Armed Forces Continuous Attitude Survey 2019 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 2019 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:

Membership Engagement Services, 33 Clarendon Road, London, N8 0NW using the **prepaid envelope provided**. Responses must reach us by **18th February 2019** in order to be included in the survey.

This survey is available for you to complete online. It is recommended you use **Google Chrome** to access the survey. The **Token** you are asked to enter is your **Service Number** (this is case sensitive).

If you are accessing the survey via a MOD computer e.g. a MODNET or DII computer, please visit the following internal webpage:

http://bravo.dasa.r.mil.uk/limesurvey/index.php/624584

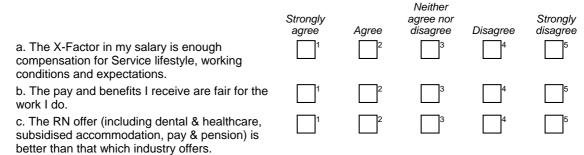
Alternatively, if you are accessing the survey using a non-MOD computer e.g. personal computer, tablet or mobile phone, please visit the following external webpage: https://surveys.mod.uk/index.php/624584

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 with the following?



You can find the Armed Forces Pension, Annual Allowances and Scheme Pays Calculator at the following link: http://mod-abc.co.uk/

Q2 How satisfied are you with the following?

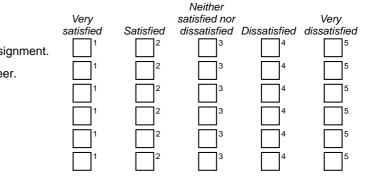
A. My rate of basic pay (basic pay includes X-Factor 1 2 3 4 5 but excludes Recruitment and Retention Pay (RRP) and any allowances).

		Very		Neither satisfied not	r	Very	
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	N/A
	b. My pension benefits.						
	c. Information about pay and allowances, (e.g the intranet, DINs and brochures).	g. from \square^1			4	5	
	d. My ability to access JPA.					5	
	e. My Recruitment and Retention Pay (RRP).	1	2	3	4	5	6
	f. My allowances, (e.g. Longer Separation Allo (LSA), Get You Home (GYH), Continuity of Eo Allowance (CEA), Local Overseas Allowance and Food and Incidentals Allowance (FIA)).	ducation	2	3	4	5	6
	Y	our Wo	ork				
Q3	How satisfied are you with RN life in g						
QJ	Very satisfied	Dissatisfie	d		4		
	Satisfied	Very dissa			5		
	Neither satisfied nor dissatisfied	very uissa	llished				
•							
Q4	How would you rate the level of morale	e of	Neithe	er hiah			
	Very h	igh Hig		0	.ow \	Very low	
	a. Myself.			 3		° 5	
	b. My Unit.			 3 [°	
	c. The RN as a whole.]. [° [Ŧ	Ľ	
Q5	How satisfied are you with the following	ng aspects	of your cu	-			
Q5	How satisfied are you with the following		Very	N satis	leither sfied nor		Very
Q5			Very	N satis	sfied nor	satisfied diss	
Q5	a. My job in general.	S	Very	N satis atisfied diss	sfied nor		satisfied
Q5	a. My job in general. b. The sense of achievement I get from my w	s	Very	N satis atisfied diss	sfied nor		satisfied
Q5	a. My job in general. b. The sense of achievement I get from my w c. The challenge in my job.	s	Very	N satis atisfied diss 2 2 2	sfied nor satisfied Dis ³ ³ ³		satisfied
Q5	a. My job in general. b. The sense of achievement I get from my w c. The challenge in my job. d. The amount of variety in my work.	s	Very	N satis atisfied diss 2 2 2 2 2	sfied nor satisfied Dis ³ ³ ³		satisfied 5 5 5 5 5
Q5	 a. My job in general. b. The sense of achievement I get from my w c. The challenge in my job. d. The amount of variety in my work. e. My current work location. 	ork.	Very satisfied S	N satis atisfied diss 2 2 2 2 2 2 2 2 2 2	sfied nor satisfied Dis.		satisfied 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5
Q5 Q6	a. My job in general. b. The sense of achievement I get from my w c. The challenge in my job. d. The amount of variety in my work.	ork.	Very satisfied S	N satis atisfied diss 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	sfied nor satisfied Dis.		satisfied 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5
	 a. My job in general. b. The sense of achievement I get from my w c. The challenge in my job. d. The amount of variety in my work. e. My current work location. 	ork. e with the f	Very satisfied S 1 1 1 1 1 1 5 5 0llowing?	N satis atisfied diss 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	sfied nor satisfied Dis.	satisfied diss 4 4 4 4 4 4 5trongly	satisfied
	 a. My job in general. b. The sense of achievement I get from my w c. The challenge in my job. d. The amount of variety in my work. e. My current work location. 	ork. e with the f Strongly agree	Very satisfied S	N satis atisfied 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	sfied nor satisfied Dis.	satisfied diss	satisfied 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5
	 a. My job in general. b. The sense of achievement I get from my we c. The challenge in my job. d. The amount of variety in my work. e. My current work location. How strongly do you agree or disagre a. My superiors do not interfere excessively in 	ork. e with the f Strongly agree	Very satisfied S 1 1 1 1 1 1 5 5 0llowing?	N satis atisfied diss 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	sfied nor satisfied Dis.	satisfied diss 4 4 4 4 4 4 5trongly	satisfied
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	 a. My job in general. b. The sense of achievement I get from my week. c. The challenge in my job. d. The amount of variety in my work. e. My current work location. How strongly do you agree or disagree a. My superiors do not interfere excessively in work activities. b. I am given sufficient authority to make decisions. c. If I make a genuine mistake at work, I do not feel that it will be held against me. d. Where I work people do not automatically lefor someone to blame when things go wrong. e. I am encouraged to find better ways of doir things at work. f. I am always given a clear deadline as to wh work needs to be completed. g. When I am set a task at work, I am told ver 	sork.	Very satisfied S 1 1 1 1 1 1 5 5 0llowing?	N satis atisfied diss 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	sfied nor satisfied Dis.	satisfied diss 4 4 4 4 4 4 5trongly	satisfied

Resources and Workload

Q7	How satisfied are you with the following?	
	Neither Very satisfied nor Very	
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied assatisfied assatisfied $dissatisfied$ a. The standard of personal equipment/kit I have to do my 1 2 3 4 5	
	job (e.g. clothes, boots, personal weapon).	
	b. The availability of personal equipment/kit I have to do \Box^1 \Box^2 \Box^3 \Box^4 \Box^5 my job.	
	c. The standard of major equipment (e.g. vehicles and 1 2 3 4 5 systems) I have to do my job.	
	d. The availability of major equipment I have to do my job. 1^{1} 2^{2} 3^{3} 4^{4} 5^{5}	
Q8	How would you rate your workload over the last 12 months?	
	Much too high	
	Too high \Box^2 Much too low \Box^3	
	About right	
	Your Career	
		_
Q9	Overall how satisfied are you with the way your career is being managed?	
	Very satisfied ¹ Dissatisfied ⁴	
	Satisfied Very dissatisfied	
	Neither satisfied nor dissatisfied	
	and future Service requirements, exploiting skills, career development needs and, wheneve e, personal preferences, whilst providing advice on future career paths'. Overall how satisfied are you with the career management service provided by the Career	; I
	Managers and Branch Advisers?	
	Very satisfied Dissatisfied	
	Satisfied Very dissatisfied	
	Neither satisfied nor dissatisfied	
Q11	Who do you think is responsible for managing your career? (Tick all that apply)	
	a. You.	
	b. Immediate superior (line manager).	
	c. Career Manager.	
Q12	In terms of your current assignment, how strongly do you agree or disagree with the following? Neither	
	Strongly agree nor Strongly agree Agree disagree Disagree disagree	
	a. I have the knowledge, skills and experience to do my job. $\boxed{1}^{1}$ $\boxed{2}^{2}$ $\boxed{3}^{3}$ $\boxed{4}^{4}$ $\boxed{5}^{5}$	
	b. My knowledge, skills and experience are being used. \Box^1 \Box^2 \Box^3 \Box^4 \Box^5	
	c. The assignment provides development opportunities that 1^{1} 2^{2} 3^{3} 4^{4} 5^{5} will enhance my promotion prospects.	
	d. My personal preferences were taken into account. \Box^1 \Box^2 \Box^3 \Box^4 \Box^5	

- 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

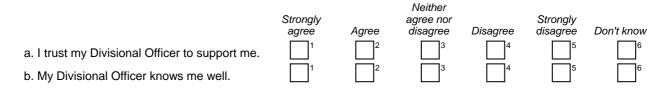
Q14 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)?

	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 performanc	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 RN objectives	1	2	3	4	5	6
 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 immediate supervisor.	my 1	2	3	4	5	6

Q15 How long have you worked with your Divisional Officer?

0 - 3 months					
4 or more months					

Q16 How strongly do you agree or disagree with the following statements?



Senior Leadership

Q17 How strongly do you agree or disagree with the following statements about the senior leaders of the Royal Navy (i.e. Commodore and above)?

	Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	Don't know
a. They understand and represent my interests.	1	2	3	4	5	6
b. They are keen to listen to Service people's feedback.	1	2	3	4	5	6
c. They champion the RN's interest in Tri-Servic issues.	e 1	2	3	4	5	6
d. They communicate decisions to personnel.	1	2	3	4	5	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 RN.	1	2	3	4	5	6

Naithar

Commitment

Q18 How strongly do you agree or disagree with the following?

	Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	
a. In the last 12 months, I have fulfilled my commitments/promises to the RN.		2	3	4	5	
 b. In the last 12 months, the RN has fulfilled its commitments/promises to me. 		2	3	4	5	
c. I am proud to be in the RN.		2	3	4	5	
d. I am valued by the RN.		2	3	4	5	
e. I would recommend joining the RN to others.		2	3	4	5	
f. I feel a strong personal attachment to the RN.		2	3	4	5	
g. I feel a strong personal attachment to my Unit.			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	
j. My family is proud of me serving in the Armed Forces.	1	2	3	4	5	
k. My family benefits from being a Service family.		2			5	
I. My family supports my career in the RN.		2	3	4	5	

Ethos is the enduring spirit from our people's loyalty to their ship, Unit or team sustained by high professional standards and strong leadership, which gives us courage in adversity and the determination to fight and win.

Q19 How strongly do you agree or disagree with the following?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. The ethos of the RN is an important part of life in the RN.	1	2	3	4	5
b. The ethos of my branch is important to me.	1	2	3	4	5

Working with Others

Q20 In considering your immediate working team, to what extent do you agree or disagree with the following?

		a . 1		Neither		a . <i>i</i>
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree
	a. My team know exactly what their responsibilities are.		 ²]3	4	_5
	b. The people in my team can be relied upon to help whe	$n \square^1$	2	 3	4	
	things get difficult in my job.					
	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	1	2	3	4	5
	improve the service we provide. e. Team members work well with personnel from different		2	 3	4	 []5
	backgrounds.					
Q21	Have you had working contact with any of the fo IF NONE APPLY PLEASE GO TO Q25	ollowing i	n the <u>last</u>	two years	a? (Tick al)	l that apply)
	a. Armed Forces Reserves.	1				
	b. MOD Civil Servants.	1				
	c. MOD contractors.	1				
Q22	In your experience, how would you rate the con	tribution	to the RN	of		
		Very valuable	Valuable	Not very valuable	Not at all valuable	Don't know/ N/A
	a. Armed Forces Reserves.		2		4	5
	b. MOD Civil Servants.		2		4	5
			2	3	4	5
	c. MOD contractors.					
Q23	In your experience, how well integrated into the	RN are		Not very	Not at all	Don't know/
		Very well	Well	well	well	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
Q24	In your experience, how would you rate the prof	essionali	sm of			
	pr	Very ofessional P	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.		2	3	4	5
	c. MOD contractors.		2	3	4	5
	Chang	je				
Q25	How strongly do you agree or disagree with the	following				
	Strongly		Neithei agree no	or	Strong	
	agree	Agree	disagre 3	e Disagre	e disagr 1	ee Don't know
	a. Change is managed well in my immediate					Ľ
	b. Change is managed well in my	2	3		4	5 6
	1	2	3		4	5 6
	c. Change is managed well in the RN.					

Your Deployments

If you have NOT been on a sea-going/operational deployment since 1 Jan 2016, please go to Q29

Q26	With regards to your current/last sea- individually or as part of a Unit?	going/ope	erational	deploymer	nt, were yo	ou deploye	d	
	Individually							
	As part of a Unit							
Q27	With regards to your current/last sea- following?	going/ope	erational	deploymer	nt, how sat	tisfied are	you with the	
		Very		Neither satisfied nor		Very		
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	N/A	
	a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA	Ŋ. 🛄 '						
	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 Royal		2	3	4	5	6	
	Navy Royal Marines Welfare (RNRMW) when returned from sea-going/operational deployment.							
	f. The welfare support that my family, partner and/or parents received from the RNRMW when I returned from sea-going/operational	1	2	3	4	5	6	
	deployment. g. The decompression and post sea- going/operational tour support I received whe I returned from sea-going/operational deployment.	n ¹	2	3	4	5	6	
	h. The Post Operational Stress Management that I received when I returned from sea- going/operational deployment.	1	2	3	4	5	6	
	i. The sea-going/operational role I was assigned to.	1	2	3	4	5	6	
Q28	What is your view of the following reg deployments?	arding yo	our exper	ience of se	a-going/o	perational		
	a. The frequency of my sea-going/operational deployments.	Too ofte	en I	About right	Not ofte	en enough		
	b. The length of my sea-going/operational deployments.		g I	About right	Тос	o short		
	Training a	and De	evelo	oment				
Q29	How satisfied are you with the following			omont				ł
QLJ	now satisfied are you with the following	iig i	Very		Neither satisfied nor		Very	
			satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	
	a. My opportunities for professional developm	ient.					5	
	 b. My opportunities for personal development c. The timing of the training I have received in carry out my current job roles. 			\square^2				
	d. The extent to which I am doing the job for v trained.	vhich I was	1	2	3	4	5	

3

2

4

5

e. My opportunities to gain civilian accreditation for Service ¹ training, (e.g. NVQs, apprenticeships).

Q30	How strongly do you agree or disagree with the following?
	Neither Strongly agree nor Strongly
	agree Agree disagree Disagree disagree
	I am given enough training to enable me to make moral $\begin{bmatrix} 1 \\ 2 \end{bmatrix}^2 \begin{bmatrix} 3 \\ 4 \end{bmatrix}^5$ decisions within my role.
Q31	How much importance do you place on professional / civilian accreditation?
	A lot \Box^1 Very little \Box^3
	Some None at all
	Your Future Plans
Q32	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
Q33	How actively have you searched for a job outside the RN in the last 12 months?
	Very actively
	Quite actively \square^2 Not at all \square^4
Q34	In the last 12 months, have you been approached by industry with offers of employment? \Box_1^2
	Yes No
Q35	When you leave the RN, would you consider joining the Volunteer Reserve Forces? (RN/RM:
	Maritime Reserves; Army: Army Reserve; RAF: RAF Volunteer Reserves)
	a. Full time
	b. Part time 1^{1} 2^{2} 3^{3}
Q36	What would make you join the Volunteer Reserve Forces? (Please write in the box below):

	Strongly	Incroace	Has no effect on my	Inorococo	Strongly increases
		Increases my intention	intention to	my intention	my intention
	to stay	to stay	stay or leave	to leave	to leave
a. Impact of RN life on family and personal life.					
b. Opportunities outside the RN.					
c. Current job satisfaction.					
d. Job security.					
e. My morale.					
f. Service morale.					
g. Amount of pay.			3	4	5
h. Amount of allowances.		2	3	4	5
i. Opportunities for career development.		2	3	4	5
j. Opportunities for personal development.	1	2	3	4	5
k. Opportunities for sport.	1	2	3	4	5
I. Opportunities for Adventurous Training.	1	2	3	4	5
m. Promotion prospects.	1	2	3	4	5
n. Healthcare provision.		2	3	4	5
o. Dental provision.	1	2	3	4	5
p. Mental health provision.	1	2	3	4	5
q. Pension.	1	2	3	4	5
r. Opportunities for flexible working conditions.		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
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
x. Work/life balance while ashore.	1	2	3	4	5
y. Management in my current Unit.	1	2	3	4	5
z. Accommodation provision.		2	3	4	5
aa. Other (if applicable, please specify below):					

Q38 What single factor could be changed to positively affect your decision to remain in the RN? (Please specify below):

Q39 If you have put in your notice to leave, please indicate the 3 factors from the list above in Q37 that most influenced your decision to leave the RN. (Write the letter that corresponds with the reason in the boxes below.)

