Continuous Attitude Survey

What is Life in the Royal Navy like for you?

Tell us - your views are important

You can complete this survey online - see inside for details







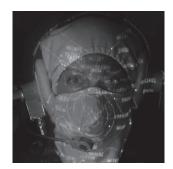








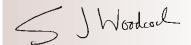




Previous Armed Forces Continuous Attitude Survey Reports can be found on the Commodore Naval Personnel Strategy (CNPS) Research webpage at http://defenceintranet.diif.r.mil.uk/Organisations/Orgs/Navy/Organisations/Orgs/ACNS(Pers)NavSec/CNPS/Pages/FuturePersonnelResearch.aspx

Attitude Survey (AFCAS) is your opportunity to tell me what you think about life in the Naval Service. The AFCAS results provide me and my team with the critical evidence required to argue your case at the very top of Defence and to drive forward change. I encourage you to take the opportunity to share your views. The more of you who complete the AFCAS, the greater strength it will provide me to keep people at the highest levels of Defence informed of your opinions and desires. I assure you, your views do count and do make a difference. Please take the time to complete the AFCAS to enable me to represent you as you would wish.

The Armed Forces Continuous



Jonathan Woodcock OBE Vice Admiral Second Sea Lord



PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Royal Navy

This survey is available for you to complete on any computer by visiting the following webpage: http://surveys.mod.uk/index.php/962122

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

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

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

The survey is run by Defence Statistics (Surveys) and Civilians outside your Chain of Command. This research is approved by the MoD Research Ethics Committee (MoDREC). If you would like further details contact the researcher listed at the end of this sheet.

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

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

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

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

Please complete the survey as soon as you can and return it in the envelope provided. **Responses must reach us by 13 February 2017 in order to be included**. Please allow sufficient time for postage.

Frequently asked questions:

Q. What is the purpose of the survey?

A. 'An important task for the Department is to understand the attitudes and opinions of its workforce. One of our main methods of doing this for Service personnel is the annual Armed Forces Continuous Attitude Survey (AFCAS) which captures information on their attitudes, opinions and circumstances.' - *Chief Defence People (CDP)*

MODREC Protocol number: 548/MODREC/14

Q. How is the information used?

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

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

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

Q. Do I have to complete the survey?

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

Q. What will I be asked to do?

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

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

A. No. No one within your Chain of Command will see your responses or data.

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

A. There are no known disadvantages or risks. However, if taking part in this survey upsets you, or you wish to talk about any personal issues further, please speak to your Unit Welfare Officer, Chaplain or call the SSAFA Confidential Helpline: 0800 731 4880 (freephone) or +44 1980 630854 (overseas).

Q. I have already completed the electronic version of this survey?

A. Thank you! Ignore this chaser as you have chosen the most effective way in which to register your views.

For further information: Contact Civil Service researcher:

Katie Clinton, NAVY PERS-NSPRTRET PSYCH SO1

Tel: Mil 93832 8659 External: 023 9262 8659

Email: katie.clinton259@mod.uk

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

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

The report of the findings of the 2017 AFCAS survey is provisionally due to be released at 09:30 on 25 May 2017.

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

Armed Forces Continuous Attitude Survey 2017 Royal Navy

You may have recently received an AFCAS email inviting you to complete the electronic version of this survey. If you have already completed the electronic version of this 2017 AFCAS survey then please ignore this paper copy.

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

Your completed survey will be **treated in confidence**: it will be processed by people outside your Chain of Command and the Ministry of Defence. Responses from individuals **will not be identified**.

Please **read all instructions** carefully before answering a question and follow any **routing instruction** after answering a question.

A few questions will require a written answer - please write clearly in **BLOCK CAPITALS**.

Once completed please return the survey to a:cet Ltd, Office 208, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the **prepaid envelope provided**.

Responses must reach us by 13th February 2017 in order to be included in the survey.

This survey is also available for you to complete on any computer by visiting the following webpage: http://surveys.mod.uk/index.php/962122

It is recommended that you use **Google Chrome** to access the survey The Token you are asked to enter is your Service Number

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

Your Pay

To compensate for differences in lifestyle, working conditions and expectations between Service personnel and their civilian equivalents, Service salaries are increased by 14.5% (for the majority of personnel). We call this the 'X-Factor'.

Q1	How strongly do you agree or disagree wi	th the foll	owing?			
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	1	2	3	4	5
	b. The pay and benefits I receive are fair for the work I do.	1	2	3	4	5
	c. The RN offer (including dental & healthcare, subsidised accommodation, pay & pension) is better than that which industry offers.	1	2	3	4	5
You can fi	nd the Armed ForcesBenefits, Pension and	Scheme	Pays Cal	culator at t	he followi	ng link:
http://www	v.mod-abc.co.uk/					
Q2	How satisfied are you with the following?					
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
	a. My rate of basic pay (basic pay includes X-Fact but excludes Recruitment and Retention Pay [RRI and any allowances).		2	3	4	5

		Very		Neither satisfied nor		Very	
		satisfied	Satisfied			dissatisfied	N/A
	b. My pension benefits.	∐'					
	 c. Information about pay and allowances, (e.g. the intranet, DINs and brochures). 	from 1	2	3	4	5	
	d. My ability to access JPA.					5	
	e. My Recruitment and Retention Pay (RRP).					5	6
	f. My allowances, (e.g. Longer Separation Allov (LSA), Get You Home (GYH), Continuity of Edi Allowance (CEA), Local Overseas Allowance (and Food and Incidentals Allowance (FIA)).	ucation	2	3	4	5	6
	Yo	our Wor	'k				
Q3	How satisfied are you with RN life in ge	eneral?					
	Very satisfied	Dissatisfied			4		
	Satisfied 2	Very dissati	sfied		5		
	Neither satisfied nor dissatisfied 3						
Q4	How would you rate the level of morale	of					
	Very hig	gh High	Neithe nor I	•	ow V	ery low	
	a. Myself.	1 :	2]3	4	5	
	b. My Unit.	1 :	2]3	4	5	
	c. The RN as a whole.	1	2]3	4	5	
Q5	How satisfied are you with the followin	g aspects o	of your cu	rrent job?			
			Very	satis	either fied nor		'ery
	a. My job in general.	sa 	tisfied Sa	atisfied diss	atisfied Diss	satisfied dissa	atisfied 5
	b. The sense of achievement I get from my wo	rk [1		<u></u> 3	L	₅
	c. The challenge in my job.	· · · · · · · · · · · · · · · · · · ·	1			L 4	<u></u>
	d. The amount of variety in my work.		1	l	<u></u> 3	L	₅
	e. My current work location.		1		3	L 4	₅
Q6	How strongly do you agree or disagree	with the fo	∟ Jlowina?			LJ L	
Qυ	rion on ongry do you agroo or alougroo	Strongly	owg.	Neither agree nor		Strongly	
	a. My superiors do not interfere excessively in work activities.	agree my 1	Agree 2	disagree	Disagree 4	disagree	<i>N/A</i>
	b. I am given sufficient authority to make decisions.	1	2	3	4	5	6
	c. If I make a genuine mistake at work, I do not feel that it will be held against me.	t1	2	3	4	5	6
	 d. Where I work people do not automatically lo for someone to blame when things go wrong. 	ok 1	2	3	4	5	6
	 e. I am encouraged to find better ways of doing things at work. 	g	2	3	4	5	6
	 f. I am always given a clear deadline as to whe work needs to be completed. 		2	3	4	5	6
	g. When I am set a task at work, I am told very clearly what output is required.	, <u></u> 1	2	3	4	5	6
	h. I have a choice in deciding how I do my wor		2	3	4	5	6
	 i. I know that if I do my job well I will be praised rewarded. 	d or 1	2	3	4	5	6

Resources and Workload Q7 How satisfied are you with the following? Neither Verv satisfied nor Verv Satisfied dissatisfied Dissatisfied dissatisfied satisfied a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon). b. The availability of personal equipment/kit I have to do my job. c. The standard of major equipment (e.g. vehicles and systems) I have to do my job. d. The availability of major equipment I have to do my job. Q8 How would you rate your workload over the last 12 months? Much too high Too low Too high Much too low About right Your Career Q9 Overall how satisfied are you with the way your career is being managed? Very satisfied Dissatisfied Satisfied Very dissatisfied Neither satisfied nor dissatisfied The Commodore Naval Personnel (CNPers) define career management as 'The assignment of individuals in accordance with endorsed current and future Service requirements, exploiting skills, career development needs and, whenever possible, personal preferences'. Q10 Overall how satisfied are you with the career management service provided by the Career Managers and Branch Advisers? Very satisfied Dissatisfied Satisfied Very dissatisfied N/A Neither satisfied nor dissatisfied Q11 In terms of your current assignment, how strongly do you agree or disagree with the following? Neither Strongly agree nor Strongly disagree Disagree disagree agree Agree a. I have the knowledge, skills and experience to do my job. b. My knowledge, skills and experience are being used. c. The assignment provides development opportunities that will enhance my promotion prospects. d. My personal preferences were taken into account. Q12 How satisfied are you with the following? Neither Very satisfied nor Very dissatisfied Dissatisfied dissatisfied satisfied Satisfied a. The notice I received for my current/last assignment. b. Involvement in decisions that affect my career. c. The fairness of the appraisal system. d. The fairness of the promotion system. e. My opportunities for promotion. f. My opportunities for further service.

Your Line Management

How strongly do you agree or disagree with the following statements about your immediate

	superior (Service or civilian)?						
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	a. Understands and represents my interests.	1	2	3	4	5	6
	b. Supports me in my job.	1	2	3	4	5	6
	c. Sets a positive example.	1	2	3	4	5	6
	d. Encourages me to develop my skills.	1	2	3	4	5	6
	e. Is supportive over work/life balance issues.	1	2	3	4	5	6
	f. Provides regular feedback on my performand	ce.	2	3	4	5	6
	g. Tells me what's going on at work.	1	2	3	4	5	6
	h. Is someone I trust.	1	2	3	4	5	6
	i. Helps me to understand how I contribute to RN objectives	1	2	3	4	5	6
	 j. Helps me to understand how major change decisions will affect me. 		2	3	4	5	6
	 k. Works well with personnel from different backgrounds. 		2	3	4	5	6
	 I am satisfied with the leadership provided by immediate supervisor. 	/ my1	2	3	4	5	6
Q14	How long have you worked with your D 0 - 3 months 4 or more months	Divisional (Officer?				
Q15	How strongly do you agree or disagree	with the f	ollowing	statements	s?		
Q15	How strongly do you agree or disagree	Strongly agree	Agree	Statements Neither agree nor disagree	Disagree	Strongly disagree	Don't know
Q15	How strongly do you agree or disagree a. I trust my Divisional Officer to support me.	Strongly		Neither agree nor			Don't know
Q15		Strongly		Neither agree nor			Don't know
Q15	a. I trust my Divisional Officer to support me. b. My Divisional Officer knows me well.	Strongly	Agree 2	Neither agree nor disagree			Don't know
Q15 Q16	a. I trust my Divisional Officer to support me. b. My Divisional Officer knows me well.	Strongly agree 1 1 1 Lead	Agree 2 2 2 ership	Neither agree nor disagree	Disagree 4 4	disagree 5 5	6
	 a. I trust my Divisional Officer to support me. b. My Divisional Officer knows me well. Senio How strongly do you agree or disagree	Strongly agree 1 1 Lead with the foove)?	Agree 2 2 2 ership	Neither agree nor disagree 33 33 statements	Disagree 4 4	disagree 5 5 5 se senior le	6
	 a. I trust my Divisional Officer to support me. b. My Divisional Officer knows me well. Senio How strongly do you agree or disagree	Strongly agree 1 1 1 Lead	Agree 2 2 2 ership	Neither agree nor disagree 33 33	Disagree 4 4	disagree 5 5	6
	 a. I trust my Divisional Officer to support me. b. My Divisional Officer knows me well. Senio How strongly do you agree or disagree	Strongly agree 1 1 Lead with the foove)? Strongly agree	Agree 2 2 ership ollowing	Neither agree nor disagree 33 3 3 statements Neither agree nor	Disagree 4 4 s about the	disagree 5 5 se senior le	6 6 aders of
	a. I trust my Divisional Officer to support me. b. My Divisional Officer knows me well. Senio How strongly do you agree or disagree the Royal Navy (i.e. Commodore and al	Strongly agree 1 1 Lead with the foove)? Strongly agree	Agree 2 2 ership ollowing	Neither agree nor disagree 33 3 3 statements Neither agree nor	Disagree 4 4 s about the	disagree 5 5 se senior le	aders of
	a. I trust my Divisional Officer to support me. b. My Divisional Officer knows me well. Senio How strongly do you agree or disagree the Royal Navy (i.e. Commodore and all a. They understand and represent my interests b. They are keen to listen to Service people's	Strongly agree Lead with the foove)? Strongly agree agree 1 1	Agree 2 2 ership ollowing	Neither agree nor disagree 33 3 3 statements Neither agree nor	Disagree 4 4 s about the	disagree 5 5 se senior le	aders of
	a. I trust my Divisional Officer to support me. b. My Divisional Officer knows me well. Senio How strongly do you agree or disagree the Royal Navy (i.e. Commodore and all a. They understand and represent my interests b. They are keen to listen to Service people's feedback. c. They champion the RN's interest in Tri-Service.	Strongly agree Lead with the foove)? Strongly agree agree 1 1	Agree 2 2 ership ollowing	Neither agree nor disagree 33 3 3 statements Neither agree nor	Disagree 4 4 s about the	disagree 5 5 se senior le	aders of
	a. I trust my Divisional Officer to support me. b. My Divisional Officer knows me well. Senio How strongly do you agree or disagree the Royal Navy (i.e. Commodore and all a. They understand and represent my interests b. They are keen to listen to Service people's feedback. c. They champion the RN's interest in Tri-Servi issues.	Strongly agree Lead with the foove)? Strongly agree agree 1 1	Agree 2 2 ership ollowing	Neither agree nor disagree 33 3 3 statements Neither agree nor	Disagree 4 4 s about the	disagree 5 5 se senior le	aders of

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Q17	How strongly do you agree or disagree with the	followin	g?				
		Strongly	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
	a. In the last 12 months, I have fulfilled my commitments/promises to the RN.	agree	Agree 2	alsagree 3	Disagree 4	5	
	b. In the last 12 months, the RN has fulfilled its commitments/promises to me.	1	2	3	4	5	
	c. I am proud to be in the RN.	1	2	3	4	5	
	d. I am valued by the RN.	1	2	3	4	5	
	e. I would recommend joining the RN to others.	1	2	3	4	5	
	f. I feel a strong personal attachment to the RN.	1	2	3	4	5	
	g. I feel a strong personal attachment to my Unit.	1	2	3	4	5	
	h. The RN inspires me to do the best in my job.		2	3	4	5	
	i. The RN motivates me to help it achieve its objectives.	1	2	3	4	5	N/A
	j. My family is proud of me serving in the Armed Forces.	1	2	3	4	5	6
	k. My family benefits from being a Service family.	1	2	3	4	5	6
	I. My family supports my career in the RN.	1	2	3	4	5	6
	ne enduring spirit from our people's loyalty to the nal standards and strong leadership, which gives win.						ation to
Q18	How strongly do you agree or disagree with the	followin	g?				
	a. The ethos of the RN is an important part of life in the	Strongly agree	Agree	Neithe agree n disagre	or		rongly agree
	RN.	☐ ☐1	2		3		5
	b. The ethos of my branch is important to me.		Ш	Ш			
	Working witl	h Othe	ers				
Q19	In considering your immediate working team, to following?	what ex	tent do	you agree	e or disa	gree wit	h the
		Strongly agree	Agree	Neithe agree n disagre	or		rongly agree
	a. My team know exactly what their responsibilities are.b. The people in my team can be relied upon to help whe things get difficult in my job.	en 1			3	4 4	5
	c. We have confidence in ourselves as a team. d. The people in my team work together to find ways to improve the service we provide.		2		3] ⁴	5 5 5
	e. Team members work well with personnel from different backgrounds.	t¹					5
Q20	Have you had working contact with any of the form of the Figure 1. If NONE APPLY PLEASE GO TO Q24	ollowing	in the <u>la</u>	st two ye	ears? (Tie	ck all tha	at apply)
	a. Armed Forces Reserves.		1				
	b. MOD Civil Servants.		1				
	c. MOD contractors.		1				

Q21	In your experience, how would you rate	the contributior	n to the RN	of		
		Very valuable □ 1	Valuable	Not very valuable	Not at all valuable	Don't know/ N/A
	a. Armed Forces Reserves.	<u></u>				Ц
	b. MOD Civil Servants.		2			5
	c. MOD contractors.		2	3	4	5
Q22	In your experience, how well integrated	into the RN are		Matura	Natatall	David Incom
		Very well	Well	Not very well	Not at all well	Don't know/ N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	1	2	3	4	5
Q23	In your experience, how would you rate	the professiona	lism of			
		Very professional	Professional	Not very professional	Not at all professional	Don't know/ N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	1	2	3	4	5
		_				
	C	hange				
	currently going through a period of signing npact on all RN personnel.	ficant change w	hich includ	des a num	ber of pro	grammes
Q24	How strongly do you agree or disagree v	vith the followir	_			
		Strongly	Neithei agree no		Strong	ly
	Change is managed well in my immediate working team.	agree Agree	e disagre	e Disagre	. —	ee Don't know
	b. Change is managed well in my Unit/Establishment.	1	2 3		4 🔲	6
	c. Change is managed well in the RN.	1]2		1	6
	Your D	onlovmor) t c			
	four D	eploymer	แร			
If you ha	ive NOT been on a sea-going/opera	ational deploy	yment sin	ice 1 Jar	ո 2014, p	lease go
to Q20						
Q25	With regards to your current/last sea-go individually or as part of a Unit?	ing/operational	deploymer	nt, were yo	ou deploye	ed
	Individually					
	As part of a Unit					
	As part of a Offic					

Q26	With regards to your current/last sea-g following?	oing/ope	erational	deploymeı	nt, how sa	tisfied are	you with the
		Very		Neither satisfied nor		Very	
	;	satisfied	Satisfied		Dissatisfied		N/A
	a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA).	2	3	4	5	6
	b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc).	1	2	3	4	5	6
	c. The deployment notice.	1	2	3	4	5	6
	d. The pre-operational/sea training.	1	2	3	4	5	6
	e. The welfare support I received from the RN when I returned from sea-going/operationadeployment.	al ¹	2	3	4	5	6
	f. The welfare support that my family, partner and/or parents received from the RN when I returned from sea-going/operational deployment.	1	2	3	4	5	6
	g. The decompression and post sea- going/operational tour support I received wher I returned from sea-going/operational deployment.	1	2	3	4	5	6
	h. The Post Operational Stress Management that I received when I returned from seagoing/operational deployment.	1	2	3	4	5	6
	i. The sea-going/operational role I was assigned to.	1	2	3	4	5	6
Q27	What is your view of the following regadeployments?	arding yo	our exper	ience of se	ea-going/o	perational	
		Too ofte	∍n	About right	Not ofte	en enough	
	a. The frequency of my sea-going/operational deployments.		1	2		3	
	b. The length of my sea-going/operational deployments.	Too lor	9 9 1	About right	Too	short	
	Training a	ind D	evelo	pment			
Q28	How satisfied are you with the following	ng?					
			Very		Neither satisfied nor		Very
			satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied
	a. My opportunities for professional developme	ent.	<u></u> ∐.	Ш	∐°	<u></u> ∐'	
	b. My opportunities for personal development.			2		4	5
	c. The timing of the training I have received in	order to	1	2	3	4	5
	carry out my current job roles. d. The extent to which I am doing the job for w	hich I was	1	2	3	4	5
	trained. e. My opportunities to gain civilian accreditatio training, (e.g. NVQs, apprenticeships).	n for Serv	ice 1	2	3	4	5
				_			
Q29	How strongly do you agree or disagree	with the	e followir	ng?	Neither		
			Strongly		agree nor		Strongly
	I am given enough training to enable me to madecisions within my role.	ake moral	agree	Agree 2	disagree 3	Disagree	disagree 5
Q30	How much importance do you place or	n profess	sional / ci	ivilian accr	editation?	•	
	A lot	Very litt	le		3		
	Some 2	None a			1		

Your Future Plans

Q31	What are your plans for the future? (Tick one box only).
	To stay serving as long as I can
	To stay serving to the end of my current engagement/commission
	To leave the RN before the end of my current engagement/commission
	To leave the RN as soon as I can
	I have put in my notice to leave
	N/A / I don't know
Q32	How actively have you searched for a job outside the RN in the last 12 months?
	Very actively
	Quite actively
Q33	In the last 12 months, have you been approached by industry with offers of employment?
	Yes \qquad \qquad \qquad \qquad \qquad \qquad \qquad \qquad \qquad \qqquad \qqqqq \qqqqqqqqqqqqqqqqqqqqqqqqqqqqq
	Maritime Reserves; Army: Army Reserve; RAF: RAF Volunteer Reserves) Yes No I Don't know a. Full time b. Part time
Q35	What would make you join the Volunteer Reserve Forces? (Please write in the box below)

b. Op c. Cu d. Jo e. My f. Se g. Ar h. Ar i. Op j. Op	pact of RN life on family and personal life oportunities outside the RN. Irrent job satisfaction. b security. morale. rvice morale. nount of pay. nount of allowances. portunities for career development.	to stay	Increases my intention to stay 2 2 2 2 2 2 2 2 2 2 2 2 2	Has no effect on my intention to stay or leave	Increases my intention to leave 4 4 4 4 4 4 4	Strongly increases my intention to leave 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5
b. Op c. Cu d. Jo e. My f. Se g. Ar h. Ar i. Op j. Op	oportunities outside the RN. urrent job satisfaction. b security. morale. rvice morale. nount of pay. nount of allowances.	□í₁		stay or reave	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5
b. Op c. Cu d. Jo e. My f. Se g. Ar h. Ar i. Op j. Op	oportunities outside the RN. urrent job satisfaction. b security. morale. rvice morale. nount of pay. nount of allowances.			3 3 3 3 3 3	4 4	5 5 5 5 5 5
c. Cu d. Jo e. My f. Se g. Ar h. Ar i. Op j. Op	rrrent job satisfaction. b security. r morale. rvice morale. nount of pay. nount of allowances.			3 3 3 3 3	4 4	5 5 5 5
d. Jo e. My f. Se g. Ar h. Ar i. Op j. Op	b security. / morale. rvice morale. nount of pay. nount of allowances.			3 3 3 3 3	4	5 5 5 5
e. My f. Se g. Ar h. Ar i. Op j. Op	/ morale. rvice morale. nount of pay. nount of allowances.			3 3 3 3	4	5 5 5
f. Se g. Ar h. Ar i. Op j. Op	rvice morale. nount of pay. nount of allowances.			3 3	4	5
g. Ar h. Ar i. Op j. Op	nount of pay. nount of allowances.	1 1		3	<u> </u>	Ш
h. Ar i. Op j. Op	nount of allowances.	1				5
i. Op j. Op			ı 12	<u></u>	<u> </u>	 5
j. Op	portunities for career development.	<u> </u>				
k. Op	portunities for personal development.	<u> </u>				
	portunities for sport.					
I. Op	portunities for Adventure Training.					5
m. P	romotion prospects.					5
n. He	ealthcare provision.	1	2	3	4	5
o. De	ental provision.		2	3	4	5
p. M	ental health provision.	1	2	3	4	5
q. Pe	ension.	1	2	3	4	5
r. Op	portunities for flexible working conditions.		2	3	4	5
s. Ex	citement of the job.	1	2	3	4	5
	ancial incentives available to me (e.g. mitment Bonus).	1	2	3	4	5
u. Sp	ouse/partner's career.	1	2	3	4	5
v. Cł	ildcare.	1	2	3	4	5
w. W	ork/life balance while at sea.	1	2	3	4	5
x. W	ork/life balance while ashore.	1	2	3	4	5
y. Ma	anagement in my current Unit.	1	2	3	4	5
-	er (if applicable, please specify).		_	<u> </u>		

