



Ministry
of Defence

Armed Forces Continuous Working Patterns Survey 2016/17

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Reference tables

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Introduction

This report gives the main results of the 2016/17 Continuous Working Patterns (CWP) survey. The aim of the CWP survey is to describe the working patterns of trained, regular UK Armed Forces for a full working week. Chief of Defence People (CDP) sponsors the survey under a remit from the Armed Forces Pay Review Body (AFPRB) to inform their work.

CWP questionnaires were distributed at a time of change for the MOD, including the announcement of the Future Accommodation Model¹ (FAM), the New Joiner Offer Project² (NJO) and the Flexible Engagement System Project³ (FES).

A total of 18,450 surveys were distributed. 3,796 of the returned surveys were considered valid, which equated to a response rate of 21%. In the previous survey conducted in 2015/16, the response rate was 24%.

In order to detect any statistical differences in working patterns between the current year and the previous year, a series of z-tests were conducted at the 95% confidence level. This is a fairly stringent level and means that there should be a less than 5% (5 in 100) chance that differences observed in the CWP results are not representative of the Armed Forces as a whole. This reduces the likelihood of wrongly concluding that there has been an actual change based on the survey results, which only cover a sample of the Armed Forces.

Where a statistical difference has been found, the following key has been used in the relevant cells:

Blue highlighting means that the 2016/17 figure is significantly lower than that reported in 2015/16.

Purple highlighting means that the 2016/17 figure is significantly higher than that reported in 2015/16.

For the Army and RAF, the CWP survey measures the working patterns of personnel deployed on overseas Operations. On the 27th October 2014, the UK Armed Forces ceased all combat Operations in Afghanistan and withdrew the last of its combat troops (MOD Annual Report and Accounts 2014-2015⁴). The end of combat Operations in Afghanistan has led to a reduction in the number of personnel deployed on overseas Operations, which in turn has led to a decrease in the number of personnel deployed on overseas Operations being sampled to complete the CWP survey. Therefore, the Army and RAF figures for the location category overseas Operations should be treated with caution.

For the Army, the CWP survey measures the working patterns of personnel based in Germany. In 2013 the Army Basing Programme⁵ (ABP) was set up to implement the Army Basing Plan⁶ - to withdraw all Army units from Germany by 2020. This withdrawal of Army units from Germany may have had an impact on the working patterns of Army personnel still based in Germany and as such, figures for the location category Germany should be treated with caution.

Please see the Background Quality Report⁷ for full details of the survey methodology, analysis and data quality considerations.

- 1 [Future Accommodation Model \(FAM\)](#)
- 2 [New Joiner Offer Project \(NJO\)](#)
- 3 [Flexible Engagement Project \(FES\)](#)
- 4 [MOD Annual Report and Accounts 2014-2015](#)
- 5 [Army Basing Programme](#)
- 6 [Army Basing Plan](#)
- 7 [CWP Background Quality Report](#)

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Key: Blue indicates the 2016/17 average is significantly lower than that reported in 2015/16.

Purple indicates the 2016/17 average is significantly higher than that reported in 2015/16.

Differences between 2015/16 and 2016/17 averages are provided in brackets.

SECTION 1: KEY FINDINGS

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

	UK Armed Forces		Naval Service		Army		RAF	
All Ranks/Rates	44.7		48.7		43.8		43.0	(-0.9)
Senior Officers	51.6	(-1.5)	50.9		52.7	(-2.0)	50.3	
Junior Officers	48.9	(-2.2)	51.3	(-2.4)	49.5	(-3.4)	46.3	
Senior Ranks/Rates	45.7		48.8	(2.1)	45.3		43.3	
Junior Ranks/Rates	42.4		47.7		41.4		40.6	

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

	UK Armed Forces		Naval Service		Army		RAF	
All Ranks/Rates	63.4	(-1.0)	75.2	(4.3)	59.7	(-2.9)	61.6	
Senior Officers	69.0	(-1.7)	73.4		67.0	(-3.5)	68.5	
Junior Officers	68.3	(-3.0)	74.5	(-4.4)	69.3	(-3.1)	62.1	
Senior Ranks/Rates	64.3		78.0	(10.5)	60.1	(-3.2)	60.3	
Junior Ranks/Rates	61.4		74.2	(3.5)	57.4	(-2.7)	60.7	

SECTION 2: RESPONSE RATES

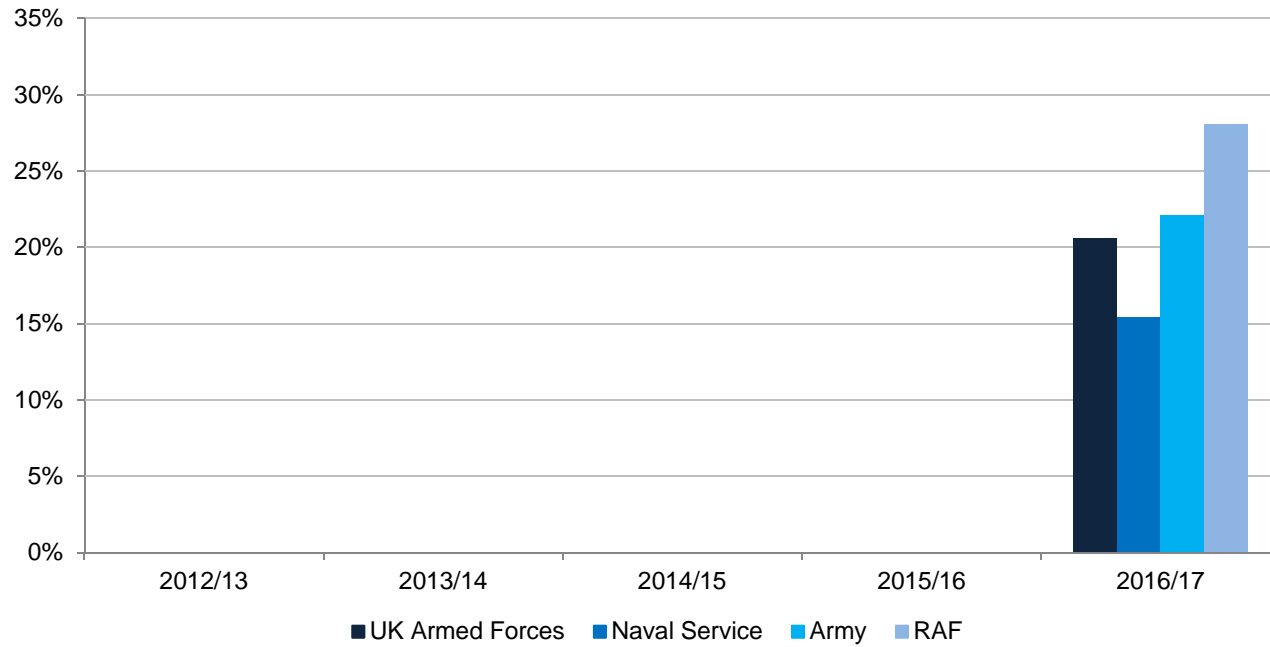
Table 2.01: Valid response rates by Service 2016/17

	Sample Size	Valid responses	Valid Response rate
UK Armed Forces	18,450	3,796	21%
Naval Service	7,638	1,177	15%
Army	7,018	1,553	22%
RAF	3,794	1,066	28%

Table 2.02: Number of valid responses and valid response rates by Service between 2012/13 and 2016/17

	Number of valid responses					Valid response rates				
	2012/13	2013/14	2014/15	2015/16	2016/17	2012/13	2013/14	2014/15	2015/16	2016/17
UK Armed Forces	3,126	4,553	4,059	4,286	3,796	17%	26%	24%	24%	21%
Naval Service	1,009	1,584	1,423	1,487	1,177	16%	25%	22%	21%	15%
Army	1,071	1,750	1,523	1,631	1,553	14%	24%	23%	24%	22%
RAF	1,046	1,219	1,113	1,168	1,066	24%	30%	28%	28%	28%

Figure 2.01: Valid response rates by Service, between the 2012/13 and 2016/17 CWP Surveys



Key: Blue indicates the 2016/17 average is significantly lower than that reported in 2015/16.
 Purple indicates the 2016/17 average is significantly higher than that reported in 2015/16.
 Differences between 2015/16 and 2016/17 averages are provided in brackets.

SECTION 3: THE UK ARMED FORCES PICTURE

Table 3.01: Hours worked by Service

	2012/13	2013/14	2014/15	2015/16	2016/17
UK Armed Forces	47.9	45.2	44.5	44.9	44.7
Naval Service	50.7	48.9	48.4	48.9	48.7
Army	48.1	44.2	43.4	43.7	43.8
RAF	45.0	44.6	43.8	43.9	43.0 (-0.9)

Figure 3.01: Hours worked by Service

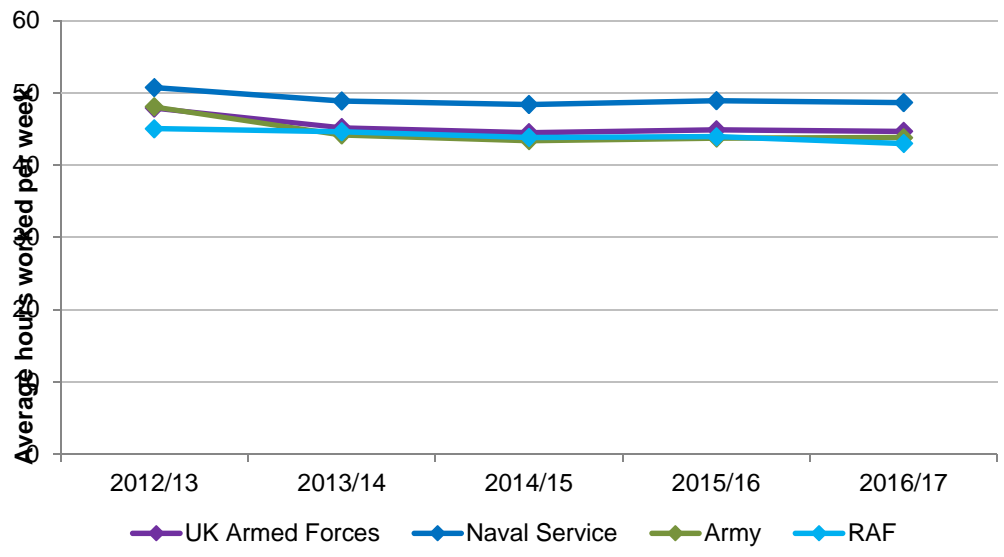


Table 3.02: Hours worked by rank group

	2012/13	2013/14	2014/15	2015/16	2016/17
UK Armed Forces	47.9	45.2	44.5	44.9	44.7
Senior Officers	52.9	53.0	52.5	53.1	51.6 (-1.5)
Junior Officers	52.6	50.2	49.8	51.1	48.9 (-2.2)
Senior Ranks/Rates	48.0	47.1	45.8	45.9	45.7
Junior Ranks/Rates	46.5	42.6	42.0	42.2	42.4

Figure 3.02: Hours worked by rank group

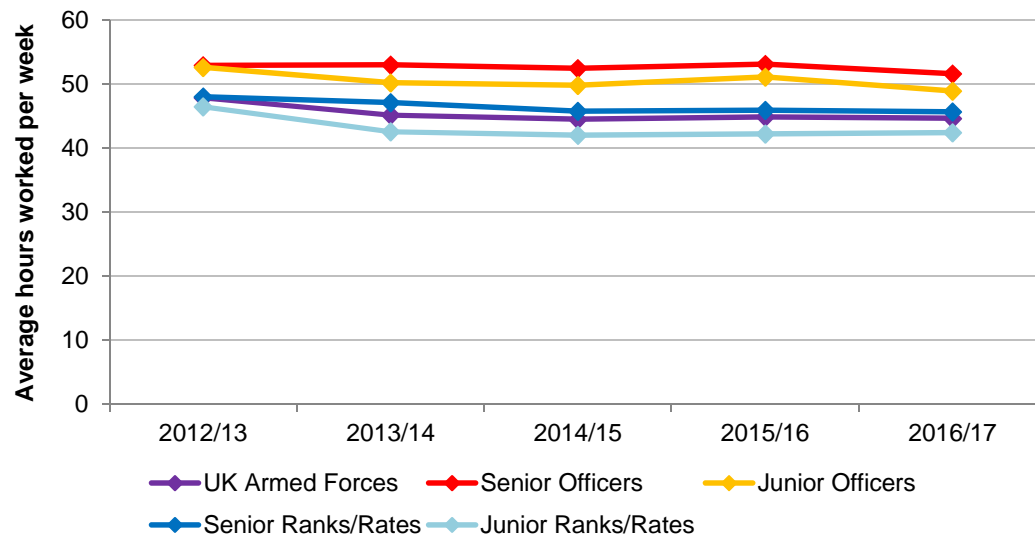


Table 3.03: Distribution of hours worked by Service *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
UK Armed Forces	43%	32%	15%	4%	7%	100%
Naval Service	38%	25%	16%	5%	16%	100%
Army	45%	31%	15%	4%	5%	100%
RAF	41%	40%	14%	4%	2%	100%

* This table is based only on the 2,098 Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 3.03 is only an indication of the working week of Service personnel.

Figure 3.03: Distribution of hours worked by Service

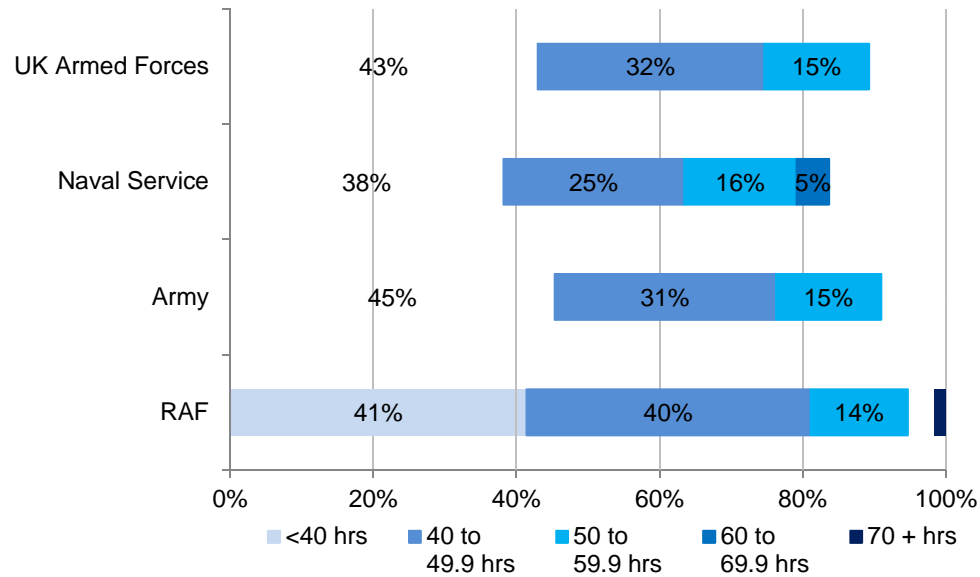


Table 3.04: Distribution of hours worked by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
UK Armed Forces	43%	32%	15%	4%	7%	100%
Senior Officers	9%	43%	31%	9%	7%	100%
Junior Officers	18%	45%	23%	9%	5%	100%
Senior Ranks/Rates	33%	38%	20%	3%	6%	100%
Junior Ranks/Rates	56%	25%	9%	3%	7%	100%

* This table is based only on the 2,098 Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 3.04 is only an indication of the working week of Service personnel.

