

Continuous Working Patterns Survey

<https://www.gov.uk/government/statistics/armed-forces-continuous-working-patterns-survey-201819>

2018/19 Edition

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The Continuous Working Patterns (CWP) Survey is a seven day diary completed by Trained UK Regular Armed Forces personnel to record the number of hours spent at work, on call, on breaks and off duty. The aim of the survey is to measure the working patterns of [trained, regular](#) UK Armed Forces personnel for a full working week. In this report, the average number of hours personnel spend at work, on call and on duty per week are provided by Service, broad location and rank group. These Excel Tables accompany a PDF report which provides context and commentary on recent trends in the figures presented in the tables. The report can be found here:

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The Continuous Working Patterns (CWP) Survey is a seven day diary completed by Trained UK Regular Armed Forces personnel to record the number of hours spent at work, on call, on breaks and off duty. The aim of the survey is to measure the working patterns of [trained, regular](#) UK Armed Forces personnel for a full working week. In this report, the average number of hours personnel spend at work, on call and on duty per week are provided by Service, broad location and rank group. These Excel Tables accompany a PDF report which provides context and commentary on recent trends in the figures presented in the tables. The report can be found here:

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Notes and Definitions


This report gives the main results of the 2018/19 Continuous Working Patterns (CWP) survey. The aim of the CWP survey is to describe the working patterns of trained, regular UK Armed Forces for a full working week. Chief of Defence People (CDP) sponsors the survey under a remit from the Armed Forces Pay Review Body (AFPRB) to inform their work.

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

A total of 24,470 surveys were distributed. 2,724 of the returned surveys were considered valid, which equated to a response rate of 11%. In the previous survey conducted in 2017/18, the response rate was 17%.

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

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

 2018/19 figure is significantly lower than that reported in 2017/18.

 2018/19 figure is significantly higher than that reported in 2017/18.

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

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

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

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

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Section 1: Key Findings

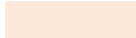

Table 1.01: Average weekly hours worked by Service and Rank

	Tri-Service	Naval Service	Army	RAF
All Ranks	43.8	49.8 (2.1)	42.0 (-1.5)	42.3
Officers				
Senior Officers	52.0	52.3	52.8	50.4
Junior Officers	47.7	53.6 (3.5)	47.0	44.2
Other Ranks				
Senior Other Ranks	44.9	49.0 (2.0)	44.0	43.0
Junior Other Ranks	41.2 (-0.9)	49.1 (2.1)	39.1 (-2.4)	39.7

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

	Tri-Service	Naval Service	Army	RAF
All Ranks	63.7 (-1.5)	77.7 (2.0)	59.4 (-3.6)	61.0
Officers				
Senior Officers	71.6 (2.4)	77.5 (3.8)	69.8 (3.5)	69.4
Junior Officers	68.5	81.0 (6.7)	67.7 (-4.0)	60.4
Other Ranks				
Senior Other Ranks	64.0	74.0	63.2 (3.5)	56.2 (-4.0)
Junior Other Ranks	61.4 (-3.5)	79.2	55.4 (-7.5)	61.7 (5.3)

Key:

-  Indicates the 2018/19 average is significantly lower than that reported in 2017/18.
-  Indicates the 2018/19 average is significantly higher than that reported in 2017/18.
- ()** Differences between 2017/18 and 2018/19 averages are provided in brackets.

Section 2: Response Rates

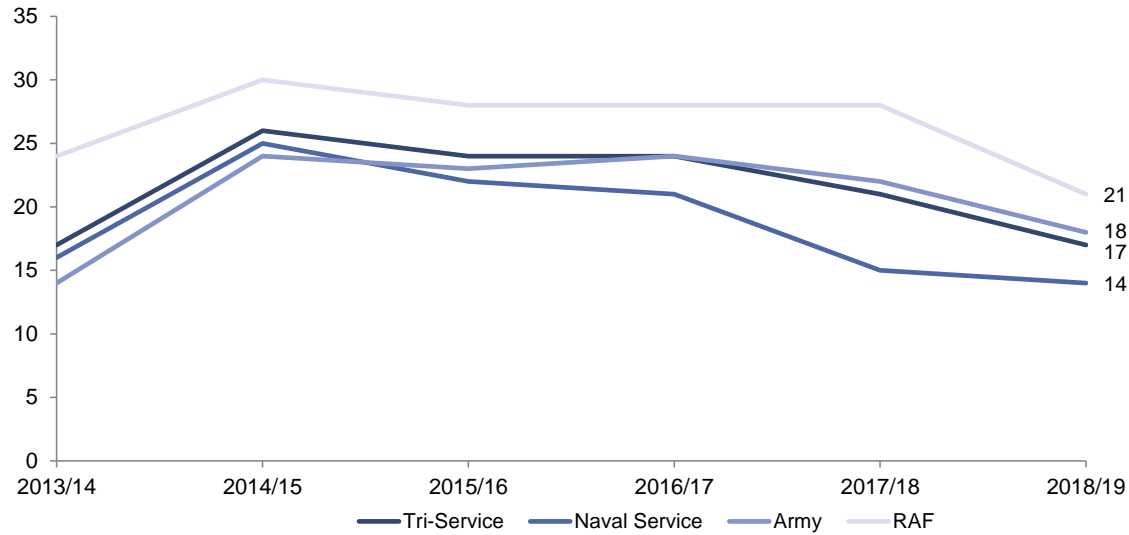
Table 2.01: Valid response rates by Service 2018/19

	Sample Size	Valid responses	Valid Response Rate (%)
Tri-Service	24,470	2,724	13%
Naval Service	9,678	1,063	11%
Army	9,684	979	13%
RAF	5,108	682	17%

Table 2.02: Number of valid responses and valid response rates by Service between 2012/13 and 2018/19

	Number of valid responses													
	2012/13		2013/14		2014/15		2015/16		2016/17		2017/18		2018/19	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Tri-Service	3,126	17	4,553	26	4,059	24	4,286	24	3,796	21	3,571	17	2,724	11%
Naval Service	1,009	16	1,584	25	1,423	22	1,487	21	1,177	15	1,350	14	1,063	11%
Army	1,071	14	1,750	24	1,523	23	1,631	24	1,553	22	1,367	18	979	10%
RAF	1,046	24	1,219	30	1,113	28	1,168	28	1,066	28	854	21	682	13%

Figure 2.01: Valid response rates by Service, between the 2012/13 and 2018/19 CWP Surveys



SECTION 3: Tri-Service

Table 3.01: Hours worked by Service

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Tri-Service	45.2	44.5	44.9	44.7	44.1 ↑	43.8
Naval Service	48.9	48.4	48.9	48.7	47.8	49.8 (2.1)
Army	44.2	43.4	43.7	43.8	43.5	42.3 (-1.2)
RAF	44.6	43.8	43.9	43.0	42.2	42.0

Figure 3.01: Hours worked by Service

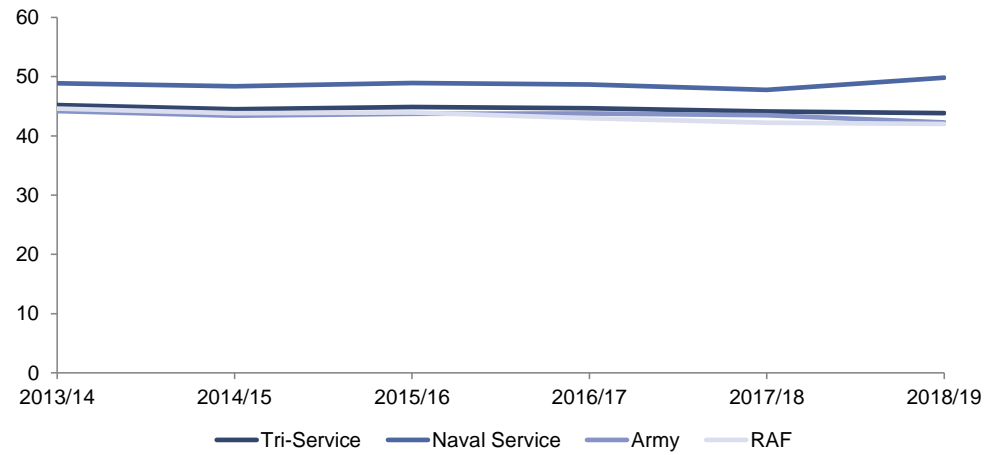


Table 3.02: Hours worked by rank group

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
All Ranks	45.2	44.5	44.9	44.7	44.1^r	43.8
Officers						
Senior Officers	53.0	52.5	53.1	51.6	51.3 ^r	52.0
Junior Officers	50.2	49.8	51.1	48.9	47.5 ^r	47.7
Other Ranks						
Senior Other Ranks	47.1	45.8	45.9	45.7	44.6 ^r	44.9
Junior Other Ranks	42.6	42.0	42.2	42.4	42.2 ^r	41.4

Figure 3.02: Hours worked by rank group

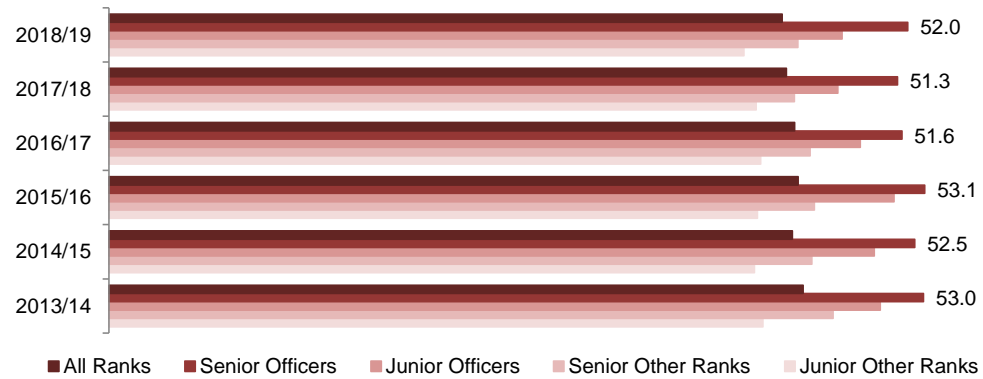


Table 3.03: Distribution of hours worked by Service¹

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Tri-Service	50%	24%	15%	5%	7%	100%
Naval Service	35%	24%	13%	9%	19%	100%
Army	54%	21%	17%	4%	3%	100%
RAF	53%	32%	10%	2%	3%	100%

Figure 3.03: Distribution of hours worked by Service

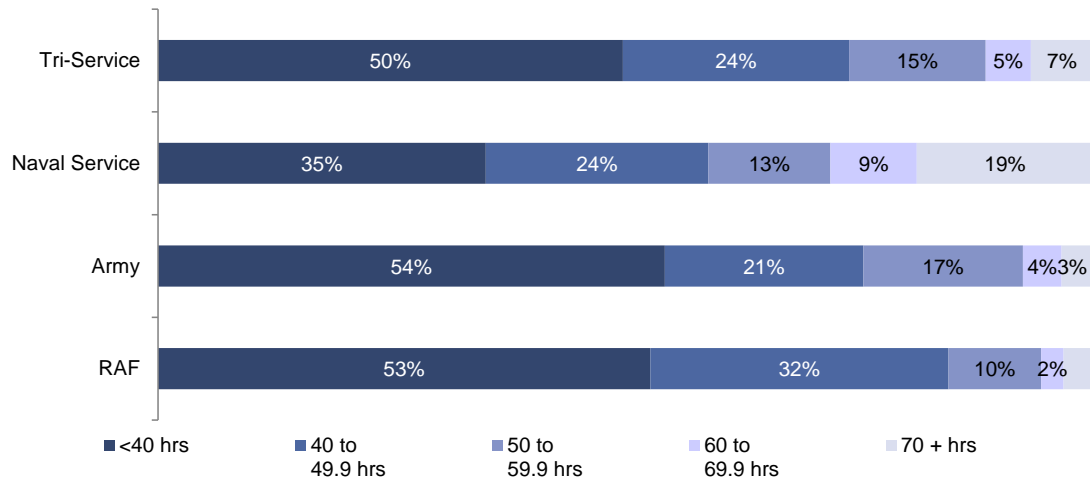


Table 3.04: Distribution of hours worked by rank group¹

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
All Ranks	50%	24%	15%	5%	7%	100%
Officers						
Senior Officers	15%	39%	23%	16%	7%	100%
Junior Officers	30%	38%	19%	5%	8%	100%
Other Ranks						
Senior Other Ranks	44%	33%	12%	4%	6%	100%
Junior Other Ranks	61%	16%	13%	3%	7%	100%

Figure 3.04: Distribution of hours worked by rank group

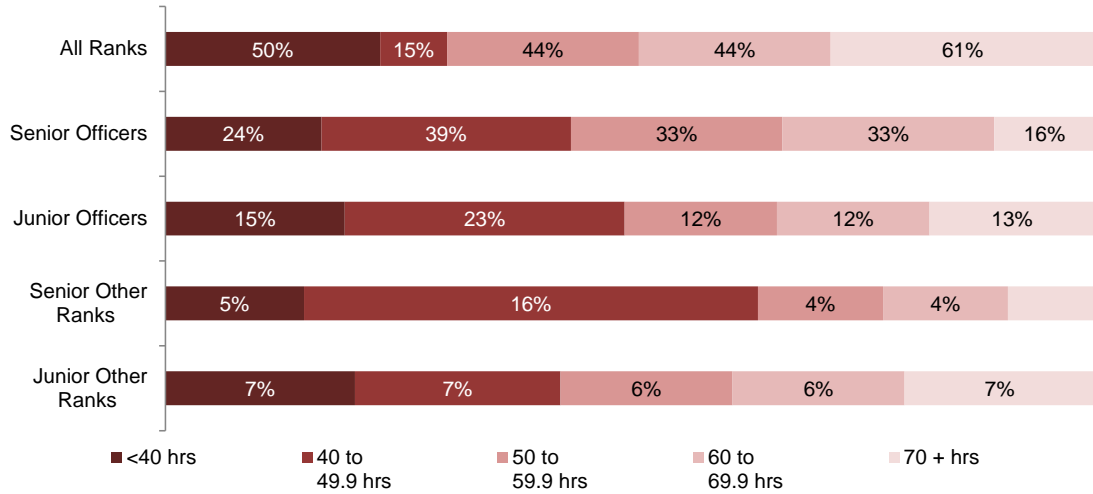


Table 3.05: Unsociable hours worked by Service per week²

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Tri-Service	6.9	6.6	6.5	6.6	6.2^r	6.2
Naval Service	11.0	10.8	11.2	11.4	9.7	12.5
Army	5.5	5.2	5.0	5.2	5.1 ^r	4.6
RAF	6.7	6.3	5.9	5.5	5.5 ^r	4.3

Figure 3.05: Unsociable hours worked by Service per week

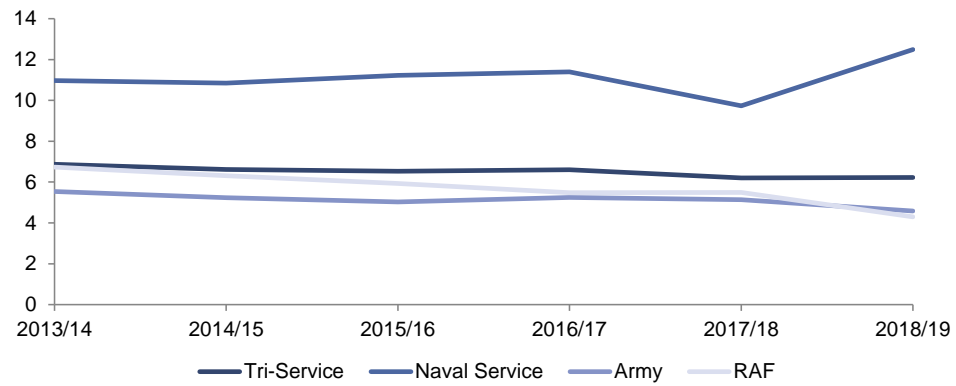


Table 3.06: Proportion of personnel working excessive hours by Service^{1,3}

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Tri-Service	7%	7%	8%	7%	6%	7%
Naval Service	15%	16%	18%	16%	14%	19%
Army	6%	5%	6%	5%	5%	3%
RAF	4%	4%	3%	2%	2%	3%

