Continuous Attitude Survey

What is Life in the Royal Navy like for you?

Your views are important to us

You can complete this survey online - see inside for details











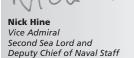








The Armed Forces Continuous Attitude Survey (AFCAS) is your opportunity to tell me what you think about life in the Naval Service. The AFCAS results provide me and my team with the critical evidence required to argue your case at the very top of Defence and to drive forward change. I encourage you to take the opportunity to share your views; the more of you who complete the AFCAS, the more information it provides me to keep people at the highest levels of Defence informed of your opinions and desires. I assure you, your views do count and do make a difference. Please take the time to complete the AFCAS to enable me to represent you as you would wish.





PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Royal Navy

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/211764

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/211764

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.

This survey asks about your views of Royal Navy life, including working and living conditions, and other key aspects of day-to-day life, which should take about 30 minutes to complete. There is space at the end of the survey for any comments you wish to make.

Before you decide whether to participate, it is important for you to understand why the research is being done and what it will involve. Please take time to read the following information carefully and feel free to ask us if you would like more information or if there is anything that you do not understand. The number of participants invited and ranks chosen to take part in the survey have been picked to give a fair set of views of Royal Navy Personnel – so your input is valuable.

The survey is run by Defence Statistics (Surveys) and Civilians outside your Chain of Command. This research is approved by the MoD Research Ethics Committee (MoDREC). If you would like further details, contact the researcher listed at the end of this sheet.

Your replies will be treated in the strictest confidence and no one from your Chain of Command will see your completed survey. To make sure your views remain confidential, only grouped answers will be reported. Completed paper surveys are stored securely and destroyed after three months; electronic responses will be kept indefinitely. You can read the reports too¹.

The researchers will link your responses to JPA to provide some information, such as your Branch or Trade, gender, age, national identity, rank, enlistment date, contract type, and voluntary outflow status, so that we don't have to ask you these questions in the survey. If you are not happy for your JPA data to be used in this way, please contact the researcher whose details are below. Please note that if you deny permission for both the JPA information and your rank and Service information to be linked to your survey responses, your responses cannot be used for analysis, and you are advised not to complete the survey.

The data controller for this project will be Defence Statistics. The Data Protection Officer oversees the processing of personal data, and can be contacted at: Paul.Nettle861@mod.gov.uk.

UK data protection law is regulated by the Information Commissioner's Office (ICO). If you are concerned about how your personal data is being processed you may wish to submit a complaint to them. Contact details, and details of data subject rights are available on the ICO website at: https://ico.org.uk/for-organisations/data-protection-reform/overview-of-the-gdpr/individuals-rights/

Armed Forces Continuous Attitude Survey reports are publicly available via: https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index. The report of the findings of the 2020 AFCAS survey is provisionally due to be released at 09:30 on 21st May 2020.

You do not have to take part in this survey and choosing not to take part will not disadvantage you in any way. By completing and returning the survey you are agreeing to take part in the research.

Please do not remove or destroy the barcode printed on the back of the survey. Your response cannot be used without it.

Please complete the survey as soon as you can and return it in the envelope provided. **Responses must reach us by 17**th **February 2020 in order to be included**. Please allow sufficient time for postage.

Frequently asked questions:

Q. What is the purpose of the survey?

A. 'An important task for the Department is to understand the attitudes and opinions of its workforce. One of our main methods of doing this for Service personnel is the annual Armed Forces Continuous Attitude Survey (AFCAS) which captures information on their attitudes, opinions and circumstances.'- *Chief Defence People (CDP)*

Q. How is the information used?

A. The results are used to help make decisions on leave, pay, housing, career, recruiting methods, health and well-being, and other issues. Information is, for instance, given to the Armed Forces Pay Review Body, who report on Armed Forces pay, allowances and entitlements.

Q. Why have I been invited to complete this survey?

A. We have randomly selected a representative sample of Service personnel. Please do not send this survey on to people who have not been invited to take part.

Q. Do I have to complete the survey?

A. No, you can choose not to, the survey is entirely voluntary.

Q. What will I be asked to do?

A. You will be asked to answer several questions which you can choose to complete online or on paper. Completing the survey takes approximately 30 minutes. A link to complete the survey online has already been sent to you via your '@mod.gov.uk' email address.

Q. Will taking part or not taking part affect my Service career?

A. No. No one within your Chain of Command will see your responses or data.

Q. Will my records be kept confidential?

A. Your replies will be treated in the strictest confidence and no one from your Chain of Command will see your completed survey. To make sure your views remain confidential, only grouped answers will be reported. Completed paper surveys are stored securely and destroyed after three months; electronic responses will be kept indefinitely.