Figure 3.04: Distribution of hours worked by rank group

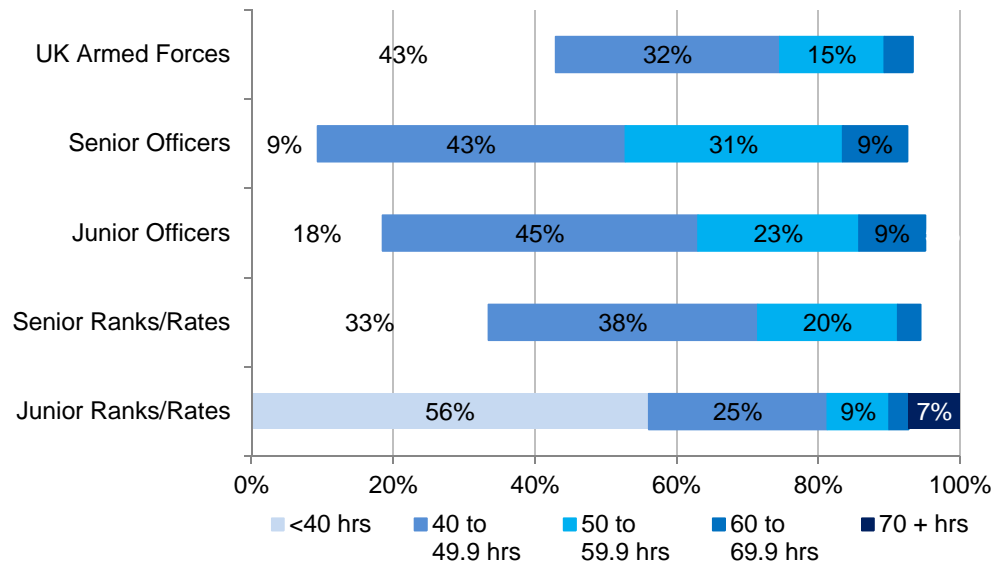


Table 3.05: Unsociable hours worked by Service per week *

	2012/13	2013/14	2014/15	2015/16	2016/17
UK Armed Forces	8.2	6.9	6.6	6.5	6.6
Naval Service	12.2	11.0	10.8	11.2	11.4
Army	7.4	5.5	5.2	5.0	5.2
RAF	6.6	6.7	6.3	5.9	5.5

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

Figure 3.05: Unsociable hours worked by Service per week

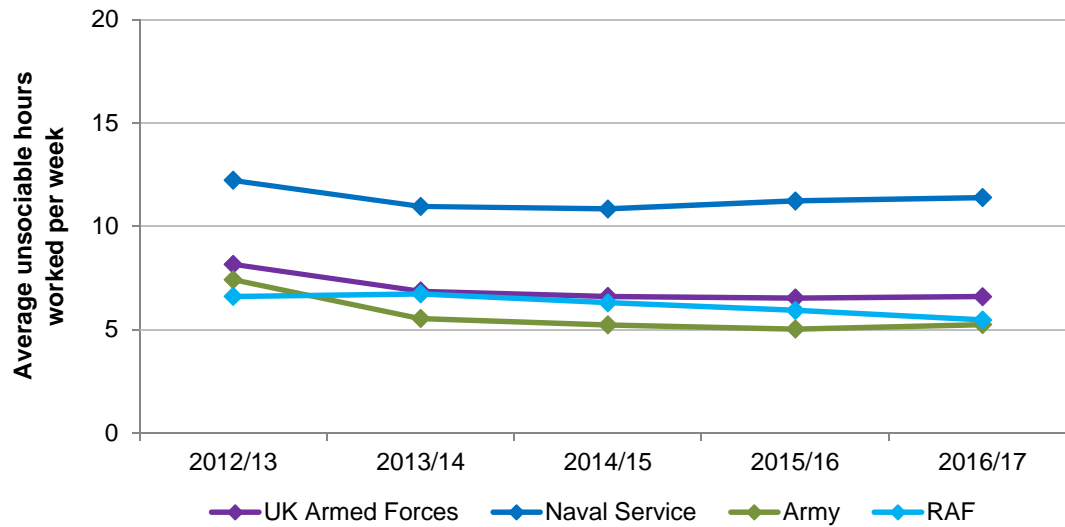


Table 3.06: Proportion of personnel working excessive hours by Service ^{1 2}

	2012/13	2013/14	2014/15	2015/16	2016/17
UK Armed Forces	9%	7%	7%	8%	7%
Naval Service	20%	15%	16%	18%	16%
Army	7%	6%	5%	6%	5%
RAF	4%	4%	4%	3%	2%

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

² This table is based only on the 2,098 Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 3.06 is only an indication of the working week of Service personnel.

Figure 3.06: Proportion of personnel working excessive hours by Service

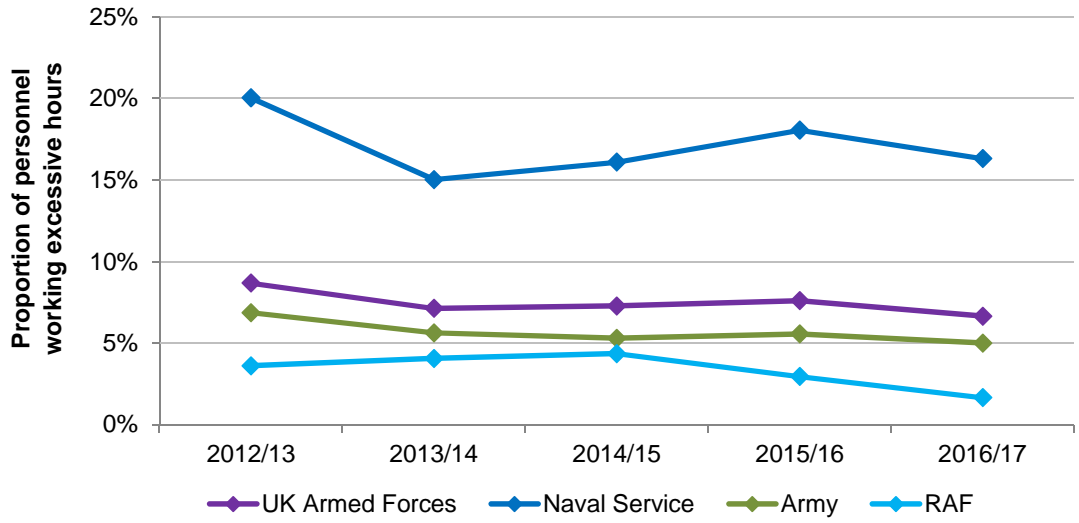


Table 3.07: Hours spent on call by Service

	2012/13	2013/14	2014/15	2015/16	2016/17	
UK Armed Forces	16.7	13.7	12.8	12.8	13.0	
Naval Service	21.2	22.3	19.1	16.3	21.3	(5.0)
Army	15.7	11.0	10.2	11.0	9.7	(-1.3)
RAF	15.3	13.4	13.8	13.9	13.5	

Figure 3.07: Hours spent on call by Service

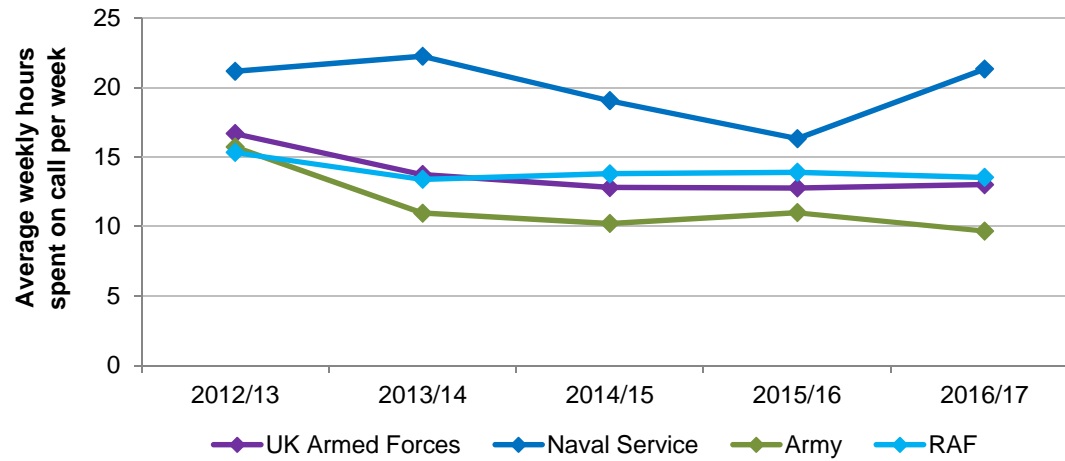


Table 3.08: Hours spent on call by rank group *

	2012/13	2013/14	2014/15	2015/16	2016/17
UK Armed Forces	16.7	13.7	12.8	12.8	13.0
Senior Officers	16.0	14.1	12.9	13.5	13.5
Junior Officers	15.0	18.5	13.0	15.0	14.2
Senior Ranks/Rates	18.6	14.6	14.8	12.2	13.1
Junior Ranks/Rates	16.2	12.7	12.0	12.6	12.7

* Note, statistical tests were performed on the data, but the 2016/17 averages were found not to be significantly different from the 2015/16 averages.

Figure 3.08: Hours spent on call by rank group

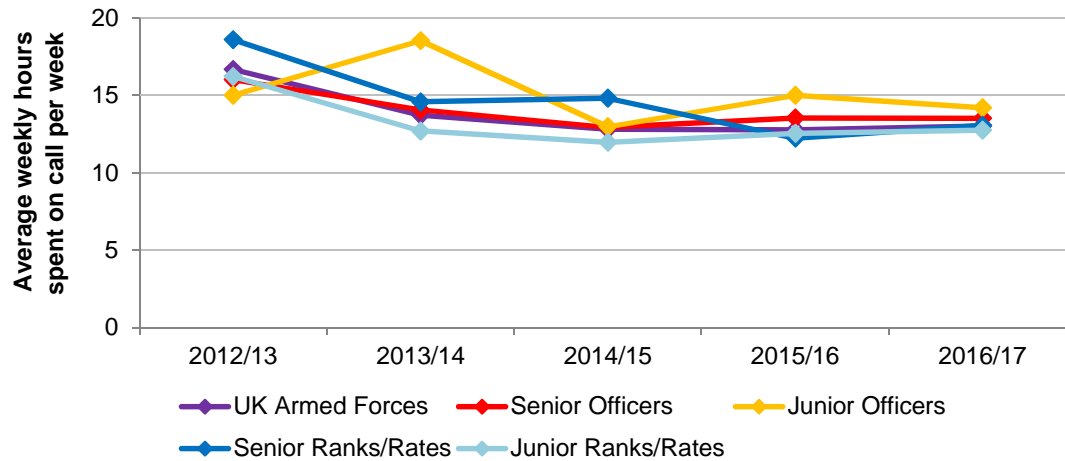


Table 3.09: Hours spent on duty by Service

	2012/13	2013/14	2014/15	2015/16	2016/17	
UK Armed Forces	70.7	65.3	63.8	64.4	63.4	(-1.0)
Naval Service	77.2	77.1	73.3	70.9	75.2	(4.3)
Army	70.5	62.2	60.9	62.5	59.7	(-2.9)
RAF	65.3	63.1	62.7	62.8	61.6	

Figure 3.09: Hours spent on duty by Service

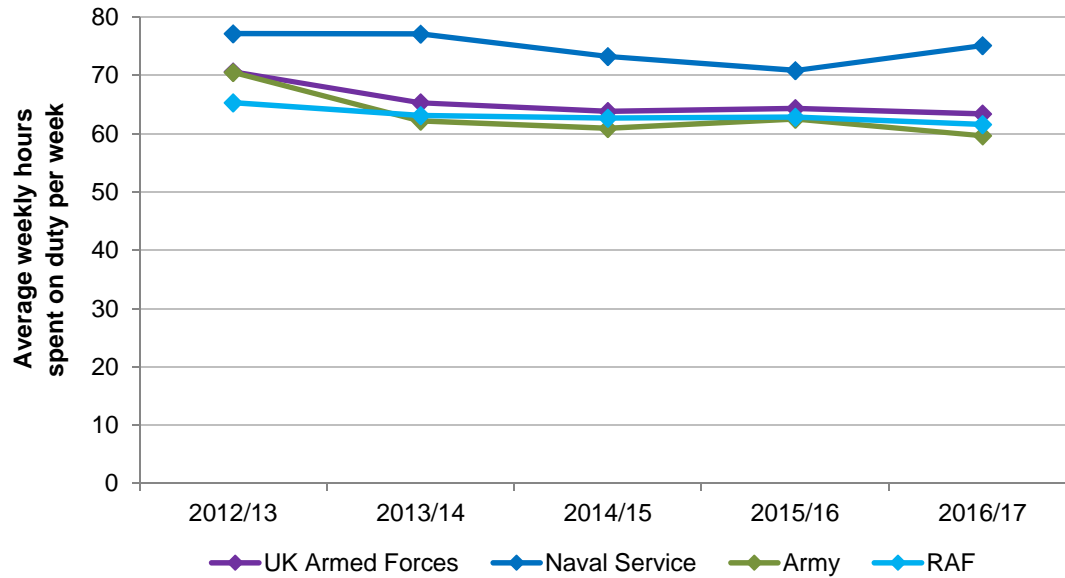


Table 3.10: Hours spent on duty by rank group

	2012/13	2013/14	2014/15	2015/16	2016/17	
UK Armed Forces	70.7	65.3	63.8	64.4	63.4	(-1.0)
Senior Officers	72.7	71.2	69.1	70.7	69.0	(-1.7)
Junior Officers	72.8	73.9	68.1	71.3	68.3	(-3.0)
Senior Ranks/Rates	71.7	67.7	65.9	63.6	64.3	
Junior Ranks/Rates	69.7	62.4	61.6	62.7	61.4	

Figure 3.10: Hours spent on duty by rank group

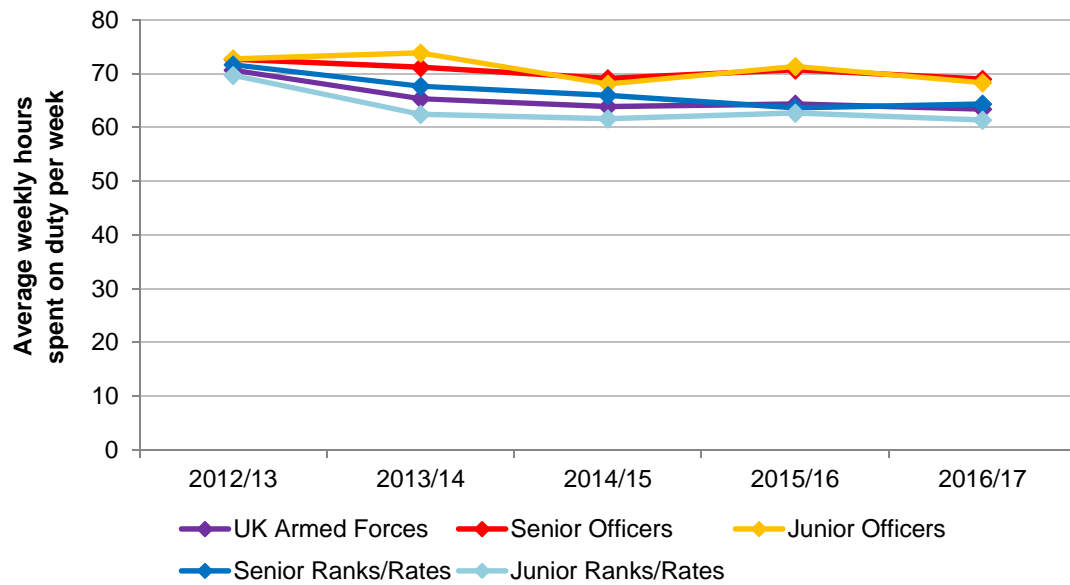


Table 3.11: Average hours spent on duty by Service

	On duty			On duty total	Off duty
	Work	On call	Breaks		
UK Armed Forces	44.7	13.0	5.7	63.4	104.6
Naval Service	48.7	21.3	5.2	75.2	92.8
Army	43.8	9.7	6.2	59.7	108.3
RAF	43.0	13.5	5.1	61.6	106.4

Figure 3.11: Average hours spent on duty by Service

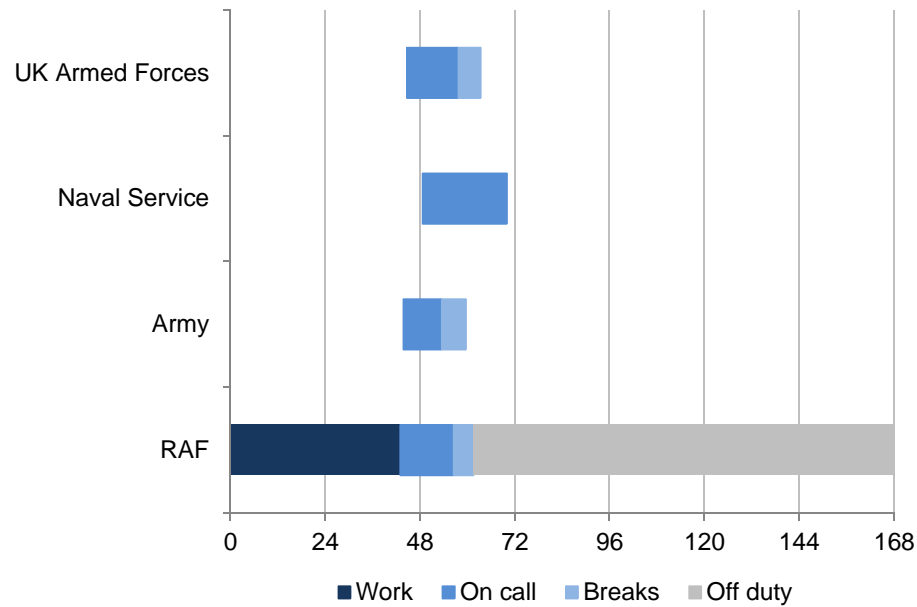


Table 3.12: Average hours spent on duty by rank group

	On duty			On duty total	Off duty
	Work	On call	Breaks		
UK Armed Forces	44.7	13.0	5.7	63.4	104.6
Senior Officers	51.6	13.5	3.8	69.0	99.0
Junior Officers	48.9	14.2	5.2	68.3	99.6
Senior Ranks/Rates	45.7	13.1	5.6	64.3	103.6
Junior Ranks/Rates	42.4	12.7	6.2	61.4	106.6

Figure 3.12: Average hours spent on duty by rank group

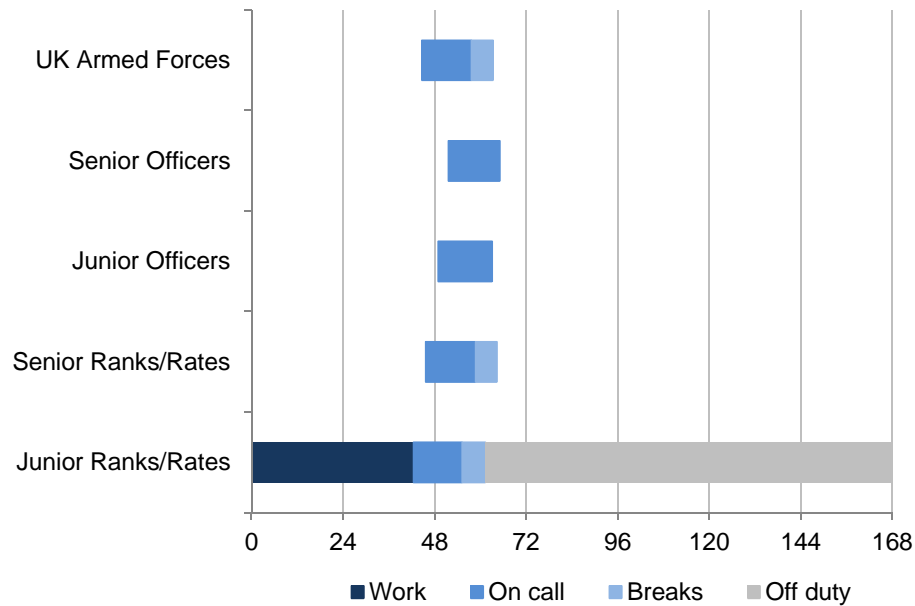


Table 3.13: Distribution of hours spent on duty by Service *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
UK Armed Forces	12%	38%	19%	7%	12%	12%	100%
Naval Service	11%	27%	13%	9%	20%	19%	100%
Army	15%	38%	21%	6%	11%	9%	100%
RAF	7%	48%	18%	9%	8%	10%	100%

* This table is based only on the 2,098 Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 3.13 is only an indication of the working week of Service personnel.