Q39	How would having the following option	ns impact on Strongly	n your int	ention to stay Has no		ne RN? trongly
	a. Opportunities to work part-time.b. Opportunities for reduced separated service (including sea-going/operational deployment).	increases my intention i to stay	Increases my intentior to stay	effect on my In intention to my	creases ind intention my	creases
	Fairn	ess at V	Vork			
	ims to achieve an environment free from ation, in which all have equal opportunity	harassment	t, bullyin			
Q40	How strongly do you agree or disagree equality in the RN?	with the fol	llowing s	tatement rega	rding fairn	ess and
	I am treated fairly at work.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Q41	Do you feel that the RN discipline syste	m is?			7.	
	Very fair	Unfair] ⁴]5	
	Fair \bigsqcup^2	Very unfair			J	
	Neither fair nor unfair					
	may be characterised as offensive, intimi f power through means intended to unde					
sexual or disability	nation can occur when a person is treated ientation, pregnancy or maternity, marria . Discrimination can also occur where a tages a person on the basis of the charac	ige or civil p policy or pra	artnersh actice wl	ip, gender rea hich applies to	ıssignment	, age or
intended	ent includes unwanted conduct which is to or has the effect of violating another's environment.					
individua	ote that the data gathered is strictly for re Is in your response. No action will be tak SSAFA Confidential Helpline: 0800 731 48	en on this, a	and you	are instead ad	vised to se	ek guidance
Q42	Do you believe you have been subject to 12 months? (Tick all that apply).	to any of the	efollowir	ng in a Service	environm	ent in the last
	a. Bullying.		1			
	b. Discrimination.					
	c. Harassment.		1			
	d. None of the above.		1	Please go to Q48		

Q43	If you believe you have been subject to <u>bullying</u> in a Service environment in the last 12 months, please specify on what grounds:
Q44	If you believe you have been subject to discrimination or harassment in a Service environment in
	the last 12 months, please specify on what grounds: Discrimination Harassment
	a. Gender.
	b. Gender reassignment.
	c. Race, colour, nationality, ethnic or national origin.
	d. Marriage/civil partnership.
	e. Religion or beliefs.
	f. Sexual orientation.
	g. Age.
	h. Disability.
	i. Pregnancy or maternity.
Q45	Did you make a formal written complaint witihin the last 12 months about this discrimination, harassment and/or bullying?
	Yes Please go to Q46
	No Please go to Q47
Q46	If you DID MAKE a formal written complaint, how satisfied were/are you with the following aspects of your complaint?
	Neither satisfied nor Very
	Very satisfied Satisfied dissatisfied dissatisfied N/A
	a. The objectivity and fairness with which my complaint was handled/is being handled.
	b. The amount of time taken/it is taking to resolve 1 2 3 4 5 my complaint.
	c. How well I was/am being kept informed about the progress of my complaint.
	d. The support provided by my Assisting Officer. $\Box^1 \qquad \Box^2 \qquad \Box^3 \qquad \Box^4 \qquad \Box^5 \qquad \Box^6$
	e. The outcome of my complaint.

Q47	If you did NOT make a formal written complaint, why	/ was this? (Tick all that apply)
	a. I was not aware of the Service Complaints process.	
	b. I considered the incident(s) to be too minor to report.	
	c. The incident(s) was/were resolved informally.	1
	d. The incident(s) was/were resolved through mediation.	1
	e. I did not believe anything would be done if I did complain.	1
	f. I did not want to go through the complaints procedure.	1
	g. I believed it might adversely affect my career.	1
	h. I believed it might adversely affect another work colleague or the working environment.	1
	i. I was worried that there would be recriminations from the perpetrators.	1
	j. I was discouraged from doing so.	1
	k. Other reason(s) - please specify.	1
Q48	Do you know how the Service Complaints Ombudsh harassment and/or bullying complaint? Yes, fully To some extent No, not at all Haven't heard Complaints O	3 of the Service 4
	ation about the Service Complaints Ombu	
TOIIOWI	ng link: http://armedforcescomplaints.ind AND	ependent.gov.uk/
The Se	ervice Complaints process -	
https://	/www.gov.uk/government/publications/jsp	-831-redress-of-individual-
grievar	nces-service-complaints	
	Vous Work Life D	Valence
	Your Work-Life B	Salarice
Q49	In the past 12 months approximately how much time spouse/partner or children) for Service reasons?	e have you spent away from your family (e.g.
	Not been away1 Betw	veen 7 - 9 months (27 - 39 weeks)
	Up to 1 month (4 weeks)	reen 10 - 12 months (40 - 52 weeks)
	Between 1 - 3 months (5 - 13 weeks)	7
	Between 4 - 6 months (14 - 26 weeks)	

Q50	In the past 12 months, how satisfied were you	u with th	ne follow	ring?			
		Very		Neither satisfied nor		Very	
		atisfied	Satisfied	dissatisfied L	Dissatisfied (
	 a. The ability to plan my own life - short term (e.g. work/weekend leave). 	1	2	3	<u></u> 4	5	
	b. The ability to plan my own life - long term (e.g. holidays/career training).		2 	3	4	5	
	c. The opportunities available to me for flexible working (e.g. variable start/stop times, leaving early on a Friday).	1	2	3	4	5	N/A
	d. The amount of time away from my usual place of duty.	1	2	3	4	5	6
	e. The amount of time away from my family and friends.	1	2	3	4	5	6
	f. The effect of Service life on my children's education.	1	2	3	4	5	6
	g. The effect of Service life on my spouse/partner's career.	1	2	3	4	5	6
Q51	How strongly do you agree or disagree with t	he follo	wing?				
		Stroi	nalv		either ee nor		Strongly
		agr	ee ,	Agree dis	agree D		disagree
	I am able to maintain a balance between my personal working life.	and	1	2	3	4	5
	Your L	eave					
Q52	How satisfied are you with the following?						
	,	17		Neith			
		Very satisfie		satisfie sfied dissati		ve atisfied dissa	ery tisfied
	a. My overall leave allowance i.e. annual leave, post operational leave (POL), Sea-Goers Leave (SGL), leave carried over from previous years.	ve 🗌	1	2]3	4	5
	b. The opportunity to take leave when I want to.		1	2]3	4	5
	c. The amount of leave I was able to take in the last 12 months.	2	1	2	3	4	5
Q53	If you did not take all of your annual leave allo reason for this? (Tick all that apply).	owance	within t	he last leav	e year, w	hat was t	he
	a. Operational tour.		1				
	b. Not allowed.		1				
	c. Courses/training.		1				
	d. Workload.		1				
	e. Undermanning.		1				
	f. I wanted to carry days over to the next leave year.		1				
	g. Other (please write).		<u> </u>				
			_ 				
	1						

Your Health and Well-being

Q54	years, ho			e-provided you with:	<u>medicai</u> ti	reatment (including i	nentai neai	itncare) in tr	ne last 2
					Very satisfied	Satisfied	Neither satisfied not dissatisfied		Very dissatisfied	N/A
	a. Being abI needed it.		ss the med	dical care wher	ו [3	4	5	6
	b. The med	lical treatn	nent.		1	2	3	4	5	6
Q55	If you hav	/e receiv	ed Servic	e-provided	dental tre	atment in	the last 2 y	ears, how	satisfied we	ere you
					Very satisfied	Satisfied	Neither satisfied noi dissatisfied		Very dissatisfied	N/A
	a. Being ab I needed it.		ss the den	tal care when	1	2	3	4	5	6
	b. The den	tal treatme	ent.		1	2	3	4	5	6
	of measuring . The questic									neral
Q56	Overall, h	ow satis	sfied are y	you with you	ır life now	/adays?				
	Not at a	all							Со	mpletely
	0	1	2	3	4	5	6 7	8	9	10
Q57	Overall, h	ow happ	y did yo	u feel yester	day?					
	Not at a	a//							Co	ompletely
	0	1	2	3	4	5	6 7	7 8	9	10
Q58	Overall, h	ow anxi	ous did y	ou feel yest	erday?					
	Not at a	a//							Co	ompletely
	0	1	2	3	4	5	6 7	8	9	10
Q59	Overall, to	o what e	xtent do	you feel the	things yo	u do in yo	ur life are	worthwhile	?	
	Not at a	a//								ompletely
	0	1	2	3	4	5	6 7	7 8] [9	10

Fitness, Sport and Adventure Training

Q60	How satisfied are you with the following?						
		Very satisfied	l Satisfi	satis	either fied nor atisfied Dis	ssatisfied dis	Very ssatisfied
	a. RN sport, exercise and fitness facilities in general.			2	3	4	5
	 b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).)		2	3	4	5
	c. My opportunities to take part in sport.			2	3	4	5
	d. My opportunities to take part in Adventure Training.			2	3	4	5
	Welfa	re					
Q61	How satisfied are you with the following?						
	Very			either fied nor		Very	
	satisfied	Satist			Dissatisfied	dissatisfied	N/A
	a. The welfare support provided by the RN for me.		2	3	4	5	6
	b. The welfare support provided by the RN for my 1 family.]2	3	4	5	6
	c. The support my spouse/partner gets from the RN when I am absent.		2	3	4	5	6
	d. The Operational/Deployment Welfare Package.		2	3	4	5	6
Q62	How satisfied are you with the following?						
	Very		Neither tisfied nor		Very		
	•			Dissatisfied		d Not used	Not heard of
	a. My Divisonal Officer.	2	3	4	5	6	7
	b. The chaplaincy support provided by the Naval Service.	2	3	4	5	6	7
	c. The RN Welfare, Personal Support.	2	3	4	5	6	7
	d. The RN Welfare, Community Support.	2	3	4	5	6	7
	e. The RN Welfare Information Service (inc. HIVE).	2	3	4	5	6	7
	f. The Naval Families Federation.	2	3	4	5	6	7
	g. The welfare webpages on the RN website.	2	3	4	5	6	7
	h. Naval Service Welfare social media (e.g1 Facebook).	2	3	4	5	6	7

Your Accommodation

only)	uring	tile workii	ig week?	(TICK OH	DOX
Service Family Accommodation (SFA)		Please go	to Q64		
Substitute Service Family Accommodation (SSFA)	2	Please go	to Q64		
Single Living Accommodation (SLA)	3	Please go	to Q64		
Substitute Service Single Accommodation (SSSA) (Formerly SSLA))	Please go	to Q64		
Ship or Submarine	5	Please go	to Q64		
Property I own	6	Please go	to Q68		
Privately rented accommodation	7	Please go	to Q66		
In a relative's (e.g. parents') home	8	Please go	to Q66		
Other (please write)	9	Please go	to Q66		
If you have moved from your own home into Service Acc was/were the reason(s) for this? (Tick all that apply)	omm	odation in	the last 1	2 months	s, what
a. Posting requrement.	<u>_</u> 1				
b. Economy.	<u>1</u>				
c. Personal circumstances (e.g. marriage, separation, divorce).	<u>_</u> 1				
d. Other (please write).	1				
With regard to your current Service Accommodation, how satisfied to your current Service Accommodation, how satisfied to your satisfied to	w sati	Neither satisfied nor	you with t	Very	ving? NA / don know 6 6 6
e. How fairly Service Accommodation is allocated.	2	3	4	5	6
Do you currently own your own home? Please answer th property or not.	nis qu	estion wh	ether you	live in th	İS
Yes Please go to Q68					
No Please go to Q67 No, but I am currently saving					

(Tick all that apply) (Once completed please go to Q70)	
a. I don't want to own a home at this stage in my life/career.	
b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is.	1
 c. I want to be able to move about/move my family with me when I am posted. 	
d. I don't want to buy a home where I am currently located.	
e. I can't afford to buy a suitable home at the moment.	
f. I don't want to risk losing money.	
g. I wouldn't be able to live in the home.	
h. Other (please write).	
Please indicate whether each of the following was a (Tick all that apply)	a reason why you bought your own home.
a. To give stability for myself and my family.	
b. The allowances for living in my own home.	
c. To rent it out.	
d. Poor standards of SLA or SFA.	
e. Poor location of SLA or SFA.	
f. The cost of SLA or SFA.	
g. I wanted to live with my partner.	
h. Other (please write).	
If you currently own a home, how satisfied are you	with the following?
Very	Neither satisfied nor Very
satisfied S	Satisfied dissatisfied Dissatisfied dissatisfied N/A
a. The opportunity to live in my own home.	☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐
b. The allowances for living in my own home.	
Which of the following statements apply to you? (T	ick all that apply)
a. In the last year, I have used Forces Help to Buy (FHTB) for	r my home purchase.
b. In the last year, I have used FHTB to extend my home.	
c. I am considering using FHTB for a future home purchase.	
d. In the last year, I purchased my own home without the use Affordable Housing Schemes.	of LSAP, FHTB or the Government
e. In the last year, I used a Government Affordable Housing S / Mortgage Guarantee / New Buy / Shared Ownership Schem	
f. None of the above.	

Please indicate whether each of the following is a reason why you do not own your own home.

Catering, Retail and Leisure

Q/I	which of these factors are important to you? (Tick all that apply)
	a. Price.
	b. Value for money.
	c. Choice.
	d. Quality.
	e. Quantity.
	f. Well known brand.
	g. Where it is sourced from (e.g. Fairtrade, locally produced).
	h. Other (please write).
Q72	How often do you use Service-provided catering facilities?
	Always Often Sometimes Rarely Never N/A
	a. For eating at breakfast.
	b. For eating at lunchtime.
	c. For eating in the evening.
	d. For drinking, socialising in the bar.
	e. For informal functions. f. For formal functions (Officers/SNCOs/WOs only).
Q73	How satisfied are you with the following?
	Very satisfied nor Very satisfied Dissatisfied dissatisfied N/A
	a. The availability of food during the week on my Unit (e.g. opening hours).
	b. The number of functions during the year. c. The standard of service from catering contractors on my Unit. 1
	Your Family Life
Q74	What is your current personal status?
	Single (never married or formed a civil partnership) Please go to Q76
	In a long term / established relationship (but not married or in a civil partnership)
	Married / In a civil partnership
	Separated, but still legally married or in a civil partnership
	Divorced / Formerly in a civil partnership which is now legally dissolved
	Widowed / The surviving partner from a civil partnership Please go to Q76
	Prefer not to say Please go to Q76

Q75	What is your spouse/partner's current employment situation?
	In the Armed Forces In voluntary (unpaid) employment
	In full-time paid employment / full- time self-employment (other than
	Armed Forces) In full-time or part-time education
	In part-time paid employment / apart-time self-employment
Q76	Do you have any children whom you support financially?
	Yes 1
	No Please go to Q81
Q77	If YES, how many children do you have in each age group? (Please write the number of children for each category in each box, e.g. "3", or if you do not have children in a category please insert "0".)
	Under 5 years
	Between 5 and 17 years
	18 years and over
Q78	Do any of your children live with you? (Tick one box only).
	Yes1
	Shared Access
	Weekends/holidays only ³ Please go to Q81
	No Please go to Q81
	N/A Please go to Q81
Q79	If you have a child or children living with you, do you consider yourself to be a lone/single parent?
	Yes \square^1 No \square^2 N/A \square^3
Q80	If you require childcare, how satisfied are you with the locally provided childcare facilities?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied
	Neither satisfied nor dissatisfied \[\] ³ N/A
Q81	Do you have caring responsibilities for infirm or elderly adult(s)?
	Yes 1 No 2
	would like to understand how Service life affects personal finance. The tion could improve training and policy.
Q82	If you have been declined credit in the last 12 months, what was the reason for this? (Tick one box only)
	Failed credit check
	Lack of UK credit history
	Too many address moves
	Don't know
	Prefer not to say
	Other (please write)

Q83	Do you currently have personal debt le	evels that	concern yo	u?		
	Yes					
	No					
	Being I	Part of	Societ	у		
Q84	Are you currently registered to vote?					
	Yes Please go to Q85					
	No Please go to Q86					
	Don't know Please go to Q87					
You can	register to vote at the following link: www	w.gov.uk/r	egister-to-\	vote .		
Q85	If you are currently registered to vote,	are you re	gistered as	? (Tick one bo	ox only).	
	An ordinary/residential voter – registered fo voters (annual canvass)	r one year, ι	usually via the	e annual update of	Please go	o to Q87
	A Service voter – registered for five years, v	≀ia a service	declaration		Please go	o to Q87
	An overseas voter – registered for one year citizen living overseas	r, in the same	e way as a no	on-Forces British	Please go	o to Q87
Q86	If you are not currently registered to ve	ote, what is	s the <u>main</u>	reason for this?	(Tick one box	only).
	I did not receive an electoral registration for	m	I am no	t interested in politi	ics	5
	I have not got around to it, but aim to do it sometime			o remain impartial		6
	I do not know how to register		Other			
past and	ned Forces Covenant' was announced by I present Armed Forces personnel, and the he rest of the country in recognition of th	neir familie	s, can expe	ect to be treated	by the Govern	
Q87	Which of these best sums up your awa	areness of	the Armed	Forces Covena	nt?	
	I've never heard of it					
	I've heard of it but know nothing about it					
	I've heard of it and know a little about it	3				
	I've heard of it and know a lot about it					
Q88	Which, if any, of the following areas do compared to the general public? (Tick			_	as a Service P	erson,
		Strongly advantaged	Advantaged	Neither advantaged nor dis- Dis advantaged advanta		Don't know / N/A
	a. Family's access to NHS care.	1	2	3	5	6
	b. Children's Education.		2	3	5	6
	c. Housing	1	2	3	5	6
	d. Family life.	1	2	3	5	6
	e. Benefits.		2	3	5	6
	f. Tax.	1	2]3	5	6

nd	2		auvaniayeu	Strongly dis- advantaged	N/A
a			4	5	6
	2	3	4	5	6
1	2	3	4	5	6
ee with the fo	ollowing?				
	Agree 2	Neither agree nor disagree	Disagree 4 4	Strongly disagree	Don't know
			ts		
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	2	3	4	5	
	2	3 3	4	5	
ction 1	2 2		4	5	
ction 1 the 1	Ш		4	5	
totion 1 the 1 Too short	tes [4 Over	5 5 an hour	
	Strongly agree I by 1 n and You	ee with the following? Strongly agree Agree by 1 2 n and Your Co ee with the following?	ee with the following? Strongly agree Agree disagree 1	ee with the following? Strongly agree Agree disagree Disagree 1	ee with the following? Strongly agree Agree disagree Disagree disagree 1

Please turn the page for the final comments question at Q93

10 p. 0 1. uo uy .	about work	king and living i	ii tile KN.
	ting this surve		

Q93

a:cet Ltd, Office 208, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the envelope provided.

Responses must reach us by 13th February 2017 in order to be included. Please allow sufficient time for postage.

Continuous Attitude Survey

What is Life in the Royal Marines like for you?

Tell us - your views are important

You can complete this survey online - see inside for details



















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

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

S J Woodcool

Jonathan Woodcock OBE Vice Admiral Second Sea Lord



PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Royal Marines

This survey is available for you to complete on any computer by visiting the following webpage: http://surveys.mod.uk/index.php/398951

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

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

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

The survey is run by Defence Statistics (Surveys) and Civilians outside your Chain of Command. This research is approved by the MoD Research Ethics Committee (MoDREC). If you would like further details contact the researcher listed at the end of this sheet.

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

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

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

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

Please complete the survey as soon as you can and return it in the envelope provided. **Responses** must reach us by 13 February 2017 in order to be included. Please allow sufficient time for postage.

Frequently asked questions:

Q. What is the purpose of the survey?

A. 'An important task for the Department is to understand the attitudes and opinions of its workforce. One of our main methods of doing this for Service personnel is the annual Armed Forces Continuous Attitude Survey (AFCAS) which captures information on their attitudes, opinions and circumstances.' - *Chief Defence People (CDP)*

MODREC Protocol number: 548/MODREC/14

Q. How is the information used?

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

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

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

Q. Do I have to complete the survey?

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

Q. What will I be asked to do?

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

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

A. No. No one within your Chain of Command will see your responses or data.

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

A. There are no known disadvantages or risks. However, if taking part in this survey upsets you, or you wish to talk about any personal issues further, please speak to your Unit Welfare Officer, Chaplain or call the SSAFA Confidential Helpline: 0800 731 4880 (freephone) or +44 1980 630854 (overseas).

Q. I have already completed the electronic version of this survey?

A. Thank you! Ignore this chaser as you have chosen the most effective way in which to register your views.

For further information: Contact Civil Service researcher:

Katie Clinton, NAVY PERS-NSPRTRET PSYCH SO1

Tel: Mil 93832 8659 External: 023 9262 8659

Email: katie.clinton259@mod.uk

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

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

The report of the findings of the 2017 AFCAS survey is provisionally due to be released at 09:30 on 25 May 2017.

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

Armed Forces Continuous Attitude Survey 2017 Royal Marines

You may have recently received an AFCAS email inviting you to complete the electronic version of this survey. If you have already completed the electronic version of this 2017 AFCAS survey then please ignore this paper copy.

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

Your completed survey will be **treated in confidence**: it will be processed by people outside your Chain of Command and the Ministry of Defence. Responses from individuals will **not be identified**.

Please **read all instructions** carefully before answering a question and follow any **routing instruction** after answering a question.

A few questions will require a written answer - please write clearly in BLOCK CAPITALS.

Once completed please return the survey to a:cet Ltd, Office 208, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the **prepaid envelope provided**.

Responses must reach us by 13th February 2017 in order to be included in the survey.

This survey is also available for you to complete on any computer by visiting the following webpage: http://surveys.mod.uk/index.php/398951

It is recommend that you use **Google Chrome** to access the survey The Token you are asked to enter is your Service Number

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

Your Pay

To compensate for differences in lifestyle, working conditions and expectations between Service personnel and their civilian equivalents, Service salaries are increased by 14.5% (for the majority of personnel). We call this the 'X-Factor'.