Q. What are the possible disadvantages and risks of taking part?

A. There are no known disadvantages or risks. However, if taking part in this survey upsets you, or you wish to talk about any personal issues further, please speak to your Unit Welfare Officer, Chaplain or seek guidance from the SSAFA helpline: 0800 731 4880.

Q. I have already completed the electronic version of this survey?

A. Thank you! Ignore this document as you have chosen the most effective way in which to register your views.

Q. What if I want to make a complaint?

A. Complaints about the survey should be addressed to Philippa Robinson, Philippa.Robinson121@mod.gov.uk, 020 7218 7274.

For further information: Contact Civil Service researcher: Philip Smith at Navy Command HQ, <u>NAVYNPS-RSCHMAILBOX@mod.gov.uk</u>, 023 9262 8659.

This study complies, and at all times will comply, with the Declaration of Helsinki² as adopted at the 64th WMA General Assembly at Fortaleza, Brazil in October 2013.

Please turn the page for the 2020 Armed Forces Continuous Attitude Survey (AFCAS): Royal Navy.

World Medical Association Declaration of Helsinki [revised October 2013]. Recommendations Guiding Medical Doctors in Biomedical Research Involving Human Subjects. 64th WMA General Assembly, Fortaleza (Brazil).

Armed Forces Continuous Attitude Survey 2020 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 2020 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 17th February 2020 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/211764

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/211764

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'.

Q 1	How strongly do you agree or disagree with t	he followi	ng?			
	The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	Strongly agree	Agree 2	Neither agree nor disagree	Disagree 4	Strongly disagree
	b. The pay and benefits I receive are fair for the work I do.	1	2	3	4	5
	c. The RN offer (including dental & healthcare, subsidised accommodation, pay & pension) is better than that which industry offers.	1	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		Neither satisfied nor		Very	
		satisfied	Satisfied 2	dissatisfied	Dissatisfied	dissatisfied	N/A
	My rate of basic pay (basic pay includes X-Factor, but excludes Recruitment and Retention Payment (RRP) and any allowances).	'					
	b. My pension benefits.	1	2	3	4	5	
	c. Information about pay and allowances (e.g. from the intranet, DINs and brochures).	1	2	3	4	5	
	d. My ability to access JPA.	1	2	3	4	5	
	e. 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)).	1	2	3	4	5	
Q3	In the last 12 months, have you been in receip	ot of a Rec	ruitment	and Retenti	on Paymer	nt (RRP)?	
	Yes - Please go to Q4		se go to Q5			, ,	
Q4	How satisfied are you with the following?						
-	, s	Von		Neither		Voru	
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	My Recruitment and Retention Payment (RRP).	1	2	3	4	5	
	Your '	Work					
05							
Q5	How satisfied are you with RN life in general?			Neither			
Q5			Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
Q5		Very	Satisfied	satisfied nor	Dissatisfied		
	How satisfied are you with RN life in general?	Very		satisfied nor dissatisfied	Dissatisfied	dissatisfied	
Q5 Q6		Very		satisfied nor dissatisfied	Dissatisfied	dissatisfied	
	How satisfied are you with RN life in general? How would you rate the level of morale of	Very satisfied	Ligh Pigh	satisfied nor dissatisfied 3 Neither high nor low	4	dissatisfied 5 Very Low	
	How satisfied are you with RN life in general? How would you rate the level of morale of a. Myself.	Very satisfied 1 Very	High	satisfied nor dissatisfied 3 Neither high nor low	4	dissatisfied 5 Very	
	How satisfied are you with RN life in general? How would you rate the level of morale of a. Myself. b. My Unit.	Very satisfied 1 Very	High 2 2 2	satisfied nor dissatisfied 3 Neither high nor low	4	dissatisfied 5 Very Low	
	How satisfied are you with RN life in general? How would you rate the level of morale of a. Myself.	Very satisfied 1 Very	High	satisfied nor dissatisfied 3 Neither high nor low	4	dissatisfied 5 Very Low	
	How satisfied are you with RN life in general? How would you rate the level of morale of a. Myself. b. My Unit.	Very satisfied Very high 1 1	High 2 2 2 2	satisfied nor dissatisfied 3 Neither high nor low 3 3 3 3	4	dissatisfied 5 Very Low	
Q6	How satisfied are you with RN life in general? How would you rate the level of morale of a. Myself. b. My Unit. c. The RN as a whole.	Very satisfied Very high 1 1 cts of you	High 2 2 2 2 r current	satisfied nor dissatisfied Neither high nor low 3 Neither high nor low Neither satisfied nor	Low 4 4 4 4	Very Low 5 5 Very Low 5 5 Very	
Q6	How satisfied are you with RN life in general? How would you rate the level of morale of a. Myself. b. My Unit. c. The RN as a whole. How satisfied are you with the following asper	Very satisfied Very high 1 1 cts of you	High 2 2 2 2	satisfied nor dissatisfied \[\begin{align*} \text{Neither} \\ \text{high nor low} \\ \text{3} \\ \text{3} \\ \text{3} \\ \text{3} \\ \text{Neither} \\ \te	4	Very Low 5 5 5	
Q6	How satisfied are you with RN life in general? How would you rate the level of morale of a. Myself. b. My Unit. c. The RN as a whole. How satisfied are you with the following asperance.	Very satisfied Very high 1 1 cts of you	High 2 2 2 r current Satisfied	satisfied nor dissatisfied Neither high nor low 3 Neither satisfied nor dissatisfied	Low 4 4 4 4	Very Low 5 5 Very dissatisfied	
Q6	How satisfied are you with RN life in general? How would you rate the level of morale of a. Myself. b. My Unit. c. The RN as a whole. How satisfied are you with the following aspectation. a. My job in general. b. The sense of achievement I get from my work.	Very satisfied Very high 1 1 cts of you	High 2 2 2 7 current Satisfied 2 2	satisfied nor dissatisfied Neither high nor low 3 Neither satisfied nor dissatisfied nor dissatisfied	Low 4 4 4 4	Very Low 5 5 Very dissatisfied 5 Very 5 5 5	
Q6	How satisfied are you with RN life in general? How would you rate the level of morale of a. Myself. b. My Unit. c. The RN as a whole. How satisfied are you with the following asperance. b. The sense of achievement I get from my work. c. The challenge in my job.	Very satisfied Very high 1 1 cts of you	High 2 2 2 r current Satisfied 2 2 2	satisfied nor dissatisfied Neither high nor low 3 3 job? Neither satisfied nor dissatisfied 3 3 3 3 3 3 3 3 3 3 3 3 3	Low 4 4 4 4	Very Low 5 5 Very dissatisfied 5 Very 5 5 5 5	
Q6	How satisfied are you with RN life in general? How would you rate the level of morale of a. Myself. b. My Unit. c. The RN as a whole. How satisfied are you with the following aspectation. a. My job in general. b. The sense of achievement I get from my work.	Very satisfied Very high 1 1 cts of you	High 2 2 2 r current Satisfied 2 2 2 2 2	satisfied nor dissatisfied 3 Neither high nor low 3 Neither satisfied nor dissatisfied 3 3 3 3 3 3 3 3 3 3 3 3 3	Low 4 4 4 4	Very Low 5 Very dissatisfied 5 Very 5 5 5 5 Very 5 5 5 5 5 5 5 5 6 7 8 8 8 8 8 8 8 8 8 8 8 8	

