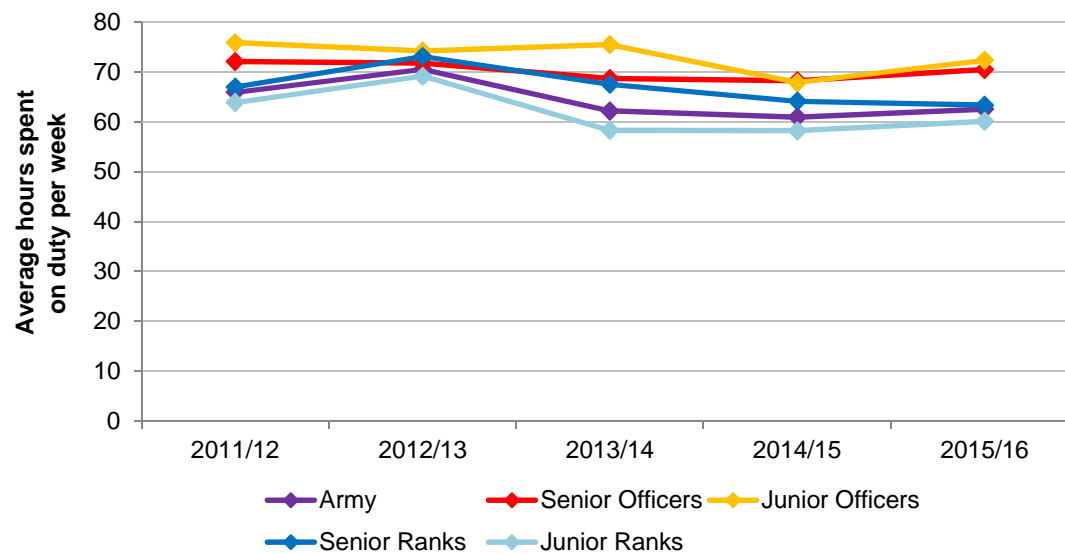


Table 5.08: Army hours spent on duty by location

	2011/12	2012/13	2013/14	2014/15	2015/16
Army	65.9	70.5	62.2	60.9	62.5 (1.6)
United Kingdom	61.8	65.1	58.0	58.2	60.6 (2.4)
Germany	60.7	66.0	59.9	60.4	65.2 (4.8)
Overseas Operations	124.7	128.1	123.0	116.5	111.6
Elsewhere abroad	62.7	79.0	70.3	74.7	77.7

Figure 5.08: Army hours spent on duty by location

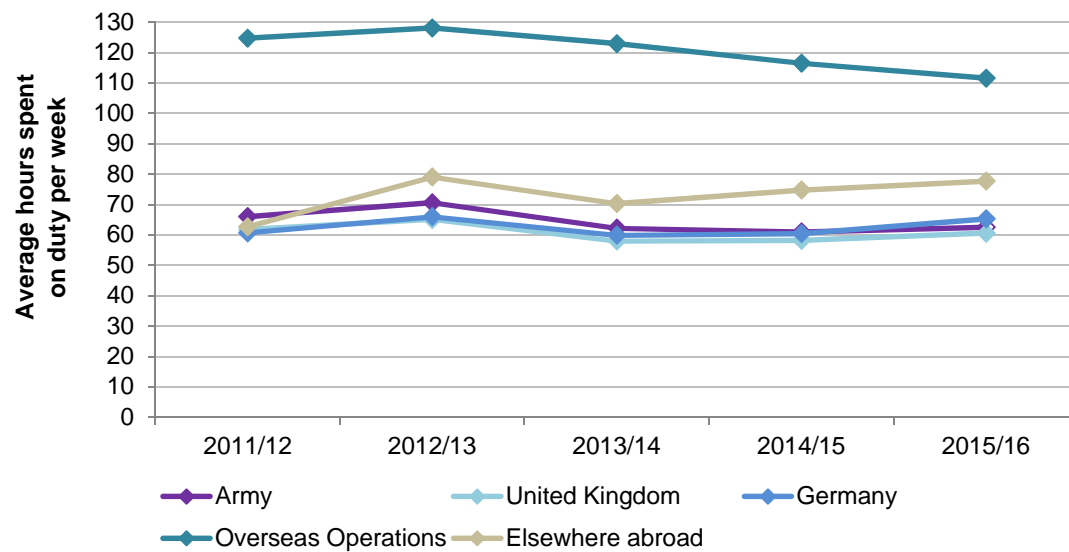


Table 5.09: Army hours spent on duty by rank group

	On duty				Off duty
	Work	On call	Breaks	On duty total	
Army	43.7	11.0	7.8	62.5	105.4
Senior Officers	54.7	11.2	4.5	70.5	97.5
Junior Officers	52.9	13.5	6.0	72.4	95.7
Senior Ranks	46.2	10.9	6.2	63.3	104.6
Junior Ranks	40.4	10.8	8.9	60.1	107.9

Figure 5.09: Army hours spent on duty by rank group

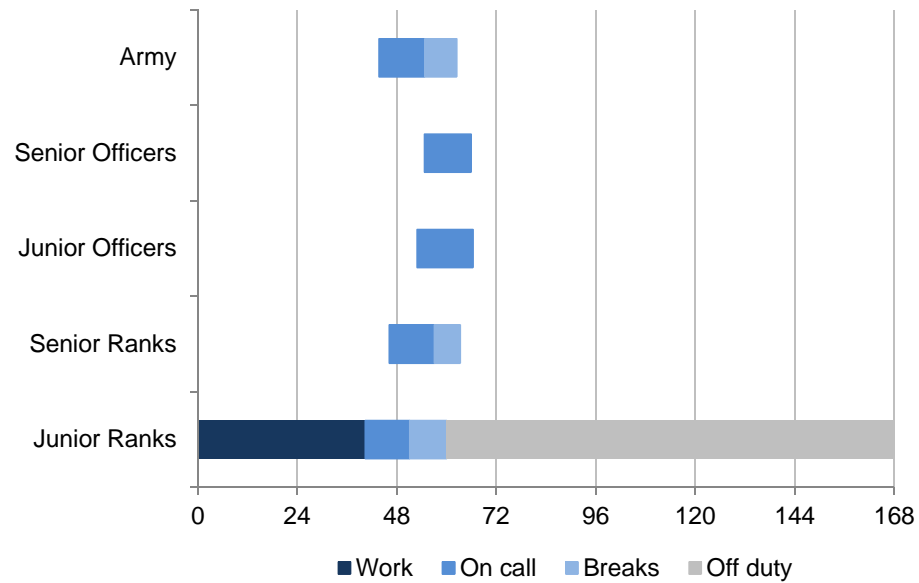


Table 5.10: Army hours spent on duty by location

	On duty				Off duty
	Work	On call	Breaks	On duty total	
Army	43.7	11.0	7.8	62.5	105.4
United Kingdom	42.9	9.8	7.9	60.6	107.4
Germany	46.3	11.3	7.6	65.2	102.6
Overseas Operations	53.8	49.3	8.5	111.6	56.4
Elsewhere abroad	51.1	20.2	6.4	77.7	90.3