Figure 3.13: Distribution of hours spent on duty by Service

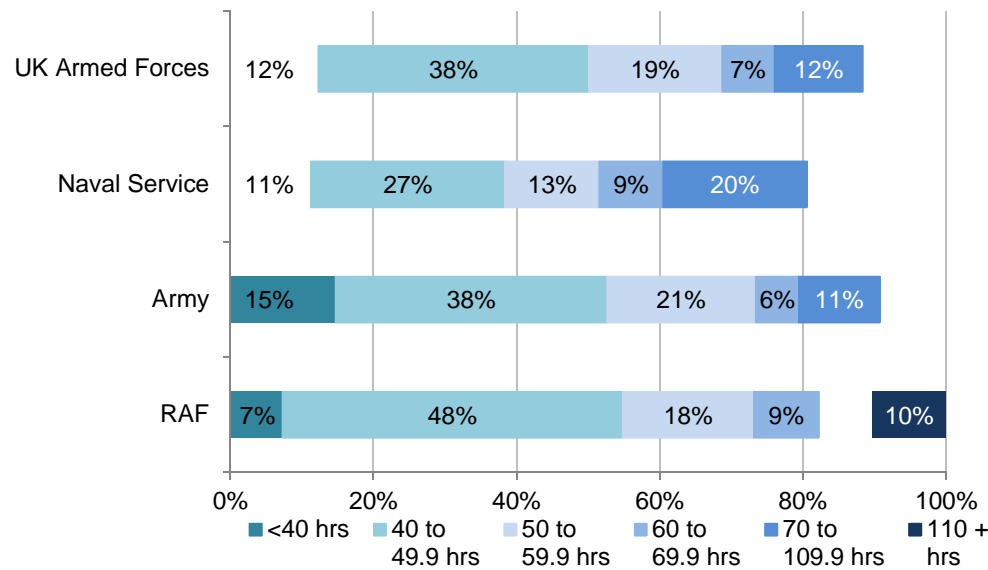
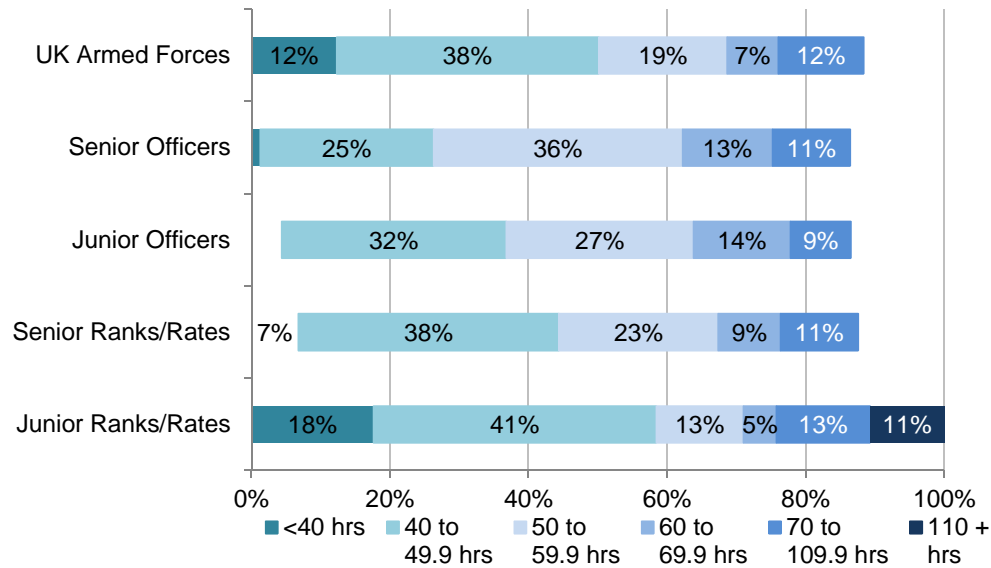


Table 3.14: Distribution of hours spent on duty by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
UK Armed Forces	12%	38%	19%	7%	12%	12%	100%
Senior Officers	1%	25%	36%	13%	11%	14%	100%
Junior Officers	4%	32%	27%	14%	9%	14%	100%
Senior Ranks/Rates	7%	38%	23%	9%	11%	12%	100%
Junior Ranks/Rates	18%	41%	13%	5%	13%	11%	100%

* This table is based only on the 2,098 Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 3.14 is only an indication of the working week of Service personnel.

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



Key: Blue indicates the 2016/17 average is significantly lower than that reported in 2015/16.
 Purple indicates the 2016/17 average is significantly higher than that reported in 2015/16.
 Differences between 2015/16 and 2016/17 averages are provided in brackets.

SECTION 4: THE NAVAL SERVICE PICTURE

Table 4.01: Naval Service hours worked by rank group

	2012/13	2013/14	2014/15	2015/16	2016/17
Naval Service	50.7	48.9	48.4	48.9	48.7
Senior Officers	51.8	52.4	51.8	51.9	50.9
Junior Officers	53.4	52.2	50.9	53.7	51.3 (-2.4)
Senior Ranks/Rates	48.8	48.4	47.8	46.8	48.8 (2.1)
Junior Ranks/Rates	51.1	47.8	47.6	48.6	47.7

Figure 4.01: Naval Service hours worked by rank group

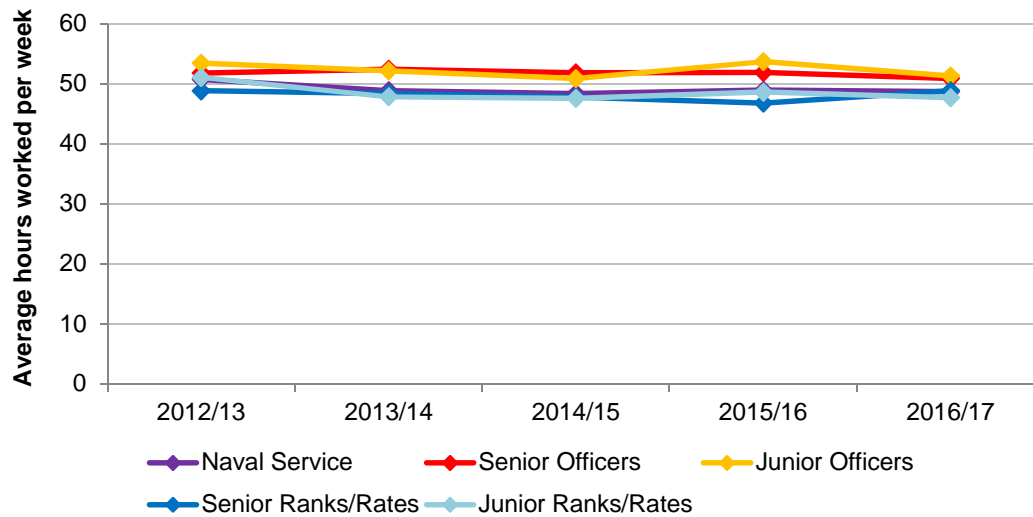


Table 4.02: Naval Service hours worked by location *

	2012/13	2013/14	2014/15	2015/16	2016/17
Naval Service	50.7	48.9	48.4	48.9	48.7
Sea	62.4	63.1	61.2	62.2	60.9
Shore	44.6	41.9	42.4	42.9	43.0

* Note, statistical tests were performed on the data, but the 2016/17 averages were found not to be significantly different from the 2015/16 averages.

Figure 4.02: Naval Service hours worked by location

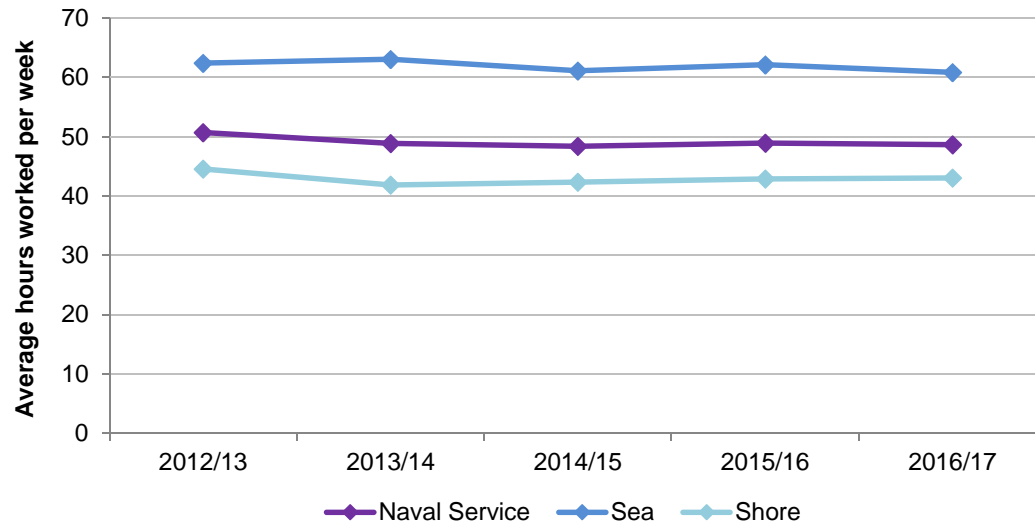


Table 4.03: Naval Service distribution of hours worked by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Naval Service	38%	25%	16%	5%	16%	100%
Senior Officers	13%	41%	25%	10%	10%	100%
Junior Officers	22%	38%	16%	9%	16%	100%
Senior Ranks/Rates	33%	28%	20%	6%	13%	100%
Junior Ranks/Rates	49%	18%	12%	2%	19%	100%

* This table is based on the 587 Naval Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 4.03 is only an indication of the working week of Naval Service personnel.

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

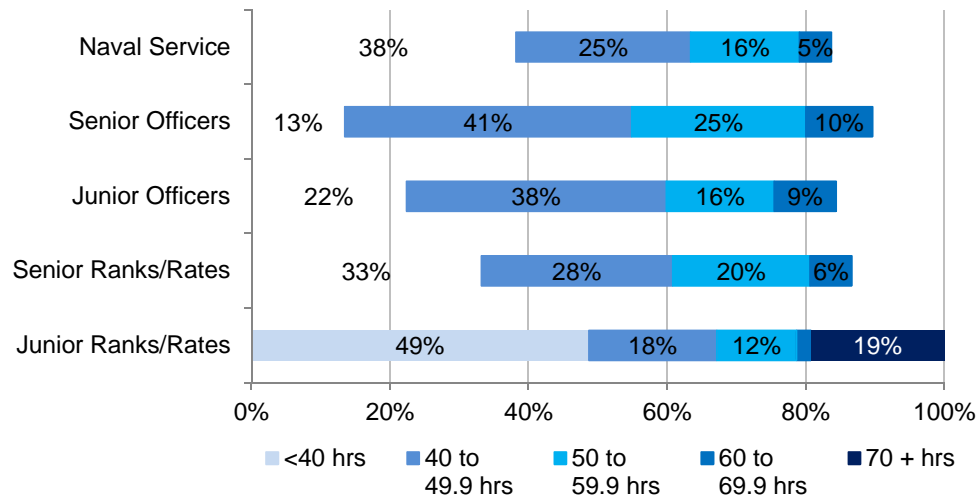


Table 4.04: Naval Service distribution of hours worked by location *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Naval Service	38%	25%	16%	5%	16%	100%
Sea	20%	17%	17%	3%	43%	100%
Shore	46%	29%	15%	5%	4%	100%

* This table is based only on the 587 Naval Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 4.04 is only an indication of the working week of Naval Service personnel.

Figure 4.04: Naval Service distribution of hours worked by location

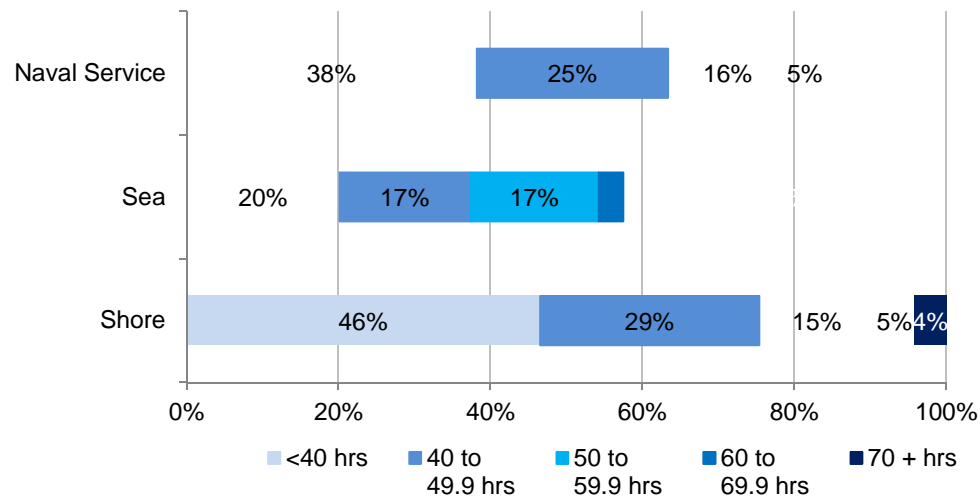


Table 4.05: Naval Service hours spent on call by rank group

	2012/13	2013/14	2014/15	2015/16	2016/17	
Naval Service	21.2	22.3	19.1	16.3	21.3	(5.0)
Senior Officers	18.0	24.4	16.2	17.7	18.8	
Junior Officers	18.0	22.6	17.6	20.5	18.3	
Senior Ranks/Rates	22.7	21.2	23.6	16.1	24.6	(8.5)
Junior Ranks/Rates	21.6	22.3	17.7	15.5	20.7	(5.2)

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

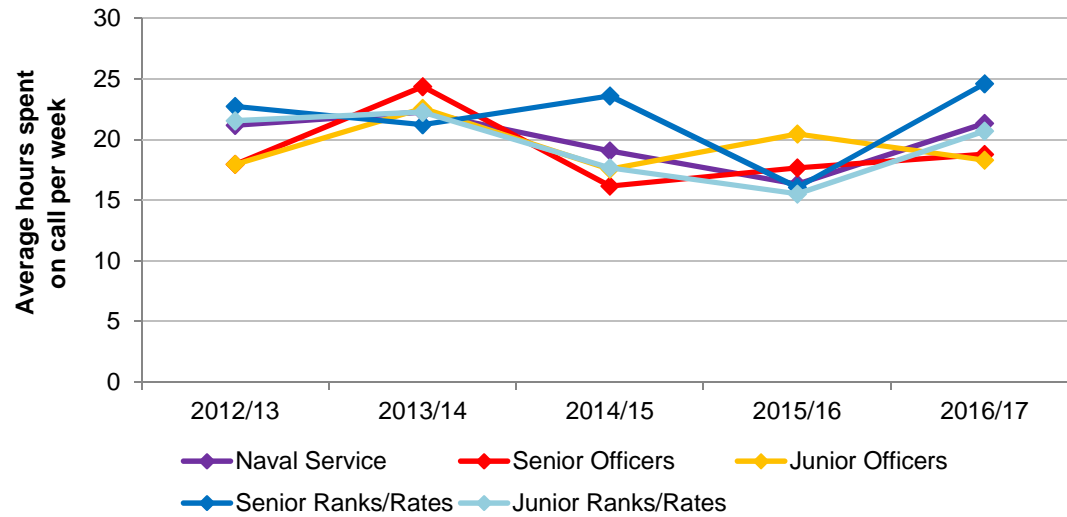


Table 4.06: Naval Service hours spent on call by location

	2012/13	2013/14	2014/15	2015/16	2016/17	
Naval Service	21.2	22.3	19.1	16.3	21.3	(5.0)
Sea	35.9	41.8	32.4	25.2	32.7	(7.5)
Shore	13.5	12.7	12.8	12.3	16.1	(3.8)

