



Ministry
of Defence

Armed Forces Continuous Working Patterns Survey 2014/15

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Reference tables

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Introduction

This report gives the main results of the 2014/15 Continuous Working Patterns (CWP) Survey alongside results from the 2010/11 to the 2013/14 CWP surveys. 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 end of operations in Afghanistan and the continuation of high-level change programmes such as Future Force 2020 and the New Employment Model.

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 16,805 surveys were distributed. 4,059 of the returned surveys were considered valid, which equated to a response rate of 24%. In the previous survey conducted in 2013/14, the response rate was 26%. 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.

For the Army and RAF, one of the broad locations the CWP survey measures the working patterns of is personnel 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. Because of this, the number of Army and RAF personnel on overseas Operations decreased whilst this survey was in field - and this has led to a decrease in responses from Army and RAF personnel deployed on overseas Operations. Therefore, Army and RAF figures for the location category overseas Operations should be treated with caution.

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 2014/15 figure is significantly lower than that reported in 2013/14.

Purple highlighting means that the 2014/15 figure is significantly higher than that reported in 2013/14.

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

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Key: Blue indicates the 2014/15 average is significantly lower than that reported in 2013/14.

Purple indicates the 2014/15 average is significantly higher than that reported in 2013/14.

Differences between 2013/14 and 2014/15 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	
Total	44.5	(-0.7)	48.4		43.4	(-0.8)	43.8	(-0.8)
Senior Officers	52.5		51.8		53.2		51.7	
Junior Officers	49.8		50.9		51.3		46.8	
Senior Ranks/Rates	45.8	(-1.4)	47.8		45.7	(-2.2)	44.2	
Junior Ranks/Rates	42.0		47.6		40.6		41.4	(-1.3)

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	
Total	63.8	(-1.5)	73.3	(-3.8)	60.9		62.7	
Senior Officers	69.1	(-2.1)	72.0	(-8.4)	68.2		68.0	
Junior Officers	68.1	(-5.8)	73.3	(-7.6)	67.9	(-7.6)	64.5	
Senior Ranks/Rates	65.9		76.6		64.2	(-3.4)	59.8	
Junior Ranks/Rates	61.6		71.9	(-5.1)	58.2		62.7	

SECTION 2: RESPONSE RATES

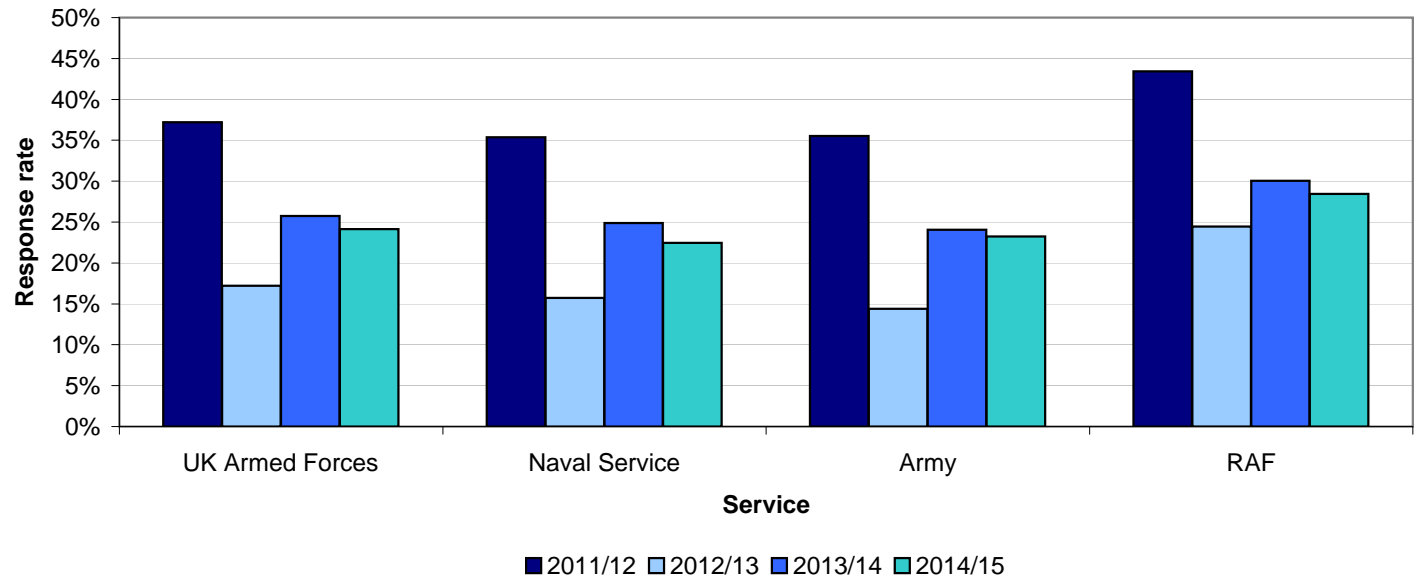
Table 2.01: Response rates by Service 2014/15

	Sample Size	Valid responses	Response rate
UK Armed Forces	16,805	4,059	24%
Naval Service	6,332	1,423	22%
Army	6,558	1,523	23%
RAF	3,915	1,113	28%

Table 2.02: Number of valid responses and response rates by Service between 2011/12 and 2014/15

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

Figure 2.01: Response rates by Service, between the 2011/12 and 2014/15 CWP Surveys



Key: Blue indicates the 2014/15 average is significantly lower than that reported in 2013/14.
 Purple indicates the 2014/15 average is significantly higher than that reported in 2013/14.
 Differences between 2013/14 and 2014/15 averages are provided in brackets.

SECTION 3: THE UK ARMED FORCES PICTURE

Table 3.01: Hours worked by Service

	2010/11	2011/12	2012/13	2013/14	2014/15	
UK Armed Forces	46.8	46.3	47.9	45.2	44.5	(-0.7)
Naval Service	48.6	49.0	50.7	48.9	48.4	
Army	47.1	46.2	48.1	44.2	43.4	(-0.8)
RAF	44.6	44.1	45.0	44.6	43.8	(-0.8)

Figure 3.01: Hours worked by Service

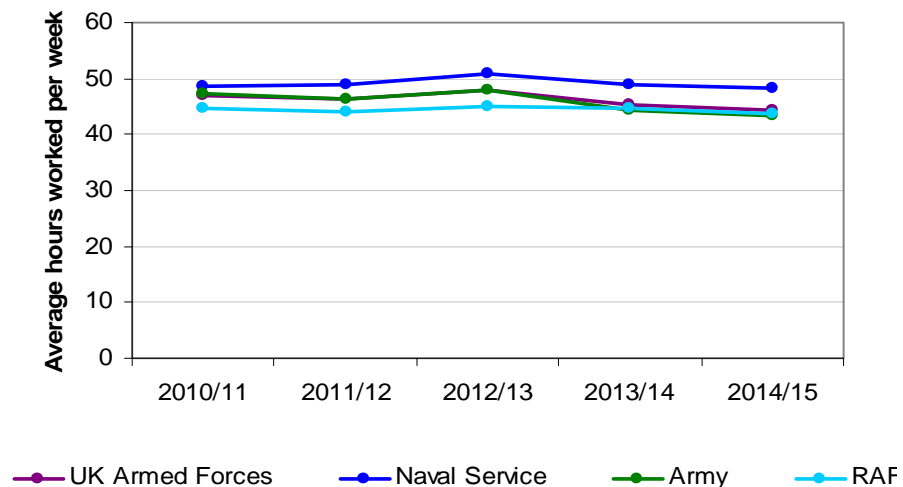


Table 3.02: Hours worked by rank group

	2010/11	2011/12	2012/13	2013/14	2014/15	
UK Armed Forces	46.8	46.3	47.9	45.2	44.5	(-0.7)
Senior Officers	53.2	52.7	52.9	53.0	52.5	
Junior Officers	51.9	50.5	52.6	50.2	49.8	
Senior Ranks/Rates	46.3	47.0	48.0	47.1	45.8	(-1.4)
Junior Ranks/Rates	45.5	44.5	46.5	42.6	42.0	

Figure 3.02: Hours worked by rank group

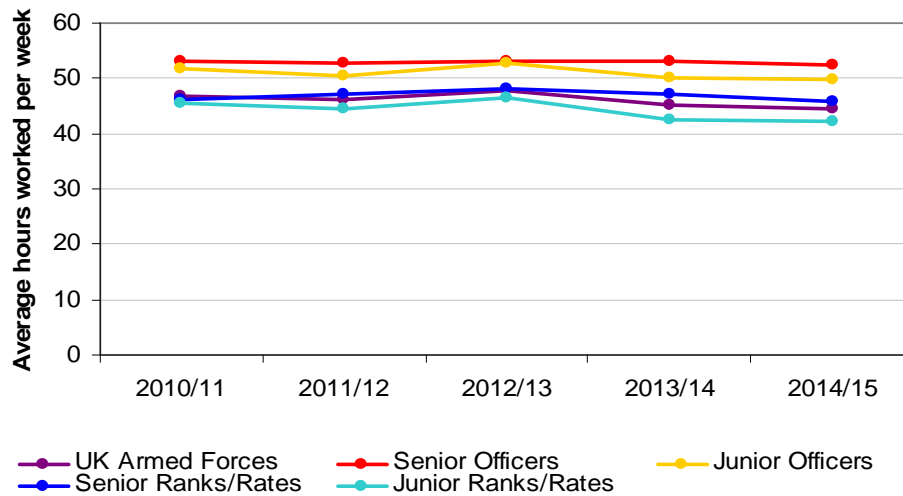


Table 3.03: Distribution of hours worked by Service *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
UK Armed Forces	44%	30%	13%	5%	7%	100%
Naval Service	39%	26%	12%	6%	16%	100%
Army	46%	30%	14%	5%	5%	100%
RAF	41%	36%	13%	5%	4%	100%

* This table is based only on the 2,318 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

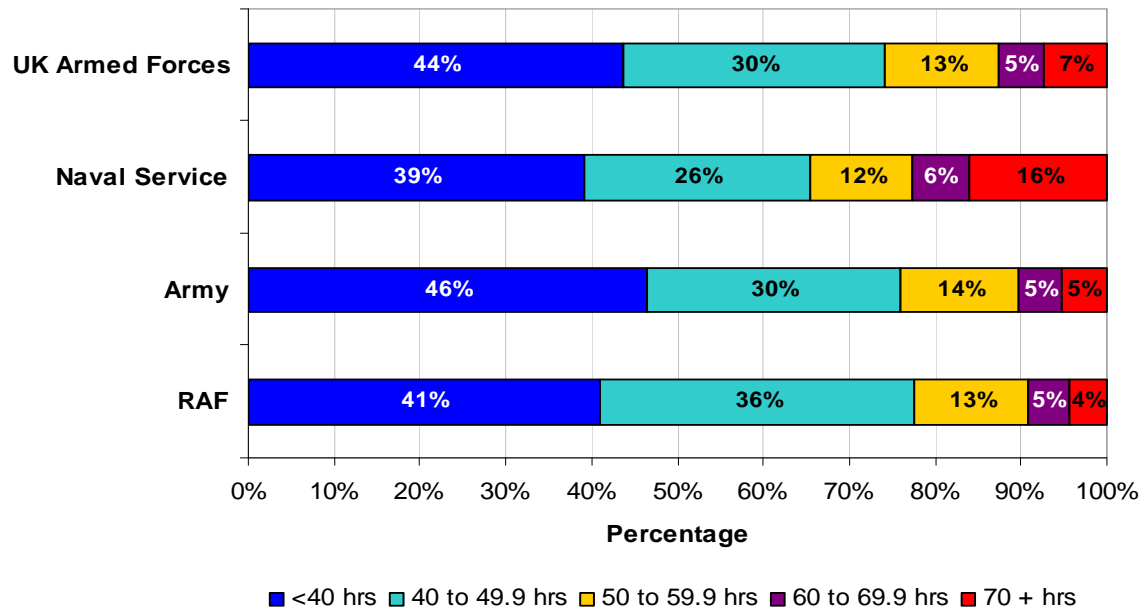


Table 3.04: Distribution of hours worked by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
UK Armed Forces	44%	30%	13%	5%	7%	100%
Senior Officers	10%	40%	30%	10%	9%	100%
Junior Officers	20%	43%	19%	11%	7%	100%
Senior Ranks/Rates	33%	39%	15%	5%	7%	100%
Junior Ranks/Rates	57%	24%	9%	4%	7%	100%

* This table is based only on the 2,318 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

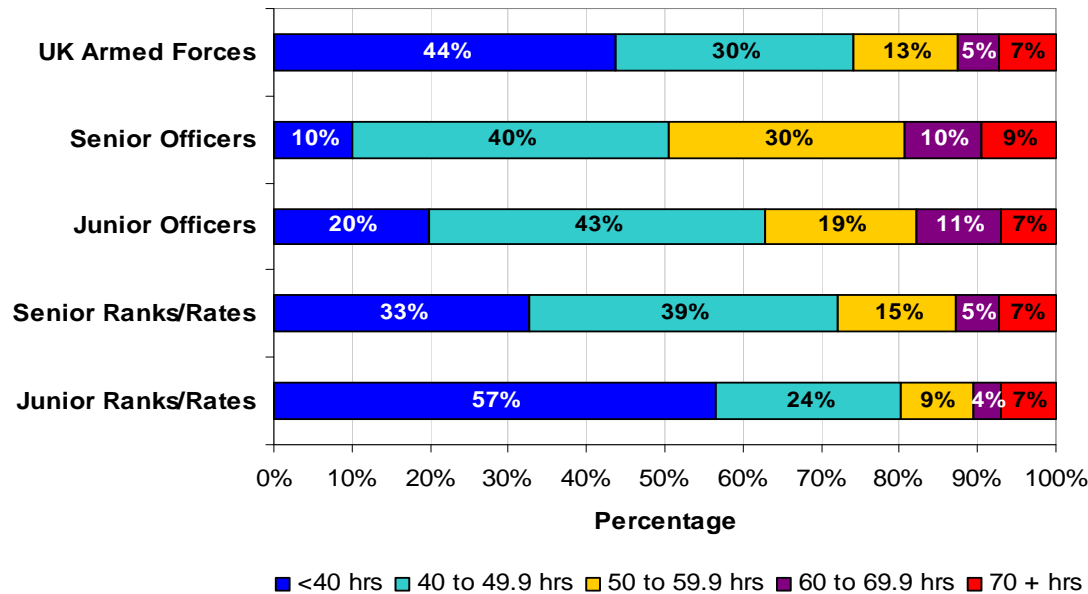


Table 3.05: Unsociable hours worked by Service per week *

	2010/11	2011/12	2012/13	2013/14	2014/15
UK Armed Forces	8.4	8.3	8.2	6.9	6.6
Naval Service	11.4	12.3	12.2	11.0	10.8
Army	7.3	7.1	7.4	5.5	5.2
RAF	8.3	7.7	6.6	6.7	6.3

* 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

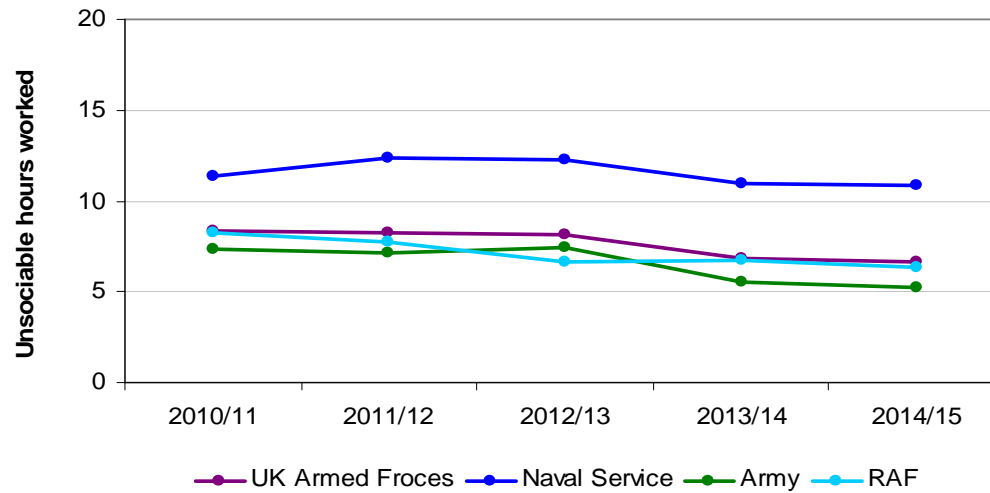


Table 3.06: Proportion of personnel working excessive hours by Service ^{1 2}

	2010/11	2011/12	2012/13	2013/14	2014/15
UK Armed Forces	10%	9%	9%	7%	7%
Naval Service	16%	17%	20%	15%	16%
Army	10%	8%	7%	6%	5%
RAF	6%	5%	4%	4%	4%