Figure 5.10: Army hours spent on duty by location

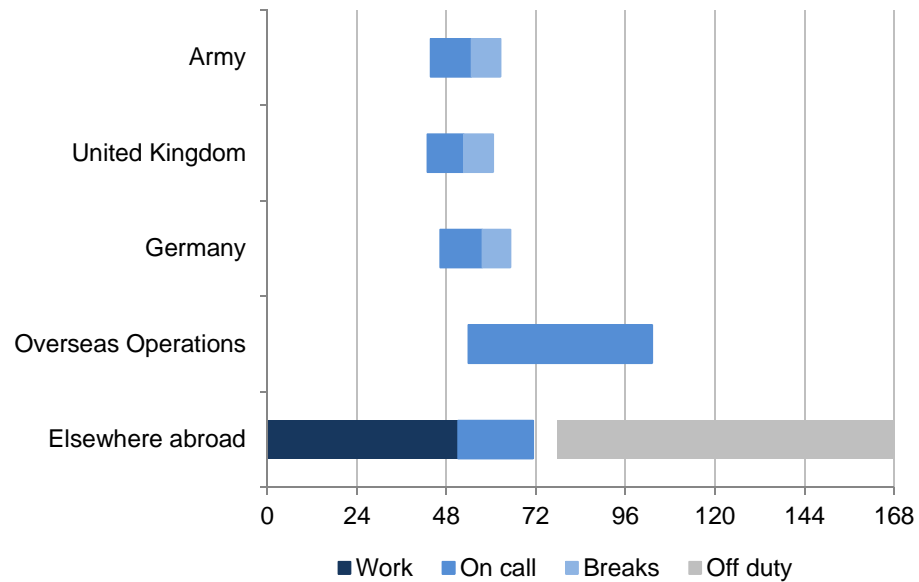


Table 5.11: Army distribution of hours spent on duty by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
Army	14%	32%	19%	12%	13%	9%	100%
Senior Officers	0%	19%	30%	21%	18%	12%	100%
Junior Officers	2%	25%	26%	10%	19%	17%	100%
Senior Ranks	8%	37%	20%	13%	11%	11%	100%
Junior Ranks	19%	33%	17%	11%	13%	8%	100%

* This table is based only on the 885 Army personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 5.11 is only an indication of the working week of Army personnel.

- Please note, the number of Senior Officers (who returned a completed questionnaire and for whom a full week's data was available) who reported spending less than 40 hours a week on duty was not actually 0, but rounds to 0%.

Figure 5.11: Army distribution of hours spent on duty by rank group

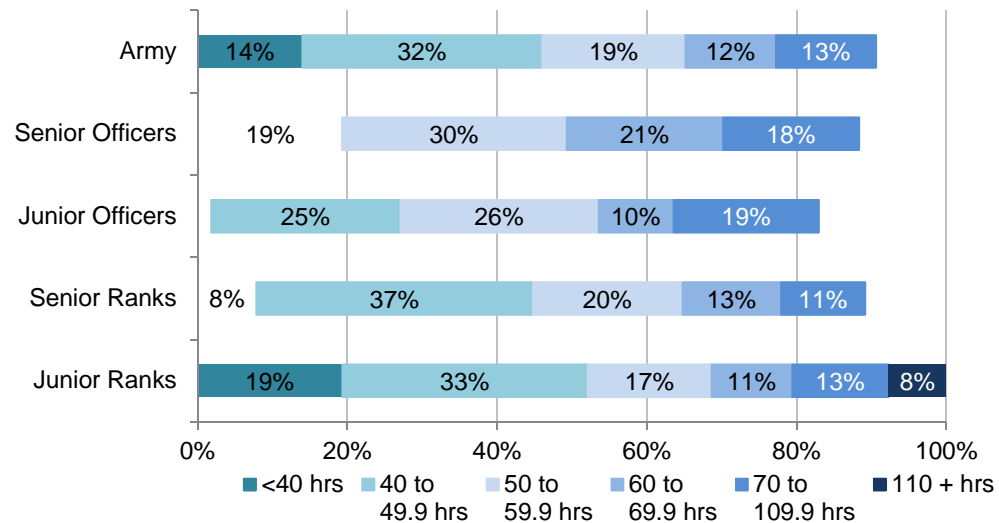


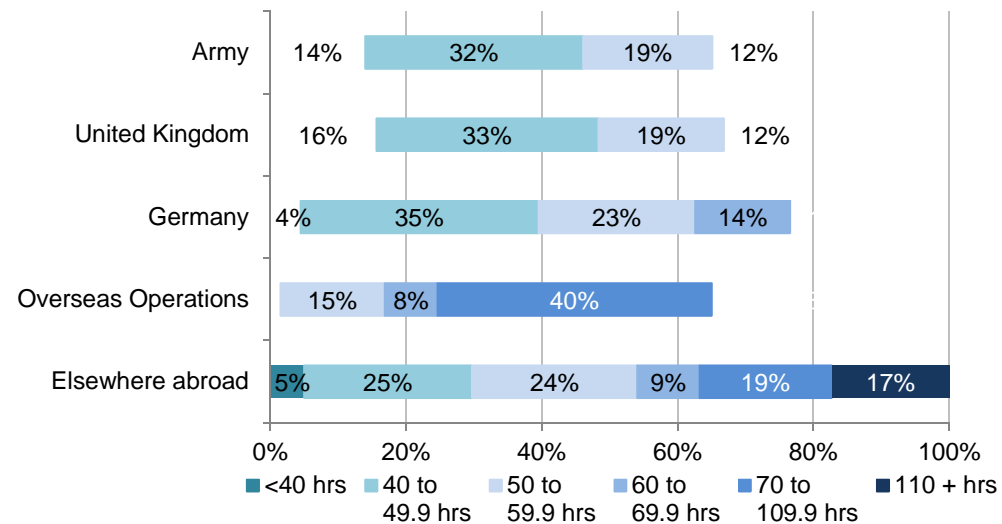
Table 5.12: Army distribution of hours spent on duty by location *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
Army	14%	32%	19%	12%	13%	9%	100%
United Kingdom	16%	33%	19%	12%	13%	8%	100%
Germany	4%	35%	23%	14%	13%	11%	100%
Overseas Operations	-	2%	15%	8%	40%	35%	100%
Elsewhere abroad	5%	25%	24%	9%	19%	17%	100%

* This table is based only on the 885 Army personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 5.12 is only an indication of the working week of Army personnel.

- No Army personnel deployed on overseas operations (who returned a completed questionnaire and for whom a full week's data was available) reported spending less than 40 hours a week on duty.

Figure 5.12: Army distribution of hours spent on duty by location



Key: Blue indicates the 2015/16 average is significantly lower than that reported in 2014/15.
 Purple indicates the 2015/16 average is significantly higher than that reported in 2014/15.
 Differences between 2014/15 and 2015/16 averages are provided in brackets.

SECTION 6: THE RAF PICTURE

Table 6.01: RAF hours worked by rank group *

	2011/12	2012/13	2013/14	2014/15	2015/16
RAF	44.1	45.0	44.6	43.8	43.9
Senior Officers	50.5	52.2	51.2	51.7	51.3
Junior Officers	46.0	49.0	47.9	46.8	46.2
Senior Ranks	45.4	44.5	44.5	44.2	44.5
Junior Ranks	41.9	43.1	42.7	41.4	41.6

* Note, statistical tests were performed on the data, but the 2015/16 averages were found not to be significantly different from the 2014/15 averages.

