

## Annex A - ResCAS 2017: Tri-Service Questionnaire Items

### Life in the Reserves

**1. How satisfied are you with:**

(Very Satisfied/ Satisfied/ Neither satisfied nor dissatisfied/ Dissatisfied/ Very Dissatisfied)

- Life in the [Service] Reserve in general [R001]

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

(Strongly Agree/ Agree/ Neither agree nor disagree/ Disagree/ Strongly Disagree)

- I feel proud to be in the [Service] Reserve [R002]
- I feel motivated to the best job I can for the [Service] Reserve [R003]
- I would recommend joining the [Service] Reserve to others [R004]
- I think that the [Service] Reserve respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.) [R153]

**3. How does life in the [Service] Reserve compare with what you expected it to be when you first joined? [R075]**

(Much better/ Better/ About the same/ Worse/ Much worse)

**4. How long do you intend to stay in the [Service] Reserve? [R009]**

(Less than 1 year/ 1-2 years/ 3-4 years/ 5-6 years/ 7 years plus/ Not sure)

### Reasons for joining, staying and leaving the Reserves

**5. What were your main reasons for joining the [Service] Reserves? (tick all that apply)**

- To serve my country [R055]
- Interested in joining the Regulars in the future [R056]
- To do something different [R057]
- Reserve pay or bounty [R058]
- The courses/skills training on offer [R059]
- To develop my civilian career [R060]
- For excitement and adventure [R061]
- For the challenge [R062]
- Personal development [R063]
- The type of work [R064]
- To travel and experience new places [R065]
- To make a difference/do something worthwhile [R066]
- To go on exercise or be deployed [R067]
- For fitness and to do something active [R068]
- Career opportunities in the [Service] Reserve [R069]
- The experience of Service life [R070]
- To meet like-minded people/make new friends [R071]
- Former Regular and wanted to carry on serving in some capacity [R072]
- Other (please specify) [R073, R074 – text response only]

**6. What are your main reasons for staying in the [Service] Reserves? (tick all that apply)**

- To serve my country [R076]
- Interested in joining the Regulars in the future [R077]
- To do something different [R078]
- Reserve pay or bounty [R079]
- The courses/skills training on offer [R080]
- To develop my civilian career [R081]

- For excitement and adventure [R082]
- For the challenge [R083]
- Personal development [R084]
- The type of work [R085]
- To travel and experience new places [R086]
- To make a difference/do something worthwhile [R087]
- To go on exercise or be deployed [R088]
- For fitness and to do something active [R089]
- Career opportunities in the [Service] Reserve [R090]
- The experience of Service life [R091]
- The people, friends and camaraderie [R092]
- The prospect of improved Reserve Terms and Conditions in the future [R093]
- Other (please specify) [R094, R095 – text response only]

**7. ANSWER THE FOLLOWING QUESTION ONLY IF YOU PLAN TO LEAVE WITHIN THE NEXT YEAR.**

**Thinking about your reasons for leaving, what has played a part in your decision? (tick all that apply)**

- The money I receive from my Reserve service is insufficient [R096]
- I don't want to be mobilised on operational tours [R097]
- Lack of opportunity to be mobilised on operational tours [R098]
- I was not happy with my role during my last operational tour [R099]
- Poor management and leadership [R100]
- I have received inadequate training [R101]
- I am not happy with the administrative support I receive [R102]
- Lack of opportunity for promotion [R103]
- Lack of opportunity to lead and command [R104]
- Lack of opportunity to develop technical skills [R105]
- Lack of challenge [R106]
- Too much time spent doing administration/JPA [R107]
- I want to join one of the Regular Services [R108]
- Personal or family pressures [R109]
- Work or employer pressures [R110]
- Bored with the [Service] Reserve [R111]
- Don't like the way the Regulars treat me [R112]
- I'll have reached the Reserves retirement age [R149]
- I don't feel valued by the Service [R114]
- Health issues or pregnancy [R115]
- Other (please specify) [R116, R117 – text response only]

**Pay, Allowances and Admin Support**

**8. How satisfied are you with the following?**

(Very Satisfied/ Satisfied/ Neither satisfied nor dissatisfied/ Dissatisfied/ Very Dissatisfied/ Don't know/NA)

- Your Reserve Service pay [R010]
- Your Annual Bounty [R011]
- Your Reserve Service expenses allowance (for travel etc.) [R012]
- The admin support within your unit [R013]

## Kit and Equipment

### 9. How satisfied are you with the following?

(Very Satisfied/ Satisfied/ Neither satisfied nor dissatisfied/ Dissatisfied/ Very Dissatisfied/ Don't know/NA)

- The availability of personal\* equipment/kit you have to do your role [R015]
- The standard of personal\* equipment/kit you have to do your role [R016]
- The standard of personal equipment you have compared with Regulars [R017]

\*E.g. clothes, boots, personal weapon

## Mobilisation

### 10. Have you been mobilised as a Reservist? [R121]

- Yes
- No (router)

### 11. In which year were you last mobilised as a Reservist? [R122]

- YEAR – NUMERIC BOX

### 12. How satisfied are you with the following?

(Very Satisfied/ Satisfied/ Neither satisfied nor dissatisfied/ Dissatisfied/ Very Dissatisfied/ Don't know/NA)

- The support you received from the [Service] when you were last mobilised [R020]
- The support your family received from the [Service] when you were last mobilised [R021]

## Training

### 13. How satisfied are you with the following?

(Very Satisfied/ Satisfied/ Neither satisfied nor dissatisfied/ Dissatisfied/ Very Dissatisfied /Don't know/NA)