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 2,318 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

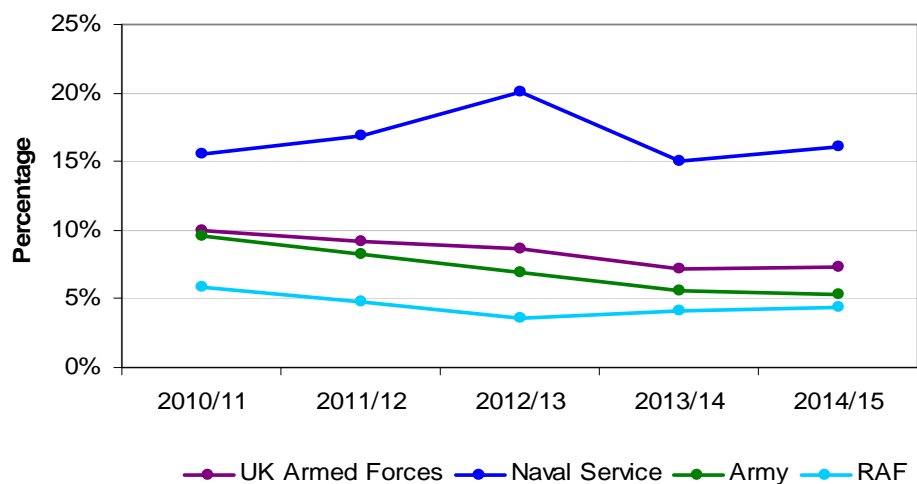


Table 3.07: Hours spent on call by Service

	2010/11	2011/12	2012/13	2013/14	2014/15	
UK Armed Forces	14.0	14.1	16.7	13.7	12.8	(-0.9)
Naval Service	21.2	20.5	21.2	22.3	19.1	(-3.2)
Army	11.8	12.4	15.7	11.0	10.2	
RAF	13.1	12.8	15.3	13.4	13.8	

Figure 3.07: Hours spent on call by Service

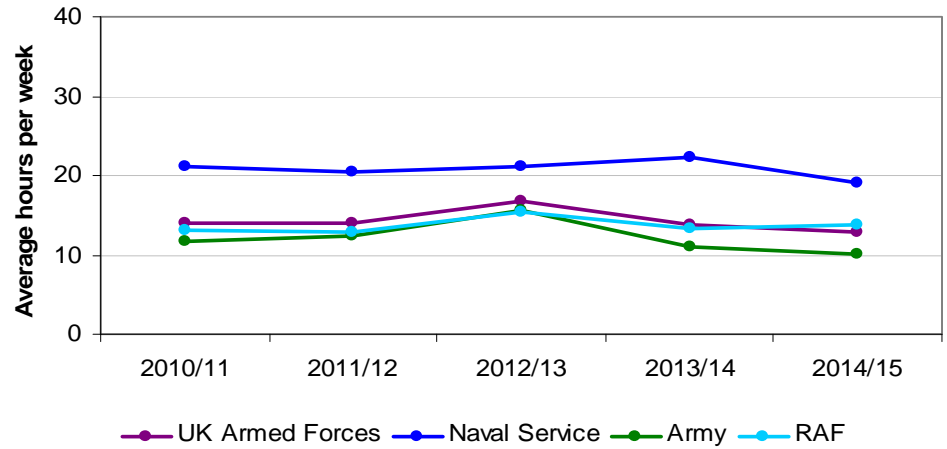


Table 3.08: Hours spent on call by rank group

	2010/11	2011/12	2012/13	2013/14	2014/15	
UK Armed Forces	14.0	14.1	16.7	13.7	12.8	(-0.9)
Senior Officers	12.8	13.8	16.0	14.1	12.9	
Junior Officers	14.4	17.2	15.0	18.5	13.0	(-5.6)
Senior Ranks/Rates	17.5	15.1	18.6	14.6	14.8	
Junior Ranks/Rates	12.7	13.3	16.2	12.7	12.0	

Figure 3.08: Hours spent on call by rank group

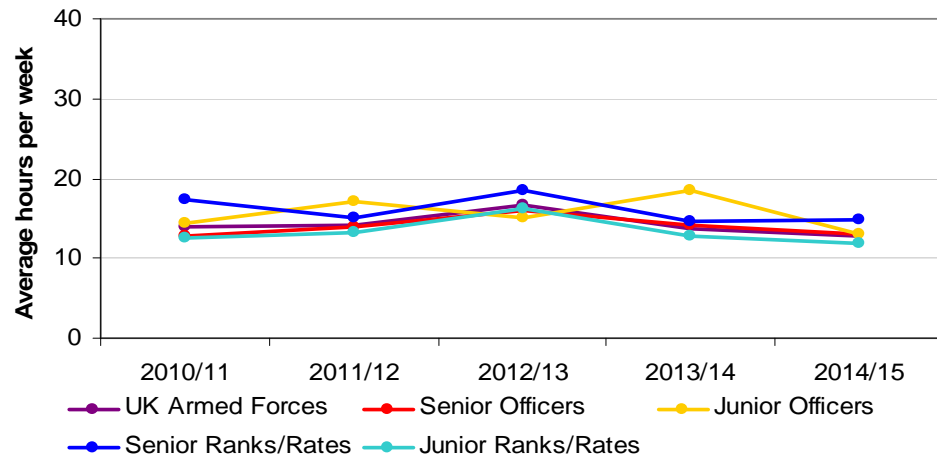


Table 3.09: Hours spent on duty by Service

	2010/11	2011/12	2012/13	2013/14	2014/15	
UK Armed Forces	67.3	67.0	70.7	65.3	63.8	(-1.5)
Naval Service	75.5	75.4	77.2	77.1	73.3	(-3.8)
Army	66.4	65.9	70.5	62.2	60.9	
RAF	62.6	62.2	65.3	63.1	62.7	

Figure 3.09: Hours spent on duty by Service

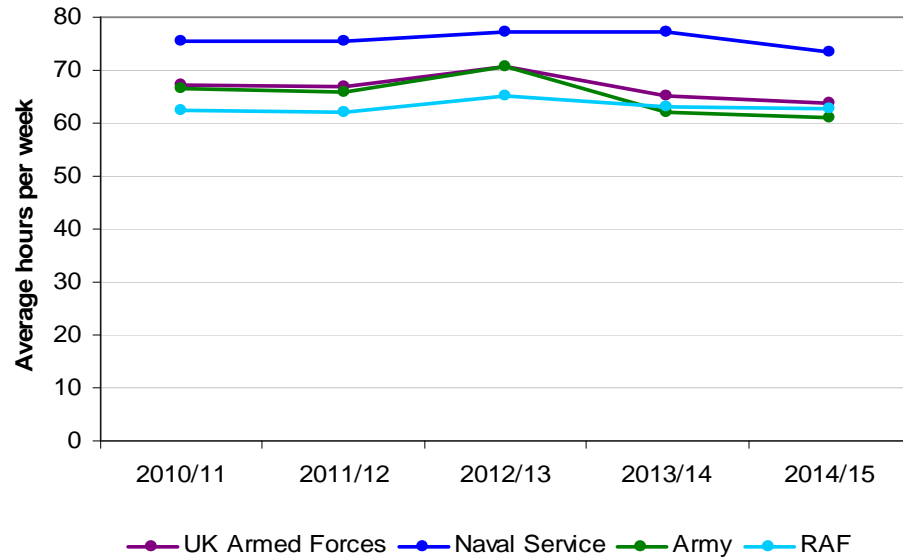


Table 3.10: Hours spent on duty by rank group

	2010/11	2011/12	2012/13	2013/14	2014/15	
UK Armed Forces	67.3	67.0	70.7	65.3	63.8	(-1.5)
Senior Officers	70.0	70.7	72.7	71.2	69.1	(-2.1)
Junior Officers	71.4	73.1	72.8	73.9	68.1	(-5.8)
Senior Ranks/Rates	69.4	67.8	71.7	67.7	65.9	
Junior Ranks/Rates	65.6	65.2	69.7	62.4	61.6	

Figure 3.10: Hours spent on duty by rank group

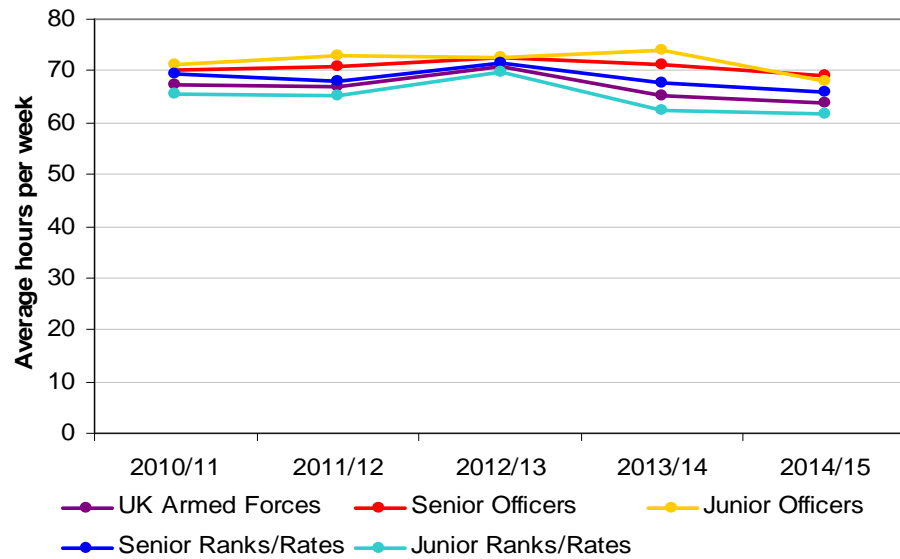


Table 3.11: Average hours spent on duty by Service

	On duty			On duty total	Off duty
	Work	On call	Breaks		
UK Armed Forces	44.5	12.8	6.5	63.8	104.1
Naval Service	48.4	19.1	5.8	73.3	94.7
Army	43.4	10.2	7.3	60.9	107.0
RAF	43.8	13.8	5.1	62.7	105.3

Figure 3.11: Average hours spent on duty by Service

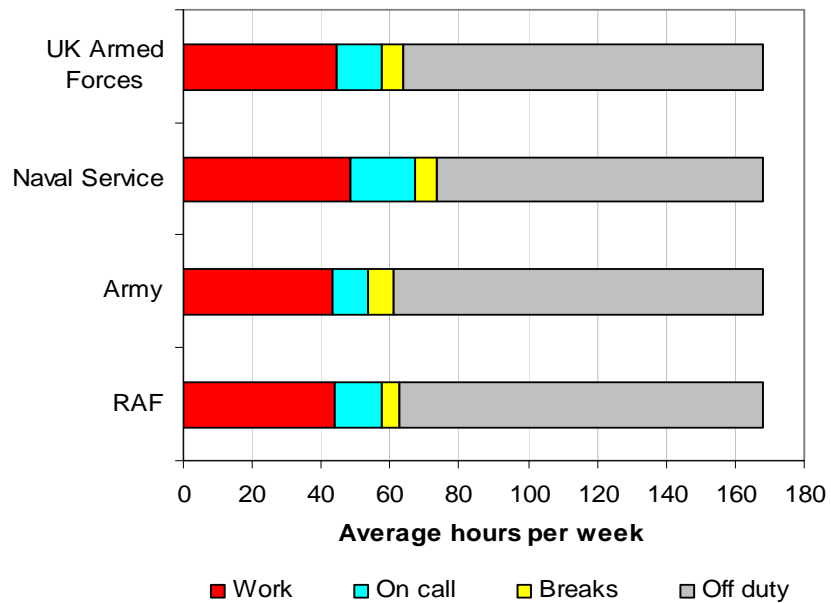


Table 3.12: Average hours spent on duty by rank group

	On duty			On duty total	Off duty
	Work	On call	Breaks		
UK Armed Forces	44.5	12.8	6.5	63.8	104.1
Senior Officers	52.5	12.9	3.7	69.1	98.9
Junior Officers	49.8	13.0	5.2	68.1	99.9
Senior Ranks/Rates	45.8	14.8	5.3	65.9	102.1
Junior Ranks/Rates	42.0	12.0	7.6	61.6	106.4

Figure 3.12: Average hours spent on duty by rank group

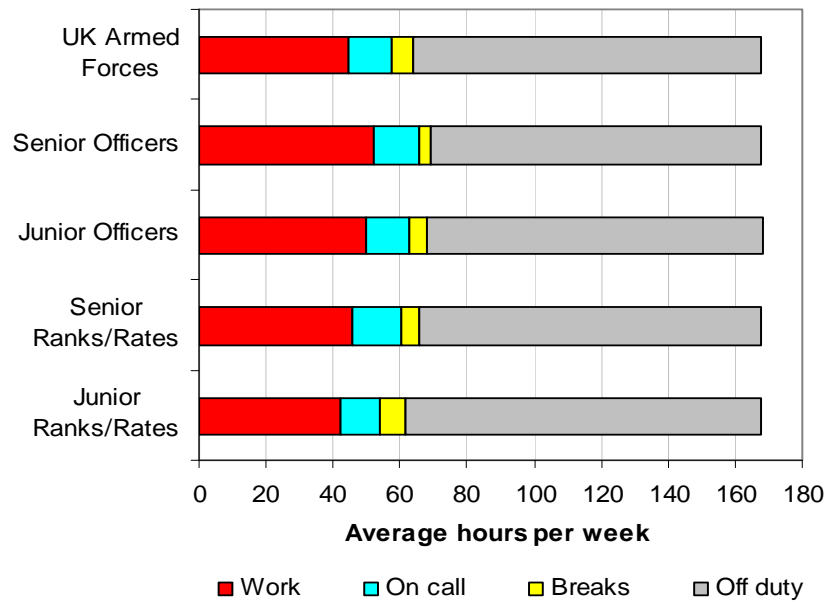


Table 3.13: Distribution of hours spent on duty by Service *

	<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%	36%	19%	9%	12%	11%	100%
Naval Service	14%	26%	16%	7%	17%	20%	100%
Army	14%	35%	20%	12%	11%	8%	100%
RAF	8%	47%	17%	6%	9%	12%	100%

* This table is based only on the 2,318 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