Figure 6.01: RAF hours worked by rank group

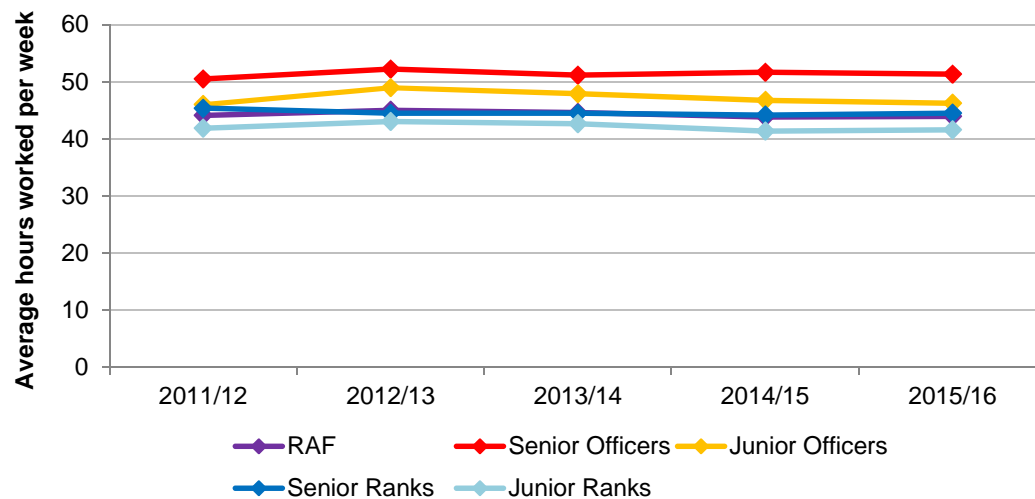


Table 6.02: RAF hours worked by location

	2011/12	2012/13	2013/14	2014/15	2015/16	
RAF	44.1	45.0	44.6	43.8	43.9	
United Kingdom	42.5	43.7	43.0	42.2	43.2	(0.9)
Overseas Operations	67.4	69.4	69.3	69.8	58.8	(-10.9)
Elsewhere abroad	45.0	44.2	44.9	45.1	44.5	

Figure 6.02: RAF hours worked by location

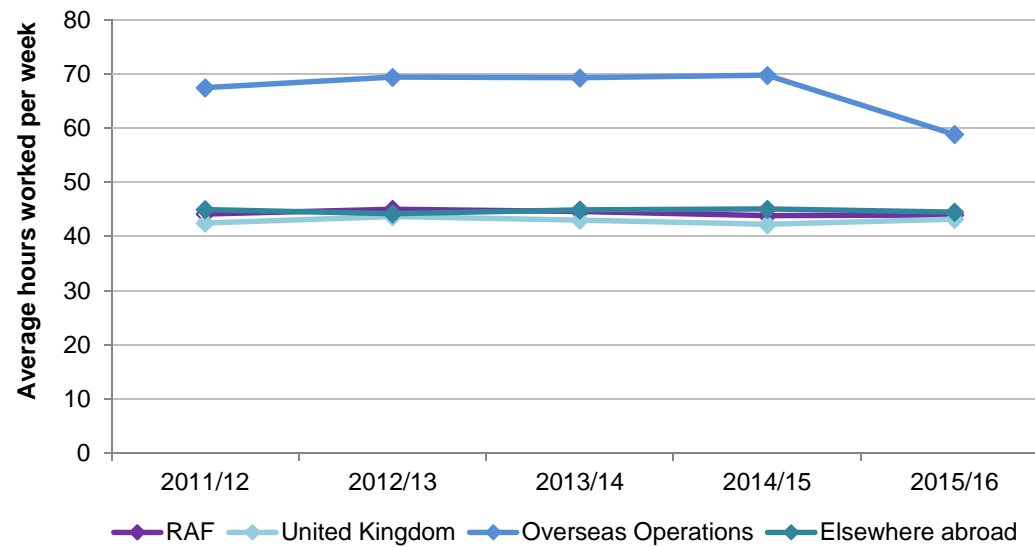


Table 6.03: RAF distribution of hours worked by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
RAF	37%	44%	12%	4%	3%	100%
Senior Officers	5%	48%	24%	18%	5%	100%
Junior Officers	29%	51%	12%	4%	3%	100%
Senior Ranks	26%	54%	14%	2%	4%	100%
Junior Ranks	52%	36%	9%	2%	2%	100%

* This table is based only on the 670 RAF personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 6.03 is only an indication of the working week of RAF personnel.

Figure 6.03: RAF distribution of hours worked by rank group

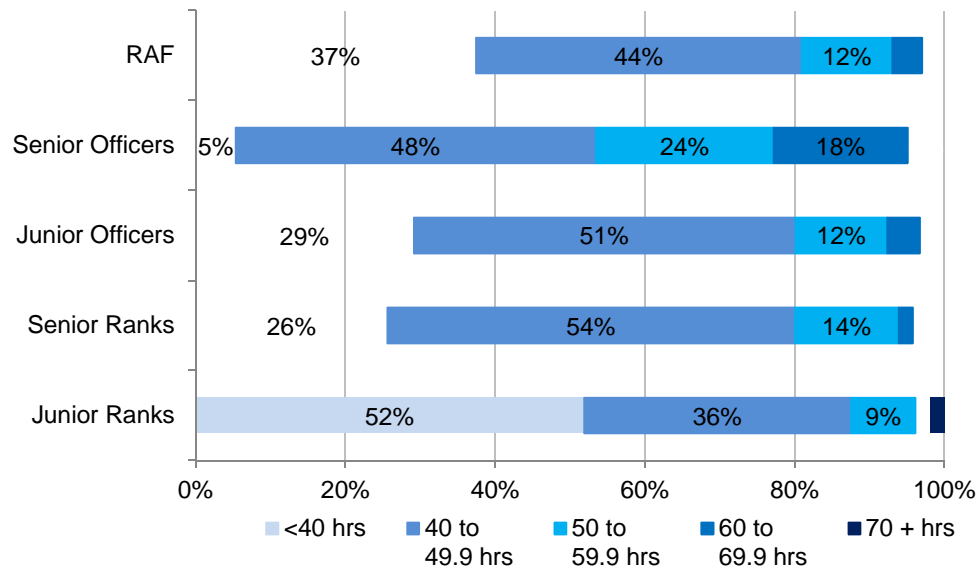


Table 6.04: RAF distribution of hours worked by location *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
RAF	37%	44%	12%	4%	3%	100%
United Kingdom	39%	44%	12%	4%	2%	100%
Overseas Operations	13%	29%	19%	13%	26%	100%
Elsewhere abroad	36%	45%	14%	4%	2%	100%

* This table is based only on the 670 RAF personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 6.04 is only an indication of the working week of RAF personnel.

Figure 6.04: RAF distribution of hours worked by location

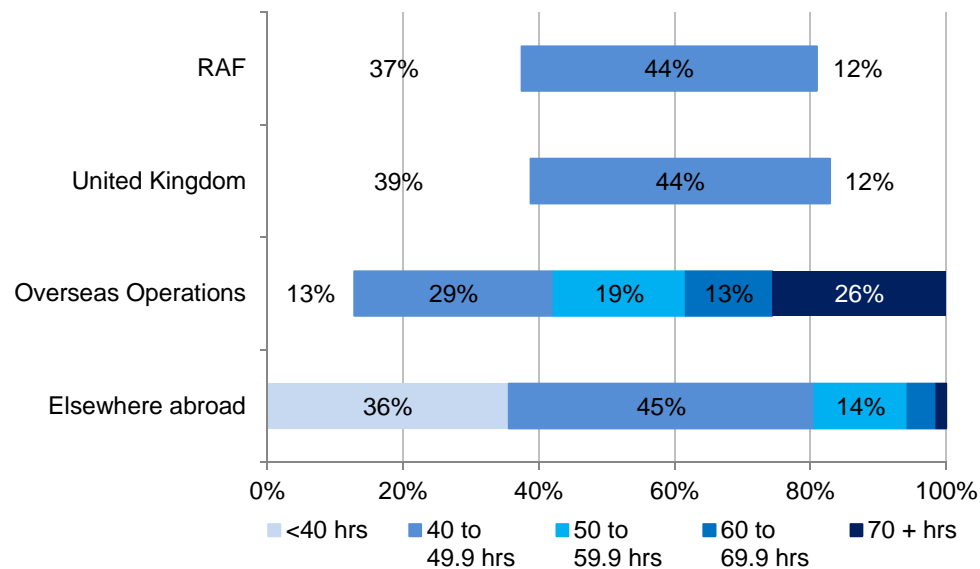


Table 6.05: RAF hours spent on call by rank group *

	2011/12	2012/13	2013/14	2014/15	2015/16
RAF	12.8	15.3	13.4	13.8	13.9
Senior Officers	12.4	17.9	12.5	13.0	13.9
Junior Officers	15.2	15.2	14.3	13.6	13.5
Senior Ranks	14.5	15.2	12.3	11.1	11.6
Junior Ranks	11.6	14.9	13.9	15.3	15.2

* Note, statistical tests were performed on the data, but the 2015/16 averages were found not to be significantly different from the 2014/15 averages.