Figure 3.06: Proportion of personnel working excessive hours by Service

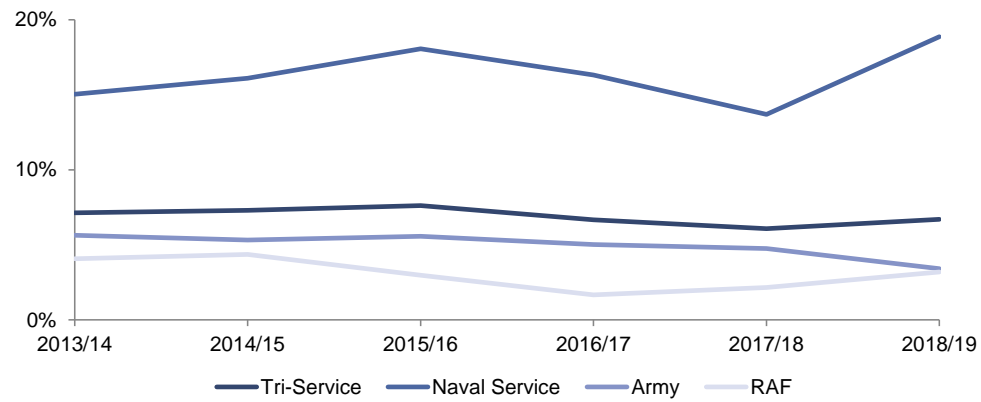


Table 3.07: Hours spent on call by Service

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	
Tri-Service	13.7	12.8	12.8	13.0	14.8 ^r	13.1	(-1.7)
Naval Service	22.3	19.1	16.3	21.3	23.5	22.1	
Army	11.0	10.2	11.0	9.7	12.5	9.7	(-2.7)
RAF	13.4	13.8	13.9	13.5	12.4	12.9	

Figure 3.07: Hours spent on call by Service

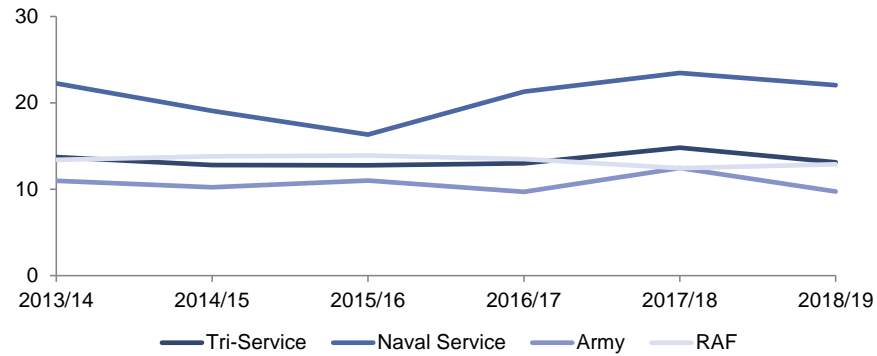


Table 3.08: Hours spent on call by rank group

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
All Ranks	13.7	12.8	12.8	13.0	14.8^r	13.1 (-1.7)
Officers						
Senior Officers	14.1	12.9	13.5	13.5	13.2 ^r	15.0 (1.8)
Junior Officers	18.5	13.0	15.0	14.2	16.1 ^r	14.5
Other Ranks						
Senior Other Ranks	14.6	14.8	12.2	13.1	13.0 ^r	12.6
Junior Other Ranks	12.7	12.0	12.6	12.7	15.7 ^r	12.8 (-2.9)

Figure 3.08: Hours spent on call by rank group

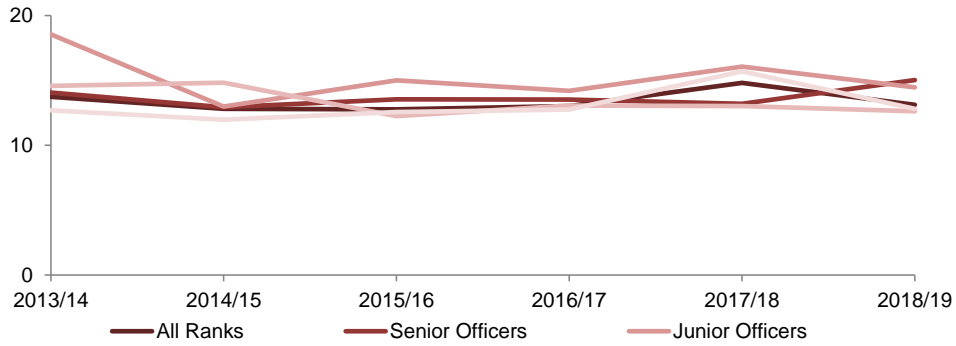


Table 3.09: Hours spent on duty by Service

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Tri-Service	65.3	63.8	64.4	63.4	65.2^f	63.7 (-1.5)
Naval Service	77.1	73.3	70.9	75.2	77.2	77.7 (3.5)
Army	62.2	60.9	62.5	59.7	63.0 ^f	59.9 (-3.1)
RAF	63.1	62.7	62.8	61.6	59.4 ^f	59.7

Figure 3.09: Hours spent on duty by Service

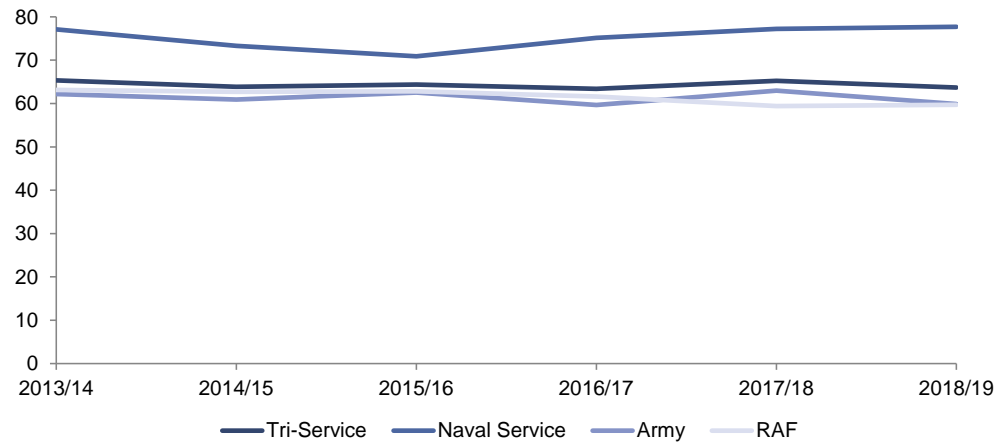


Table 3.10: Hours spent on duty by rank group

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
All Ranks	65.3	63.8	64.4	63.4	65.2^r	63.7 (-1.5)
Officers						
Senior Officers	71.2	69.1	70.7	69.0	68.8 ^r	71.2 (2.4)
Junior Officers	73.9	68.1	71.3	68.3	68.7 ^r	67.7
Other Ranks						
Senior Other Ranks	67.7	65.9	63.6	64.3	63.2 ^r	63.9
Junior Other Ranks	62.4	61.6	62.7	61.4	65.0 ^f	61.7 (-3.3)

Figure 3.10: Hours spent on duty by rank group

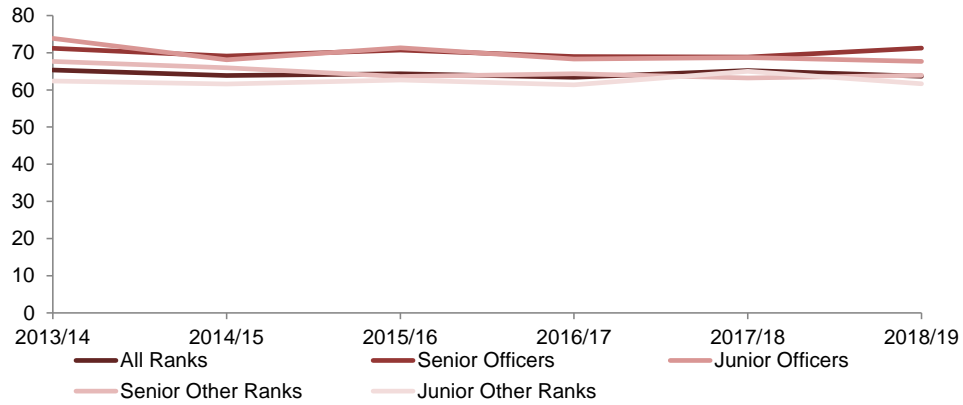


Table 3.11: Average hours spent on duty by Service

	On duty			On duty total	Off duty
	Work	On call	Breaks		
Tri-Service	43.8	13.1	6.7	63.7	104.2
Naval Service	49.8	22.1	5.8	77.7	90.2
Army	42.3	9.7	7.9	59.9	108.0
RAF	42.0	12.9	4.8	59.7	108.2

Figure 3.11: Average hours spent on duty by Service

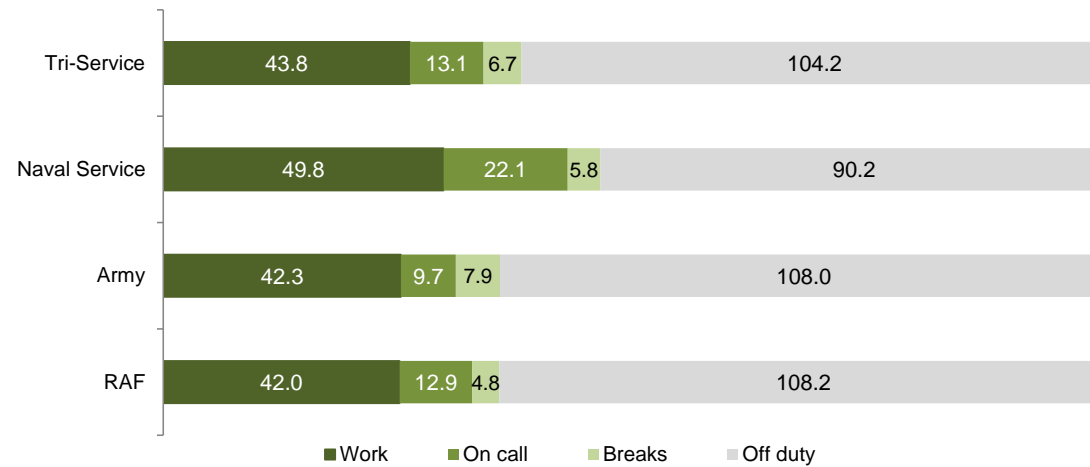


Table 3.12: Average hours spent on duty by rank group

	On duty			On duty total	Off duty
	Work	On call	Breaks		
All Ranks	43.8	13.1	6.7	63.7	104.2
Officers					
Senior Officers	52.0	15.0	4.2	71.2	96.8
Junior Officers	47.7	14.5	5.5	67.7	100.3
Other Ranks					
Senior Other Ranks	44.9	12.6	6.4	63.9	104.0
Junior Other Ranks	41.4	12.8	7.5	61.7	106.2

Figure 3.12: Average hours spent on duty by rank group

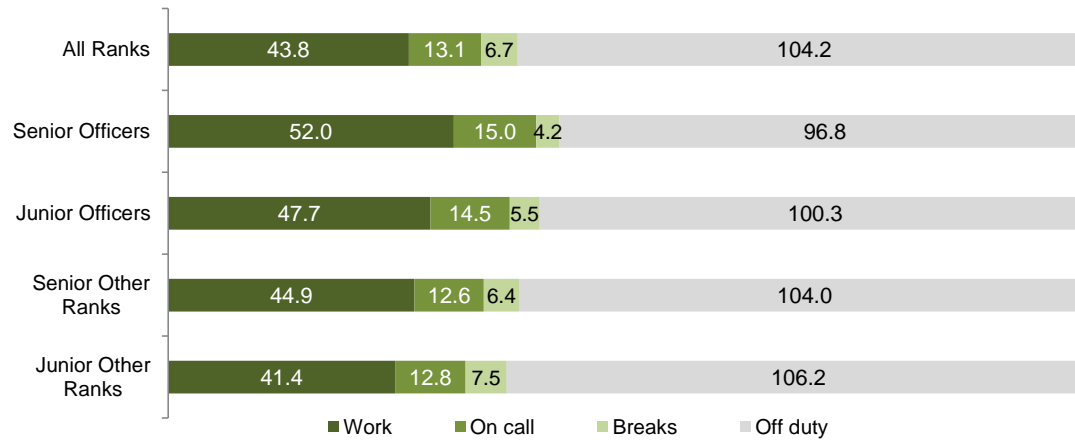


Table 3.13: Distribution of hours spent on duty by Service¹

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
Tri-Service	15%	34%	17%	10%	10%	14%	100%
Naval Service	13%	23%	13%	8%	19%	24%	100%
Army	19%	31%	18%	13%	8%	11%	100%
RAF	6%	52%	17%	5%	7%	12%	100%

Figure 3.13: Distribution of hours spent on duty by Service

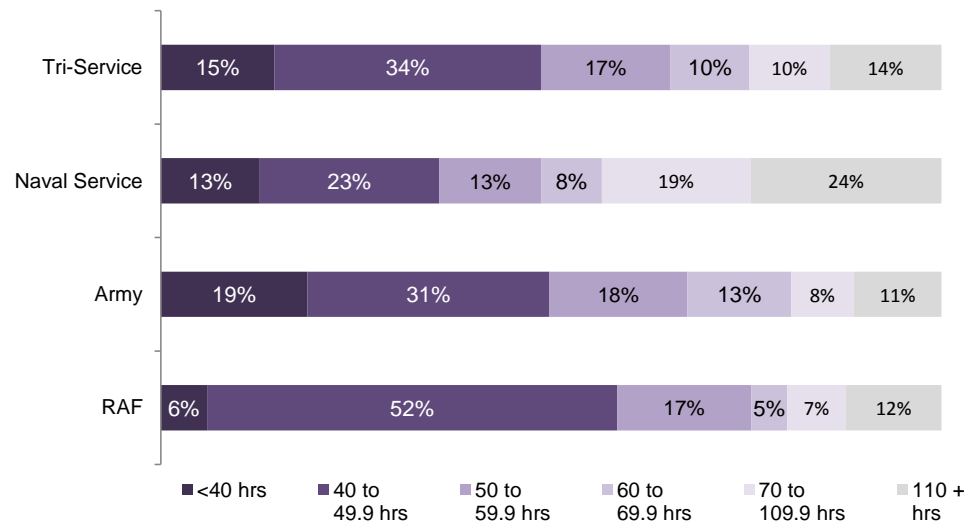
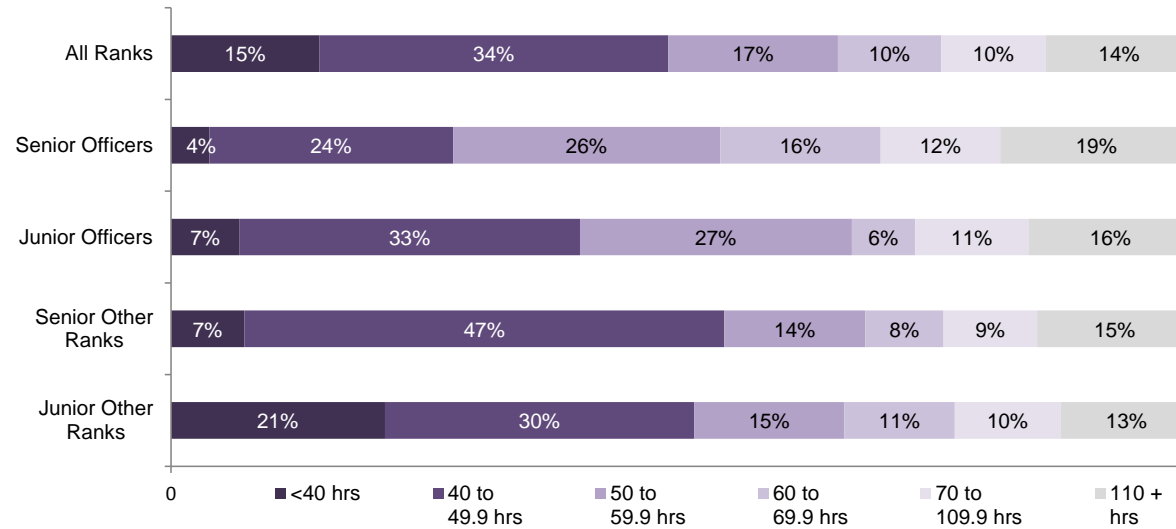


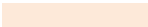
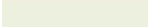
Table 3.14: Distribution of hours spent on duty by rank group¹

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
All Ranks	15%	34%	17%	10%	10%	14%	100%
Officers							
Senior Officers	4%	24%	26%	16%	12%	19%	100%
Junior Officers	7%	33%	27%	6%	11%	16%	100%
Other Ranks							
Senior Other Ranks	7%	47%	14%	8%	9%	15%	100%
Junior Other Ranks	21%	30%	15%	11%	10%	13%	100%

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



Key:

-  Indicates the 2018/19 average is significantly lower than that reported in 2017/18.
-  Indicates the 2018/19 average is significantly higher than that reported in 2017/18.
- ()** Differences between 2017/18 and 2018/19 averages are provided in brackets.