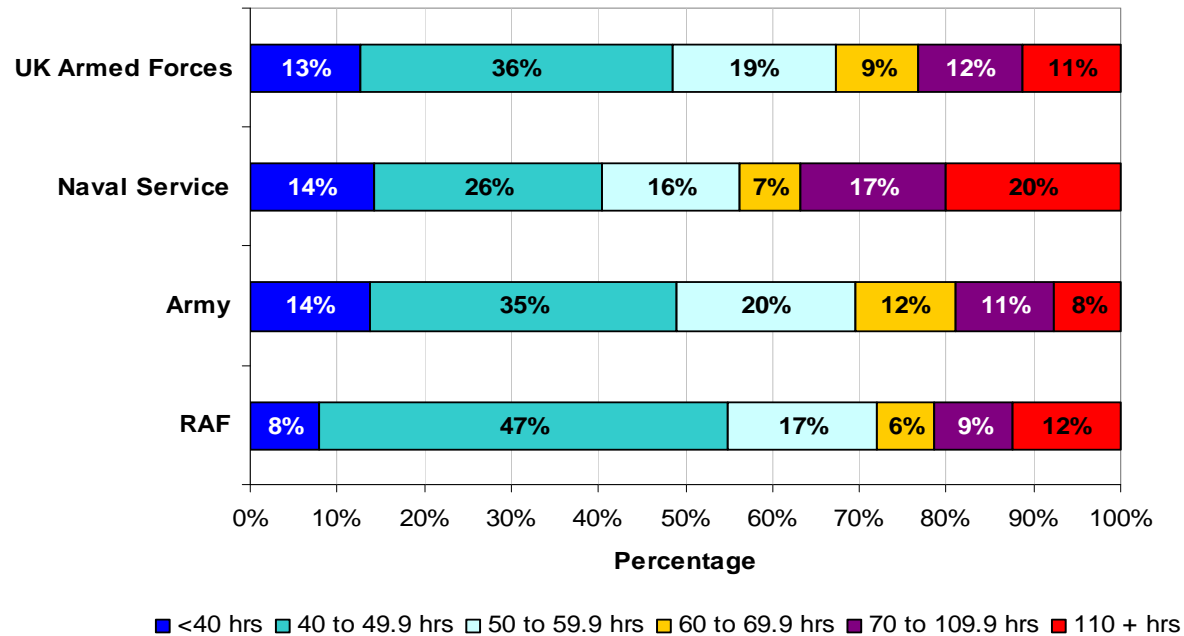
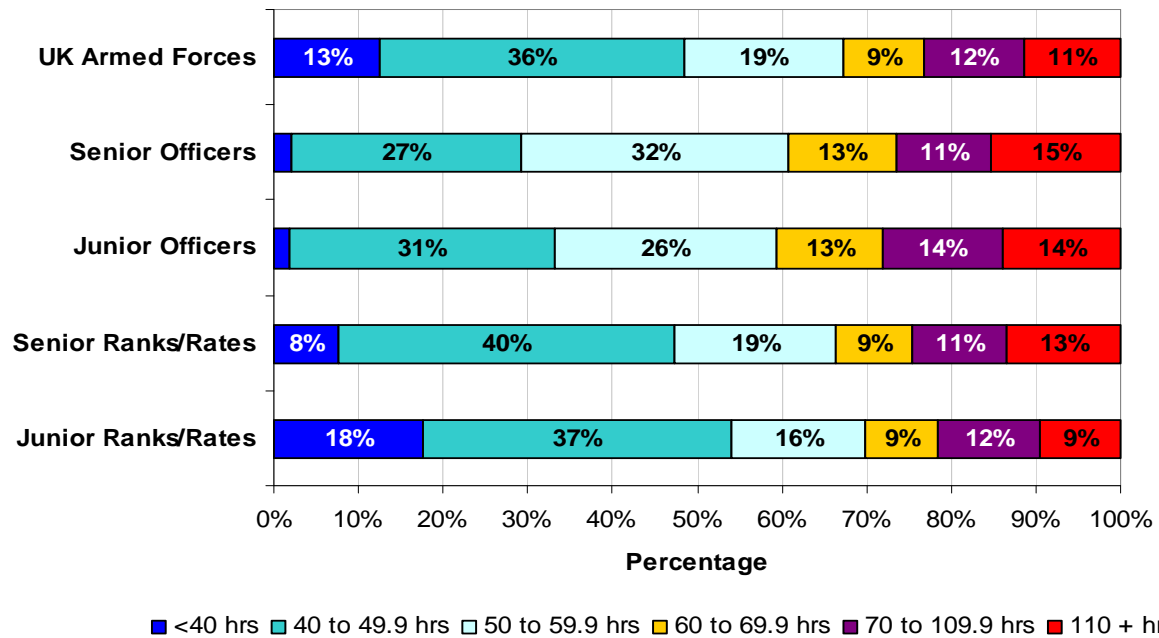


Table 3.14: Distribution of hours spent on duty by rank group *

	<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%	36%	19%	9%	12%	11%	100%
Senior Officers	2%	27%	32%	13%	11%	15%	100%
Junior Officers	2%	31%	26%	13%	14%	14%	100%
Senior Ranks/Rates	8%	40%	19%	9%	11%	13%	100%
Junior Ranks/Rates	18%	37%	16%	9%	12%	9%	100%

* This table is based only on the 2,318 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 2014/15 average is significantly lower than that reported in 2013/14.
 Purple indicates the 2014/15 average is significantly higher than that reported in 2013/14.
 Differences between 2013/14 and 2014/15 averages are provided in brackets.

SECTION 4: THE NAVAL SERVICE PICTURE

Table 4.01: Naval Service hours worked by rank group

	2010/11	2011/12	2012/13	2013/14	2014/15 *
Naval Service	48.6	49.0	50.7	48.9	48.4
Senior Officers	51.5	51.4	51.8	52.4	51.8
Junior Officers	52.1	52.3	53.4	52.2	50.9
Senior Ranks/Rates	47.7	46.3	48.8	48.4	47.8
Junior Ranks/Rates	48.0	49.4	51.1	47.8	47.6

* Note, statistical tests were performed on the data, but the 2014/15 averages were found not to be significantly different from the 2013/14 averages.

Figure 4.01: Naval Service hours worked by rank group

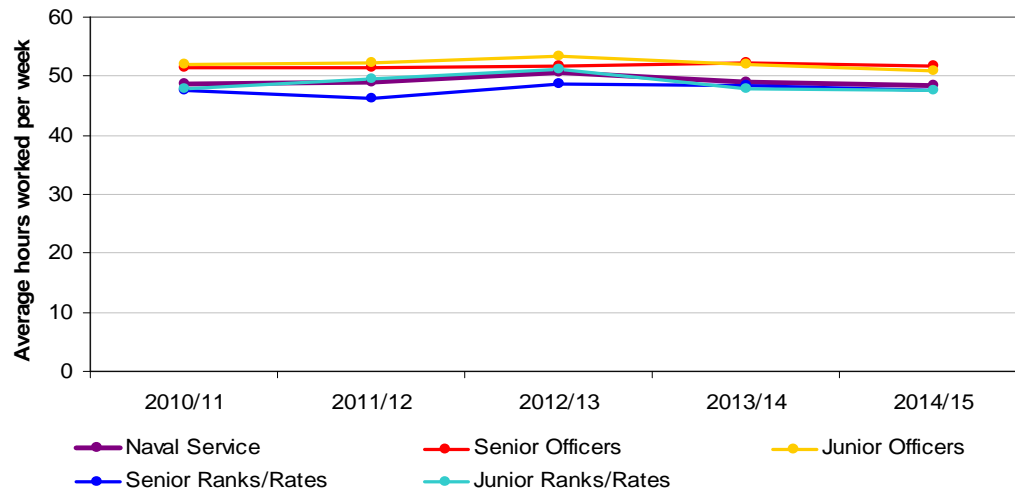


Table 4.02: Naval Service hours worked by location

	2010/11	2011/12	2012/13	2013/14	2014/15
Naval Service	48.6	49.0	50.7	48.9	48.4
Sea	59.0	57.9	62.4	63.1	61.2 (-1.9)
Shore	43.8	44.2	44.6	41.9	42.4

Figure 4.02: Naval Service hours worked by location

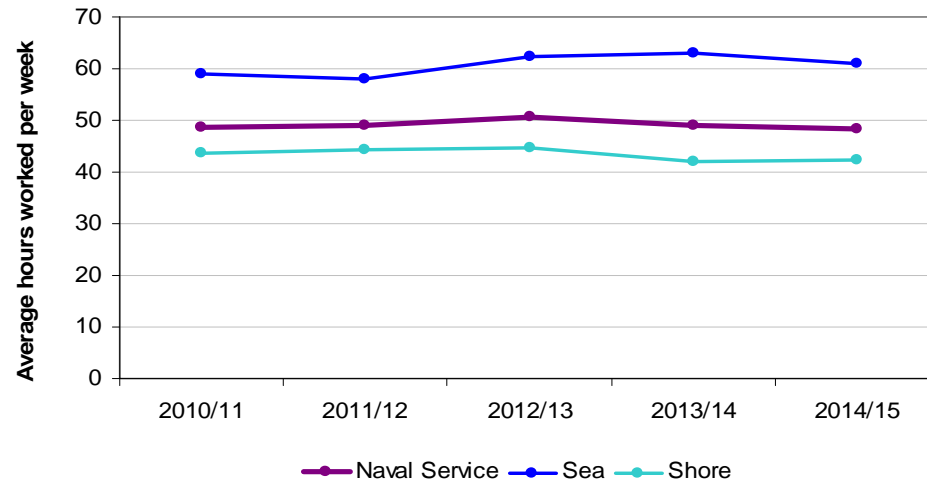


Table 4.03: Naval Service distribution of hours worked by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Naval Service	39%	26%	12%	6%	16%	100%
Senior Officers	13%	43%	25%	9%	10%	100%
Junior Officers	20%	41%	18%	3%	18%	100%
Senior Ranks/Rates	38%	28%	15%	6%	14%	100%
Junior Ranks/Rates	49%	19%	7%	7%	18%	100%

* This table is based only on the 782 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

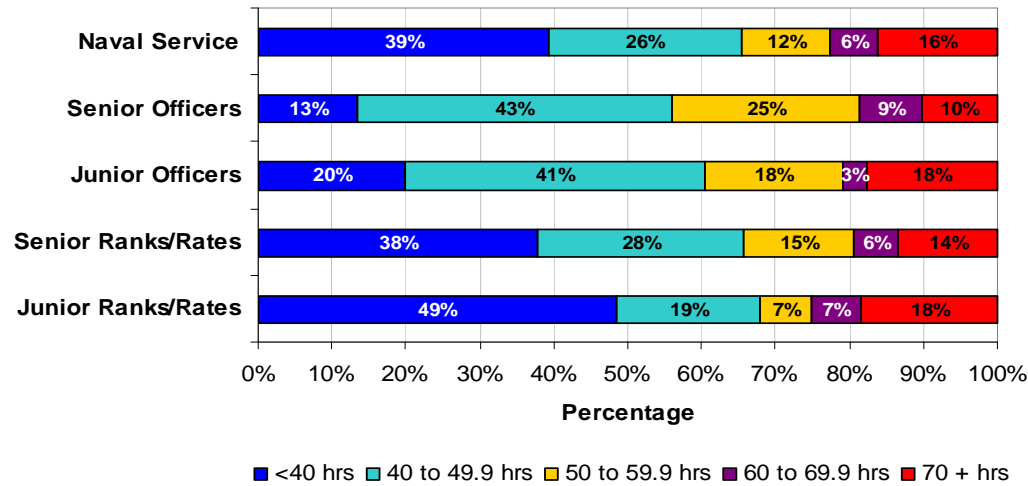


Table 4.04: Naval Service distribution of hours worked by location *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Naval Service	39%	26%	12%	6%	16%	100%
Sea	23%	14%	10%	13%	40%	100%
Shore	47%	32%	13%	3%	5%	100%

* This table is based only on the 782 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

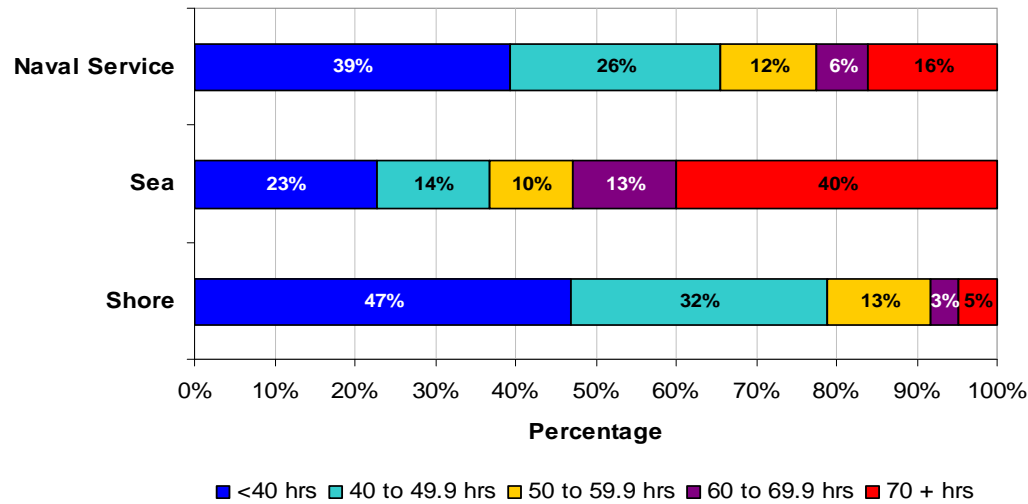


Table 4.05: Naval Service hours spent on call by rank group

	2010/11	2011/12	2012/13	2013/14	2014/15	
Naval Service	21.2	20.5	21.2	22.3	19.1	(-3.2)
Senior Officers	18.4	17.4	18.0	24.4	16.2	(-8.2)
Junior Officers	19.1	20.6	18.0	22.6	17.6	(-5.0)
Senior Ranks/Rates	23.4	21.5	22.7	21.2	23.6	(2.4)
Junior Ranks/Rates	21.0	20.7	21.6	22.3	17.7	(-4.6)

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

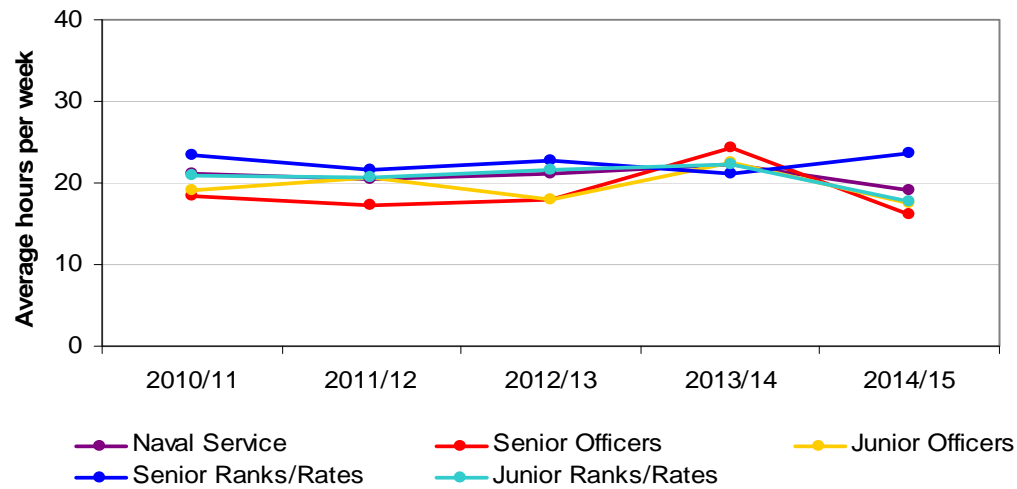


Table 4.06: Naval Service hours spent on call by location

	2010/11	2011/12	2012/13	2013/14	2014/15	
Naval Service	21.2	20.5	21.2	22.3	19.1	(-3.2)
Sea	38.4	29.7	35.9	41.8	32.4	(-9.3)
Shore	13.3	15.5	13.5	12.7	12.8	

Figure 4.06: Naval Service hours spent on call by location

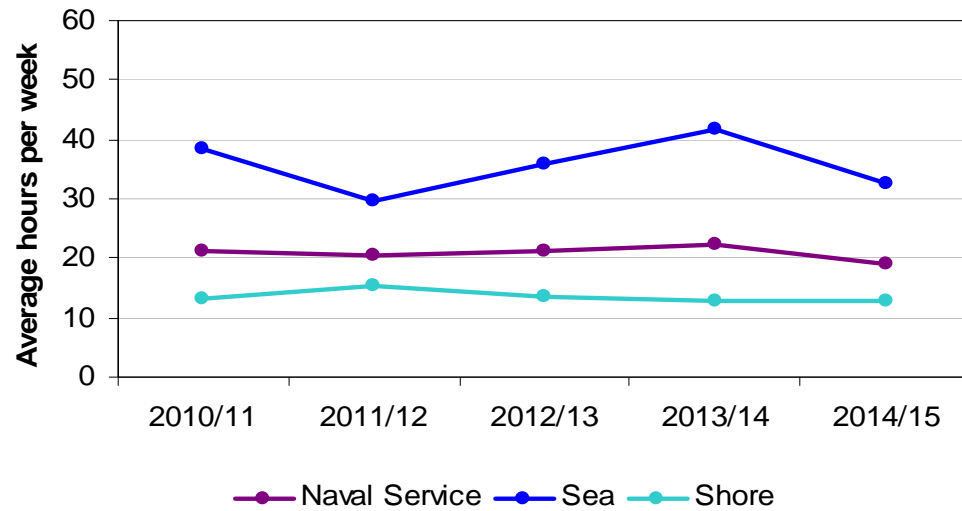


Table 4.07: Naval Service hours spent on duty by rank group

	2010/11	2011/12	2012/13	2013/14	2014/15	
Naval Service	75.5	75.4	77.2	77.1	73.3	(-3.8)
Senior Officers	74.0	72.8	73.6	80.4	72.0	(-8.4)
Junior Officers	75.9	78.5	76.6	80.8	73.3	(-7.6)
Senior Ranks/Rates	76.1	73.3	76.4	74.8	76.6	
Junior Ranks/Rates	75.5	76.6	78.5	77.0	71.9	(-5.1)