Figure 6.05: RAF hours spent on call by rank group

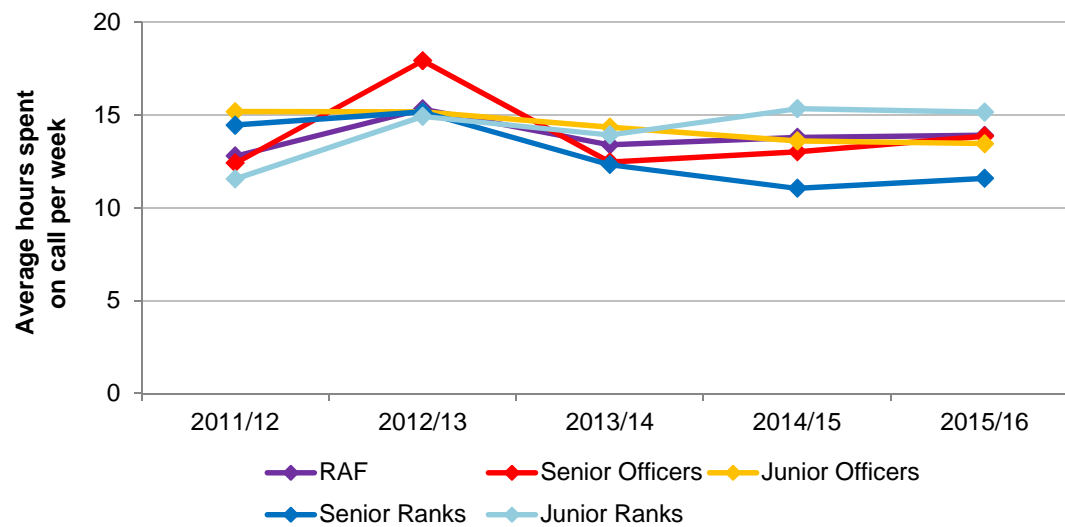


Table 6.06: RAF hours spent on call by location

	2011/12	2012/13	2013/14	2014/15	2015/16	
RAF	12.8	15.3	13.4	13.8	13.9	
United Kingdom	10.3	12.5	9.8	11.3	12.2	
Overseas Operations	38.1	48.2	57.0	51.9	39.9	(-12.0)
Elsewhere abroad	23.6	26.9	23.6	17.1	20.2	(3.2)

Figure 6.06: RAF hours spent on call by location

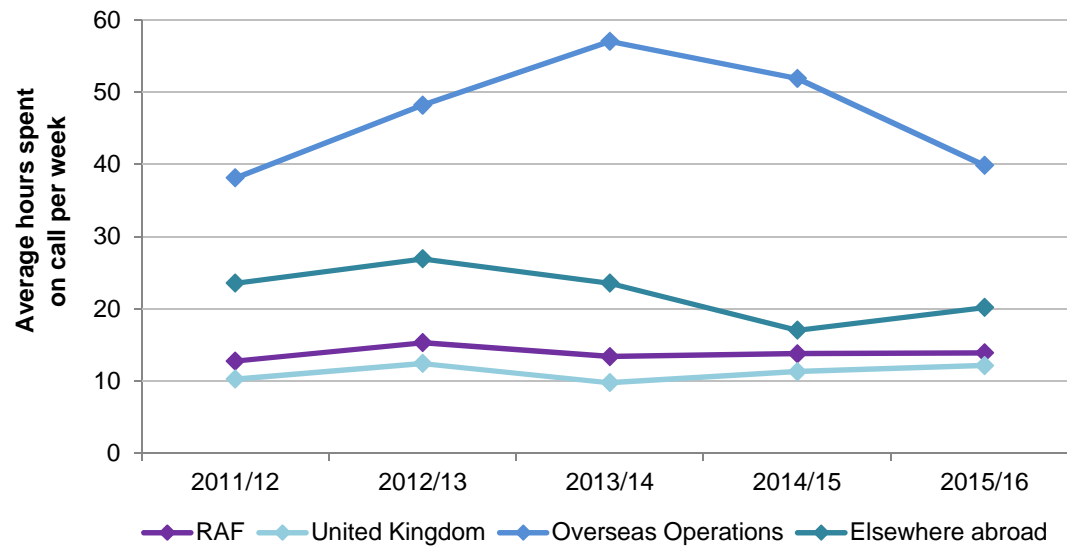


Table 6.07: RAF hours spent on duty by rank group *

	2011/12	2012/13	2013/14	2014/15	2015/16
RAF	62.2	65.3	63.1	62.7	62.8
Senior Officers	66.3	73.4	67.3	68.0	68.5
Junior Officers	65.6	68.0	66.2	64.5	64.0
Senior Ranks	64.6	64.1	61.3	59.8	60.5
Junior Ranks	59.5	63.8	62.6	62.7	62.6

* Note, statistical tests were performed on the data, but the 2015/16 averages were found not to be significantly different from the 2014/15 averages.

Figure 6.07: RAF hours spent on duty by rank group

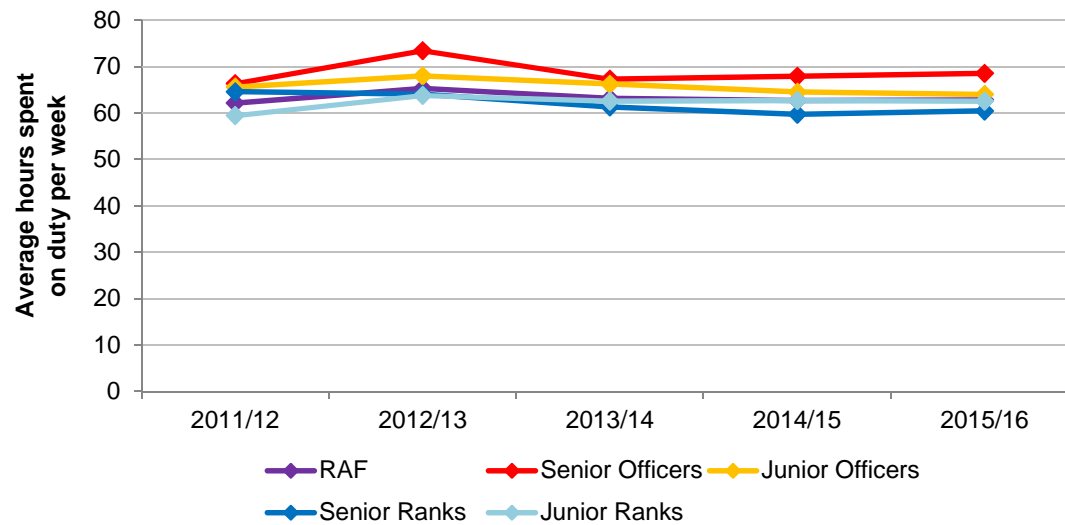


Table 6.08: RAF hours spent on duty by location

	2011/12	2012/13	2013/14	2014/15	2015/16	
RAF	62.2	65.3	63.1	62.7	62.8	
United Kingdom	58.1	61.0	58.0	58.8	60.5	
Overseas Operations	111.9	125.4	132.2	125.9	103.9	(-22.0)
Elsewhere abroad	71.5	74.9	72.0	65.4	67.7	