Figure 4.06: Naval Service hours spent on call by location

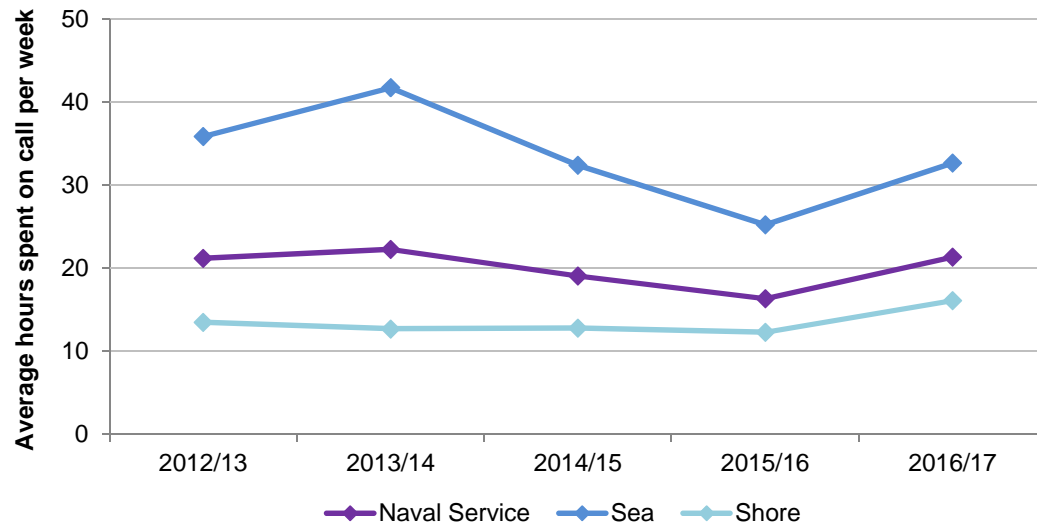


Table 4.07: Naval Service hours spent on duty by rank group

	2012/13	2013/14	2014/15	2015/16	2016/17	
Naval Service	77.2	77.1	73.3	70.9	75.2	(4.3)
Senior Officers	73.6	80.4	72.0	73.4	73.4	
Junior Officers	76.6	80.8	73.3	78.9	74.5	(-4.4)
Senior Ranks/Rates	76.4	74.8	76.6	67.5	78.0	(10.5)
Junior Ranks/Rates	78.5	77.0	71.9	70.8	74.2	(3.5)

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

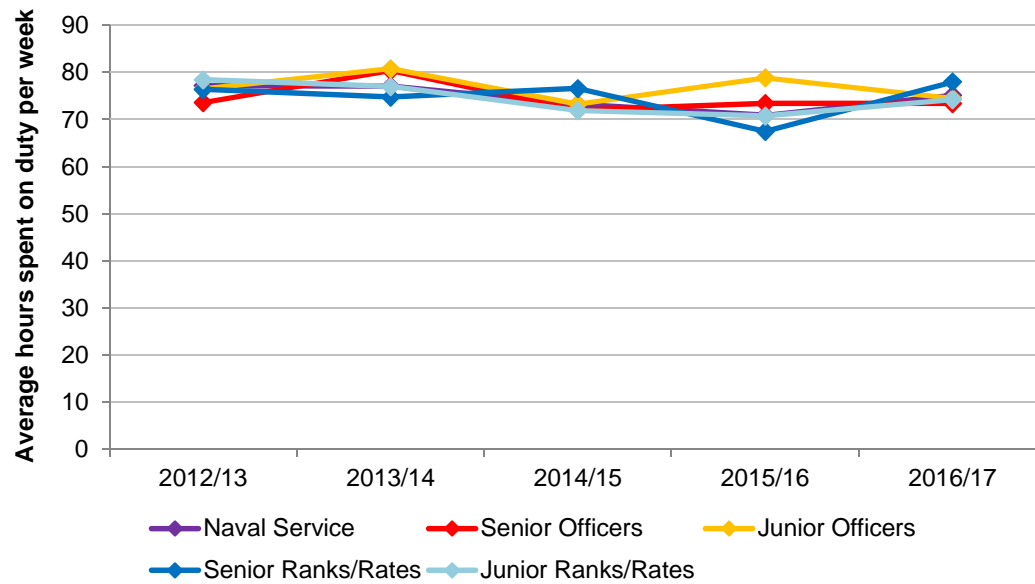


Table 4.08: Naval Service hours spent on duty by location

	2012/13	2013/14	2014/15	2015/16	2016/17	
Naval Service	77.2	77.1	73.3	70.9	75.2	(4.3)
Sea	105.0	112.7	100.6	94.5	100.1	(5.7)
Shore	62.7	59.7	60.4	60.2	63.7	(3.5)

Figure 4.08: Naval Service hours spent on duty by location

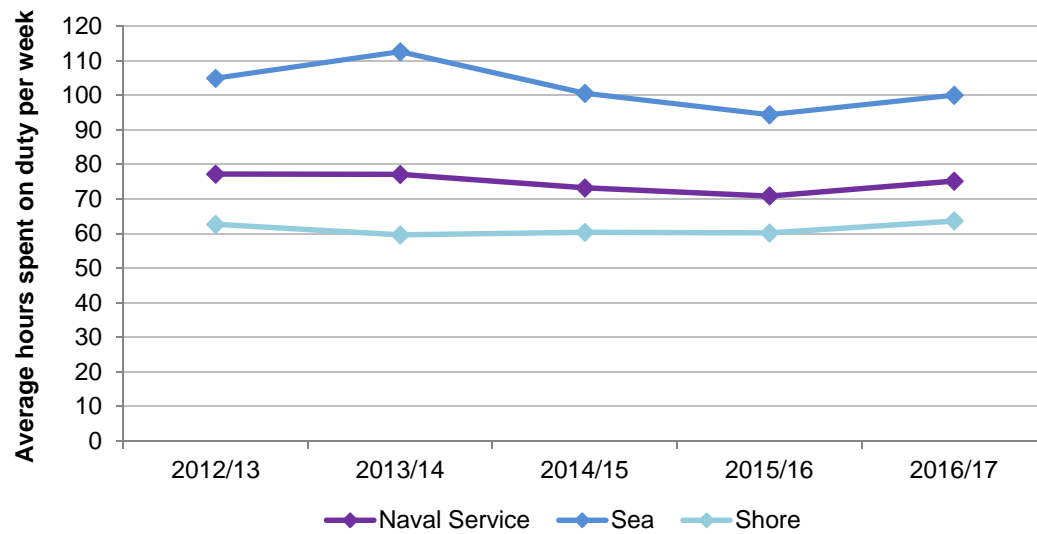


Table 4.09: Naval Service hours spent on duty by rank group

	On duty				Off duty
	Work	On call	Breaks	On duty total	
Naval Service	48.7	21.3	5.2	75.2	92.8
Senior Officers	50.9	18.8	3.8	73.4	94.5
Junior Officers	51.3	18.3	4.9	74.5	93.4
Senior Ranks/Rates	48.8	24.6	4.6	78.0	90.0
Junior Ranks/Rates	47.7	20.7	5.8	74.2	93.8

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

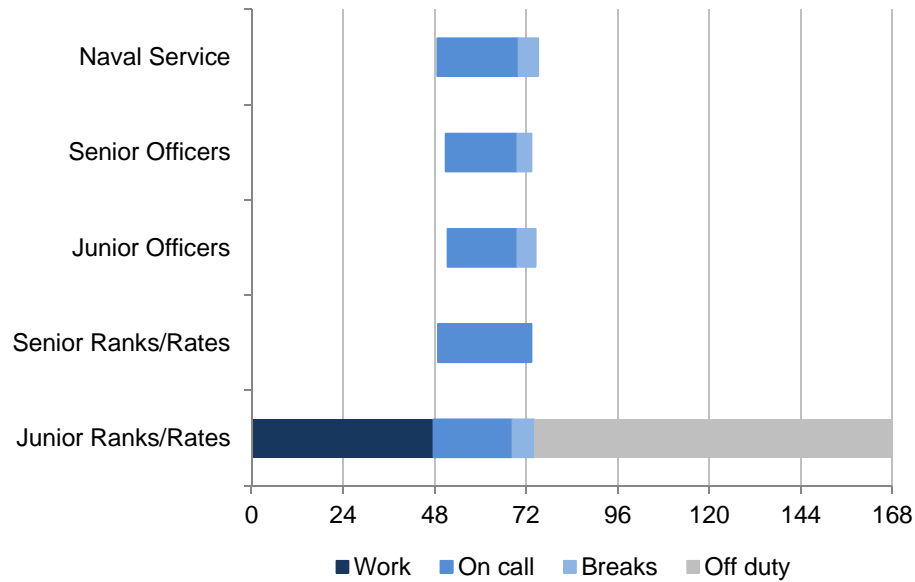


Table 4.10: Naval Service hours spent on duty by location

	On duty				Off duty
	Work	On call	Breaks	On duty total	
Naval Service	48.7	21.3	5.2	75.2	92.8
Sea	60.9	32.7	6.5	100.1	67.9
Shore	43.0	16.1	4.5	63.7	104.3

Figure 4.10: Naval Service hours spent on duty by location

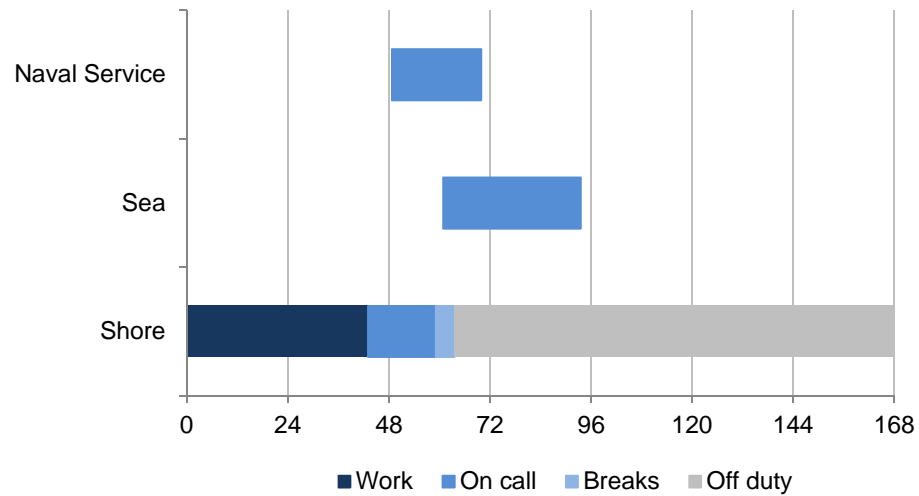


Table 4.11: Naval Service distribution of hours spent on duty by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
Naval Service	11%	27%	13%	9%	20%	19%	100%
Senior Officers	-	28%	29%	11%	13%	18%	100%
Junior Officers	5%	27%	21%	10%	15%	22%	100%
Senior Ranks/Rates	11%	25%	12%	8%	20%	24%	100%
Junior Ranks/Rates	15%	28%	9%	9%	22%	17%	100%

* This table is based only on the 587 Naval Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 4.11 is only an indication of the working week of Naval Service personnel.

- No Senior Officer in the Naval Service (who returned a completed questionnaire and for whom a full week's data was available) reported spending less than 40 hours a week on duty.

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

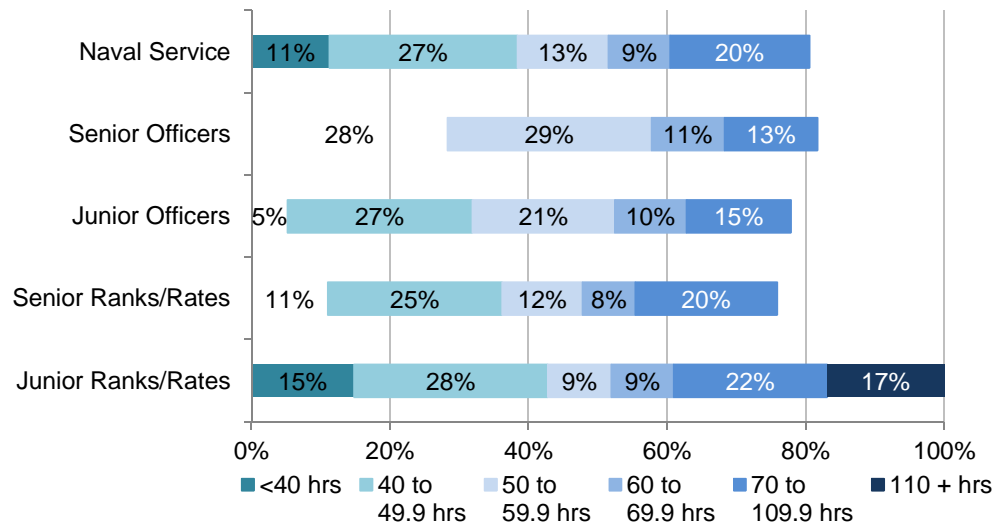


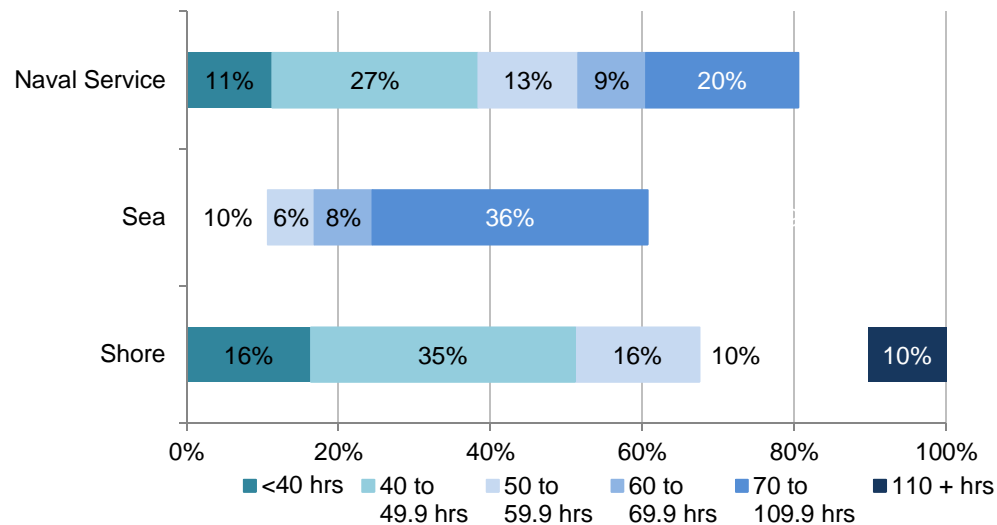
Table 4.12: Naval Service distribution of hours spent on duty by location *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
Naval Service	11%	27%	13%	9%	20%	19%	100%
Sea	0%	10%	6%	8%	36%	39%	100%
Shore	16%	35%	16%	10%	13%	10%	100%

* This table is based only on the 587 Naval Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 4.12 is only an indication of the working week of Naval Service personnel.

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

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



Key: Blue indicates the 2016/17 average is significantly lower than that reported in 2015/16.
 Purple indicates the 2016/17 average is significantly higher than that reported in 2015/16.
 Differences between 2015/16 and 2016/17 averages are provided in brackets.

SECTION 5: THE ARMY PICTURE

Table 5.01: Army hours worked by rank group

	2012/13	2013/14	2014/15	2015/16	2016/17
Army	48.1	44.2	43.4	43.7	43.8
Senior Officers	53.9	54.4	53.2	54.7	52.7 (-2.0)
Junior Officers	54.7	50.8	51.3	52.9	49.5 (-3.4)
Senior Ranks	49.3	47.9	45.7	46.2	45.3
Junior Ranks	46.3	41.1	40.6	40.4	41.4

Figure 5.01: Army hours worked by rank group

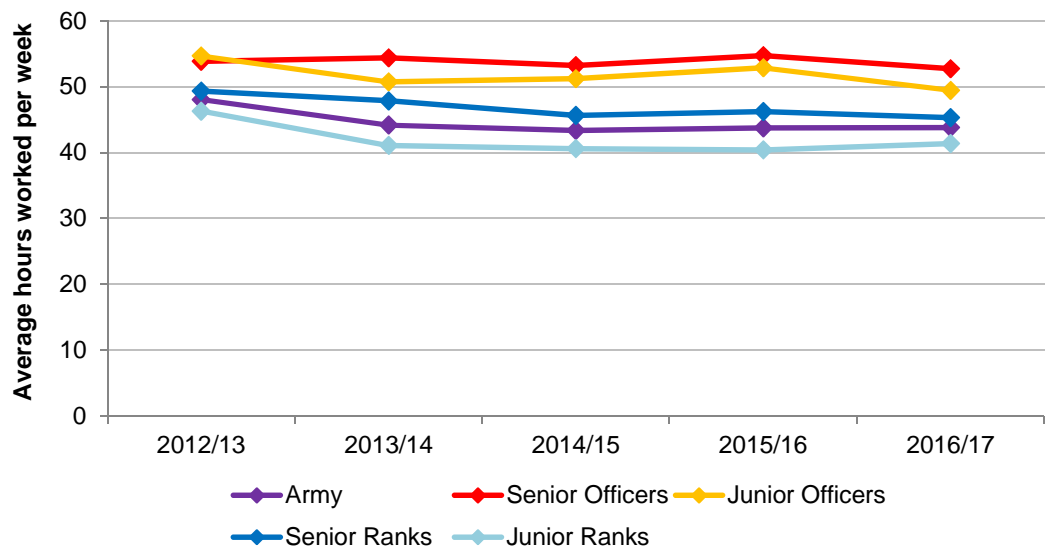


Table 5.02: Army hours worked by location

	2012/13	2013/14	2014/15	2015/16	2016/17	
Army	48.1	44.2	43.4	43.7	43.8	
United Kingdom	45.4	42.7	42.2	42.9	43.2	
Germany	48.0	43.9	44.4	46.3	43.2	(-3.2)
Overseas Operations	72.9	66.3	62.8	53.8	60.1	(6.2)
Elsewhere abroad	49.5	44.6	48.8	51.1	48.8	(-2.3)

Figure 5.02: Army hours worked by location

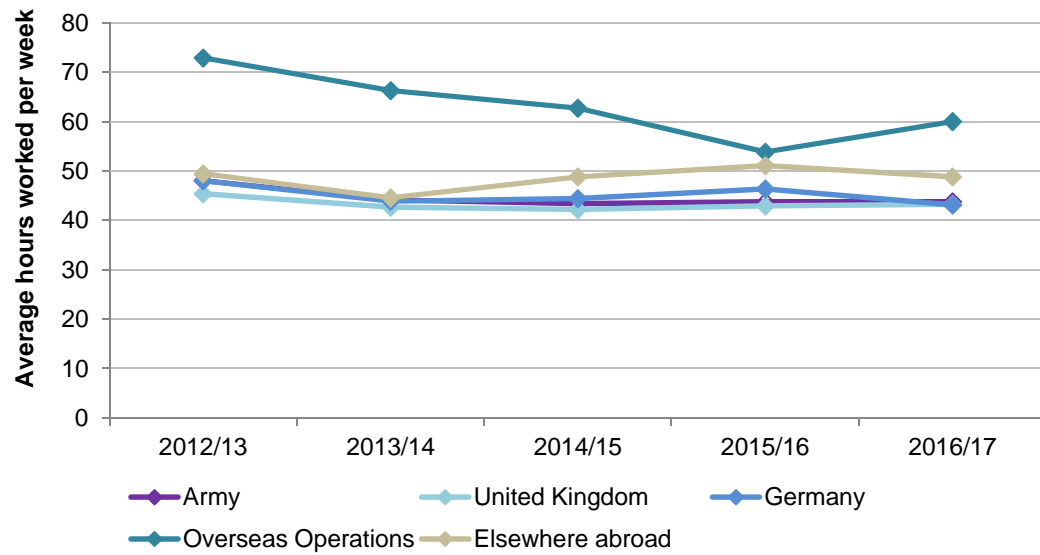


Table 5.03: Army distribution of hours worked by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Army	45%	31%	15%	4%	5%	100%
Senior Officers	8%	39%	35%	10%	8%	100%
Junior Officers	18%	42%	26%	12%	2%	100%
Senior Ranks	33%	38%	22%	2%	4%	100%
Junior Ranks	58%	26%	8%	3%	5%	100%

* This table is based only on the 891 Army personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 5.03 is only an indication of the working week of Army personnel.