Q1	How strongly do you agree or disagree w	ith the follo	owing?				
	a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	Strongly agree	Agree 2	Neither agree nor disagree	Disagree	Strongly disagree	
	b. The pay and benefits I receive are fair for the work I do.	1	2	3	4	5	
	c. The RM offer (including dental & healthcare, subsidised accommodation, pay & pension) is bet than that which industry offers.	ter 1	2	3	4	5	
	nd the Armed ForcesBenefits, Pension and v.mod-abc.co.uk/	l Scheme F	Pays Calo	culator at t	he followi	ng link:	
Q2	How satisfied are you with the following?	Very		Neither satisfied nor		Very	
	a. My rate of basic pay (basic pay includes X-Fact but excludes Recruitment and Retention Pay [RRI and any allowances).		Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied 5	

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

Q7 How satisfied are you with the following? Neither Verv satisfied nor Verv Satisfied dissatisfied Dissatisfied dissatisfied satisfied a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon). b. The availability of personal equipment/kit I have to do my job. c. The standard of major equipment (e.g. vehicles and systems) I have to do my job. d. The availability of major equipment I have to do my job. Q8 How would you rate your workload over the last 12 months? Much too high Too low Too high Much too low About right Your Career Q9 Overall how satisfied are you with the way your career is being managed? Very satisfied Dissatisfied Satisfied Very dissatisfied Neither satisfied nor dissatisfied The Commodore Naval Personnel (CNPers) define career management as 'The assignment of individuals in accordance with endorsed current and future Service requirements, exploiting skills, career development needs and, whenever possible, personal preferences'. Q10 Overall how satisfied are you with the career management service provided by the Career Managers and Branch Advisers? Very satisfied Dissatisfied Satisfied Very dissatisfied Neither satisfied nor dissatisfied N/A **Q11** In terms of your current assignment, how strongly do you agree or disagree with the following? Neither agree nor Strongly Strongly Agree disagree Disagree disagree aaree a. I have the knowledge, skills and experience to do my job. b. My knowledge, skills and experience are being used. c. The assignment provides development opportunities that will enhance my promotion prospects. d. My personal preferences were taken into account. Q12 How satisfied are you with the following? Neither Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied a. The notice I received for my current/last assignment. b. Involvement in decisions that affect my career. c. The fairness of the appraisal system. d. The fairness of the promotion system. e. My opportunities for promotion. f. My opportunities for further service.

Resources and Workload

Your Line Management

How strongly do you agree or disagree with the following statements about your immediate

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	a. Understands and represents my interests.	1	2	3	4	5	6
	b. Supports me in my job.	1	2	3	4	5	6
	c. Sets a positive example.	1	2	3	4	5	6
	d. Encourages me to develop my skills.	1	2	3	4	5	6
	e. Is supportive over work/life balance issues.	1	2	3	4	5	6
	f. Provides regular feedback on my performand	e. 1	2	3	4	5	6
	g. Tells me what's going on at work.	1	2	3	4	5	6
	h. Is someone I trust.	1	2	3	4	5	6
	i. Helps me to understand how I contribute to RM objectives	1	2	3	4	5	6
	 j. Helps me to understand how major change decisions will affect me. 		2	3	4	5	6
	 k. Works well with personnel from different backgrounds. 	1	2	3	4	5	6
	 I am satisfied with the leadership provided by immediate supervisor. 	my 1	2	3	4	5	6
Q14	How long have you worked with your in	nmediate	chain of c	ommand?			
	0 - 3 months						
	4 or more months		1				
Q15	How strongly do you agree or disagree	with the f	- 11 1	-1-1	•		
Q I J	now strongly do you agree or disagree	with the i	ollowing		5 ?		
Q13	now strongly do you agree of disagree	Strongly		Neither agree nor		Strongly	Don't know
W13	a. I trust my immediate chain of command to support me.		Agree	Neither	Disagree	Strongly disagree	Don't know
W 13	a. I trust my immediate chain of command to	Strongly		Neither agree nor			Don't know
W 13	a. I trust my immediate chain of command to support me. b. My immediate chain of command knows me well.	Strongly agree	Agree 2	Neither agree nor disagree			Don't know
Q13	a. I trust my immediate chain of command to support me. b. My immediate chain of command knows me well. Senior	Strongly agree 1 1 Lead	Agree 2 2 2 ership	Neither agree nor disagree	Disagree 4 4	disagree 5	6
Q16	a. I trust my immediate chain of command to support me. b. My immediate chain of command knows me well.	Strongly agree 1 1 1 Lead with the f	Agree 2 2 2 ership	Neither agree nor disagree	Disagree 4 4	disagree 5	6 6
	a. I trust my immediate chain of command to support me. b. My immediate chain of command knows me well. Senior How strongly do you agree or disagree	Strongly agree 1 1 1 Lead with the f	Agree 2 2 2 ership	Neither agree nor disagree	Disagree 4 4	disagree 5	6
	a. I trust my immediate chain of command to support me. b. My immediate chain of command knows me well. Senior How strongly do you agree or disagree the Royal Marines (i.e. Brigadier and about the command to support me. Senior	Strongly agree 1 1 Lead with the foove)? Strongly agree	Agree 2 2 ership collowing	Neither agree nor disagree 33 33 statements Neither agree nor	Disagree 4 4 about the	disagree 5 5 se senior le	e ders of
	a. I trust my immediate chain of command to support me. b. My immediate chain of command knows me well. Senior How strongly do you agree or disagree	Strongly agree 1 1 Lead with the foove)? Strongly agree	Agree 2 2 ership collowing	Neither agree nor disagree 33 33 statements Neither agree nor	Disagree 4 4 about the	disagree 5 5 se senior le	e ders of
	a. I trust my immediate chain of command to support me. b. My immediate chain of command knows me well. Seniol How strongly do you agree or disagree the Royal Marines (i.e. Brigadier and ab	Strongly agree	Agree 2 2 ership collowing	Neither agree nor disagree 33 33 statements Neither agree nor	Disagree 4 4 about the	disagree 5 5 se senior le	e ders of
	a. I trust my immediate chain of command to support me. b. My immediate chain of command knows me well. Senior How strongly do you agree or disagree the Royal Marines (i.e. Brigadier and about a. They understand and represent my interests b. They are keen to listen to Service people's feedback. c. They champion the RM's interests in Tri-Service.	Strongly agree	Agree 2 2 ership collowing	Neither agree nor disagree 33 33 statements Neither agree nor	Disagree 4 4 about the	disagree 5 5 se senior le	Ge G
	a. I trust my immediate chain of command to support me. b. My immediate chain of command knows me well. Senior How strongly do you agree or disagree the Royal Marines (i.e. Brigadier and about a. They understand and represent my interests b. They are keen to listen to Service people's feedback. c. They champion the RM's interests in Tri-Servissues.	Strongly agree	Agree 2 2 ership collowing	Neither agree nor disagree 33 33 statements Neither agree nor	Disagree 4 4 about the	disagree 5 5 se senior le	e ders of

O -				_	
Γ	m	T 37	7	Δ I	~

Q17	How strongly do you agree or disagree with the	following	g?				
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
	a. In the last 12 months, I have fulfilled my commitments/promises to the RM.	1	2	3	4	5	
	b. In the last 12 months, the RM has fulfilled its commitments/promises to me.	1	2	3	4	5	
	c. I am proud to be in the RM.	1	2	3	4	5	
	d. I am valued by the RM.	1	2	3	4	5	
	e. I would recommend joining the RM to others.		2	3	4	5	
	f. I feel a strong personal attachment to the RM.		2	3	4	5	
	g. I feel a strong personal attachment to my Unit.			3	<u></u> 4	5	
	h. The RM inspires me to do the best in my job.			3	4	5	
	i. The RM motivates me to help it achieve its objectives.	1	2	3	4	5	N/A
	j. My family is proud of me serving in the Armed Forces.	1	2	3	4	5	6
	k. My family benefits from being a Service family.		2	3	4	5	6
	I. My family supports my career in the RM.		2	3	4	5	6
they moun	nction as a commando and amphibious force, un tain, jungle, cold weather or desert. This difficult stics. It is because of these individual qualities th lly.	t and unio	que task	requires	s certain	persona	
Q18	How strongly do you agree or disagree with the The ethos of the RM is an important part of life in the RM	Strongly agree	g? Agree 2	Neithe agree n disagre	or		ongly agree 5
	Working with	Othe	ers				
Q19	In considering your immediate working team, to following?	what ext	tent do <u>y</u>			gree wit	h the
	a. My team know exactly what their responsibilities are.b. The people in my team can be relied upon to help when	Strongly agree	Agree 2	Neithe agree n disagre	or		ongly agree 5 5
	things get difficult in my job.	'' ∐			 3 □	_	 5
	c. We have confidence in ourselves as a team.d. The people in my team work together to find ways to improve the service we provide.	1			3		5
	e. Team members work well with personnel from different backgrounds.	1	2		3]4 [5
Q20	Have you had working contact with any of the for IF NONE APPLY PLEASE GO TO Q24	ollowing i	in the <u>la</u>	st two ye	ears? (Tie	ck all tha	nt apply)
	a. Armed Forces Reserves.		1				
	b. MOD Civil Servants.		1				
	c. MOD contractors.		1				

Q21	In your experience, how would you rate the contribution to the RM of							
			'ery uable	Valuable	Not very valuable	Not at all valuable	Don't know/ N/A	
	a. Armed Forces Reserves.		1	2	3	4	5	
	b. MOD Civil Servants.		1	2	3	4	5	
	c. MOD contractors.		1	2	3	4	5	
Q22	In your experience, how well integrated	I into the RN	/I are					
		Ver	y well	Well	Not very well	Not at all well	Don't know/ N/A	
	a. Armed Forces Reserves.		1	2	3	4	5	
	b. MOD Civil Servants.		1	2	3	4	5	
	c. MOD contractors.		1	2	3	4	5	
Q23	In your experience, how would you rate	-		sm of				
		Ve profes		rofessional p	Not very professional		Don't know/ N/A	
	a. Armed Forces Reserves.		1	2	3	4	5	
	b. MOD Civil Servants.		1	2	3	4	5	
	c. MOD contractors.		1	2	3	4	5	
		N						
		Change						
	s currently going through a period of sign mpact on all RM personnel.	nificant char	nge wh	nich includ	des a num	ber of pro	grammes	
Q24	How strongly do you agree or disagree	with the fol	lowing	j?				
		Strongly		Neithei agree no		Strong	lv	
		agree	Agree	disagre				
	Change is managed well in my immediate working team.	∐'				·		
	b. Change is managed well in my Unit/Establishment.	1	2	3		4	6	
	c. Change is managed well in the RM.	1	2	3		45	6	
	Your L	Deployr	nen	is .				
If you ha	ave NOT been on an operational de	eploymen	t sinc	e 1 Jan	2014, pl	ease go	to Q28	
Q25	With regards to your current/last operate part of a Unit?	tional deplo	yment	, were you	ı deploye	d individua	ally or as	
	Individually							
	As part of a Unit							

Q26	With regards to your current/last operational deployment, how satisfied are you with the following?						
		Very		Neither satisfied nor		Very	
	s	very satisfied	Satisfied	dissatisfied	Dissatisfied		N/A
	a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA)	. 1	2	3	4	5	6
	b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc).	1	2	3	4	5	6
	c. The deployment notice.	<u> </u>	2	3	4	5	6
	d. The pre-operational/sea training.	1		3	4	5	6
	e. The welfare support I received from the RM when I returned from operational deployment.	1	2	3	4	5	6
	f. The welfare support that my family, partner and/or parents received from the RM when I returned from operational deployment.	1	2	3	4	5	6
	g. The decompression and post operational tour support I received when I returned from operational deployment.	1	2	3	4	5	6
	h. The Post Operational Stress Management that I received when I returned from operational deployment.	1	2	3	4	5	6
	i. The operational role I was assigned to.	1	2	3	4	5	6
Q27	What is your view of the following rega	rding yo	-	ience of op		en enough	nts?
	a. The frequency of my operational deploymen	ts'	9	About right	Tod	short	
	b. The length of my operational deployments.			2		3	
	Training a	nd De	evelor	oment			
Q28	How satisfied are you with the followin						
4_0		9.	Von		Neither		Von
			Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
	a. My opportunities for professional developme	ent.	1	2]3	4	5
	b. My opportunities for personal development.		□₁	2	<u> </u>	<u></u> 4	5
	c. The timing of the training I have received in a carry out my current job roles.	order to	1	2	3	4	5
	d. The extent to which I am doing the job for wl trained.	hich I was	1	2	3	4	5
	e. My opportunities to gain civilian accreditation training, (e.g. NVQs, apprenticeships).	n for Servi	ce 1	2	3	4	5
Q29	How strongly do you agree or disagree	with the	followin	ıg?	Neither		
			Strongly	Aaraa	agree nor	Disagree	Strongly disagree
	I am given enough training to enable me to ma decisions within my role.	ke moral	agree	Agree 2	disagree	Disagree 4	uisagree 5
Q30	How much importance do you place on	profess	ional / ci	vilian accr	editation?	,	
	A lot	Very little	е		3		
	Some 2	None at	all		4		

Your Future Plans

e future? (Tick one box only).						
To stay serving as long as I can						
To stay serving to the end of my current engagement/commission						
d of my current engagement/commission						
an \square^4						
5						
6						
arched for a job outside the RM in the last 12 months?						
Not very actively						
Not at all						
e you been approached by industry with offers of employn	nent?					
\square^1 No \square^2						
rould you consider joining the Volunteer Reserve Forces? Army Reserve; RAF: RAF Volunteer Reserves) Yes No I Don't know	(RN/RM:					
1						
the Volunteer Reserve Forces? (Please write in the box be	elow)					

a. Impact of RM life on family and personal li	Strongly increases my intention to stay	Increases my intention	Has no effect on my	Increases	Strongly
	,	my intention		1110104000	increases
		to stay	intention to stay or leave	my intention to leave	my intention to leave
Opportunities outside the PM	fe.	2	3	4	5
o. Opportunities outside the RM.	1	2	3	4	5
c. Current job satisfaction.	1	2	3	4	5
d. Job security.	1	2	3	4	5
e. My morale.	1	2	3	4	5
. Service morale.	1	2	3	4	5
g. Amount of pay.	1	2	3	4	5
n. Amount of allowances.	1	2	3	4	5
. Opportunities for career development.	1	2	3	4	5
. Opportunities for personal development.	1	2	3	4	5
c. Opportunities for sport.	1	2	3	4	5
. Opportunities for Adventure Training.	1	2	3	4	5
m. Promotion prospects.	1	2	3	4	5
n. Healthcare provision.	1	2	3	4	5
o. Dental provision.	1	2	3	4	5
o. Mental health provision.	1	2	3	4	5
q. Pension.	1	2	3	4	5
. Opportunities for flexible working condition	s. \Box^1	2	3	4	5
s. Excitement of the job.	1	2	3	4	5
. Financial incentives available to me (e.g. Commitment Bonus).	1	2	3	4	5
u. Spouse/partner's career.	1	2	3	4	5
v. Childcare.	1	2	3	4	5
w. Work/life balance while at sea.	1	2	3	4	5
k. Work/life balance while ashore.	1	2	3	4	5
Management in my current Unit.	1	2	3	4	5
Other (if applicable, please specify).					
What single factor could be changed	to positivel	y affect yo	our decisio	n to remai	n in the RI
	-				
f		liaata tha i	0 ft f-	4l 1!	4 alaassa !sa
f you have put your notice in to leave most influenced your decision to leav					
n the boxes below.)	(01101 11101 0		

Q39	How would having the following opt	ions impact	on your in	tention to s	stay or leav	ve the RM?
		Strongly increases	Increases	Has no effect on my	Increases	Strongly
		my intention		,	my intention	increases my intention
		to stay □□1	to stay	stay or leave	to leave □□₄	to leave
	a. Opportunities to work part-time.	<u> </u>		<u> </u>		
	b. Opportunities for reduced separated servincluding operational deployment).	vice 1	2	3	4	5
	Fair	rness at	Work			
	ms to achieve an environment free fro tion, in which all have equal opportu					
Q40	How strongly do you agree or disage equality in the RM?	ree with the f	ollowing	statement r	egarding f	airness and
		Strongly	A	Neither agi		Strongly
		agree □ 1	Agree □ 1²	nor disagr	ee Disagr	ee disagree 4
	I am treated fairly at work.					
Q41	Do you feel that the RM discipline sy	stem is?				
	Very fair	Unfair			4	
	Fair 2	Very unfa	ir		5	
	Neither fair nor unfair	vory arma				
	Neither fall flor utiliali					
	nay be characterised as offensive, into power through means intended to ur					
sexual orionic disability.	ation can occur when a person is trea entation, pregnancy or maternity, man Discrimination can also occur where ages a person on the basis of the cha	rriage or civil a policy or p	partnershoractice w	nip, gender hich applie	reassignn	nent, age or
intended t	nt includes unwanted conduct which o or has the effect of violating anothe environment.					
individuals	te that the data gathered is strictly for s in your response. No action will be SAFA Confidential Helpline: 0800 731	taken on this	, and you	are instead	l advised to	o seek guidance
Q42	Do you believe you have been subje 12 months? (Tick all that apply).	ct to any of t	he followi	ng in a Ser	vice enviro	nment in the last
	a. Bullying.		1			
	b. Discrimination.					
	c. Harassment.		<u> </u>			
	d. None of the above.			Please go to	Q48	

Q43	you believe you have been subject to <u>bullying</u> in a Service environment in the last 12 months, please pecify on what grounds:	
		\neg
		_
Q44	If you believe you have been subject to <u>discrimination or harassment</u> in a Service environment in	
	the last 12 months, please specify on what grounds:	
	Discrimination Harassment	
	a. Gender.	
	b. Gender reassignment.	
	c. Race, colour, nationality, ethnic or national origin.	
	d. Marriage/civil partnership.	
	e. Religion or beliefs.	
	f. Sexual orientation.	
	g. Age.	
	h. Disability.	
	i. Pregnancy or maternity.	
Q45	Did you make a formal written complaint within the last 12 months about this discriminaton, harassment and/or bullying?	
	Yes Please go to Q46	
	No Please go to Q47	
Q46	If you DID MAKE a formal written complaint, how satisfied were/are you with the following aspect of your complaint?	S
	Neither satisfied nor Very	
	Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A	
	a. The objectivity and fairness with which my1	
	b. The amount of time taken/it is taking to resolve 1 2 3 4 5 my complaint.	
	c. How well I was/am being kept informed about 1 2 3 4 5 6 the progress of my complaint.	
	d. The support provided by my Assisting Officer. \Box^1 \Box^2 \Box^3 \Box^4 \Box^5 \Box^6	
	e. The outcome of my complaint.	

Q47	If you did NOT make a formal written complaint, w	hy was this? (Tick all that apply)
	a. I was not aware of the Service Complaints process.	
	b. I considered the incident(s) to be too minor to report.	
	c. The incident(s) was/were resolved informally.	
	d. The incident(s) was/were resolved through mediation.	
	e. I did not believe anything would be done if I did complain.	
	f. I did not want to go through the complaints procedure.	
	g. I believed it might adversely affect my career.	
	h. I believed it might adversely affect another work colleague or the working environment.	
	i. I was worried that there would be recriminations from the perpetrators.	
	j. I was discouraged from doing so.	
	k. Other reason(s) - please specify.	
Q48	Do you know how the Service Complaints Ombude harassment and/or bullying complaint? Yes, fully No, not at a	<i>□</i> 3
	IO SOME EXIEM	ard of the Service Ombudsman
	ation about the Service Complaints Omb ng link: http://armedforcescomplaints.in AND	
https://	ervice Complaints process - /www.gov.uk/government/publications/js nces-service-complaints	p-831-redress-of-individual-
	Your Work-Life	Balance
Q49	In the past 12 months approximately how much tir spouse/partner or children) for Service reasons?	ne have you spent away from your family (e.g.
	Not been away Be	tween 7 - 9 months (27 - 39 weeks)
	Up to 1 month (4 weeks)	tween 10 - 12 months (40 - 52 weeks)
	Between 1 - 3 months (5 - 13 weeks)	7
	Between 4 - 6 months (14 - 26 weeks)	

Q50	In the past 12 months, how satisfied were yo	u with th	ne follow	ing?			
		Very		Neither satisfied nor		Very	
		satisfied	Satisfied	dissatisfied L	Dissatisfied (
	a. The ability to plan my own life - short term (e.g. work/weekend leave).		2	3	4	5	
	b. The ability to plan my own life - long term (e.g. holidays/career training).			3	4	5	
	c. The opportunities available to me for flexible working (e.g. variable start/stop times, leaving early on a Friday).	1	2	3	4	5	N/A
	d. The amount of time away from my usual place of duty.	1	2	3	4	5	6
	e. The amount of time away from my family and friends.	1	2	3	4	5	6
	f. The effect of Service life on my children's education		2	3	4	5	6
	g. The effect of Service life on my spouse/partner's career.	1	2	3	4	5	6
Q51	How strongly do you agree or disagree with t	the follo	wing?				
		Stroi		ag	either ree nor		Strongly
	I am able to maintain a balance between my personal working life.	and	ree .	Agree dis	sagree D	Disagree 4	disagree 5
	.						
	V I						
	Your L	_eave					
Q52	How satisfied are you with the following?			A1=:4	.		
		Very		Neiti satisfie	d nor		ery
	a. My overall leave allowance i.e. annual leave, post operational leave (POL), Sea-Goers Leave (SGL), lea carried over from previous years.	satisfic	ed Sati	sfied dissati	sfied Dissa	atisfied dissa	tisfied 5
	b. The opportunity to take leave when I want to.		1 [2]3	4	5
	c. The amount of leave I was able to take in the last 1 months.	2	1 [2	3	4	5
Q53	If you did not take all of your annual leave all reason for this? (Tick all that apply).	owance	within t	he last leav	∕e year, w	hat was t	he
	a. Operational tour.		1				
	b. Not allowed.		1				
	c. Courses/training.		1				
	d. Workload.		1				
	e. Undermanning.		1				
	f. I wanted to carry days over to the next leave year.		1				
	g. Other (please write).		1				
	1						I