Figure 6.08: RAF hours spent on duty by location

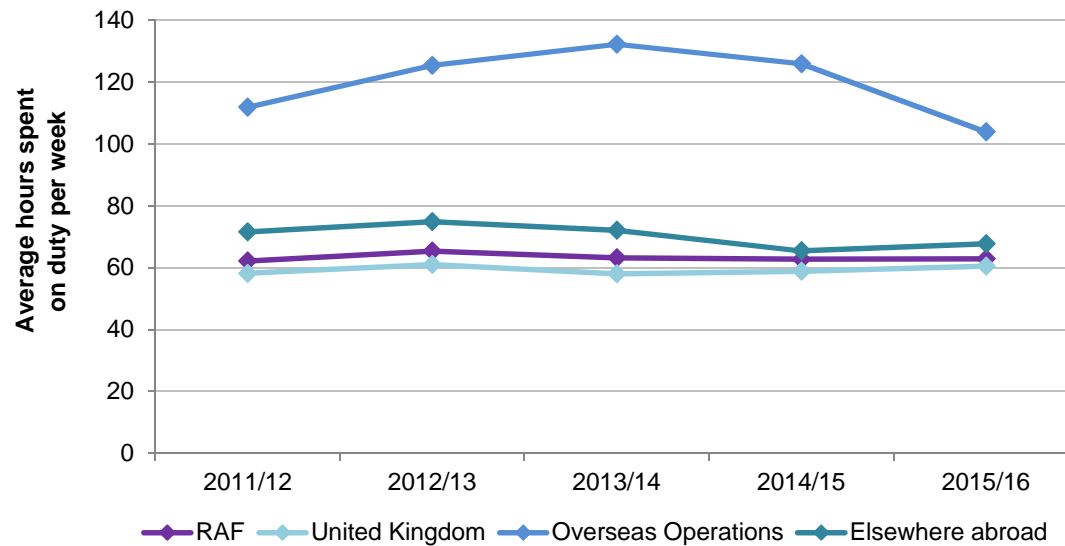


Table 6.09: RAF hours spent on duty by rank group

	On duty				Off duty
	Work	On call	Breaks	On duty total	
RAF	43.9	13.9	5.0	62.8	105.1
Senior Officers	51.3	13.9	3.3	68.5	99.4
Junior Officers	46.2	13.5	4.3	64.0	103.9
Senior Ranks	44.5	11.6	4.4	60.5	107.5
Junior Ranks	41.6	15.2	5.8	62.6	105.4

Figure 6.09: RAF hours spent on duty by rank group

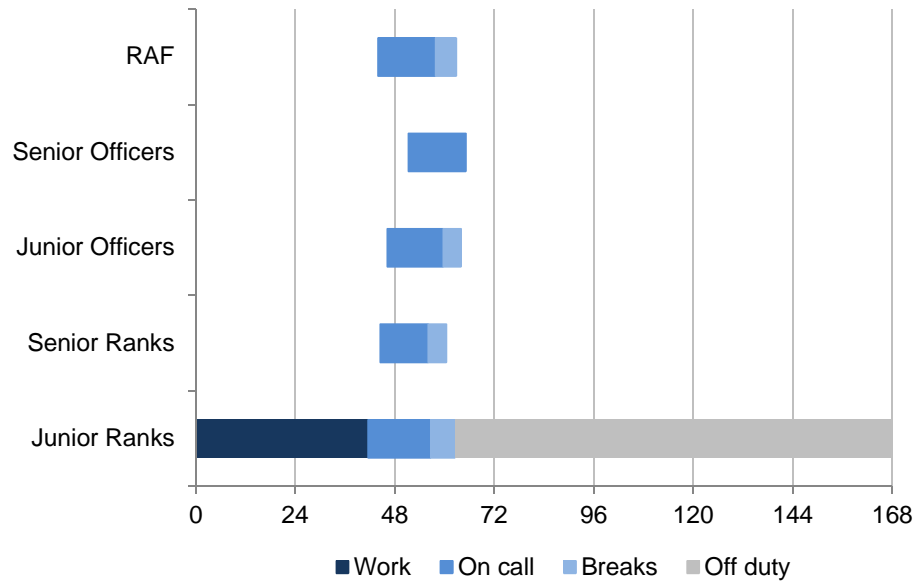


Table 6.10: RAF hours spent on duty by location

	On duty				Off duty
	Work	On call	Breaks	On duty total	
RAF	43.9	13.9	5.0	62.8	105.1
United Kingdom	43.2	12.2	5.1	60.5	107.5
Overseas Operations	58.8	39.9	5.2	103.9	64.1
Elsewhere abroad	44.5	20.2	3.0	67.7	100.2

Figure 6.10: RAF hours spent on duty by location

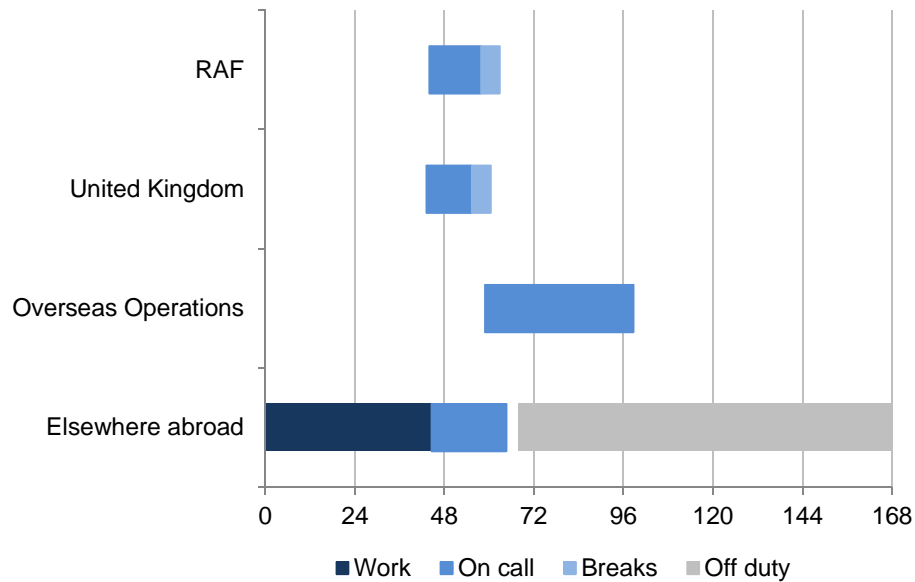


Table 6.11: RAF distribution of hours spent on duty by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
RAF	6%	45%	22%	7%	8%	12%	100%
Senior Officers	0%	29%	32%	18%	8%	12%	100%
Junior Officers	1%	42%	29%	5%	10%	13%	100%
Senior Ranks	3%	44%	28%	7%	6%	11%	100%
Junior Ranks	9%	48%	16%	5%	10%	12%	100%

* This table is based only on the 670 RAF personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 6.11 is only an indication of the working week of RAF personnel.

- Please note, the number of Senior Officers (who returned a completed questionnaire and for whom a full week's data was available) who reported spending less than 40 hours a week on duty was not actually 0, but rounds to 0%.