Most important reason for leaving

Second most important reason for leaving

Third most important reason for leaving

Q40	How would having the following option	s impact o	n your inte	ention to s	tay or leav	e the RN?	
		Strongly		Has no		Strongly	
		increases	Increases	effect on my	Increases	increases	
		my intention	my intention	intention to	my intention		
		to stay	to stay	stay or leave	to leave	to leave	
	a. Opportunities to work part-time.	1	2	3	4	5	
	b. Opportunities for reduced separated Service (including sea-going/operational deployment).	1	2	3	4	5	
	Fairne	ess at '	Work				
	ims to achieve an environment free from ation, in which all have equal opportunity						

Q41	How strongly do you agree or disagree with the following statement regarding fairness and
	equality in the RN?

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I am treated fairly at work.		1	2	3	4	5
Do you feel that the RN disc	cipline sy	stem is?				
Very fair	1	Unfair			4	
Fair	2	Very unfair			5	
Neither fair nor unfair	3					

<u>Bullying</u> may be characterised as offensive, intimidating, malicious or insulting behaviour, and abuse of or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

<u>Discrimination</u> can occur when a person is treated less favourably because of race, religion or belief, sex, sexual orientation, pregnancy or maternity, marriage or civil partnership, gender reassignment, age or disability. Discrimination can also occur where a policy or practice which applies to everyone unreasonably disadvantages a person on the basis of the characteristics mentioned above.

<u>Harassment</u> 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.

Please note that the data gathered is strictly for research purposes only. You are advised not to name any individuals in your response. No action will be taken on this, and you are instead advised to seek guidance from the SSAFA Confidential Helpline: 0800 731 4880 (freephone) or +44 1980 630854 (overseas) (website also at: https://www.ssafa.org.uk/help-you/forcesline).

Q43 Do you believe you have been subject to any of the following in a Service environment in the last 12 months? (Tick all that apply).

a. Bullying.

Q42

- b. Discrimination.
- c. Harassment.
- d. None of the above.

1	
1	
1	
1	Please go to Q49

Q44 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 below:

Q45 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:

DiscriminationHarassmenta. Gender.12b. Gender reassignment.12c. Race, colour, nationality, ethnic or national origin.12d. Marriage/civil partnership.12e. Religion or beliefs.12f. Sexual orientation.12g. Age.12h. Disability.12i. Pregnancy or maternity.12

Q46 Did you make a formal written complaint witihin the last 12 months about this discrimination, harassment and/or bullying?

Yes		Please go to Q47
No	2	Please go to Q48

Q47 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	dissatisfied	N/A
a. The objectivity and fairness with which my complaint was handled/is being handled.	1	2	3	4	5	6
b. The amount of time taken/it is taking to reso my complaint.	olve ¹	2	3	4	5	6
c. How well I was/am being kept informed abo the progress of my complaint.	ut ¹		3	4	5	6
d. The support provided by my Assisting Office	er.	2	3	4	5	6
e. The outcome of my complaint.		2	3	4	5	6

Q48 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.	
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 below):	

Q49 Do you know how the Service Complaints Ombudsman can help you with a discrimination, harassment and/or bullying complaint?

Yes,	fully	,
To s	ome	extent

No, not at all Haven't heard of the Service

Complaints Ombudsman

3
4

Information about the Service Complaints Ombudsman can be found on the following link: https://www.servicecomplaintsombudsman.org.uk/

AND

The Service Complaints process https://www.gov.uk/government/publications/jsp-831-redress-of-individualgrievances-service-complaints

Your Work-Life Balance

Q50 In the past 12 months approximately how much time have you spent away from your family (e.g. spouse/partner or children) for Service reasons?

Not been away

Not been away	
Up to 1 month (4 weeks)	2
Between 1 - 3 months (5 - 13 weeks)	3
Between 4 - 6 months (14 - 26 weeks)	4

1

Between 7 - 9 months (27 - 39 weeks)

Between 10 - 12 months (40 - 52 weeks) N/A

	5
	6
	7

Q51 In the past 12 months, how satisfied were you with the following?

			Neither			
	Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
a. The ability to plan my own life - short term (e.g. work/weekend leave).	1	2	3	4	5	
b. The ability to plan my own life - long term (e.g. holidays/career training).	1	2	3	4	5	
c. The opportunity for me to work flexibly (e.g. variabl start/finish times, Compressed Hours, Working from home).	e1	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	n. 🗌 1	2	3	4	5	6
g. The effect of Service life on my spouse/partner's career.	1	2	3	4	5	6

Strongly

agree

1

Agree

2

Neither

agree nor

disagree

Naithar

3

Disagree

4

Strongly

disagree

5

Q52 How strongly do you agree or disagree with the following?

I am able to maintain a balance between my personal and working life.

Your Leave

Q53 How satisfied are you with the following?

	Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. My overall leave allowance i.e. annual leave, post operational leave (POL), Sea-Goers Leave (SGL), leave carried over from previous years.	1	2	3	4	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		2 2	$ \boxed{3} \\ \boxed{3} $	4 4	5 5
months.					

Q54 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? (Tick all that apply).

a. Operational tour.		
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.		
g. Other (please specify below):	1	

Your Health and Well-being

Q55 If you have received Service-provided <u>medical</u> treatment (including mental healthcare) in the last 2 years, how satisfied were you with:

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. Being able to access the medical care when I needed it.	1	2	3	4	5	6
b. The medical treatment.	1	2	3	4	5	6

Q56 If you have received Service-provided <u>dental</u> treatment in the last 2 years, how satisfied were you with:

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. Being able to access the dental care when I needed it.	1	2	3	4	5	6
b. The dental treatment.	1	2	3	4	5	6

As part of measuring national well-being we are interested to understand how satisfied you are in general with life. The questions below are not linked particularly to the Service but to <u>your life in general</u>.

Q57 Overall, how satisfied are you with your life nowadays?

	Not at a	all								Cor	npletely
	0	1	2	3	4	5	6	7	8	9	10
Q58	Overall, I	how happ	by did you	u feel yes [.]	terday?						
	Not at a	all 1	2	3	4	5	6	7	8	9	npletely 10
Q59	Overall, I	how anxi	ous did y	ou feel ye	esterday?						
	Not at a	all 1	2	3	4	5	6	7	8	9	npletely 10
Q60	Overall, t	o what e	xtent do y	you feel t	he things	you do ir	n your life	are wort	hwhile?		
	Not at a	all 1	2	3	4	5	6	7	8	9	npletely 10

Fitness, Sport and Adventurous Training

Q61 How satisfied are you with the following?

a. RN sport, exercise and fitness facilities in general.b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).

c. My opportunities to take part in sport.

d. My opportunities to take part in Adventurous Training.e. My opportunities to take part in Force Development Activities.

		Neither		
Very		satisfied nor		Very
satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied
1	2	3	4	5
1	2	3	4	5
1	2	3	4	5
1	2	3	4	5
1	2	3	4	5

Welfare

Q62 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. The welfare support provided by the RNRMV for me.	V 1	2	3	4	5	6
 b. The welfare support provided by the RNRMV for my family. 	V 1	2	3	4	5	6
c. The support my spouse/partner gets from the RNRMW when I am absent.	e 1	2	3	4	5	6
d. The Operational/Deployment Welfare Package.	1	2	3	4	5	6

Q63 How satisfied are you with the following?

	Very		Neither satisfied nor		Verv		
	satisfied	Satisfied		Dissatisfied		Not used	Not heard of
a. My Divisonal Officer.		2	3	4	5	6	7
b. The chaplaincy support provided by Naval Service.	the ¹	2	3	4	5	6	7
c. The RNRMW, Specialist Welfare Su (e.g. the Portal and casework).	pport 1	2	3	4	5	6	7
d. The RNRMW, Community Support.		2	3	4	5	6	7
e. The RNRMW Information Services.		2	3	4	5	6	
f. The Naval Families Federation.	1	2	3	4	5	6	7
g. RNRMW Digital Communications (e Forum).	.g. RN ¹	2	3	4	5	6	7
h. Naval Service Welfare social media Facebook).	(e.g. 1	2	3	4	5	6	7

Your Accommodation

	What kind of accommodation do you live in at present d only)			g week.	
	Service Family Accommodation (SFA)	1	Please go to	0 Q65	
e	Substitute Service Family Accommodation (SSFA)	2	Please go to	D Q65	
ę	Single Living Accommodation (SLA)	3	Please go to	D Q65	
ę	Substitute Service Single Accommodation (SSSA) (Formerly SSLA) 🗖 4	Please go to	Q65	
ę	Ship or Submarine	5	Please go to	Q65	
ŀ	Property I own	6	Please go to	D Q69	
ŀ	Privately rented accommodation		Please go to	0 Q67	
I	In a relative's (e.g. parents') home	8	Please go to	0 Q67	
(Other (please specify below):	9	Please go to	Q67	
V a k	If you have moved from your own home into Service Accertain was/were the reason(s) for this? (Tick all that apply) a. Posting requirement.	commo	odation in	the last ⁻	12 montl
k c	was/were the reason(s) for this? (Tick all that apply) a. Posting requirement.	commo	odation in	the last ⁻	12 monti
	was/were the reason(s) for this? (Tick all that apply) a. Posting requirement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce). d. Other (please specify below): With regard to your current Service Accommodation, ho]1]1]1]1	sfied are y		the follo
	was/were the reason(s) for this? (Tick all that apply) a. Posting requirement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce). d. Other (please specify below): With regard to your current Service Accommodation, ho Very satisfied	1 1 1 1 w satis	sfied are y Neither satisfied nor dissatisfied L	ou with t	the follo Very dissatisfied
k d d d d d d d d d d d d d d d d d d d	was/were the reason(s) for this? (Tick all that apply) a. Posting requirement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce). d. Other (please specify below): With regard to your current Service Accommodation, ho Very satisfied sa. The overall standard.]1]1]1]1 w satis	sfied are y Neither satisfied nor	ou with t	the follo ^v
k k c c c c c c c c c c c c c c c c c c	was/were the reason(s) for this? (Tick all that apply) a. Posting requirement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce). d. Other (please specify below): with regard to your current Service Accommodation, ho Very satisfied sa. The overall standard. b. The value for money.	1 1 1 1 w satis	sfied are y Neither satisfied nor dissatisfied L	ou with t	the follo Very dissatisfied
National Contractions of the second s	was/were the reason(s) for this? (Tick all that apply) a. Posting requirement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce). d. Other (please specify below): With regard to your current Service Accommodation, ho Very satisfied sa. The overall standard.	1 1 1 1 w satis	sfied are y Neither satisfied nor dissatisfied L	ou with t	the follo Very dissatisfied
I a a t t c c c c c c c c c c c c c c c c	was/were the reason(s) for this? (Tick all that apply) a. Posting requirement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce). d. Other (please specify below): with regard to your current Service Accommodation, ho Very satisfied sa. The overall standard. b. The value for money. c. The response to requests for maintenance/repair to	1 1 1 1 w satis	sfied are y Neither satisfied nor dissatisfied L	ou with t	the follo Very dissatisfied

Q67 Do you currently own your own home? Please answer this question whether you live in this property or not.

1	Yes	1	Please go to Q69
•			Please go to Q68
Γ ι	No, but I am currently saving ıp to buy a home in the future	3	Please go to Q68

Q68	Please indicate whether each of the following is a reason why you do not own your own home.
	(Tick all that apply)
	(Once completed please go to Q71)

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 specify below):	

Q69	Please indicate whether each of the following was a reason why you bought your own home.
	(Tick all that apply)

a. To give stability for myself and my family.	1
b. The allowances for living in my own home.	1
c. To rent it out.	1
d. Poor standards of SLA or SFA.	1
e. Poor location of SLA or SFA.	1
f. The cost of SLA or SFA.	1
g. I wanted to live with my partner.	1
h. Other (please specify below):	1

Q71

Q70 If you currently own a home, how satisfied are you with the following?

a. The opportunity to live in my own home. b. The allowances for living in my own home.	Very satisfied	Satisfied	Neither satisfied nor dissatisfied 3 3 3	Dissatisfied	Very dissatisfied 5 5	N/A
Which of the following statements appl	y to you?	(Tick all t	hat apply)			
a. In the last year, I have used Forces Help to I	Buy (FHTB)	for my hom	ne purchase.			
b. In the last year, I have used FHTB to extend	l my home.					
c. I am considering using FHTB for a future hor	me purchas	е.				
d. In the last year, I purchased my own home w Affordable Housing Schemes.	vithout the u	se of FHTB	B or the Gove	rnment		
e. In the last year, I used a Government Afforda / Mortgage Guarantee / New Buy / Shared Owr		0 (e.g. Help to	Buy: Equity I	_oan1	
f. None of the above.	1	,				

You can find more information on Forces Help to Buy at the following link: www.gov.uk/forces-help-to-buy

Catering, Retail and Leisure

Q72 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.	1
b. Value for money.	
c. Choice.	
d. Quality.	
e. Quantity.	
f. Well known brand.	1
g. Where it is sourced from (e.g. Fairtrade, locally produced).	
h. Other (please specify below):	1

Q73 How often do you use Service-provided catering facilities...?

	Always	Often	Sometimes	Rarely	Never	N/A
a. For eating at breakfast.	1	2	3	4	5	6
b. For eating at lunchtime.	1	2	3	4	5	6
c. For eating in the evening.	1	2	3	4	5	6
d. For drinking, socialising in the bar.	1	2	3	4	5	6
e. For informal functions.	1	2	3	4	5	6
f. For formal functions (Officers/SNCOs/WOs only).	1	2	3	4	5	6

Q74 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. The availability of food during the week on Unit (e.g. opening hours).	my 1	2	3	4	5	6
 b. The number of functions during the year. c. The standard of service from catering contractors on my Unit. 		2 2	$ \boxed{3} \\ \boxed{3} $	4	5	6 6

Your Family Life

Q75 What is your current personal status?

Single (never married or formed a civil partnership)	1	Please go to Q77
In a long term / established relationship (but not married or in a civil partnership)	2	
Married / In a civil partnership	3	
Separated, but still legally married or in a civil partnership	4	Please go to Q77
Divorced / Formerly in a civil partnership which is now legally dissolved	5	Please go to Q77
Widowed / The surviving partner from a civil partnership	6	Please go to Q77
Prefer not to say	7	Please go to Q77

Q76	What is your spouse/partner's current employment situation?
	In the Armed Forces
	In full-time paid employment / full- \square^2 Not employed (for any reason) \square^5 time self-employment (other than
	Armed Forces) In full-time or part-time education
	In part-time paid employment / 3 part-time self-employment
Q77	Do you have any children whom you support financially?
	Yes
	No Please go to Q82
Q78	If YES, how many children do you have in each age group? (<i>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".)</i>
	Under 5 years
	Between 5 and 17 years
	18 years and over
Q79	Do any of your children live with you? (Tick one box only).
	Yes
	Shared Access
	Weekends/holidays only
	No Please go to Q82
	N/A \square^5 Please go to Q82
Q80	If you have a child or children living with you, do you consider yourself to be a lone/single parent? Yes 1 No 2 N/A 3
Q81	If you require childcare, how satisfied are you with the locally provided childcare facilities?
401	Very satisfied \square^1 Dissatisfied \square^4
	Satisfied \square^2 Very dissatisfied \square^5
	Neither satisfied nor dissatisfied $\boxed{3}^{3}$ N/A
Q82	Do you have caring responsibilities for infirm or elderly adult(s)? Yes $1 No 2^2$
	I would like to understand how Service life affects personal finance. The ation could improve training and policy.
Q83	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 specify below):

Other (please specify below):

Q84	Do you	currently	have	personal	debt	levels	that	concern	you?

