

Annex A - ResCAS 2019: Tri-Service Questionnaire Items

Life in the Reserves

1. How satisfied are you with:

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

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

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

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

- I am proud to be in the [Service] Reserve [R002]
- I feel motivated to the best job I can for the [Service] Reserve [R003]
- I would recommend joining the [Service] Reserve to others [R004]
- I feel a strong personal attachment to the [Service] Reserve [R166]
- The [Service] Reserve inspires me to do the best in my role [R167]
- The [Service] Reserve motivates me to help it achieve its objectives [R168]
- I think that the [Service] Reserve respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.) [R153]

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

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

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

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

Reasons for joining, staying and leaving the Reserves

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

- To serve my country [R055]
- Interested in joining the Regulars in the future [R056]
- To do something different [R057]
- Reserve pay or bounty [R058]
- The courses/skills training on offer [R059]
- To develop my civilian career [R060]
- For excitement and adventure [R061]
- For the challenge [R062]
- Personal development [R063]
- The type of work [R064]
- To travel and experience new places [R065]
- To make a difference/do something worthwhile [R066]
- To go on exercise or be deployed [R067]
- For fitness and to do something active [R068]
- Career opportunities in the [Service] Reserve [R069]
- The experience of Service life [R070]
- To meet like-minded people/make new friends [R071]
- Former Regular and wanted to carry on serving in some capacity [R072]
- Recommended by friends, family or colleagues [R169]

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

- To serve my country [R076]
- Interested in joining the Regulars in the future [R077]
- To do something different [R078]

- Reserve pay or bounty [R079]
- The courses/skills training on offer [R080]
- To develop my civilian career [R081]
- For excitement and adventure [R082]
- For the challenge [R083]
- Personal development [R084]
- The type of work [R085]
- To travel and experience new places [R086]
- To make a difference/do something worthwhile [R087]
- To go on exercise or be deployed [R088]
- For fitness and to do something active [R089]
- Career opportunities in the [Service] Reserve [R090]
- The experience of Service life [R091]
- The people, friends and camaraderie [R092]
- The prospect of improved Reserve Terms and Conditions in the future [R093]

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

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

- The money I receive from my Reserve service is insufficient [R096]
- I don't want to be mobilised on operational tours [R097]
- Lack of opportunity to be mobilised on operational tours [R098]
- I was not happy with my role during my last operational tour [R099]
- Poor management and leadership [R100]
- I have received inadequate training [R101]
- I am not happy with the administrative support I receive [R102]
- Lack of opportunity for promotion [R103]
- Lack of opportunity to lead and command [R104]
- Lack of opportunity to develop technical skills [R105]
- Lack of challenge [R106]
- Too much time spent doing administration/JPA [R107]
- I want to join one of the Regular Services [R108]
- Personal or family pressures [R109]
- Work or employer pressures [R110]
- Bored with the [Service] Reserve [R111]
- Don't like the way the Regulars treat me [R112]
- I'll have reached the Reserves retirement age [R149]
- I don't feel valued by the Service [R114]
- Health issues or pregnancy [R115]
- My civilian employer doesn't support my Reserve service [R170]
- Other (please specify) [R116, R117 – text response only]

Pay, Allowances and Admin Support

8. How satisfied are you with the following?

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

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

Kit and Equipment

9. How satisfied are you with the following?

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

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

*E.g. clothes, boots, personal weapon

Mobilisation

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

- Yes
- No (router)

11. Have you been mobilised as a Reservist in the last 3 years? [R172]

- Yes
- No

12. How satisfied are you with the following?

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

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

Training

13. How satisfied are you with the following?

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

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

Career Progression

14. How satisfied are you with the following?

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

- Your career management within your unit [R027]
- Your opportunities for personal development [R029]
- Your opportunities for promotion [R030]

Perception of Reserves

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

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

- I feel valued by Regulars [R031]
- I feel valued by society [R032]

Family Support

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

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

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

Your civilian employment

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Fairness as Work

26. How strongly do you agree or disagree with the following statements regarding fairness and equality in the [Service] Reserve

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

- I am treated fairly by the [Service] compared to Regulars [R174]
- I am treated fairly in the [Service] Reserve [R175]

27. Do you feel that the [Service] Reserve discipline system is ...? [R176]

(Very fair/ Fair/ Neither fair nor unfair/ Unfair/ Very unfair)

28. 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)

- Bullying [R177]
- Discrimination [R178]
- Harassment [R179]
- None of the above [R180]

29. Did you make a formal written complaint within the last 12 months about this discrimination, harassment and/or bullying? [R181]

(Yes/ No)

30. If you did make a formal written complaint, how satisfied were you/are you with the outcome? [R182]

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

31. If you believe you have been subject to bullying, harassment, or discrimination in a Service environment in the last 12 months, in your opinion, has the issue been resolved? [R184]

(Yes/ No/ Don't know/ Prefer not to say/ Not applicable)

32. Do you know how the Service Complaints Ombudsman can help you with a discrimination, harassment and/or bullying complaint? [R185]

(Yes, fully/ To some extent/ No, not at all/ Haven't heard of the Service Complaints Ombudsman)

Flexible Employment

33. Are you aware of the Reserve Assignments Opportunities List advertised on the British Army website? (ARMY RESERVE); Are you aware of the Full Time Reserve Opportunities List advertised on the Royal Navy website? (MARITIME RESERVE); Are you aware of opportunities for reserve employment advertised on the RAF Reserves website? (RAF RESERVE) [R186]

(Yes/ No)

34. Would you like to be notified of opportunities, over and above your allocated 38.4 Reserve Service Days, which is open to you? (ARMY RESERVE); Would you like to be notified of opportunities, over and above your annual commitment, which may be open to you? (MARITIME RESERVE and RAF RESERVE) [R187]

(Yes/ No)

35. How strongly do you agree or disagree with the following? I am interested in increasing my current level of Reserve commitment. [R188]

(Strongly Agree/ Agree/ Neither Agree nor Disagree/ Disagree/ Strongly Disagree/ Don't know/ Not applicable - I am currently FTRS (Full Commitment))

About you

36. Are you: [R129]

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

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

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

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

38. Are you: [R150]

- Male
- Female

39. How old are you? [R156]

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

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

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

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

- Single (never married or formed a civil partnership)
- In a long term/established relationship (but not married or in a civil partnership)
- Married/in a civil partnership
- Separated, but still legally married or in a civil partnership
- Divorced/formerly in a civil partnership which is now legally dissolved
- Widowed/the surviving partner from a civil partnership
- Prefer not to say

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

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

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

- Yes
- No

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

- Yes
- No (router)

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

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