Notes:

¹ This table is based only on the 1,131 Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 3.03 is only an indication of the working week of Service personnel. Therefore, table 3.04 is only an indication of the working week of Service personnel. Therefore, table 3.06 is only an indication of the working week of Service personnel. Therefore, table 3.13 is only an indication of the working week of Service personnel. Therefore, table 3.14 is only an indication of the working week of Service personnel.

² For the purpose of this survey, unsociable hours are defined as:
Any hours worked between 00:00 and 06:00, between Monday and Friday
Any hours worked between 18:00 and 24:00, between Monday and Friday
Any hours worked on Saturday or Sunday

³ A member of the UK Armed Forces who has worked 70 hours or more during the working week is regarded as having worked excessive hours

^r denotes any revision since the last publication

SECTION 4: Naval Service

Table 4.01: Naval Service hours worked by rank group

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Naval Service	48.9	48.4	48.9	48.7	47.8	49.8 (2.1)
Officers						
Senior Officers	52.4	51.8	51.9	50.9	51.2	52.3
Junior Officers	52.2	50.9	53.7	51.3	50.1	53.6 (3.5)
Other Ranks						
Senior Other Ranks	48.4	47.8	46.8	48.8	47.0	49.0 (2.0)
Junior Other Ranks	47.8	47.6	48.6	47.7	47.0	49.1 (2.1)

Figure 4.01: Naval Service hours worked by rank group

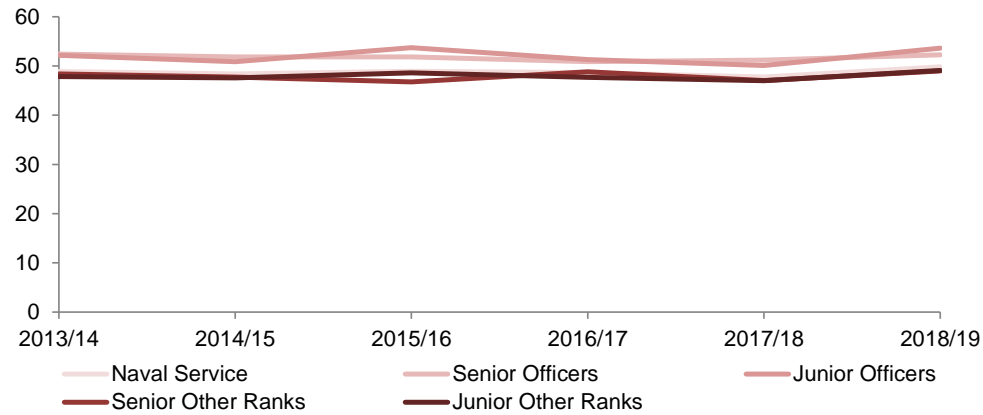


Table 4.02: Naval Service hours worked by Location

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	
Naval Service	48.9	48.4	48.9	48.7	47.8	49.8	(2.1)
Sea	63.1	61.2	62.2	60.9	59.4	63.8	(4.4)
Shore	41.9	42.4	42.9	43.0	42.6	43.7	(1.1)

Figure 4.02: Naval Service hours worked by Location

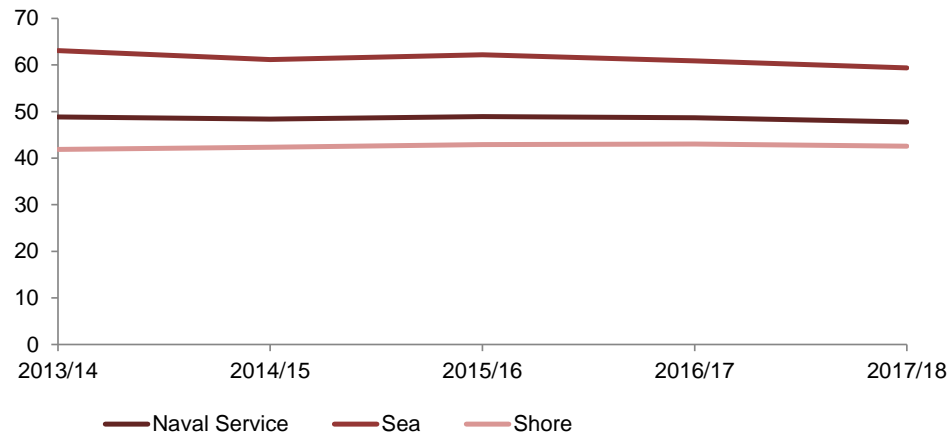


Table 4.03: Naval Service distribution of hours worked by rank group¹

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Naval Service	35%	24%	13%	9%	19%	100%
Officers						
Senior Officers	18%	35%	23%	15%	10%	100%
Junior Officers	25%	27%	17%	13%	19%	100%
Other Ranks						
Senior Other Ranks	32%	24%	18%	11%	15%	100%
Junior Other Ranks	42%	21%	7%	7%	23%	100%

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

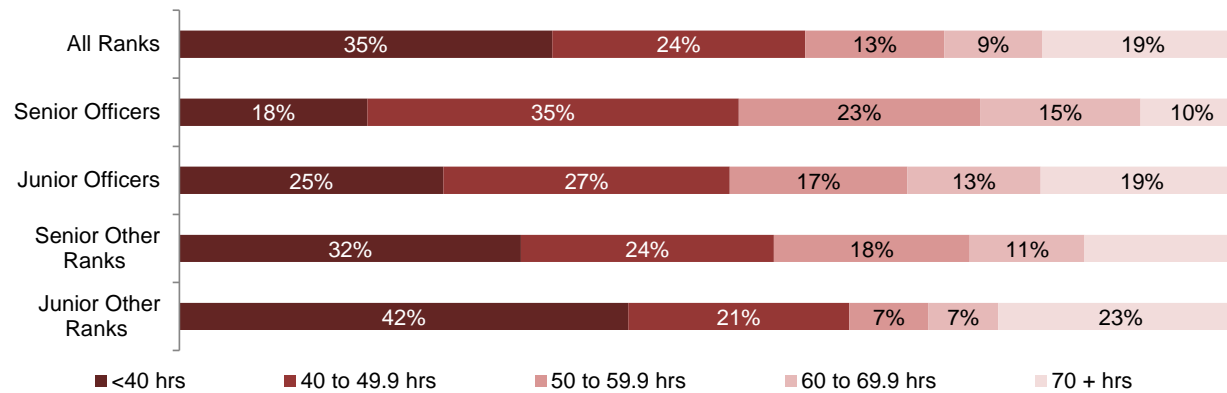


Table 4.04: Naval Service distribution of hours worked by Location¹

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Naval Service	35%	24%	13%	9%	19%	100%
Sea	9%	11%	19%	12%	49%	100%
Shore	46%	30%	10%	8%	6%	100%

Figure 4.04: Naval Service distribution of hours worked by Location

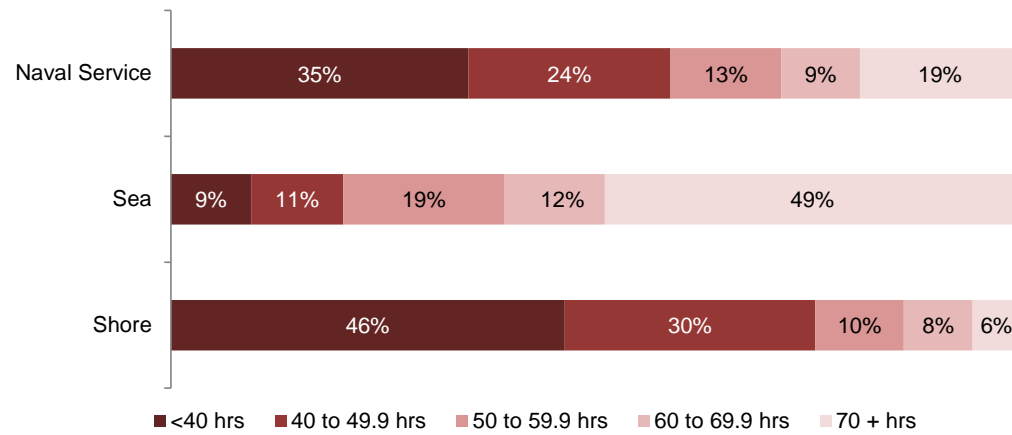


Table 4.05: Naval Service hours spent on call by rank group

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Naval Service	22.3	19.1	16.3	21.3	23.5	22.1
Officers						
Senior Officers	24.4	16.2	17.7	18.8	18.5	20.6
Junior Officers	22.6	17.6	20.5	18.3	19.4	22.1 (2.8)
Other Ranks						
Senior Other Ranks	21.2	23.6	16.1	24.6	22.4	19.6 (-2.8)
Junior Other Ranks	22.3	17.7	15.5	20.7	25.7	23.7

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

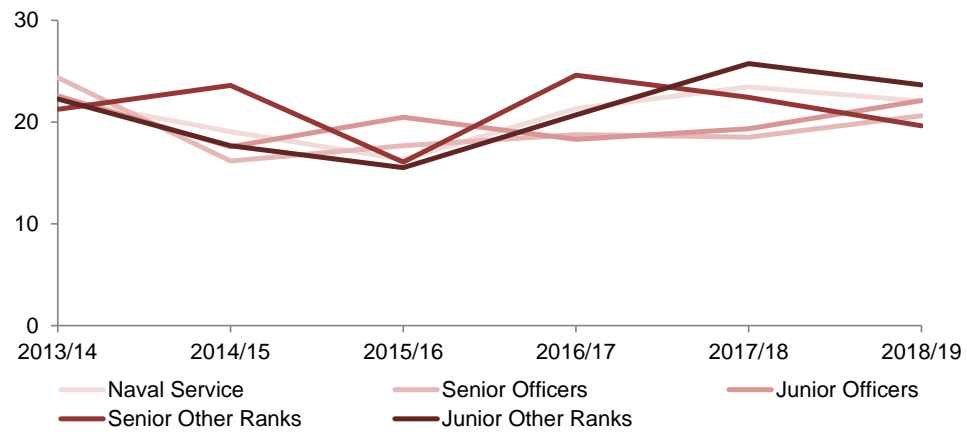


Table 4.06: Naval Service hours spent on call by Location

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Naval Service	22.3	19.1	16.3	21.3	23.5	22.1
Sea	41.8	32.4	25.2	32.7	42.3	40.7
Shore	12.7	12.8	12.3	16.1	15.0	13.8

Figure 4.06: Naval Service hours spent on call by Location

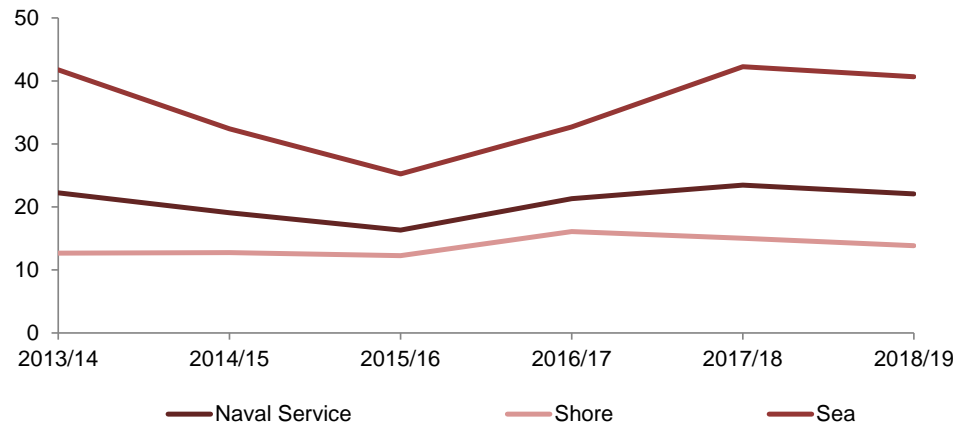


Table 4.07: Naval Service hours spent on duty by rank group

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Naval Service	77.1	73.3	70.9	75.2	74.2 ^r	77.7 (3.5)
Officers						
Senior Officers	80.4	72.0	73.4	73.4	73.7	77.5 (3.8)
Junior Officers	80.8	73.3	78.9	74.5	74.3	81.0 (6.7)
Other Ranks						
Senior Other Ranks	74.8	76.6	67.5	78.0	74.8	74.0
Junior Other Ranks	77.0	71.9	70.8	74.2	79.8	79.2

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

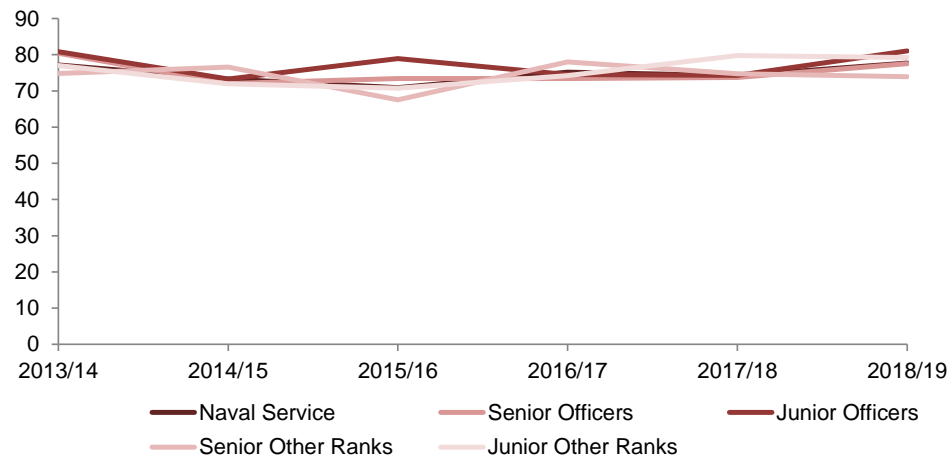


Table 4.08: Naval Service hours spent on duty by Location

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Naval Service	77.1	73.3	70.9	75.2	74.2 r	77.7 (3.5)
Sea	112.7	100.6	94.5	100.1	109.9	112.1
Shore	59.7	60.4	60.2	63.7	62.6	62.5