Figure 6.11: RAF distribution of hours spent on duty by rank group

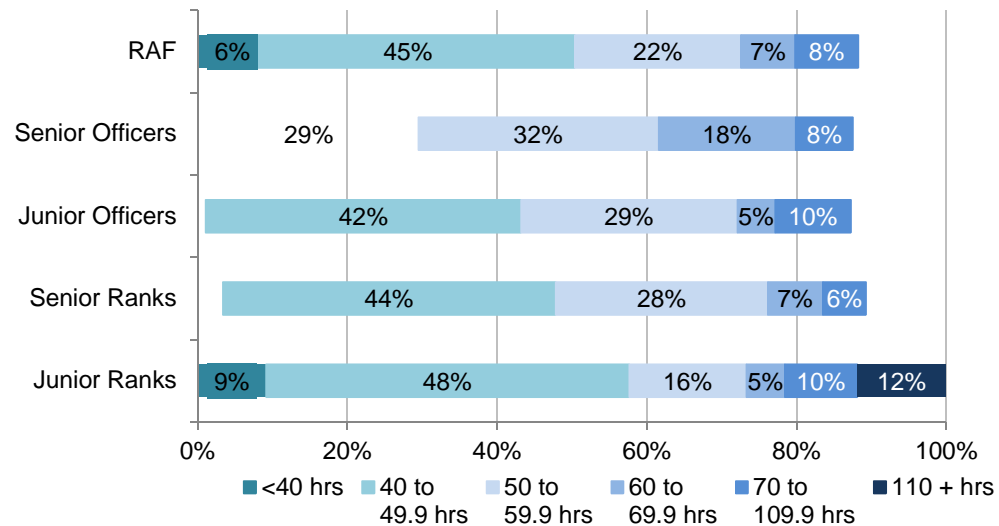


Table 6.12: RAF distribution of hours spent on duty by location *

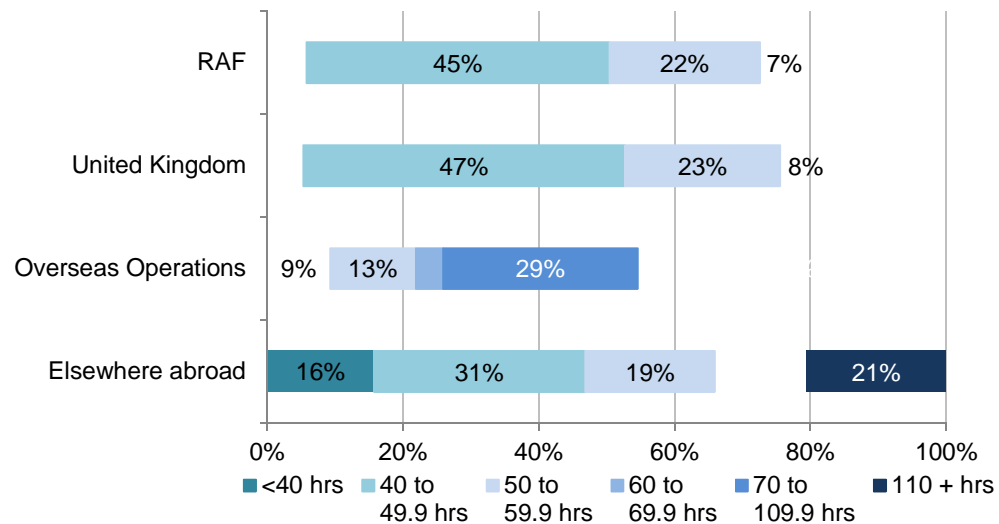
	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
RAF	6%	45%	22%	7%	8%	12%	100%
United Kingdom	5%	47%	23%	8%	7%	9%	100%
Overseas Operations	-	9%	13%	4%	29%	45%	100%
Elsewhere abroad	16%	31%	19%	5%	9%	21%	100%

* This table is based only on the 670 RAF personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals).

Therefore, table 6.12 is only an indication of the working week of RAF personnel.

- No RAF personnel deployed on overseas operations (who returned a completed questionnaire and for whom a full week's data was available) reported spending less than 40 hours a week on duty.

Figure 6.12: RAF distribution of hours spent on duty by location



Key: Blue indicates the 2015/16 average is significantly lower than that reported in 2014/15.
 Purple indicates the 2015/16 average is significantly higher than that reported in 2014/15.
 Differences between 2014/15 and 2015/16 averages are provided in brackets.

SECTION 7: NATO RANK OF5 TO OF6 PICTURE

This part of the report looks at the working patterns of Service personnel with a NATO Rank of OF5 to OF6. NATO Ranks OF5 and OF6 refer to the ranks in Table 7.01, below.

Table 7.01: Single Service Ranks for NATO Ranks OF5 and OF6

NATO Code	Royal Navy (RN)	Royal Marines (RM)	Army	RAF
OF6	Commodore	Brigadier	Brigadier	Air Commodore
OF5	Captain	Colonel	Colonel	Group Captain

Table 7.02: NATO Rank OF5 to OF6 valid response rate *

	2011/12	2012/13	2013/14	2014/15	2015/16
Naval Service	25	12	18	13	22
Army	51	26	24	34	35
RAF	21	21	26	22	14
Total number of valid responses	97	59	68	69	71
Sample	180	147	154	162	189
Valid response rate	54%	40%	44%	43%	38%

* A response is considered valid if one or more day of the weeks data is usable.

Table 7.03: NATO Rank OF5 to OF6 usable response rate *

	2011/12	2012/13	2013/14	2014/15	2015/16
Number of usable days	574	378	428	425	436
Maximum number of usable days possible	1,260	1,029	1,078	1,134	1,323
Usable response rate	46%	37%	40%	37%	33%

* The usable response rate refers to the number of usable days in the data, divided by the maximum number of possible days (the sample multiplied by 7).

Table 7.04: Number of personnel for whom a full weeks data was available, broken down by Service

	2011/12	2012/13	2013/14	2014/15	2015/16
Naval Service	11	9	14	6	12
Army	21	18	14	19	18
RAF	10	10	13	14	9
Total	42	37	41	39	39

Table 7.05: Response rates for personnel for whom a full weeks data was available

	2011/12	2012/13	2013/14	2014/15	2015/16
Number of full week responses	42	37	41	39	39
Sample size	180	147	154	162	189
Full week response rate	23%	25%	27%	24%	21%

Table 7.06: Average hours worked per week

	2011/12	2012/13	2013/14	2014/15	2015/16
NATO Rank OF5 to OF6	59.1	62.1	58.9	66.8	58.6 (-8.2)