Figure 5.03: Army distribution of hours worked by rank group

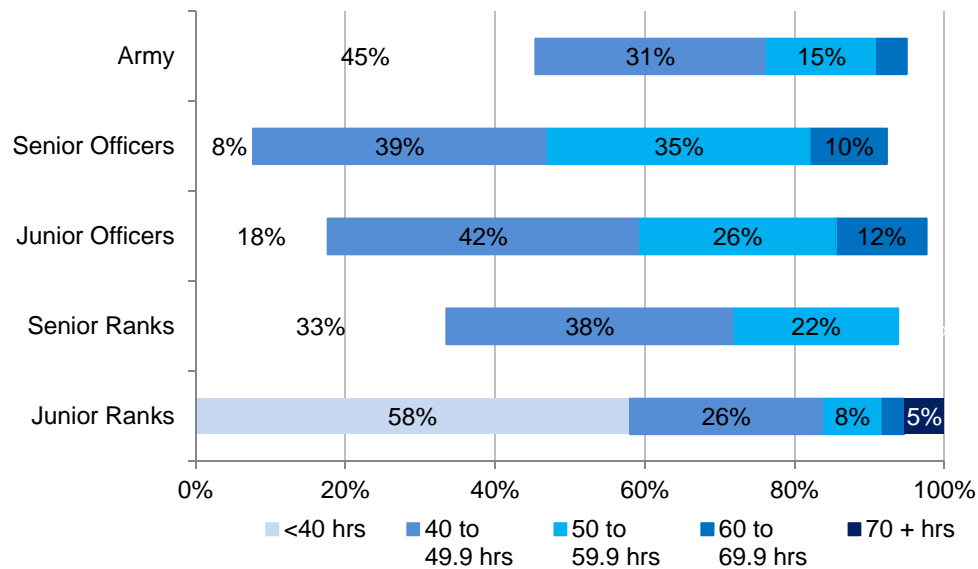


Table 5.04: Army distribution of hours worked by location *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Army	45%	31%	15%	4%	5%	100%
United Kingdom	47%	31%	15%	3%	5%	100%
Germany	50%	32%	10%	6%	2%	100%
Overseas Operations	19%	24%	16%	13%	28%	100%
Elsewhere abroad	23%	39%	16%	18%	4%	100%

* This table is based only on the 891 Army personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 5.04 is only an indication of the working week of Army personnel.

Figure 5.04: Army distribution of hours worked by location

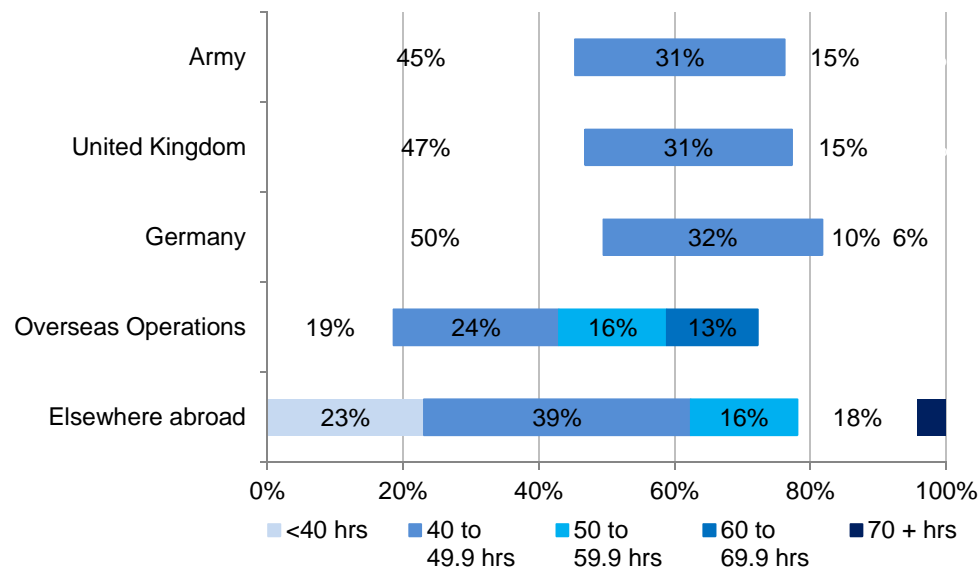


Table 5.05: Army hours spent on call by rank group

	2012/13	2013/14	2014/15	2015/16	2016/17	
Army	15.7	11.0	10.2	11.0	9.7	(-1.3)
Senior Officers	14.0	9.8	11.2	11.2	10.0	
Junior Officers	13.6	19.4	10.5	13.5	13.8	
Senior Ranks	18.4	12.8	12.8	10.9	8.3	(-2.6)
Junior Ranks	15.2	9.7	9.2	10.8	9.7	

Figure 5.05: Army hours spent on call by rank group

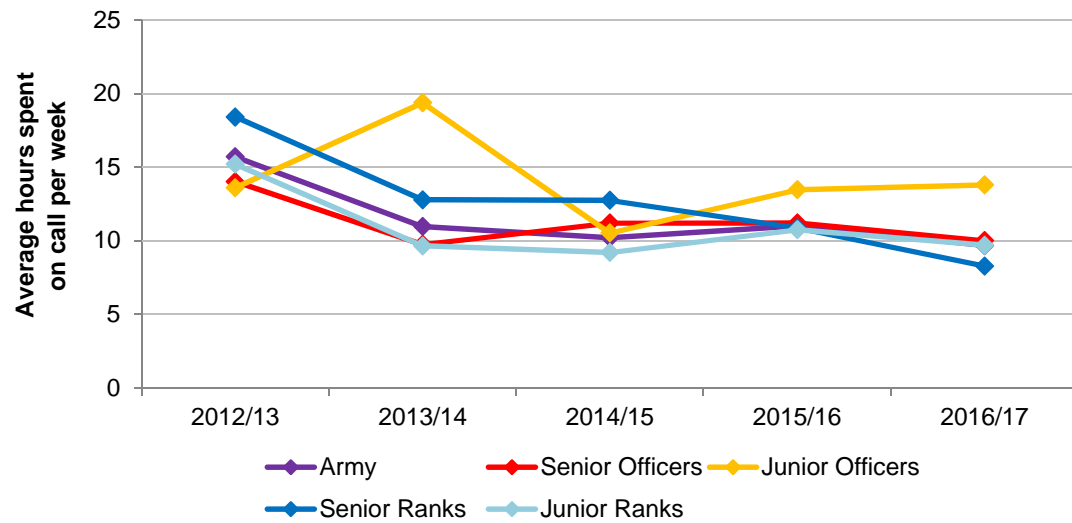


Table 5.06: Army hours spent on call by location

	2012/13	2013/14	2014/15	2015/16	2016/17	
Army	15.7	11.0	10.2	11.0	9.7	(-1.3)
United Kingdom	13.4	8.5	8.6	9.8	8.0	(-1.8)
Germany	11.3	8.9	9.0	11.3	12.9	
Overseas Operations	42.0	45.7	44.8	49.3	39.9	(-9.4)
Elsewhere abroad	24.9	19.6	19.6	20.2	26.6	(6.4)

Figure 5.06: Army hours spent on call by location

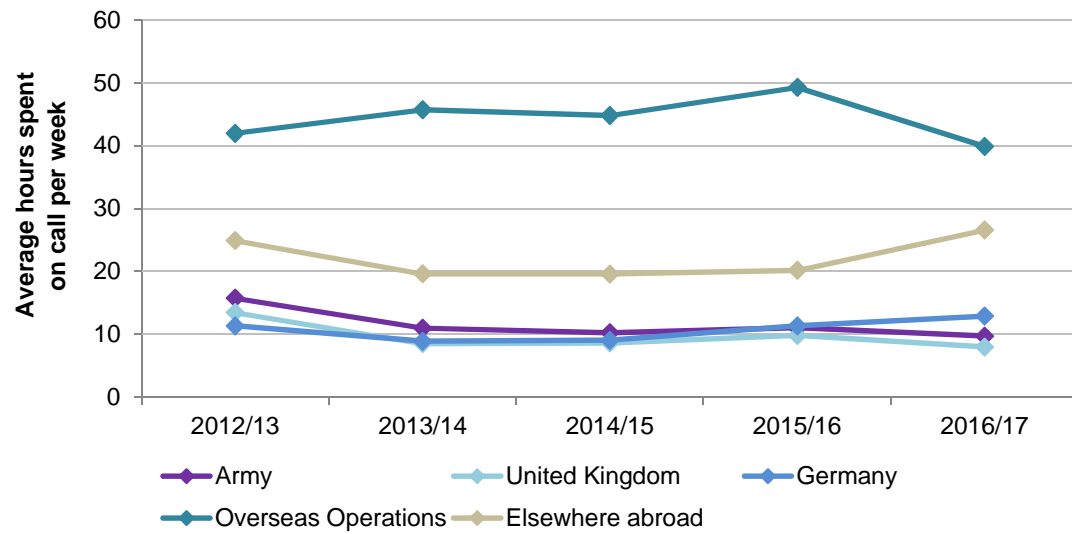


Table 5.07: Army hours spent on duty by rank group

	2012/13	2013/14	2014/15	2015/16	2016/17	
Army	70.5	62.2	60.9	62.5	59.7	(-2.9)
Senior Officers	71.8	68.7	68.2	70.5	67.0	(-3.5)
Junior Officers	74.2	75.5	67.9	72.4	69.3	(-3.1)
Senior Ranks	73.1	67.6	64.2	63.3	60.1	(-3.2)
Junior Ranks	69.2	58.3	58.2	60.1	57.4	(-2.7)

Figure 5.07: Army hours spent on duty by rank group

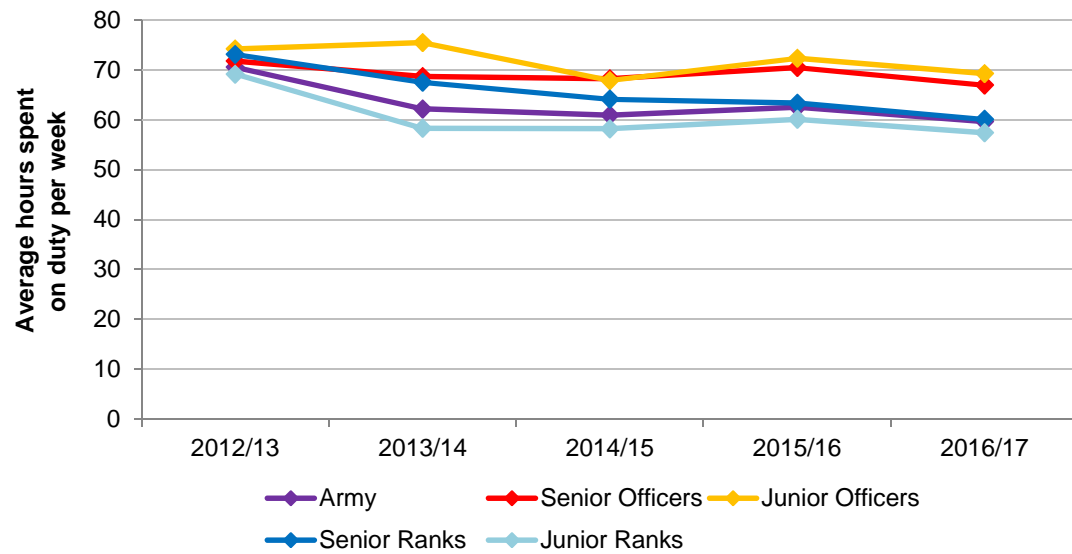


Table 5.08: Army hours spent on duty by location

	2012/13	2013/14	2014/15	2015/16	2016/17	
Army	70.5	62.2	60.9	62.5	59.7	(-2.9)
United Kingdom	65.1	58.0	58.2	60.6	57.4	(-3.2)
Germany	66.0	59.9	60.4	65.2	62.5	
Overseas Operations	128.1	123.0	116.5	111.6	106.6	
Elsewhere abroad	79.0	70.3	74.7	77.7	81.3	(3.6)

Figure 5.08: Army hours spent on duty by location

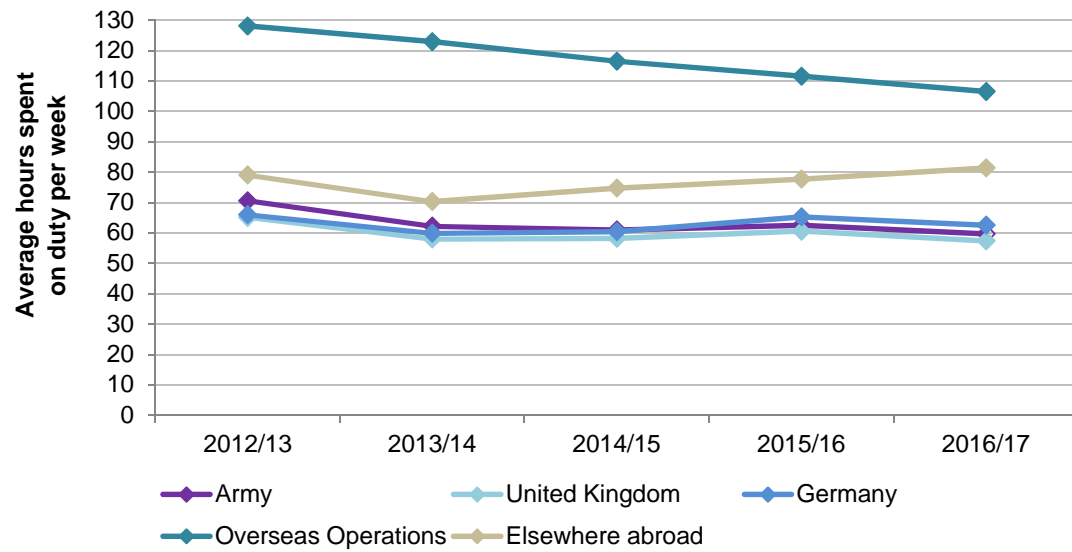


Table 5.09: Army hours spent on duty by rank group

	On duty			On duty total	Off duty
	Work	On call	Breaks		
Army	43.8	9.7	6.2	59.7	108.3
Senior Officers	52.7	10.0	4.2	67.0	101.0
Junior Officers	49.5	13.8	6.0	69.3	98.7
Senior Ranks	45.3	8.3	6.5	60.1	107.8
Junior Ranks	41.4	9.7	6.3	57.4	110.5

Figure 5.09: Army hours spent on duty by rank group

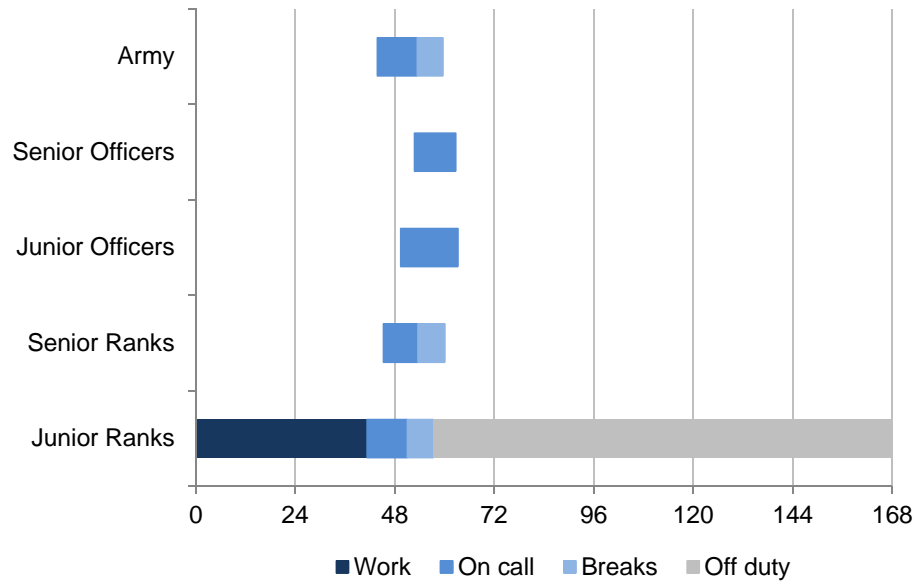


Table 5.10: Army hours spent on duty by location

	On duty			On duty total	Off duty
	Work	On call	Breaks		
Army	43.8	9.7	6.2	59.7	108.3
United Kingdom	43.2	8.0	6.2	57.4	110.6
Germany	43.2	12.9	6.5	62.5	105.5
Overseas Operations	60.1	39.9	6.6	106.6	61.5
Elsewhere abroad	48.8	26.6	5.9	81.3	86.6