Your Health and Well-being

Q54	years, ho			e-provided you with:	<u>medicai</u> ti	reatment (including i	nentai neai	itncare) in tr	ne last 2
					Very satisfied	Satisfied	Neither satisfied not dissatisfied		Very dissatisfied	N/A
	a. Being abI needed it.		ss the med	dical care wher	ו [3	4	5	6
	b. The med	lical treatn	nent.		1	2	3	4	5	6
Q55	If you hav	/e receiv	ed Servic	e-provided	dental tre	atment in	the last 2 y	ears, how	satisfied we	ere you
					Very satisfied	Satisfied	Neither satisfied noi dissatisfied		Very dissatisfied	N/A
	a. Being ab I needed it.		ss the den	tal care when	1	2	3	4	5	6
	b. The den	tal treatme	ent.		1	2	3	4	5	6
	of measuring . The questic									neral
Q56	Overall, h	ow satis	sfied are y	you with you	ır life now	/adays?				
	Not at a	all							Со	mpletely
	0	1	2	3	4	5	6 7	8	9	10
Q57	Overall, h	ow happ	y did yo	u feel yester	day?					
	Not at a	a//							Co	ompletely
	0	1	2	3	4	5	6 7	7 8	9	10
Q58	Overall, h	ow anxi	ous did y	ou feel yest	erday?					
	Not at a	a//							Co	ompletely
	0	1	2	3	4	5	6 7	8	9	10
Q59	Overall, to	o what e	xtent do	you feel the	things yo	u do in yo	ur life are	worthwhile	?	
	Not at a	a//								ompletely
	0	1	2	3	4	5	6 7	7 8] [9	10

Fitness, Sport and Adventure Training

Q60	How satisfied are you with the following?					
		Very		Neither satisfied nor		Very
		satisfied	Satisfied		Dissatisfied	dissatisfied
	a. RM sport, exercise and fitness facilities in general.b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).	1	2 2	3	4	5 5
	c. My opportunities to take part in sport.	1	2	3	4	5
	d. My opportunities to take part in Adventure Training.	1	2	3	4	5
	Welfa	re				
Q61	How satisfied are you with the following?					
	Very	0 4 5	Neithe satisfied	nor	Very	
	a. The welfare support provided by the RM for me.	Satisfied 2	d dissatisf		ed dissatisfie	d N/A 6
	b. The welfare support provided by the RM for my 1 family.	2		3 4	5	6
	c. The support my spouse/partner gets from the RM when I am absent.	2		3	5	6
	d. The Operational/Deployment Welfare Package.	2		3 4	5	6
Q62	How satisfied are you with the following?					
			ither sfied			
	Very satisfied Sati		nor atisfied Dissa	Ver atisfied dissati		Not heard
	a. The Regimental system.	2	3	4	5	5 7
	b. The chaplaincy support provided by the Naval Service.	2	3	4	5	3 7
	c. The RM Welfare, Personal Support.	2	3	4	56	7
	d. The RM Welfare, Community Support.	2	3	4] 5 []	7
	e. The RM Welfare Information Services [1] [inc. HIVE).	2	3	4	5	7
	f. The Naval Families Federation.	2	3	4	5	7
	g. The welfare webpages on the RN website. 1	2	3	4	5	7
	h. Naval Service Welfare social media (e.g. 15 Facebook).	2	3	4	5	7

Your Accommodation

only)	9	the work	J	,	
Service Family Accommodation (SFA)		¹ Please	go to Q64		
Substitute Service Family Accommodation (SSFA)		² Please	go to Q64		
Single Living Accommodation (SLA)		³ Please	go to Q64		
Substitute Service Single Accommodation (SSSA) (Formerly SSLA)		⁴ Please	go to Q64		
Ship or Submarine		⁵ Please	go to Q64		
Property I own		⁶ Please	go to Q68		
Privately rented accommodation		⁷ Please	go to Q66		
In a relative's (e.g. parents') home		⁸ Please	go to Q66		
Other (please write)		⁹ Please	go to Q66		
If you have moved from your own home into Service Accordance was/were the reason(s) for this? (Tick all that apply)	omm	odation i	n the last	12 month	s, what
a. Posting requrement.	<u></u> 1				
b. Economy.	<u>]</u> 1				
c. Personal circumstances (e.g. marriage, separation, divorce).	<u>_</u> 1				
d. Other (please write).	1				
With regard to your current Service Accommodation, how very satisfied Satisfied a. The overall standard.		isfied are Neither satisfied nor dissatisfied		Very	ving? N/A / don'denow
b. The value for money. c. The response to requests for maintenance/repair to my current accommodation. d. The quality of maintenance/repair work to my current accommodation.	2 2 2	3	4	5 5 5 5	6 6
c. The response to requests for maintenance/repair to my current accommodation. d. The quality of maintenance/repair work to my current 1	2 2 2 2	3	4	5 5 5 5 5	
c. The response to requests for maintenance/repair to my current accommodation. d. The quality of maintenance/repair work to my current accommodation.	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	aestion wh	dether you	5 5 5 5 15	
c. The response to requests for maintenance/repair to my current accommodation. d. The quality of maintenance/repair work to my current accommodation. e. How fairly Service Accommodation is allocated.	2 2 2 2	aestion wh	dether you	is 5 5 5 5 5 4 live in the	
c. The response to requests for maintenance/repair to my current accommodation. d. The quality of maintenance/repair work to my current accommodation. e. How fairly Service Accommodation is allocated. Do you currently own your own home? Please answer this property or not.	2 2 2 2 2 mis qu	aestion wh	dether you	is 5 5 5 5 is a live in the	6 6 6

	(Tick all that apply) (Once completed please go to Q70)	
	a. I don't want to own a home at this stage in my life/career.	
	b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is.c. I want to be able to move about/move my family with me	
	when I am posted.	1
	d. I don't want to buy a home where I am currently located.	
	e. I can't afford to buy a suitable home at the moment.	
	f. I don't want to risk losing money.	
	g. I wouldn't be able to live in the home.	
	h. Other (please write).	
Q68	Please indicate whether each of the following was a (Tick all that apply)	reason why you bought your own home.
	a. To give stability for myself and my family.	
	b. The allowances for living in my own home.	
	c. To rent it out.	
	d. Poor standards of SLA or SFA.	
	e. Poor location of SLA or SFA.	
	f. The cost of SLA or SFA.	
	g. I wanted to live with my partner.	
	h. Other (please write).	
Q69	If you currently own a home, how satisfied are you v	with the following? Neither
	Very satisfied S	satisfied nor Very satisfied Dissatisfied dissatisfied N/A
	a. The opportunity to live in my own home.	2 3 4 5 6
	b. The allowances for living in my own home.	2 3 4 5
Q70	Which of the following statements apply to you? (Ti	ck all that apply)
	a. In the last year, I have used Forces Help to Buy (FHTB) for	my home purchase.
	b. In the last year, I have used FHTB to extend my home.	
	c. I am considering using FHTB for a future home purchase.d. In the last year, I purchased my own home without the use Affordable Housing Schemes.	of LSAP, FHTB or the Government
	e. In the last year, I used a Government Affordable Housing Sommers, Mortgage Guarantee / New Buy / Shared Ownership Schemes	
	f. None of the above.	

Please indicate whether each of the following is a reason why you do not own your own home.

Catering, Retail and Leisure

Q/I	which of these factors are important to you? (Tick all that apply)
	a. Price.
	b. Value for money.
	c. Choice.
	d. Quality.
	e. Quantity.
	f. Well known brand.
	g. Where it is sourced from (e.g. Fairtrade, locally produced).
	h. Other (please write).
Q72	How often do you use Service-provided catering facilities?
	Always Often Sometimes Rarely Never N/A
	a. For eating at breakfast.
	b. For eating at lunchtime.
	c. For eating in the evening.
	d. For drinking, socialising in the bar.
	e. For informal functions. f. For formal functions (Officers/SNCOs/WOs only).
Q73	How satisfied are you with the following?
	Very satisfied nor Very satisfied Dissatisfied dissatisfied N/A
	a. The availability of food during the week on my Unit (e.g. opening hours).
	b. The number of functions during the year. c. The standard of service from catering contractors on my Unit. 1
	Your Family Life
Q74	What is your current personal status?
	Single (never married or formed a civil partnership) Please go to Q76
	In a long term / established relationship (but not married or in a civil partnership)
	Married / In a civil partnership
	Separated, but still legally married or in a civil partnership
	Divorced / Formerly in a civil partnership which is now legally dissolved Divorced / Formerly in a civil partnership which is now legally dissolved Please go to Q76
	Widowed / The surviving partner from a civil partnership Please go to Q76
	Prefer not to say Please go to Q76

Q75	What is your spouse/partner's current employment situation?
	In the Armed Forces In full-time paid employment / full-time self-employment (other than Armed Forces) In part-time paid employment / part-time self-employment In voluntary (unpaid) employment Not employed (for any reason) In full-time or part-time education In full-time or part-time education
Q76	Do you have any children whom you support financially? Yes No Please go to Q81
Q77	If YES, how many children do you have in each age group? (Please write the number of children for each category in each box, e.g. "3", or if you do not have children in a category please insert "0".) Under 5 years Between 5 and 17 years 18 years and over
Q78	Do any of your children live with you? (Tick one box only). Yes Shared Access Weekends/holidays only No No N/A Please go to Q81 Please go to Q81 Please go to Q81 Please go to Q81
Q79	If you have a child or children living with you, do you consider yourself to be a lone/single parent? Yes $1 No 2 NA 3$
Q80	If you require childcare, how satisfied are you with the locally provided childcare facilities? Very satisfied Satisfied Very dissatisfied Neither satisfied nor dissatisfied N/A
Q81	Do you have caring responsibilities for infirm or elderly adult(s)? Yes \[\bigcup_1^1 No \incideg_2^2 \]

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

Q82	If you have been declined credit in the last 12 months, what was the reason for this? (Tick one box only)							
	Failed credit check							
	Lack of UK credit history							
	Too many address moves							
	Don't know							
	Prefer not to say							
	Other (please write)							
Q83	Do you currently have personal debt levels that concern you?							
	Yes							
	No \square 2							
	Being Part of Society							
Q84	Are you currently registered to vote?							
	Yes Please go to Q85							
	No Please go to Q86							
	Don't know Please go to Q87							
You can	register to vote at the following link: www.gov.uk/register-to-vote							
Q85	If you are currently registered to vote, are you registered as? (Tick one box only).							
	An ordinary/residential voter – registered for one year, usually via the annual update of Please go to Q87							
	voters (annual canvass) A Service voter – registered for five years, via a service declaration Please go to Q87							
	An everyone veter - registered for one year in the same way on a non-Ference British							
	citizen living overseas							
Q86	If you are not currently registered to vote, what is the main reason for this? (Tick one box only).							
	I did not receive an electoral registration form							
	I have not got around to it, but aim to do it							
	I do not know how to register Other							
past and	med Forces Covenant' was announced by the Government in May 2011 and sets a framework for how d present Armed Forces personnel, and their families, can expect to be treated by the Government the rest of the country in recognition of the personal risks and sacrifices they experience.							
Q87	Which of these best sums up your awareness of the Armed Forces Covenant?							
	I've never heard of it							
	I've heard of it but know nothing about it							
	I've heard of it and know a little about it							
	I've heard of it and know a lot about it							

	ich, if any, of the following areas don pared to the general public? (Tick				_		,
•	parea te me general pasier (men	an mar ap	P-37	Neither			
		Strongly advantaged	Advantaged	advantaged nor dis- advantaged	Dis- advantaged	Strongly dis- advantaged	Don't kno N/A
a. F	amily's access to NHS care.	1	2	3	4	5	
b Cł	hildren's Education.	1	2	3	4	5	
с Но	ousing.	1	2	3	4	5	
d. F	amily life.	1	2	3	4	5	
e. B	enefits.	1	2	3	4	5	
f. Ta	ax.	1	2	3	4	5	
Mon	commercial Products and Services (e.g. ney Force, Defence Discount Services and ence Privilege Cards).	1	2	3	4	5	
h. P loca atte	larticipation as Citizens (e.g. contacting a all councillor, MP or other public official, nding a public meeting, rally or signing a tion).	1	2	3	4	5	
-	ther (please write).	1	2]3	4	5	
Hov	w strongly do you agree or disagree	Strongly		Neither agree nor		Strongly	
a. I d b. M	w strongly do you agree or disagree offer an important service to the country. Itembers of the Armed Forces are valued be tety at large.	Strongly agree	Agree 2	Neither	Disagree 4 4	Strongly disagree 5 5	Don't k
a. I (b. M	offer an important service to the country. Iembers of the Armed Forces are valued b	Strongly agree 1 1 y 1	Agree 2	Neither agree nor disagree	4	disagree 5	Don't k
a. I o b. M soci	offer an important service to the country. lembers of the Armed Forces are valued be ety at large.	Strongly agree 1 by 1	Agree 2 2 2 Our Co	Neither agree nor disagree 33 3	4	disagree 5	Don't k
a. I on the b. I is	offer an important service to the country. Ilembers of the Armed Forces are valued be lety at large. Taking Action	Strongly agree y	Agree 2 2 2 Our Co	Neither agree nor disagree 33 3	4	disagree 5	
a. I on the b. I is RM	offer an important service to the country. Members of the Armed Forces are valued be sety at large. Taking Action w strongly do you agree or disagree believe the leaders in the RM will take action he results of AFCAS. think effective action has been taken in the	Strongly agree y	Agree 2 2 2 Our Co following? Agree 2 2 2	Neither agree nor disagree 33 3 3 5 5 5 5 6 5 6 6 6 6 6 6 6 6 6 6	ts	disagree 5 5 Strongly disagree	
a. I of b. M soci	offer an important service to the country. Itembers of the Armed Forces are valued be ety at large. Taking Action W strongly do you agree or disagree believe the leaders in the RM will take action he results of AFCAS. Ithink effective action has been taken in the on the results of AFCAS. S survey is? Too long 1 About right 2	Strongly agree and Y with the strongly agree on 1 Too shows	Agree 2 2 OUR Co following? Agree 2 2 2 out 3	Neither agree nor disagree 33 3 3 5 5 5 5 6 5 6 6 6 6 6 6 6 6 6 6	ts	disagree 5 5 Strongly disagree	Don't k
a. I of b. M social Hove a. I I on the b. I the RM	offer an important service to the country. Itembers of the Armed Forces are valued be lety at large. Taking Action W strongly do you agree or disagree believe the leaders in the RM will take action he results of AFCAS. Ithink effective action has been taken in the on the results of AFCAS. S survey is? Too long 1 About right 2	Strongly agree and Y with the strongly agree on 1 Too sho	Agree 2 2 Cour Co following? Agree 2 2 2 ort 3 ?	Neither agree nor disagree 33 3 3 5 5 5 5 6 5 6 6 6 6 6 6 6 6 6 6	ds Disagree 4 4 4 4	disagree 5 Strongly disagree 5 5 5	
a. I of b. M soci	offer an important service to the country. Itembers of the Armed Forces are valued be ety at large. Taking Action W strongly do you agree or disagree believe the leaders in the RM will take action he results of AFCAS. Ithink effective action has been taken in the on the results of AFCAS. S survey is? Too long 1 About right 2	Strongly agree and Y with the strongly agree on 1 Too shows	Agree 2 2 Cour Co following? Agree 2 2 ort 3 ? utes	Neither agree nor disagree 33 3 3 5 5 5 5 6 5 6 6 6 6 6 6 6 6 6 6	ds Disagree 4 4 4 4	disagree 5 5 Strongly disagree	

Please turn the page for the final comments question at Q93

Please use this box to provide any further comments about working and living in the RM.				
Thank you for completing this survey.				

Q93

Please return it as soon as you can to:

a:cet Ltd, Office 208, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the envelope-provided.

Responses must reach us by 13th February 2017 in order to be included. Please allow sufficient time for postage.



OFFICIAL SENSITIVE - PERSONAL (AFTER COMPLETION)

Continuous Attitude Survey 2017

Your views count



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



The **Continuous Attitude Survey (CAS)** is your opportunity to tell me what you think about Army life. The CAS is a really important source of information that I use to argue your case at the very top of the Army.

YOUR VIEWS DO COUNT.

The more people who respond, the more convincing I can be on your behalf.

Please don't waste your chance to make your views heard.

Maj Gen Rob Nitsch CBE, Director Personnel

OFFICIAL SENSITIVE - PERSONAL (AFTER COMPLETION)

PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Army

This survey is available for you to complete on any computer by visiting the following webpage: http://surveys.mod.uk/index.php/167775

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

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

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

The survey is run by Defence Statistics (Surveys) and Civilians outside your Chain of Command. This research is approved by the MoD Research Ethics Committee (MoDREC). If you would like further details contact the researcher listed at the end of this sheet.

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

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

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

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

Please complete the survey as soon as you can and return it in the envelope provided. **Responses** must reach us by 13th February 2017 in order to be included. Please allow sufficient time for postage.

Frequently asked questions:

Q. What is the purpose of the survey?

A. 'An important task for the Department is to understand the attitudes and opinions of its workforce. One of our main methods of doing this for Service personnel is the annual Armed Forces Continuous Attitude Survey (AFCAS) which captures information on their attitudes, opinions and circumstances.' - *Chief Defence People (CDP)*

MODREC Protocol number: 548/MODREC/14

Q. How is the information used?

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

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

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

Q. Do I have to complete the survey?

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

Q. What will I be asked to do?

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

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

A. No. No one within your Chain of Command will see your responses or data.

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

A. There are no known disadvantages or risks. However, if taking part in this survey upsets you, or you wish to talk about any personal issues further, please speak to your Unit Welfare Officer, Chaplain or seek guidance from the support helpline: 03067 704 656 (civ) or 96770 656 (mil) or email Army_SpeakOut@mod.uk.

Q. I have already completed the electronic version of this survey?

A. Thank you! Ignore this chaser as you have chosen the most effective way in which to register your views.

For further information: Contact Civil Service researcher:

Hannah Davison at D Pers Cap Science, Army HQ, 01264 887736 or ArmyPersCap-Survey@mod.uk

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

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

The report of the findings of the 2017 AFCAS survey is provisionally due to be released at 09:30 on 25th May 2017.

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

Armed Forces Continuous Attitude Survey 2017 Army

You may have recently received an AFCAS email inviting you to complete the electronic version of this survey. If you have already completed the electronic version of this 2017 AFCAS survey then please ignore this paper copy.

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

Your completed survey will be **treated in confidence**: it will be processed by people outside your Chain of Command and the Ministry of Defence. Responses from individuals **will not be identified**.

Please **read all instructions** carefully before answering a question and follow any **routing instruction** after answering a question.

A few questions will require a written answer - please write clearly in BLOCK CAPITALS.

Once completed please return the survey to a:cet Ltd, Office 208, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the **prepaid envelope provided**.

Responses must reach us by 13th February 2017 in order to be included in the survey.

This survey is also available for you to complete on any computer by visiting the following webpage: http://surveys.mod.uk/index.php/167775

It is recommended that you use Google Chrome to access the survey

The Token you are asked to enter is your Service Number

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

Your Pay

To compensate for differences in lifestyle, working conditions and expectations between Service personnel and their civilian equivalents, Service salaries are increased by 14.5% (for the majority of personnel). We call this the 'X-Factor'.

Q1	How strongly do you agree or disagree w	ith the foll	lowing?			
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	 a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations. 		2	3	4	5
	b. The pay and benefits I receive are fair for the work I do.	1	2	3	4	5
Q2	How satisfied are you with the following?	,		Neither		
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
	 a. My rate of basic pay (basic pay includes X-Fac but excludes Recruitment and Retention Pay [RR and any allowances). 		2	3	4	5
	b. My pension benefits.	1	2	3	4	5
	c. Information about pay and allowances, (e.g. fro the intranet, DINs and brochures).	m \square^1	2	3	4	5
	d. My ability to access JPA.	1	2	3	4	5

		Very satisfie		satisfied r	nor ed Dissatisfie	Very d dissatisfied	d N/A
	e. My Recruitment and Retention Pay (RRP).		1 :	2 3	4	5	6
	f. My allowances, (e.g. Longer Separation Allowa (LSA), Get You Home (GYH), Continuity Of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA)).	ance	1:	2 3	4	5	6
	Yo	ur W	ork				
Q3	How satisfied are you with Army life in g				□ 4		
	2	Dissatisf			5		
	3	Very diss	satisfied				
	Neither satisfied nor dissatisfied						
Q4	How would you rate the level of morale of	f					
	Very high	F		ither high or low	Low	Very low	
	a. Myself.		2	3	4	5	
	b. My Unit.	Ī	2	3	4	5	
	c. The Army as a whole.		2	3	4	5	
Q5	How satisfied are you with the following	aspect	s of your o	current job	?		
	,	•	Very	-	Neither atisfied nor		Very
			satisfied		issatisfied Dis	ssatisfied dis	
	a. My job in general.		∐' 1		∐³ □3		5
	b. The sense of achievement I get from my work	ζ.	∐' □1		∐³ □3		
	c. The challenge in my job.				° □□3		5
	d. The amount of variety in my work.				3		5
	e. My current work location.						
Q6	How strongly do you agree or disagree v	with the	following	? Neither			
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	N/A
	a. My superiors do not interfere excessively in m work activities.		Agree 2	3 3	Disagree 4	5	6
	b. I am given sufficient authority to make decisions.	1	2	3	4	5	6
	c. If I make a genuine mistake at work, I do not feel that it will be held against me.	1	2	3	4	5	6
	 d. Where I work people do not automatically lool for someone to blame when things go wrong. 	k	2	3	4	5	6
	e. I am encouraged to find better ways of doing things at work.	1	2	3	4	5	6
	 f. I am always given a clear deadline as to when work needs to be completed. 		2	3	4	5	6
	g. When I am set a task at work, I am told very clearly what output is required.	1	2	3	4	5	6
	h. I have a choice in deciding how I do my work.	1	2	3	4	5	6
	 i. I know that if I do my job well I will be praised or rewarded. 	or 1	2	3	4	5	6

Neither

Resources and Workload Q7 How satisfied are you with the following? Neither Verv satisfied nor Verv Satisfied dissatisfied Dissatisfied dissatisfied satisfied a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon). b. The availability of personal equipment/kit I have to do my job. c. The standard of major equipment I have to do my job (e.g. vehicles and systems) d. The availability of major equipment I have to do my job. Q8 How would you rate your workload over the last 12 months? Much too high Too low Too high Much too low About right How satisfied are you with the following? Q9 Neither Very Very satisfied nor Satisfied dissatisfied Dissatisfied dissatisfied satisfied a. The training facilities / training estate you have used in the last year. b. The facilities in your barracks. **Your Career** Career Management is about ensuring the Army has the right people, with the right knowledge, skills and experience (KSE), in the right place, at the right time to ensure success. It is also about matching the aspirations of our people to their potential and ability. Q10 Overall how satisfied are you with the way your career is being managed? Very satisfied Dissatisfied Satisfied Very dissatisfied Neither satisfied nor dissatisfied Q11 Overall how satisfied are you with the career management service provided by the Army Personnel Centre? Very satisfied Dissatisfied Satisfied Very dissatisfied Neither satisfied nor dissatisfied N/A Please provide details of your responses to the above questions (Q10 & Q11) in the free-text comment box at the end of this survey (Q91). Q12 In terms of your current assignment, how strongly do you agree or disagree with the following? Neither Strongly Strongly agree nor agree Aaree disagree Disagree disagree a. I have the knowledge, skills and experience to do my job. b. My knowledge, skills and experience are being used. c. The assignment provides development opportunities that will enhance my promotion prospects.

d. My personal preferences were taken into account.