Ųδ	How strongly do you agree or disagree with	tne tollow	ing ?				
	My superiors do not interfere excessively in my work activities.	Strongly agree	Agree 2	Neither agree nor disagree	Disagree	Strongly disagree	N/A
	b. I am given sufficient authority to make decisions.	1	2	3	4	5	
	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	
	d. Where I work people do not automatically look for someone to blame when things go wrong.	1	2	3	4	5	
	e. I am encouraged to find better ways of doing things at work.	1	2	3	4	5	
	f. I am always given a clear deadline as to when work needs to be completed.	1	2	3	4	5	
	g. When I am set a task at work, I am told very clearly what output is required.	1	2	3	4	5	
	h. I have a choice in deciding how I do my work.	1	2	3	4	5	
	i. I know that if I do my job well I will be praised or rewarded.	1	2	3	4	5	
	Resources a	nd Wo	rkload				
Q9	How satisfied are you with the following?						
		Very	0-4-5	Neither satisfied nor	D'	Very	
	a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	
	b. The availability of personal equipment/kit I have to do my job.	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	
Q10	How would you rate your workload over the	last 12 mo	nths?				
		Much too high	Too high	About right	Too low	Much too low	
		1	2	3	4	5	
	Your (Career					
Q11	Overall how satisfied are you with the way yo	our career	is being n	•			
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	Management is defined as 'The assignment of inc ervice requirements, exploiting skills, career dev						