Figure 4.08: Naval Service hours spent on duty by Location

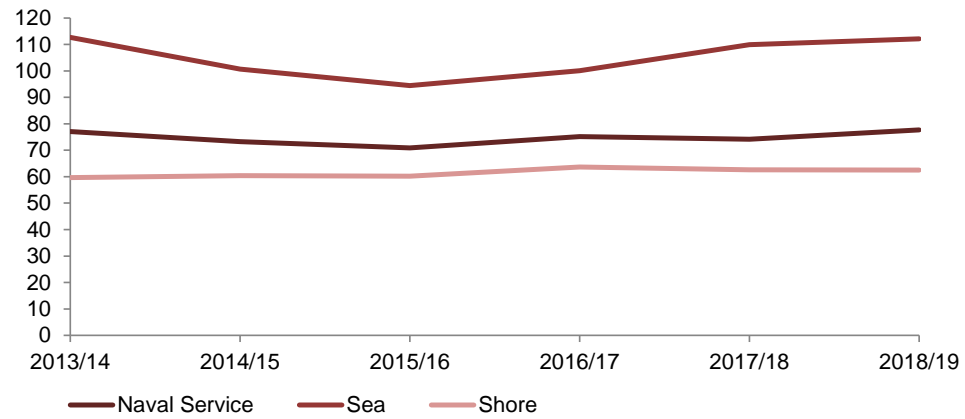


Table 4.09: Naval Service hours spent on duty by rank group

	On duty			On duty total	Off duty
	Work	On call	Breaks		
Naval Service	49.8	22.1	5.8	77.7	90.2
Officers					
Senior Officers	52.3	20.6	4.6	77.5	90.5
Junior Officers	53.6	22.1	5.3	81.0	86.9
Other Ranks					
Senior Other Ranks	49.0	19.6	5.3	74.0	94.0
Junior Other Ranks	49.1	23.7	6.4	79.2	88.7

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

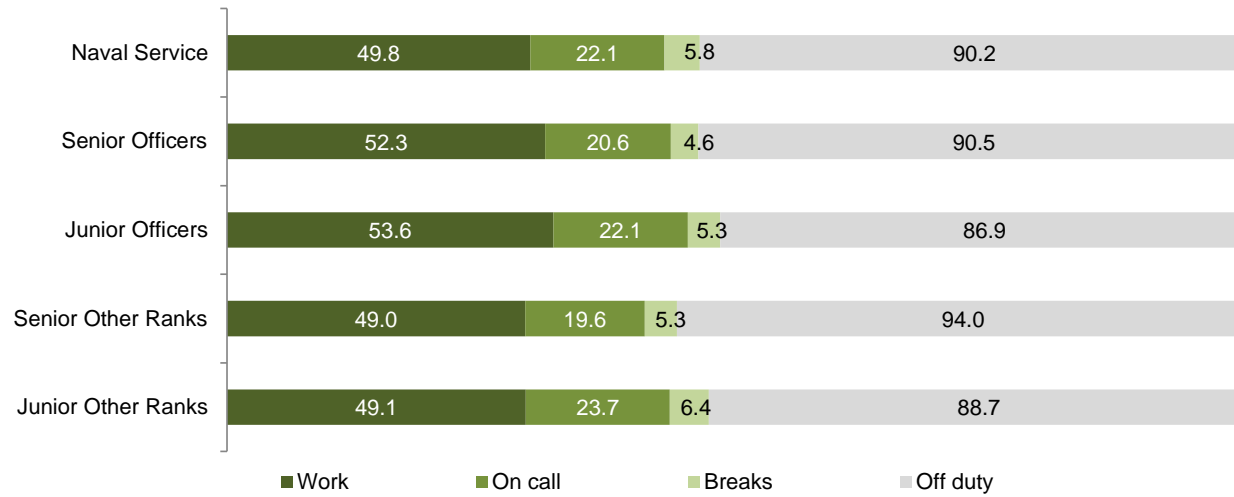


Table 4.10: Naval Service hours spent on duty by Location

	On duty				Off duty
	Work	On call	Breaks	On duty total	
Naval Service	49.8	22.1	5.8	77.7	90.2
Sea	63.8	40.7	7.7	112.1	55.8
Shore	43.7	13.8	5.0	62.5	105.5

Figure 4.10: Naval Service hours spent on duty by Location

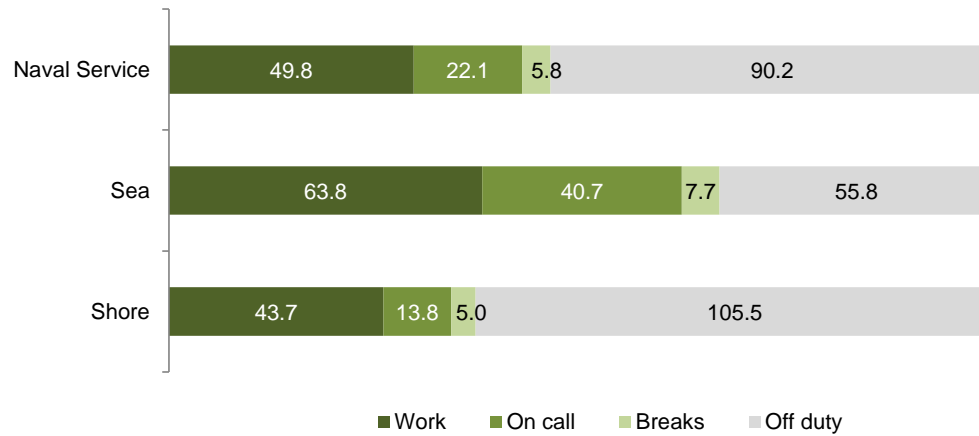


Table 4.11: Naval Service distribution of hours spent on duty by rank group¹

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
All Ranks	13%	23%	13%	8%	19%	24%	100%
Officers							
Senior Officers	1%	25%	23%	13%	14%	24%	100%
Junior Officers	8%	28%	17%	7%	15%	26%	100%
Other Ranks							
Senior Other Ranks	11%	26%	14%	8%	21%	20%	100%
Junior Other Ranks	17%	20%	10%	7%	20%	27%	100%

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

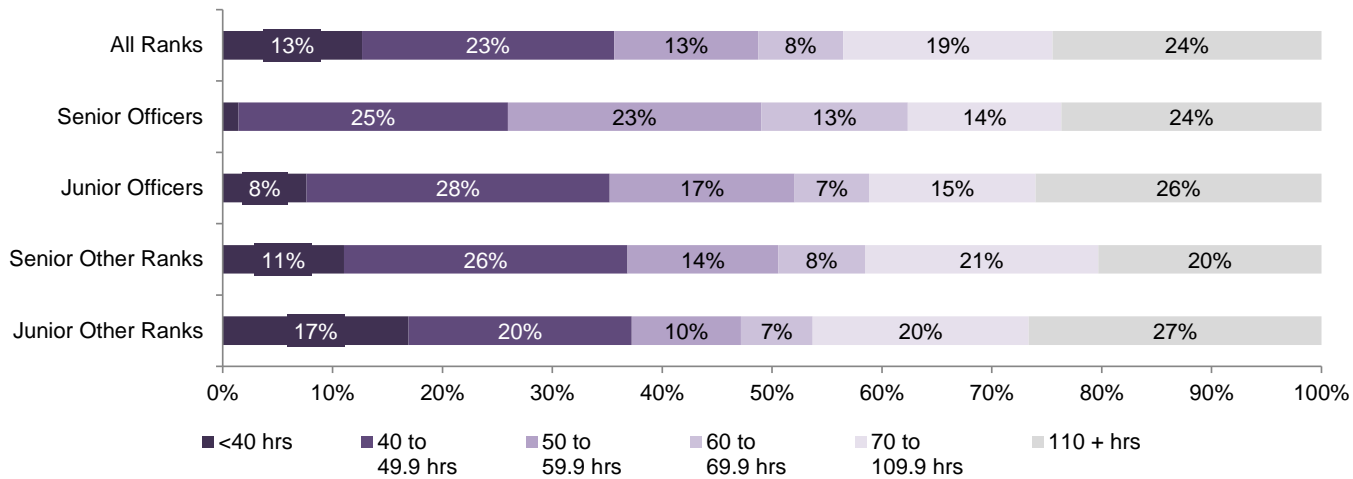
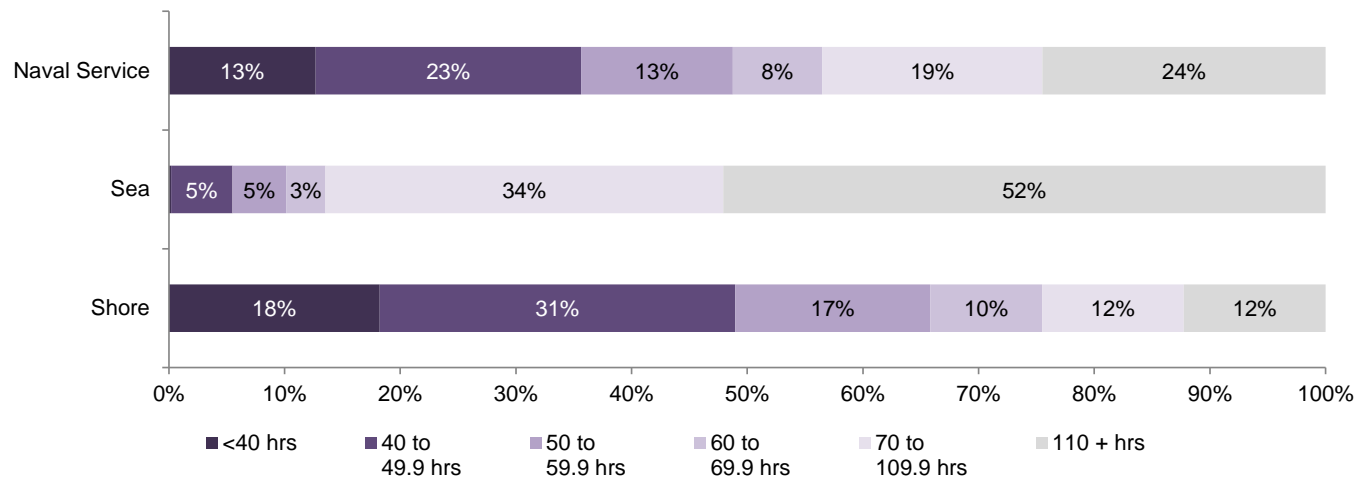



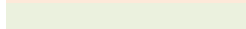

Table 4.12: Naval Service distribution of hours spent on duty by Location*

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
Naval Service	13%	23%	13%	8%	19%	24%	100%
Sea	0%	5%	5%	3%	34%	52%	100%
Shore	18%	31%	17%	10%	12%	12%	100%

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



Key:

-  Indicates the 2018/19 average is significantly lower than that reported in 2017/18.
-  Indicates the 2018/19 average is significantly higher than that reported in 2017/18.
-  Differences between 2017/18 and 2018/19 averages are provided in brackets.

Notes:

- ¹ This table is based only on the 488 Naval Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 4.03 is only an indication of the working week of Naval Service personnel. Therefore, table 4.04 is only an indication of the working week of Naval Service personnel. Therefore, table 4.11 is only an indication of the working week of Naval Service personnel.
- No Senior Officer in the Naval Service (who returned a completed questionnaire and for whom a full week's data was available) reported spending less than 40 hours a week on duty. Therefore, table 4.12 is only an indication of the working week of Naval Service personnel.
 - Please note, the number of Sea based Naval Service personnel (who returned a completed questionnaire and for whom a full week's data was available) who reported spending less than 40 hours a week on duty was not actually 0, but rounds to 0%.
- ^r denotes any revision since the last publication

SECTION 5: Army

Table 5.01: Army hours worked by Rank

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	
Army	44.2	43.4	43.7	43.8	43.5^r	42.3	(-1.2)
Officers							
Senior Officers	54.4	53.2	54.7	52.7	51.8 ^r	52.7	
Junior Officers	50.8	51.3	52.9	49.5	47.4 ^r	47.4	
Other Ranks							
Senior Other Ranks	47.9	45.7	46.2	45.3	44.3 ^r	43.9	
Junior Other Ranks	41.1	40.6	40.4	41.4	41.5 ^r	39.4	(-2.1)

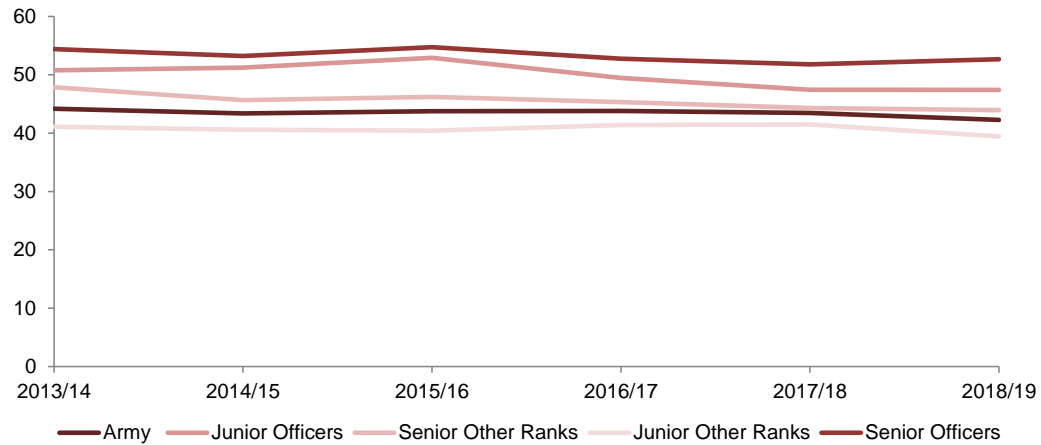


Table 5.02: Army hours worked by Location

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	
Army	48.1	44.2	43.4	43.7	43.8	43.5 ^f	42.3	(-1.2)
United Kingdom	45.4	42.7	42.2	42.9	43.2	42.8	41.7	(-1.1)
Germany	48.0	43.9	44.4	46.3	43.2	44.1	40.6	(-3.5)
Overseas Operations	72.9	66.3	62.8	53.8	60.1	54.6 ^f	52.2	
Elsewhere abroad	49.5	44.6	48.8	51.1	48.8	46.3 ^f	44.3	(-2.8)

Figure 5.02: Army hours worked by Location

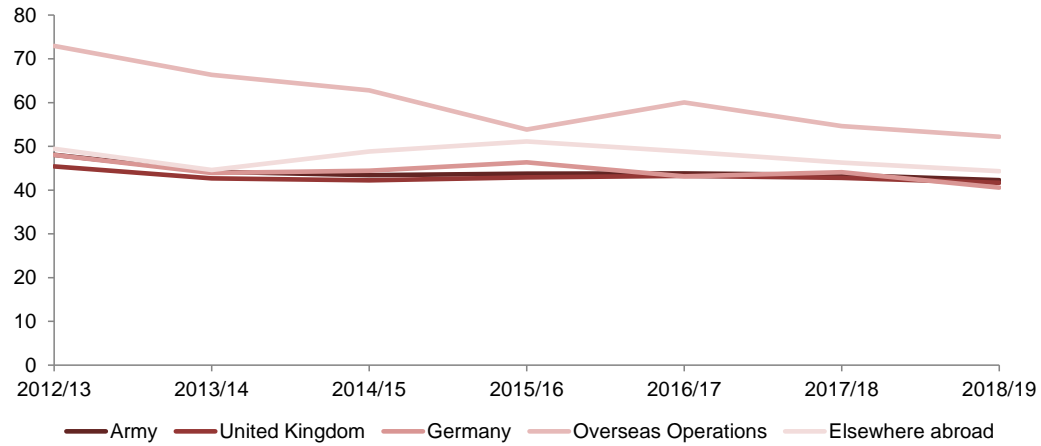


Table 5.03: Army distribution of hours worked by rank group¹

		<40 hrs	49.9 hrs	59.9 hrs	69.9 hrs	70 + hrs	
Army		54%	21%	17%	4%	3%	100%
Officers	Senior Officers	16%	37%	20%	18%	8%	100%
	Junior Officers	25%	42%	23%	4%	5%	100%
Other Ranks	Senior Other Ranks	46%	37%	12%	2%	3%	100%
	Junior Other Ranks	66%	10%	18%	3%	3%	100%