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

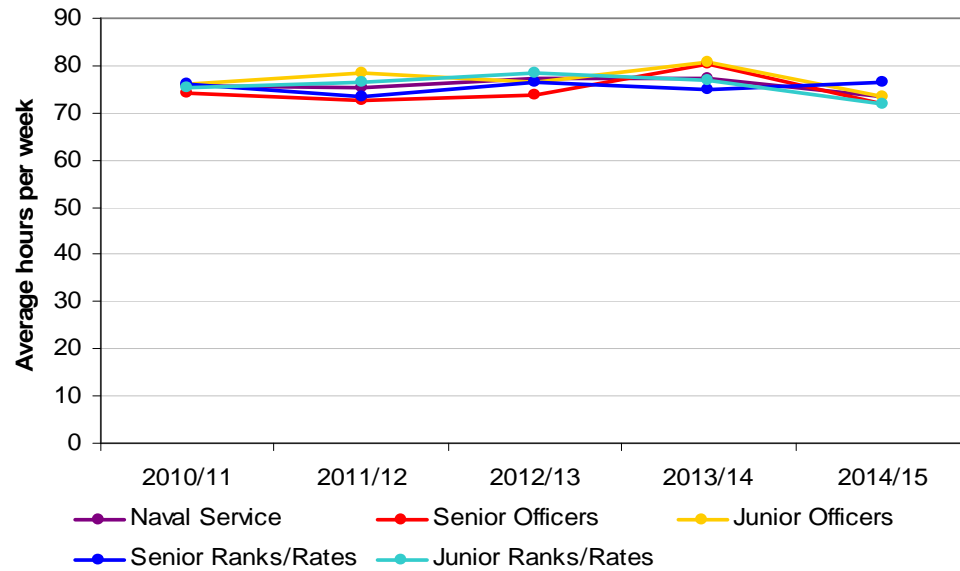


Table 4.08: Naval Service hours spent on duty by location

	2010/11	2011/12	2012/13	2013/14	2014/15	
Naval Service	75.5	75.4	77.2	77.1	73.3	(-3.8)
Sea	104.4	95.2	105.0	112.7	100.6	(-12.0)
Shore	62.2	64.6	62.7	59.7	60.4	

Figure 4.08: Naval Service hours spent on duty by location

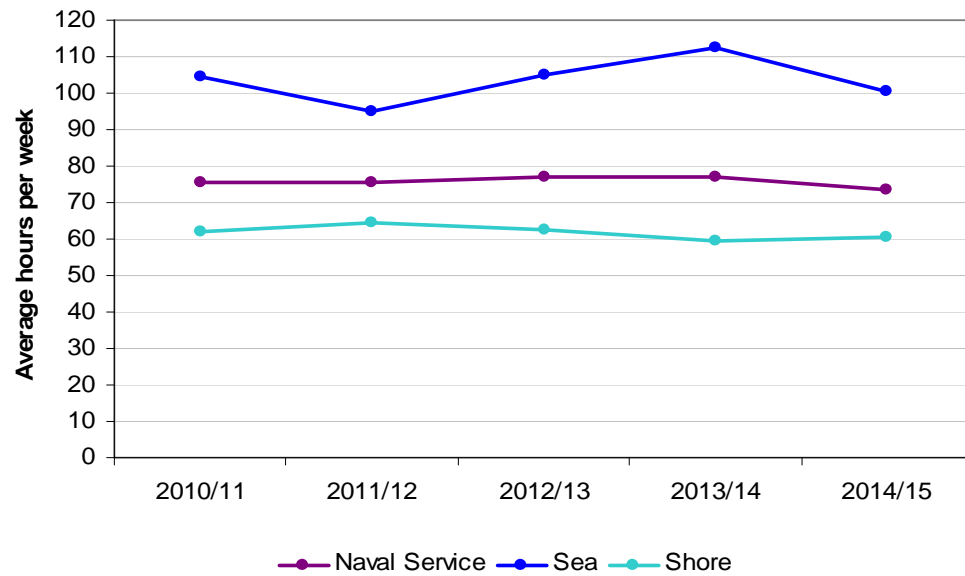


Table 4.09: Naval Service hours spent on duty by rank group

	On duty			On duty total	Off duty
	Work	On call	Breaks		
Naval Service	48.4	19.1	5.8	73.3	94.7
Senior Officers	51.8	16.2	4.0	72.0	95.9
Junior Officers	50.9	17.6	4.8	73.3	94.7
Senior Ranks/Rates	47.8	23.6	5.2	76.6	91.4
Junior Ranks/Rates	47.6	17.7	6.7	71.9	96.1

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

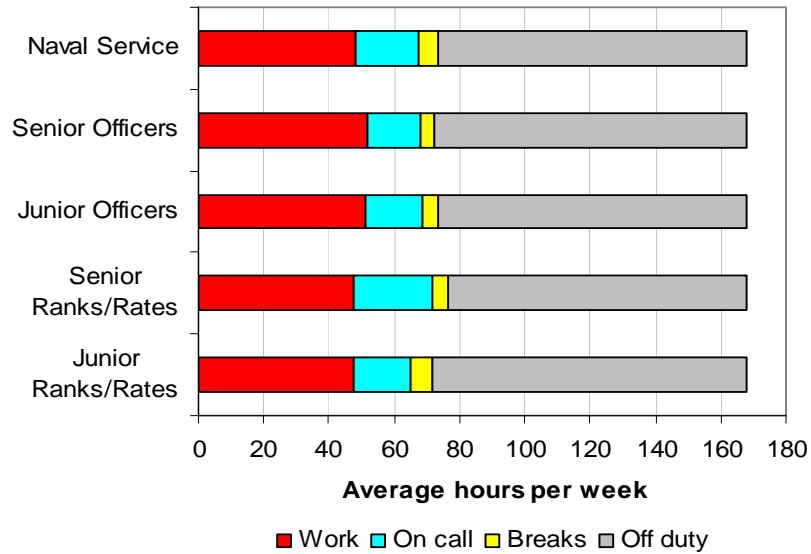


Table 4.10: Naval Service hours spent on duty by location

	On duty			On duty total	Off duty
	Work	On call	Breaks		
Naval Service	48.4	19.1	5.8	73.3	94.7
Sea	61.2	32.4	7.1	100.6	67.3
Shore	42.4	12.8	5.3	60.4	107.6

Figure 4.10: Naval Service hours spent on duty by location

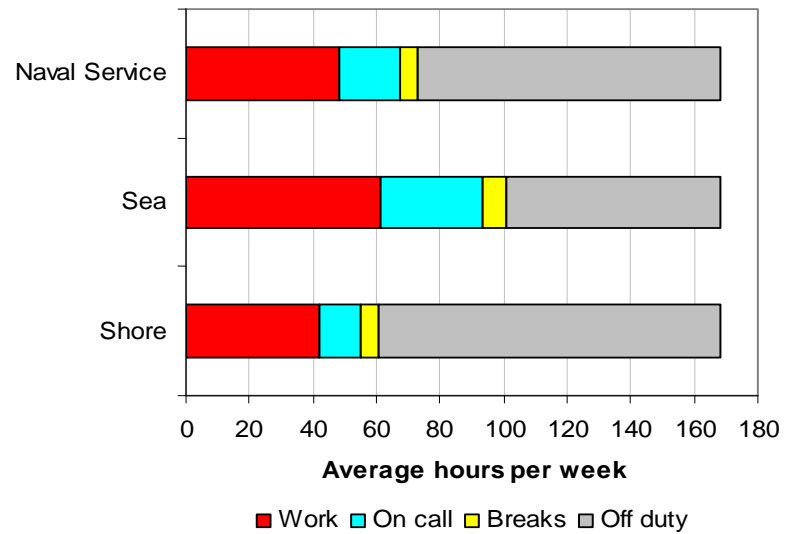


Table 4.11: Naval Service distribution of hours spent on duty by rank group *

	<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	14%	26%	16%	7%	17%	20%	100%
Senior Officers	4%	32%	29%	7%	9%	20%	100%
Junior Officers	4%	28%	28%	4%	14%	22%	100%
Senior Ranks/Rates	11%	29%	14%	7%	17%	23%	100%
Junior Ranks/Rates	20%	23%	12%	8%	19%	18%	100%

* This table is based only on the 782 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.

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

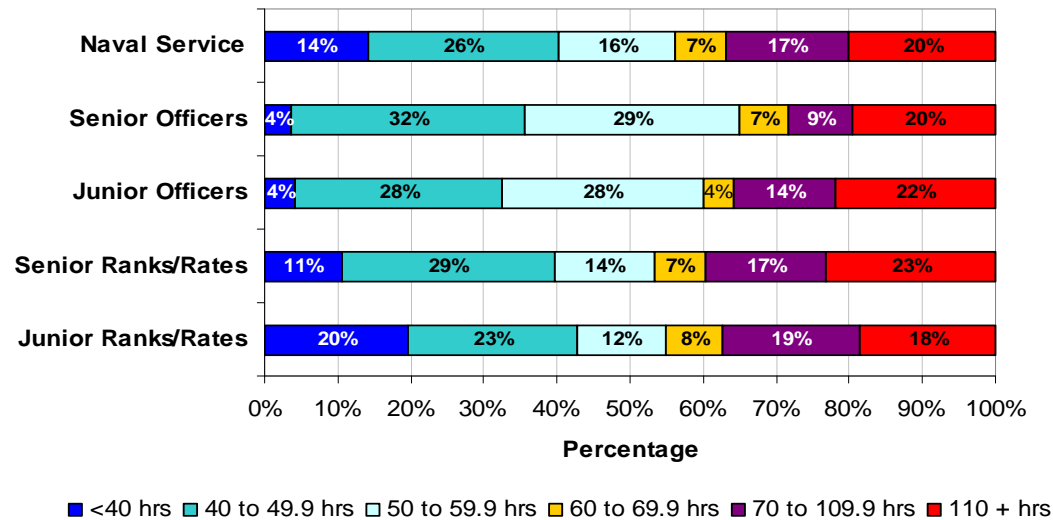
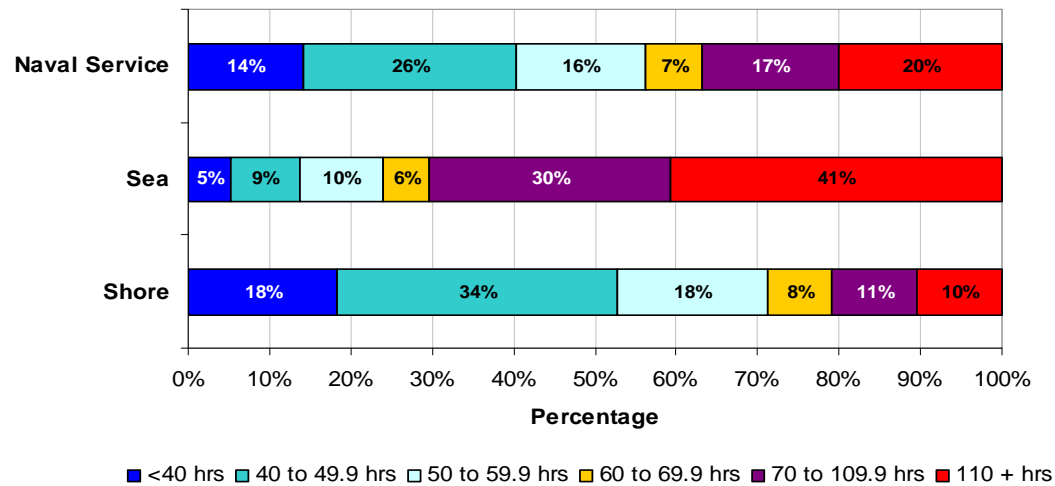


Table 4.12: Naval Service distribution of hours spent on duty by location *

	<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	14%	26%	16%	7%	17%	20%	100%
Sea	5%	9%	10%	6%	30%	41%	100%
Shore	18%	34%	18%	8%	11%	10%	100%

* This table is based only on the 782 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 2014/15 average is significantly lower than that reported in 2013/14.
 Purple indicates the 2014/15 average is significantly higher than that reported in 2013/14.
 Differences between 2013/14 and 2014/15 averages are provided in brackets.

SECTION 5: THE ARMY PICTURE

Table 5.01: Army hours worked by rank group

	2010/11	2011/12	2012/13	2013/14	2014/15
Army	47.1	46.2	48.1	44.2	43.4 (-0.8)
Senior Officers	55.5	54.7	53.9	54.4	53.2
Junior Officers	54.7	52.8	54.7	50.8	51.3
Senior Ranks	46.1	48.1	49.3	47.9	45.7 (-2.2)
Junior Ranks	45.8	44.0	46.3	41.1	40.6

Figure 5.01: Army hours worked by rank group

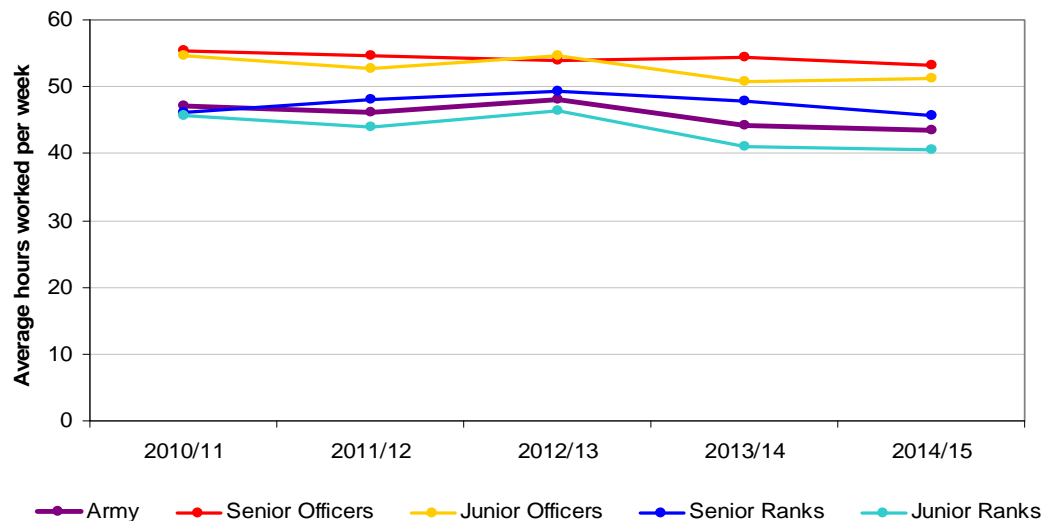


Table 5.02: Army hours worked by location

	2010/11	2011/12	2012/13	2013/14	2014/15	
Army	47.1	46.2	48.1	44.2	43.4	(-0.8)
United Kingdom	44.7	44.5	45.4	42.7	42.2	
Germany	45.5	43.3	48.0	43.9	44.4	
Overseas Operations	74.0	72.8	72.9	66.3	62.8	(-3.6)
Elsewhere abroad	45.0	44.5	49.5	44.6	48.8	(4.2)

Figure 5.02: Army hours worked by location

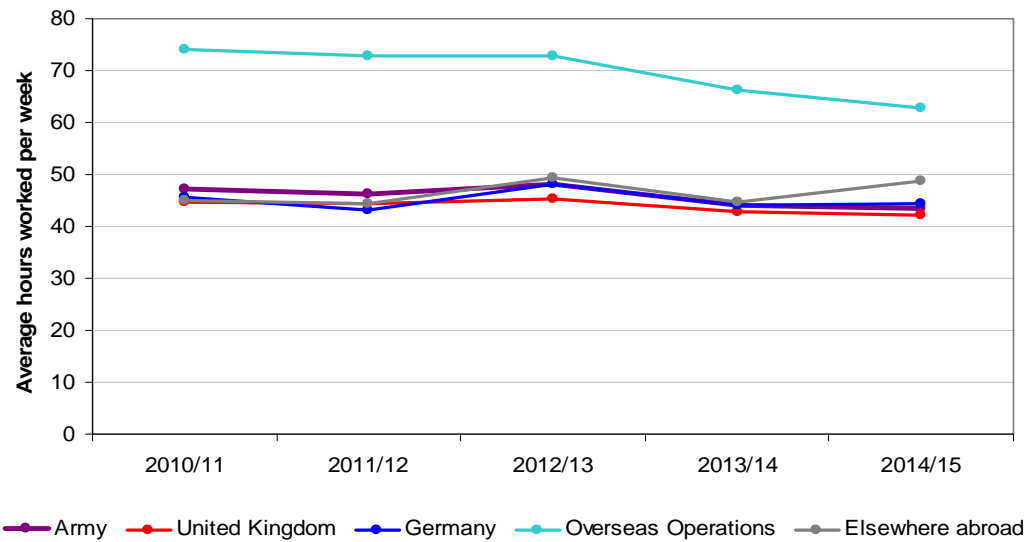


Table 5.03: Army distribution of hours worked by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Army	46%	30%	14%	5%	5%	100%
Senior Officers	10%	39%	32%	11%	10%	100%
Junior Officers	19%	40%	19%	16%	6%	100%
Senior Ranks	32%	40%	16%	6%	7%	100%
Junior Ranks	59%	24%	10%	3%	4%	100%