Being Part of Society

Q85	Are you currently registered to vote?
-----	---------------------------------------

Yes	1	Please go to Q86
No	\square^2	Please go to Q87
Don't know	\square^3	Please go to Q88

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

Q86 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 voters (annual canvass)	Please go to Q88
A Service voter – registered for five years, via a Service declaration	² Please go to Q88
An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas	Please go to Q88

Q87 If you are not currently registered to vote, what is the <u>main</u> reason for this? (Tick one box only).

I did not receive an electoral registration for	m'	I am not interested in politics	4
I have not got around to it, but aim to do it sometime	2	I wish to remain impartial	
I do not know how to register	3	Other	6

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.

Q88 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

See the following link - https://www.gov.uk/government/policies/armed-forces-covenant - for more information.

Q89 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)

	Strongly		Neither advantaged nor dis-	Dis-	Strongly dis-	Don't know /
	advantaged	Advantaged	advantaged	advantaged	advantaged	N/A
a. Family's access to NHS care.	1	2	3	4	5	6
b. Children's Education.	1	2	3	4	5	6
c. Housing	1	2	3	4	5	6
d. Family life.	1	2	3	4	5	6
e. Benefits.		2	3	4	5	6
f. Tax.	1	2	3	4	5	6

04

Yes No

	Strongly advantaged	Advantaged	Neither advantaged nor dis- advantaged	Dis- advantaged	Strongly dis- advantaged	Don't know / N/A
g. Commercial Products and Services (e.g. Ho and Car Insurance, Telephone/Media Package Access to Credit).		2	3	4	5	6
h. HM Forces and Veterans-specific financial advice and discounts (e.g. Money Force, Defe Discount Service and Defence Privilege Cards and Joining Forces (Credit Unions)).		2	3	4	5	6
i. Participation as Citizens (e.g. contacting a lo councillor, MP or other public official, attending public meeting, rally or signing a petition).		2	3	4	5	6
j. Other (please specify below):	1	2	3	4	5	6

Q90 How strongly do you agree or disagree with the following?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. I offer an important service to the country.	1	2	3	4	5	6
b. Members of the Armed Forces are valued by society at large.	1	2	3	4	5	6

Your Background

Q91 Have you ever been a member of a Service Cadet Force (Sea Cadet Corps/Army Cadet Force/Air Training Corps/Combined Cadet Force)?

Yes	1	Please go to Q92
No	2	Please go to Q93

Q92	If YES, were you a member of the:	(Tick all that apply).
	a. Sea Cadet Corps (SCC).	1
	b. Army Cadet Force (ACF).	1
	c. Air Training Corps (ATC).	1
	d. Combined Cadet Force RN (CCF RN).	
	e. Combined Cadet Force Army (CCF Arm	y).
	f. Combined Cadet Force RAF (CCF RAF)	

Taking Action and Your Comments

Q93 How strongly do you agree or disagree with the following?

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	a. I believe the leaders in the RN will take action on the results of AFCAS.	ר <mark>1</mark>	2	3	4	5	6
	b. I think effective action has been taken in the RN on the results of AFCAS.	1	2	3	4	5	6
Q94	This survey is?Too long 1 About right 2	Too short	3				

Q95	How long did it take you to comp	lete this survey?			
	Less than 10 minutes1	30-40 minutes	4	Over an hour	7
	10-20 minutes 2^2	40-50 minutes	5		
	20-30 minutes 3^3	50-60 minutes	6		
Q96	Please use this box to provide a	ny further comments a	bout working a	and living in the RN.	

Thank you for completing this survey.

Please return it as soon as you can to:

Membership Engagement Services, 33 Clarendon Road, London, N8 0NW using the <u>envelope provided</u>.

Responses must reach us by 18th February 2019 in order to be included. Please allow sufficient time for postage.

Armed Forces Continuous Attitude Survey 2019 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 2019 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:

Membership Engagement Services, 33 Clarendon Road, London, N8 0NW using the **prepaid envelope provided**. Responses must reach us by **18th February 2019** in order to be included in the survey.

This survey is available for you to complete online. It is recommended you use **Google Chrome** to access the survey. The **Token** you are asked to enter is your **Service Number** (this is case sensitive).

If you are accessing the survey via a MOD computer e.g. a MODNET or DII computer, please visit the following internal webpage:

http://bravo.dasa.r.mil.uk/limesurvey/index.php/575913

Alternatively, if you are accessing the survey using a non-MOD computer e.g. personal computer, tablet or mobile phone, please visit the following external webpage:

https://surveys.mod.uk/index.php/575913

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 with the following?

a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	Strongly agree	Agree	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 be than that which industry offers.	tter	2	3	4	5

You can find the Armed Forces Pension, Annual Allowances and Scheme Pays Calculator at the following link: http://mod-abc.co.uk/

Q2 How satisfied are you with the following?

	Very satisfied	Satisfied	satisfied nor dissatisfied		Very dissatisfied
a. My rate of basic pay (basic pay includes X-Fact but excludes Recruitment and Retention Pay (RR and any allowances).		2	3	4	5

Naithar

		Very		Neither satisfied nor		Very	
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	N/A
	b. My pension benefits.						
	 c. Information about pay and allowances, (e.g. find the intranet, DINs and brochures). 	rom	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)).	ance ¹	2	3	4	5	6
	Yo	ur Wor	k				
Q3	How satisfied are you with RM life in ge	neral?					
		Dissatisfied		Γ	4		
	Satisfied	Very dissatis	sfied	Γ	5		
	Neither satisfied nor dissatisfied	-		_	_		
Q4	How would you rate the level of morale o	f					
	Very high	h High	Neithe nor le		w V	lery low	
	a. Myself.		2	3	4	5	
	b. My Unit.			3	4	5	
	c. The RM as a whole.	2	2	3	4	5	
Q5	How satisfied are you with the following	j aspects o	f your cu	rrent job?			
			/ery	satisi	ither ïed nor		Very
	a. My job in general.	sat	tisfied Sa	atisfied dissa	atisfied Diss	satisfied diss	atisfied
	b. The sense of achievement I get from my work	L د آ	1		3	4	5
	c. The challenge in my job.	ν. [1		3	4	5
	d. The amount of variety in my work.	L L	1		3	4	5
	e. My current work location.	ſ	1		3	4	5
Q6	How strongly do you agree or disagree	with the fo	 llowing?				
		Strongly	-	Neither agree nor	51	Strongly	
	a. My superiors do not interfere excessively in n work activities.	agree ny ¹	Agree	disagree	Disagree	disagree	N/A
	 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 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. 		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.		2	3	4	5	6
	 I know that if I do my job well I will be praised rewarded. 	or ¹	2	3	4	5	6

Resources and Workload

Q7	How satisfied are you with the followin	ig?				
		Very satisfied		Neither atisfied nor issatisfied	Dissatisfied	Very dissatisfied
	a. The standard of personal equipment/kit I ha job (e.g. clothes, boots, personal weapon).					
	 b. The availability of personal equipment/kit I h my job. 	ave to do	\square^2			5
	c. The standard of major equipment (e.g. vehic systems) I have to do my job.	cles and				5
	d. The availability of major equipment I have to	o do my job. \Box^1	2	3	4	5
Q8	How would you rate your workload over	er the last 12 mont	hs?			
	Much too high	Too low		4		
	Too high	Much too low		5		
	About right					
	Yo	ur Career				
00			hoing mon	a a a d O		
Q9	Overall how satisfied are you with the		being man			
	Very satisfied	Dissatisfied		5		
	Satisfied	Very dissatisfied				
	Neither satisfied nor dissatisfied					
endorse	Management is defined as 'The as ed current and future Service requ nd, whenever possible, personal p paths'.	irements, explo	oiting skil	ls, caree	er develo	opment
Q10	Overall how satisfied are you with the o Managers and Branch Advisers?	career manageme	nt service p	rovided b	by the Car	eer
	Very satisfied	Dissatisfied		4		
	Satisfied	Very dissatisfied		5		
	Neither satisfied nor dissatisfied	N/A		6		
Q11	Who do you think is responsible for ma	anaging your care	er? (Tick al	that app	ly)	
	a. You.		1			
	b. Immediate superior (line manager).		1			
	c. Career Manager.		1			
Q12	In terms of your current assignment, h	ow strongly do yo	u agree or o	disagree v	with the fo	ollowing?

Neither Strongly agree nor Strongly agree Agree disagree Disagree disagree 3 5 11 12 4 a. I have the knowledge, skills and experience to do my job. 11 13 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.

				Neither		
		Very		satisfied nor		Very
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied
i	a. The notice I received for my current/last assignment.	1	2	3	4	5
	b. Involvement in decisions that affect my career.	1	2	3	4	5
	c. The fairness of the appraisal system.	1	2	3	4	5
	d. The fairness of the promotion system.	1	2	3	4	5
	e. My opportunities for promotion.	1	2	3	4	5
i	f. My opportunities for further service.	1	2	3	4	5

Your Line Management

Q14 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Noithor

			Neither			
	Strongly	A	agree nor	D'	Strongly	D
	agree	Agree	disagree	Disagree	disagree	Don't know
a. Understands and represents my interests.			3	4	5	6
b. Supports me in my job.	1	2	3	4	5	6
c. Sets a positive example.		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.		2	3	4	5	6
f. Provides regular feedback on my performanc	e.	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		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 immediate supervisor.	my 1	2	3	4	5	6
How long have you worked with your ir	nmediate o	chain of c	ommand?			
0 - 3 months		1				
4 or more months		1				
How strongly do you agree or disagree	with the f	ollowina	statements	?		
		J	Neither			
	Strongly		agree nor		Strongly	
	agree	Agree	disagree	Disagree	disagree	Don't know
 a. I trust my immediate chain of command to support me. 	1	2	3	4	5	6
b. My immediate chain of command knows me	1	2	3	4	5	6

b. My immediate chain of command knows me well.

Q15

Q16

Senior Leadership

Q17 How strongly do you agree or disagree with the following statements about the senior leaders of the Royal Marines (i.e. Brigadier and above)?

	Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	Don't know
a. They understand and represent my interests.b. They are keen to listen to Service people's feedback.		2 2 2	3 3		5	
c. They champion the RM's interests in Tri-Serv issues.	ice 1	2	3	4	5	6
d. They communicate decisions to personnel.e. They understand the impact of change on personnel.f. I have confidence in the leadership of the		$\boxed{2}^{2}$ $\boxed{2}^{2}$	$ \boxed{3} \\ \boxed{3} \\ \boxed{3} \\ \boxed{3} $	4 4 4	5 5 5	
RM.						

Neither

Commitment

Q18 How strongly do you agree or disagree with the following?

		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	
 a. In the last 12 months, I have fulfilled commitments/promises to the RM. 	l my	1	2	3	4	5	
 b. In the last 12 months, the RM has fu commitments/promises to me. 	ulfilled its	1	2	3	4	5	
c. I am proud to be in the RM.			2	3	4	5	
d. I am valued by the RM.			2	3	4	5	
e. I would recommend joining the RM t	to others.	1	2	3	4	5	
f. I feel a strong personal attachment to	o the RM.	1	2	3	4	5	
g. I feel a strong personal attachment t	to my Unit.	1	2	3	4	5	
h. The RM inspires me to do the best in	n my job.	1	2	3	4	5	
i. The RM motivates me to help it achie	eve its objectives.	1	2	3	4	5	N/A
j. My family is proud of me serving in th			2	$ \boxed{3} \\ \boxed{3} $	4	5	
k. My family benefits from being a Serv	•		2			5	
I. My family supports my career in the I	RM.						

Ethos refers to our role and the way in which we fulfill it. Since the Second World War, we have developed a specific function as a commando and amphibious force, undertaking operations in harsh environments, be they mountain, jungle, cold weather or desert. This difficult and unique task requires certain personal characteristics. It is because of these individual qualities that we are able to fulfill our collective role successfully.

Q19 How strongly do you agree or disagree with the following?

			Neither		
	Strongly		agree nor		Strongly
	agree	Agree	disagree	Disagree	disagree
The ethos of the RM is an important part of life in the RM.	1	2	3	4	5

Working with Others

Q20 In considering your immediate working team, to what extent do you agree or disagree with the following?

		Strongly		Neither agree nor		Strongly
		agree	Agree	disagree	Disagree	disagree
	a. My team know exactly what their responsibilities are				4	5
	b. The people in my team can be relied upon to help w things get difficult in my job.	/hen 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.	о [] ¹	2	3	4	5
	e. Team members work well with personnel from differ backgrounds.	ent ¹	2	3	4	5
Q21	Have you had working contact with any of the IF NONE APPLY PLEASE GO TO Q25	e following	in the <u>last</u>	two years	<u>s</u> ? (Tick al	II that apply)
	a. Armed Forces Reserves.		1			
	b. MOD Civil Servants.		1			
	c. MOD contractors.		1			
Q22	In your experience, how would you rate the c	ontribution	to the RN	l 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.		2	3	4	5
	c. MOD contractors.	1	2	3	4	5
Q23	In your experience, how well integrated into t	he RM 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.		2	3	4	5
Q24	In your experience, how would you rate the p	rofessional	ism of			
		Very professional F	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
	Char	ige				

How strongly do you agree or disagree with the following?

Q25

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. Change is managed well in my immediate working team.	1	2	3	4	5	6
 b. Change is managed well in my Unit/Establishment. 	1	2	3	4	5	6
c. Change is managed well in the RM.	1	2	3	4	5	6

Your Deployments

If you have NOT been on an operational deployment since 1 Jan 2016, please go to Q29

Q26	With regards to your current/last operation of a Unit?	ational de	eploymer	nt, were yo	u deployed	d individua	lly or as
	Individually						
	As part of a Unit \square^2						
Q27	With regards to your current/last operation of the following?	ational de	eploymer	nt, how sat	isfied are y	you with th	e
		Very		Neither satisfied nor		Very	
		satisfied	Satisfied	dissatisfied	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.	\square^{1}	\square^2	3	\square^4	5	
	d. The pre-operational/sea training.						
	e. The welfare support I received from Royal Navy Royal Marines Welfare (RNRMW) when returned from operational deployment.		2	3	4	5	6
	f. The welfare support that my family, partner and/or parents received from the RNRMW 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
Q28	What is your view of the following reg	arding yo	ur exper	ience of op	perational	deploymer	nts?
		Too ofte	n	About right	Not ofte	en enough	
	a. The frequency of my operational deployme				_		
	b. The length of my operational deployments.	Too long	g	About right	loc	short	
	Training a	and De	evelo	oment			
Q29	How satisfied are you with the following	ng?			Neither		
			Very		satisfied nor		Very
			satisfied	Satisfied	dissatisfied	Dissatisfied of 4	dissatisfied
	a. My opportunities for professional developm	ent.					
	b. My opportunities for personal development					4	
	c. The timing of the training I have received in	order to		2	3	4	5

1

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).

	satisfied nor		Very
d	dissatisfied	Dissatisfied	dissatisfied
2	3	4	5
2	3	4	5
2	3	4	5
2	3	4	5
2	3	4	5

Q30	How strongly do you agree or disagree with the following?
	Neither Strongly agree nor Strongly
	agree Agree disagree Disagree disagree disagree 5 I am given enough training to enable me to make moral 1 2 3 4 5 decisions within my role.
Q31	How much importance do you place on professional / civilian accreditation?
	A lot Very little
	Some ² None at all ⁴
	Your Future Plans
Q32	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 RM before the end of my current engagement/commission
	To leave the RM as soon as I can
	I have put in my notice to leave
	N/A / I don't know
000	How actively have you eccepted for a job syteids the DM in the last 40 months?
Q33	How actively have you searched for a job outside the RM in the last 12 months?
	Very actively \square Not very actively \square
	Quite actively Not at all
Q34	In the last 12 months, have you been approached by industry with offers of employment?
	Yes I No I
Q35	When you leave the RM, would you consider joining the Volunteer Reserve Forces? (RN/RM:
	Maritime Reserves; Army: Army Reserve; RAF: RAF Volunteer Reserves)
	a. Full time $Pes No Don't know$
	b. Part time 1^{1} 2^{2} 3^{3}
Q36	What would make you join the Volunteer Reserve Forces? (Please write in the box below):

How do the following factors impact		ention to s	-	e the RM?	Cture in other
	Strongly increases	Increases	Has no effect on my	Increases	Strongly increases
	my intention to stay	my intention to stay	intention to stay or leave	my intention to leave	my intention to leave
a. Impact of RM life on family and personal li	1	\int_{-2}^{2}			
b. Opportunities outside the RM.		2	3	4	5
c. Current job satisfaction.		\square^2	3	4	5
d. Job security.		2	3	4	5
e. My morale.		2	3	4	5
f. Service morale.		2	3	4	5
g. Amount of pay.		2	3	4	5
h. Amount of allowances.		2	3	4	5
i. Opportunities for career development.	1	2	3	4	5
j. Opportunities for personal development.	1	2	3	4	5
k. Opportunities for sport.	1	2	3	4	5
I. Opportunities for Adventurous 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
p. Mental health provision.	1	2	3	4	5
q. Pension.	1	2	3	4	5
r. Opportunities for flexible working condition	IS. 1	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
u. Spouse/partner's career.		2	3	4	5
v. Childcare.	1	2	3	4	5
w. Work/life balance while at sea.		2	3	4	5
x. Work/life balance while ashore.		2	3	4	5
y. Management in my current Unit.		2	3	4	5
z. Accommodation provision.			3	4	5
aa. Other (if applicable, please specify below)	:				

Q38 What single factor could be changed to positively affect your decision to remain in the RM? (Please specify below):

Q39

9 If you have put your notice in to leave, please indicate the 3 factors from the list above in Q37 that most influenced your decision to leave the RM. (Write the letter that corresponds with the reason in the boxes below.)