Figure 5.03: Army distribution of hours worked by Rank

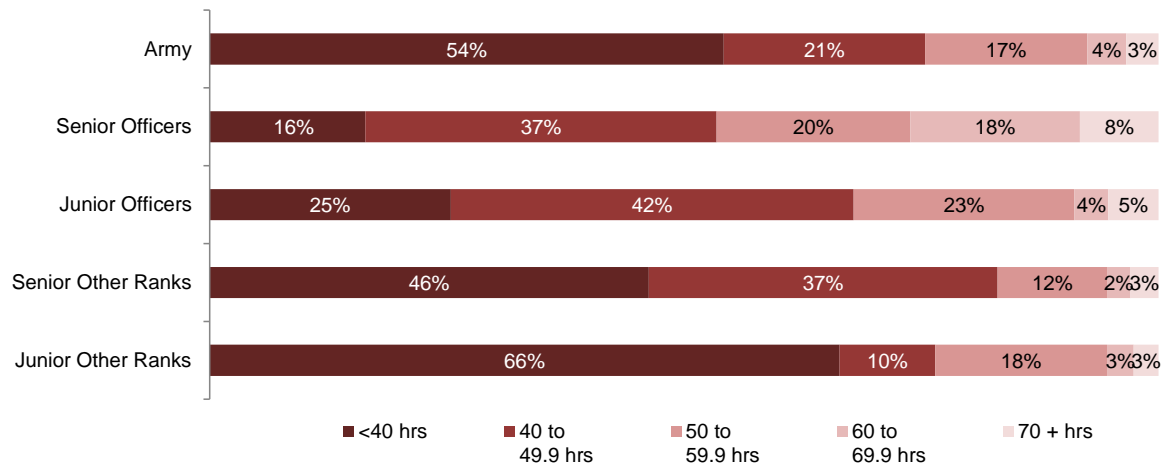


Table 5.04: Army distribution of hours worked by Location¹

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total	
Army		54%	21%	17%	4%	3%	100%
United Kingdom	57%	20%	16%	4%	3%	100%	
Germany	46%	39%	12%	1%	1%	100%	
Overseas Operations	21%	10%	48%	4%	17%	100%	
Elsewhere abroad	36%	36%	14%	6%	7%	100%	

Figure 5.04: Army distribution of hours worked by Location

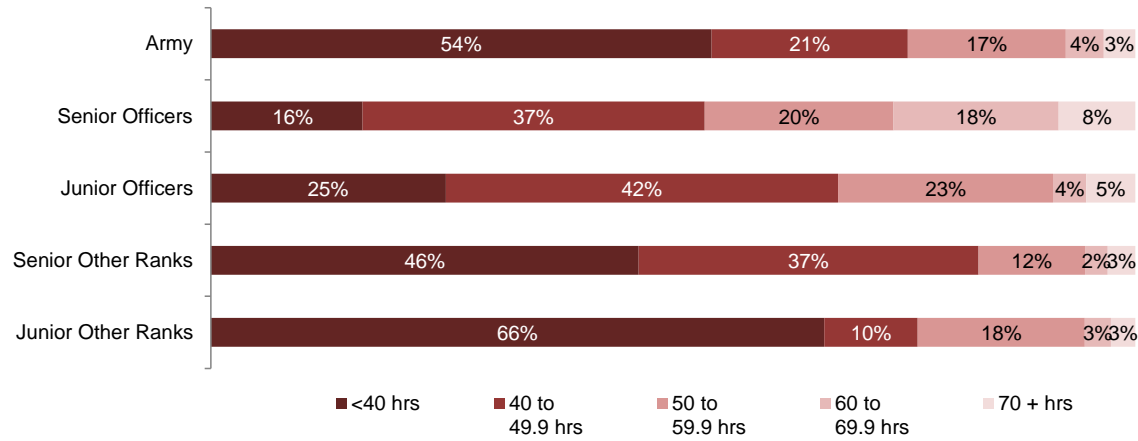


Table 5.05: Army hours spent on call by Rank

		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	
Army		11.0	10.2	11.0	9.7	12.5^r	9.7	(-2.7)
Officers	Senior Officers	9.8	11.2	11.2	10.0	8.8 ^r	12.1	(3.3)
	Junior Officers	19.4	10.5	13.5	13.8	18.1 ^r	13.0	(-5.1)
Other Ranks	Senior Other Ranks	12.8	12.8	10.9	8.3	9.1 ^r	11.4	
	Junior Other Ranks	9.7	9.2	10.8	9.7	13.6 ^r	8.3	(-5.3)

Figure 5.05: Army hours spent on call by Rank

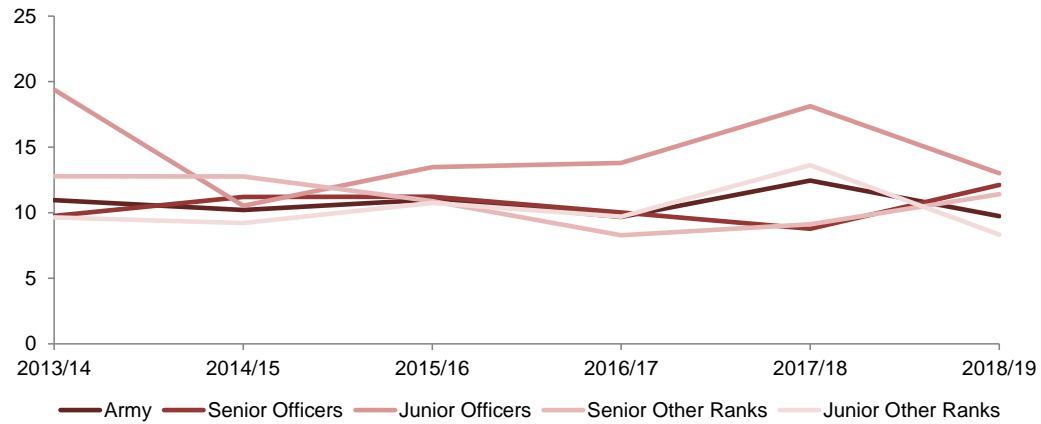


Table 5.06: Army hours spent on call by Location

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	
Army	11.0	10.2	11.0	9.7	12.5^r	9.7	(-2.7)
United Kingdom	8.5	8.6	9.8	8.0	11.0	8.4	(-2.6)
Germany	8.9	9.0	11.3	12.9	11.2	11.8	
Overseas Operations	45.7	44.8	49.3	39.9	36.7 ^r	22.3	(-14.4)
Elsewhere abroad	19.6	19.6	20.2	26.6	19.7 ^r	18.3	

Figure 5.06: Army hours spent on call by Location

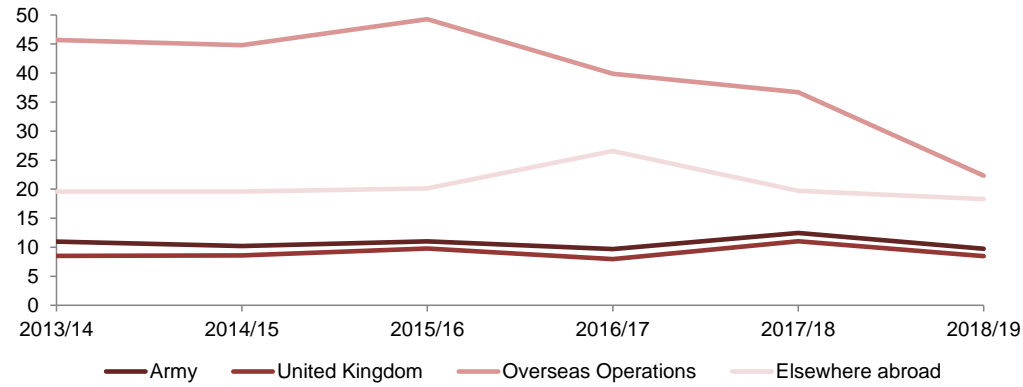


Table 5.07: Army hours spent on duty by Rank

		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	
Army		62.2	60.9	62.5	59.7	63.0^f	59.9	(-3.1)
Officers								
	Senior Officers	68.7	68.2	70.5	67.0	65.5 ^f	69.4	(3.9)
	Junior Officers	75.5	67.9	72.4	69.3	71.5 ^f	66.9	(-4.6)
Other Ranks								
	Senior Other Ranks	67.6	64.2	63.3	60.1	59.6 ^f	63.2	-3.6
	Junior Other Ranks	58.3	58.2	60.1	57.4	63.0 ^f	56.3	(-6.7)

Figure 5.07: Army hours spent on duty by Rank

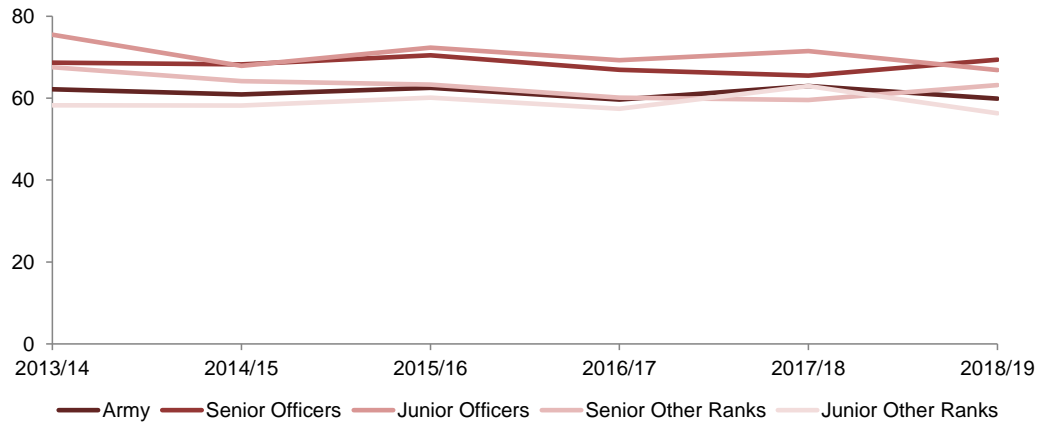


Table 5.08: Army hours spent on duty by Location

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	
Army	62.2	60.9	62.5	59.7	63.0^r	59.9	(-3.1)
United Kingdom	58.0	58.2	60.6	57.4	60.7	58.1	(-2.7)
Germany	59.9	60.4	65.2	62.5	61.5	61.1	
Overseas Operations	123.0	116.5	111.6	106.6	101.3 ^r	83.7	(-17.6)
Elsewhere abroad	70.3	74.7	77.7	81.3	73.5 ^r	67.1	(-6.4)

Figure 5.08: Army hours spent on duty by Location

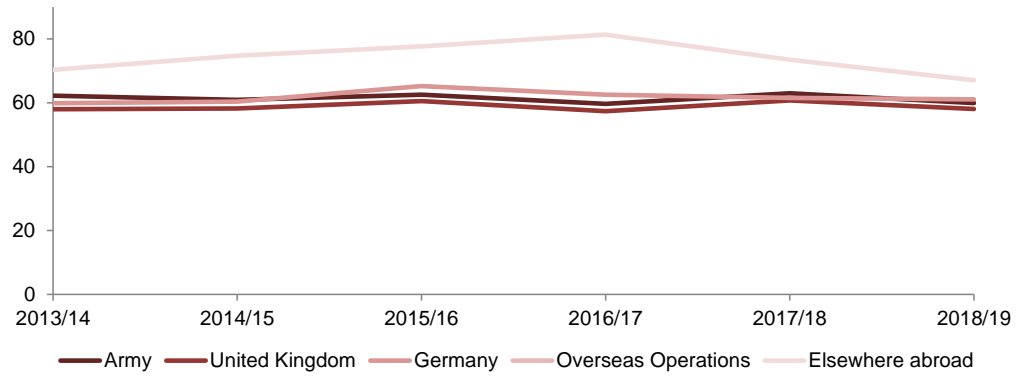


Table 5.09: Army hours spent on duty by Rank

		On duty				Off duty
		Work	On call	Breaks	On duty total	
Army		42.3	9.7	7.9	59.9	108.0
Officers	Senior Officers	52.7	12.1	4.6	69.4	98.7
	Junior Officers	47.4	13.0	6.4	66.9	101.1
Other Ranks	Senior Other Ranks	43.9	11.4	7.8	63.2	104.7
	Junior Other Ranks	39.4	8.3	8.5	56.3	111.6

Figure 5.09: Army hours spent on duty by Rank

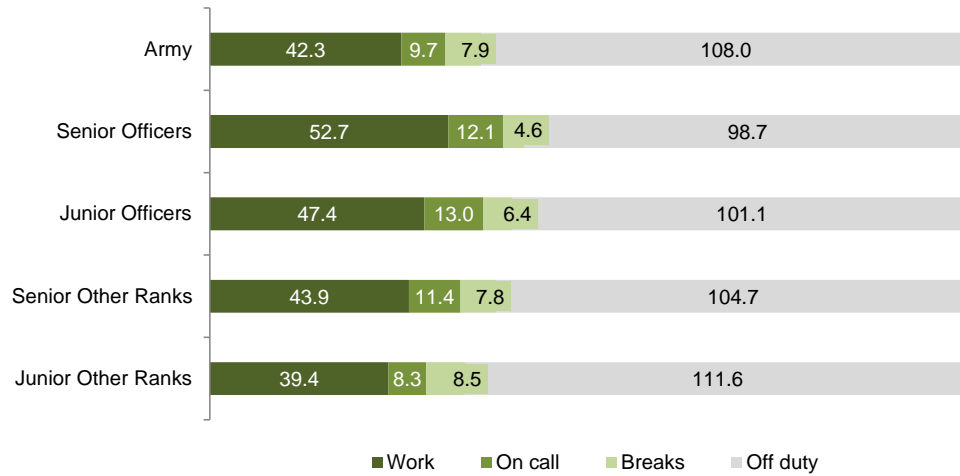


Table 5.10: Army hours spent on duty by Location

	On duty				Off duty
	Work	On call	Breaks	On duty total	
Army	42.3	9.7	7.9	59.9	108.0
United Kingdom	41.7	8.4	7.9	58.1	109.8
Germany	40.6	11.8	8.7	61.1	106.9
Overseas Operations	52.2	22.3	9.2	83.7	84.2
Elsewhere abroad	44.3	18.3	4.4	67.1	101.0

Figure 5.10: Army hours spent on duty by Location

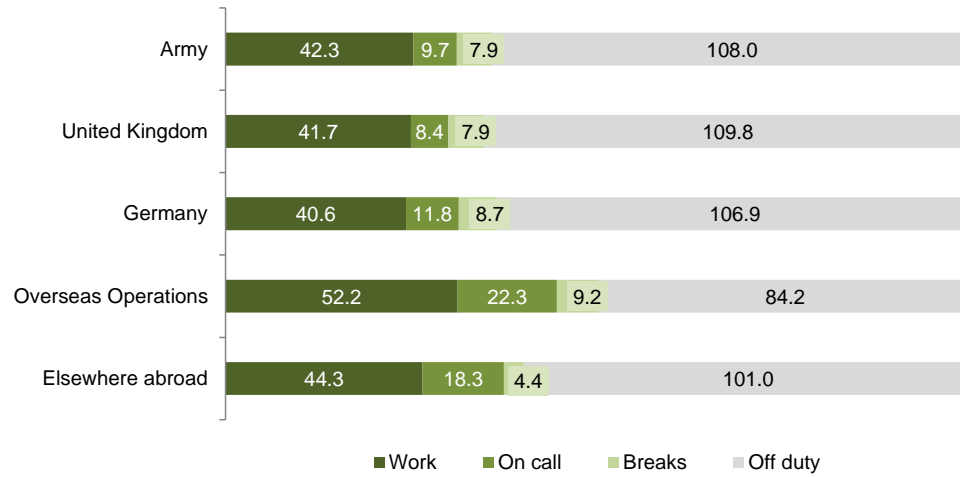


Table 5.11: Army distribution of hours spent on duty by Rank¹

		<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
Army		59%	31%	18%	13%	8%	11%	100%
	Senior Officers	7%	22%	24%	18%	12%	18%	100%
	Junior Officers	4%	28%	34%	8%	13%	14%	100%
Other Ranks								
	Senior Other Ranks	7%	49%	13%	8%	6%	18%	100%
	Junior Other Ranks	27%	26%	17%	15%	8%	8%	100%