Q13	How satisfied are you with the following?					
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
	a. The notice I received for my current/last assignment	nt		<u></u> □ 3	<u></u>	<u></u>
	b. Involvement in decisions that affect my career.					
	c. The fairness of the appraisal system.	∐'			4	5
	d. The fairness of the promotion system.	1	2	3	4	5
	e. My opportunities for promotion.	1	2	3	4	5
	f. My opportunities for further service.	1	2	3	4	5
	Your Line M	lanagen	nent			
Q14	How strongly do you agree or disagree with superior (Service or civilian)?	the followin	ng stateme	nts about y	our imme	diate
	Stror agr		Neithe agree n	or	Strongly e disagree	
	_	ee Agree	2	3 🗀 4	uisagree 5	
	a. Understands and represents my interests.	_	□ □ 2 □ □	3 <u></u> 4	5	<u> </u>
	b. Supports me in my job.		 2 □	 3	5	<u> </u>
	c. Sets a positive example.		 2 □	 3 □4		<u> </u>
	d. Encourages me to develop my skills.	_	, <u> </u>	3 🖂		6
	e. Is supportive over work/life balance issues.], []				
	f. Provides regular feedback on my performance.	_]'		3 <u> </u>		
	g. Tells me what's going on at work.	1	2	3	5	6
	h. Is someone I trust.]1	2	34	5	6
	i. Helps me to understand how I contribute to Army objectives.	1	2	3 4	5	6
	j. Helps me to understand how major change decisions will affect me.	1	2	3 4	5	6
	k. Works well with personnel from different backgrounds.]1	2	3 4	5	6
	I. I am satisfied with the leadership provided by my immediate supervisor.	1	2	3 4	5	6
	Senior Le	adersh	qi			
Q15	How strongly do you agree or disagree with the Army (i.e. Brigadier and above)?		ng stateme		the senior	leaders of
	Stror agre		Neithe agree n disagre	or	Strongly e disagree	
	a. They understand and represent my interests.		2	3 24	5	6
	b. They are keen to listen to Service people's feedback.]1 []	2	3 4	5	6
	c. They champion the Army's interest in Tri-Service issues.	1	2	34	5	6
	d. They communicate decisions to personnel.		2	3 4	5	6
	e. They understand the impact of change on personnel.		' <u> </u>	4		b
	f. I have confidence in the leadership of the Army.	1	2	3 4	5	6

Commitment

Q16	How strongly do you agree or disagree with the	followin	g?				
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
	a. In the last 12 months, I have fulfilled my commitments/promises to the Army.	1	2	3	4	5	
	b. In the last 12 months, the Army has fulfilled its commitments/promises to me.	1	2	3	4	5	
	c. I am proud to be in the Army.	1	2	3	4	5	
	d. I am valued by the Army.	1	2	3	4	5	
	e. I would recommend joining the Army to others.	1	2	3	4	5	
	f. I feel a strong personal attachment to the Army.	1	2	3	4	5	
	g. I feel a strong personal attachment to my Unit.	1	2	3	4	5	
	h. The Army inspires me to do the best in my job.	1	2	3	4	5	
	i. The Army motivates me to help it achieve its objectives.	1	2	3	4	5	N/A
	j. My family is proud of me serving in the Armed Forces.	1	2	3	4	5	6
	k. My family benefits from being a Service family.	1	2	3	4	5	6
	I. My family supports my career in the Army.	1	2	3	4	5	6
	nat spirit which inspires soldiers to fight. It derive ent, self-sacrifice and mutual trust, which togethe						
Q17	How strongly do you agree or disagree with the	followin	g?				
	The ethos of the Army is an important part of life in the Army.	Strongly agree	Agree 2	Neithe agree r disagre	nor		rongly agree 5
	Working with	Othe	ers				
Q18	In considering your immediate working team, to following?			you agre	e or disa	gree wit	h the
	Tollowing:	Ctus as also		Neithe		04	
		Strongly agree	Agree	agree r disagre			ongly agree
	a. My team know exactly what their responsibilities are.				3	4	5
	b. The people in my team can be relied upon to help when things get difficult in my job.	1 <u></u> 1	2		3	4	5
	c. We have confidence in ourselves as a team.				٥ [_		5
	d. The people in my team work together to find ways to improve the service we provide.	1	2		3	4	5
	e. Team members work well with personnel from different backgrounds.		2		3	4	5

Q19	IF NONE APPLY PLEASE GO TO	_	last two years	? (Tick all th	at apply)
	a. Armed Forces Reserves.	1			
	b. MOD Civil Servants.	1			
	c. MOD contractors.	1			
Q20	In your experience, how would you rate	the contribution to the	Army of		
		Very valuable Valuable	Not very valuable		n't know/ N/A
	a. Armed Forces Reserves.	1 2	3	4	5
	b. MOD Civil Servants.	1 2	3	4	5
	c. MOD contractors.	1 2	3	4	5
Q21	In your experience, how well integrated	into the Army are			
		Very well Well	Not very well		n't know/ N/A
	a. Armed Forces Reserves.	1 2	3	4	5
	b. MOD Civil Servants.	1 2	3	4	5
	c. MOD contractors.	1 2	3	4	5
Q22	In your experience, how would you rate	the professionalism of			
		Very professional Profession			n't know/ N/A
	a. Armed Forces Reserves.	1 2	3	4	5
	b. MOD Civil Servants.	1 2	3	4	5
	c. MOD contractors.	1 2	3	4	5
		hange			
		.			
	y is currently going through a period of s impact on all Army personnel.	gnificant change which	includes a nu	mber of prog	grammes
Q23	How strongly do you agree or disagree	with the following?			
			either ree nor	Strongly	
	Change is managed well in my immediate working team.	agree dis	sagree Disagre	ee disagree	Don't know
	b. Change is managed well in my Unit/Establishment.	1 2	34	5	6
	c. Change is managed well in the Army.	1 2	3	5	6

Your Deployments

If you have NOT been on an operational deployment since 1 Jan 2014, please go to Q27

Q24	With regards to your current/last oper part of a Unit?	rational d	eploymer	nt, were you	u deployed	l individua	lly or as
	Individually						
	As part of a Unit						
Q25	With regards to your current/last oper following?	rational d	eploymer	nt, how sati	sfied are y	ou with th	е
	-	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
	a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LO.	1	2	3	4	5	6
	 b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc). 	1	2	3	4	5	6
	c. The deployment notice.	1	2	3	4	5	6
	d. The pre-deployment training.	1	2	3	4	5	6
	e. That the equipment I used during training was the same as that used on operations.	1	2	3	4	5	6
	f. The personal kit and equipment I received use on operations.	for 1	2	3	4	5	6
	g. The major equipment (e.g. vehicles and systems) I used on operations.	1	2	3	4	5	6
	h. The welfare support I received from the Army when I returned from operational deployment.	1	2	3	4	5	6
	 i. The welfare support that my family, partner and/or parents received from the Army when returned from operational deployment. 		2	3	4	5	6
	j. The decompression and post operational to support I received when I returned from operational deployment.	our 1	2	3	4	5	6
	k. The Post Operational Stress Management that I received when I returned from operational deployment.	1	2	3	4	5	6
	I. The operational role I was assigned to.	1	2	3	4	5	6
Q26	What is your view of the following reg	garding ye	our exper	ience of op	erational o	deploymen	its?
		Too oft	en	About right	Not ofte	n enough	
	a. The frequency of my operational deployment	ents	 na	About right	Too	short	
	b. The length of my operational deployments		1	2	[3	

Training and Development

	Very		Neither satisfied nor		Very
	satisfied	Satisfied			•
a. My opportunities for professional development.	<u></u> '				
b. My opportunities for personal development.	1	2	3	4	5
c. The timing of the training I have received in order to carry out my current job roles.	1	2	3	4	5
 d. The extent to which I am doing the job for which I was trained. 	s 1	2	3	4	5
e. My opportunities to gain civilian accreditation for Servitraining (e.g. NVQs, apprenticeships).	vice 1	2	3	4	5
Your Futur	e Plan	S			
What are your plans for the future? (Tick one b	oox only).	-			
To stay serving as long as I can		Ĺ	1 		
To stay serving to the end of my current engagement/co	ommission				
To leave the Army before the end of my current engage	ement/comm	ission			
To leave the Army as soon as I can		Ĺ			
I have put in my notice to leave		Ļ			
N/A / I don't know		L			
For how many more years do you plan on serv	ying in the	Army? (le	eave blank	if undecid	led)
For how many more years do you plan on servent and the servent	years				led)
How actively have you searched for a job outs	years				led)
How actively have you searched for a job outs	years ide the Ar				led)
How actively have you searched for a job outs Very actively Not very	years ide the Ar	my in the	last 12 mo	enths?	led)
How actively have you searched for a job outs Very actively Quite actively When you leave the Army, would you consider (RN/RM: Maritime Reserves; Army: Army Rese	years ide the Ar	my in the ne Volunte RAF Volu	last 12 mo	e Forces? erves)	led)
How actively have you searched for a job outs Very actively Quite actively When you leave the Army, would you consider (RN/RM: Maritime Reserves; Army: Army Reserves) a. Full time	years ide the Art y actively ill r joining therve; RAF:	my in the ne Volunte RAF Volu	last 12 mo	enths? e Forces? erves)	led)
How actively have you searched for a job outs Very actively Quite actively When you leave the Army, would you consider (RN/RM: Maritime Reserves; Army: Army Rese	years ide the Art y actively ill r joining therve; RAF:	my in the ne Volunte RAF Volu	last 12 mo	e Forces? erves)	led)
How actively have you searched for a job outs Very actively Quite actively When you leave the Army, would you consider (RN/RM: Maritime Reserves; Army: Army Reserves) a. Full time	years ide the Art y actively fill r joining therve; RAF:	my in the ne Volunte RAF Volu	last 12 mo	e Forces? erves) on't know	
How actively have you searched for a job outs Very actively Quite actively When you leave the Army, would you consider (RN/RM: Maritime Reserves; Army: Army Reserves) a. Full time b. Part time	years ide the Art y actively fill r joining therve; RAF:	my in the ne Volunte RAF Volu	last 12 mo	e Forces? erves) on't know	
How actively have you searched for a job outs Very actively Quite actively When you leave the Army, would you consider (RN/RM: Maritime Reserves; Army: Army Reserves) a. Full time b. Part time	years ide the Art y actively fill r joining therve; RAF:	my in the ne Volunte RAF Volu	last 12 mo	e Forces? erves) on't know	
How actively have you searched for a job outs Very actively Quite actively When you leave the Army, would you consider (RN/RM: Maritime Reserves; Army: Army Reserves) a. Full time b. Part time	years ide the Art y actively fill r joining therve; RAF:	my in the ne Volunte RAF Volu	last 12 mo	e Forces? erves) on't know	
	b. My opportunities for personal development. c. The timing of the training I have received in order to carry out my current job roles. d. The extent to which I am doing the job for which I wa trained. e. My opportunities to gain civilian accreditation for Sentraining (e.g. NVQs, apprenticeships). Your Future What are your plans for the future? (Tick one is To stay serving as long as I can To stay serving to the end of my current engagement/of To leave the Army before the end of my current engage To leave the Army as soon as I can I have put in my notice to leave	a. My opportunities for professional development. b. My opportunities for personal development. c. The timing of the training I have received in order to carry out my current job roles. d. The extent to which I am doing the job for which I was trained. e. My opportunities to gain civilian accreditation for Service training (e.g. NVQs, apprenticeships). Your Future Plan What are your plans for the future? (Tick one box only). To stay serving as long as I can To stay serving to the end of my current engagement/commission To leave the Army before the end of my current engagement/comm To leave the Army as soon as I can I have put in my notice to leave	a. My opportunities for professional development. b. My opportunities for personal development. c. The timing of the training I have received in order to carry out my current job roles. d. The extent to which I am doing the job for which I was trained. e. My opportunities to gain civilian accreditation for Service 1 2² training (e.g. NVQs, apprenticeships). Your Future Plans What are your plans for the future? (Tick one box only). To stay serving as long as I can To stay serving to the end of my current engagement/commission To leave the Army before the end of my current engagement/commission To leave the Army as soon as I can I have put in my notice to leave	a. My opportunities for professional development. b. My opportunities for personal development. c. The timing of the training I have received in order to carry out my current job roles. d. The extent to which I am doing the job for which I was trained. e. My opportunities to gain civilian accreditation for Service To stay serving as long as I can To stay serving to the end of my current engagement/commission To leave the Army before the end of my current engagement/commission To leave the Army as soon as I can I have put in my notice to leave	a. My opportunities for professional development. b. My opportunities for personal development. c. The timing of the training I have received in order to carry out my current job roles. d. The extent to which I am doing the job for which I was trained. e. My opportunities to gain civilian accreditation for Service 1

How do the following factors impact of	Strongly increases my intention	Increases my intention	Has no effect on my intention to	Increases my intention	Strongly increases my intention	
a. Impact of Army life on family and personal	to stay	to stay	stay or leave	to leave	to leave	
b. Opportunities outside the Army.		2	3	4	5	
c. Current job satisfaction.		2	3	4	5	
•		2]3	4	5	
d. Job security.		2]3	4	5	
e. My morale. f. Service morale.		2]3	4	5	
		2]3	4	5	
g. Amount of play.		2	3	<u> </u>	5	
h. Amount of allowances.		2	3	4	 5	
i. Opportunities for career development.			<u></u>	<u> </u>	 5	
j. Opportunities for personal development.					5	
k. Opportunities for sport.						
I. Opportunities for Adventure Training.						
m. Promotion prospects.						
n. Healthcare provision.				4		
o. Dental provision.				⁴	5	
p. Mental health provision.		2	3	4	5	
q. Pension.		2	3	4	5	
r. Opportunities for flexible working conditions	s.	2	3	4	5	
s. Excitement of the job.	1	2	3	4	5	
t. Financial incentives available to me (e.g. Commitment Bonus).	1	2	3	4	5	<i>N/A</i>
u. Spouse/partner's career.	1	2	3	4	5	6
v. Other (if applicable, please specify)			_			
If you have put your notice in to leave most influenced your decision to leave						
in the boxes below.)			2	This	·]3
	cond most imp son for leavin			Third most i reason for le		
A. Opportunities to work part-time. b. Opportunities for reduced separated services.	Strongly increases my intention to stay	Increases my intention to stay	Has no effect on my	Increases my intention to leave	Strongly increases	ny?

Fairness at Work

The Army aims to achieve an environment free from harassment, bullying, intimidation and unlawful discrimination, in which all have equal opportunity and encouragement to realise their full potential.

Q36 How strongly do you agree or disagree with the following statement regar equality in the Army?						rding fairne	ess and
			Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	Lam tracted fairly at work		1 ₁	79755 	Tior disagree	<i>Disagree</i> 4	uisagree 5
	I am treated fairly at work.						
Q37	Do you feel that the Army	discipline s	ystem is?			_	
	Very fair		Unfair				
	Fair	2	Very unfair			5	
	Neither fair nor unfair	3					
	ng may be characterised as offe e of power through means inte						
sexual disabil	mination can occur when a per I orientation, pregnancy or mat lity. Discrimination can also o vantages a person on the basis	ternity, marr ccur where	iage or civil p a policy or pra	artnersh actice wh	ip, gender rea nich applies to	ssignment,	age or
intend	sment includes unwanted concled to or has the effect of violat ive environment.						
individ	e note that the data gathered is duals in your response. No acti he support helpline: 03067 704	ion will be ta	aken on this, a	and you a	are instead ad	vised to see	ek guidance
Q38	Do you believe you have be 12 months? (Tick all that a		t to any of the	followin	ıg in a Service	environme	nt in the last
	a. Bullying.	1					
	b. Discrimination.	2					
	c. Harassment.	3					
	d. None of the above.	4 Please	go to Q44				
	d. None of the above.	Please	go to Q44				
	f you believe you have been su specify on what grounds:	ıbject to <u>bul</u>	lying in a Serv	vice envi	ronment in the	e last 12 mo	onths, please

Q40	If you believe you have been subject to discrimination the last 12 months, please specify on what grounds	t in a Service enviro	nment in	
	J	Discrimin	nation Harassme	ent .
	a. Gender.			
	b. Gender reassignment.			
	c. Race, colour, nationality, ethnic or national origin.	<u> </u>		
	d. Marriage/civil partnership.			
	e. Religion or beliefs.			
	f. Sexual orientation.			
	g. Age.			
	h. Disability.			
	i. Pregnancy or maternity.]1	
Q41	Did you make a formal written complaint within the harassment and/or bullying?	last 12 months a	bout this discrimina	ıtion,
	Yes Please go to Q42			
	No Please go to Q43			
Q42	If you DID MAKE a formal written complaint, how sa of your complaint?	atisfied were/are y	you with the following	ng aspects
		Neither satisfied nor	r Very	
	·		Dissatisfied dissatisfied	d N/A
	a. The objectivity and fairness with which my complaint was handled/is being handled.		5	
	b. The amount of time taken/it is taking to resolve my complaint.	2 3	4 5	6
	c. How well I was/am being kept informed about the progress of my complaint.	2 3	4 5	6
	d. The support provided by my Assisting Officer. \Box 1	2 3	45	6
	e. The outcome of my complaint.	2 3	5	6
Q43	If you did NOT make a formal written complaint, wh	y was this? (Tick	all that apply)	
	a. I was not aware of the Service Complaints process.			
	b. I considered the incident(s) to be too minor to report.	1		
	c. The incident(s) was/were resolved informally.	1		
	d. The incident(s) was/were resolved through mediation.	1 		
	e. I did not believe anything would be done if I did complain.			
	f. I did not want to go through the complaints procedure.	1		
	g. I believed it might adversely affect my career.			
	h. I believed it might adversely affect another work colleague or the working environment.	1		
	i. I was worried that there would be recriminations from the perpetrators.	1		
	j. I was discouraged from doing so.	1		
	k. Other reason(s) - please specify.	1		

harassment and/or bullying complaint? Yes, fully To some extent No, not at all Haven't heard of the Service Complaints Ombudsman can be found of following link: http://armedforcescomplaints.independent.gov.uk/ AND The Service Complaints process - https://www.gov.uk/government/publications/jsp-831-redress-of-individ grievances-service-complaints Your Work-Life Balance Q45 In the past 12 months approximately how much time have you spent away from your spouse/partner or children) for Service reasons? Not been away Up to 1 month (4 weeks) Between 1 - 3 months (5 - 13 weeks) Between 4 - 6 months (14 - 26 weeks) Between 4 - 6 months (14 - 26 weeks) In the past 12 months, how satisfied were you with the following? Not been away Up to 1 month (5 - 13 weeks) Between 4 - 6 months (14 - 26 weeks) Abetween 4 - 6 months (14 - 26 weeks) O46 In the past 12 months, how satisfied were you with the following? Not been away Up to 1 month (5 - 13 weeks) Between 4 - 6 months (14 - 26 weeks) Abetween 4 - 6 months (14 - 26 weeks) O47 O48 In the past 12 months, how satisfied were you with the following? Not been away O49 O49 In the past 12 months, how satisfied were you with the following? Not been away from the of flexible working O5 O5 O5 O6 O6 O6 O6 O6 O6 O6	n the
Information about the Service Complaints Ombudsman can be found of following link: http://armedforcescomplaints.independent.gov.uk/ AND The Service Complaints process - https://www.gov.uk/government/publications/jsp-831-redress-of-individ grievances-service-complaints Your Work-Life Balance Q45	n the
following link: http://armedforcescomplaints.independent.gov.uk/ AND The Service Complaints process - https://www.gov.uk/government/publications/jsp-831-redress-of-individing grievances-service-complaints Your Work-Life Balance Q45 In the past 12 months approximately how much time have you spent away from your spouse/partner or children) for Service reasons? Not been away	n the
The Service Complaints process - https://www.gov.uk/government/publications/jsp-831-redress-of-individ grievances-service-complaints Your Work-Life Balance Q45 In the past 12 months approximately how much time have you spent away from your spouse/partner or children) for Service reasons? Not been away	
https://www.gov.uk/government/publications/jsp-831-redress-of-individing rievances-service-complaints Your Work-Life Balance Your Work-Life Balance 1	
In the past 12 months approximately how much time have you spent away from your spouse/partner or children) for Service reasons? Not been away	dual-
Spouse/partner or children) for Service reasons? Not been away	
Up to 1 month (4 weeks) Between 1 - 3 months (5 - 13 weeks) Between 4 - 6 months (14 - 26 weeks) Q46 In the past 12 months, how satisfied were you with the following? Very satisfied a. The ability to plan my own life - short term (e.g.	_
Between 1 - 3 months (5 - 13 weeks)	5
Q46 In the past 12 months, how satisfied were you with the following? Very satisfied Satisfied Satisfied Satisfied Dissatisfied	s)
In the past 12 months, how satisfied were you with the following? Very satisfied Dissatisfied Satisfied Dissatisfied Dissatisfi	
Very satisfied Satisfied Satisfied Dissatisfied di a. The ability to plan my own life - short term (e.g.	
satisfied Satisfied dissatisfied Dissatisfied disversion of the short term (e.g. satisfied dissatisfied dissa	
work/weekend leave). b. The ability to plan my own life - long term (e.g.	Very dissatisfied
holidays/career training). c. The opportunities available to me for flexible working (e.g. variable start/stop times, leaving early on a Friday). d. The amount of time away from my usual place of duty. e. The amount of time away from my family and friends. f. The effect of Service life on my children's education. 1 2 3 4 4 5 6 7 8 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	5
(e.g. variable start/stop times, leaving early on a Friday). d. The amount of time away from my usual place of duty. e. The amount of time away from my family and friends. f. The effect of Service life on my children's education.	5
duty. e. The amount of time away from my family and friends. f. The effect of Service life on my children's education. 1 2 3 4 g. The effect of Service life on my spouse/partner's 1 2 3 4	5 <i>N/A</i>
friends. f. The effect of Service life on my children's education. g. The effect of Service life on my spouse/partner's 1 2 3 4 9. The effect of Service life on my spouse/partner's	5 6
f. The effect of Service life on my children's education	5 6
	5 6
career.	
Q47 How strongly do you agree or disagree with the following?	5 6
Neither Strongly agree nor	5 6
agree Agree disagree Disagree Disagree I am able to maintain a balance between my personal and 1 2 3 [working life.	Strongly

Only answer the following questions (Q48 to Q49) if you have been on a state of readiness in the last 12 months (if not, go to Q50)