Most important reason for leaving

Second most important reason for leaving

Third most important reason for leaving

Q40	How would having the following option	ns impact o	on your in	tention to	stay or lea	ve the RM?
		Strongly	-	Has no	-	Strongly
			Increases my intention			increases my intention
		to stay	to stay	stay or leave	to leave	to leave
	a. Opportunities to work part-time.	1	2	3	4	5
	b. Opportunities for reduced separated Service (including operational deployment).	e 1	2	3	4	5

Fairness at Work

The RM 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.

Q41	How strongly do you agree or disagree with the following statement regarding fairness and
	equality in the RM?

	I am treated fairly at work.		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Q42	Do you feel that the RM o	discipline sy	stem is?				
	Very fair	1	Unfair			4	
	Fair	2	Very unfair			5	
	Neither fair nor unfair	3					

<u>Bullying</u> may be characterised as offensive, intimidating, malicious or insulting behaviour, and abuse of or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

<u>Discrimination</u> can occur when a person is treated less favourably because of race, religion or belief, sex, sexual orientation, pregnancy or maternity, marriage or civil partnership, gender reassignment, age or disability. Discrimination can also occur where a policy or practice which applies to everyone unreasonably disadvantages a person on the basis of the characteristics mentioned above.

<u>Harassment</u> 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.

Please note that the data gathered is strictly for research purposes only. You are advised not to name any individuals in your response. No action will be taken on this, and you are instead advised to seek guidance from the SSAFA Confidential Helpline: 0800 731 4880 (freephone) or +44 1980 630854 (overseas) (website also at: https://www.ssafa.org.uk/help-you/forcesline).

Q43 Do you believe you have been subject to any of the following in a Service environment in the last 12 months? (Tick all that apply).

- a. Bullying.
- b. Discrimination.
- c. Harassment.
- d. None of the above.

1	
1	
1	
1	Please go to Q49

Q44 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 below:

Q45 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:

DiscriminationHarassmenta. Gender.12b. Gender reassignment.12c. Race, colour, nationality, ethnic or national origin.12d. Marriage/civil partnership.12e. Religion or beliefs.12f. Sexual orientation.12g. Age.12h. Disability.12i. Pregnancy or maternity.12

Q46 Did you make a formal written complaint within the last 12 months about this discriminaton, harassment and/or bullying?

Yes	1	Please go to Q47
No	2	Please go to Q48

Q47 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	dissatisfied	N/A
a. The objectivity and fairness with which my complaint was handled/is being handled.	1	2	3	4	5	6
b. The amount of time taken/it is taking to reso my complaint.	olve ¹	2	3	4	5	6
c. How well I was/am being kept informed abo the progress of my complaint.	ut 1	2	3	4	5	6
d. The support provided by my Assisting Office	er.	2	3	4	5	6
e. The outcome of my complaint.	1	2	3	4	5	6

If you did NOT make a formal written complaint, why was this? (Tick all that apply) Q48

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 was worried that there would be recriminations from the perpetrators.	
. I was discouraged from doing so.	
k. Other reason(s) - (please specify below):	

Q49 Do you know how the Service Complaints Ombudsman can help you with a discrimination, harassment and/or bullying complaint?

Yes,	fully	•
To sc	ome	extent

No, not at all Haven't heard of the Service Complaints Ombudsman

3
4

Information about the Service Complaints Ombudsman can be found on the following link: https://www.servicecomplaintsombudsman.org.uk/

AND

The Service Complaints process https://www.gov.uk/government/publications/jsp-831-redress-of-individualgrievances-service-complaints

Your Work-Life Balance

In the past 12 months approximately how much time have you spent away from your family (e.g. Q50 spouse/partner or children) for Service reasons?

Not been away

Up to 1 month (4 weeks)	2
Between 1 - 3 months (5 - 13 weeks)	3
Between 4 - 6 months (14 - 26 weeks)	4

Between 7 - 9 months (27 - 39 weeks)	
Between 10 - 12 months (40 - 52 weeks)	
N/A	

Q51 In the past 12 months, how satisfied were you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied o	Very lissatisfied	
a. The ability to plan my own life - short term (e.g. work/weekend leave).	1	2	3	4	5	
b. The ability to plan my own life - long term (e.g. holidays/career training).	1	2	3	4	5	
c. The opportunity for me to work flexibly (e.g. varia start/finish times, Compressed Hours, Working from home).		2	3	4	5	
nomoj.						N/A
 d. The amount of time away from my usual place or duty. 	f 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 educati	on. 🗌 1	2	3	4	5	6
g. The effect of Service life on my spouse/partner's career.	1	2	3	4	5	6

Strongly

agree

1

Agree

2

Neither

agree nor

disagree

Noithor

3

Strongly

disagree

5

Disagree

4

Q52 How strongly do you agree or disagree with the following?

I am able to maintain a balance between my personal and working life.

Your Leave

Q53 How satisfied are you with the following?

	Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. My overall leave allowance i.e. annual leave, post operational leave (POL), Sea-Goers Leave (SGL), leave carried over from previous years.	1	2	3	4	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.		2^{2}	$ \boxed{3} \\ \boxed{3} $	4	5 5

Q54 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? (Tick all that apply).

a. Operational tour.	1	
b. Not allowed.		
c. Courses/training.		
d. Workload.	1	
e. Undermanning.	1	
f. I wanted to carry days over to the next leave year.	1	
g. Other (please specify below):	1	

Your Health and Well-being

Q55 If you have received Service-provided <u>medical</u> treatment (including mental healthcare) in the last 2 years, how satisfied were you with:

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. Being able to access the medical care when I needed it.	1	2	3	4	5	6
b. The medical treatment.	1	2	3	4	5	6

Q56 If you have received Service-provided <u>dental</u> treatment in the last 2 years, how satisfied were you with:

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. Being able to access the dental care when I needed it.	1	2	3	4	5	6
b. The dental treatment.	1	2	3	4	5	6

As part of measuring national well-being we are interested to understand how satisfied you are in general with life. The questions below are not linked particularly to the Service but to <u>your life in general</u>.

Q57 Overall, how satisfied are you with your life nowadays?

	Not at all								Cor	npletely	
	<i>0</i>	1	2	3	4	5	6	7	8	9	10
Q58	8 Overall, how happy did you feel yesterday?										
	Not at a	all 1	2	3	4	5	6	7	8	9	npletely 10
Q59	Overall, how anxious did you feel yesterday?										
	Not at a	all 1	2	3	4	5	6	7	8	9	npletely 10
Q60	Overall, t	o what e	xtent do	you feel t	he things	you do ir	n your life	are wort	hwhile?		
	Not at a	all 1	2	3	4	5	6	7	8	9	npletely 10

Fitness, Sport and Adventurous Training

Q61 How satisfied are you with the following?

a. RM sport, exercise and fitness facilities in general.b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).

c. My opportunities to take part in sport.

d. My opportunities to take part in Adventurous Training.e. My opportunities to take part in Force Development Activities.

Very		Neither satisfied nor		Very
satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied
1	2	3	4	5
1	2	3	4	5
1	2	3	4	5
1	2	3	4	5
1	2	3	4	5

Welfare

Q62 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. The welfare support provided by the RNRMV for me.	W 1	2	3	4	5	6
b. The welfare support provided by the RNRMV for my family.	V 1	2	3	4	5	6
c. The support my spouse/partner gets from the RNRMW when I am absent.	e 1	2	3	4	5	6
d. The Operational/Deployment Welfare Package.	1	2	3	4	5	6

Q63 How satisfied are you with the following?

			Neither satisfied				
	Very		nor		Very		Not heard
	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	Not used	of
a. The Regimental system.		2	3	4	5	6	7
b. The chaplaincy support provided by Naval Service.	the ¹	2	3	4	5	6	7
c. The RNRMW, Specialist Welfare Sup (e.g. the Portal and casework).	pport 1	2	3	4	5	6	7
d. The RNRMW, Community Support.		2	3	4	5	6	7
e. The RNRMW Information Services.	1	2	3	4	5	6	7
f. The Naval Families Federation.	1	2	3	4	5	6	7
g. RNRMW Digital Communications (e. Forum).	g. RN ¹	2	3	4	5	6	7
h. Naval Service Welfare social media Facebook).	(e.g. 1	2	3	4	5	6	7

Your Accommodation

What kind of accommodation do you live in at present du only)	•			
Service Family Accommodation (SFA)		¹ Please ge	o to Q65	
Substitute Service Family Accommodation (SSFA)		² Please g	o to Q65	
Single Living Accommodation (SLA)		³ Please ge	o to Q65	
Substitute Service Single Accommodation (SSSA) (Formerly SSLA))	⁴ Please ge	o to Q65	
Ship or Submarine		⁵ Please ge	o to Q65	
Property I own		⁶ Please ge	o to Q69	
Privately rented accommodation		⁷ Please ge	o to Q67	
In a relative's (e.g. parents') home		⁸ Please ge	o to Q67	
Other (please specify below):		⁹ Please g	o to Q67	
If you have moved from your own home into Service Acc was/were the reason(s) for this? (Tick all that apply) a. Posting requirement.	comm	odation in	the last	12 montł
was/were the reason(s) for this? (Tick all that apply) a. Posting requirement.	comm	odation in	the last	12 montl
was/were the reason(s) for this? (Tick all that apply)	comm 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	odation in	the last	12 monti
was/were the reason(s) for this? (Tick all that apply) a. Posting requirement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce). d. Other (please specify below):				
was/were the reason(s) for this? (Tick all that apply) a. Posting requirement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce).				
was/were the reason(s) for this? (Tick all that apply) a. Posting requirement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce). d. Other (please specify below): With regard to your current Service Accommodation, how Very]1]1]1]1	isfied are y	ou with	the follo Very
 was/were the reason(s) for this? (Tick all that apply) a. Posting requirement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce). d. Other (please specify below): With regard to your current Service Accommodation, how Very]1]1]1]1 w sat	isfied are y Neither satisfied nor	ou with	the follo Very
 was/were the reason(s) for this? (Tick all that apply) a. Posting requirement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce). d. Other (please specify below): With regard to your current Service Accommodation, how satisfied Satisfied]1]1]1]1]1 w sat	isfied are y Neither satisfied nor dissatisfied E	rou with	the follor Very dissatisfied
was/were the reason(s) for this? (Tick all that apply) a. Posting requirement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce). d. Other (please specify below): with regard to your current Service Accommodation, how satisfied sa]1]1]1]1]1 w sat	isfied are y Neither satisfied nor dissatisfied E	rou with	the follor Very dissatisfied
was/were the reason(s) for this? (Tick all that apply) a. Posting requirement. b. Economy. c. Personal circumstances (e.g. marriage, separation, divorce). d. Other (please specify below): with regard to your current Service Accommodation, how satisfied satisfied satisfied satisfied b. The overall standard. b. The value for money. c. The response to requests for maintenance/repair to]1]1]1]1]1 w sat	isfied are y Neither satisfied nor dissatisfied E	rou with	the follow Very dissatisfied

Yes	1	Please go to Q69
		Please go to Q68
No, but I am currently saving up to buy a home in the future	3	Please go to Q68

Q68	Please indicate whether each of the following is a reason why you do not own your own home.
	(Tick all that apply)
	(Once completed please go to Q71)

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 specify below):	

Q71

9 Please indicate whether each of the following was a reason why you bought your own home. (Tick all that apply)

a. To give stability for myself and my family.	'
b. The allowances for living in my own home.	1
c. To rent it out.	1
d. Poor standards of SLA or SFA.	1
e. Poor location of SLA or SFA.	1
f. The cost of SLA or SFA.	1
g. I wanted to live with my partner.	1
h. Other (please specify below):	1

Q70 If you currently own a home, how satisfied are you with the following?

	Verv		Neither satisfied nor		Very	
	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	N/A
a. The opportunity to live in my own home.	1	2	3	4	5	6
b. The allowances for living in my own home.	1	2	3	4	5	6
Which of the following statements appl	ly to you?	(Tick all t	hat apply)			
a. In the last year, I have used Forces Help to	Buy (FHTB)	for my hom	ne purchase.		[
b. In the last year, I have used FHTB to extend	l my home.				[
c. I am considering using FHTB for a future ho	me purchas	e.			[
d. In the last year, I purchased my own home Housing Schemes.	without the u	use of FHT	B or the Gove	ernment Affo	rdable	
e. In the last year, I used a Government Afforda Mortgage Guarantee / New Buy / Shared Owne		0	e.g. Help to	Buy: Equity I	_oan /	1
f. None of the above.					[

You can find more information on Forces Help to Buy at the following link: www.gov.uk/forces-help-to-buy

Catering, Retail and Leisure

Q72 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.	1
b. Value for money.	
c. Choice.	
d. Quality.	
e. Quantity.	
f. Well known brand.	1
g. Where it is sourced from (e.g. Fairtrade, locally produced).	
h. Other (please specify below):	1

Q73 How often do you use Service-provided catering facilities...?

	Always	Often	Sometimes	Rarely	Never	N/A
a. For eating at breakfast.	1	2	3	4	5	6
b. For eating at lunchtime.	1	2	3	4	5	6
c. For eating in the evening.	1	2	3	4	5	6
d. For drinking, socialising in the bar.	1	2	3	4	5	6
e. For informal functions.	1	2	3	4	5	6
f. For formal functions (Officers/SNCOs/WOs only).	1	2	3	4	5	6

Q74 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. The availability of food during the week on Unit (e.g. opening hours).	my 1	2	3	4	5	6
 b. The number of functions during the year. c. The standard of service from catering contractors on my Unit. 		2 2	$ \boxed{3} \\ \boxed{3} $		5	6 6

Your Family Life

Q75 What is your current personal status?