* This table is based only on the 867 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

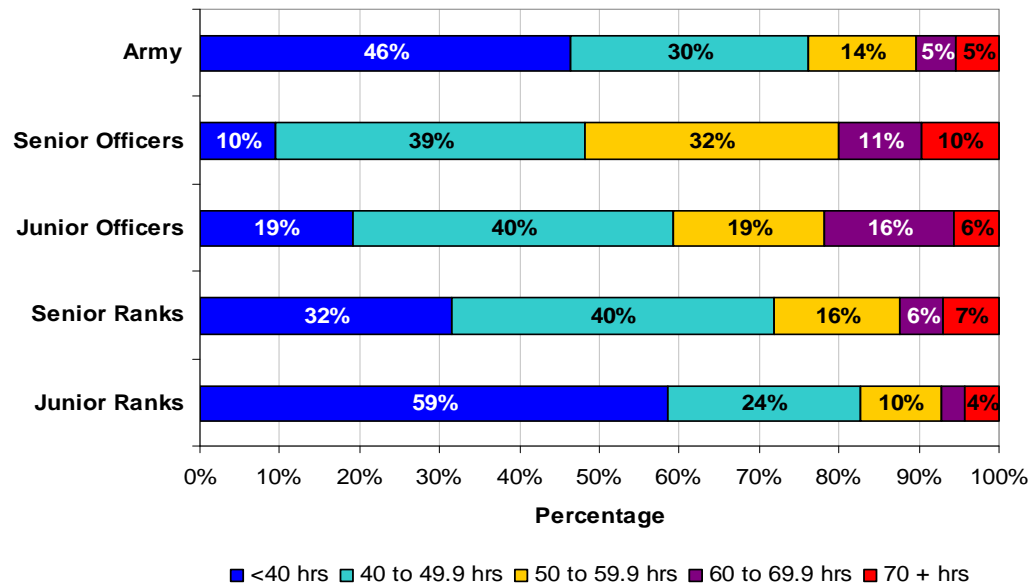


Table 5.04: Army distribution of hours worked by location *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Army	46%	30%	14%	5%	5%	100%
United Kingdom	50%	29%	12%	4%	4%	100%
Germany	39%	34%	19%	4%	4%	100%
Overseas Operations	16%	15%	14%	15%	39%	100%
Elsewhere abroad	22%	39%	24%	11%	4%	100%

* This table is based only on the 867 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

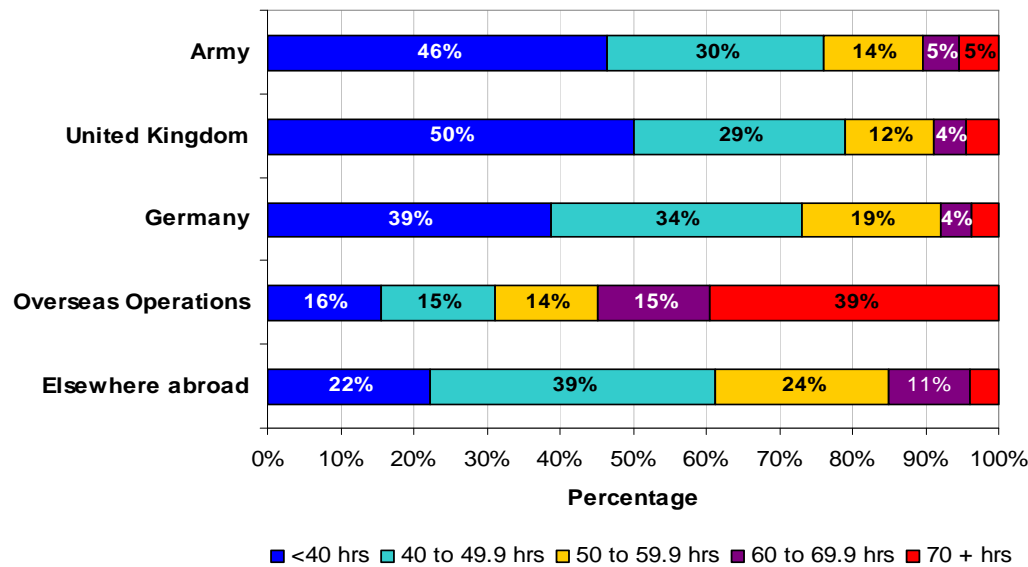


Table 5.05: Army hours spent on call by rank group

	2010/11	2011/12	2012/13	2013/14	2014/15
Army	11.8	12.4	15.7	11.0	10.2
Senior Officers	10.1	12.9	14.0	9.8	11.2
Junior Officers	14.7	17.1	13.6	19.4	10.5 (-8.9)
Senior Ranks	15.9	12.5	18.4	12.8	12.8
Junior Ranks	10.3	11.8	15.2	9.7	9.2

Figure 5.05: Army hours spent on call by rank group

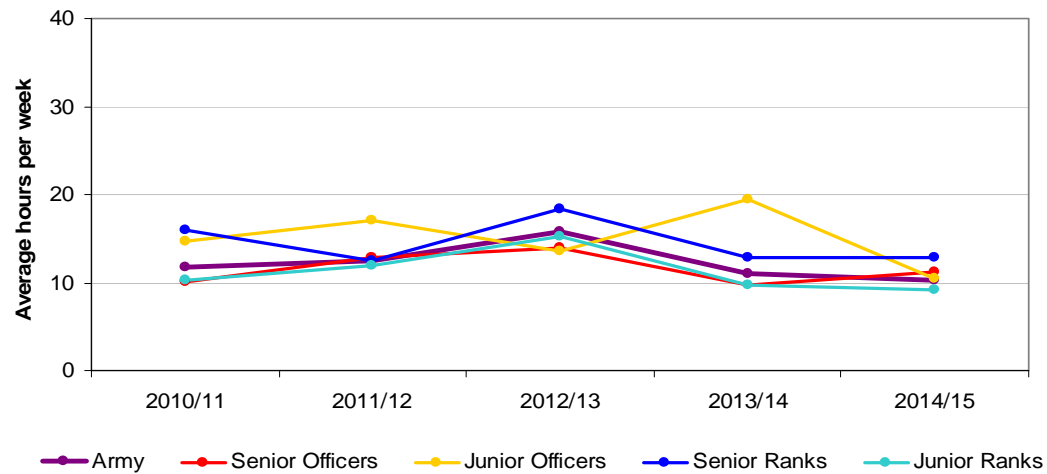


Table 5.06: Army hours spent on call by location

	2010/11	2011/12	2012/13	2013/14	2014/15 *
Army	11.8	12.4	15.7	11.0	10.2
United Kingdom	9.1	10.1	13.4	8.5	8.6
Germany	9.5	11.1	11.3	8.9	9.0
Overseas Operations	38.1	40.2	42.0	45.7	44.8
Elsewhere abroad	19.1	13.1	24.9	19.6	19.6

* Note, statistical tests were performed on the data, but the 2014/15 averages were found not to be significantly different from the 2013/14 averages.

Figure 5.06: Army hours spent on call by location

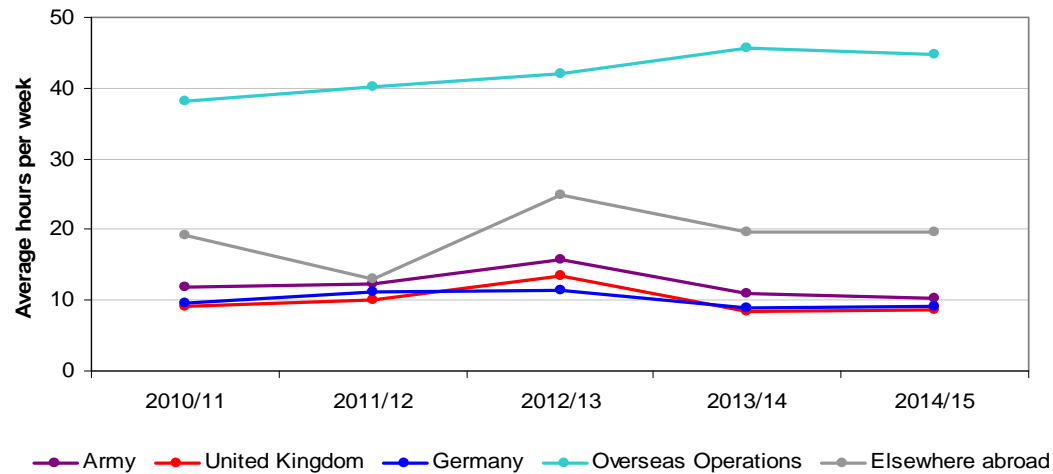


Table 5.07: Army hours spent on duty by rank group

	2010/11	2011/12	2012/13	2013/14	2014/15	
Army	66.4	65.9	70.5	62.2	60.9	
Senior Officers	69.9	72.1	71.8	68.7	68.2	
Junior Officers	75.2	75.9	74.2	75.5	67.9	(-7.6)
Senior Ranks	68.2	67.0	73.1	67.6	64.2	(-3.4)
Junior Ranks	64.5	63.9	69.2	58.3	58.2	

Figure 5.07: Army hours spent on duty by rank group

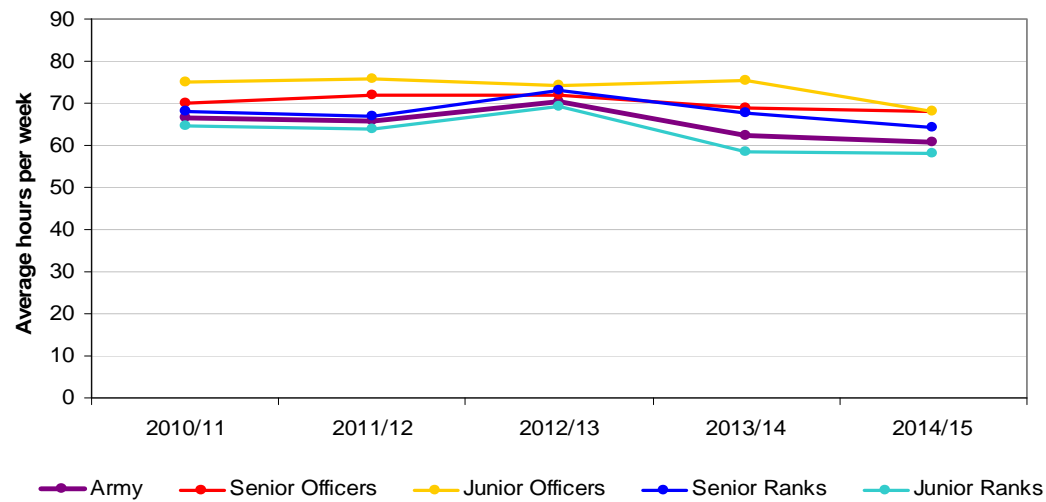


Table 5.08: Army hours spent on duty by location

	2010/11	2011/12	2012/13	2013/14	2014/15
Army	66.4	65.9	70.5	62.2	60.9
United Kingdom	61.3	61.8	65.1	58.0	58.2
Germany	62.5	60.7	66.0	59.9	60.4
Overseas Operations	120.8	124.7	128.1	123.0	116.5 (-6.5)
Elsewhere abroad	69.3	62.7	79.0	70.3	74.7 (4.4)

Figure 5.08: Army hours spent on duty by location

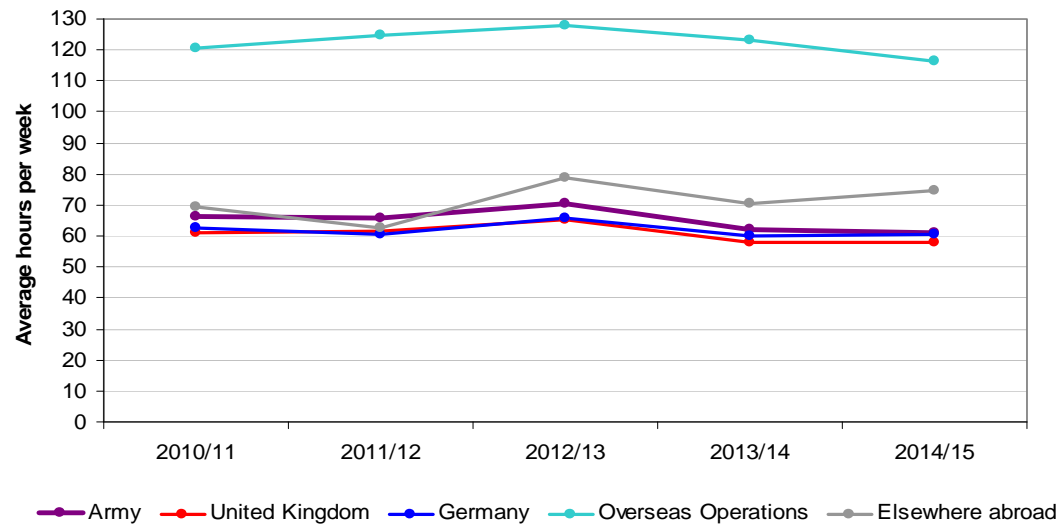


Table 5.09: Army hours spent on duty by rank group

	On duty				Off duty
	Work	On call	Breaks	On duty total	
Army	43.4	10.2	7.3	60.9	107.0
Senior Officers	53.2	11.2	3.8	68.2	99.7
Junior Officers	51.3	10.5	6.1	67.9	100.1
Senior Ranks	45.7	12.8	5.7	64.2	103.8
Junior Ranks	40.6	9.2	8.4	58.2	109.8

Figure 5.09: Army hours spent on duty by rank group

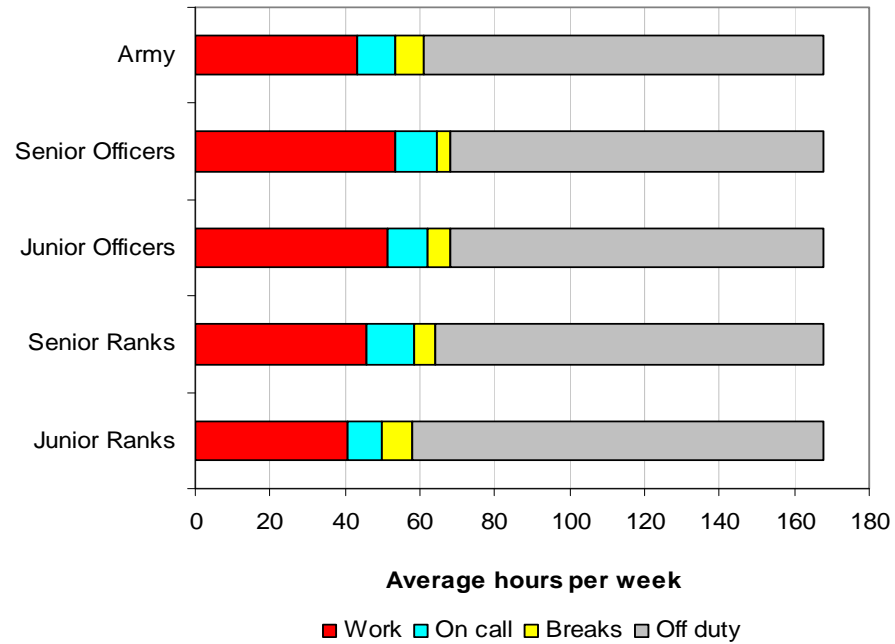


Table 5.10: Army hours spent on duty by location

	On duty				Off duty
	Work	On call	Breaks	On duty total	
Army	43.4	10.2	7.3	60.9	107.0
United Kingdom	42.2	8.6	7.4	58.2	109.8
Germany	44.4	9.0	6.9	60.4	107.5
Overseas Operations	62.8	44.8	8.9	116.5	51.5
Elsewhere abroad	48.8	19.6	6.3	74.7	93.2

Figure 5.10: Army hours spent on duty by location

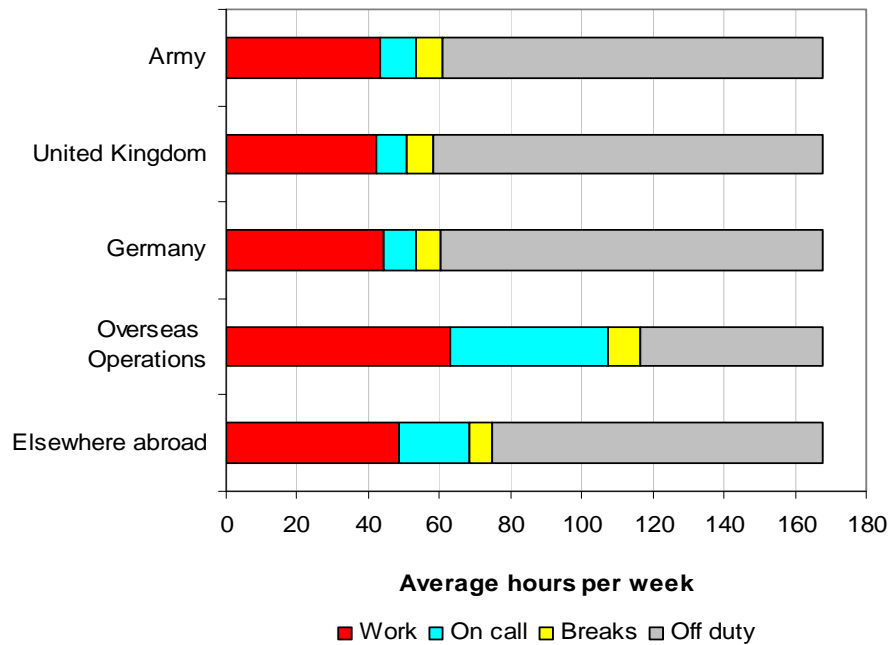


Table 5.11: Army distribution of hours spent on duty by rank group *

	<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%	35%	20%	12%	11%	8%	100%
Senior Officers	2%	25%	31%	17%	12%	13%	100%
Junior Officers	-	26%	27%	19%	17%	11%	100%
Senior Ranks	7%	38%	21%	12%	12%	10%	100%
Junior Ranks	19%	37%	18%	10%	10%	6%	100%

* This table is based only on the 867 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.