How satisfied were/are you with the following?	
	Neither Very satisfied nor Very
	Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied
The impact of my state of readiness on my domestic/personal life.	1 2 3 4 5
How strongly do you agree or disagree with the	following? Neither
Stror	ngly agree nor Strongly
a. My state of readiness was/is justified.	ee Agree disagree Disagree disagree
b. The NTM (Notice to Move) that I received was in accordance with my state of readiness.	1 2 3 4 5
Vour Lo	
Your Lea	ave
How satisfied are you with the following?	
, ,	Neither Very satisfied nor Very
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied
 a. My overall leave allowance i.e. annual leave, post operational tour leave (POTL), leave carried over from previous years. 	1 2 3 4 5
b. The opportunity to take leave when I want to.	1 2 3 4 5
c. The amount of leave I was able to take in the last 12 months.	1 2 3 4 5
If you did not take all of your annual leave allow reason for this? (Tick all that apply).	ance within the last leave year, what was the
a. Operational tour.	1
b. Not allowed.	1
c. Courses/training.	1
d. Workload.	<u> </u>
e. Undermanning.	$\overline{\square}^1$
f. I wanted to carry days over to the next leave year.	$\overline{\square}^1$
	□ ¹
g. Other (please write).	
Your Health and	Well-being
	3
If you have received Service-provided <u>medical</u> to years, how satisfied were you with:	reatment (including mental healthcare) in the last
Very	Neither satisfied nor Very
a. Being able to access the medical care when I needed it.	Satisfied dissatisfied Dissatisfied dissatisfied N/A
	2 3 4 5 6
b. The medical treatment.	2 3 4 5

Q53	If you have received Service-provided <u>dental</u> treatment in the last 2 years, how satisfied were you with:										
				Very		Neith satisfie	d nor		/ery		
			s the dent	al care whe	satisfied n 1	d Satisfie		sfied Dissa] ³	ntisfied diss	atisfied 5	N/A 6
	I needed it	Ital treatmer	nt				2 -]3 [∟ 4 [□5	<u></u> 6
	b. The den	itai ti cati iici	п.					J L			Ш
As part of with life. T											eral
Q54	Overall, how satisfied are you with your life nowadays?										
	Not at a	all								Com	pletely
	0	1	2	3	4	5	6	7	8	9	10
				Ш							
Q55	Overall, h	now happy	y did you	ı feel yeste	erday?						
	Not at a	all								Con	npletely
	0	1	2	3	4	5	6	7	8	9	10
			Ш							Ш	
Q56	Overall, h	now anxio	us did yo	ou feel yes	sterday?						
	Not at a	all								Con	npletely
	0	1	2	3	4	5	6	7	8	9	10
Q57	Overall, t	o what ex	tent do y	ou feel th	e things y	ou do in y	your life a	are worth	while?		
	Not at a	all								Con	npletely
	0	1	2	3	4	5	6	7	8	9	10
				Ш							
		Fitr	ness,	Sport	and A	dvent	ure Tr	aining	3		
Q58	How satis	sfied are y	you with	the follow	ving?						
						Very		Neithe satisfied	nor	Vei	
	a. Army sp	ort. exercis	e and fitne	ss facilities	in general	satisfied	Satisfied	dissatisfi	ied Dissatis	fied dissati ⁴	sfied 5
	b. My oppo	ortunities to	undertake	fitness activ	-	o	2			4	
		ss standards ortunities to	•	n sport.		1	2]3		4	5
	d. My opportunities to take part in Adventure Training.						5				

Welfare

Q59	How satisfied are you with the following	ng?					
		Very		Neither tisfied nor		Very	
	a. The welfare support provided by the Army f		Satisfied dis	ssatisfied 3	Dissatisfied 4	dissatisfied 5	<i>N/A</i>
	me.b. The welfare support provided by the Army from from from from from from from from	or 1	2	3	4	5	6
	c. The support my spouse/partner gets from the Army when I am absent.	ne 🔲¹	2	3	4	5	6
	d. The Operational/Deployment Welfare Package.	1	2	3	4	5	6
Q60	How satisfied are you with the following	ng?					
	•	/ery	Neither satisfied no	nr.	Very		Not heard
		tisfied Satisfie			ed dissatisfie	d Not used	of
	a. My Unit Welfare Officer.		3	<u>_</u> _	5	6	
	b. The chaplaincy support provided by the Army.		3	⁴	5	6	7
	c. The Army Welfare Service, Personal Support.	<u></u> 12	3	4	5	6	7
	d. The Army Welfare Service, Community Support.		3	4	5 	6	
	e. The Army Welfare Service, The HIVE.		3	⁴	5	6	
	f. The Army Families Federation.	12	3	4	5	6	7
	Varia		alatian				
	Your Ac	ccommo	ation				
Q61	What kind of accommodation do you li	ive in at pres	ent during	the wor	king week	? (Tick one	e box
Q61	only)	ive in at pres	ent during			? (Tick one	e box
Q61	only) Service Family Accommodation (SFA)		ent during	l Please (go to Q62	? (Tick one	e box
Q61	only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SS		ent during	Please of	go to Q62 go to Q62	? (Tick one	e box
Q61	only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SS Single Living Accommodation (SLA)	SFA)		Please (Please (go to Q62 go to Q62 go to Q62	? (Tick one	e box
Q61	only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSS) Single Living Accommodation (SLA) Substitute Service Single Accommodation (SSS)	SFA)		Please (Please (Please (Please (go to Q62 go to Q62 go to Q62 go to Q62	? (Tick one	e box
Q61	only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSS) Single Living Accommodation (SLA) Substitute Service Single Accommodation (SSS) Property I own	SFA)		Please (go to Q62 go to Q62 go to Q62 go to Q62 go to Q66	? (Tick one	e box
Q61	only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSS) Single Living Accommodation (SLA) Substitute Service Single Accommodation (SSS) Property I own Privately rented accommodation	SFA)		Please (Ple	go to Q62 go to Q62 go to Q62 go to Q62 go to Q66 go to Q64	? (Tick one	e box
Q61	only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSS) Single Living Accommodation (SLA) Substitute Service Single Accommodation (SSS) Property I own Privately rented accommodation In a relative's (e.g. parents') home	SFA)		Please (Ple	go to Q62 go to Q62 go to Q62 go to Q62 go to Q66 go to Q64	? (Tick one	e box
Q61	only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSS) Single Living Accommodation (SLA) Substitute Service Single Accommodation (SSS) Property I own Privately rented accommodation	SFA)		Please (Ple	go to Q62 go to Q62 go to Q62 go to Q62 go to Q66 go to Q64	? (Tick one	e box
Q61	only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSS) Single Living Accommodation (SLA) Substitute Service Single Accommodation (SSS) Property I own Privately rented accommodation In a relative's (e.g. parents') home	SFA)		Please (Ple	go to Q62 go to Q62 go to Q62 go to Q62 go to Q66 go to Q64	? (Tick one	e box
Q61	only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSS) Single Living Accommodation (SLA) Substitute Service Single Accommodation (SSS) Property I own Privately rented accommodation In a relative's (e.g. parents') home	SFA)		Please (Ple	go to Q62 go to Q62 go to Q62 go to Q62 go to Q66 go to Q64	? (Tick one	e box
Q61	only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSS) Single Living Accommodation (SLA) Substitute Service Single Accommodation (SSS) Property I own Privately rented accommodation In a relative's (e.g. parents') home Other (please write) If you have moved from your own home	SFA) SSA) (Formerly ne into Servic	SSLA) '	Please (go to Q62 go to Q62 go to Q62 go to Q62 go to Q66 go to Q64 go to Q64 go to Q64		
	only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSS) Single Living Accommodation (SLA) Substitute Service Single Accommodation (SSS) Property I own Privately rented accommodation In a relative's (e.g. parents') home Other (please write)	SFA) SSA) (Formerly ne into Servic	SSLA) '	Please (go to Q62 go to Q62 go to Q62 go to Q62 go to Q66 go to Q64 go to Q64 go to Q64		
	only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSS) Single Living Accommodation (SLA) Substitute Service Single Accommodation (SSS) Property I own Privately rented accommodation In a relative's (e.g. parents') home Other (please write) If you have moved from your own hom was/were the reason(s) for this? (Tick)	SFA) SSA) (Formerly ne into Servic	SSLA) '	Please (go to Q62 go to Q62 go to Q62 go to Q62 go to Q66 go to Q64 go to Q64 go to Q64		
	only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSS) Single Living Accommodation (SLA) Substitute Service Single Accommodation (SSS) Property I own Privately rented accommodation In a relative's (e.g. parents') home Other (please write) If you have moved from your own hom was/were the reason(s) for this? (Tick a. Posting requrement.	SFA) SSA) (Formerly se into Service all that apply	SSLA) '	Please (go to Q62 go to Q62 go to Q62 go to Q62 go to Q66 go to Q64 go to Q64 go to Q64		
	only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SS Single Living Accommodation (SLA) Substitute Service Single Accommodation (SS Property I own Privately rented accommodation In a relative's (e.g. parents') home Other (please write) If you have moved from your own hom was/were the reason(s) for this? (Tick a. Posting requrement. b. Economy.	SFA) SSA) (Formerly se into Service all that apply	SSLA) '	Please (go to Q62 go to Q62 go to Q62 go to Q62 go to Q66 go to Q64 go to Q64 go to Q64		
	only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SS Single Living Accommodation (SLA) Substitute Service Single Accommodation (SS Property I own Privately rented accommodation In a relative's (e.g. parents') home Other (please write) If you have moved from your own hom was/were the reason(s) for this? (Tick a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation)	SFA) SSA) (Formerly se into Service all that apply	SSLA) '	Please (go to Q62 go to Q62 go to Q62 go to Q62 go to Q66 go to Q64 go to Q64 go to Q64		

Q63	With regard to your current Service Accommodation, how satisfied are you with the following?					
	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A / don't know
	a. The overall standard.	2	3	4	5	6
	b. The value for money.	2	3	4	5	6
	c. The response to requests for maintenance/repair to my current accommodation.	2	3	4	5	6
	d. The quality of maintenance/repair work to my current accommodation.	2	3	4	5	6
	e. How fairly Service Accommodation is allocated.	2	3	4	5	6
Q64	Do you currently own your own home? Please answeroperty or not.	ver this q	uestion wl	hether you	u live in th	is
	Yes Please go to Q66					
	No Please go to Q65 No, but I am currently saving up to buy a home in the future Please go to Q65					
Q65	Please indicate whether each of the following is a r (Tick all that apply) (Once completed please go to Q68)	eason wh	y you <u>do r</u>	not own y	our own h	ome.
	a. I don't want to own a home at this stage in my life/career.					
	b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is.c. I want to be able to move about/move my family with me when I am posted.					
	d. I don't want to buy a home where I am currently located.					
	e. I can't afford to buy a suitable home at the moment.					
	f. I don't want to risk losing money.					
	g. I wouldn't be able to live in the home.					
	h. Other (please write).					
Q66	Please indicate whether each of the following was a (Tick all that apply)	a reason v	why you b	ought you	ır own hoı	ne.
	a. To give stability for myself and my family.					
	b. The allowances for living in my own home.					
	c. To rent it out.					
	d. Poor standards of SLA or SFA.					
	e. Poor location of SLA or SFA.					
	f. The cost of SLA or SFA.					
	g. I wanted to live with my partner. h. Other (please write).					
	n. Other (piease write).					

Q67	If you currently own a home, how satisfied are you with the following?
	Neither Very satisfied nor Very
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A
	a. The opportunity to live in my own home. b. The ellowences for living in my own home. 1 2 3 4 5 6
	b. The allowances for living in my own home.
Q68	Which of the following statements apply to you? (Tick all that apply)
	a. In the last year, I have used Forces Help to Buy (FHTB) for my home purchase.
	b. In the last year, I have used FHTB to extend my home.
	c. I am considering using FHTB for a future home purchase. d. In the last year, I purchased my own home without the use of LSAP, FHTB or the Government Affordable Housing Schemes.
	e. In the last year, I used a Government Affordable Housing Scheme (e.g. Help to Buy: Equity Loan / Mortgage Guarantee / New Buy / Shared Ownership Schemes.)
	f. None of the above.
Vou oo	n find more information on Forces Help to Pury at the following links young gov uk/forces help to buy
Tou cai	n find more information on Forces Help to Buy at the following link: www.gov.uk/forces-help-to-buy
	Catering, Retail and Leisure
	5 a.s.s. a.s.g, 1 a.s.a.s = 0 a.s.a.s
Q69	Thinking specifically about food and drink supplied on your Unit, when considering where to eat which of these factors are important to you? (Tick all that apply)
	a. Price.
	b. Value for money.
	c. Choice.
	d. Quality.
	e. Quantity.
	f. Well known brand.
	g. Where it is sourced from (e.g. Fairtrade, locally produced).
	h. Other (please write).
Q70	How often do you use Service-provided catering facilities? Always Often Sometimes Rarely Never N/A
	a. For eating at breakfast.
	b. For eating at lunchtime.
	c. For eating in the evening.
	d. For drinking, socialising in the bar.
	e. For informal functions.
	f. For formal functions (Officers/SNCOs/WOs

	Very satisfied Satisfied or dissatisfied on dissatisfied or di
	c. The standard of service from catering contractors on my Unit.
	Your Family Life
Q72	What is your current personal status?
	Single (never married or formed a civil partnership)
	In a long term / established relationship (but not married or in a civil partnership)
	Married / In a civil partnership
	Separated, but still legally married or in a civil partnership
	Divorced / Formerly in a civil partnership which is now legally dissolved Please go to Q74
	Widowed / The surviving partner from a civil partnership Please go to Q74
	Prefer not to say Please go to Q74
Q73	What is your spouse/partner's current employment situation?
	In the Armed Forces In voluntary (unpaid) employment
	In full-time paid employment / full- 12 Not employed (for any reason) 15 time self-employment (other than Armed Forces) 1 In full-time or part-time education 16
	In part-time paid employment / Spart-time self-employment 3
Q74	Do you have any children whom you support financially?
	Yes
	No Please go to Q79
Q75	If YES, how many children do you have in each age group? (Please write the number of children for each category in each box, e.g. "3", or if you do not have children in a category please insert "0".)
	Under 5 years
	Between 5 and 17 years
	18 years and over

How satisfied are you with the following?

Q10	Do any or your children live	, with you! (lich	Cone box only).	
	Yes	1		
	Shared Access	2		
	Weekends/holidays only	Please go to G	179	
	No	Please go to G		
	N/A	Please go to C		
	IVA L	Flease go to G	(13	
Q77	If you have a child or childre	en living with vo	u do vou consider	yourself to be a lone/single parent?
<u></u>	Yes 1	No \square^2	N/A 3	yourcen to be a removering to parent.
	res	700	IVA 🔛	
Q78	If you require childcare, ho	w satisfied are v	ou with the locally	provided childcare facilities?
	Very satisfied	1	ssatisfied	4
	Satisfied		ry dissatisfied	<u> </u>
		<u> </u>		6
	Neither satisfied nor dissatisfied	N/.	4	
070	De veu heve sering reenen	aibilitiaa far infi		(6)2
Q79	Do you have caring respon	Sibilities for inili	rm or elderly adult	(5) !
	Yes ' No			
				ects personal finance. The
intorii	ation could improve tra	aining and po	olicy.	
000			40 41 1 4	
Q80	If you have been declined of (Tick one box only).	redit in the last	12 months, what v	as the reason for this?
	Failed credit check		1	
			2	
	Lack of UK credit history		3	
	Too many address moves		4	
	Don't know		<u></u>	
	Prefer not to say		<u> </u>	
	Other (please write)			
Q81	Do you currently have pers	onal debt levels	that concern you'	?
	Yes 1		-	
	No 2			
		Poing Por	t of Society	
		being Par	t of Society	
000	A	14.		
Q82	Are you currently registere			
	Yes Pleas	e go to Q83		
	No La Pleas	e go to Q84		
	Don't know	e go to Q85		

You can register to vote at the following link: www.gov.uk/register-to-vote

Q83	If you are currently registered to vote,	are you reg	gistered as	? (Tick o	one box or	nly).	
	An ordinary/residential voter – registered fo voters (annual canvass)	r one year, u	sually via the	e annual upo	date of	Please g	o to Q85
	A Service voter – registered for five years, v	ia a service	declaration] ² Please g	o to Q85
	An overseas voter – registered for one year citizen living overseas	r, in the same	e way as a no	on-Forces B	ritish	³ Please g	o to Q85
Q84	If you are not currently registered to ve	ote, what is	s the <u>main</u>	reason fo	r this? (Tic	k one box	only).
	I did not receive an electoral registration for	m	I am no	t interested	in politics		4
	I have not got around to it, but aim to do it sometime	2	I wish to Other	o remain im _l	partial		5 6
	I do not know how to register	LJ°	Otner				
past and	ned Forces Covenant' was announced by I present Armed Forces personnel, and the he rest of the country in recognition of th	neir families	s, can expe	ect to be to	reated by t	he Govern	
Q85	Which of these best sums up your awa	areness of	the Armed	Forces C	ovenant?		
	I've never heard of it	<u></u> '					
	I've heard of it but know nothing about it						
	I've heard of it and know a little about it						
	I've heard of it and know a lot about it	4					
Q86	Which, if any, of the following areas do compared to the general public? (Tick		oly)	d/disadvan Neither advantaged	itaged as a	a Service F	Person,
		Strongly advantaged	Advantaged	nor dis-		Strongly dis-	Don't know / N/A
	a. Family's access to NHS care.		2	3	4	5	6
	b. Children's Education.		2]3	4	5	6
	c. Housing.	<u></u>	2]3	4	<u></u> 5	6
	d. Family life.	<u> </u>	2]3	4	5	6
	e. Benefits.	<u> </u> 1	2	3	4	5	6
	f. Tax.		2	3	4	5	6
	g. Commercial Products and Services (e.g. Money Force, Defence Discount Services and		2	3	4	5	6
	Defence Privilege Cards). h. Participation as Citizens (e.g. contacting a	1	2	3	4	5	6
	local councillor, MP or other public official, attending a public meeting, rally or signing a petition).						
	i. Other (please write)	1	2	3	4	5	6
Q87	How strongly do you agree or disagree	e with the f	ollowing?	Neither			
		Strongly	Agroo	agree nor	Discarco	Strongly	Don't know
	a Loffer an important convice to the country	agree	Agree	disagree	Disagree 4	disagree 5	6
	a. I offer an important service to the country.b. Members of the Armed Forces are valued be society at large.	y	2	3	4	5	6

Taking Action and Your Comments

How strongly do you agree or disagree with t	he following	?			
		Neither agree nor disagree	Disagree 4	Strongly disagree 5 5 5	Don't know
This survey is? Too long \Box^1 About right \Box^2 Too	short 3				
Less than 10 minutes 1 30-40 10-20 minutes 2 40-50 20-30 minutes 3 50-60	minutes minutes minutes	4 5 6			7
	a. I believe the leaders in the Army will take action on the results of AFCAS. b. I think effective action has been taken in the Army on the results of AFCAS. This survey is? Too long	a. I believe the leaders in the Army will take action on the results of AFCAS. b. I think effective action has been taken in the Army on the results of AFCAS. This survey is? Too long	a. I believe the leaders in the Army will take action on the results of AFCAS. b. I think effective action has been taken in the Army on the results of AFCAS. This survey is? Too long	Strongly agree Agree agree nor disagree Disagree a. I believe the leaders in the Army will take action on the results of AFCAS. b. I think effective action has been taken in the Army on the results of AFCAS. This survey is? Too long 1 About right 2 Too short 3 How long did it take you to complete this survey? Less than 10 minutes 1 30-40 minutes 4 Over a 10-20 minutes 2 40-50 minutes 5 20-30 minutes 3 50-60 minutes 6	Strongly agree Agree disagree Disagree disagree a. I believe the leaders in the Army will take action on the results of AFCAS. b. I think effective action has been taken in the Army on the results of AFCAS. This survey is? Too long 1 About right 2 Too short 3 How long did it take you to complete this survey? Less than 10 minutes 1 30-40 minutes 40-50 minutes 5 Veran hour

Thank you for completing this survey.

Please return it as soon as you can to:

a:cet Ltd, Office 208, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the envelope-provided.

Responses must reach us by 13th February 2017 in order to be included. Please allow sufficient time for postage.

OROYAL AIR FORCE



What is RAF life Like for you?

Tell us – your views are important

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

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

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

Please take a few minutes to complete this form carefully"

S. K. P. Jums

Air Marshal Sean Reynolds CBE DFC RAF DCom Cap/AMP&C



PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Royal Air Force

This survey is available for you to complete on any computer by visiting the following webpage: http://surveys.mod.uk/index.php/833571

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

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

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

The survey is run by Defence Statistics (Surveys) and Civilians outside your Chain of Command. This research is approved by the MoD Research Ethics Committee (MoDREC). If you would like further details contact the researcher listed at the end of this sheet.

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

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

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

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

Please complete the survey as soon as you can and return it in the envelope provided. **Responses** must reach us by 13 February 2017 in order to be included. Please allow sufficient time for postage.

Frequently asked questions:

Q. What is the purpose of the survey?

A. 'An important task for the Department is to understand the attitudes and opinions of its workforce. One of our main methods of doing this for Service personnel is the annual Armed Forces Continuous Attitude Survey (AFCAS) which captures information on their attitudes, opinions and circumstances.'- Chief Defence People (CDP)

MODREC Protocol number: 548/MODREC/14

Q. How is the information used?

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

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

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

Q. Do I have to complete the survey?

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

Q. What will I be asked to do?

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

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

A. No. No one within your Chain of Command will see your responses or data.

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

A. There are no known disadvantages or risks. However, if taking part in this survey upsets you, or you wish to talk about any personal issues further, please speak to your Unit Welfare Officer, Chaplain or seek guidance from the SSAFA helpline: 0800 731 4880.

Q. I have already completed the electronic version of this survey?

A. Thank you! Ignore this chaser as you have chosen the most effective way in which to register your views.

For further information: Contact Civil Service researcher:

Nicola Elliott-Mabey at HQ Air Command, 0778 6027089, or via Nicola. Elliott-Mabey419@mod.uk

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

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

The report of the findings of the 2017 AFCAS survey is provisionally due to be released at 09:30 on 25 May 2017.

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

Armed Forces Continuous Attitude Survey 2017 Royal Air Force

You may have recently received an AFCAS email inviting you to complete the electronic version of this survey. If you have already completed the electronic version of this 2017 AFCAS survey then please ignore this paper copy.

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

Your completed survey will be **treated in confidence:** it will be processed by people outside your Chain of Command and the Ministry of Defence. Responses from individuals **will not be identified**

Please **read all instructions** carefully before answering a question and follow any **routing instruction** after answering a question.

A few questions will require a written answer - please write clearly in BLOCK CAPITALS.

Once completed please return the survey to a:cet Ltd, Office 208, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the **prepaid envelope provided**.

Responses must reach us by 13th February 2017 in order to be included in the survey.

This survey is also available for you to complete on any computer by visiting the following webpage http://surveys.mod.uk/index.php/833571

It is recommended that you use **Google Chrome** to access the survey The Token you are asked to enter is your Service Number

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

Your Pay

To compensate for differences in lifestyle, working conditions and expectations between Service personnel and their civilian equivalents, Service salaries are increased by 14.5% (for the majority of personnel). We call this the 'X-Factor'.