Single (never married or formed a civil partnership)	1	Please go to Q77
In a long term / established relationship (but not married or in a civil partnership)	2	
Married / In a civil partnership	3	
Separated, but still legally married or in a civil partnership	4	Please go to Q77
Divorced / Formerly in a civil partnership which is now legally dissolved	5	Please go to Q77
Widowed / The surviving partner from a civil partnership	6	Please go to Q77
Prefer not to say	7	Please go to Q77

Q76	What is your spouse/partner's current employment situation?
	In the Armed Forces
	In full-time paid employment / full- \Box^2 Not employed (for any reason) \Box^5 time self-employment (other than
	Armed Forces) In full-time or part-time education
	In part-time paid employment / 3 part-time self-employment
Q77	Do you have any children whom you support financially?
	Yes
	No Please go to Q82
Q78	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
Q79	Do any of your children live with you? (Tick one box only).
	Yes
	Shared Access
	Weekends/holidays only 3 Please go to Q82
	No Please go to Q82
	N/A Decision
Q80	If you have a child or children living with you, do you consider yourself to be a lone/single parent? Yes 1 No 2 N/A 3
Q81	If you require childcare, how satisfied are you with the locally provided childcare facilities?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied
	Neither satisfied nor dissatisfied \square^3 N/A \square^6
Q82	Do you have caring responsibilities for infirm or elderly adult(s)?
	Yes 1 No 2

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

Q83	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 specify below):
Q84	Do you currently have personal debt levels that concern you? Yes 1 No 2
	Being Part of Society
Q85	Are you currently registered to vote?
	Yes Please go to Q86
	No Please go to Q87
	Don't know Please go to Q88
You car	n register to vote at the following link: www.gov.uk/register-to-vote
Q86	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 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 Please go to Q88 citizen living overseas
Q87	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 am not interested in politics
	I have not got around to it, but aim to do it \Box^2 I wish to remain impartial \Box^5
	I do not know how to register
past an	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.
Q88	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 \prod^4

I've heard of it and know a lot about it

Q89 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 advantaged	Advantaged	nor dis- advantaged	Dis- advantaged	Strongly dis- advantaged	Don't know / N/A
a. Family's access to NHS care.				4	5	6
b Children's Education.	1	2	3	4	5	6
c Housing.	1	2	3	4	5	6
d. Family life.	1	2	3	4	5	6
e. Benefits.	1	2	3	4	5	6
f. Tax.	1	2	3	4	5	6
g. Commercial Products and Services (e.g. Ho and Car Insurance, Telephone/Media Package Access to Credit).		2	3	4	5	6
h. HM Forces and Veterans-specific financial advice and discounts (e.g. Money Force, Defe Discount Service and Defence Privilege Cards and Joining Forces (Credit Unions)).		2	3	4	5	6
i. Participation as Citizens (e.g. contacting a lo councillor, MP or other public official, attending public meeting, rally or signing a petition).		2	3	4	5	6
j. Other (please specify below):	1	2	3	4	5	6

Q90 How strongly do you agree or disagree with the following?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. I offer an important service to the country.	1	2	3	4	5	6
b. Members of the Armed Forces are valued by society at large.	1	2	3	4	5	6

Your Background

Q91 Have you ever been a member of a Service Cadet Force (Sea Cadet Corps/Army Cadet Force/Air Training Corps/Combined Cadet Force)?

Yes

No

Please go to **Q92** Please go to **Q93**

Q92	If YES, were you a member of the:	(Tick all that apply).
	a. Sea Cadet Corps (SCC).	1
	b. Army Cadet Force (ACF).	1
	c. Air Training Corps (ATC).	
	d. Combined Cadet Force RN (CCF RN).	1
	e. Combined Cadet Force Army (CCF Arm	y).
	f. Combined Cadet Force RAF (CCF RAF)).

Taking Action and Your Comments

Q93	How strongly do you agree or disagree with the following?		
	Strongly agreeNeither agree nor disagreea. I believe the leaders in the RM will take action123on the results of AFCAS.123b. I think effective action has been taken in the RM on the results of AFCAS.123	Disagree disagree 5 4 4 5 5 5	Don't know
Q94	This survey is?Too long 1 About right 2 Too short 3		
Q95	How long did it take you to complete this survey? Less than 10 minutes 1 30-40 minutes 4 10-20 minutes 2 40-50 minutes 5 20-30 minutes 3 50-60 minutes 6	Over an hour	7
Q96	Please use this box to provide any further comments about working	and living in the RM	

Thank you for completing this survey.

Please return it as soon as you can to:

Membership Engagement Services, 33 Clarendon Road, London, N8 0NW using the <u>envelope provided</u>.

Responses must reach us by 18th February 2019 in order to be included. Please allow sufficient time for postage.

Armed Forces Continuous Attitude Survey 2019 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 2019 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:

Membership Engagement Services, 33 Clarendon Road, London, N8 0NW using the **prepaid envelope provided**. Responses must reach us by **18th February 2019** in order to be included in the survey.

This survey is available for you to complete online. It is recommended you use **Google Chrome** to access the survey. The **Token** you are asked to enter is your **Service Number** (this is case sensitive).

If you are accessing the survey via a MOD computer e.g. a MODNET or DII computer, please visit the following internal webpage:

http://bravo.dasa.r.mil.uk/limesurvey/index.php/297161

Alternatively, if you are accessing the survey using a non-MOD computer e.g. personal computer, tablet or mobile phone, please visit the following external webpage:

https://surveys.mod.uk/index.php/297161

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 with the following?

Q2

a. 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
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-Fact but excludes Recruitment and Retention Pay (RR and any allowances).	tor 1				
b. My pension benefits.c. Information about pay and allowances, (e.g. fro the intranet, DINs and brochures).	m 1	2 2	$ \boxed{3} \\ \boxed{3} $		5 5
d. My ability to access JPA.	1	2	3	4	5

		Very	Neither satisfied nor	Very
	e. My Recruitment and Retention Pay (RRP).	satisfied Satisfied	dissatisfied Dissatisfie	d dissatisfied N/A
	f. My allowances, (e.g. Longer Separation Allowan (LSA), Get You Home (GYH), Continuity Of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA)).			
	You	r Work		
Q3	How satisfied are you with Army life in ge	neral?		
	Very satisfied	issatisfied	4	
	Satisfied	ery dissatisfied	5	
	Neither satisfied nor dissatisfied			
Q4	How would you rate the level of morale of			
	Very high		ner high r Iow Low	Very low
	a. Myself.	2	3	5
	b. My Unit.	2	3	5
	c. The Army as a whole.	2	3	5
Q5	How satisfied are you with the following a	spects of your cu	urrent job?	
		Very	Neither satisfied nor	Very
	a. My job in general.	satisfied S	Satisfied dissatisfied Dis	ssatisfied dissatisfied
	b. The sense of achievement I get from my work.			
	c. The challenge in my job.		$\square^2 \qquad \square^3$	
	d. The amount of variety in my work.		$\square^2 \qquad \square^3$	
	e. My current work location.			
Q6	How strongly do you agree or disagree wi	ith the following?	,	
	S	- Strongly	Neither agree nor	Strongly
	a. My superiors do not interfere excessively in my	agree Agree	disagree Disagree	disagree N/A
	work activities.			
	 b. I am given sufficient authority to make decisions. 	1 2	3	5 6
	c. If I make a genuine mistake at work, I do not feel that it will be held against me.			5
	d. Where I work people do not automatically look for someone to blame when things go wrong.		3	5
	 e. I am encouraged to find better ways of doing things at work. 		3	5
	f. I am always given a clear deadline as to when work needs to be completed.		3	
	g. When I am set a task at work, I am told very clearly what output is required.	12	3	5
	h. I have a choice in deciding how I do my work.		3	5
	i. I know that if I do my job well I will be praised or rewarded.		3	5

Resources and Workload

Q7	How satisfied are you with the following	ng?					
			Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
	a. The standard of personal equipment/kit I ha job (e.g. clothes, boots, personal weapon).	-	′				5
	b. The availability of personal equipment/kit I h my job.	have to do					
	c. The standard of major equipment I have to (e.g. vehicles and systems)	do my job			\square^3		5
	d. The availability of major equipment I have to	o do my job.	1	2	3	4	5
Q8	How would you rate your workload ov	er the last	12 mont	hs?			
	Much too high	Too low			4		
	Too high	Much too l	low		5		
	About right						
Q9	How satisfied are you with the following	ng?					
			Very		Neither satisfied nor		Very
	a. The training facilities / training estate I have last year.		satisfied	Satisfied	dissatisfied 3	Dissatisfied	dissatisfied
	b. The facilities in my barracks.		1	2	3	4	5
	Yo	ur Car	eer				
experience	nagement is about ensuring the Army h e (KSE), in the right place, at the right ti s of our people to their potential and ab	me to ens					
Q10	Overall how satisfied are you with the	way your	career is	being m	anaged?		
	Very satisfied	Dissatisfi		C			
	Satisfied	Very diss	atisfied		5		
	Neither satisfied nor dissatisfied						
Q11	Overall how satisfied are you with the Centre?	career ma	nagemer	nt service	e provided	by the Arr	ny Personnel
	Very satisfied	Dissatisfi	ed		4		
	Satisfied	Very diss	atisfied		5		
	Neither satisfied nor dissatisfied	N/A			6		
	ovide details of your responses to the a this survey (Q93).	bove ques	tions (Q1	10 & Q11)) in the free	e-text com	ment box at

Q12 In terms of your current assignment, how strongly do you agree or disagree with the following?

a. I have the knowledge, skills and experience to do my jo	Strongly agree bb. 1	Agree	Neither agree nor disagree	Disagree	Strongly disagree
b. My knowledge, skills and experience are being used.	1	2	3	4	5
c. The assignment provides development opportunities th will enhance my promotion prospects.	at 🔲¹	2	3	4	5
d. My personal preferences were taken into account.	1	2	3	4	5

a. The notice I received for my current/last assignment.	Very satisfied	Satisfied	Neither satisfied nor dissatisfied ³	Dissatisfied	Very dissatisfied
b. Involvement in decisions that affect my career.		2	3	4	5
c. The fairness of the appraisal system.	1	2	3	4	5
d. The fairness of the promotion system.	1	2	3	4	5
e. My opportunities for promotion.		2	3	4	5
f. My opportunities for further service.	1	2	3	4	5

Your Line Management

Q14 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)?

	Strongly agree	Agree	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 performanc	e.	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 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 immediate supervisor.	my 1	2	3	4	5	6

Senior Leadership

Q15 How strongly do you agree or disagree with the following statements about the senior leaders of the Army (i.e. Brigadier and above)?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. They understand and represent my interests.	1	2	3	4	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 interests in Tri- Service issues.	1	2	3	4	5	6
 d. They communicate decisions to personnel. e. They understand the impact of change on personnel. 		$\boxed{2}$	3	4 4	5 5	
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 following?

	Strongly agree	Agree	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	
j. My family is proud of me serving in the Armed Forces.		2	3	4	5	N/A
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

Ethos is that spirit which inspires soldiers to fight. It derives from, and depends upon, the high degrees of commitment, self-sacrifice and mutual trust, which together are so essential to the maintenance of morale.

Q17 How strongly do you agree or disagree with the following?

The ethos of the Army is an important part of life in the Army.

Strongly agree Ag	a	Neither gree nor lisagree 3	Disagree	Strongly disagree
----------------------	---	--------------------------------------	----------	----------------------

Neither

N 1 - 141 - ---

Working with Others

Q18 In considering your immediate working team, to what extent do you agree or disagree with the following?

	Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree
a. My team know exactly what their responsibilities are.	1	2	3	4	5
b. The people in my team can be relied upon to help whe things get difficult in my job.	en 🔤 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.	1	2	3	4	5
e. Team members work well with personnel from differen backgrounds.	t 1	2	3	4	5

Q19	Have you had working contact with any IF NONE APPLY PLEASE GO TO		ng in the <u>l</u> i	ast two year	<u>'s</u> ? (Tick all	that apply)
	a. Armed Forces Reserves.	[1			
	b. MOD Civil Servants.	[1			
	c. MOD contractors.	[1			
Q20	In your experience, how would you rate	the contributi	on to the <i>l</i>	Army of		
		Very valuable	Valuable	Not very valuable	Not at all valuable	Don't know/ N/A
	a. Armed Forces Reserves.		2	3	4	5
	b. MOD Civil Servants.		2	3	4	5
	c. MOD contractors.		2	3	4	5
Q21	In your experience, how well integrated	into the Army	are			
		Very well	Well	Not very well	Not at all well	Don't know/ N/A
	a. Armed Forces Reserves.		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 profession	nalism of			
		Very professional	Professiona	Not very I 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
		hange				
Q23	How strongly do you agree or disagree	with the follow	•			
		Strongly agree Ag	agre	ither ee nor agree Disag	Strong ree disagre	
	a. Change is managed well in my immediate working team.					
	 b. Change is managed well in my Unit/Establishment. 		2	3	4	5
	c. Change is managed well in the Army.		2	3]4	5 6
	Your D	eployme	nts			
		opioyine				

If you have NOT been on an operational deployment since 1 Jan 2016, please go to Q27

Q24 With regards to your current/last operational deployment, were you deployed individually or as part of a Unit?

Individually	1
As part of a Unit	2

Q25 With regards to your current/last operational deployment, how satisfied are you with the following?

	Very		Neither satisfied nor		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.	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 for use on operations.	or 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 I returned from operational deployment.	1	2	3	4	5	6
j. The decompression and post operational tous support I received when I returned from operational deployment.	ır 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
What is your view of the following rega	arding you	ur experie	ence of op	erational	deploymen	ts?
	Too ofter	-	- About right		n enough	

a. The frequency of my operational deployments.

Too often	
Too long	

About right

lot ofte	en e	noug
		3
Тос	sho	ort
		3

Neither

b. The length of my operational deployments.

Training and Development

Q27	How satisfied are v	ou with the following?
		,

Q26

	Very		satisfied nor		Very
	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied
a. My opportunities for professional development.	1	2	3	4	5
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.	; ¹	2	3	4	5
e. My opportunities to gain civilian accreditation for Serv training (e.g. NVQs, apprenticeships).	ice 1	2	3	4	5

	Your Future Plans							
Q28	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 \square^3							
	To leave the Army as soon as I can							
	I have put in my notice to leave							
	N/A / I don't know							
Q29	For how many more years do you plan on serving in the Army? (leave blank if undecided)							
	years							
Q30	How actively have you searched for a job outside the Army in the last 12 months?							
	Very actively Not very actively							
	Quite actively Not at all							
Q31	When you leave the Army, would you consider joining the Volunteer Reserve Forces? (RN/RM: Maritime Reserves; Army: Army Reserve; RAF: RAF Volunteer Reserves)							
	a. Full time							
	b. Part time 1^{1} 2^{2} 3^{3}							
Q32	What would make you join the Volunteer Reserve Forces? (Please write in the box below):							
ſ								

Q33	How do the following factors impact o	on your inte	ntion to s	tay or leave	e the Army	/?	
		Strongly increases	Increases	Has no effect on my	Increases	Strongly increases	
		my intention to stay		intention to stay or leave		my intention to leave	
	a. Impact of Army life on family and personal	<u> </u>	\square^2	3	4	5	
	b. Opportunities outside the Army.		2	3	4	5	
	c. Current job satisfaction.		2	3	4	5	
	d. Job security.		2	3	4	5	
	e. My morale.		2	3	4	5	
	f. Service morale.		2	3	4	5	
	g. Amount of pay.		2	3	4	5	
	h. Amount of allowances.		2	3	4	5	
	i. Opportunities for career development.		2	3	4	5	
	j. Opportunities for personal development.		2	3	4	5	
	k. Opportunities for sport.	1	2	3	4	5	
	I. Opportunities for Adventurous 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	
	p. Mental health provision.	1	2	3	4	5	
	q. Pension.	1	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	N/A
	t. Financial incentives available to me (e.g. Commitment Bonus).	1	2	3	4	5	6 6
	u. Spouse/partner's career.	1	2	3	4	5	6
	v. Accommodation provision.	1	2	3	4	5	6
	w. Other (if applicable, please specify below):						
Q34	If you have put your notice in to leave most influenced your decision to leave in the boxes below.)						
		cond most imp son for leavin		2	Third most i reason for le		3
Q35	How would having the following optio	Strongly increases my intention to stay	Increases	tention to s Has no effect on my intention to stay or leave	Increases	ve the Arm Strongly increases my intention to leave	y?
	a. Opportunities to work part-time.						
	 b. Opportunities for reduced separated Servic (including operational deployment). 		2	3	4	5	

Fairness at Work

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

Q36 How strongly do you agree or disagree with the following statement regarding fairness and equality in the Army?