Q12	Overall how satisfied are you with the career management service provided by the Career Managers								
	and Branch Advisers?			Neither					
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N// A		
		Salisiled 1	Salisiied 2	aissalisiied 3	Dissalisiled 4	alssalistied 5	N/A		
							Ш		
Q13	Who do you think is responsible for managin a. You.	g your ca ┌──ा	reer? (Tick	call that ap	ply)				
	b. Immediate superior (line manager).								
	c. Career Manager.								
Q14	In terms of your current assignment, how stre	ongly do	you agree	_	with the fo	ollowing?			
		Strongly		Neither agree nor		Strongly			
		agree	Agree	disagree	Disagree	disagree 5			
	 a. I have the knowledge, skills and experience to do my job. 								
	b. My knowledge, skills and experience are being used		2	3	4	5			
	 c. The assignment provides development opportunities that will enhance my promotion prospects. 	S 1	2	3	4	5			
	d. My personal preferences were taken into account.	1	2	3	4	5			
Q15	How satisfied are you with the following?								
		Very		Neither satisfied nor		Very			
	The section to the section of the se	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied			
	a. The notice I received for my current/last assignment.			3					
	b. Involvement in decisions that affect my career.					5			
	c. The fairness of the appraisal system.		2	3		5			
	d. The fairness of the promotion system.	1	2	3	4	5			
	e. My opportunities for promotion.	1	2	3	4	5			
	f. My opportunities for further service.	1	2	3	4	5			
	Your Line M	anage	ement						
Q16	How strongly do you agree or disagree with t (Service or civilian)?	he follow	ing statem	ents about	your imme	ediate supe	rior		
		Strongly		Neither agree nor		Strongly	Don't		
		agree	Agree	disagree	Disagree	disagree	know		
	a. Understands and represents my interests.					Ш			
	b. Supports me in my job.	Ш'		3		5			
	c. Sets a positive example.		2	3	4	5			
	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 performance.	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.	<u> </u>	2	3	4	5	<u> </u>		
	 i. Helps me to understand how I contribute to RN 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 my immediate supervisor.	1	2	3	4	5	6		

Q17	0-3 months		re months	2			
Q18	How strongly do you agree or disagree with	the followi	ng statem	ents?			
	a. I trust my Divisional Officer to support me. b. My Divisional Officer knows me well.	Strongly agree 1	Agree 2	Neither agree nor disagree	Disagree 4 4	0,	Don't Know 6
	Senior L	eaders	hip				
Q19	How strongly do you agree or disagree with Royal Navy (i.e. Commodore and above)?	the followi	ng statem		the senior	leaders of t	the
	a. They understand and represent my interests.	Strongly agree	Agree	Neither agree nor disagree	Disagree	0,	Don't know
	b. They are keen to listen to Service people's feedba	ck. 1	2	3	4	5	6
	c. They champion the RN's interests in Tri-Service issues.	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 Royal Na	ıvy.	2	3	4	5	6
	Comp	nitmani					
	Comi	nitment					
Q20	How strongly do you agree or disagree with						
Q20		the followi	ng?	Neither agree nor	Diamer	Strongly	
Q20		the followi			Disagree	Strongly disagree	
Q20	How strongly do you agree or disagree with a. In the last 12 months, I have fulfilled my	the followi	ng?	agree nor	Disagree 4	disagree	
Q20	How strongly do you agree or disagree with a. In the last 12 months, I have fulfilled my commitments/promises to the RN. b. In the last 12 months, the RN has fulfilled its	the followi	ng? Agree 2	agree nor disagree	Disagree 4 4 4	disagree 5	
Q20	How strongly do you agree or disagree with a. In the last 12 months, I have fulfilled my commitments/promises to the RN. b. In the last 12 months, the RN has fulfilled its commitments/promises to me.	the followi	Agree 2	agree nor disagree	Disagree 4 4 4 4	disagree 5 5	
Q20	How strongly do you agree or disagree with a. In the last 12 months, I have fulfilled my commitments/promises to the RN. b. In the last 12 months, the RN has fulfilled its commitments/promises to me. c. I am proud to be in the RN.	the followi	Agree 2 2 2 2	agree nor disagree 3 3 3 3	Disagree 4 4 4 4 4 4 4	disagree 5 5 5 5 5	
Q20	a. In the last 12 months, I have fulfilled my commitments/promises to the RN. b. In the last 12 months, the RN has fulfilled its commitments/promises to me. c. I am proud to be in the RN. d. I am valued by the RN.	the followi	Agree 2 2 2 2 2 2	agree nor disagree 3 3 3 3 3 3	Disagree 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	disagree 5 5 5 5 5 5 5 5 6 7 7 8 7 8 8 8 8 8 8 8 8 8	
Q20	a. In the last 12 months, I have fulfilled my commitments/promises to the RN. b. In the last 12 months, the RN has fulfilled its commitments/promises to me. c. I am proud to be in the RN. d. I am valued by the RN. e. I would recommend joining the RN to others.	the followi	Agree 2 2 2 2 2 2 2 2 2	agree nor disagree 3 3 3 3 3 3 3 3	Disagree 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	disagree 5 5 5 5 5 5 5 5 5 5 5 6 7 7 8 8 8 8 8 8 8 8 8 8 8	
Q20	a. In the last 12 months, I have fulfilled my commitments/promises to the RN. b. In the last 12 months, the RN has fulfilled its commitments/promises to me. c. I am proud to be in the RN. d. I am valued by the RN. e. I would recommend joining the RN to others. f. I feel a strong personal attachment to the RN.	the followi	Agree 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	agree nor disagree 3 3 3 3 3 3 3 3 3	Disagree 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	disagree 5 5 5 5 5 5 5 5 5 5 5 5	
Q20	a. In the last 12 months, I have fulfilled my commitments/promises to the RN. b. In the last 12 months, the RN has fulfilled its commitments/promises to me. c. I am proud to be in the RN. d. I am valued by the RN. e. I would recommend joining the RN to others. f. I feel a strong personal attachment to the RN. g. I feel a strong personal attachment to my Unit.	the followi	Agree 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	agree nor disagree 3 3 3 3 3 3 3 3 3 3 3 3	Disagree 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	disagree 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	
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Q20	a. In the last 12 months, I have fulfilled my commitments/promises to the RN. b. In the last 12 months, the RN has fulfilled its commitments/promises to me. c. I am proud to be in the RN. d. I am valued by the RN. e. I would recommend joining the RN to others. f. I feel a strong personal attachment to the RN. g. I feel a strong personal attachment to my Unit. h. The RN inspires me to do the best in my job. i. The RN motivates me to help it achieve its objectives. j. My family is proud of me serving in the	the followi	Agree 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	agree nor disagree 3 3 3 3 3 3 3 3 3 3 3 3	Disagree 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	disagree 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	<i>N/A</i> 6 6