Figure 7.01: Average hours worked per week

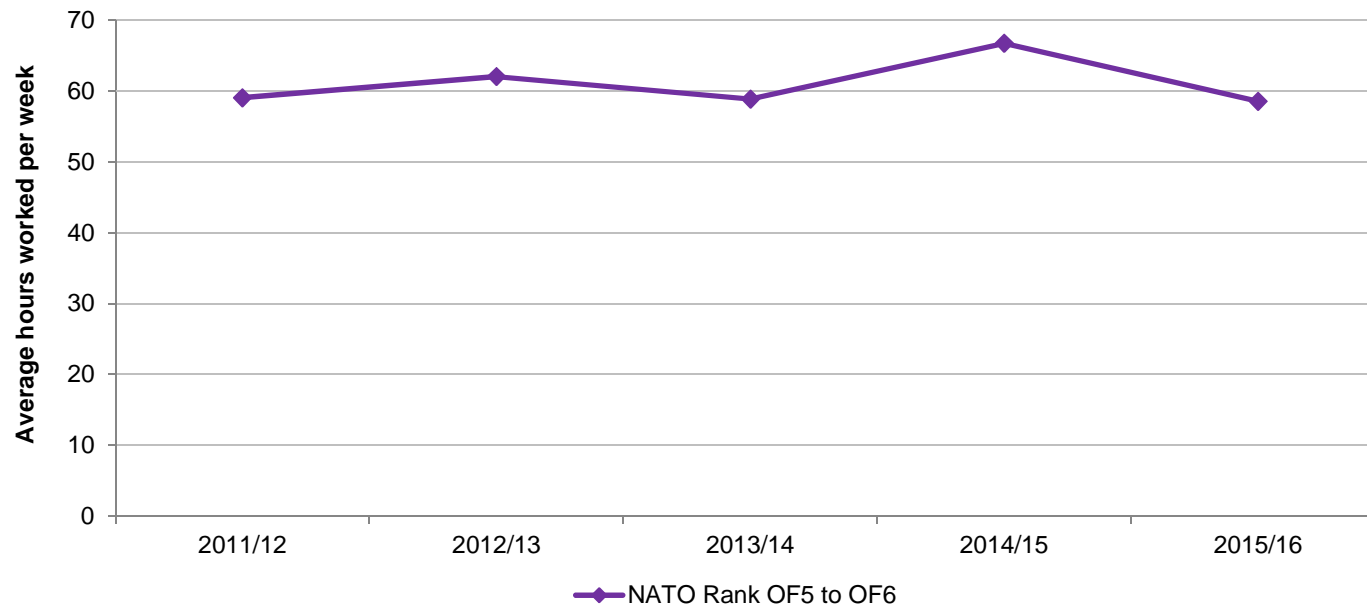


Table 7.07: Average unsociable hours worked per week *

	2011/12	2012/13	2013/14	2014/15	2015/16
NATO Rank OF5 to OF6	12.0	14.3	11.6	17.4	12.0 (-5.5)

* For the purpose of this survey, unsociable hours are defined as:
Any hours worked between 00:00 and 06:00, between Monday and Friday
Any hours worked between 18:00 and 24:00, between Monday and Friday
Any hours worked on Saturday or Sunday

Figure 7.02: Average unsociable hours worked per week

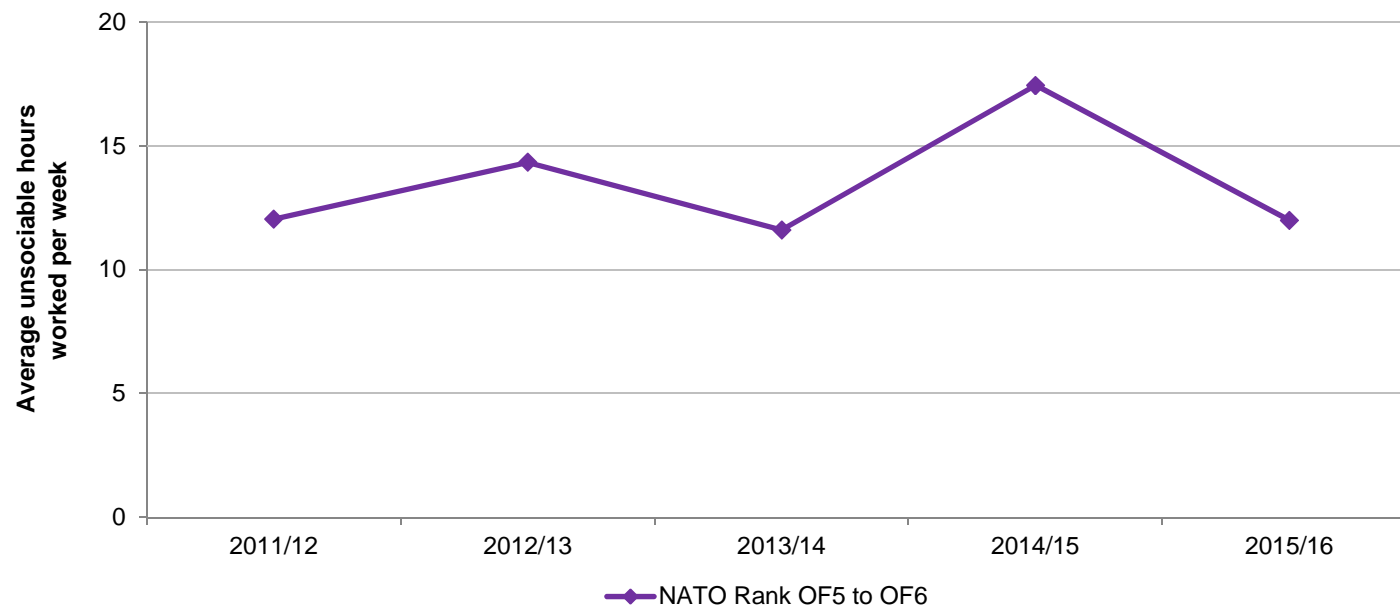


Table 7.08: Proportion of personnel working excessive hours^{1 2}

	2011/12	2012/13	2013/14	2014/15	2015/16
NATO Rank OF5 to OF6	17%	22%	20%	23%	23%

¹ A member of the UK Armed Forces who has worked 70 hours or more during the working week is regarded as having worked excessive hours.

² The analysis in this table is based on the number of Service personnel in table 7.04 for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 7.08 is only an indication of the working week of Service personnel.

Figure 7.03: Proportion of personnel working excessive hours

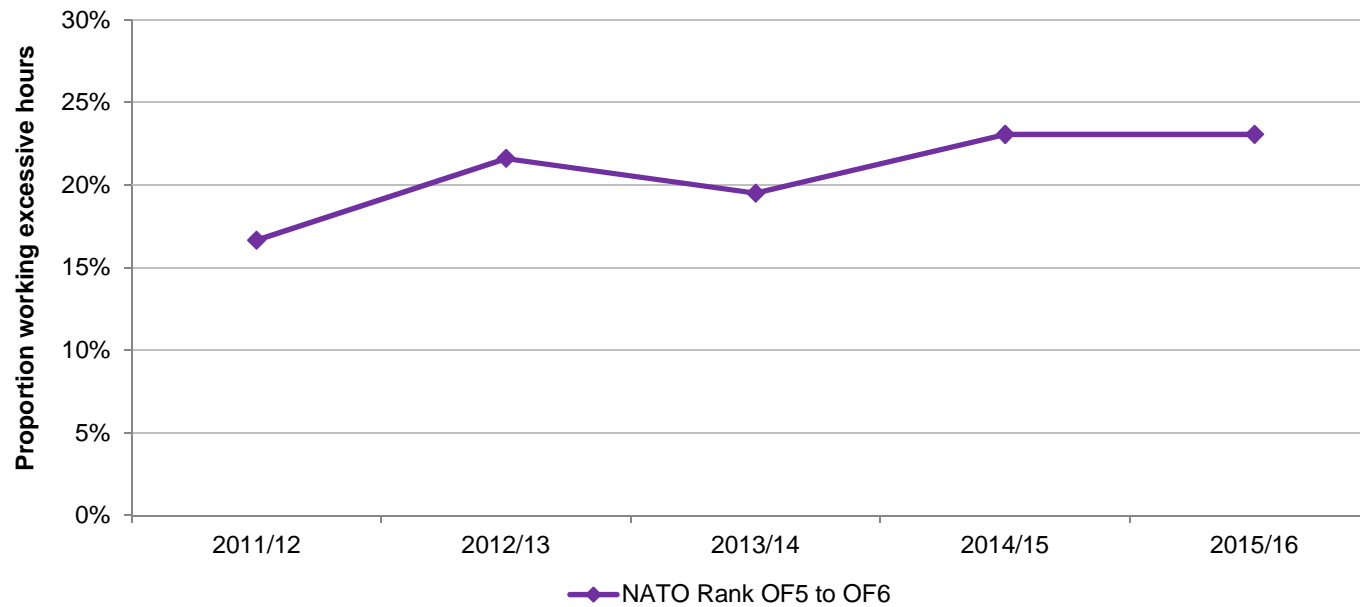


Table 7.09: Average hours spent on call per week *

	2011/12	2012/13	2013/14	2014/15	2015/16
NATO Rank OF5 to OF6	18.2	26.6	23.5	20.2	15.3

* Note, statistical tests were performed on the data, but the 2015/16 average was found not to be significantly different from the 2014/15 average.