- No Junior Officer (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 5.11: Army distribution of hours spent on duty by rank group

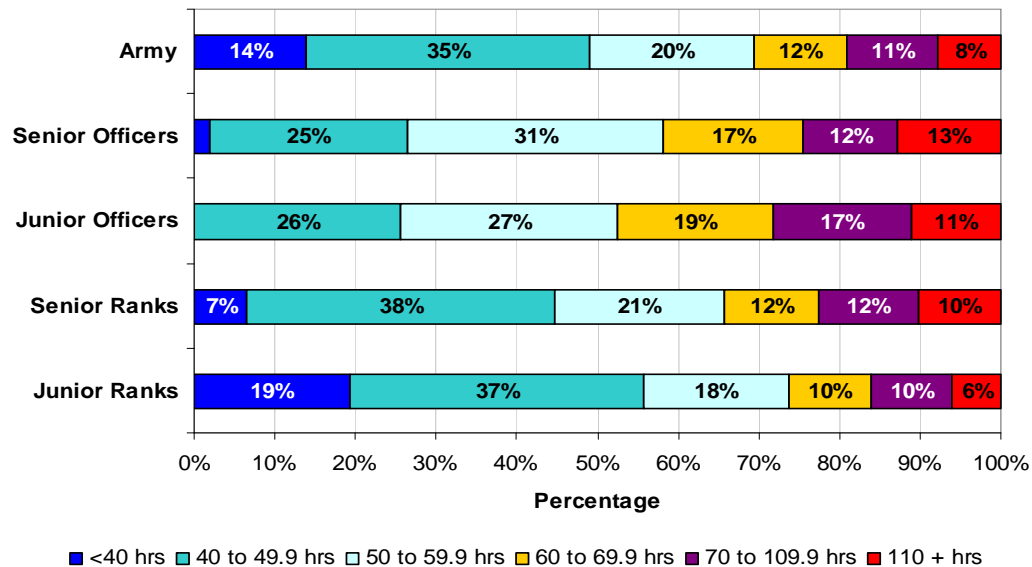
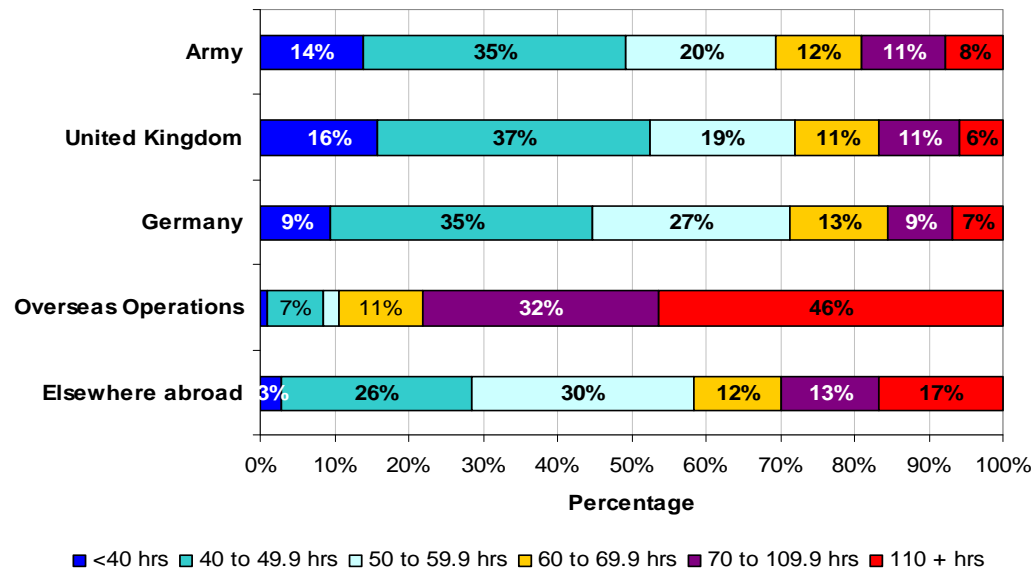


Table 5.12: Army distribution of hours spent on duty by location *

	<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%	35%	20%	12%	11%	8%	100%
United Kingdom	16%	37%	19%	11%	11%	6%	100%
Germany	9%	35%	27%	13%	9%	7%	100%
Overseas Operations	1%	7%	2%	11%	32%	46%	100%
Elsewhere abroad	3%	26%	30%	12%	13%	17%	100%

* This table is based only on the 867 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.

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



Key: Blue indicates the 2014/15 average is significantly lower than that reported in 2013/14.
 Purple indicates the 2014/15 average is significantly higher than that reported in 2013/14.
 Differences between 2013/14 and 2014/15 averages are provided in brackets.

SECTION 6: THE RAF PICTURE

Table 6.01: RAF hours worked by rank group

	2010/11	2011/12	2012/13	2013/14	2014/15	
RAF	44.6	44.1	45.0	44.6	43.8	(-0.8)
Senior Officers	50.7	50.5	52.2	51.2	51.7	
Junior Officers	47.5	46.0	49.0	47.9	46.8	
Senior Ranks	45.4	45.4	44.5	44.5	44.2	
Junior Ranks	42.3	41.9	43.1	42.7	41.4	(-1.3)

Figure 6.01: RAF hours worked by rank group

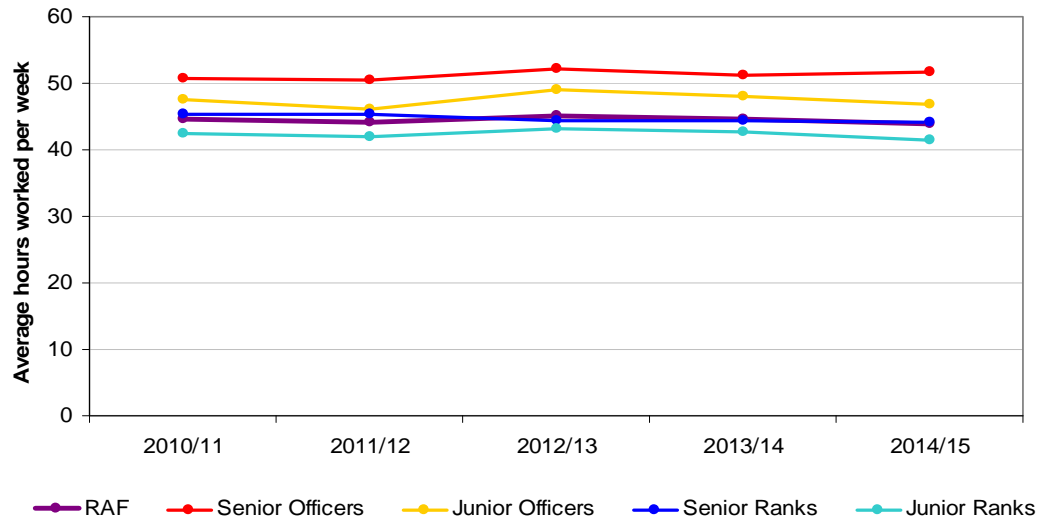


Table 6.02: RAF hours worked by location

	2010/11	2011/12	2012/13	2013/14	2014/15	
RAF	44.6	44.1	45.0	44.6	43.8	(-0.8)
United Kingdom	42.9	42.5	43.7	43.0	42.2	(-0.8)
Overseas Operations	68.7	67.4	69.4	69.3	69.8	
Elsewhere abroad	43.8	45.0	44.2	44.9	45.1	

Figure 6.02: RAF hours worked by location

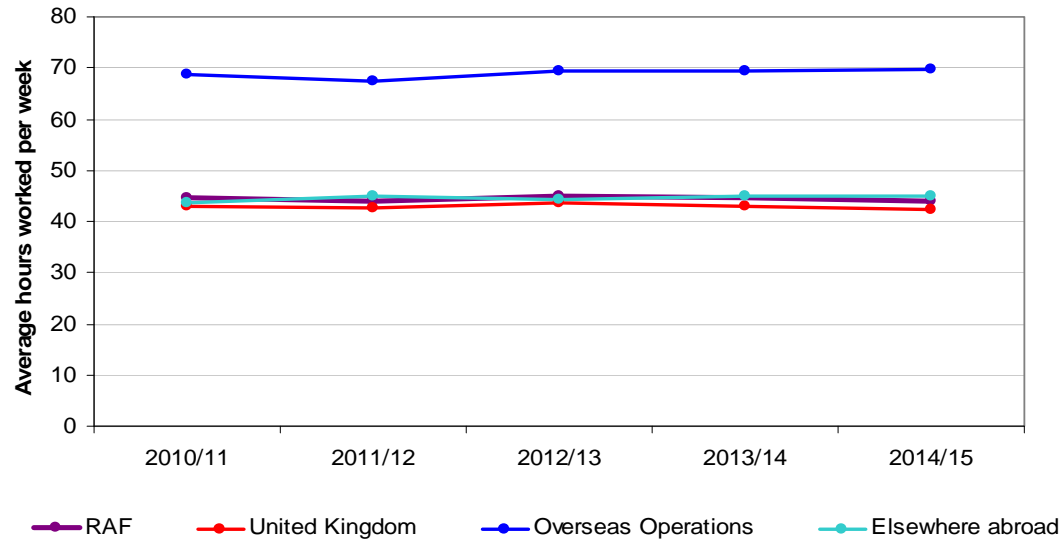


Table 6.03: RAF distribution of hours worked by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
RAF	41%	36%	13%	5%	4%	100%
Senior Officers	8%	41%	32%	10%	9%	100%
Junior Officers	21%	50%	20%	7%	2%	100%
Senior Ranks	30%	49%	14%	5%	3%	100%
Junior Ranks	58%	27%	8%	3%	5%	100%

* This table is based only on the 669 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

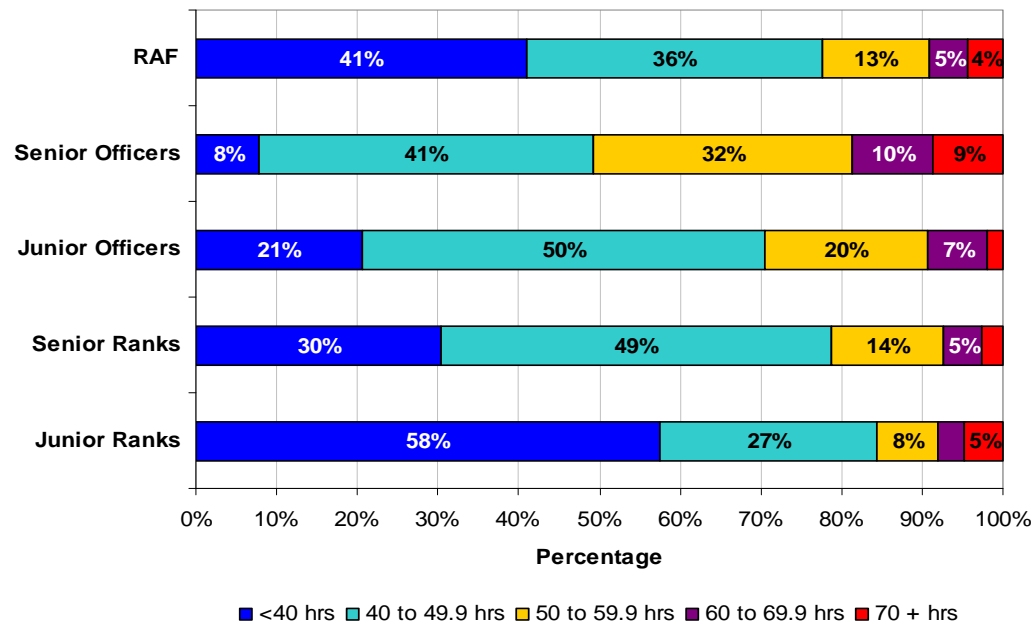


Table 6.04: RAF distribution of hours worked by location *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
RAF	41%	36%	13%	5%	4%	100%
United Kingdom	44%	37%	13%	4%	2%	100%
Overseas Operations	5%	20%	13%	17%	45%	100%
Elsewhere abroad	32%	40%	17%	8%	2%	100%

* This table is based only on the 669 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

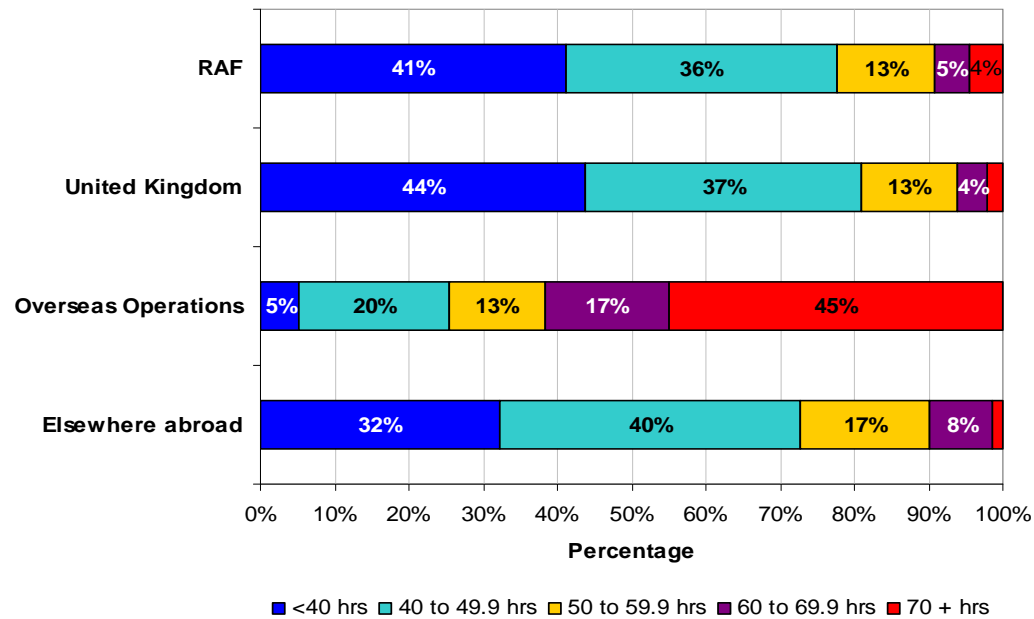


Table 6.05: RAF hours spent on call by rank group

	2010/11	2011/12	2012/13	2013/14	2014/15 *
RAF	13.1	12.8	15.3	13.4	13.8
Senior Officers	12.4	12.4	17.9	12.5	13.0
Junior Officers	10.9	15.2	15.2	14.3	13.6
Senior Ranks	15.3	14.5	15.2	12.3	11.1
Junior Ranks	12.5	11.6	14.9	13.9	15.3

* Note, statistical tests were performed on the data, but the 2014/15 averages were found not to be significantly different from the 2013/14 averages.