Figure 5.11: Army distribution of hours spent on duty by Rank

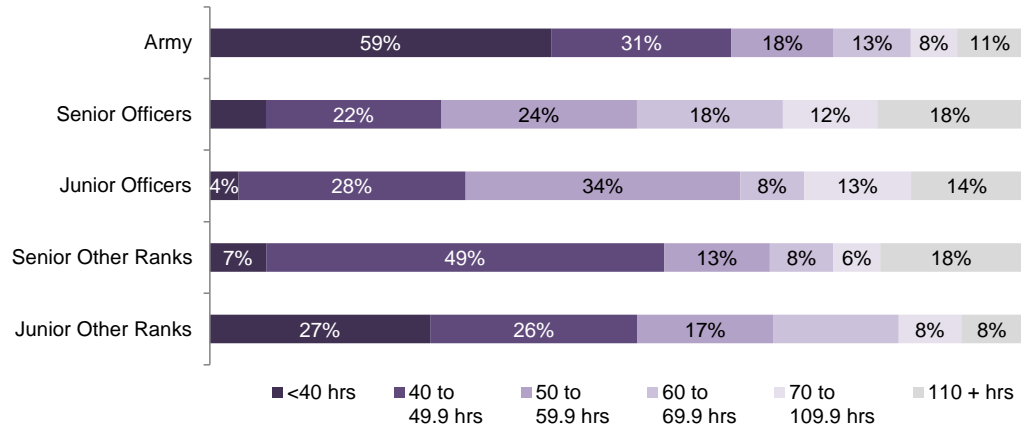
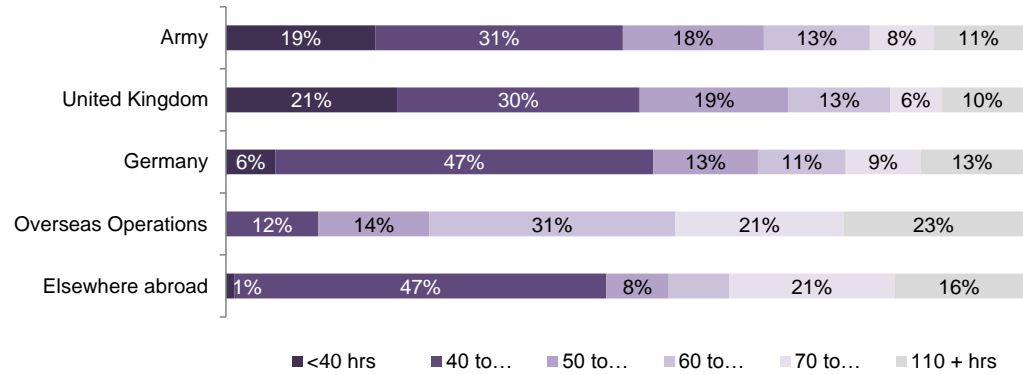



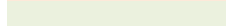

Table 5.12: Army distribution of hours spent on duty by Location¹

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
Army	19%	31%	18%	13%	8%	11%	100%
United Kingdom	21%	30%	19%	13%	6%	10%	100%
Germany	6%	47%	13%	11%	9%	13%	100%
Overseas Operations	0%	12%	14%	31%	21%	23%	100%
Elsewhere abroad	1%	47%	8%	8%	21%	16%	100%

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



Key:

-  Indicates the 2018/19 average is significantly lower than that reported in 2017/18.
-  Indicates the 2018/19 average is significantly higher than that reported in 2017/18.
-  () Differences between 2017/18 and 2018/19 averages are provided in brackets.

Notes:

- ¹ This table is based only on the 357 Army personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 5.03 is only an indication of the working week of Army personnel. Therefore, table 5.04 is only an indication of the working week of Army personnel. Therefore, table 5.11 is only an indication of the working week of Army personnel. Therefore, table 5.11 is only an indication of the working week of Army personnel.
- ^r denotes any revision since the last publication

SECTION 6: RAF

Table 6.01: RAF hours worked by rank group

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
RAF	44.6	43.8	43.9	43.0	42.2^r	42.0
Officers						
Senior Officers	51.2	51.7	51.3	50.3	50.6 ^r	50.5
Junior Officers	47.9	46.8	46.2	46.3	45.5 ^r	43.9 (-1.6)
Other Ranks						
Senior Other Ranks	44.5	44.2	44.5	43.3	43.0 ^r	42.8
Junior Other Ranks	42.7	41.4	41.6	40.6	39.4 ^r	39.4

Figure 6.01: RAF hours worked by rank group

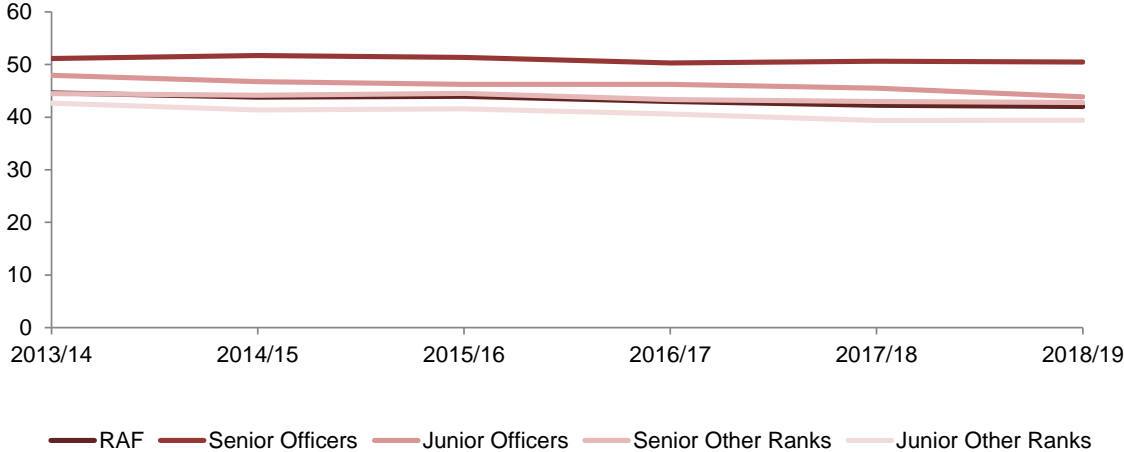


Table 6.02: RAF hours worked by location

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
RAF	44.6	43.8	43.9	43.0	42.2 ^r	42.0
United Kingdom	43.0	42.2	43.2	41.9	41.3	40.9
Overseas Operations	69.3	69.8	58.8	56.2	53.1	54.6
Elsewhere abroad	44.9	45.1	44.5	46.5	44.9	45.3

Figure 6.02: RAF hours worked by location

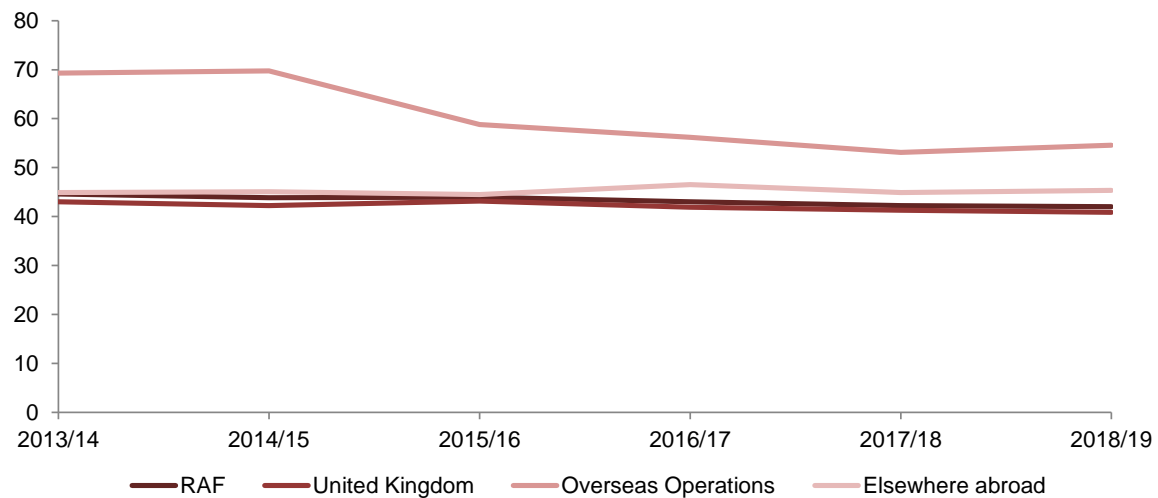


Table 6.03: RAF distribution of hours worked by rank group¹

		<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
RAF		53%	32%	10%	2%	3%	100%
Officers	Senior Officers	12%	46%	27%	13%	3%	100%
	Junior Officers	40%	40%	14%	2%	3%	100%
Other Ranks	Senior Other Ranks	52%	33%	8%	2%	4%	100%
	Junior Other Ranks	65%	26%	6%	0%	3%	100%

Figure 6.03: RAF distribution of hours worked by rank group

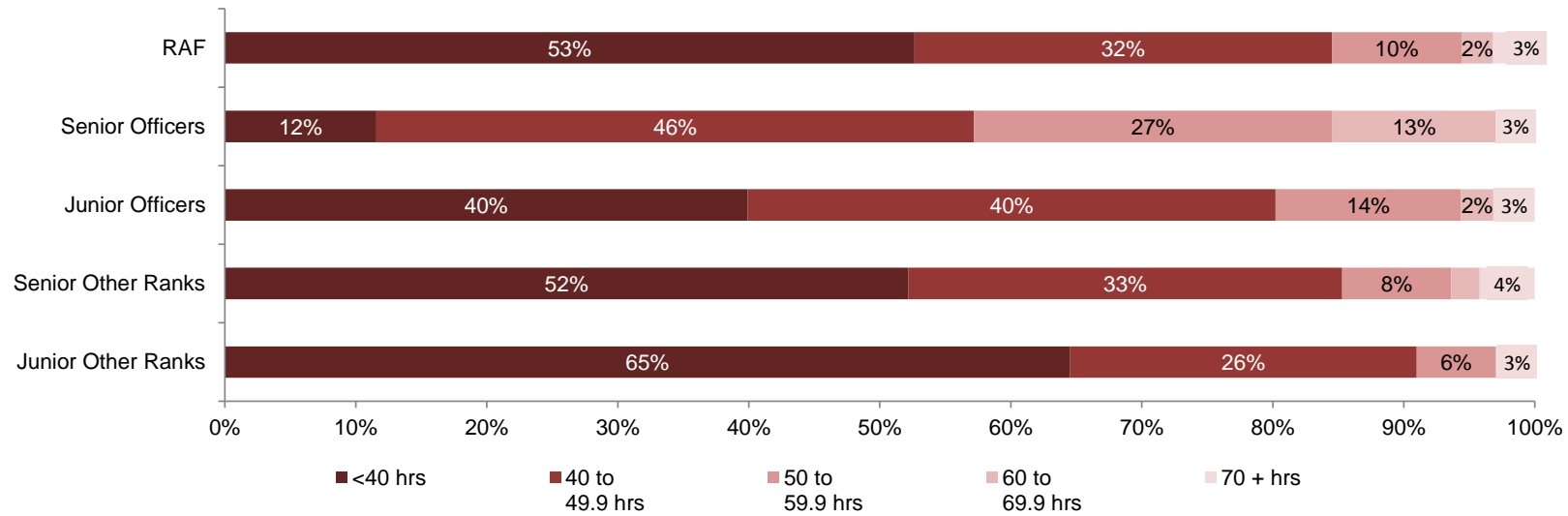


Table 6.04: RAF distribution of hours worked by location¹

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
RAF	53%	32%	10%	2%	3%	100%
United Kingdom	58%	31%	8%	2%	1%	100%
Overseas Operations	1%	34%	25%	7%	32%	100%
Elsewhere abroad	29%	44%	20%	5%	2%	100%

Figure 6.04: RAF distribution of hours worked by location

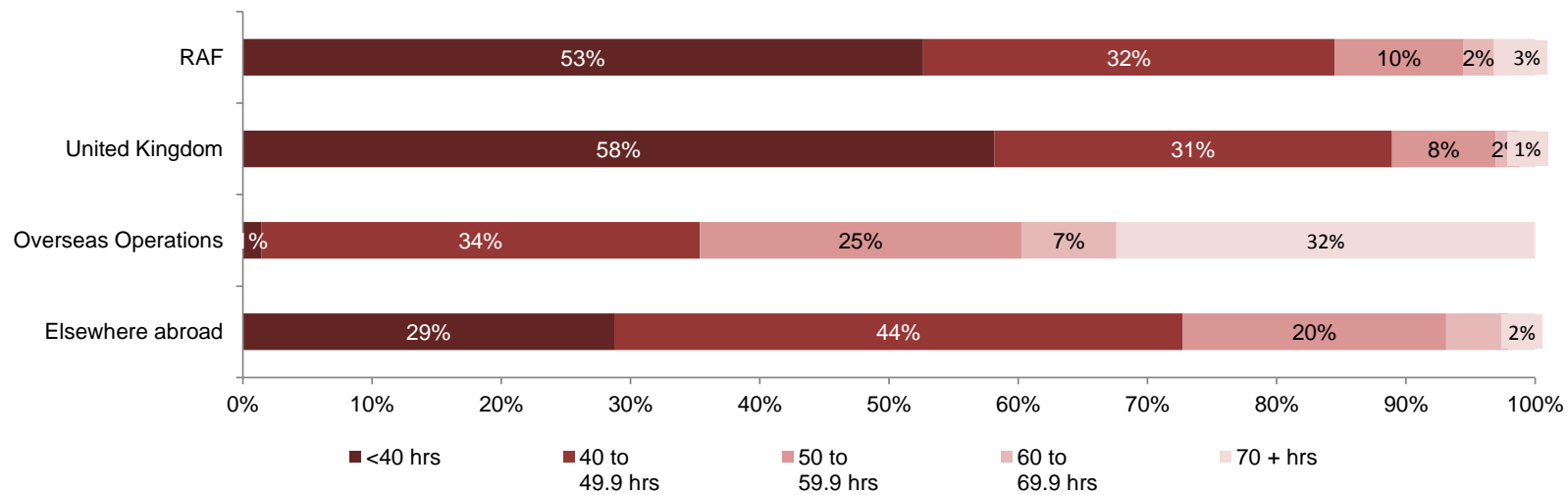


Table 6.05: RAF hours spent on call by rank group

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
RAF	13.4	13.8	13.9	13.5	12.4^r	12.9
Officers						
Senior Officers	12.5	13.0	13.9	15.0	16.4 ^r	15.1
Junior Officers	14.3	13.6	13.5	11.8	10.2 ^r	11.1
Other Ranks						
Senior Other Ranks	12.3	11.1	11.6	12.4	12.5 ^r	8.3 (-4.1)
Junior Other Ranks	13.9	15.3	15.2	14.2	12.0 ^r	15.1 (3.1)

Figure 6.05: RAF hours spent on call by rank group

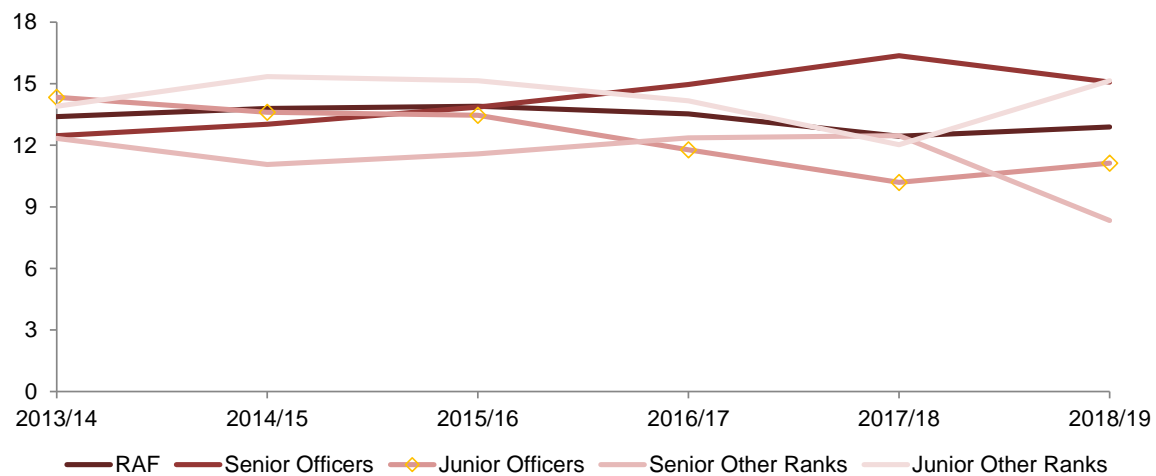


Table 6.06: RAF hours spent on call by location

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
RAF	13.4	13.8	13.9	13.5	12.4^r	12.9
United Kingdom	9.8	11.3	12.2	10.7	10.0	9.9
Overseas Operations	57.0	51.9	39.9	50.7	45.5 ^r	44.6
Elsewhere abroad	23.6	17.1	20.2	19.5	16.6	22.7 (6.0)