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.

Q21	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 w	ith Oth	ners			
Q22	In considering your immediate working team following?	, to what e	xtent do y	_	r disagree v	with the
		Strongly	Agroo	Neither agree nor	Diagaraa	Strongly
	a. My team know exactly what their responsibilities ar	agree e. 1	Agree 2	disagree 3	Disagree 4	disagree 5
	b. The people in my team can be relied upon to help when things get difficult in my job.	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 different backgrounds.	1	2	3	4	5
Q23	Have you had working contact with any of th IF NONE APPLY PLEASE GO TO Q27	e following	j in the <u>las</u>	t two years	? (Tick all	that apply)
	a. Armed Forces Reserves.	1				
	b. MOD Civil Servants.	1				
	c. MOD contractors.	1				
Q24	In your experience, how would you rate the o	ontributio	n 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.	<u> </u>	2	3	4	5
	c. MOD contractors.	1	2	3	4	5
Q25	In your experience, how well integrated into	the RN 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.	<u> </u>	2	3	4	5
	c. MOD contractors.	1	2	3	4	5
Q26	In your experience, how would you rate the p	profession	alism of			
		Very professional	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.	<u></u> 1	2	3	4	5
	c. MOD contractors.	1	2	3	4	5

	Cha	nge									
Q27	How strongly do you agree or disagree with the	he follow	ing?								
	Change is managed well in my immediate working team.	Strongly agree	Agree 2	Neither agree nor disagree	Disagree	Strongly Don't disagree know					
	b. Change is managed well in my Unit/Establishment.	1	2	3	4	5 6					
	c. Change is managed well in the RN.	1	2	3	4	5 6					
	Your Depl	oyme	nts								
If you h	ave NOT been on an operational deployment since	e 1 Jan 20	017, please	go to Q31							
Q28	With regards to your current/last sea-going/operational deployment, were you deployed individually or as part of a Unit?										
	Individually 1	As part	of a Unit	2							
Q29	With regards to your current/last sea-going/open following?	perationa	l deployme	ent, how sa	tisfied are	you with the					
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very 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-operational/sea training.	1	2	3	4	5 6					
	 e. The welfare support I received from Royal Navy Royal Marines Welfare (RNRMW) when I returned from sea-going/operational deployment. 	1	2	3	4	5 6					
	f. The welfare support that my family, partner and/or parents received from the RNRMW when I returned from sea-going/operational deployment.	1	2	3	4	5 6					
	g. The decompression and post sea-going/ operational tour support I received when I returned from sea-going/operational deployment.	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					
Q30	What is your view of the following regarding y	our expe	rience of	sea-going/o	perational	deployments?					
	The frequency of my sea-going/operational deployments.	Too often	About right	Not often enough							
	b. The length of my sea-going/operational deployments	Too long	About right	Too short							