	I am treated fairly at work.		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Q37	Do you feel that the Army dis	scipline sys	stem is?				
	Very fair	1	Unfair			4	
	Fair	2	Very unfair			5	
	Neither fair nor unfair	3					

<u>Bullying</u> may be characterised as offensive, intimidating, malicious or insulting behaviour, and abuse of or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

<u>Discrimination</u> can occur when a person is treated less favourably because of race, religion or belief, sex, sexual orientation, pregnancy or maternity, marriage or civil partnership, gender reassignment, age or disability. Discrimination can also occur where a policy or practice which applies to everyone unreasonably disadvantages a person on the basis of the characteristics mentioned above.

<u>Harassment</u> 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.

Please note that the data gathered is strictly for research purposes only. You are advised not to name any individuals in your response. No action will be taken on this, and you are instead advised to seek guidance from the support helpline: 0306 7704656 (civ) or 96770 4656 (mil) or email: Army-SpeakOut@mod.gov.uk

Q38 Do you believe you have been subject to any of the following in a Service environment in the last 12 months? (Tick all that apply)



Q39 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 below:

Q40 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.	1	2
b. Gender reassignment.	1	2
c. Race, colour, nationality, ethnic or national origin.	1	2
d. Marriage/civil partnership.	1	2
e. Religion or beliefs.	1	2
f. Sexual orientation.	1	2
g. Age.	1	2
h. Disability.	1	2
i. Pregnancy or maternity.	1	2

Q41 Did you make a formal written complaint within the last 12 months about this discrimination, harassment and/or bullying?

Yes	1	Please go to Q42
No	2	Please go to Q43

Q42 If you DID MAKE a formal written complaint, how satisfied were/are you with the following aspects of your complaint?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. The objectivity and fairness with which my complaint was handled/is being handled.	1	2	3	4	5	6
b. The amount of time taken/it is taking to reso my complaint.		2	3	4	5	6
c. How well I was/am being kept informed abo the progress of my complaint.	ut ¹	2	3	4	5	6
d. The support provided by my Assisting Office	er.	2	3	4	5	6
e. The outcome of my complaint.	1	2	3	4	5	6

Q43 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.	
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 below):	

Q44	Do you know how the Service C harassment and/or bullying cor		s Ombudsn	nan can he	elp you wit	h a discr	imination,	
	Yes, fully] ¹ /	lo, not at all			3		
	To some extent		laven't heard Complaints O		ice	4		
	n about the Service Complaints w.servicecomplaintsombudsma Al	n.org.uk/	ian can be	found on t	the followi	ng link:		
	e Complaints process - w.gov.uk/government/publicatio	ons/jsp-831	I-redress-o	f-individua	al-grievano	ces-servi	ce-compla	aints
	You	r Work	-Life B	alance	2			
Q45	In the past 12 months approxim spouse/partner or children) for			have you	spent awa	ay from y	our family	/ (e.g.
	Not been away	1	Betw	een 7 - 9 m	onths (27 - 3	9 weeks)	5	
	Up to 1 month (4 weeks)	2	Betw	een 10 - 12	months (40	- 52 weeks	;)	
	Between 1 - 3 months (5 - 13 weeks)	3	N/A				7	
	Between 4 - 6 months (14 - 26 weeks	<i>)</i> ⁴						
Q46	In the past 12 months, how sati	sfied were	you with t	he followi	-			
			Very	S	Neither atisfied nor		Very	
	a. The ability to plan my own life - sho work/weekend leave).	ort term (e.g.	satisfied	Satisfied	dissatisfied D	issatisfied a	issatisfied	
	b. The ability to plan my own life - lon holidays/career training).	g term (e.g.	1	2	3	4	5	
	c. The opportunity for me to work flex start/finish times, Compressed Hours home).			 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 child	dren's educa	ition.	2	3	4	5	6
	g. The effect of Service life on my spo career.	ouse/partner	S 1	2	3	4	5	6
Q47	How strongly do you agree or d	lisagree w	ith the follo	owing?				
	I am able to maintain a balance betwe working life.	een my perse	ag	ngly ree Ag	agre	ither e nor gree Dis 3		trongly sagree

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)

Q48	How satisfied were/are you with the followin	-
	The impact of my state of readiness on my domestic/personal life.	Neither Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied 1 2 3 4 5
Q49	How strongly do you agree or disagree with	Neither
	a. My state of readiness was/is justified.b. The NTM (Notice to Move) that I received was in accordance with my state of readiness.	Strongly agree nor Strongly agree Agree disagree Disagree 1 2 3 4 5 1 2 3 4 5
	Your I	Leave
Q50	How satisfied are you with the following?	Neither Very satisfied nor Very
	a. My overall leave allowance i.e. annual leave, post operational tour leave (POTL), leave carried over fror previous years.	satisfied Satisfied dissatisfied Dissatisfied dissatisfied
	b. The opportunity to take leave when I want to.c. The amount of leave I was able to take in the last 1 months.	$2 \qquad \boxed{\begin{array}{c}1} \\ 1 \\ 2 \\ 1 \\ 2 \\ 1 \\ 2 \\ 3 \\ 3 \\ 4 \\ 5 \\ 1 \\ 1 \\ 1 \\ 1 \\ 1 \\ 1 \\ 1 \\ 1 \\ 1$
Q51	If you did not take all of your annual leave all reason for this? (Tick all that apply).	owance within the last leave year, what was the
	a. Operational tour.	1
	b. Not allowed.	1
	c. Courses/training.	1
	d. Workload.	
	e. Undermanning.	1
	f. I wanted to carry days over to the next leave year.	
	g. Other (please specify below):	

Your Health and Well-being

Q52 If you have received Service-provided <u>medical</u> treatment (including mental healthcare) in the last 2 years, how satisfied were you with:

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. Being able to access the medical care when I needed it.	1	2	3	4	5	6
b. The medical treatment.	1	2	3	4	5	6

Q53 If you have received Service-provided <u>dental</u> treatment in the last 2 years, how satisfied were you with:

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. Being able to access the dental care when I needed it.	1	2	3	4	5	6
b. The dental treatment.	1	2	3	4	5	6

As part of measuring national well-being we are interested to understand how satisfied you are in general with life. The questions below are not linked particularly to the Service but to <u>your life in general</u>.

Q54 Overall, how satisfied are you with your life nowadays?

	Not at all		2	3	4	5	6	7	8	Con 9	npletely ¹⁰
Q55	Overall, ho	ow happ	oy did you	ı feel yes	terday?						
	Not at all		2	3	4	5	6	7	8	9	npletely 10
Q56	Overall, ho	ow anxi	ous did y	ou feel ye	esterday?						
	Not at all		2	3	4	5	6	7	8	9	npletely 10
Q57	Overall, to	what e	xtent do y	you feel t	he things	you do ir	ı your life	are wort	hwhile?		
	Not at all		2	3	4	5	6	7	8	9	npletely ¹⁰
		Fitn	ess, S	Sport a	and Ac	lventu	irous	Traini	ng		
Q58	How satisf	ied are	you with	the follow	wing?	Very	l Cotiofic	Neith satisfied	d nor		ery tiofical
	a. Army spor b. My opport meet fitness	unities to	o undertake		-		Satisfie	d dissatis		isfied dissat	5 5 5

 2^{2}

c. My opportunities to take part in sport.

d. My opportunities to take part in Adventurous Training.e. My opportunities to take part in Force Development Activities.

Welfare

Q59 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. The welfare support provided by the Army for me.		2	3	4	5	6
b. The welfare support provided by the Army for my family.		2	3	4	5	6
c. The support my spouse/partner gets from the Army when I am absent.	; 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?

	Verv		Neither satisfied nor		Verv		Not heard
	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	Not used	of
a. My Unit Welfare Officer.	1	2	3	4	5	6	7
b. The chaplaincy support provided by the Army.	1	2	3	4	5	6	7
c. The Army Welfare Service, Personal Support.	1		3	4	5	6	
d. The Army Welfare Service, Community Support.	1	2	3	4	5	6	
e. The Army Welfare Service, The HIVE.	1	2	3	4	5	6	
f. The Army Families Federation.	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 Q61 only)

Service Family Accommodation (SFA)	1	Please go to Q62
Substitute Service Family Accommodation (SSFA)	2	Please go to Q62
Single Living Accommodation (SLA)	3	Please go to Q62
Substitute Service Single Accommodation (SSSA) (Formerly SSLA)	4	Please go to Q62
Property I own	5	Please go to Q66
Privately rented accommodation	6	Please go to Q64
In a relative's (e.g. parents') home	7	Please go to Q64
Other (please specify below):	8	Please go to Q64

If you have moved from your own home into Service Accommodation in the last 12 months, what Q62 was/were the reason(s) for this? (Tick all that apply)

1

a. Posting requirement.	1
b. Economy.	1
c. Personal circumstances (e.g. marriage, separation, divorce).	1
d. Other (please specify below):	1

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.	1	2	3	4	5	6
 c. The response to requests for maintenance/rep my current accommodation. 	air to 1	2	3	4	5	6
d. The quality of maintenance/repair work to my c accommodation.		2	3	4	5	6
e. How fairly Service Accommodation is allocated	I. [] ¹	2	3	4	5	6

Q64 Do you currently own your own home? Please answer this question whether you live in this property or not.

Yes	1	Please go to Q66
		Please go to Q65
No, but I am currently saving up to buy a home in the future	3	Please go to Q65

Q65 Please indicate whether each of the following is a reason why you <u>do not own</u> your own home. (Tick all that apply)

(Once completed please go to Q68)

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 specify below):	

Q66 Please indicate whether each of the following was a reason why you bought your own home. (Tick all that apply)

1

a. To give stability for mysell 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 specify below):	

Q67 If you currently own a home, how satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. The opportunity to live in my own home.b. The allowances for living in my own home.		2 2	3 3	4	5 5	6 6
MIL		/ -				

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 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.

You can find more information on Forces Help to Buy at the following link: www.gov.uk/forces-help-to-buy

Catering, Retail and Leisure

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 specify below):										
Q70	How often do you use Service-provide	ed catering	facilities.	?							
	, ,	Always	Often	Sometimes	Rarely	Never	N/A				
	a. For eating at breakfast.	1	2	3	4	5	6				
	b. For eating at lunchtime.	1	2	3	4	5	6				
	c. For eating in the evening.		2	3	4	5	6				
	d. For drinking, socialising in the bar.	1	2	3	4	5	6				
	e. For informal functions.	1	2	3	4	5	6				
	f. For formal functions (<u>Officers/SNCOs/WO</u> <u>only</u>).	<u>s</u> ¹	2	3	4	5	6				

Q71 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. The availability of food during the week on m Unit (e.g. opening hours).	ny 🔲 1	2	3	4	5	6
b. The number of functions during the year.c. The standard of service from catering contractors on my Unit.		2 2	$ \boxed{3} \\ \boxed{3} $	4	5	6 6

Your Family Life

Q72	What is your current personal status?						
	Single (never married or formed a civil partners		Please go to Q74				
	In a long term / established relationship (but no	2					
	Married / In a civil partnership	3					
	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 Q74			
				Please go to Q74			
				Please go to Q74			
	Prefer not to say		7	Please go to Q74			
Q73	What is your spouse/partner's current	employment situation?					
	In the Armed Forces	In voluntary (unpaid) employmer	nt 4				
	In full-time paid employment / full- \Box^2 time self-employment (other than	Not employed (for any reason)	5				
	Armed Forces)	In full-time or part-time education	$n \prod^{6}$				

Q74 Do you have any children whom you support financially?

Yes No

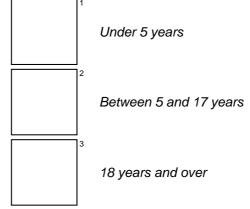
In part-time paid employment /

part-time self-employment

Please go to Q79

3

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".)



Q76	Do any of your children live with you?	ı? (Tick one box only).	
	Yes		
	Shared Access		
	Weekends/holidays only	se go to Q79	
	No lease	se go to Q79	
	N/A Dease	se go to Q79	
Q77	If you have a child or children living with Yes 1 No 2	with you, do you consider yourself to be a lone/single p $N/A \square^3$	parent?
Q78	If you require childcare, how satisfied	ed are you with the locally provided childcare facilities?	?
	Very satisfied	Dissatisfied	
	Satisfied	Very dissatisfied	
	Neither satisfied nor dissatisfied	N/A	
Q79	Do you have caring responsibilities for	for infirm or olderly adult(c)?	
Q13	Yes 1 No 2		
	my would like to understand he ation could improve training an	now Service life affects personal finance. T and policy.	The
Q80	If you have been declined credit in the (Tick one box only).	he last 12 months, what was the reason for this?	
	Failed credit check		
	Lack of UK credit history	2	
	Too many address moves	3	
	Don't know	4	
	Prefer not to say	5	
	Other (please specify below):	6	
Q81	Do you currently have personal debt l	levels that concern you?	
	Yes	·	
	No 2		
	Being	Part of Society	
Q82	Are you currently registered to vote?	?	
	Yes Please go to Q83		
	No Please go to Q84		
	Don't know		

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 registered as? (Tick one box only).					
	An ordinary/residential voter – registered for one year, usually via the annual update of voters (annual canvass)	Please go to Q85				
	A Service voter – registered for five years, via a Service declaration	Please go to Q85				
	An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas	³ Please go to Q85				
004	If you are not surrently registered to yote what is the main reason for this?	(Tick one box only)				

Q84 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 for	m	I am not interested in politics	
I have not got around to it, but aim to do it sometime	2	I wish to remain impartial	
I do not know how to register	3	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.

Q85 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



See the following link - https://www.gov.uk/government/policies/armed-forces-covenant - for more information.

Q86 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 advantaged	Advantaged	nor dis- advantaged	Dis- advantaged		Don't know / N/A
a. Family's access to NHS care.	1	2	3	4	5	6
b. Children's Education.		2	3	4	5	6
c. Housing.	1	2	3	4	5	6
d. Family life.		2	3	4	5	6
e. Benefits.	1	2	3	4	5	6
f. Tax.		2	3	4	5	6
g. Commercial Products and Services (e.g. Ho and Car Insurance, Telephone/Media Package Access to Credit).		2	3	4	5	6
h. HM Forces and Veterans-specific financial advice and discounts (e.g. Money Force, Defe Discount Service, Defence Privilege Cards and Joining Forces (Credit Unions)).		2	3	4	5	6
i. Participation as Citizens (e.g. contacting a lo councillor, MP or other public official, attending public meeting, rally or signing a petition).		2	3	4	5	6
j. Other (please specify below):	1	2	3	4	5	6

Q87 How strongly do you agree or disagree with the following?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. I offer an important service to the country.	1	2	3	4	5	6
b. Members of the Armed Forces are valued by society at large.	1	2	3	4	5	6

Your Background

Q88 Have you ever been a member of a Service Cadet Force (Sea Cadet Corps/Army Cadet Force/Air Training Corps/Combined Cadet Force)?

Yes	1	Please go to Q89
No	2	Please go to Q90

Q89	If YES, were you a member of the:	(Tick all that apply).
	a. Sea Cadet Corps (SCC).	1
	b. Army Cadet Force (ACF).	1
	c. Air Training Corps (ATC).	1
	d. Combined Cadet Force RN (CCF RN).	
	e. Combined Cadet Force Army (CCF Army	<i>'</i>).
	f. Combined Cadet Force RAF (CCF RAF).	

Taking Action and Your Comments

Q90	How strongly do you agree or disagree	with the fo	llowing?	?			
	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.	Strongly agree 1 1	Agree	Neither agree nor disagree 3 3	Disagree	Strongly disagree 5 5	Don't know
Q91	This survey is? Too long 1 About right 2	Too short	3				
Q92	How long did it take you to complete thLess than 10 minutes 1 10-20 minutes 2^2 20-30 minutes 3^3	is survey? 30-40 minute 40-50 minute 50-60 minute	es	4 5 6	Over a	an hour	7

Please turn the page for the final comments question at Q93

Thank you for completing this survey.

Please return it as soon as you can to:

Membership Engagement Services, 33 Clarendon Road, London, N8 0NW using the <u>envelope provided</u>.

Responses must reach us by 18th February 2019 in order to be included. Please allow sufficient time for postage.

Armed Forces Continuous Attitude Survey 2019 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 2019 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:

Membership Engagement Services, 33 Clarendon Road, London, N8 0NW using the **prepaid envelope provided**. Responses must reach us by **18th February 2019** in order to be included in the survey.