- The **amount** of training you have received for your current role [R022]
- The **quality** of training you have received for your current role [R023]
- The amount of training you have undertaken with Regulars [R024]
- The amount of leadership training you have received [R025]
- Your opportunity to take part in Adventurous Training [R026]

## Career Progression

### 14. How satisfied are you with the following?

(Very Satisfied/ Satisfied/ Neither satisfied nor dissatisfied/ Dissatisfied/ Very Dissatisfied / Don't know/NA)

- Your career management within your unit [R027]
- Your career management by the [Service Personnel Centre] [NPT/NPT(RM)]; Army Personnel Centre (APC) (Major and above only); Reserve Forces Manning Centre (RAF)] [R028]
- Your opportunities for personal development [R029]
- Your opportunities for promotion [R030]

## Perception of Reserves

### 15. As an [Service] Reservist, how strongly do you agree or disagree with the following?

(Strongly Agree/ Agree/ Neither agree nor disagree/ Disagree/ Strongly Disagree / Don't know)

- I feel valued by Regulars [R031]
- I feel valued by society [R032]
- I am treated as an equal member of the [Service] by Regulars [R033]

## Family Support

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

(Strongly Agree/ Agree/ Neither agree nor disagree/ Disagree/ Strongly Disagree / Don't know / NA)

- My family supports my Reserve service [R125]
- My family values my Reserve service [R126]
- My family would prefer that I was not a Reservist [R127]

## Your civilian employment

### 17. What is your current civilian employment status (Where more than one option applies please choose the option that is most predominant to you) [R054]

- I am currently FTRS (router)
- In full-time employment
- In part-time employment
- Self-employed
- Not in civilian employment – seeking civilian employment (router)
- Not in civilian employment – not seeking civilian employment (router)
- In full time education/personal development (router)
- In part-time education(router)
- Other (Please specify) [R042 – text response only]

### 18. What type of organisation do you work for in your main civilian job (please tick one box only) [R043]

- Private sector organisation/company
- Public Sector Organisation
- Third Sector (Charity)
- Self-employed
- N/A – I don't currently have a civilian job
- Other (Please specify) [R044 – text response only]

### 19. How many employees work for your main civilian employer or for you if you are self-employed (please tick one box only) [R045]

- None
- Fewer than 10 employees
- 10-50 employees
- 51-250 employees
- More than 250 employees
- N/A – I don't currently have a civilian job

### 20. Is your main civilian employer aware that you are an [Service] Reservist? (Please tick one box only) [R046]

- Yes
- No
- Don't know
- Self-employed
- N/A – I don't currently have a civilian job

**21. How strongly do you agree or disagree with the following**

(Strongly Agree/ Agree/ Neither agree nor disagree/ Disagree/ Strongly Disagree/ Don't know/ N/A)

- My main civilian employer supports my Reserve service [R047]
- My main civilian employer values my Reserve service [R048]
- My main civilian employer would prefer that I was not a Reservist [R049]
- My civilian colleagues support my Reserve service [R050]
- Being a Reservist is good for my civilian career [R051]
- I use my civilian skills in the [Service] Reserve [R052]
- I use skills gained through my military experience in my civilian employment [R053]

**22. Do you believe that you have been unreasonably disadvantaged in your civilian job as a result of your Reserve service in the last 12 months (e.g., missed bonus, missed pay increase, given lesser role, made redundant etc.)? [R123]**

- Yes
- No
- Don't know
- N/A

**23. If you believe that you have been unreasonably disadvantaged in your civilian job as a result of your Reserve service please tell us how. (open comments box) [R124]**

**24. Do you believe that you have been advantaged in your civilian job as a result of your Reserve service in the last 12 months (e.g., new/improved role or promotion due to skills learned in the [Service], status for being in the [Service] etc.)? [R140]**

- Yes
- No
- Don't know
- N/A

**25. If you believe that you have been advantaged in your civilian job as a result of your Reserve service please tell us how. (open comments box) [R141]**

**About you**

**26. Are you: [R129]**

(Army ask this question using 12 options in 'What is your rank?'; the options below are therefore derived for Army)

- A trained Reservist (completed phase 2 training)
- An untrained Reservist (not completed phase 2 training)

**27. When did you join the Volunteer Reserves? [R128]**

- In the last 3 months
- 4-11 months ago
- 1-2 years ago
- 3-4 years ago
- 5-6 years ago
- 7-10 years ago
- More than 10 years ago

**28. Are you: [R150]**

- Male
- Female

**29. How old are you? [R156]**

- 17 - 24
- 25 - 34
- 35 - 44
- 45 - 54
- 55 - 64
- 65 +

**30. How many children do you support financially? [R152]**

- 0 children
- 1 child
- 2 children
- 3 children
- 4 or more children

**31. What is your current personal status? (Please tick one box only) [R148]**

- 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
- Widowed/the surviving partner from a civil partnership
- Prefer not to say

**32. What is your highest qualification? (Please tick one box only) [R147]**

- GCSEs/O-Levels
- Vocational Qualifications (NVQ1 & 2)
- A-Levels or equivalent (NVQ3)
- University degree or diploma or equivalent (NVQ4)
- Higher university degree/Doctorate/MBA or equivalent
- Other
- No formal qualifications

**33. Do you consider yourself to be from an ethnic minority? [R151]**

- Yes
- No

**34. Have you ever been a member of a Service Cadet Force? [R159]**

- Yes
- No (router)

**35. If yes, were you a member of the (tick all that apply):**

- SCC
- CCF(RN)

- CCF(Army)
- CCF(RAF)
- ACF
- ATC