Training and Development

Q31	How satisfied are you with the following?						
		Very		Neither satisfied nor		Very	
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	
	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 Service training (e.g. NVQs, apprenticeships).	1	2	3	4	5	
Q32	How strongly do you agree or disagree with t	he followir	ng?	Neither			
		Strongly		Neither agree nor		Strongly	
		agree	Agree	disagree	Disagree	disagree	
	I am given enough training to enable me to make moral decisions within my role.		2	3	4	5	
Q33	How much importance do you place on profe	ssional / c	ivilian acc	reditation?	>		
	A lot	Very little		3			
	Some 2	None at a		4			
	Your Fut	ıre Pla	ns				
Q34	What are your plans for the future? (Tick on	e box only).				
	To stay serving as long as I can	,	,. [1			
	To stay serving to the end of my current engagement	t/commission	, [2			
	To leave the RN before the end of my current engage		_	3			
	To leave the RN as soon as I can			4			
	I have put in my notice to leave		L	5			
	N/A / Don't know			6			
			L				
Q35	How actively have you searched for a job out		_	ıst 12 mont	hs?		
	Very actively	Not very a	actively [
	Quite actively 2	Not at all					
Q36	In the last 12 months, have you been approach	ched by inc	dustry wit	h offers of	employmeı	nt?	
	Yes 1	No		2			
Q37	When you leave the RN, would you consider Reserves, Army: Army Reserves, RAF: RAF	/olunteer R	(eserves	?	Forces (RN	/RM: Maritim	е
	a. Full-time.	Yes	No	Don't know			
	b. Part-time.	1	2	3			

Q39	How do the following factors impact on yo		to stay or I		N?	Ctrongly
		Strongly increases	Increases	Has no effect on my	Increases	Strongly increases
		my intention to stay	to stay	intention to stay or leave	my intention to leave	my intention to leave
	a. Impact of RN life on family and personal life.	□'	2	3	4	5
	b. Opportunities outside the RN.		2	3		5
	c. Current job satisfaction.		2	3	4	5
	d. Job security.	1	2	3	4	5
	e. My morale.	1	2	3	4	5
	f. Service morale.	1	2	3	4	5
	g. Amount of pay.	1	2	3	4	5
	h. Amount of allowances.	1	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 conditions.	1	2	3	4	5
	s. Excitement of the job.	1	2	3	4	5

What would make you join the Volunteer Reserve Forces? (Please write in the text box below)

Q38

		Strongly increases my intention	•	Has no effect on my intention to	Increases my intention	Strongly increases my intention
	t. Financial Incentives available to me (e.g. Commitment Bonus).	to stay	to stay	stay or leave	to leave	to leave N/A
	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.	1	2	3	4	5
	aa. Other (if applicable, please specify in the te	xt box below):				
Q40	What single factor could be changed to (Please specify in the text box below):	positively affec	t your dec	ision to re	main in the	RN?
Q41	If you have put in your notice to leave, promost influenced your decision to leave the boxes provided.) Most important reason Sec.		he letter th	at corresp		the reason in
	· I I	son for leaving			on for leaving	
Q42	How would having the following options	s impact on you Strongly increases my intention to stay	Increases	Has no effect on my intention to stay or leave	Increases my intention to leave	Strongly increases
	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
	Fairn	ess at Wo	rk			
	aims to achieve an environment free from h				d unlawful	discrimination
Q43	How strongly do you agree or disagree in the RN?	with the following	ng statem	ent regardi	ng fairness	and equality
		Strongly		Neither agree nor		Strongly
	I am treated fairly at work.	agree 1	Agree 2	disagree 3	Disagree	disagree 5
Q44	Do you feel that the RN discipline syste	m is? Unfair	4			
	Fair 2	Very unfair	5			
	Neither fair nor unfair	vory arman				

<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).