Q1	How strongly do you agree or disagree w	ith the fo	llowing?			
	The X-Factor in my salary is enough compensation for Service lifestyle, working	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	conditions and expectations. b. The pay and benefits I receive are fair for the work I do.	1	2	3	4	5
Q2	How satisfied are you with the following?	?		No idea a		
	A. My rate of basic pay (basic pay includes X-Factorial excludes Recruitment and Retention Pay [RR		Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
	and any allowances).b. My pension benefits.c. Information about pay and allowances, (e.g. fro the intranet, DINs and brochures).	om	2 2	3 3	4	5 5
	d. My ability to access JPA.	1	2	3	4	5

		Very satisfied	Satisfied	satistied no dissatisfied		Very I dissatisfied	N/A
	e. My Recruitment and Retention Pay (RRP).	1	2	3	4	5	6
	f. My allowances, (e.g. Longer Separation Allow (LSA), Get You Home (GYH), Continuity of Educ Allowance (CEA), Local Overseas Allowance (Land Food and Incidentals Allowance (FIA)).	cation —	2	3	4	5	6
	Va	ur Wa	m la				
	YO	ur Wo	ľK				
Q3	How satisfied are you with RAF life in ge	eneral?					
	Very satisfied	Dissatisfied	d		4		
	Satisfied2	Very dissat	isfied		5		
	Neither satisfied nor dissatisfied 3						
Q4	How would you rate the level of morale o	f					
	Very high	n Higl		er high Iow L	ow \	/ery low	
	a. Myself.		2	3	4	5	
	b. My Unit.		2	3	4	5	
	c. The RAF as a whole.		2	3	4	5	
Q5	How satisfied are you with the following	aspects	of your cu	rrent job?			
			Very		leither sfied nor		Very
	a My job in general	Si	atisfied S □□1	atisfied dis	satisfied Dis	satisfied dis.	satisfied 5
	a. My job in general.b. The sense of achievement I get from my work	,		2]3	4	5
	c. The challenge in my job.	ν.	1	2	3	4	5
	d. The amount of variety in my work.			2	3	4	5
	e. My current work location.			2	3	4	5
Q6	How strongly do you agree or disagree	with the fo	니 ollowing?				
		Strongly		Neither agree nor		Strongly	
	a. My superiors do not interfere excessively in m	agree	<i>Agree</i> □ 2	disagree □□3	Disagree ☐	disagree □15	<i>N/A</i> □ 6
	work activities.	^{ту} Ш					
	 b. I am given sufficient authority to make decisions. 		2	3	4	5	6
	c. If I make a genuine mistake at work, I do not feel that it will be held against me.	1	2	3	4	5	6
	 d. Where I work people do not automatically loo for someone to blame when things go wrong. 	k 1	2	3	4	5	6
	e. I am encouraged to find better ways of doing things at work.	1	2	3	4	5	6
	 f. I am always given a clear deadline as to when work needs to be completed. 	1	2	3	4	5	6
	g. When I am set a task at work, I am told very clearly what output is required.	1	2	3	4	5	6
	h. I have a choice in deciding how I do my work.	1	2	3	4	5	6
	i. I know that if I do my job well I will be praised rewarded.	or 1	2	3	4	5	6

Neither

Resources and Workload How satisfied are you with the following? Q7 Neither satisfied nor Verv

		Very satisfied	Satisfied	satisfied nor	Dissatisfied	Very dissatisfied
	a. The standard of personal equipment/kit I have job (e.g. clothes, boots, personal weapon).			3		5
	b. The availability of personal equipment/kit I have	ve to do 1	2]3	☐ ⁴	☐ ⁵
	my job. c. The standard of major equipment (e.g. vehicle systems) I have to do my job.	es and			4	5
	d. The availability of major equipment I have to d	lo my job. 1	2	3	4	5
Q8	How would you rate your workload over	the last 12 mont	hs?			
	1	Too low		4		
	Too high	Auch too low		5		
	About right					
	You	r Career				
Q9	Overall how satisfied are you with the wa		being m	anaged? □□₄		
	Very satisfied	Dissatisfied		 5		
	Satisfied	Very dissatisfied				
	Neither satisfied nor dissatisfied					
Q10	Overall how satisfied are you with the ca	reer manageme	nt service	e provided	by the RA	F?
	Very satisfied	Dissatisfied		4	-	
	Satisfied 2	Very dissatisfied		5		
	Neither satisfied nor dissatisfied 3	N/A		6		
044					ماء ماء الداريي	iallain a 2
Q11	In terms of your current assignment, how		u agree c	Neither	with the i	_
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree
	a. I have the knowledge, skills and experience to	o do my job. 1	2	3	4	5
	b. My knowledge, skills and experience are being	g used.	2	3	4	5
	 c. The assignment provides development opport will enhance my promotion prospects. 	unities that 1	2	3	4	5
	d. My personal preferences were taken into acco	ount.	2	3	4	5
Q12	How satisfied are you with the following	?				
		Very		Neither satisfied nor		Very
	-	satisfied . 1	Satisfied	dissatisfied	Dissatisfied 4	dissatisfied 5
	a. The notice I received for my current/last assig	<u></u>	2	<u></u>	<u> </u>	
	b. Involvement in decisions that affect my career	. <u> </u>	2	<u></u>	 4	
	c. The fairness of the appraisal system.	<u> </u>	2	<u></u>	<u></u>	5
	d. The fairness of the promotion system.	<u> </u>	2	<u></u> □ 3	<u></u>	5
	 e. My opportunities for promotion. 			Ш		Ш

f. My opportunities for further service.

Q13	How strongly do you agree or disagree to lam willing to serve overseas (i.e. on a				•		
	Strongly agree	Disagree			4		
	Agree \Box^2	Strongly disag	gree		5		
	Neither agree nor disagree						
Q14	How influential are/would be the following permanent assignment)?	ng factors ir	your w	villingness	s to serve o	overseas (i.e. on a
		Ve influe	ery ential i	Quite influential	Not very influential	Not at all influential	
	a. Current rates of LOA.]1	2	3	4	
	b. Travel allowances (e.g. Get You Home (Overs	seas)).	1	2	3	4	
	c. The removals/storage service.		1	2	3	4	
	d. In-country support (e.g. medical, dental, welfa	are).]1	2	3	4	
	e. Local security situation.]1	2	3	4	
	f. Impact on your career.		1	2	3	4	
	g. Availability of CEA.	Γ]1	2	3	4	<i>N/A</i>
	h. Spouse's prospects of working overseas.		_]1	2	3	4	5
	Your Line						
Q15	How strongly do you agree or disagree superior (Service or civilian)?	with the follo	owing s	tatements	about you	ır immedia	ate
Q15	How strongly do you agree or disagree superior (Service or civilian)?	Strongly	owing s	Neither agree nor disagree	about you Disagree	ur immedia Strongly disagree	ate Don't know
Q15		Strongly	_	Neither agree nor	-	Strongly	
Q15	superior (Service or civilian)?	Strongly	_	Neither agree nor	-	Strongly	
Q15	superior (Service or civilian)? a. Understands and represents my interests.	Strongly	_	Neither agree nor	-	Strongly	
Q15	a. Understands and represents my interests.b. Supports me in my job.	Strongly	_	Neither agree nor	-	Strongly	
Q15	a. Understands and represents my interests.b. Supports me in my job.c. Sets a positive example.	Strongly	_	Neither agree nor	-	Strongly	
Q15	 a. Understands and represents my interests. b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. 	Strongly agree 1 1 1 1 1 1 1	_	Neither agree nor	-	Strongly	
Q15	a. Understands and represents my interests. b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance issues.	Strongly agree 1 1 1 1 1 1 1	_	Neither agree nor	-	Strongly	
Q15	a. Understands and represents my interests. b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance issues. f. Provides regular feedback on my performance	Strongly agree 1 1 1 1 1 1 1	_	Neither agree nor	-	Strongly	
Q15	a. Understands and represents my interests. b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance issues. f. Provides regular feedback on my performance g. Tells me what's going on at work.	Strongly agree 1 1 1 1 1 1 1	_	Neither agree nor	-	Strongly	
Q15	a. Understands and represents my interests. b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance issues. f. Provides regular feedback on my performance g. Tells me what's going on at work. h. Is someone I trust. i. Helps me to understand how I contribute to	Strongly agree 1 1 1 1 1 1 1	_	Neither agree nor	-	Strongly	
Q15	a. Understands and represents my interests. b. Supports me in my job. c. Sets a positive example. d. Encourages me to develop my skills. e. Is supportive over work/life balance issues. f. Provides regular feedback on my performance g. Tells me what's going on at work. h. Is someone I trust. i. Helps me to understand how I contribute to RAF objectives. j. Helps me to understand how major change	Strongly agree 1 1 1 1 1 1 1	_	Neither agree nor	-	Strongly	

Senior Leadership

Q16	How strongly do you agree or disagree with the RAF (i.e. Air Commodore and above)?	the followin	g statements	about the	senior le	aders of
	Stron agre		Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	a. They understand and represent my interests.			4	5	6
	b. They are keen to listen to Service people's feedback.	<u> </u>	2 3	4	5	6
	c. They champion the RAF's interest in Tri-Service issues.	$\begin{bmatrix} 1 & & & \end{bmatrix}^2$	3	<u></u> ⁴	5	6
	d. They communicate decisions to personnel.		3	4		6
	e. They understand the impact of change on personnel.	1 2	3	4	5	6
	f. I have confidence in the leadership of the RAF.	1 2	3	4	5	6
	Comm	itment				
Q17	How strongly do you agree or disagree with	the followin	g?			
		Strongly	Neitl agree		Strongly	
	a. In the last 12 months, I have fulfilled my	agree 1 □1	Agree disag	ree Disagre	e disagree	
	commitments/promises to the RAF.] <u> </u>		
	b. In the last 12 months, the RAF has fulfilled its commitments/promises to me.	∐' □_1				
	c. I am proud to be in the RAF.				ட்	
	d. I am valued by the RAF.	1	2	3 4	5	
	e. I would recommend joining the RAF to others.		2	3 4	5	
	f. I feel a strong personal attachment to the RAF.] ³	5	
	g. I feel a strong personal attachment to my Unit.]3	5	
	h. The RAF inspires me to do the best in my job.] ³	5	
	i. The RAF motivates me to help it achieve its objective	ves ¹]3	5	N/A
	j. My family is proud of me serving in the Armed Force	es. 1	2	3 4	5	6
	k. My family benefits from being a Service family.	1	2	3 4	5	6
	I. My family supports my career in the RAF.		2]3	5	6
challenge It encomp confidenc	ne distinctive character, spirit and attitude of to and, on occasion, danger. It is underpinned be asses the will to contribute to the delivery of elements in colleagues and the countribute to the delivery of elements in colleagues and the countribute professional standards and the countribute in the countribute.	y tradition, o effective air s and equipi	esprit de corp power that a ment, respec	os and a serises from	ense of be	elonging.
Q18	How strongly do you agree or disagree with	the followin	_	leither		
		Strongly agree	ag	ree nor		trongly sagree
	The ethos of the RAF is an important part of life in the RAF.	e1	2		4	5

Working with Others

Q19	In considering your immediate working team, following?	, to what ex	tent do y	ou agree o	r disagree	with the
	-	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	a. My team know exactly what their responsibilities are	<u></u> 1	2	3	4	5
	b. The people in my team can be relied upon to help w things get difficult in my job.	vhen 1	2	3	4	5
	c. We have confidence in ourselves as a team.	1	2	3	4	5
	d. The people in my team work together to find ways to improve the service we provide.	0 1	2	3	4	5
	e. Team members work well with personnel from differ backgrounds.	ent 1	2	3	4	5
Q20	Have you had working contact with any of the IF NONE APPLY PLEASE GO TO Q24	e following	in the <u>las</u>	t two years	s? (Tick a	ll that apply
	a. Armed Forces Reserves.		1			
	b. MOD Civil Servants.		1			
	c. MOD contractors.		1			
Q21	In your experience, how would you rate the c	ontribution	to the RA	AF of		
		Very valuable	Valuable	Not very valuable	Not at all valuable	Don't know/ N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	1	2	3	4	5
Q22	In your experience, how well integrated into t	he RAF are	·			
		Very well	Well	Not very well	Not at all well	Don't know/ N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	1	2	3	4	5
Q23	In your experience, how would you rate the p		lism of			
		Very professional	Professional	Not very professional	Not at all professional	Don't know/ N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	1	2	3	4	5

Change

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

Q24	How strongly do you agree or disagree	e with th	e followin	ıg?			
	Change is managed well in my immediate working team.	Strongly agree	Agree	Neithe agree n disagre	or	Strongly ee disagree 4 5	
	b. Change is managed well in my Unit/Establishment.			2 :	3	4 5	6
	c. Change is managed well in the RAF.			2	3	4 5	6
	Your	Deplo	ymen	its			
If you	have NOT been on an operational c	deployn	nent sin	ce 1 Jan	2014, pl	ease go t	o Q29
Q25	With regards to your current/last opera	ational d	eploymer	ıt, were yo	u deploye	d individua	lly or as
	Individually						
	As part of a Unit						
Q26	With regards to your current/last operations following?	ational d	eploymer	nt, how sat	isfied wer	e you with	the
		Very		Neither satisfied nor		Very	
	a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA	satisfied 1	Satisfied	dissatisfied	Dissatisfied 4	dissatisfied 5	<i>N/A</i> 6
	b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc).	1	2	3	4	5	6
	c. The deployment notice.	1	2	3	4	5	6
	d. The pre-operational training.	1	2	3	4	5	6
	e. The welfare support I received from the RAF when I returned from operational deployment.	1	2	3	4	5	6
	f. The welfare support that my family, partner and/or parents received from the RAF when I returned from operational deployment.	1	2	3	4	5	6
	g. The decompression and post operational tour support I received when I returned from operational deployment.	1	2	3	4	5	6
	h. The Post Operational Stress Management that I received when I returned from operational deployment.	1	2	3	4	5	6
	i. The operational role I was assigned to.	1	2	3	4	5	6

Q27	During your pre-operational preparation	, did you ł	nave acc	ess to t	he followin	g?	
		Yes	No	N/A			
	a. Job specification for the post.		2	3			
	b. Assignment Order.	1	2	3			
	c. Preparation Instruction.	1	2	3			
	d. A1 Ops Website.	1	2	3			
Q28	What is your view of the following regard		experie	nce of o	perational o	nemyolqek	ts?
		Too often ☐☐1	Α	bout right	Not ofte	n enough □□3	
	The frequency of my operational deployments	S Too long	Δ	Ll About right		 short	
	b. The length of my operational deployments.		7		[3	
	Training ar	nd Dev	elopr	ment			
Q29	How satisfied are you with the following	?					
			Very		Neither satisfied nor		Very
			tisfied 1	Satisfied	dissatisfied I	Dissatisfied d	lissatisfied 5
	My opportunities for professional developmen	it.	<u> </u>				<u></u>
	b. My opportunities for personal development.		1	2		4	5
	c. The timing of the training I have received in or	rder to	1	2	3	4	5
	carry out my current job roles. d. The extent to which I am doing the job for whi	ich I was		2	<u> </u>	4	5
	trained.		<u> </u>				
	e. My opportunities to gain civilian accreditation training (e.g. NVQs, apprenticeships).	for Service	1	2	3	4	5
	Your F	uture	Plans	5			
Q30	What are your plans for the future? (Tick	one box	only).				
	To stay serving as long as I can				<u></u> 1		
	To stay serving to the end of my current engage.	ment/comm	ission		2		
	To leave the RAF before the end of my current e	engagement	/commiss	ion]3		
	To leave the RAF as soon as I can				4		
	I have put in my notice to leave				5		
	N/A / I don't know				6		
Q31	How actively have you searched for a joi	b outside	the RAF	in the la	ast 12 mont	ths?	
	Very actively	Not very acti	ively		3		
	Quite actively	Not at all			4		
Q32	If you had the opportunity to do so, do y beyond the current retirement age of 55°		ou woul	ld choos	se to remair	ı in the Re	gular RAF
	Yes - up to 2 years beyond	Yes - as long	g as I cou	ld	4		
	Yes - between 2-5 years beyond 2	No			5		
	Yes - between 6-10 years beyond 3	N/A / I Don't	know		6		

Q33	When you leave the RAF, would you con Maritime Reserves; Army: Army Reserve			Reserves	s)	VIVI.
		Yes □□1	N	<u>′o</u> □2	I Don't know □ 3	
	a. Full time.		Ļ	<u></u>	3	
	b. Part time.	∐'			∐³	
Q34	Which of the following Reserves options (Tick all that apply.)	are of inte	rest to you	on leavin	g the RAF?	
	a. Full-Time Reserve Service (FTRS) (Full Comr	mitment).	1			
	b. Full-Time Reserve Service (FTRS) (Limited Co	ommitment).	1			
	c. Full-Time Reserve Service (FTRS) (Home Cor	mmitment).	1			
	d. Additional Duties Commitment (ADC).		1			
	e. Military Support Officer (Civil Service post).		1			
	f. Volunteer Reserves (part time).		1			
Q35	What would make you join the Volunteer	Reserve Fo	orces? (Plea	ase write	in the box below)	
Q35	What would make you join the Volunteer	Reserve Fo	orces? (Plea	ase write	in the box below)	
Q35	What would make you join the Volunteer	Reserve Fo	orces? (Plea	ase write	in the box below)	
Q35	What would make you join the Volunteer	Reserve Fo	orces? (Plea	ase write	in the box below)	
Q35	What would make you join the Volunteer	Reserve Fo	orces? (Plea	ase write	in the box below)	
Q35	What would make you join the Volunteer	Reserve Fo	orces? (Plea	ase write	in the box below)	
Q35	What would make you join the Volunteer	Reserve Fo	orces? (Plea	ase write	in the box below)	
Q35	What would make you join the Volunteer	Reserve Fo	orces? (Plea	ase write	in the box below)	
Q35	What would make you join the Volunteer	Reserve Fo	orces? (Plea	ase write	in the box below)	
Q35	What would make you join the Volunteer	Reserve Fo	orces? (Plea	ase write	in the box below)	
Q35	What would make you join the Volunteer	Reserve Fo	orces? (Plea	ase write	in the box below)	

Tiow do the following factors impact of	Strongly increases my intention	Increases my intention	Has no effect on my intention to	Increases my intention	Strongly increases my intention	
a. Impact of RAF life on family and personal life	to stay	to stay	stay or leave	to leave	to leave □ 5	
b. Opportunities outside the RAF.		2	3	4	5	
c. Current job satisfaction.	1	2	3	4	5	
d. Job security.	1	2	3	4	5	
e. My morale.	1	2	3	4	5	
f. Service morale.	1	2]3	4	5	
g. Amount of pay.	1	2	<u> </u>	4	5	
h. Amount of allowances.	1	2	<u> </u>	4	5	
Opportunities for career development.	1	2]3	4	5	
j. Opportunities for personal development.		2]3	4	5	
k. Opportunities for sport.	<u> </u>	2	3	4	5	
I. Opportunities for Adventure Training.	<u> </u>	2	3	4	5	
m. Promotion prospects.	<u> </u>	2]3	4	5	
n. Healthcare provision.	1	2	3	4	5	
o. Dental provision.	1	2	3	4	5	
p. Mental health provision.	1	2]3	4	5	
q. Pension.	<u> </u>	2]3	4	5	
r. Opportunities for flexible working conditions.	1	2	3	4	5	
s. Excitement of the job.	· <u> </u>	2]3	4	5	
t. Financial incentives available to me (e.g. Commitment Bonus).		2	3	4	5	N/A
·	1	2	3	4	5	6
		Ш				
u. Spouse/partner's career. v. Other (if applicable, please specify) If you have put your notice in to leave, most influenced your decision to leave						
in the boxes below.)		·		•		
	ond most imp on for leavin		2	Third most reason for I		
a. Opportunities to work part-time. b. Opportunities for reduced separated service (including operational deployment).	Strongly increases my intention to stay	Increases my intention to stay	Has no effect on my intention to stay or leave	Increases	Strongly increases my intention to leave	₹?

Fairness at Work

The RAF aims to achieve an environment free from harassment, bullying, intimidation and unlawful discrimination, in which all have equal opportunity and encouragement to realise their full potential.

	How strongly do you agre equality in the RAF?	o o. aloug. oo iliili	3	tatement rega	arding raining			
		Strongly	y agree Agree	Neither agree nor disagree	Disagree	Strongly disagree		
	I am treated fairly at work.		1	7707 diadgree	5 ,54	5		
	I dili liedleu lailiy al work.	L		Ш	Ш			
Q40	Do you feel that the RAF d	discipline system i	is?		- .			
	Very fair	Unt	fair	<u></u>	4			
	Fair	² Ver	ry unfair		5			
	Neither fair nor unfair	3						
	g may be characterised as offe of power through means inte							
sexual disabilit	ination can occur when a per- prientation, pregnancy or mat ty. Discrimination can also oc antages a person on the basis	ternity, marriage o ccur where a polic	r civil partnersh cy or practice wl	ip, gender rea nich applies to	assignment,	age or		
Harassment includes unwanted conduct which is related to the characteristics mentioned above and is intended to or has the effect of violating another's dignity or creating a hostile, degrading, humiliating or offensive environment.								
intende	d to or has the effect of violat							
intender offensiv Please r individu	d to or has the effect of violat	ting another's digr strictly for resear on will be taken o	nity or creating a ch purposes on n this, and you	a hostile, degr ly. You are ad are instead ad	rading, hum vised not to lvised to see	iliating or o name any ek guidance		
intended offensiv Please r individu	d to or has the effect of violat re environment. note that the data gathered is als in your response. No action	strictly for resear on will be taken on e: 0800 731 4880 (for	nity or creating a ch purposes on n this, and you a freephone) or +4	a hostile, degr ly. You are ad are instead ad 14 1980 63085	vised not to lvised to see 4 (overseas	iliating or name any ek guidance).		
intender offensiv Please r individu from the	d to or has the effect of violative environment. note that the data gathered is lals in your response. No active SSAFA Confidential Helpline	strictly for resear on will be taken on e: 0800 731 4880 (for	nity or creating a ch purposes on n this, and you a freephone) or +4	a hostile, degr ly. You are ad are instead ad 14 1980 63085	vised not to lvised to see 4 (overseas	iliating or name any ek guidance).		
intender offensiv Please r individu from the	d to or has the effect of violative environment. note that the data gathered is lals in your response. No active SSAFA Confidential Helpline Do you believe you have be 12 months? (Tick all that	strictly for resear on will be taken on e: 0800 731 4880 (for	nity or creating a ch purposes on n this, and you a freephone) or +4	a hostile, degr ly. You are ad are instead ad 14 1980 63085	vised not to lvised to see 4 (overseas	iliating or name any ek guidance).		
intender offensiv Please r individu from the	d to or has the effect of violative environment. note that the data gathered is lals in your response. No active SSAFA Confidential Helpline Do you believe you have be 12 months? (Tick all that a. Bullying.	strictly for resear on will be taken on e: 0800 731 4880 (for	nity or creating a ch purposes on n this, and you a freephone) or +4	a hostile, degr ly. You are ad are instead ad 14 1980 63085	vised not to lvised to see 4 (overseas	iliating or name any ek guidance).		
intender offensiv Please r individu from the	d to or has the effect of violative environment. note that the data gathered is lals in your response. No active SSAFA Confidential Helpline Do you believe you have be 12 months? (Tick all that a. Bullying. b. Discrimination.	strictly for resear on will be taken on e: 0800 731 4880 (for	nity or creating a ch purposes on n this, and you a freephone) or +4	a hostile, degr ly. You are ad are instead ad 14 1980 63085	vised not to lvised to see 4 (overseas	iliating or name an ek guidan).		