Figure 5.10: Army hours spent on duty by location

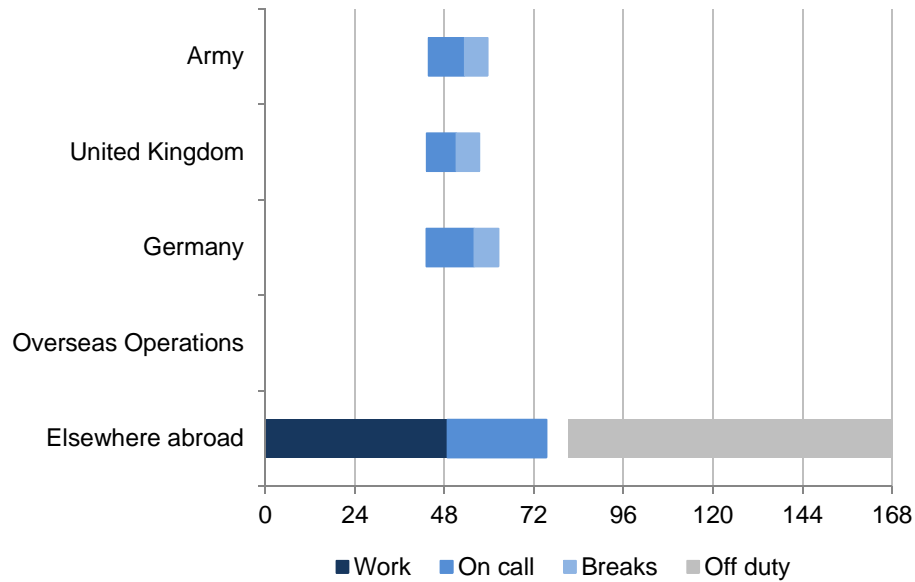


Table 5.11: Army distribution of hours spent on duty by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
Army	15%	38%	21%	6%	11%	9%	100%
Senior Officers	2%	21%	40%	15%	12%	10%	100%
Junior Officers	6%	26%	31%	17%	9%	11%	100%
Senior Ranks	5%	36%	30%	9%	11%	9%	100%
Junior Ranks	21%	42%	13%	3%	12%	9%	100%

* This table is based only on the 891 Army personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 5.11 is only an indication of the working week of Army personnel.

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

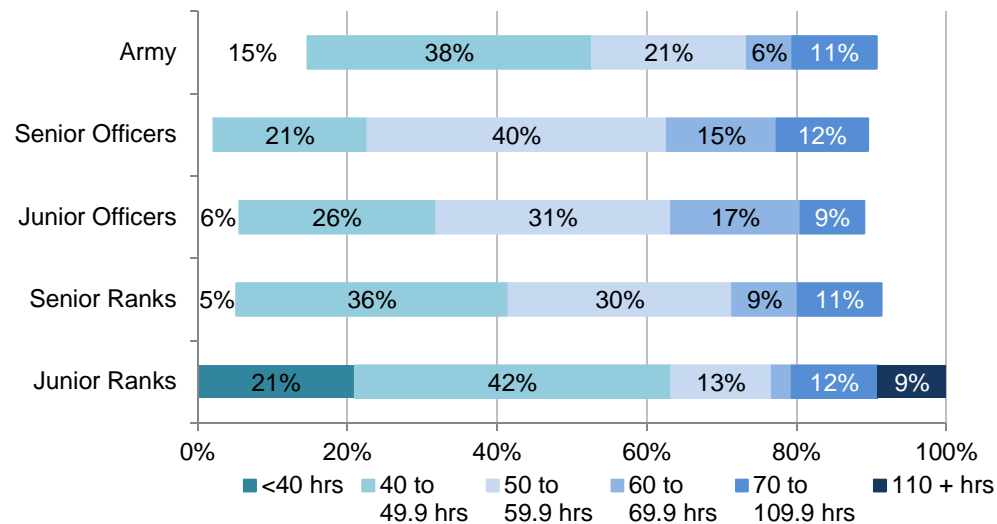
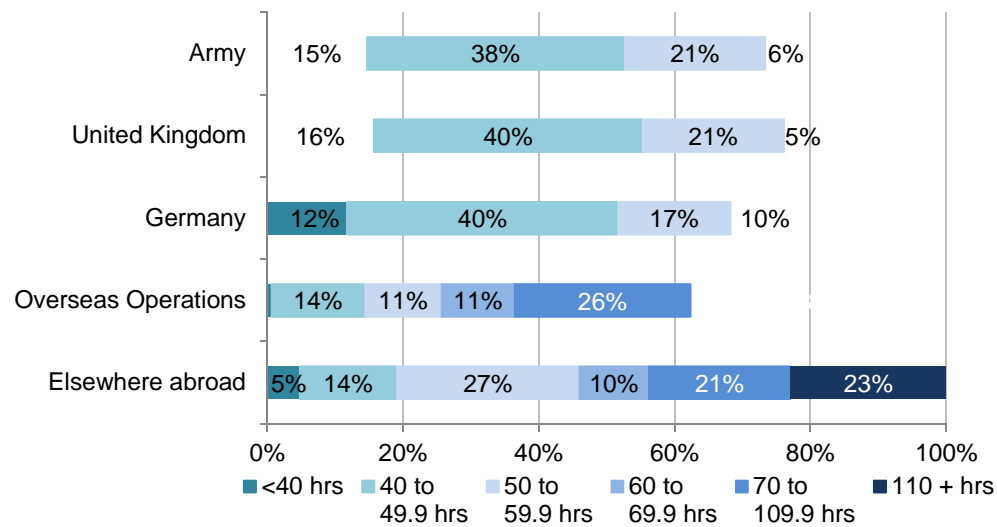


Table 5.12: Army distribution of hours spent on duty by location *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
Army	15%	38%	21%	6%	11%	9%	100%
United Kingdom	16%	40%	21%	5%	11%	8%	100%
Germany	12%	40%	17%	10%	9%	13%	100%
Overseas Operations	1%	14%	11%	11%	26%	38%	100%
Elsewhere abroad	5%	14%	27%	10%	21%	23%	100%

* This table is based only on the 891 Army personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 5.12 is only an indication of the working week of Army personnel.

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



Key: Blue indicates the 2016/17 average is significantly lower than that reported in 2015/16.
 Purple indicates the 2016/17 average is significantly higher than that reported in 2015/16.
 Differences between 2015/16 and 2016/17 averages are provided in brackets.

SECTION 6: THE RAF PICTURE

Table 6.01: RAF hours worked by rank group

	2012/13	2013/14	2014/15	2015/16	2016/17
RAF	45.0	44.6	43.8	43.9	43.0 (-0.9)
Senior Officers	52.2	51.2	51.7	51.3	50.3
Junior Officers	49.0	47.9	46.8	46.2	46.3
Senior Ranks	44.5	44.5	44.2	44.5	43.3
Junior Ranks	43.1	42.7	41.4	41.6	40.6

Figure 6.01: RAF hours worked by rank group

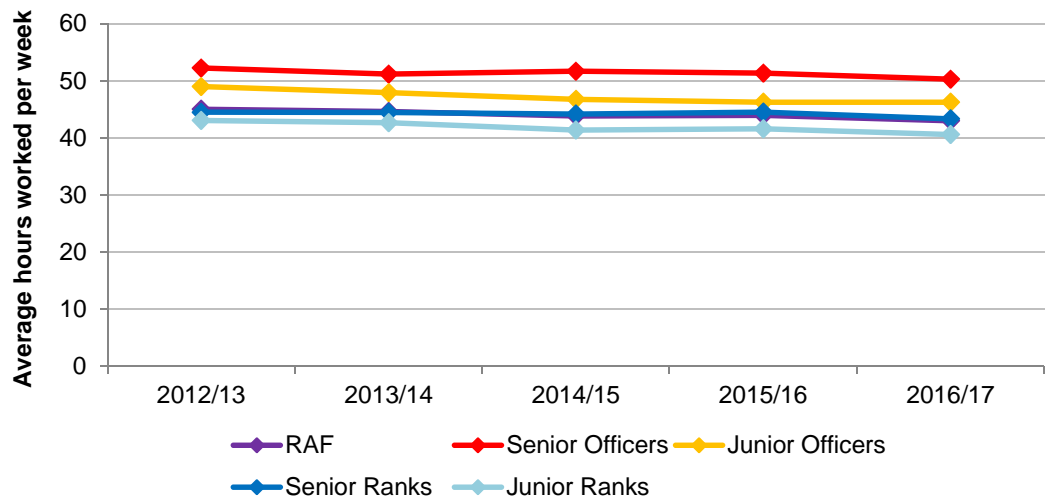


Table 6.02: RAF hours worked by location

	2012/13	2013/14	2014/15	2015/16	2016/17	
RAF	45.0	44.6	43.8	43.9	43.0	(-0.9)
United Kingdom	43.7	43.0	42.2	43.2	41.9	(-1.3)
Overseas Operations	69.4	69.3	69.8	58.8	56.2	
Elsewhere abroad	44.2	44.9	45.1	44.5	46.5	(2.0)

Figure 6.02: RAF hours worked by location

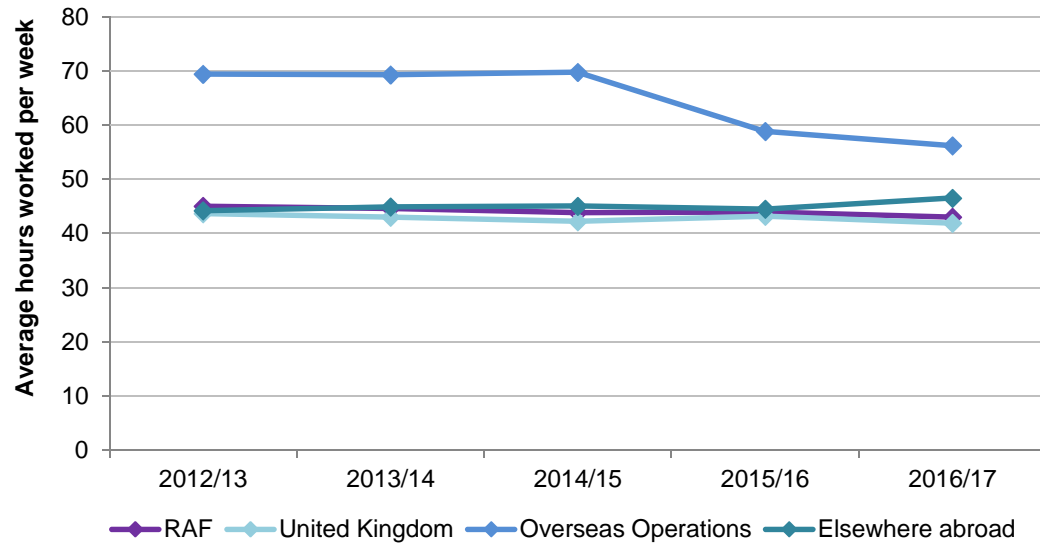


Table 6.03: RAF distribution of hours worked by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
RAF	41%	40%	14%	4%	2%	100%
Senior Officers	8%	53%	27%	7%	4%	100%
Junior Officers	17%	54%	22%	5%	1%	100%
Senior Ranks	34%	47%	15%	3%	2%	100%
Junior Ranks	57%	30%	8%	3%	1%	100%

* This table is based only on the 620 RAF personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 6.03 is only an indication of the working week of RAF personnel.

Figure 6.03: RAF distribution of hours worked by rank group

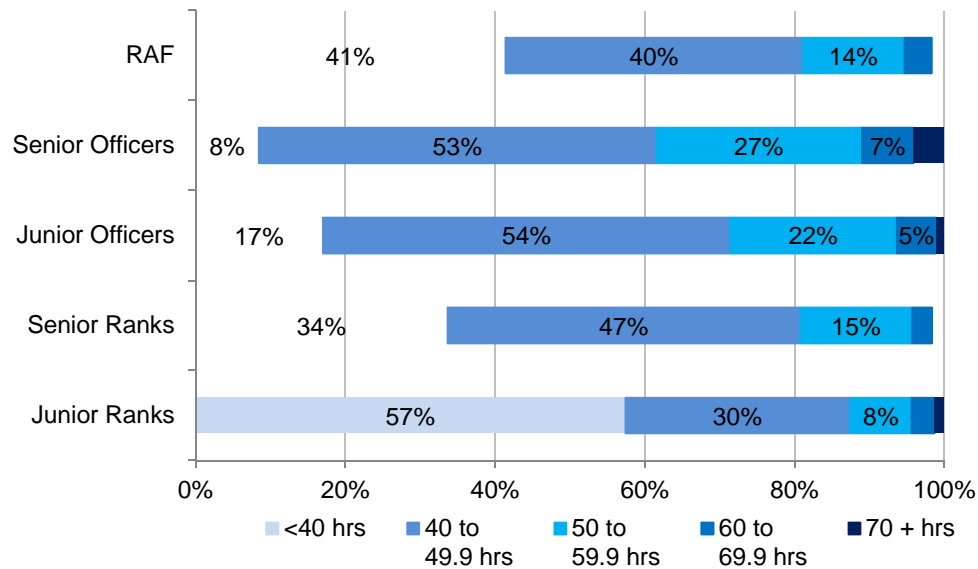


Table 6.04: RAF distribution of hours worked by location *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
RAF	41%	40%	14%	4%	2%	100%
United Kingdom	44%	40%	12%	3%	1%	100%
Overseas Operations	11%	29%	31%	18%	10%	100%
Elsewhere abroad	26%	40%	22%	5%	7%	100%

* This table is based only on the 620 RAF personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 6.04 is only an indication of the working week of RAF personnel.

Figure 6.04: RAF distribution of hours worked by location

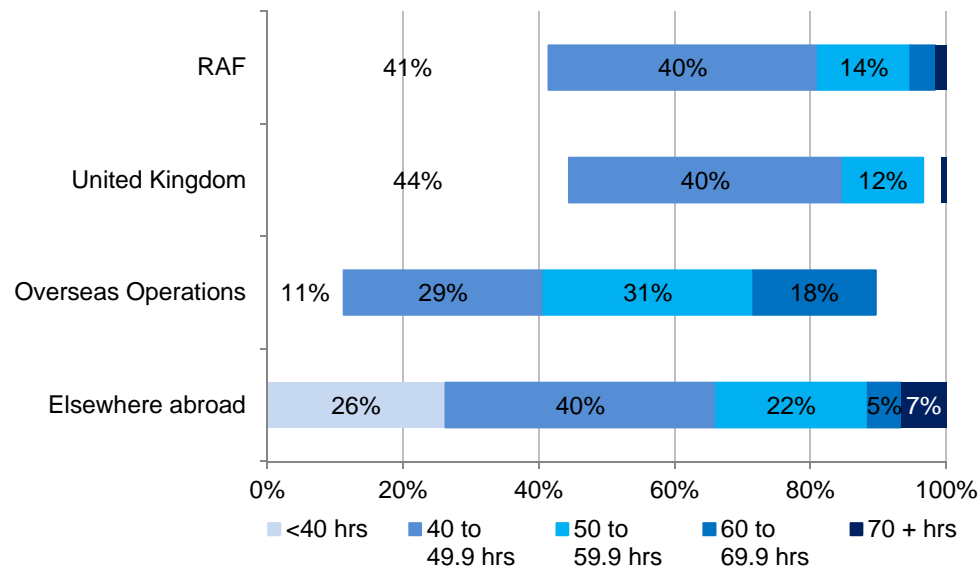


Table 6.05: RAF hours spent on call by rank group *

	2012/13	2013/14	2014/15	2015/16	2016/17
RAF	15.3	13.4	13.8	13.9	13.5
Senior Officers	17.9	12.5	13.0	13.9	15.0
Junior Officers	15.2	14.3	13.6	13.5	11.8
Senior Ranks	15.2	12.3	11.1	11.6	12.4
Junior Ranks	14.9	13.9	15.3	15.2	14.2

* Note, statistical tests were performed on the data, but the 2016/17 averages were found not to be significantly different from the 2015/16 averages.