This survey is available for you to complete online. It is recommended you use **Google Chrome** to access the survey. The **Token** you are asked to enter is your **Service Number** (this is case sensitive).

If you are accessing the survey via a MOD computer e.g. a MODNET or DII computer, please visit the following internal webpage:

http://bravo.dasa.r.mil.uk/limesurvey/index.php/417874

Alternatively, if you are accessing the survey using a non-MOD computer e.g. personal computer, tablet or mobile phone, please visit the following external webpage:

https://surveys.mod.uk/index.php/417874

Completing the survey electronically is the quickest and cheapest way for you to send us your views. You may find the first, internal link is quicker to load the survey than the second, external link.

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?			
	a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	Strongly agree	Agree	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
Q2	How satisfied are you with the following?			Neither		
		Very satisfied	Satisfied	satisfied nor 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).	om 1	2	3	4	5
	d. My ability to access JPA.	1	2	3	4	5

	Very		Neither satisfied nor		Very	
	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	<i>N∕A</i> ∏6
	e. My Recruitment and Retention Pay (RRP).					
	f. My allowances, (e.g. Longer Separation Allowance (LSA), Get You Home (GYH), Continuity of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA)).			4	5	6
	Your Wor					
	Four Wor	N				
Q3	How satisfied are you with RAF life in general?					
	Very satisfied Dissatisfied		[4		
	Satisfied Very dissati	sfied	[5		
	Neither satisfied nor dissatisfied					
Q4	How would you rate the level of morale of					
	- Very high High	Neithe nor le		w V	ery low	
		2] ³ [4	5	
		2]3 [4	5	
		2]3 [4	5	
Q5	How satisfied are you with the following aspects of	of your cu	rrent job?			
		Very	satis	either fied nor	١	Very
	a. My job in general.	tisfied Sa	atisfied diss	atisfied Diss	satisfied diss	atisfied
	b. The sense of achievement I get from my work.	 1		3	4	 5
	c. The challenge in my job.	1		3	4	 5
	d. The amount of variety in my work.	1		3	4	5
	e. My current work location.	1		3	4	5
Q6	How strongly do you agree or disagree with the fo	llowing?				
	Strongly		Neither agree nor		Strongly	
	agree a. My superiors do not interfere excessively in my	Agree	disagree	Disagree	disagree	N/A
	work activities.					
	b. I am given sufficient authority to make	2	3	4	5	6
	c. If I make a genuine mistake at work, I do not	2	3	4	5	6
	d. Where I work people do not automatically look for someone to blame when things go wrong.	2	3	4	5	6
	e. I am encouraged to find better ways of doing ¹ things at work.	2	3	4	5	6
	f. I am always given a clear deadline as to when is to be completed.	2	3	4	5	6
	g. When I am set a task at work, I am told very	2	3	4	5	6
	h. I have a choice in deciding how I do my work.	2	3	4	5	6
	i. I know that if I do my job well I will be praised or 1 rewarded.	2	3	4	5	6

Resources and Workload

Q7	How satisfied are you with the following?
	Very satisfied Satisfied Neither satisfied nor dissatisfied Very dissatisfied a. The standard of personal equipment/kit I have to do my igb. 1 2 3 4 5 b. The availability of personal equipment/kit I have to do my igb. 1 2 3 4 5 c. The standard of major equipment (e.g. vehicles and systems) I have to do my job. 1 2 3 4 5 d. The availability of major equipment I have to do my job. 1 2 3 4 5
Q8	How would you rate your workload over the last 12 months? Much too high 1 Too low 4 Too high 2 Much too low 5 About right 3 4 5
	Your Career
Q9	Overall how satisfied are you with the way your career is being managed?Very satisfied1Dissatisfied4Satisfied2Very dissatisfied5Neither satisfied nor dissatisfied345
Q10	Overall how satisfied are you with the creer management service provided by the RAF? Very satisfied 1 Dissatisfied 4 Satisfied 2 Very dissatisfied 5 Neither satisfied nor dissatisfied 3 N/A 6
Q11	Who do you think is responsible for managing your career? (Tick all that apply) a. You. 1 b. Immediate superior (line manager). 1 c. Career Manager. 1
Q12	In terms of your current assignment, how strongly do you agree or disagree with the following? Neither agree Agree 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. 1 1 1 1 1 1 1 1 1 1 1 1 1
Q13	How satisfied are you with the following?
	b. Involvement in decisions that affect my career.12345c. The fairness of the appraisal system.12345d. The fairness of the promotion system.12345e. My opportunities for promotion.12345f. My opportunities for further service.12345

Q14	How strongly do you agree or disagree with the following statement? I am willing to serve overseas (i.e. on a permanent assignment).					
	Strongly agree	1	Disagree	4		
	Agree	2	Strongly disagree	5		
	Neither agree nor disagree	3				

Q15 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)?

	Very influential	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 (Overseas)).	1	2	3	4	
c. The removals/storage service.	1	2	3	4	
d. In-country support (e.g. medical, dental, welfare).	1	2	3	4	
e. Local security situation.		2	3	4	
f. Impact on your career.	1	2	3	4	
					N/A
g. Availability of CEA.	1	2	3	4	5
h. Spouse/partner's prospects of working overseas.	1	2	3	4	5

Your Line Management

Q16 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 performanc	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 RAF 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 immediate supervisor.	my 1	2	3	4	5	6

Senior Leadership

Q17 How strongly do you agree or disagree with the following statements about the senior leaders of the RAF (i.e. Air Commodore and above)?

b. They are keen to listen to Service people's 1 2 3 4 5 6 feedback. c. They champion the RAF's interest in Tri-Service 1 2 3 4 5 6 issues. d. They communicate decisions to personnel. 1 2 3 4 5 6 e. They understand the impact of change on 1 2 3 4 5 6 personnel. f. I have confidence in the leadership of the 1 2 3 4 5 6	a. They understand and represent my interests.	Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	Don't know
issues. d. They communicate decisions to personnel. e. They understand the impact of change on 1 2 3 4 5 6 f. I have confidence in the leadership of the 1 2 3 4 5 6	, , , ,	1	2	3	4	5	6
e. They understand the impact of change on 1^{1} 2^{2} 3^{3} 4^{4} 5^{5} 6^{6} personnel. f. I have confidence in the leadership of the 1^{1} 2^{2} 3^{3} 4^{4} 5^{5} 6^{6}		ce 1	2	3	4	5	6
personnel. \Box	d. They communicate decisions to personnel.	1	2	3	4	5	6
		1	2	3	4	5	6
	f. I have confidence in the leadership of the	1	2	3	4	5	6

Naithar

Commitment

Q18 How strongly do you agree or disagree with the following?

			Neither			
	Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	
a. In the last 12 months, I have fulfilled my commitments/promises to the RAF.	1	2	3	4	5	
 b. In the last 12 months, the RAF has fulfilled its commitments/promises to me. 	1	2	3	4	5	
c. I am proud to be in the RAF.	1	2	3	4	5	
d. I am valued by the RAF.	1	2	3	4	5	
e. I would recommend joining the RAF to others.	1	2	3	4	5	
f. I feel a strong personal attachment to the RAF.	1	2	3	4	5	
g. I feel a strong personal attachment to my Unit.	1	2	3	4	5	
h. The RAF inspires me to do the best in my job.	1	2	3	4	5	
i. The RAF motivates me to help it achieve its objectives.	1	2	3	4	5	
j. My family is proud of me serving in the Armed Forces.	1	2	3	4	5	N/A
k. My family benefits from being a Service family.	1	2	3	4	5	6
I. My family supports my career in the RAF.	1	2	3	4	5	6

Ethos is the distinctive character, spirit and attitude of the RAF which together inspire our people to face challenge and, on occasion, danger. It is underpinned by tradition, esprit de corps and a sense of belonging. It encompasses the will to contribute to the delivery of effective air power that arises from confidence in the chain of command, trust in colleagues and equipment, respect for individuality, sustainment of high professional standards and the courage to subordinate personal needs for the greater good.

Q19 How strongly do you agree or disagree with the following?

	Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree
The ethos of the RAF is an important part of life in the RAF.	1	2	3	4	5

Neither

Working with Others

Q20 In considering your immediate working team, to what extent do you agree or disagree with the

	following?					
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	a. My team know exactly what their responsibilities are.	1				
	b. The people in my team can be relied upon to help wl things get difficult in my job.	hen 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.	1	2	3	4	5
	e. Team members work well with personnel from differe backgrounds.	nt 1	2	3	4	5
Q21	Have you had working contact with any of the IF NONE APPLY PLEASE GO TO Q25	following	in the <u>last</u>	two years	<u>s</u> ? (Tick al	ll that apply)
	a. Armed Forces Reserves.		1			
	b. MOD Civil Servants.		1			
	c. MOD contractors.		1			
Q22	In your experience, how would you rate the co	ontribution	to the RA	F 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.		2	3	4	5
	c. MOD contractors.		2	3	4	5
Q23	In your experience, how well integrated into the	ne RAF are				
		Very well	Well	Not very well	Not at all well	Don't know/ N/A
	a. Armed Forces Reserves.		2	3	4	5
	b. MOD Civil Servants.		2	3	4	5
	c. MOD contractors.	1	2	3	4	5
Q24	In your experience, how would you rate the pr	ofessional	ism of			
		Very professional F	Professional	Not very professional	Not at all professional	Don't know/ N/A
	a. Armed Forces Reserves.		2 ²	3	4	5
	b. MOD Civil Servants.		2	3	4	5
	c. MOD contractors.		2	3	4	5
	Chan	ige				
Q25	How strongly do you agree or disagree with the	ne followin	a?			
420	Strong		y : Neithe agree n		Strong	alv
	a. Change is managed well in my immediate					

 2^{2}

1

5

5

6

 b. Change is managed well in my Unit/Establishment.

c. Change is managed well in the RAF.

Your Deployments

If you have NOT been on an operational deployment since 1 Jan 2016, please go to Q32

Q26	With regards to your current/last oper part of a Unit?	ational de	eploymen	nt, were yo	u deploye	d individua	ally or as
	Individually						
	As part of a Unit \square^2						
	·						
Q27	With regards to your current/last oper following?	ational de	eploymen	nt, how sat	isfied wer	e 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	λ_{1}	2	3	4	5	6
	b. Operational allowances (e.g. Overseas		2	3	4	5	6
	Assistance, Concessionary travel for immediate families, Unpleasant work						
	allowance, Unpleasant living allowance etc).						
	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		<u> </u>	3	4	5	6
	RAF when I returned from operational deployment.						
	f. The welfare support that my family, partner	1	2	3	4	5	6
	and/or parents received from the RAF when I returned from operational deployment.						
	g. The decompression and post operational	1	2	3	4	5	6
	tour support I received when I returned from operational deployment.						
	h. The Post Operational Stress Management	1	2	3	4	5	6
	that I received when I returned from operational deployment.						
	i. The operational role I was assigned to.	1	2	3	4	5	6
Q28	During your pre-operational preparati	on, did yo	u have a	ccess to th	ne followir	ng?	
		Yes	No	N/A		-	
	a. Job specification for the post.	1	2	2 3			
	b. Assignment Order.	1	2	2 3			
	c. Preparation Instruction.	1	2	2 3			
Q29	During your pre-operational preparation	on, did yo	u have a	ccess to th	ne A1 Ops	website?	
	Yes I Please go	to Q30					
	No Please go	to Q31					
	N/A Please go	to Q31					
• • •				_			
Q30	If you had access to the A1 Ops webs following?	ite, how s	trongly d	lo you agro	ee or disa	gree with t	he
			_		Neither		_
			Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree
	The preparation instruction provided via the A		1	2	3	4	5
	website contained appropriate information to prepare to deploy.	enable me	to 🖳				

Q31	What is your view of the following regarding your experience of operational deployments?				
	Too often About right Not often enough				
	a. The frequency of my operational deployments.				
	b. The length of my operational deployments. \Box^1 \Box^2 \Box^3				
	Training and Development				
Q32	How satisfied are you with the following?				
QJZ	Neither				
	Very satisfied nor Very satisfied Satisfied dissatisfied dissatisfied dissatisfied				
	a. My opportunities for professional development. 1^{1} 2^{2} 3^{3} 4^{4}				
	b. My opportunities for personal development. \Box^1 \Box^2 \Box^3 \Box^4 \Box^5				
	c. The timing of the training I have received in order to 1^{1} 2^{2} 3^{3} 4^{4} 5^{5}				
	carry out my current job roles. \Box				
	trained. \square				
	training (e.g. NVQs, apprenticeships).				
	Your Future Plans				
Q33	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 RAF before the end of my current engagement/commission				
	To leave the RAF as soon as I can				
	I have put in my notice to leave				
	N/A / I don't know				
Q34	How actively have you searched for a job outside the RAF in the last 12 months?				
	Very actively \square^1 Not very actively \square^3				
	Quite actively \square^2 Not at all \square^4				
Q35	If you had the opportunity to do so, do you think you would choose to remain in the Regular RAF				
	beyond your current retirement age?				
	Yes - up to 2 years beyond Yes - as long as I could				
	Yes - between 2-5 years beyond No				
	Yes - between 6-10 years beyond N/A / I don't know				
Q36	When you leave the RAF, would you consider joining the Volunteer Reserve Forces? (RN/RM: Maritime Reserves; Army: Army Reserve; RAF: RAF Volunteer Reserves)				
	Yes No I don't know				
	a. Full time.				
	b. Part time.				
Q37	Which of the following Reserves options are of interest to you on leaving the RAF? (Tick all that apply.)				
	a. Full-Time Reserve Service (FTRS) (Full Commitment).				
	b. Full-Time Reserve Service (FTRS) (Limited Commitment).				
	c. Full-Time Reserve Service (FTRS) (Home Commitment).				
	d. Additional Duties Commitment (ADC).				
	e. Volunteer Reserves (part-time with unlimited worldwide mobilisation liability)				
	f. Volunteer Reserves (part-time for home base support functions).				

Q39 How do the following factors impact on your intention to stay or leave the RAF?

	Strongly		Has no		Strongly	
	increases mv intention	Increases my intention	effect on my intention to	Increases my intention	increases mv intention	
	to stay	to stay	stay or leave	to leave	to leave	
a. Impact of RAF life on family and personal lit	fe.	2	3	4	5	
b. Opportunities outside the RAF.	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	
f. Service morale.		2	3	4	5	
g. Amount of pay.		2	3	4	5	
h. Amount of allowances.	1	2	3	4	5	
i. Opportunities for career development.		2	3	4	5	
. Opportunities for personal development.	1	2	3	4	5	
k. Opportunities for sport.		2	3	4	5	
I. Opportunities for Adventurous 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	
p. Mental health provision.		2	3	4	5	
q. Pension.		2	3	4	5	
r. Opportunities for flexible working conditions		2	3	4	5	
s. Excitement of the job.	1	2	3	4	5	
t. Financial incentives available to me (e.g. Commitment Bonus).		2	3	4	5	N/A
u. Spouse/partner's career.	1	2	3	4	5	
v. Accommodation provision.	1	2	3	4	5	
v. Other (if applicable, please specify below):						

	Most important reason 1 Second most important 2 Third most important reason for leaving 3
Q41	How would having the following options impact on your intention to stay or leave the RAF?
	Strongly Has no Strongly increases Increases effect on my Increases increases my intention my intention intention to my intention my intention to stay to stay stay or leave to leave to leave
	a. Opportunities to work part-time.
	b. Opportunities for reduced separated Service 1^{1} 2^{2} 3^{3} 4^{4} 5^{5} (including operational deployment).
	Fairness at Work
	F aims to achieve an environment free from harassment, bullying, intimidation and unlawful ination, in which all have equal opportunity and encouragement to realise their full potential.

Q42 How strongly do you agree or disagree with the following statement regarding fairness and equality in the RAF?