Q43	If you believe you have been subject to discrimination or the last 12 months, please specify on what grounds:				n or harassment in a Service environment in				
	· -		J		Discrimina	tion	Harassment		
	a. Gender.						2 2		
	b. Gender reassignment.								
	c. Race, colour, nationality	y, ethnic or national orig	in.						
	d. Marriage/civil partnersh	ip.							
	e. Religion or beliefs.								
	f. Sexual orientation.								
	g. Age.								
	h. Disability.								
	i. Pregnancy or maternity.				Ш'		2		
Q44	Did you make a forma harassment and/or bu		within the	last 12	months ab	out this di	scriminatio	on,	
	Yes	Please go to Q4	5						
	No	Please go to Q4	6						
Q45	If you DID MAKE a for of your complaint?	mal written complai	int, how sa	atisfied v		ou with the	e following	aspects	
					Neither satisfied nor		Very		
	a. The objectivity and fairr	•	y satisfied S □□1	Satisfied	dissatisfied	Dissatisfied	dissatisfied □□5	<i>N/A</i>	
	complaint was handled/is		Ш.						
	 b. The amount of time take my complaint. 	en/it is taking to resolve	1	2	3	4	5	6	
	c. How well I was/am bein the progress of my compla		1	2	3	4	5	6	
	d. The support provided by	y my Assisting Officer.	1	2	3	4	5	6	
	e. The outcome of my con	nplaint.	1	2	3	4	5	6	
Q46	If you did NOT make a	a formal written com	ıplaint, wh	ıy was th	าis? (Tick a	all that app	oly)		
	a. I was not aware of the S	Service Complaints proc	ess.						
	b. I considered the incider	nt(s) to be too minor to r	eport.						
	c. The incident(s) was/wer	re resolved informally.							
	d. The incident(s) was/wer	re resolved through med	diation.						
	e. I did not believe anythin	ng would be done if I did	complain.	1					
	f. I did not want to go throu	ugh the complaints proc	edure.	1					
	g. I believed it might adver	rsely affect my career.							
	h. I believed it might adver or the working environmer		k colleague						
	i. I was worried that there perpetrators.	would be recriminations	from the						
	j. I was discouraged from	doing so.							
	k. Other reason(s) - please	e specify.							

Q47	Do you know how the Service of harassment and/or bullying column.		Ombudsn	nan can he	elp you wi	th a discr	iminatior	١,
	Yes, fully] ¹ No,	not at all			3		
	To some extent			l of the Serv mbudsman	ice	4		
	ation about the Service Cong link: http://armedforce	•					n the	
		Α	ND					
https://	rvice Complaints process www.gov.uk/government nces-service-complaints		ons/jsp	-831-red	dress-of	-individ	dual-	
	You	ır Work-	Life B	alance	•			
Q48	In the past 12 months approxin spouse/partner or children) for			have you	spent aw	ay from y	our fami	y (e.g.
	Not been away	1	Betw	een 7 - 9 m	onths (27 - 3	39 weeks)	5	
	Up to 1 month (4 weeks)	2	Betw	een 10 - 12	months (40	- 52 weeks	s) [6	
	Between 1 - 3 months (5 - 13 weeks)	3	N/A				7	
	Between 4 - 6 months (14 - 26 weeks	s)						
Q49	In the past 12 months, how sat	isfied were y	ou with t	he followi	ng? Neither			
			Very satisfied		atisfied nor dissatisfied D	issatisfied o	Very dissatisfied	
	a. The ability to plan my own life - showork/weekend leave).	ort term (e.g.	1	2	3	4	5	
	 b. The ability to plan my own life - lon holidays/career training). 	g term (e.g.		2	3	4	5	
	 c. The opportunities available to me f working (e.g. variable start/stop times on a Friday). 		1	2	3	4	5	N/A
	d. The amount of time away from my duty.	usual place of	1	2	3	4	5	6
	e. The amount of time away from my friends.	family and	1	2	3	4	5	6
	f. The effect of Service life on my chil	dren's educatio	on. 1	2	3	4	5	6
	g. The effect of Service life on my specareer.	ouse/partner's	1	2	3	4	5	6
Q50	How strongly do you agree or o	disagree with				either		Characa ale
	I am able to maintain a balance betw working life.	een my persona	ag	ongly tree Ag		ee nor agree D	Disagree 4	Strongly disagree

	Tour Ec	avo				
Q51	How satisfied are you with the following?					
		Very		Neither satisfied nor		/ery
	a. My overall leave allowance i.e. annual leave, post operational leave (POL), leave carried over from previous years.	satisfied 1 5	Satisfied	dissatisfied D	Dissatisfied dissa	atisfied 5
	b. The opportunity to take leave when I want to.c. The amount of leave I was able to take in the last 12 months.	1	2	3 3	4	5
Q52	If you did not take all of your annual leave allow reason for this? (Tick all that apply).	ance wit	hin the las	t leave year	·, what was t	he
	a. Operational tour.		1			
	b. Not allowed.		1			
	c. Courses/training.		1			
	d. Workload.		1			
	e. Undermanning.		1			
	f. I wanted to carry days over to the next leave year.		1			
	g. Other (please write).		1			
Q53	If you have received Service-provided medical to years, how satisfied were you with: Very satisfied a. Being able to access the medical care when I needed it. b. The medical treatment.	Satisfied	Neither satisfied r		Very	N/A 6
				Ш		
Q54	If you have received Service-provided dental trewith:	eatment in	n the last 2	years, how	/ satisfied w	ere you
	a. Being able to access the dental care when I needed it. b. The dental treatment.	Satisfied	Neither satisfied rid dissatisfie	nor	Very d dissatisfied 5 5 5	N/A 6 6
	of measuring national well-being we are interested . The questions below are not linked particularly to					neral
Q55	Overall, how satisfied are you with your life nov	vadays?				
	Not at all				C	ompletely
	0 1 2 3 4	5	6	7 8		отпрівівіў 10

	Not at all 0 1 2	3 4	5	6	7	8	Completely 9 10
Q57	Overall, how anxious did you	u feel yesterday?					
	Not at all 0 1 2	3 4	5	6	7	8	Completely 9 10
Q58	Overall, to what extent do yo	ou feel the things	you do in y	our life ar	e worthw	hile?	
	Not at all 0 1 2	3 4	5	6	7	8	Completely 9 10
	Fitness, S	Sport and A	dventu	ıre Tra	ining		
Q59	a. RAF sport, exercise and fitness b. My opportunities to undertake fi meet fitness standards). c. My opportunities to take part in d. My opportunities to take part in	facilities in general. itness activities (e.g. sport.	Very satisfied 1 to 1 1 1	Satisfied 2 2 2 2 2 2	Neither satisfied no dissatisfied		Very ed dissatisfied 5 5 5 5 5 5
		Welfa	are				
Q60	How satisfied are you with the a. The welfare support provided by me.	ne following? Very satisfie			nor ïed Dissati	Ve sfied dissat	
	b. The welfare support provided by my family.	y the RAF for 1	2		В]4	5 6
	c. The support my spouse/partner RAF when I am absent. d. The Operational/Deployment W Package.		2		3	4]5

Overall, how happy did you feel yesterday?

Q56

Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSFA) Single Living Accommodation (SLA) Substitute Service Single Accommodation (SSSA) (Formerly SSLA) Please go to Q63 Substitute Service Single Accommodation (SSSA) (Formerly SSLA) Please go to Q63 Property I own Privately rented accommodation formula Please go to Q65 In a relative's (e.g. parents') home Other (please write) Please go to Q65 Please go to Q65 Please go to Q65 Please go to Q65	1	How satisfied are you with the follow	ing?						
a. The chaplaincy support provided by the									
a. The chaplaincy support provided by the					nor				
RAF. b. SSAFA-FH (Soldiers, Sailors, Airmen and		a. The chaplainey support provided by the	satisfied			Dissatisfied			of
Families Association - Forces Help). c. The HIVE. d. The RAF Families Federation. e. The Community Development Officer/Worker. f. My Unit's Service Community Support Officer (SCSO). g. My Unit's Welfare staffs. Your Accommodation Your Accommodation What kind of accommodation do you live in at present during the working week? (Tick one box only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSFA) Single Living Accommodation (SSA) Froperty I own Privately rented accommodation If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply) a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).		RAF.							
d. The RAF Families Federation. e. The Community Development Officer/Worker. f. My Unit's Service Community Support Officer (SCSO). g. My Unit's Welfare staffs. TOUR Accommodation Your Accommodation Your Accommodation What kind of accommodation do you live in at present during the working week? (Tick one box only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSFA) Single Living Accommodation (SLA) Substitute Service Single Accommodation (SSSA) (Formerly SSLA) Please go to Q63 Substitute Service Single Accommodation (SSSA) (Formerly SSLA) Property I own Flease go to Q65 In a relative's (e.g. parents') home Other (please write) If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply) a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).			☐ '				☐ °	∐°	□′
d. The RAF Families Federation. e. The Community Development Officer/Worker. 1. My Unit's Service Community Support Officer (SCSO). g. My Unit's Welfare staffs. Your Accommodation Your Accommodation Your Accommodation What kind of accommodation do you live in at present during the working week? (Tick one box only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSFA) Single Living Accommodation (SSFA) Substitute Service Single Accommodation (SSSA) (Formerly SSLA) Please go to Q63 Substitute Service Single Accommodation (SSSA) (Formerly SSLA) Property I own Frivately rented accommodation Other (please write) If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply) a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).		c. The HIVE.			Ш				
Officer (SCSO). g. My Unit's Service Community Support Officer (SCSO). g. My Unit's Welfare staffs. Your Accommodation Your Accommodation What kind of accommodation do you live in at present during the working week? (Tick one box only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSFA) Single Living Accommodation (SLA) Substitute Service Single Accommodation (SSSA) (Formerly SSLA) Please go to Q63 Substitute Service Single Accommodation (SSSA) (Formerly SSLA) Property I own Privately rented accommodation In a relative's (e.g. parents') home Other (please write) If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply) a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).		d. The RAF Families Federation.	1	2	3	4	5	6	7
Officer (SCSO). g. My Unit's Welfare staffs. YOUR Accommodation Your Accommodation What kind of accommodation do you live in at present during the working week? (Tick one box only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSFA) Single Living Accommodation (SLA) Substitute Service Single Accommodation (SSSA) (Formerly SSLA) Property I own Privately rented accommodation 6 Please go to Q65 In a relative's (e.g. parents') home Other (please write) If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply) a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).			1	2	3	4	5	6	7
Your Accommodation What kind of accommodation do you live in at present during the working week? (Tick one box only) Service Family Accommodation (SFA) Substitute Service Family Accommodation (SSFA) Single Living Accommodation (SLA) Substitute Service Single Accommodation (SSSA) (Formerly SSLA) Property I own Privately rented accommodation In a relative's (e.g. parents') home Other (please write) If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply) a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).			1	2	3	4	5	6	7
What kind of accommodation do you live in at present during the working week? (Tick one box only) Service Family Accommodation (SFA)		g. My Unit's Welfare staffs.	1	2	3	4	5	6	7
What kind of accommodation do you live in at present during the working week? (Tick one box only) Service Family Accommodation (SFA)									
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Single Living Accommodation (SLA) Substitute Service Single Accommodation (SSSA) (Formerly SSLA) Please go to Q63 Property I own Privately rented accommodation In a relative's (e.g. parents') home Other (please write) If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply) a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).		• •			1	Please go to	Q63		
Substitute Service Single Accommodation (SSSA) (Formerly SSLA) Property I own Privately rented accommodation In a relative's (e.g. parents') home Other (please write) If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply) a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).		Substitute Service Family Accommodation (S	SSFA)		2	Please go to	Q63		
Substitute Service Single Accommodation (SSSA) (Formerly SSLA) Property I own Privately rented accommodation In a relative's (e.g. parents') home Other (please write) If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply) a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).		Single Living Accommodation (SLA)	•]3	Please go to	Q63		
Property I own 5			SSA) (Foi	rmerly SSI	(A)	_			
Privately rented accommodation In a relative's (e.g. parents') home Other (please write) If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply) a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).		•	700717 (7 0	mony co.	5	_			
In a relative's (e.g. parents') home Other (please write) If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply) a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).					<u> </u>	_			
Other (please write) If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply) a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).					<u></u>	_			
If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply) a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).					 8	_			
was/were the reason(s) for this? (Tick all that apply) a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).		Otner (please write)				Please go to	Q65		
was/were the reason(s) for this? (Tick all that apply) a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).									
was/were the reason(s) for this? (Tick all that apply) a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).									
was/were the reason(s) for this? (Tick all that apply) a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).									
a. Posting requrement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).	3				ccommo	dation in t	the last 1	2 months	s, what
b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).		` ,	Can that	арріу)	1				
c. Personal circumstances (e.g. marriage, separation, divorce).		•			□□ □□1				
		•			∐ □1				
d. Other (please write).			paration, o	divorce).	∐ □1				
		d. Other (please write).							
	ı	With regard to your ourrent Service A	ccomma	dation !	now sotio	find are w	011 With 41	no follow	vina?
With regard to your current Service Accommodation how actisfied are you with the following?		with regard to your current Service A	CCOMM	odation, i		-	ou with ti	ie ioliow	ring ?
With regard to your current Service Accommodation, how satisfied are you with the following? Neither							issatisfied d	Very lissatisfied	N/A / don't
Neither Very satisfied nor Very N/A / don't		a. The overall standard.	34	1	2	3	4	5	6
Neither Very satisfied nor Very N/A / don't satisfied Satisfied dissatisfied dissatisfied know		b. The value for money.			2	3	4	<u> </u>	6
Neither very satisfied nor very N/A / don't satisfied Satisfied dissatisfied dissatisfied know a. The overall standard.		•	e/repair to	1	2	3	4	5	6
a. The overall standard. b. The value for money. c. The response to requests for maintenance/repair to Neither satisfied nor Very N/A / don't dissatisfied Dissatisfied dissatisfied know dissatisfied Dissatisfied dissatisfied know 1		d. The quality of maintenance/repair work to accommodation.	my curren	t 1	2	3	4	5	6
Very satisfied Satisfied Obssatisfied Dissatisfied dissatisfied know dissatisfied D		e. How fairly Service Accommodation is alloc	ated.	1	2	3	4	5	6

Do you currently own your own home? Please answ property or not.	ver this question whether you live in this
Yes Please go to Q67	
No Please go to Q66	
No, but I am currently saving up to buy a home in the future 3 Please go to Q66	
Please indicate whether each of the following is a re (Tick all that apply) (Once completed please go to Q69)	eason why you <u>do not own</u> your own hom
a. I don't want to own a home at this stage in my life/career.	
b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is.c. I want to be able to move about/move my family with me when I am posted.	
d. I don't want to buy a home where I am currently located.	
e. I can't afford to buy a suitable home at the moment.	
f. I don't want to risk losing money.	
g. I wouldn't be able to live in the home.	1
h. Other (please write).	1
Please indicate whether each of the following was a (Tick all that apply)	reason why you bought your own home
a. To give stability for myself and my family.	
b. The allowances for living in my own home.	
c. To rent it out.	
d. Poor standards of SLA or SFA.	
e. Poor location of SLA or SFA.	
f. The cost of SLA or SFA.	
g. I wanted to live with my partner.	
h. Other (please write).	
If you currently own a home, how satisfied are you w	with the following?
Very	Neither satisfied nor Very
	atisfied dissatisfied Dissatisfied dissatisfied
a. The opportunity to live in my own home.	2 3 4 5
b. The allowances for living in my own home.	2 3 4 5

Q69	Which of the following statements apply to you? (Tick all that apply)	
	a. In the last year, I have used Forces Help to Buy (FHTB) for my home purchase.]1
	b. In the last year, I have used FHTB to extend my home.]
	c. I am considering using FHTB for a future home purchase.	7'
	d. In the last year, I purchased my own home without the use of LSAP, FHTB or the Government	_ _ ¹
	Affordable Housing Schemes.	
	e. In the last year, I used a Government Affordable Housing Scheme (e.g. Help to Buy: Equity Loan / Mortgage Guarantee / New Buy / Shared Ownership Schemes).]
	f. None of the above.	
You car	an find more information on Forces Help to Buy at the following link: www.gov.uk/forces-help-	to-buy
	Catering, Retail and Leisure	
Q70	Thinking specifically about food and drink supplied on your Unit, when considering wher which of these factors are important to you? (Tick all that apply)	e to eat
	a. Price.	
	b. Value for money.	
	c. Choice.	
	d. Quality.	
	e. Quantity.	
	f. Well known brand.	
	g. Where it is sourced from (e.g. Fairtrade, locally produced).	
	h. Other (please write).	
Q71	How often do you use Service-provided catering facilities?	
	Always Often Sometimes Rarely Never a. For eating at breakfast. Always Often Sometimes Rarely Never 1	<i>N/A</i>
	b. For eating at lunchtime.	6
	c. For eating in the evening.	6
	d. For drinking, socialising in the bar.	6
	e. For informal functions.	6
	f. For formal functions (Officers/SNCOs/WOs only).	6
Q72	How satisfied are you with the following?	
	Neither Very satisfied nor Very	A.//A
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied a. The availability of food during the week on my	<i>N/A</i>
	Unit (e.g. opening hours).	<u> </u>
	b. The number of functions during the year.	
	c. The standard of service from catering contractors on my Unit.	6

Your Family Life

Q73	What is your current personal status?	
	Single (never married or formed a civil partnership)	Please go to Q75
	In a long term / established relationship (but not married or in a civil partnership)	
	Married / In a civil partnership	
	Separated, but still legally married or in a civil partnership	Please go to Q75
	Divorced / Formerly in a civil partnership which is now legally dissolved	Please go to Q75
	Widowed / The surviving partner from a civil partnership	Please go to Q75
	Prefer not to say	Please go to Q75
Q74	What is your spouse/partner's current employment situation?	
	In the Armed Forces In voluntary (unpaid) employment	
	In full-time paid employment / full-time self-employment (other than	
	Armed Forces) In full-time or part-time education	
	In part-time paid employment / 3 part-time self-employment	
Q75	Do you have any children whom you support financially?	
	Yes 1	
	No Please go to Q80	
Q76	If YES, how many children do you have in each age group? (Please write the leach category in each box, e.g. "3", or if you do not have children in a category please under 5 years Under 5 years Between 5 and 17 years 18 years and over	
Q77	Do any of your children live with you? (Tick one box only).	
	Yes	
	Shared Access 2	
	Weekends/holidays only 3 Please go to Q80	
	No Please go to Q80	
	N/A Please go to Q80	
Q78	If you have a child or children living with you, do you consider yourself to be a Yes $1 No 2^2 N/A 3^3$	a lone/single parent?
Q79	If you require childcare, how satisfied are you with the locally provided child	care facilities?
	Very satisfied Dissatisfied	
	Satisfied Very dissatisfied 5	
	Neither satisfied nor dissatisfied 3 N/A	

Q80	Do you have caring responsibilities for infirm or elderly adult(s)? Yes \(\sum_1^2 No \sum_2^2 \)
	F would like to understand how Service life affects personal finance. The tion could improve training and policy.
Q81	If you have been declined credit in the last 12 months, what was the reason for this? (Tick one box only)
	Failed credit check
	Lack of UK credit history
	Too many address moves
	Don't know
	Prefer not to say
	Other (please write)
Q82	Do you currently have personal debt levels that concern you?
	Yes U
	No L2²
	Being Part of Society
Q83	Are you currently registered to vote?
	Yes Please go to Q84
	No Please go to Q85
	Don't know Please go to Q86
Q84	If you are currently registered to vote, are you registered as? (Tick one box only).
Q 04	An ordinary/residential voter – registered for one year, usually via the annual update of Please go to Q86
	voters (annual canvass)
	A Service voter – registered for five years, via a service declaration
	An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas
Q85	If you are not currently registered to vote, what is the main reason for this? (Tick one box only).
	I did not receive an electoral registration form
	I have not got around to it, but aim to do it I wish to remain impartial
	I do not know how to register Other

The 'Armed Forces Covenant' was announced by the Government in May 2011 and sets a framework for how past and present Armed Forces personnel, and their families, can expect to be treated by the Government and by the rest of the country in recognition of the personal risks and sacrifices they experience. **Q86** Which of these best sums up your awareness of the Armed Forces Covenant? I've never heard of it I've heard of it but know nothing about it I've heard of it and know a little about it I've heard of it and know a lot about it **Q87** Which, if any, of the following areas do you feel advantaged/disadvantaged as a Service Person, compared to the general public? (Tick all that apply) Neither advantaged Strongly nor dis-Dis-Strongly dis- Don't know / advantaged Advantaged advantaged advantaged advantaged N/A a. Family's access to NHS care. b. Children's Education. c. Housing. d. Family life. e Benefits. f. Tax. g. Commercial Products and Services (e.g. Money Force, Defence Discount Services and Defence Privilege Cards). h. Participation as Citizens (e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition). i. Other (Please write). **Q88** How strongly do you agree or disagree with the following? Neither Strongly Strongly agree nor Don't know Disagree Aaree aaree disagree disagree a. I offer an important service to the country. b. Members of the Armed Forces are valued by society at large. **Taking Action and Your Comments Q89** How strongly do you agree or disagree with the following? Neither Strongly Strongly agree nor Disagree Don't know agree Agree disagree disagree a. I believe the leaders in the RAF will take action on the results of AFCAS. b. I think effective action has been taken in the RAF on the results of AFCAS.

Q90

This survey is?

Too long

About right

Too short

Q91	How long did it take you to complete	this survey?			
	Less than 10 minutes 1	30-40 minutes	4	Over an hour	7
	10-20 minutes	40-50 minutes	5		
	20-30 minutes 3	50-60 minutes	6		
Q92	Please use this box to provide any f	urther comments	about working	and living in the RAF	

Thank you for completing this survey. Please return it as soon as you can to:

a:cet Ltd, Office 208, Building 3, Chiswick Park, 566 Chiswick High Road, London W4 5YA using the envelope-provided.

Responses must reach us by 13th February 2017 in order to be included. Please allow sufficient time for postage.