Figure 6.05: RAF hours spent on call by rank group

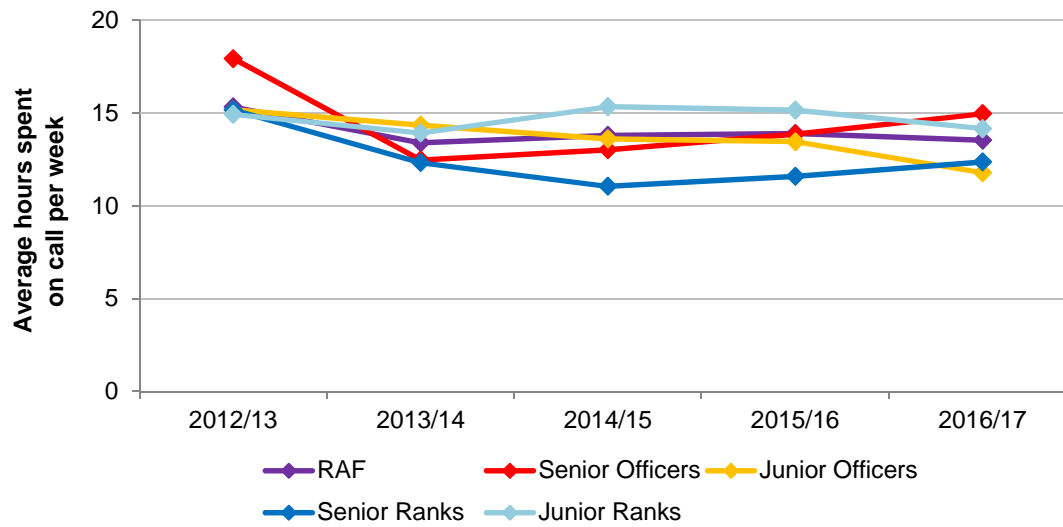


Table 6.06: RAF hours spent on call by location

	2012/13	2013/14	2014/15	2015/16	2016/17
RAF	15.3	13.4	13.8	13.9	13.5
United Kingdom	12.5	9.8	11.3	12.2	10.7
Overseas Operations	48.2	57.0	51.9	39.9	50.7 (10.8)
Elsewhere abroad	26.9	23.6	17.1	20.2	19.5

Figure 6.06: RAF hours spent on call by location

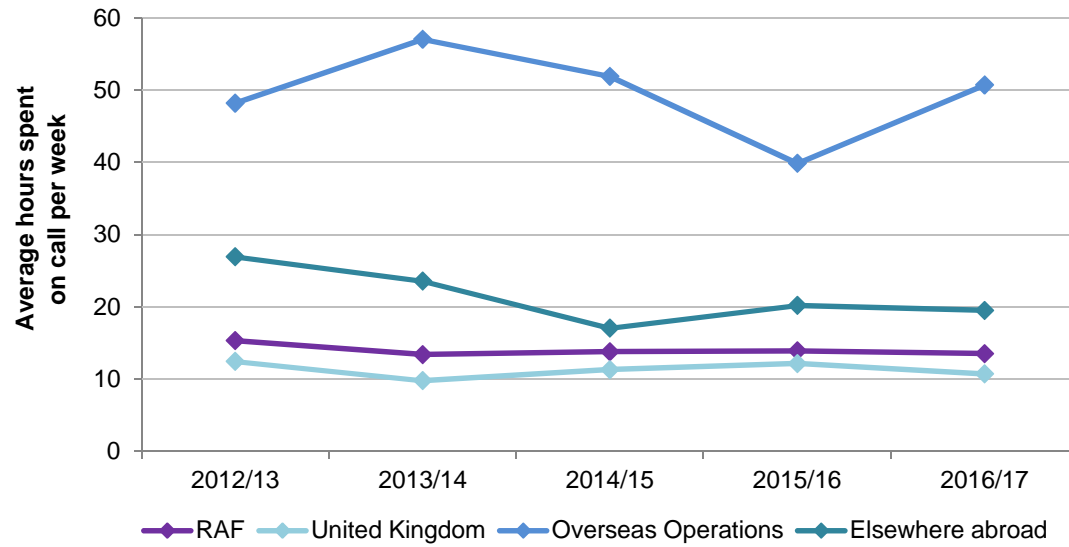


Table 6.07: RAF hours spent on duty by rank group *

	2012/13	2013/14	2014/15	2015/16	2016/17
RAF	65.3	63.1	62.7	62.8	61.6
Senior Officers	73.4	67.3	68.0	68.5	68.5
Junior Officers	68.0	66.2	64.5	64.0	62.1
Senior Ranks	64.1	61.3	59.8	60.5	60.3
Junior Ranks	63.8	62.6	62.7	62.6	60.7

* Note, statistical tests were performed on the data, but the 2016/17 averages were found not to be significantly different from the 2015/16 averages.

Figure 6.07: RAF hours spent on duty by rank group

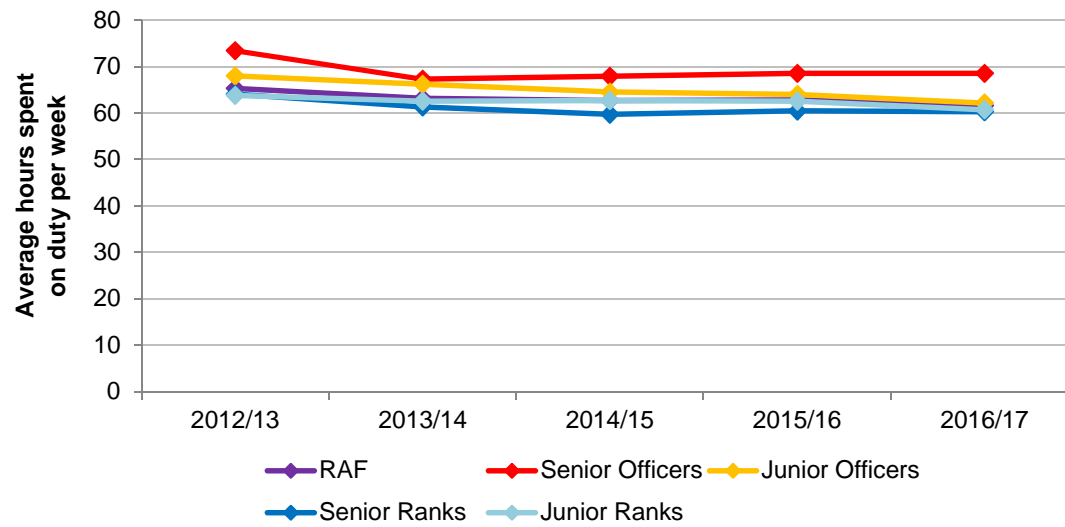


Table 6.08: RAF hours spent on duty by location

	2012/13	2013/14	2014/15	2015/16	2016/17	
RAF	65.3	63.1	62.7	62.8	61.6	
United Kingdom	61.0	58.0	58.8	60.5	57.8	(-2.7)
Overseas Operations	125.4	132.2	125.9	103.9	111.7	(7.8)
Elsewhere abroad	74.9	72.0	65.4	67.7	70.4	

Figure 6.08: RAF hours spent on duty by location

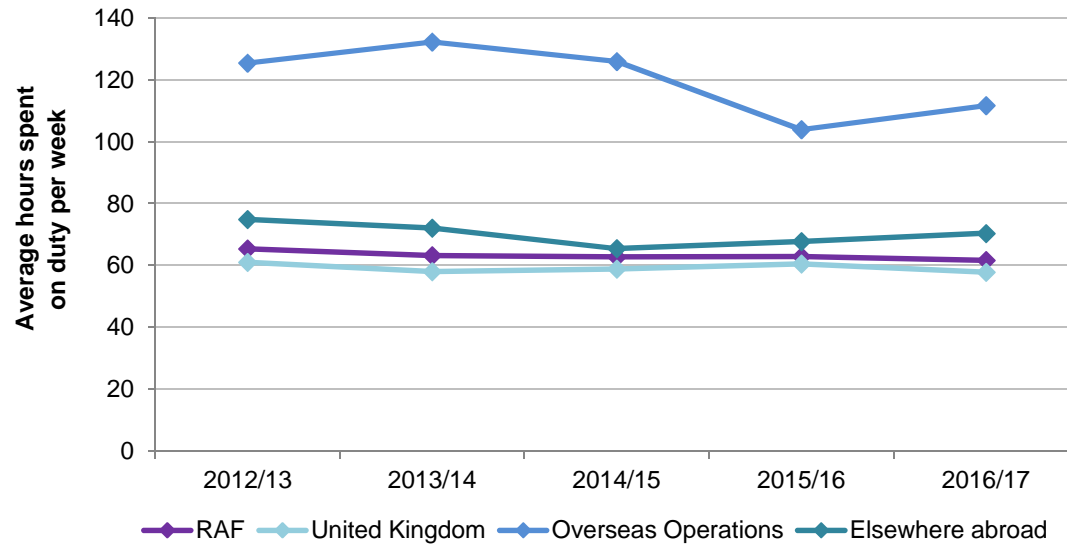


Table 6.09: RAF hours spent on duty by rank group

	On duty			On duty total	Off duty
	Work	On call	Breaks		
RAF	43.0	13.5	5.1	61.6	106.4
Senior Officers	50.3	15.0	3.3	68.5	99.5
Junior Officers	46.3	11.8	4.1	62.1	105.8
Senior Ranks	43.3	12.4	4.6	60.3	107.7
Junior Ranks	40.6	14.2	6.0	60.7	107.3

Figure 6.09: RAF hours spent on duty by rank group

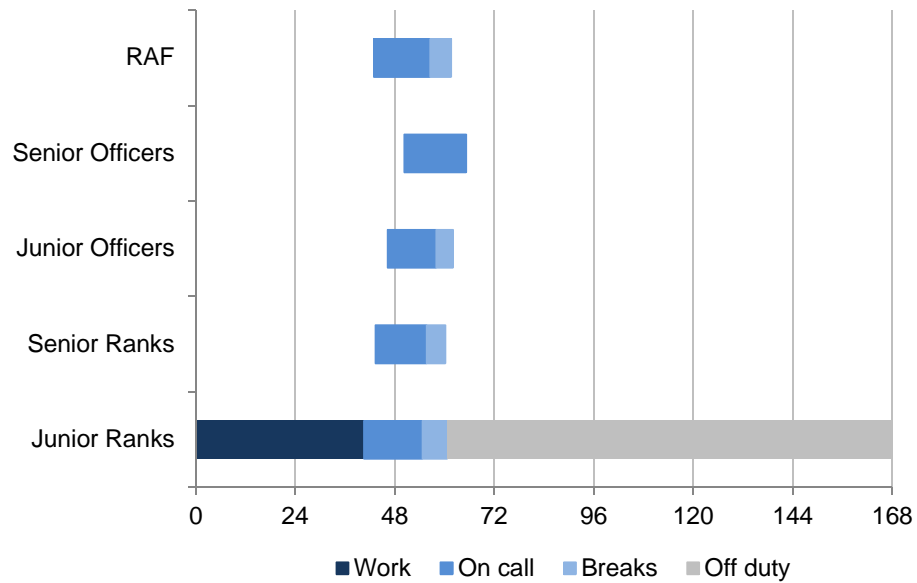


Table 6.10: RAF hours spent on duty by location

	On duty			On duty total	Off duty
	Work	On call	Breaks		
RAF	43.0	13.5	5.1	61.6	106.4
United Kingdom	41.9	10.7	5.2	57.8	110.2
Overseas Operations	56.2	50.7	4.8	111.7	56.4
Elsewhere abroad	46.5	19.5	4.3	70.4	97.6

Figure 6.10: RAF hours spent on duty by location

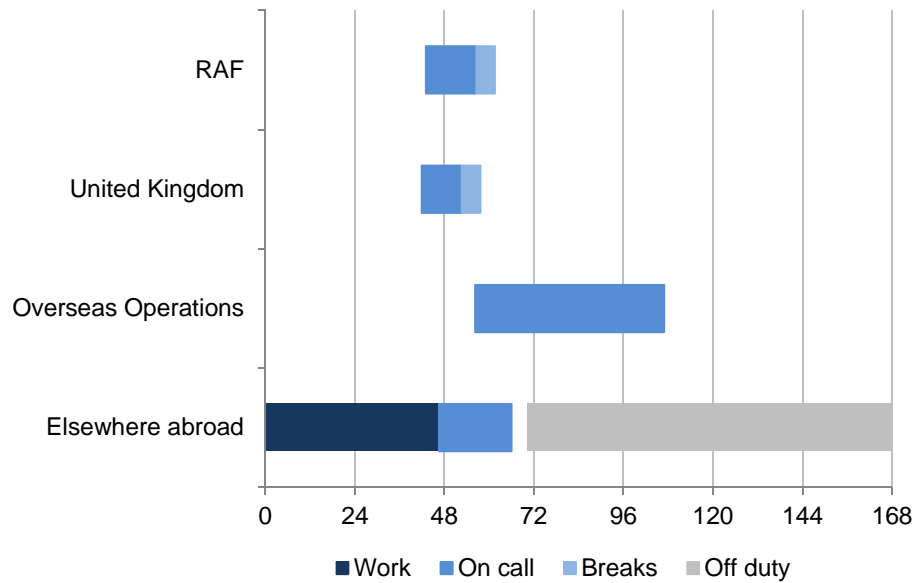


Table 6.11: RAF distribution of hours spent on duty by rank group *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
RAF	7%	48%	18%	9%	8%	10%	100%
Senior Officers	1%	30%	35%	12%	7%	15%	100%
Junior Officers	2%	47%	25%	11%	4%	11%	100%
Senior Ranks	6%	53%	19%	11%	2%	9%	100%
Junior Ranks	10%	49%	13%	7%	11%	9%	100%

* This table is based only on the 620 RAF personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 6.11 is only an indication of the working week of RAF personnel.

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

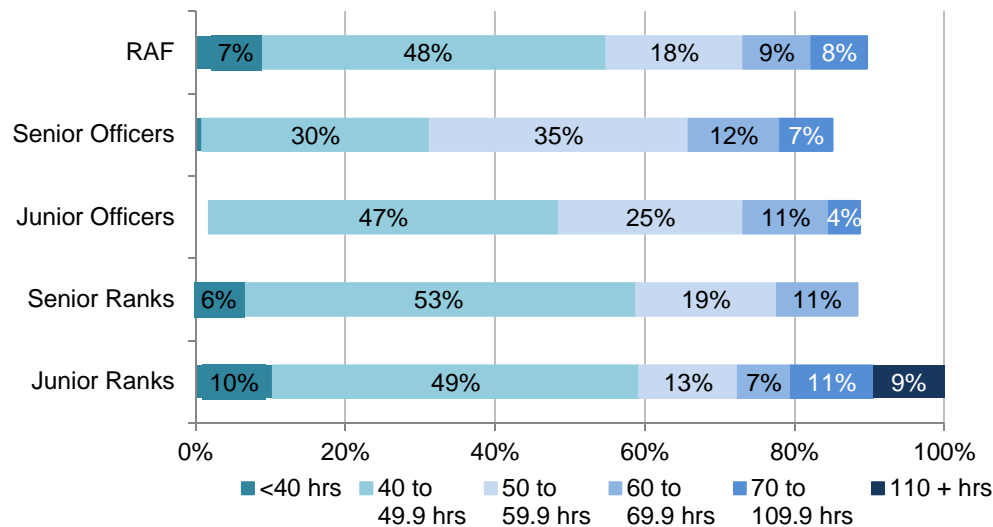


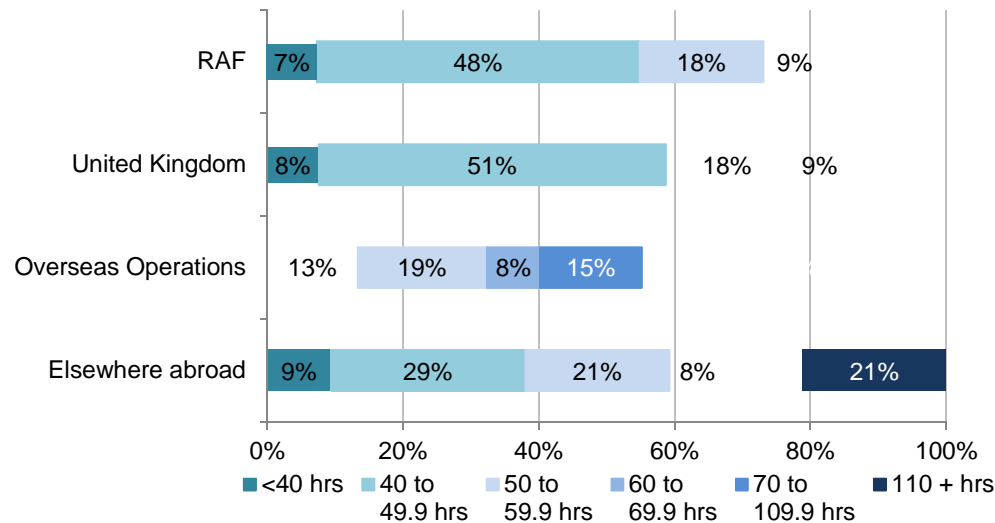
Table 6.12: RAF distribution of hours spent on duty by location *

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
RAF	7%	48%	18%	9%	8%	10%	100%
United Kingdom	8%	51%	18%	9%	7%	7%	100%
Overseas Operations	-	13%	19%	8%	15%	45%	100%
Elsewhere abroad	9%	29%	21%	8%	11%	21%	100%

* This table is based only on the 620 RAF personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 6.12 is only an indication of the working week of RAF personnel.

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

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



Key: Blue indicates the 2016/17 average is significantly lower than that reported in 2015/16.

Purple indicates the 2016/17 average is significantly higher than that reported in 2015/16.

Differences between 2015/16 and 2016/17 averages are provided in brackets.