Figure 6.06: RAF hours spent on call by location

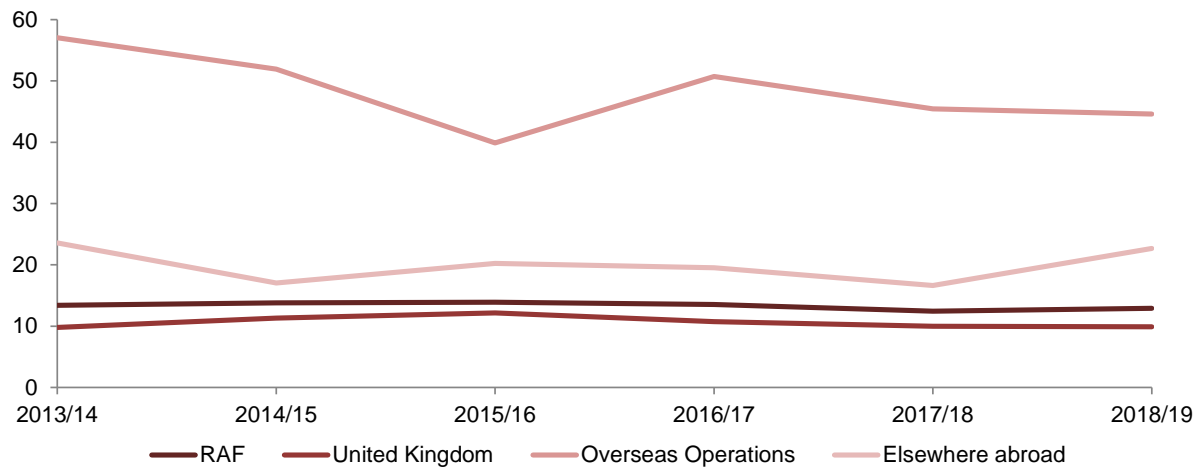


Table 6.07: RAF hours spent on duty by rank group

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
RAF	63.1	62.7	62.8	61.6	59.4 [†]	59.7
Officers						
Senior Officers	67.3	68.0	68.5	68.5	70.4	68.7
Junior Officers	66.2	64.5	64.0	62.1	59.7	58.9
Other Ranks						
Senior Other Ranks	61.3	59.8	60.5	60.3	60.0	55.6 (-4.4)
Junior Other Ranks	62.6	62.7	62.6	60.7	56.7	60.1 (3.4)

Figure 6.07: RAF hours spent on duty by rank group

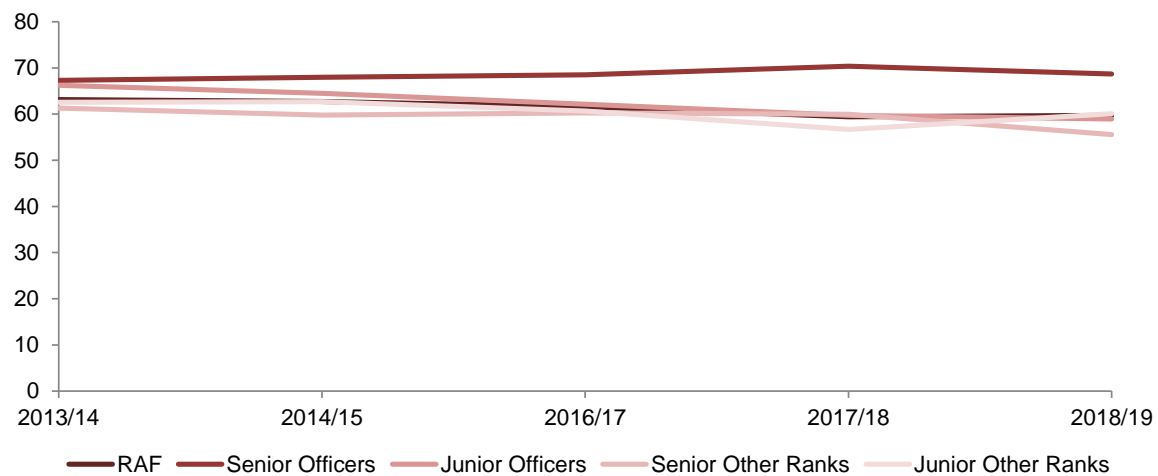


Table 6.08: RAF hours spent on duty by location

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
RAF	63.1	62.7	62.8	61.6	59.4 [†]	59.7
United Kingdom	58.0	58.8	60.5	57.8	56.1	55.8
Overseas Operations	132.2	125.9	103.9	111.7	103.6 [†]	101.9
Elsewhere abroad	72.0	65.4	67.7	70.4	65.6	71.8 (6.2)

Figure 6.08: RAF hours spent on duty by location

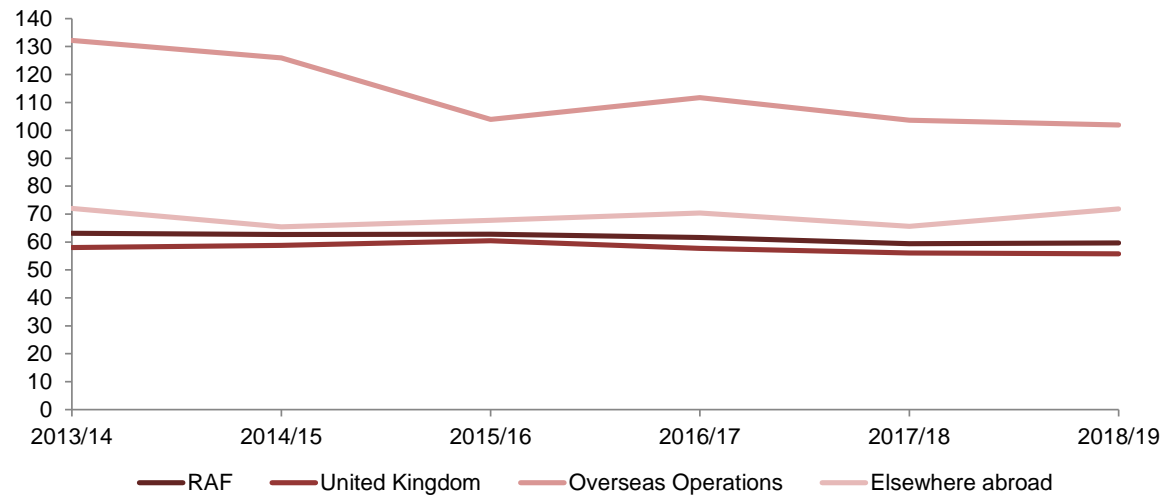


Table 6.09: RAF hours spent on duty by rank group

		On duty			On duty total	Off duty
		Work	On call	Breaks		
RAF		42.0	12.9	4.8	59.7	108.2
Officers	Senior Officers	50.5	15.1	3.1	68.7	99.3
	Junior Officers	43.9	11.1	3.9	58.9	109.1
	Senior Other Ranks	42.8	8.3	4.4	55.6	112.4
	Junior Other Ranks	39.4	15.1	5.5	60.1	107.8

Figure 6.09: RAF hours spent on duty by rank group

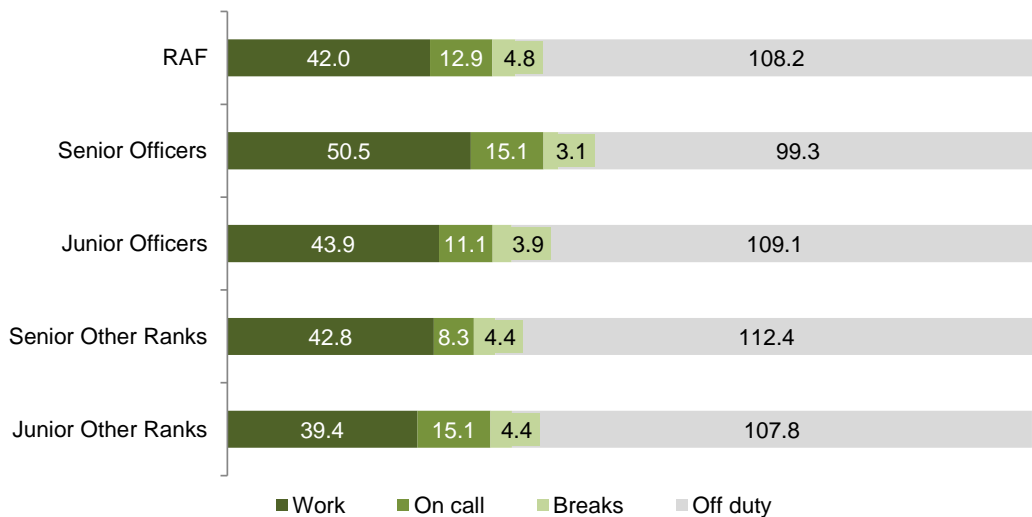


Table 6.10: RAF hours spent on duty by location

	On duty				Off duty
	Work	On call	Breaks	On duty total	
RAF	42.0	12.9	4.8	59.7	108.2
United Kingdom	40.9	9.9	5.0	55.8	112.1
Overseas Operations	54.6	44.6	2.8	101.9	66.1
Elsewhere abroad	45.3	22.7	3.8	71.8	96.1

Figure 6.10: RAF hours spent on duty by location

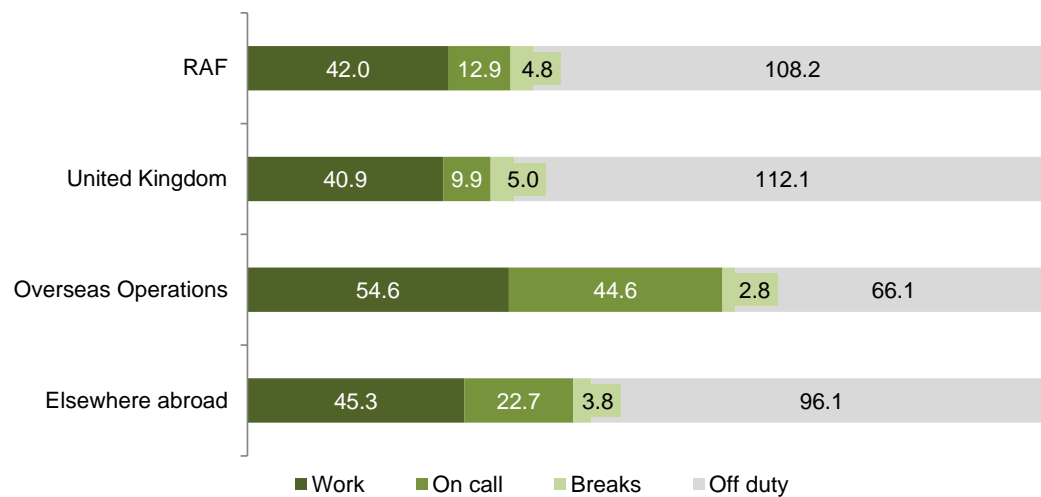


Table 6.11: RAF distribution of hours spent on duty by rank group¹

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
RAF	6%	52%	17%	5%	7%	12%	100%
Officers							
Senior Officers	0%	28%	33%	14%	10%	16%	100%
Junior Officers	11%	46%	22%	3%	5%	12%	100%
Other Ranks							
Senior Other Ranks	4%	64%	16%	7%	5%	5%	100%
Junior Other Ranks	7%	54%	14%	2%	9%	15%	100%

Figure 6.11: RAF distribution of hours spent on duty by Rank

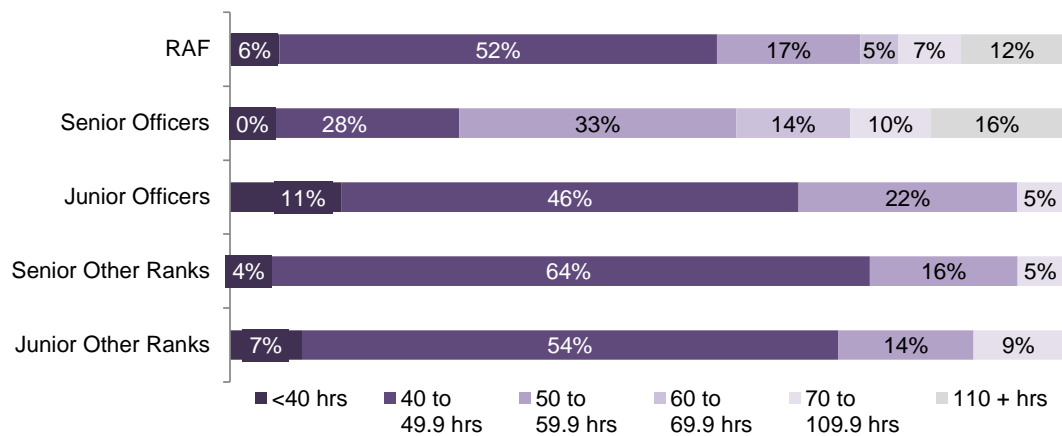
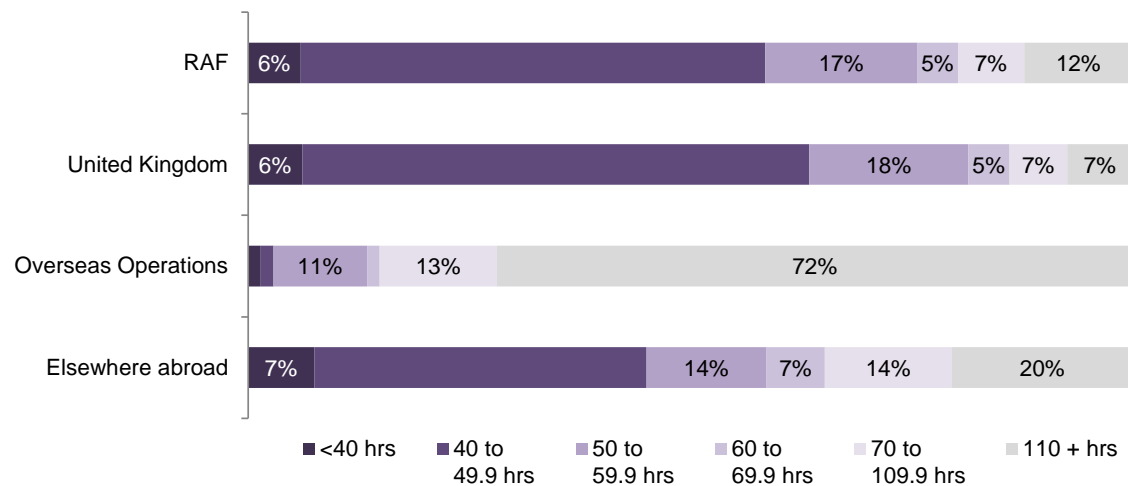


Table 6.12: RAF distribution of hours spent on duty by location¹

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
RAF	6%	52%	17%	5%	7%	12%	100%
United Kingdom	6%	57%	18%	5%	7%	7%	100%
Overseas Operations	1%	1%	11%	1%	13%	72%	100%
Elsewhere abroad	7%	38%	14%	7%	14%	20%	100%

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



Key:

	Indicates the 2018/19 average is significantly lower than that reported in 2017/18.
	Indicates the 2018/19 average is significantly higher than that reported in 2017/18.
()	Differences between 2017/18 and 2018/19 averages are provided in brackets.