Do you believe you have been subject to any 12 months? (Tick all that apply).	of the fol	lowing in	a Service er	nvironment	in the las	t
a. Bullying	1					
b. Discrimination						
c. Harassment	<u> </u>					
d. None of the above	1	Please go	to Q51			
If you believe you have been subject to <u>bully</u> please specify on what grounds in the text b		ervice env	ironment in	the last 12	months,	
March belleve that were been been active that	-1111	4'		0		4
If you believe that you have been subject to in the last 12 months, please specify on wha	t grounds:			i a Service	environm	ent
a. Gender.	Discrimination 1	on	Harassment 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.			2			
f. Sexual orientation.			2			
g. Age.			2			
h. Disability.			2			
i. Pregnancy or maternity.			2			
i. I regnancy of maternity.						
Did you make a formal written complaint wit harassment and/or bullying?	hin the las	t 12 montl	ns about thi	s discrimir	nation,	
Yes	1	Please g	o to Q49			
No	2	Please g	o to Q50			
If you DID make a formal written complaint, I your complaint?	now satisfi	ied were/a	re you with	the followi	ng aspect	s of
	Very		Neither satisfied nor		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	
b. The amount of time taken/it is taking to resolve my complaint.	1	2	3	4	5	

		Very		Neither satisfied nor		Very
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied N/A
	 c. How well I was/am being kept informed about the progress of my complaint. 	· []				
	d. The support provided by my Assisting Officer.	1	2	3	4	5
	e. The outcome of my complaint.	1	2	3	4	5
Q50	If you did NOT make a formal written compl	aint, why w	as this? (T	ick all that	apply)	
	a. I was not aware of the Service Complaints proces	SS.			1	
	b. I considered the incident(s) to be too minor to rep	ort.			1	
	c. The incident(s) was/were resolved informally.					
	d. The incident(s) was/were resolved through media	ition.				
	e. I did not believe anything would be done if I did co	omplain.			1	
	f. I did not want to go through the complaints proced	dure.				
	g. I believed it might adversely affect my career.				<u></u> 1	
h. I believed it might adversely affect another work colleague or the working environment.						
	i. I was worried that there would be recriminations fr	om the perpet	trators.			
	j. I was discouraged from doing so.					
	k. Other reason(s) - (please specify in the text box b	elow):			1	
Q51	Do you know how the Service Complaints C harassment and/or bullying complaint?			you with a		ion,
	Yes, fully	No, not a	at all		3	
	To some extent		eard of the Se ts Ombudsma		4	
		,			_	
	on about the Service Complaints Ombudsman ww.servicecomplaintsombudsman.org.uk/	can be four	nd on the 1	following li	nk:	
•		AND				
	ice Complaints process - ww.gov.uk/government/publications/jsp-831-re	dross-of-in	dividual-ar	iovancos-s	orvico-com	nlainte
iittps://ww	ww.gov.uw.government/publications/jsp-651-re	uress-01-1110	aividuai-gi	ievalices-s	ei vice-com	piairits
	Your Work-	-Life Ba	lance			
Q52	In the past 12 months approximately how m spouse/partner or children) for Service reas		ave you sp	ent away fi	om your fa	mily (e.g.
	Not been away		months (27-3	9 weeks)	5	
	Up to 1 month (4 weeks)		12 months (40	· L	6	
	Between 1-3 months (5-13 weeks)	N/A		[7	
	Between 4-6 months (14-26 weeks)			l		
OE2		ou with the	following			
Q53	In the past 12 months, how satisfied were y	ou with the	Tollowing	? 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. variable start/finish times, Compressed Hours, Working from home).	1	2	3	4	5

		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
	d. The amount of time away from my usual place of duty.	1	2	3	4	5	
	e. The amount of time away from my family and friends.	1	2	3	4	5	
	f. The effect of Service life on my children's education.	1	2	3	4	5	6
	g. The effect of Service life on my spouse/partner's career.	1	2	3	4	5	6
Q54	How strongly do you agree or disagree with t	he followi	ng?	Neither			
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	
	I am able to maintain a balance between my personal and working life.	1	2	3	Lisagree 4	5	
	Your L	_eave					
Q55	How satisfied are you with the following?						
		Very	0 11 5 1	Neither satisfied nor	D: (' C')	Very	
	a. My overall leave allowance i.e. annual leave, post operational tour leave (POTL), Sea-Goers Leave (SGL), leave carried over from previous years.	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	
	b. The opportunity to take leave when I want to.	1	2	3	4	5	
	c. The amount of leave I was able to take in the last 12 months.	1	2	3	4	5	
Q56	If you did not take all of your annual leave allo reason for this? (Tick all that apply)	owance wi	ithin the la	ist leave ye	ear, what wa	as the	
	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.	1					
	g. Other (please specify in the text box below):	1					
	Your Health ar	nd We	II-bein	g			
Q57	If you have received Service-provided medica years, how satisfied were you with:	<u>l</u> treatmer	nt (includi	ng mental h	nealthcare)	in the last	2
		Very	0-11-5	Neither satisfied nor	Discotts 6	Very	N// A
	Being able to access the medical care when I needed it.	satisfied	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied 5	N/A
	b. The medical treatment.	1	2	3	4	5	6