Figure 6.05: RAF hours spent on call by rank group

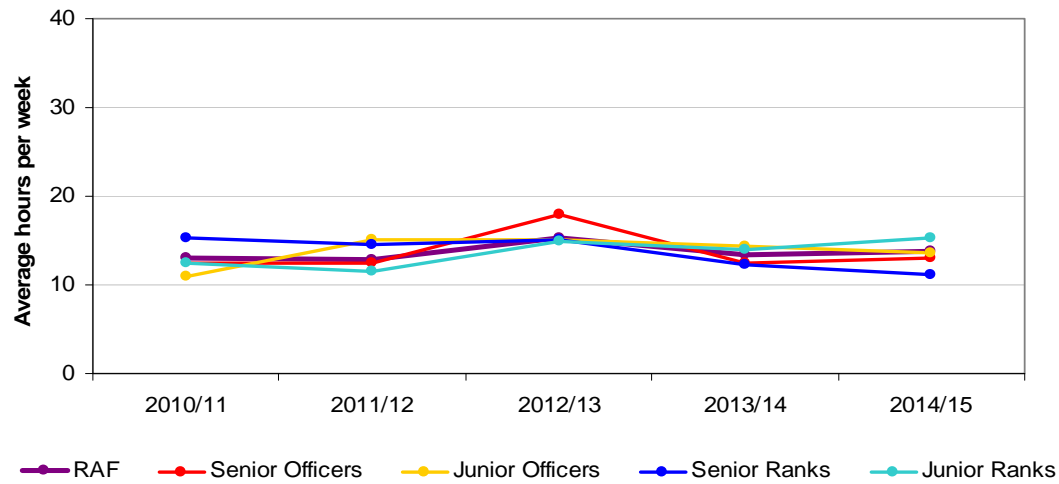


Table 6.06: RAF hours spent on call by location

	2010/11	2011/12	2012/13	2013/14	2014/15	
RAF	13.1	12.8	15.3	13.4	13.8	
United Kingdom	10.7	10.3	12.5	9.8	11.3	
Overseas Operations	38.9	38.1	48.2	57.0	51.9	(-5.1)
Elsewhere abroad	20.3	23.6	26.9	23.6	17.1	(-6.5)

Figure 6.06: RAF hours spent on call by location

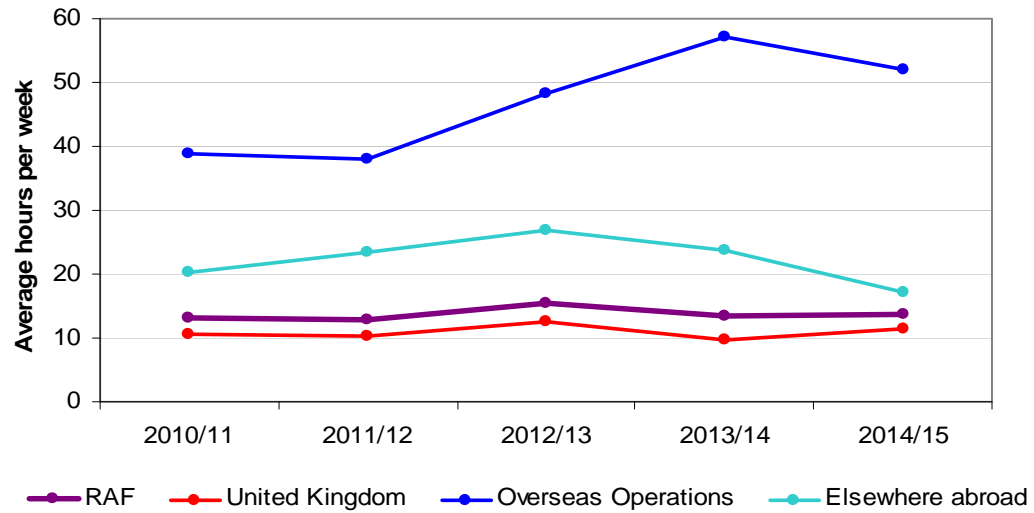


Table 6.07: RAF hours spent on duty by rank group

	2010/11	2011/12	2012/13	2013/14	2014/15 *
RAF	62.6	62.2	65.3	63.1	62.7
Senior Officers	66.4	66.3	73.4	67.3	68.0
Junior Officers	62.7	65.6	68.0	66.2	64.5
Senior Ranks	65.7	64.6	64.1	61.3	59.8
Junior Ranks	60.2	59.5	63.8	62.6	62.7

* Note, statistical tests were performed on the data, but the 2014/15 averages were found not to be significantly different from the 2013/14 averages.

Figure 6.07: RAF hours spent on duty by rank group

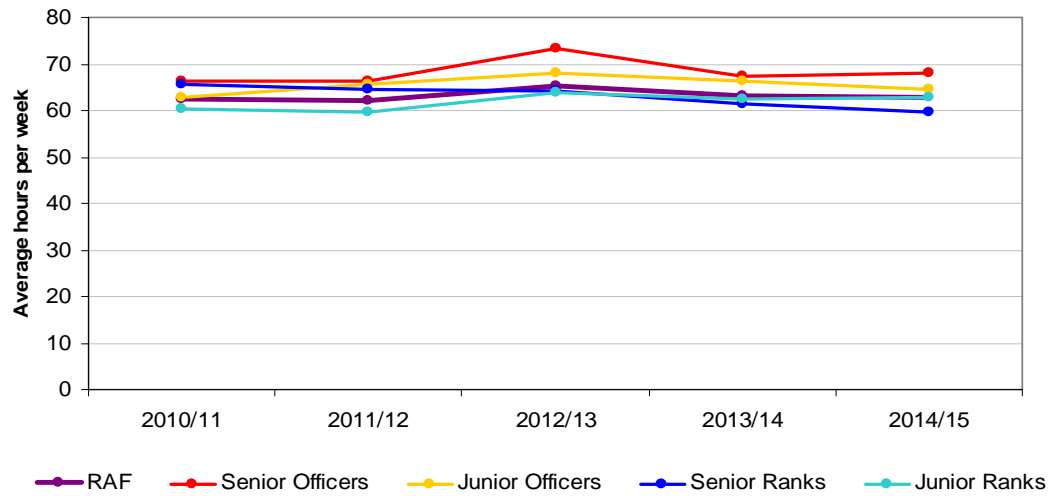


Table 6.08: RAF hours spent on duty by location

	2010/11	2011/12	2012/13	2013/14	2014/15	
RAF	62.6	62.2	65.3	63.1	62.7	
United Kingdom	58.6	58.1	61.0	58.0	58.8	
Overseas Operations	113.2	111.9	125.4	132.2	125.9	(-6.3)
Elsewhere abroad	67.6	71.5	74.9	72.0	65.4	(-6.6)

Figure 6.08: RAF hours spent on duty by location

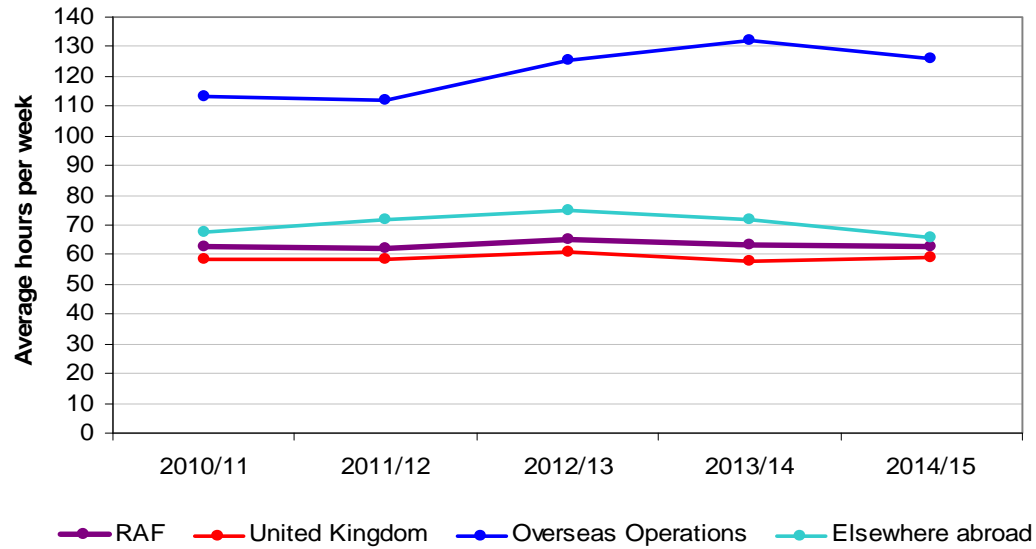


Table 6.09: RAF hours spent on duty by rank group

	On duty			On duty total	Off duty
	Work	On call	Breaks		
RAF	43.8	13.8	5.1	62.7	105.3
Senior Officers	51.7	13.0	3.2	68.0	100.0
Junior Officers	46.8	13.6	4.2	64.5	103.5
Senior Ranks	44.2	11.1	4.5	59.8	108.2
Junior Ranks	41.4	15.3	5.9	62.7	105.3

Figure 6.09: RAF hours spent on duty by rank group

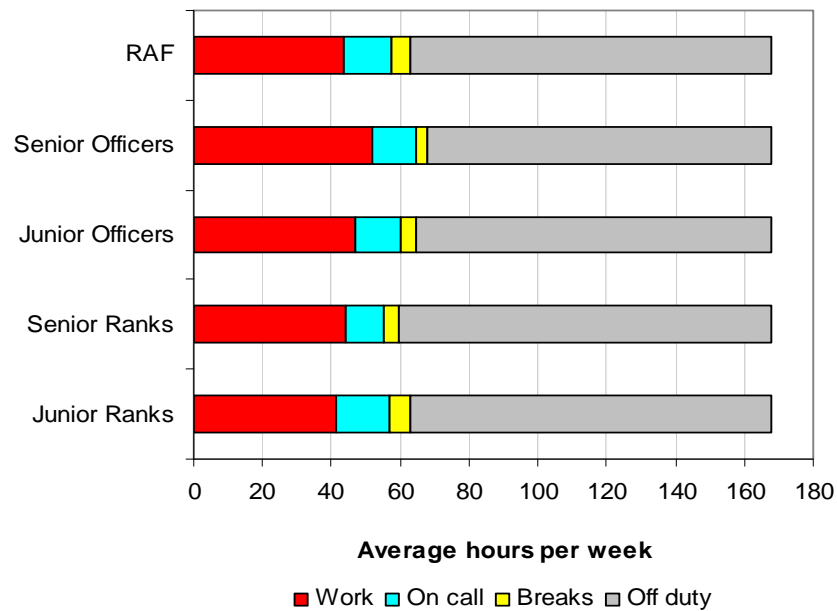


Table 6.10: RAF hours spent on duty by location

	On duty			On duty total	Off duty
	Work	On call	Breaks		
RAF	43.8	13.8	5.1	62.7	105.3
United Kingdom	42.2	11.3	5.3	58.8	109.2
Overseas Operations	69.8	51.9	4.2	125.9	42.1
Elsewhere abroad	45.1	17.1	3.3	65.4	102.5

Figure 6.10: RAF hours spent on duty by location

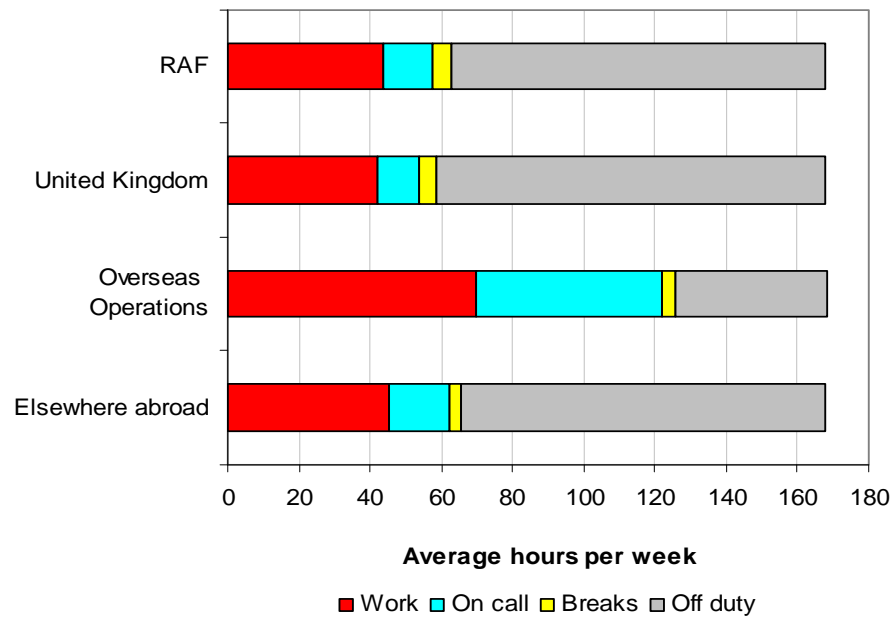


Table 6.11: RAF distribution of hours spent on duty by rank group *

	<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	8%	47%	17%	6%	9%	12%	100%
Senior Officers	1%	28%	34%	9%	13%	16%	100%
Junior Officers	3%	42%	24%	8%	9%	13%	100%
Senior Ranks	7%	52%	20%	5%	3%	11%	100%
Junior Ranks	11%	49%	11%	6%	11%	12%	100%

* This table is based only on the 669 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.

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

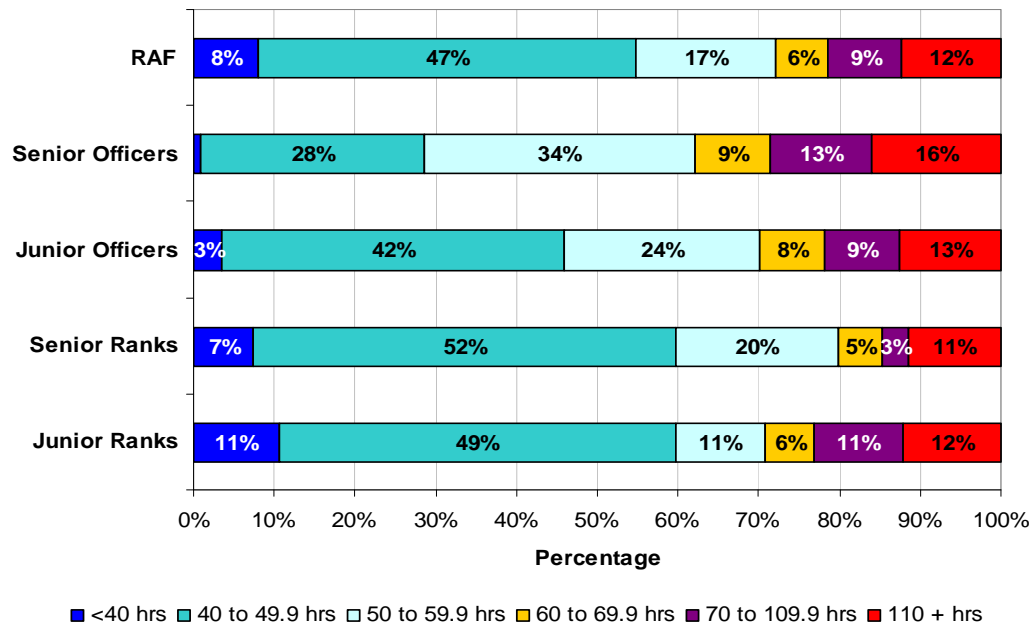
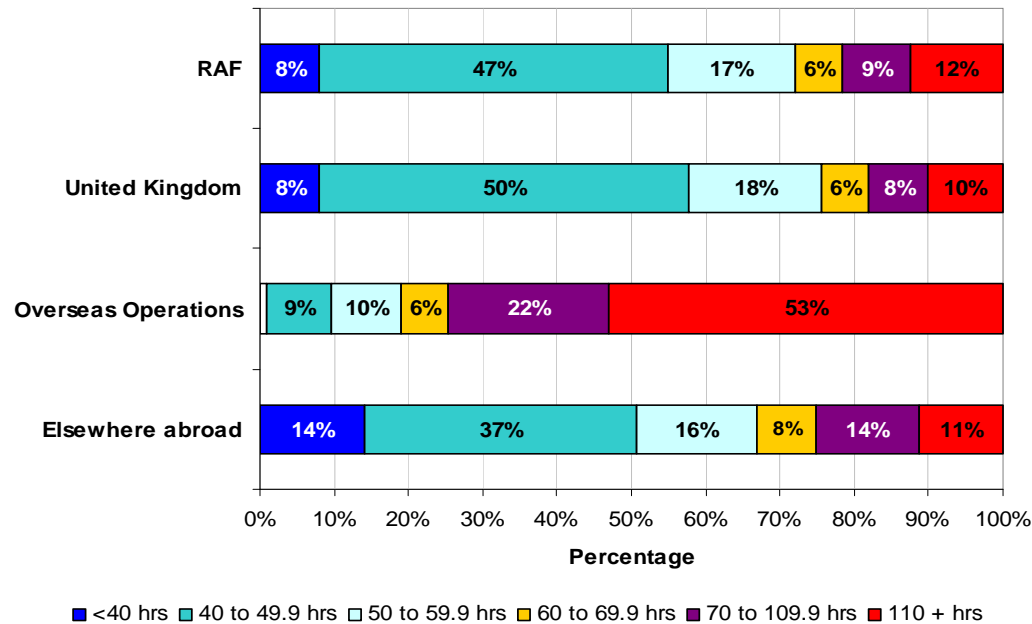


Table 6.12: RAF distribution of hours spent on duty by location *

	<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	8%	47%	17%	6%	9%	12%	100%
United Kingdom	8%	50%	18%	6%	8%	10%	100%
Overseas Operations	1%	9%	10%	6%	22%	53%	100%
Elsewhere abroad	14%	37%	16%	8%	14%	11%	100%

* This table is based only on the 669 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.