	I am treated fairly at work.		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Q43	Do you feel that the RAF	discipline s	system is?				
	Very fair	1	Unfair			4	
	Fair	2	Very unfair			5	
	Neither fair nor unfair	3					

<u>Bullying</u> may be characterised as offensive, intimidating, malicious or insulting behaviour, and abuse of or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

<u>Discrimination</u> can occur when a person is treated less favourably because of race, religion or belief, sex, sexual orientation, pregnancy or maternity, marriage or civil partnership, gender reassignment, age or disability. Discrimination can also occur where a policy or practice which applies to everyone unreasonably disadvantages a person on the basis of the characteristics mentioned above.

<u>Harassment</u> 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.

Please note that the data gathered is strictly for research purposes only. You are advised not to name any individuals in your response. No action will be taken on this, and you are instead advised to seek guidance from the SSAFA Confidential Helpline: 0800 731 4880 (freephone) or +44 1980 630854 (overseas) (website also at: https://www.ssafa.org.uk/help-you/forcesline).

Q44 Do you believe you have been subject to any of the following in a Service environment in the last 12 months? (Tick all that apply).

a. Bullying.

b. Discrimination.

c. Harassment.

d. None of the above.

]¹]1 Please go to **Q50**

Q45 If you believe you have been subject to bullying in a Service environment in the last 12 months, please specify on what grounds below:

Q46

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:

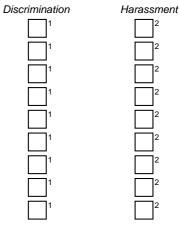
- a. Gender.
- b. Gender reassignment.
- c. Race, colour, nationality, ethnic or national origin.
- d. Marriage/civil partnership.
- e. Religion or beliefs.
- f. Sexual orientation.
- g. Age.
- h. Disability.
- i. Pregnancy or maternity.

Q47 Did you make a formal written complaint within the last 12 months about this discrimination, harassment and/or bullying?

Yes		Please go to Q48
No	2	Please go to Q49

If you DID MAKE a formal written complaint, how satisfied were/are you with the following aspects Q48 of your complaint?

	Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. The objectivity and fairness with which my complaint was handled/is being handled.						6
b. The amount of time taken/it is taking to reso my complaint.		2	3	4	5	6
c. How well I was/am being kept informed about the progress of my complaint.	ut ¹	2	3	4	5	6
d. The support provided by my Assisting Office	er. 1	2	3	4	5	6
e. The outcome of my complaint.	1	2	3	4	5	6



72

Q49 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.	
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 below):	

Q50 Do you know how the Service Complaints Ombudsman can help you with a discrimination, harassment and/or bullying complaint?

Yes,	fully	,
To so	ome	extent

No, not at all Haven't heard of the Service

Complaints Ombudsman

3
4

Information about the Service Complaints Ombudsman can be found on the following link: https://www.servicecomplaintsombudsman.org.uk/

AND

The Service Complaints process https://www.gov.uk/government/publications/jsp-831-redress-of-individualgrievances-service-complaints

Your Work-Life Balance

Q51 In the past 12 months approximately how much time have you spent away from your family (e.g. spouse/partner or children) for Service reasons?

Not been away

Not been away	
Up to 1 month (4 weeks)	2
Between 1 - 3 months (5 - 13 weeks)	3
Between 4 - 6 months (14 - 26 weeks)	4

1

Between 10 - 12 months (40 - 52 weeks) N/A

	5
ĺ	6
	7

Q52 In the past 12 months, how satisfied were you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very 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).		2	3	4	5	
c. The opportunity for me to work flexibly (e.g.variable start/finish times, Compressed Hours, Working from home).	e1	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	n. 🗌 ¹	2	3	4	5	6
g. The effect of Service life on my spouse/partner's career.	1	2	3	4	5	6

Neither

agree nor

disagree

3

Disagree

4

Strongly

disagree

5

Q53 How strongly do you agree or disagree with the following?

I am able to maintain a balance between my personal and working life.

Your Leave

Strongly

agree

1

Agree

2

Q54 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
 a. My overall leave allowance i.e. annual leave, post operational leave (POL), leave carried over from previou years. 	IS ¹	2	3	4	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. 		2 2	3	4 4	5

Q55 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? (Tick all that apply).

a. Operational tour.	
b. Not allowed.	
c. Courses/training.	
d. Workload.	
e. Undermanning.	
f. I wanted to carry days over to the next leave year.	
g. Other (please specify below):	

Your Health and Well-being

Q56 If you have received Service-provided <u>medical</u> treatment (including mental healthcare) in the last 2 years, how satisfied were you with:

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. Being able to access the medical care when I needed it.	1	2	3	4	5	6
b. The medical treatment.	1	2	3	4	5	6

Q57 If you have received Service-provided <u>dental</u> treatment in the last 2 years, how satisfied were you with:

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. Being able to access the dental care when I needed it.	1	2	3	4	5	6
b. The dental treatment.	1	2	3	4	5	6

As part of measuring national well-being we are interested to understand how satisfied you are in general with life. The questions below are not linked particularly to the Service but to <u>your life in general</u>.

Q58 Overall, how satisfied are you with your life nowadays?

	Not at	all								Cor	npletely
	0	1	2	3	4	5	6	7	8	9	10
Q59	Overall, I	how happ	oy did you	u feel yes	terday?						
	Not at o	all 1	2	3	4	5	6	7	8	9	npletely 10
Q60	Overall, I	how anxi	ous did y	ou feel ye	esterday?						
	Not at o	all 1	2	3	4	5	6	7	8	9 9	npletely 10
Q61	Overall, t	to what e	xtent do	you feel t	he things	you do iı	n your life	are wort	hwhile?		
	Not at	all 1	2	3	4	5	6	7	8	9	npletely 10

Fitness, Sport and Adventurous Training Q62 How satisfied are you with the following? Neither Very Very satisfied nor satisfied Satisfied dissatisfied Dissatisfied dissatisfied a. RAF sport, exercise and fitness facilities in general. b. My opportunities to undertake fitness activities (e.g. to meet fitness standards). c. My opportunities to take part in sport. d. My opportunities to take part in Adventurous Training. e. My opportunities to take part in Force Development Activities. Welfare Q63 How satisfied are you with the following? Neither Very Very satisfied nor satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A a. The welfare support provided by the RAF for me. b. The welfare support provided by the RAF for my family. c. The support my spouse/partner gets from the RAF when I am absent. d. The Operational/Deployment Welfare Package. Q64 How satisfied are you with the following? Neither satisfied Very nor Very Not heard dissatisfied Dissatisfied dissatisfied Not used satisfied Satisfied of 5 6 2 3 a. The chaplaincy support provided by the 4 RAF. 2 b. SSAFA Personal Support & Social Work 5 6 Service. 2 6 c. The HIVE. 2 6 3 4 5 d. The RAF Families Federation. 2 6 e. The Community Development 3 4 5 Officer/Worker. 2 f. My Unit's Service Community Support Officer (SCSO). g. My Unit's Welfare staffs. Your Accommodation Q65 What kind of accommodation do you live in at present during the working week? (Tick one box only) Service Family Accommodation (SFA) Please go to Q66 Substitute Service Family Accommodation (SSFA) Please go to Q66

 Substitute Service Family Accommodation (SSFA)
 2
 Please go to Q66

 Single Living Accommodation (SLA)
 3
 Please go to Q66

 Substitute Service Single Accommodation (SSSA) (Formerly SSLA)
 4
 Please go to Q66

 Property I own
 5
 Please go to Q70

 Privately rented accommodation
 6
 Please go to Q68

 In a relative's (e.g. parents') home
 7
 Please go to Q68

 Other (please specify below):
 8
 Please go to Q68

Q66	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 requirement.
	b. Economy.
	c. Personal circumstances (e.g. marriage, separation, divorce).
	d. Other (please specify below):
0.07	
Q67	With regard to your current Service Accommodation, how satisfied are you with the following? Neither Neither
	Very satisfied nor Very N/A / Don't satisfied dissatisfied dissatisfied know
	a. The overall standard. 1^{1} 2^{2} 3^{3} 4^{4} 5^{5} 6^{6}
	b. The value for money. $\square^{1} \square^{2} \square^{3} \square^{4} \square^{5} \square^{6}$
	c. The response to requests for maintenance/repair to 1^{1} 2^{2} 3^{3} 4^{4} 5^{5} 6^{6} my current accommodation.
	d. The quality of maintenance/repair work to my current 1^{1} 2^{2} 3^{3} 4^{4} 5^{5} 6^{6} accommodation.
	e. How fairly Service Accommodation is allocated. 1^{1} 2^{2} 3^{3} 4^{4} 5^{5} 6^{6}
Q68	Do you currently own your own home? Please answer this question whether you live in this property or not.
	Yes Please go to Q70
	No Please go to Q69
	No, but I am currently saving up to buy a home in the future Base go to Q69
Q69	Please indicate whether each of the following is a reason why you <u>do not own</u> your own home. (Tick all that apply)

(Once completed please go to Q72)

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 specify below):	

Q70 Please indicate whether each of the following was a reason why you bought your own home. (Tick all that apply)

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 specify below):	

Q71 If you currently own a home, how satisfied are you with the following?

Q72

	Verv		Neither satisfied nor		Verv	
	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	N/A
a. The opportunity to live in my own home.	1	2	3	4	5	6
b. The allowances for living in my own home.	1	2	3	4	5	6
Which of the following statements app	ly to you?	(Tick all t	hat apply)			4
a. In the last year, I have used Forces Help to	Buy (FHTB)	for my hom	ne purchase.			<u>ן</u>
b. In the last year, I have used FHTB to exten	d my home.					
c. I am considering using FHTB for a future ho	ome purcha	se.				
d. In the last year, I purchased my own home Housing Schemes.	without the	use of FHT	B or the Gove	ernment Affo	ordable	
e. In the last year, I used a Government Afford Mortgage Guarantee / New Buy / Shared Own			e.g. Help to	Buy: Equity I	Loan /	
f. None of the above.					Γ	\neg ¹

You can find more information on Forces Help to Buy at the following link: www.gov.uk/forces-help-to-buy

Catering, Retail and Leisure

Q73 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.	1
c. Choice.	
d. Quality.	
e. Quantity.	
f. Well known brand.	
g. Where it is sourced from (e.g. Fairtrade, locally produced).	
h. Other (please specify below):	

Q74 How often do you use Service-provided catering facilities...?

	Always	Often	Sometimes	Rarely	Never	N/A
a. For eating at breakfast.	1	2	3	4	5	6
b. For eating at lunchtime.	1	2	3	4	5	6
c. For eating in the evening.	1	2	3	4	5	6
d. For drinking, socialising in the bar.	1	2	3	4	5	6
e. For informal functions.	1	2	3	4	5	6
f. For formal functions (Officers/SNCOs/WOs only).	-	2	3	4	5	6

Q75 How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
 a. The availability of food during the week on Unit (e.g. opening hours). 	my 1	2	3	4	5	6
b. The number of functions during the year.c. The standard of service from catering		2 2	3 3	4	5 5	6 6
contractors on my Unit.						

Your Family Life

Q76	What is your current personal status?			
	Single (never married or formed a civil partners	ship)	1	Please go to Q78
	In a long term / established relationship (but no	ot married or in a civil partnership)	2	
	Married / In a civil partnership		3	
	Separated, but still legally married or in a civil µ	partnership	4	Please go to Q78
	Divorced / Formerly in a civil partnership which	is now legally dissolved	5	Please go to Q78
	Widowed / The surviving partner from a civil pa	artnership	6	Please go to Q78
	Prefer not to say		7	Please go to Q78
Q77	What is your spouse/partner's current of	employment situation?		
	In the Armed Forces	In voluntary (unpaid) employment	t 4	
	In full-time paid employment / full-	Not employed (for any reason)	5	
	time self-employment (other than Land Armed Forces)	In full-time or part-time education	6	
	In part-time paid employment / 3 part-time self-employment			
Q78	Do you have any children whom you su	pport financially?		
	Yes			
	No Please gr	o to Q83		
Q79	If YES, how many children do you have each category in each box, e.g. "3", or if			
	Under 5 years	1		
	Between 5 and 17 years	2		
	18 years and over	3		

Q80	Do any of your children live with you? (Tick one box only).
	Yes
	Shared Access
	Weekends/holidays only $\boxed{3}^{3}$ Please go to Q83
	No \square^4 Please go to Q83
	N/A \square^5 Please go to Q83
Q81	If you have a child or children living with you, do you consider yourself to be a lone/single parent?
	Yes 1 No 2 N/A 3
Q82	If you require childcare, how satisfied are you with the locally provided childcare facilities?
	Very satisfied Dissatisfied
	Satisfied Very dissatisfied
	Neither satisfied nor dissatisfied \square^3 N/A \square^6
Q83	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
informat	tion could improve training and policy.
.	
Q84	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 specify below):
0.05	
Q85	Do you currently have personal debt levels that concern you?
	Yes
	No
	Being Part of Society
Q86	Are you currently registered to vote?
	Yes Please go to Q87
	No Please go to Q88
	Don't know Please go to Q89
You can re	egister to vote at the following link: www.gov.uk/register-to-vote

Q87	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 voters (annual canvass)	Please go to Q89					
	A Service voter – registered for five years, via a Service declaration	Please go to Q89					
	An overseas voter – registered for one year, in the same way as a non-Forces British citizen living overseas	³ Please go to Q89					
Q88	If you are not currently registered to vote, what is the <u>main</u> reason for this?						

I did not receive an electoral registration for	m	I am not interested in politics	
I have not got around to it, but aim to do it sometime	2	l wish to remain impartial	5
I do not know how to register	3	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.

Q89 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	

See the following link - https://www.gov.uk/government/policies/armed-forces-covenant - for more information.

Q90 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	Advantaged	nor dis-	Dis- advantaged	Strongly dis- advantaged	Don't know / N/A
a. Family's access to NHS care.						6
b. Children's Education.	1	2	3	4	5	6
c. Housing.	1	2	3	4	5	6
d. Family life.	1	2	3	4	5	6
e Benefits.	1	2	3	4	5	6
f. Tax.	1	2	3	4	5	6
g. Commercial Products and Services (e.g. Ho and Car Insurance, Telephone/Media Package Access to Credit).		2	3	4	5	6
h. HM Forces and Veterans-specific financial advice and discounts (e.g. Money Force, Defe Discount Service, Defence Privilege Cards an Joining Forces (Credit Unions)).		2	3	4	5	6
i. Participation as Citizens (e.g. contacting a lo councillor, MP or other public official, attending public meeting, rally or signing a petition).		2	3	4	5	6
j. Other (Please specify below):	1	2	3	4	5	6

Q91 How strongly do you agree or disagree with the following?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. I offer an important service to the country.	1	2	3	4	5	6
b. Members of the Armed Forces are valued by society at large.	1	2	3	4	5	6

Your Background

Q92 Have you ever been a member of a Service Cadet Force (Sea Cadet Corps/Army Cadet Force/Air Training Corps/Combined Cadet Force)?

Yes		Please go to Q93
No	2	Please go to Q94

Q93	If YES, were you a member of the:	(Tick all that apply).
	a. Sea Cadet Corps (SCC).	
	b. Army Cadet Force (ACF).	1
	c. Air Training Corps (ATC).	1
	d. Combined Cadet Force RN (CCF RN).	1
	e. Combined Cadet Force Army (CCF Army	/).
	f. Combined Cadet Force RAF (CCF RAF).	

Taking Action and Your Comments

Q94	How strongly do you agree or disagree with the following?									
	a. I believe the leaders in the RAF will take a	Strongly agree ction 1	Agree	Neither agree nor disagree 3	Disagree	Strongly disagree	Don't know			
	on the results of AFCAS.									
	b. I think effective action has been taken in the RAF on the results of AFCAS.		2	3	4	5	6			
Q95	This survey is? Too long 1^1 About right 2^2	² Too short	3							
Q96	How long did it take you to complete	this survey?								
	Less than 10 minutes 🔲 1	30-40 minute	es	4	Over a	an hour	7			
	10-20 minutes	40-50 minute	es	5						
	20-30 minutes 3^3	50-60 minute	es	6						

Please turn the page for the final comments question at Q97

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

Membership Engagement Services, 33 Clarendon Road, London, N8 0NW using the <u>envelope provided</u>.

Responses must reach us by 18th February 2019 in order to be included. Please allow sufficient time for postage.