Figure 7.04: Average hours spent on call per week

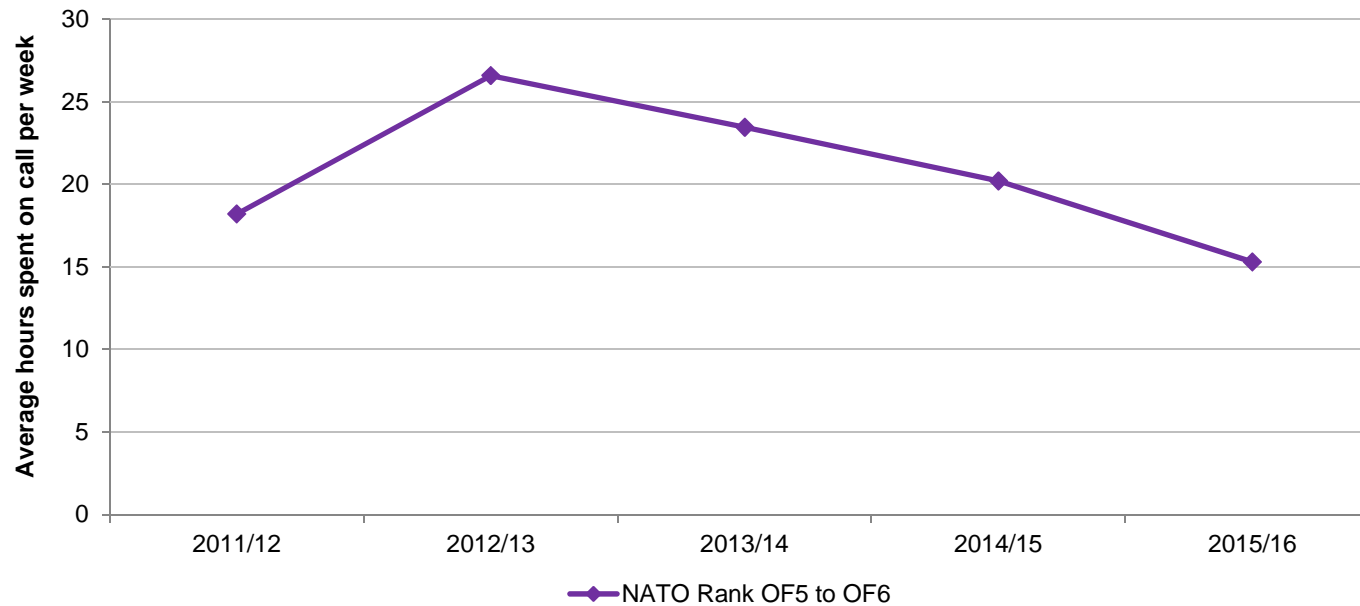
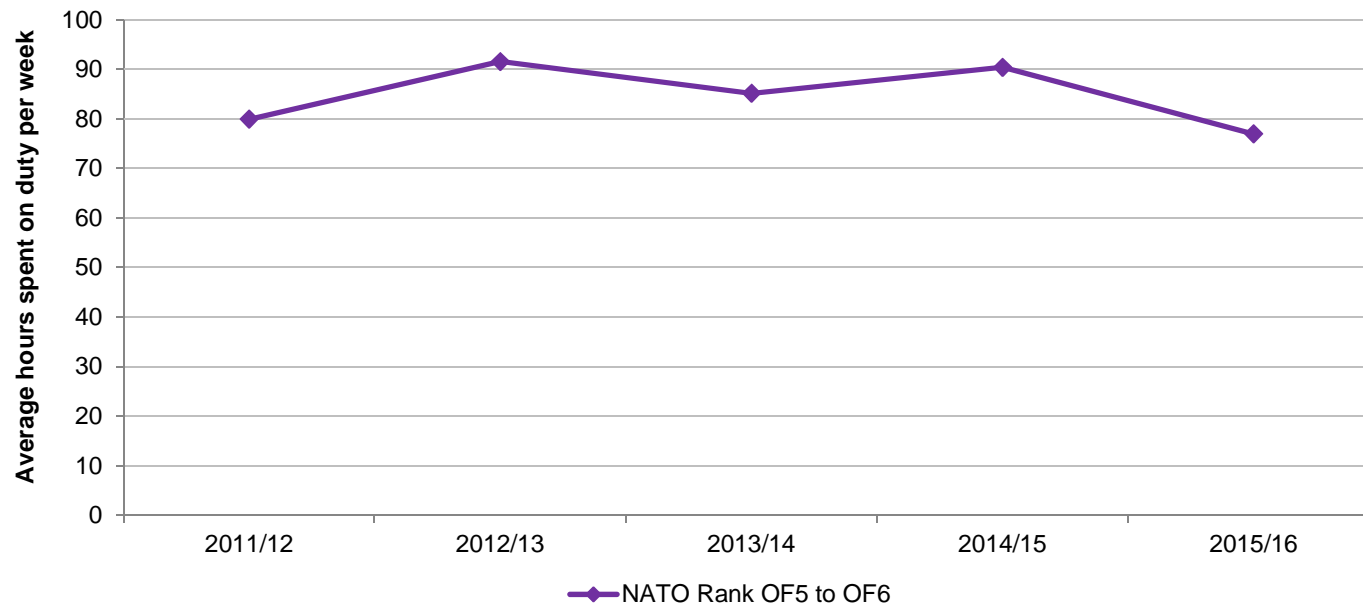


Table 7.10: Average hours spent on duty per week

	2011/12	2012/13	2013/14	2014/15	2015/16
NATO Rank OF5 to OF6	80.0	91.6	85.2	90.5	77.0 (-13.5)

Figure 7.05: Average hours spent on duty per week



SECTION 8: USEABLE RESPONSES

Table 8.01: Valid and useable response rates by Service 2015/16

	Valid response rate	Usable response rate
Naval Service	21%	18%
Army	24%	21%
RAF	28%	25%

Table 8.02: Valid and useable response rates by Service 2014/15

	Valid response rate	Usable response rate
Naval Service	22%	19%
Army	23%	20%
RAF	28%	25%

Table 8.03: Number of valid Naval Service responses by strata 2015/16

	Sea	Shore	Total
Naval Service total	629	858	1,487
Senior Officers	109	187	296
Junior Officers	108	141	249
Senior Ranks/Rates	162	183	345
Junior Ranks/Rates	250	347	597

Table 8.04: Number of valid Army responses by strata 2015/16

	United Kingdom	Germany	Operational areas	Elsewhere	Total
Army total	943	262	109	317	1,631
Senior Officers	183	49	27	74	333
Junior Officers	170	55	14	51	290
Senior Ranks	200	51	25	79	355
Junior Ranks	390	107	43	113	653

Table 8.05: Number of valid RAF responses by strata 2015/16

	United Kingdom	Operational areas	Elsewhere	Total
RAF total	637	144	387	1,168
Senior Officers	118	33	89	240
Junior Officers	142	23	39	204
Senior Ranks	146	33	115	294
Junior Ranks	231	55	144	430

Table 8.06: Number of full week responses and response rates by Service 2015/16

	Number of full week responses	Full week response rate
UK Armed Forces	2,349	13%
Naval Service	794	11%
Army	885	13%
RAF	670	16%

Table 8.07: Number of full week responses and response rates by Service 2014/15

	Number of full week responses	Full week response rate
UK Armed Forces	2,318	14%
Naval Service	782	12%
Army	867	13%
RAF	669	17%