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



Key: Blue indicates the 2014/15 average is significantly lower than that reported in 2013/14.

Purple indicates the 2014/15 average is significantly higher than that reported in 2013/14.

Differences between 2013/14 and 2014/15 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 *

	2010/11	2011/12	2012/13	2013/14	2014/15
Naval Service	32	25	12	18	13
Army	45	51	26	24	34
RAF	27	21	21	26	22
Total number of valid responses	104	97	59	68	69
Sample	183	180	147	154	162
Valid response rate	57%	54%	40%	44%	43%

* 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 *

	2010/11	2011/12	2012/13	2013/14	2014/15
Number of usable days	647	574	378	428	425
Maximum number of usable days possible	1,281	1,260	1,029	1,078	1,134
Usable response rate	51%	46%	37%	40%	37%

* 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

	2010/11	2011/12	2012/13	2013/14	2014/15
Navy	17	11	9	14	6
Army	28	21	18	14	19
RAF	13	10	10	13	14
Total	58	42	37	41	39

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

	2010/11	2011/12	2012/13	2013/14	2014/15
Number of full week responses	58	42	37	41	39
Sample size	183	180	147	154	162
Full week response rate	32%	23%	25%	27%	24%

Table 7.06: Average hours worked per week

	2010/11	2011/12	2012/13	2013/14	2014/15
NATO Rank OF5 to OF6	59.5	59.1	62.1	58.9	66.8 (7.9)

Figure 7.01: Average hours worked per week

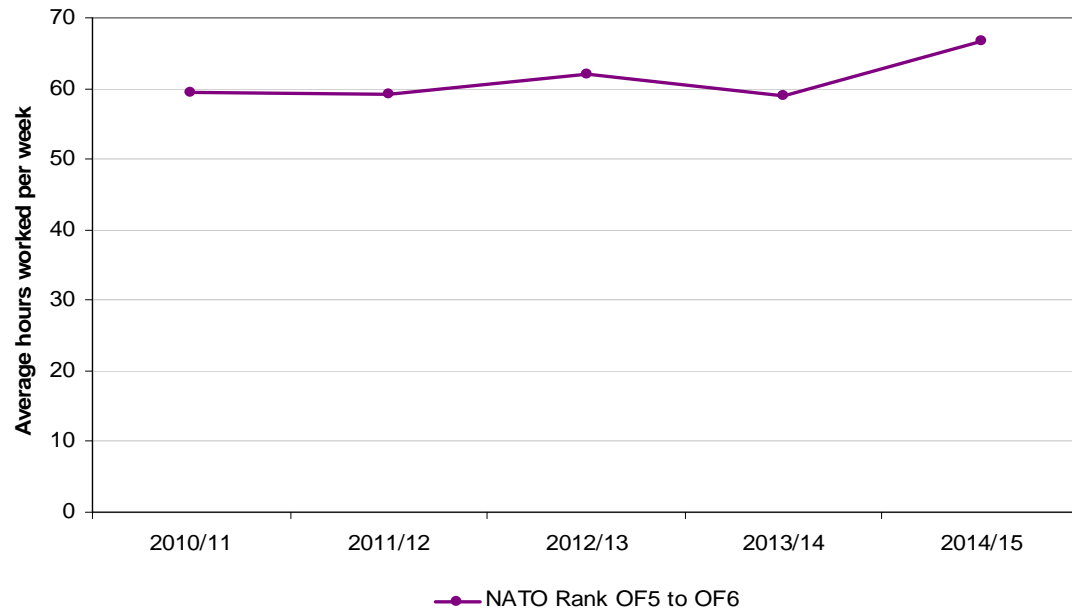


Table 7.07: Average unsociable hours worked per week *

	2010/11	2011/12	2012/13	2013/14	2014/15
NATO Rank OF5 to OF6	13.4	12.0	14.3	11.6	17.4 (5.8)

* 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

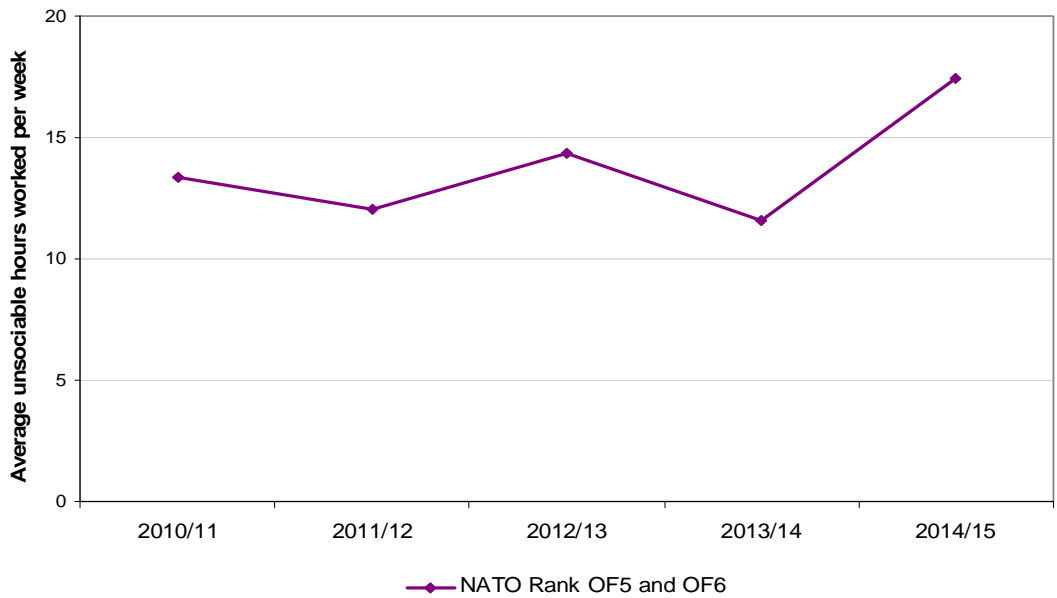


Table 7.08: Proportion of personnel working excessive hours ^{1 2}

	2010/11	2011/12	2012/13	2013/14	2014/15
NATO Rank OF5 to OF6	14%	17%	22%	20%	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 This table is based only on the 39 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 7.08 is only an indication of the working week of Service personnel.

Figure 7.03: Proportion of personnel working excessive hours

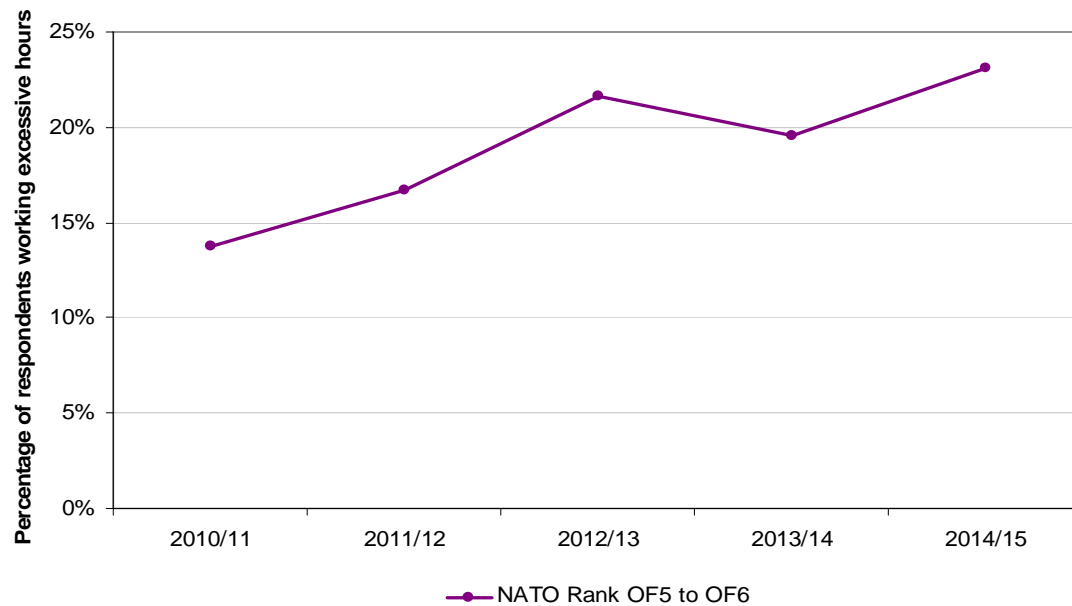


Table 7.09: Average hours spent on call per week

	2010/11	2011/12	2012/13	2013/14	2014/15 *
NATO Rank OF5 to OF6	17.2	18.2	26.6	23.5	20.2

* Note, statistical tests were performed on the data, but the 2014/15 average was found not to be significantly different from the 2013/14 average.

Figure 7.04: Average hours spent on call per week

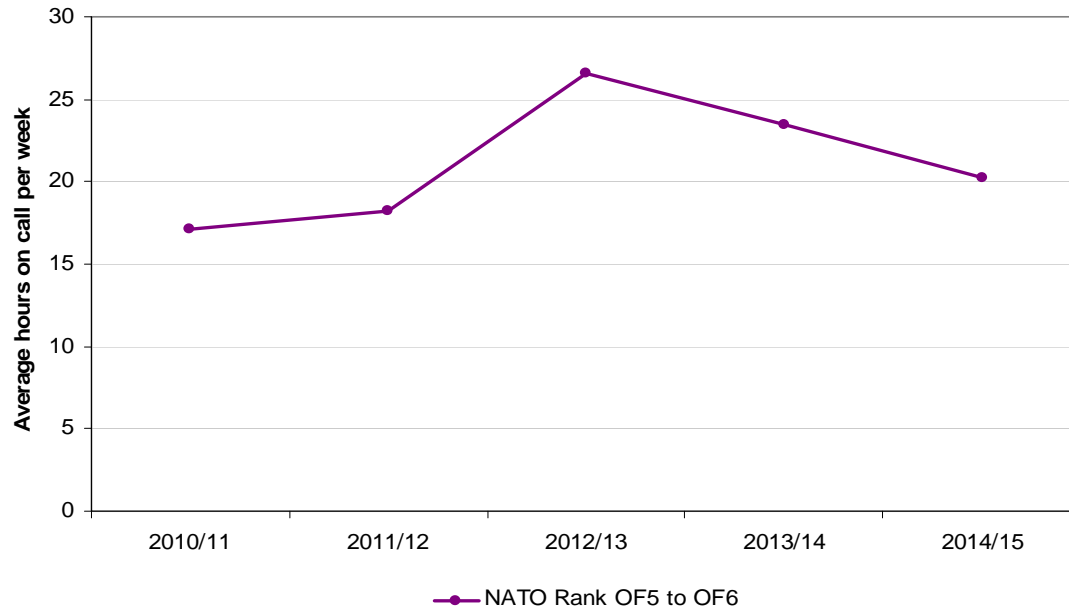
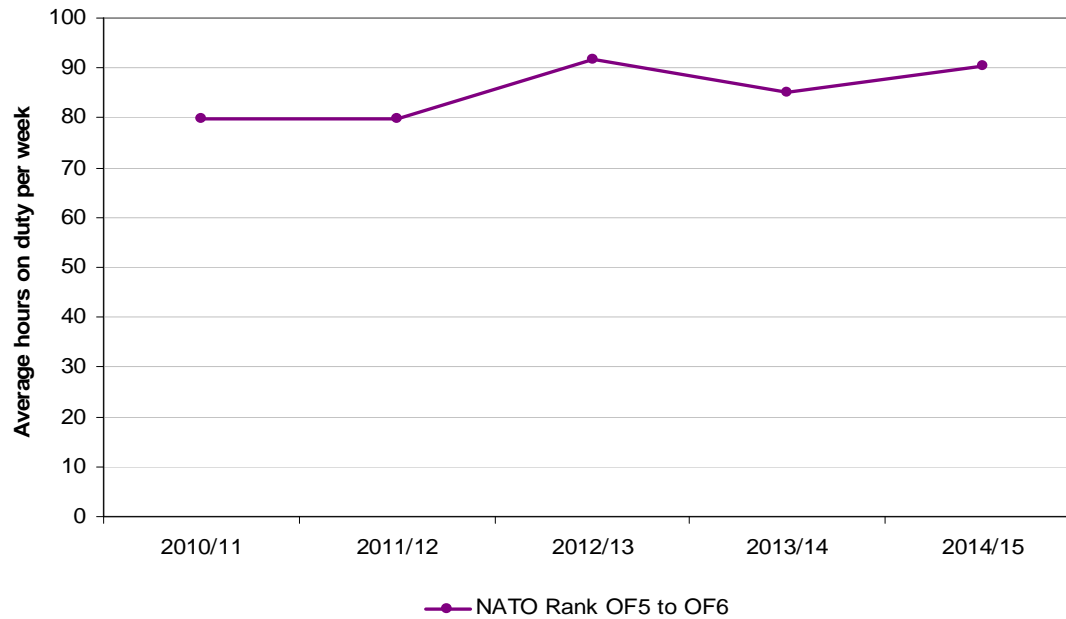


Table 7.10: Average hours spent on duty per week

	2010/11	2011/12	2012/13	2013/14	2014/15 *
NATO Rank OF5 to OF6	79.8	80.0	91.6	85.2	90.5

* Note, statistical tests were performed on the data, but the 2014/15 average was found not to be significantly different from the 2013/14 average.

Figure 7.05: Average hours spent on duty per week



SECTION 8: USEABLE RESPONSES

Table 8.01: 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 8.02: Valid and useable response rates by Service 2013/14

	Valid response rate	Usable response rate
Naval Service	25%	21%
Army	24%	21%
RAF	30%	26%

Table 8.03: Number of valid Naval Service responses by strata 2014/15

	Sea	Shore	Total
Naval Service total	580	843	1,423
Senior Officers	114	169	283
Junior Officers	114	158	272
Senior Ranks/Rates	131	182	313
Junior Ranks/Rates	221	334	555

Table 8.04: Number of valid Army responses by strata 2014/15

	United Kingdom	Germany	Operational areas	Elsewhere	Total
Army total	722	372	164	265	1,523
Senior Officers	139	47	27	73	286
Junior Officers	110	89	23	32	254
Senior Ranks	203	69	39	84	395
Junior Ranks	270	167	75	76	588

Table 8.05: Number of valid RAF responses by strata 2014/15

	United Kingdom	Operational areas	Elsewhere	Total
RAF total	622	199	292	1,113
Senior Officers	102	36	79	217
Junior Officers	143	20	50	213
Senior Ranks	152	45	66	263
Junior Ranks	225	98	97	420

Table 8.06: 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%

Table 8.07: Number of full week responses and response rates by Service 2013/14

	Number of full week responses	Full week response rate
UK Armed Forces	2,577	15%
Naval Service	843	13%
Army	1,022	14%
RAF	712	18%