Notes:

- ¹ This table is based only on the 286 RAF personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 6.03 is only an indication of the working week of RAF personnel.
Therefore, table 6.04 is only an indication of the working week of RAF personnel.
Therefore, table 6.11 is only an indication of the working week of RAF personnel.
Therefore, table 6.12 is only an indication of the working week of RAF personnel.
- No RAF personnel deployed on overseas operations (who returned a completed questionnaire and for whom a full week's data was available) reported spending less than 40 hours a week on duty.
- ^r denotes any revision since the last publication

SECTION 7: NATO Rank - OF5 & OF6

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

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

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

Table 7.02: NATO Rank OF5 to OF6 valid Response Rate *

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Naval Service	12	18	13	22	13	25	28
Army	26	24	34	35	47	36	30
RAF	21	26	22	14	17	16	20
Total number of valid responses	59	68	69	71	77	77	78
Sample	147	154	162	189	171	161	180
Valid response rate	40%	44%	43%	38%	45%	45%	42%

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

Table 7.03: NATO Rank OF5 to OF6 usable Response Rate *

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Number of usable days	378	428	425	436	469	447	460
Maximum number of usable days possible	1,029	1,078	1,134	1,323	1,197	1,127	1,133
Usable response rate	37%	40%	37%	33%	39%	40%	40%

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

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

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Naval Service	9	14	6	12	10	17	10
Army	18	14	19	18	25	19	33
RAF	10	13	14	9	11	15	9
Total	37	41	39	39	46	51	52

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

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Number of full week responses	37	41	39	39	46	51	50
Sample size	147	154	162	189	171	161	180
Full week response rate	25%	27%	24%	21%	27%	32%	28%

Table 7.06: Average hours worked per week

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
NATO Rank OF5 to OF6	62	59	67	59	61	58	54 (-4.0)

Figure 7.01: Average hours worked per week

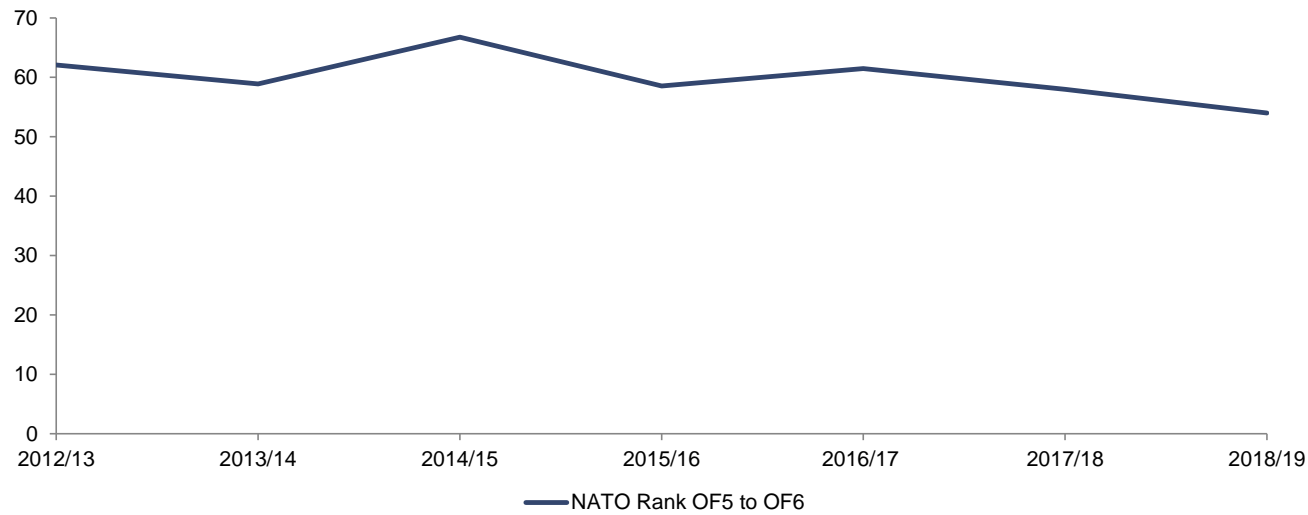


Table 7.07: Average unsociable hours worked per week^{1,2}

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
NATO Rank OF5 to OF6	14.3	11.6	17.4	12.0	13.6	12.0	8.7

Figure 7.02: Average unsociable hours worked per week

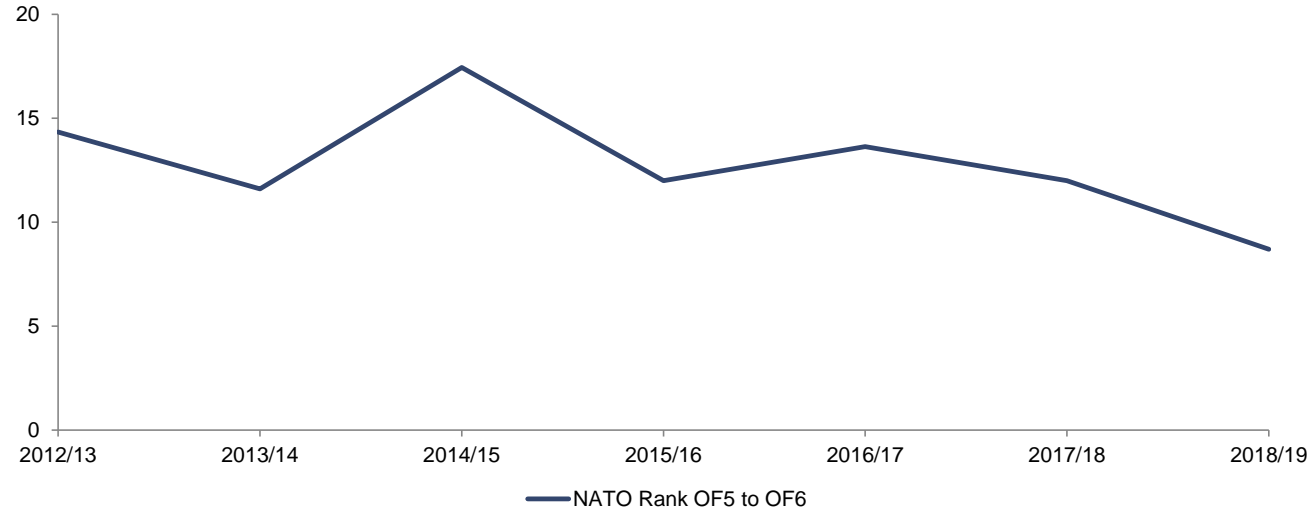


Table 7.08: Proportion of personnel working excessive hours^{2,3,4}

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
NATO Rank OF5 to OF6	22%	20%	23%	23%	22%	18%	13%

Figure 7.03: Proportion of personnel working excessive hours

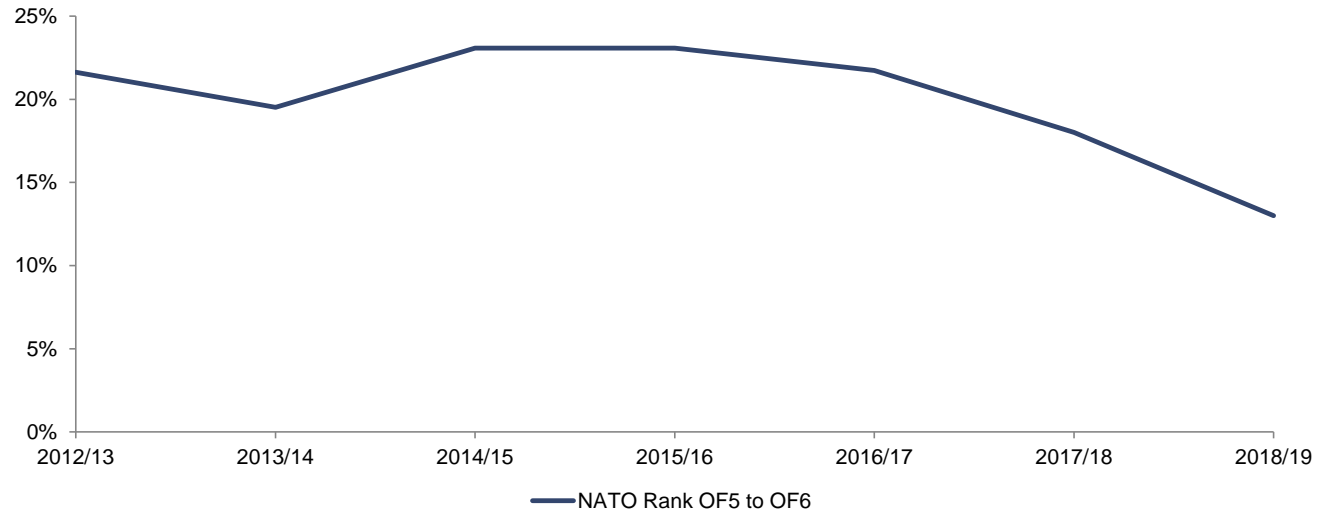


Table 7.09: Average hours spent on call per week

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
NATO Rank OF5 to OF6	26.6	23.5	20.2	15.3	13.1	23.7	11.6 (-12.1)

Figure 7.04: Average hours spent on call per week

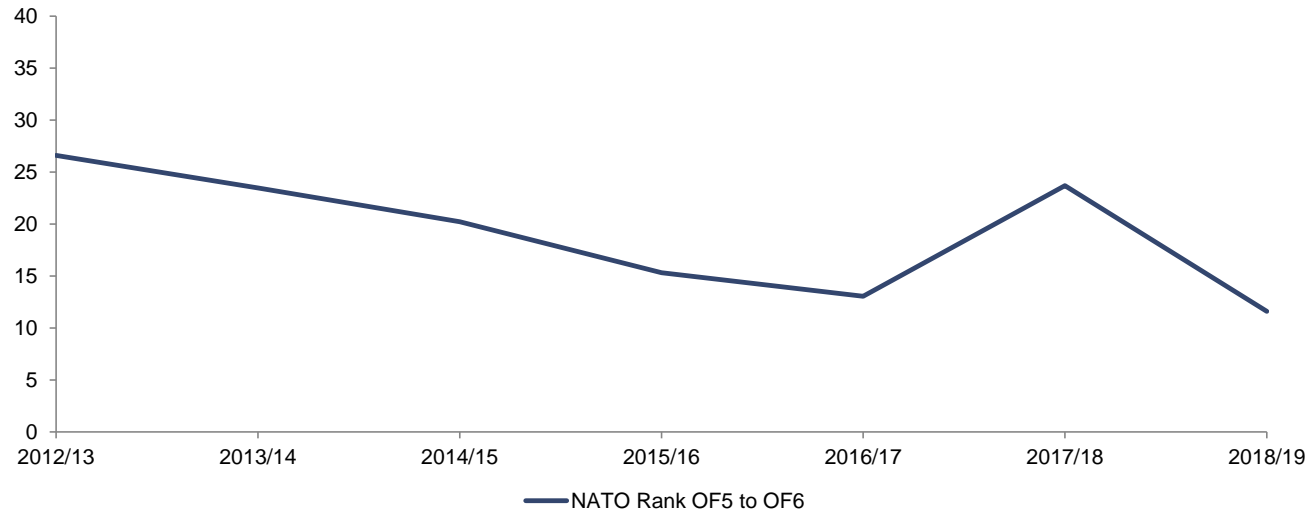
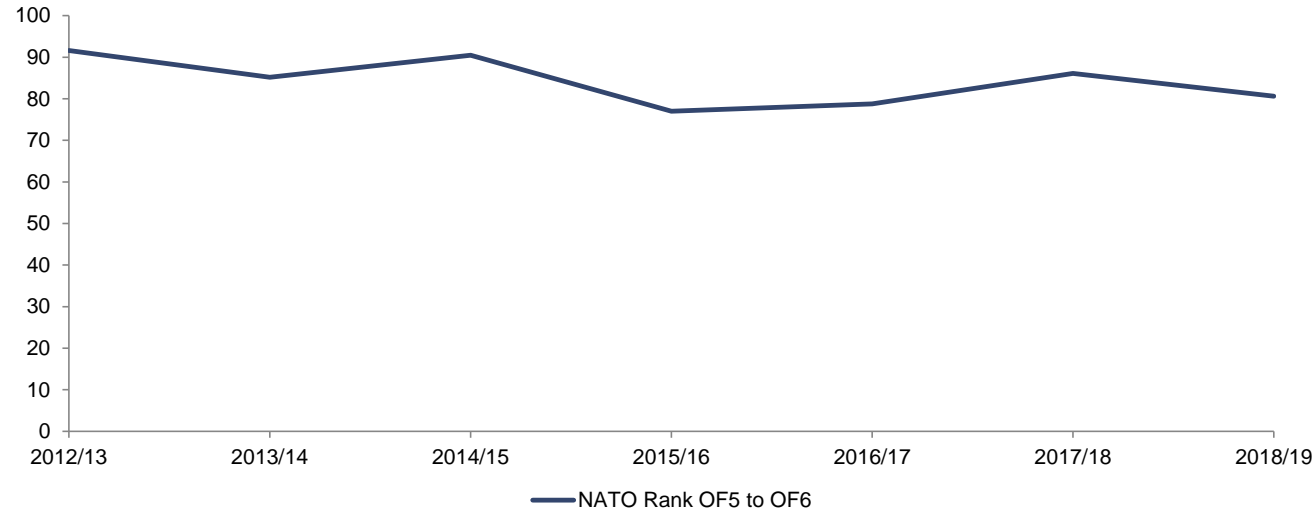


Table 7.10: Average hours spent on duty per week ²

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
NATO Rank OF5 to OF6	91.6	85.2	90.5	77.0	78.8	86.1	80.6

Figure 7.05: Average hours spent on duty per week



Key:

	Indicates the 2018/19 average is significantly lower than that reported in 2017/18.
	Indicates the 2018/19 average is significantly higher than that reported in 2017/18.
0	Differences between 2016/17 and 2017/18 averages are provided in brackets.

Notes:

- ¹ For the purpose of this survey, unsociable hours are defined as:
Any hours worked between 00:00 and 06:00, between Monday and Friday
Any hours worked between 18:00 and 24:00, between Monday and Friday
Any hours worked on Saturday or Sunday
- ² Note, statistical tests were performed on the data, but the 2017/18 average was found not to be significantly different from the 2015/16 average.
- ³ A member of the UK Armed Forces who has worked 70 hours or more during the working week is regarded as having worked excessive hours.
- ⁴ The analysis in this table is based on the number of Service personnel in table 7.04 for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 7.08 is only an indication of the working week of Service personnel.

SECTION 8: Useable Responses

Table 8.01: Valid and useable Response Rates by Service 2018/19

	Valid response rate	Usable response rate
Naval Service	11%	9%
Army	10%	8%
RAF	13%	11%

Table 8.02: Valid and useable Response Rates by Service 2017/18

	Valid response rate	Usable response rate
Naval Service	14%	12%
Army	18%	15%
RAF	21%	18%

Table 8.03: Number of valid Naval Service Responses by strata 2018/19

	Sea	Shore	Total
Naval Service	445	618	1063
Officers			
Senior Officers	65	111	176
Junior Officers	78	174	252
Other Ranks			
Senior Other Ranks	114	109	223
Junior Other Ranks	188	224	412

Table 8.04: Number of valid Army Responses by strata 2018/19

	United Kingdom	Germany	Operational areas	Elsewhere	Total
Army	557	189	55	178	979
Officers					
Senior Officers	136	41	18	59	254
Junior Officers	128	30	9	31	198
Other Ranks					
Senior Other Ranks	128	59	14	56	257
Junior Other Ranks	165	59	14	32	270

Table 8.05: Number of valid RAF Responses by strata 2018/19

	United Kingdom	Operational areas	Elsewhere	Elsewhere
RAF	510	38	134	682
Officers				
Senior Officers	137	10	50	197
Junior Officers	116	10	23	149
Other Ranks				
Senior Other Ranks	86	5	34	125
Junior Other Ranks	171	13	27	211

Table 8.06: Number of full week Responses and Response Rates by Service

	2015/16		2016/17		2017/18		2018/19	
	Number	%	Number	%	Number	%	Number	%
Tri-Service	2,349	13	2,098	11	1,922	9	1,131	5%
Naval Service	794	11	587	8	680	7	488	5%
Army	885	13	891	13	761	10	357	4%
RAF	670	16	620	16	481	12	286	6%