SECTION 7: NATO RANK OF5 TO OF6 PICTURE

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

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

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

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

	2012/13	2013/14	2014/15	2015/16	2016/17
Naval Service	12	18	13	22	13
Army	26	24	34	35	47
RAF	21	26	22	14	17
Total number of valid responses	59	68	69	71	77
Sample	147	154	162	189	171
Valid response rate	40%	44%	43%	38%	45%

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

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

	2012/13	2013/14	2014/15	2015/16	2016/17
Number of usable days	378	428	425	436	469
Maximum number of usable days possible	1,029	1,078	1,134	1,323	1,197
Usable response rate	37%	40%	37%	33%	39%

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

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

	2012/13	2013/14	2014/15	2015/16	2016/17
Naval Service	9	14	6	12	10
Army	18	14	19	18	25
RAF	10	13	14	9	11
Total	37	41	39	39	46

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

	2012/13	2013/14	2014/15	2015/16	2016/17
Number of full week responses	37	41	39	39	46
Sample size	147	154	162	189	171
Full week response rate	25%	27%	24%	21%	27%

Table 7.06: Average hours worked per week *

	2012/13	2013/14	2014/15	2015/16	2016/17
NATO Rank OF5 to OF6	62.1	58.9	66.8	58.6	61.5

* Note, statistical tests were performed on the data, but the 2016/17 average was found not to be significantly different from the 2015/16 average.

Figure 7.01: Average hours worked per week

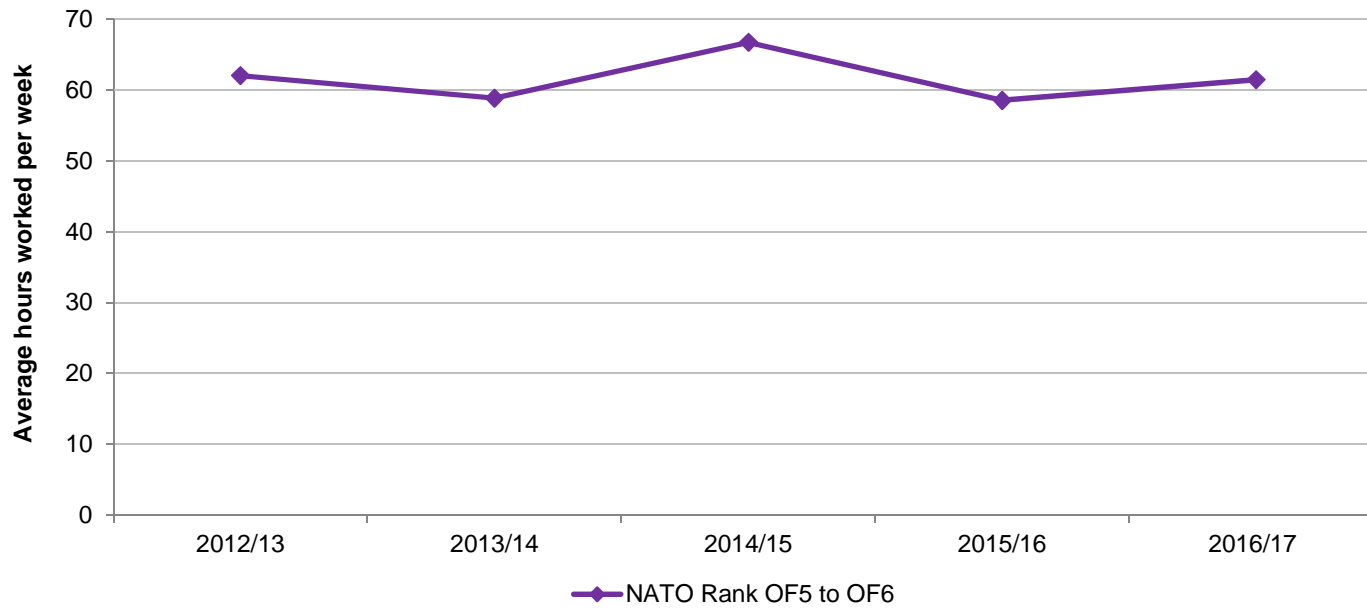


Table 7.07: Average unsociable hours worked per week ^{1 2}

	2012/13	2013/14	2014/15	2015/16	2016/17
NATO Rank OF5 to OF6	14.3	11.6	17.4	12.0	13.6

¹ For the purpose of this survey, unsociable hours are defined as:
 Any hours worked between 00:00 and 06:00, between Monday and Friday
 Any hours worked between 18:00 and 24:00, between Monday and Friday
 Any hours worked on Saturday or Sunday

² Note, statistical tests were performed on the data, but the 2016/17 average was found not to be significantly different from the 2015/16 average.

Figure 7.02: Average unsociable hours worked per week

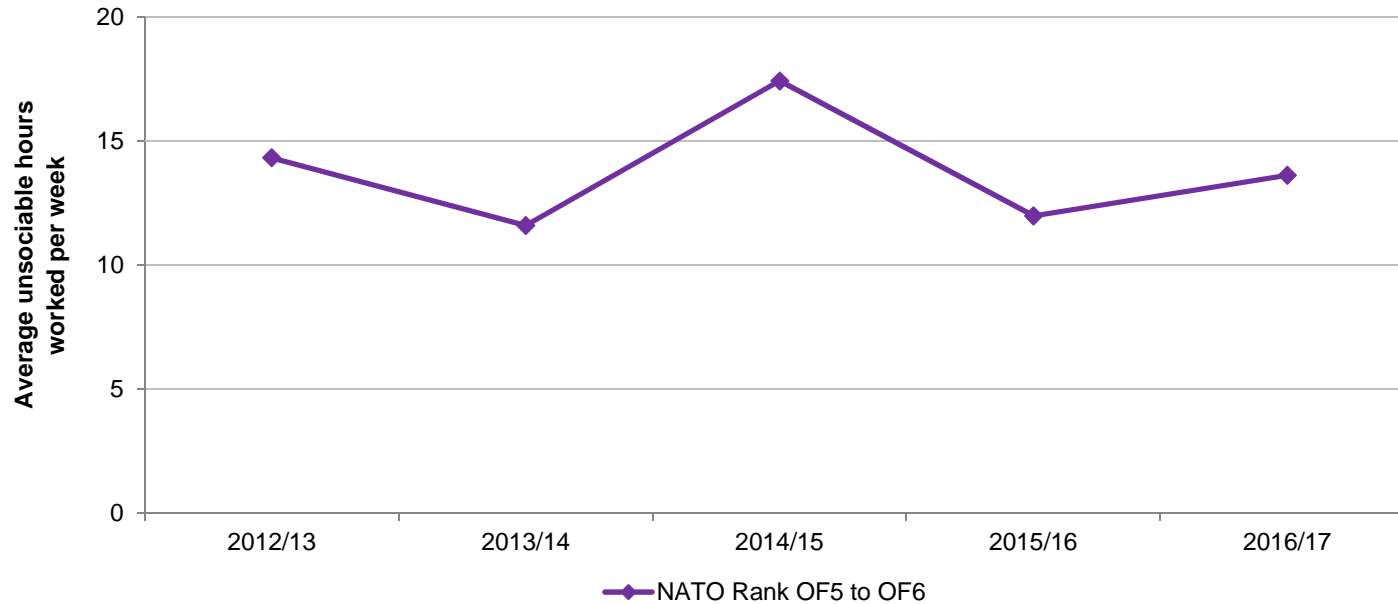


Table 7.08: Proportion of personnel working excessive hours ^{1 2}

	2012/13	2013/14	2014/15	2015/16	2016/17
NATO Rank OF5 to OF6	22%	20%	23%	23%	22%

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

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

Figure 7.03: Proportion of personnel working excessive hours

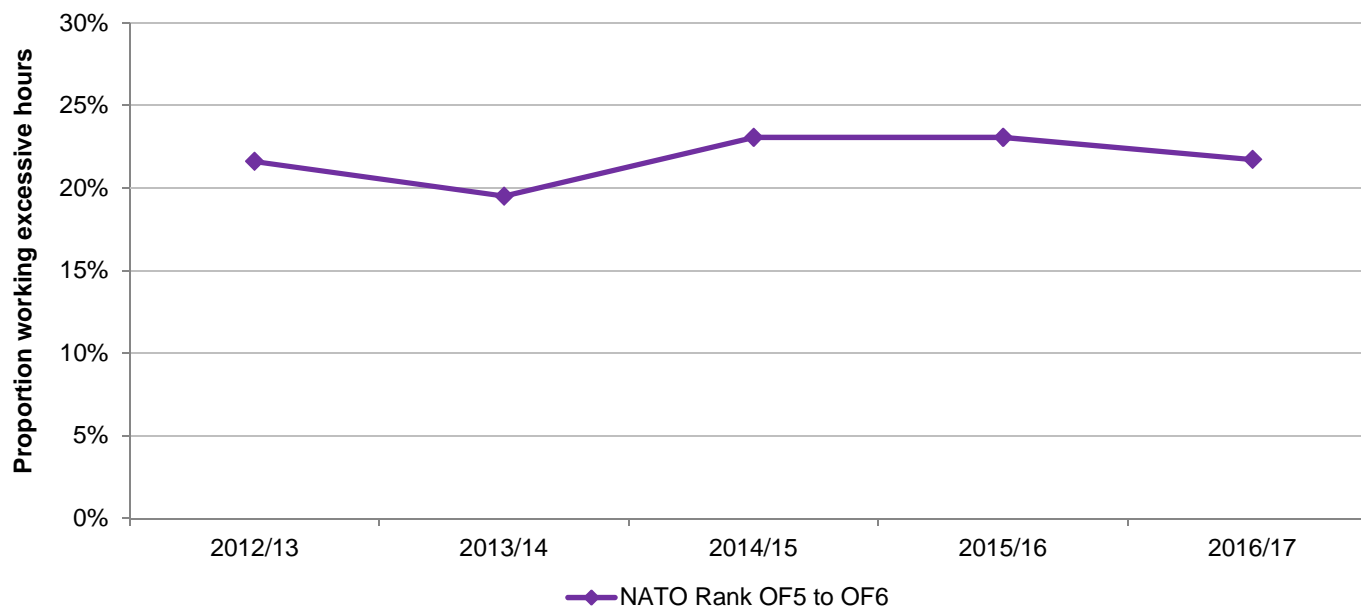


Table 7.09: Average hours spent on call per week *

	2012/13	2013/14	2014/15	2015/16	2016/17
NATO Rank OF5 to OF6	26.6	23.5	20.2	15.3	13.1

* Note, statistical tests were performed on the data, but the 2016/17 average was found not to be significantly different from the 2015/16 average.

Figure 7.04: Average hours spent on call per week

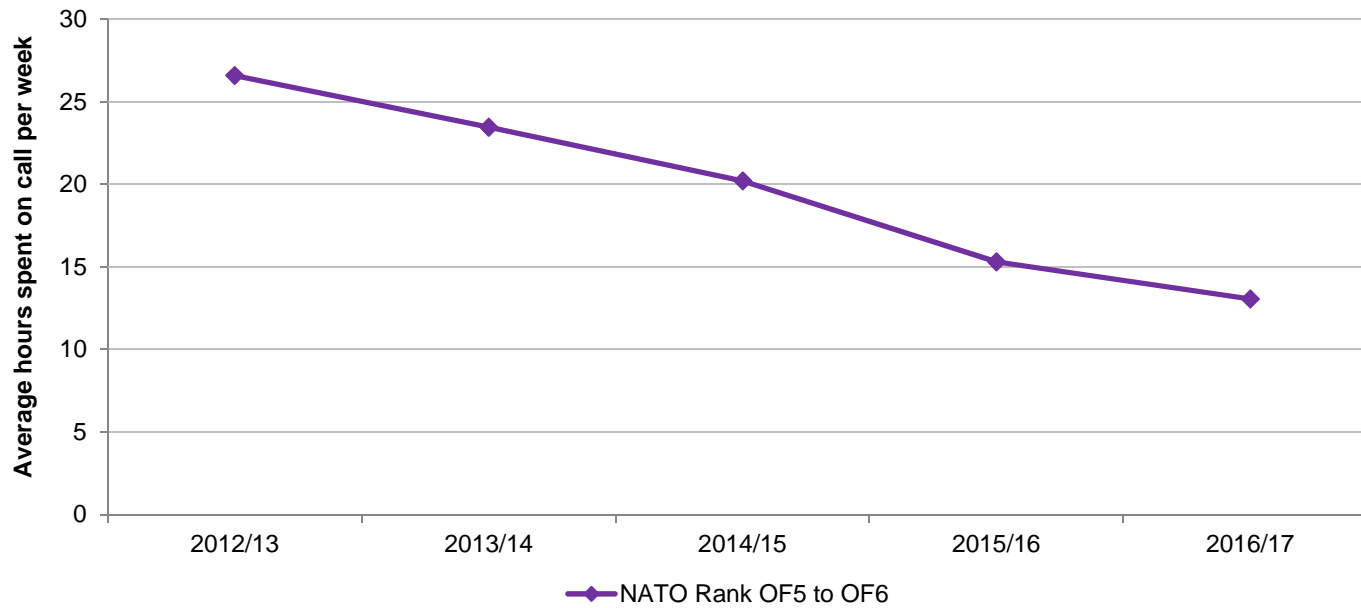
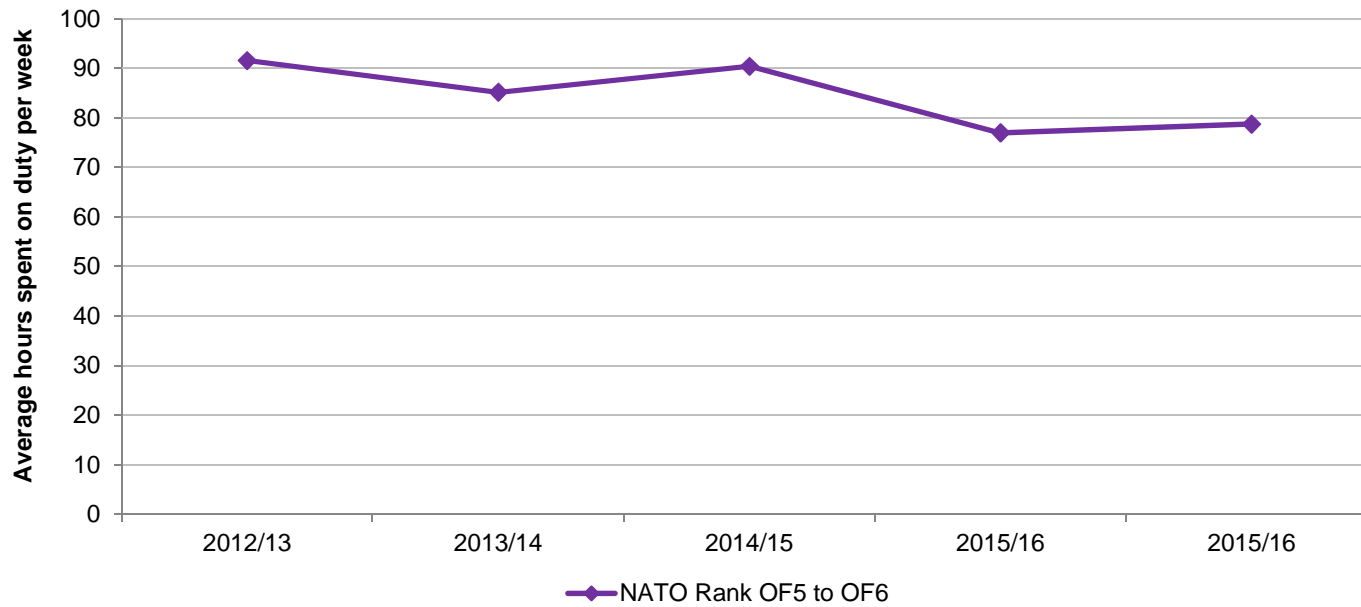


Table 7.10: Average hours spent on duty per week *

	2012/13	2013/14	2014/15	2015/16	2015/16
NATO Rank OF5 to OF6	91.6	85.2	90.5	77.0	78.8

* Note, statistical tests were performed on the data, but the 2016/17 average was found not to be significantly different from the 2015/16 average.

Figure 7.05: Average hours spent on duty per week



SECTION 8: USEABLE RESPONSES

Table 8.01: Valid and useable response rates by Service 2016/17

	Valid response rate	Usable response rate
Naval Service	15%	13%
Army	22%	19%
RAF	28%	24%

Table 8.02: Valid and useable response rates by Service 2015/16

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

Table 8.03: Number of valid Naval Service responses by strata 2016/17

	Sea	Shore	Total
Naval Service total	427	750	1,177
Senior Officers	72	138	210
Junior Officers	85	177	262
Senior Ranks/Rates	141	182	323
Junior Ranks/Rates	129	253	382

Table 8.04: Number of valid Army responses by strata 2016/17

	United Kingdom	Germany	Operational areas	Elsewhere	Total
Army total	849	239	143	322	1,553
Senior Officers	212	47	28	88	375
Junior Officers	195	39	18	28	280
Senior Ranks	143	51	35	137	366
Junior Ranks	299	102	62	69	532

Table 8.05: Number of valid RAF responses by strata 2016/17

	United Kingdom	Operational areas	Elsewhere	Total
RAF total	680	189	197	1,066
Senior Officers	105	21	51	177
Junior Officers	107	30	37	174
Senior Ranks	171	61	53	285
Junior Ranks	297	77	56	430

Table 8.06: Number of full week responses and response rates by Service 2016/17

	Number of full week responses	Full week response rate
UK Armed Forces	2,098	11%
Naval Service	587	8%
Army	891	13%
RAF	620	16%

Table 8.07: Number of full week responses and response rates by Service 2015/16

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