Q58	with:								ow satisfie	d were you	1
					Ver	-		Neither satisfied nor		Very	
	a. Being able to a	ccess the d	lental care	when I	satisf	ied] ¹	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied 5	N/A
	b. The dental trea	tment.] 1	2	3	4	5	6
	measuring natio									general wi	th
Q59	Overall, how sa	atisfied ar	e you wi	th your lif	e nowad	lays?					
	Not at all 0 1	2	3	4	5	6	7	8	Comp 9	letely 10	
Q60	Overall, how ha	anny did y	vou feel v	— vesterdav					_	_	
QUU	Not at all	-		yesterday					Comp	-	
		2	3	4	5	6	7	8	9	10	
Q61	Overall, how ar	nxious did	d you fee	l yesterda	ay?						
	Not at all 0 1	2	3	4	5	6	7	8	Comp. 9	letely 10	
Q62	Overall, to wha	t extent d	lo you fe	el the thin	ıgs you (do in y	our life a	re worthwl			
	Not at all 0 1	2	3	4	5	6	7	8	Comp. 9	ietely 10	
	Fi	tness	, Spo	rt and	Adve	entu	rous 7	Trainin	g		
Q63	How satisfied a	re you w	ith the fo	llowing?				Neither			
					Ver satist	-	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	a. RN sport, exerc	cise and fitn	ness faciliti	es in gener	al.] 1	2	3	4	5	
	b. My opportunitie (e.g. to meet fitnes			s activities		1	2	3	4	5	
	c. My opportunitie	s to take pa	art in sport] 1	2	3	4	5	
	d. My opportunitie Adventurous Trair		art in] 1	2	3	4	5	
	e. My opportunitie Development Activ		art in Force	е] 1	2	3	4	5	
				W	elfare)					
Q64	How satisfied a	re you w	ith the fo	llowing?				Naithar			
					Ver satist	-	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
	a. The welfare sup	port provid	ed by the I	RNRMW for] 1	2	3	4	5	6
	b. The welfare supmy family.	oport provid	led by the	RNRMW fo	or] 1	2	3	4	5	6
	c. The support my RNRMW when I a		artner gets	from the] 1	2	3	4	5	6
	d. The Operationa	al/Deployme	ent Welfare	e Package.] 1	2	3	4	5	6

Q65	How satisfied are you with the foll	owing?							
		Very		Neither satisfied nor		Very	Not	Not	
	a. My Divisional Officer.	satisfied	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied	used 6	heard of	
	b. The chaplaincy support provided by the Naval Service.	1	2	3	4	5	6	7	
	c. The RNRMW, Specialist Welfare Support (e.g. the Portal and casework).	1	2	3	4	5	6	7	
	d. The RNRMW, Community Support.	1	2	3	4	5	6	7	
	e. The RNRMW Information Services.	<u> </u>	2	3	4	5	6	7	
	f. The Naval Families Federation.	<u> </u>	2	3	4	5	6	7	
	g. RNRMW Digital Communications (e.g. RN Forum).	1	2	3	4	5	6	7	
	h. Naval Service Welfare social media (e.g. Facebook).	1	2	3	4	5	6	7	
	You	r Acco	ommo	dation					
Q66	What kind of accommodation do y	ou live in	at prese	nt during th	ne working	week? (Tic	k one b	ox only)	
	Service Family Accommodation (SFA)			1	Ple	ease go to Q6	67		
	Substitute Service Family Accommodation	on (SSFA)			² Ple	ease go to Q 6	67		
	Single Living Accommodation (SLA)				³ Ple	ease go to Q6	67		
	Substitute Service Single Accommodation	on (SSSA) (Formerly S	SLA)	[‡] Ple	ease go to Q 6	67		
	Ship or Submarine				⁵ Ple	ease go to Q 6	67		
	Property I own				⁵ Ple	ease go to Q7	71		
	Privately rented accommodation			7	Ple	ease go to Q6	69		
	In a relative's (e.g. parents') home	ne Please go to Q69							
	Other (please specify in the text box below	ow)			Ple	ease go to Q 6	69		
Q67	If you have moved from your own was/were the reason(s) for this? (7 a. Posting requirement.			Accommo	dation in th	e last 12 m	onths, v	what	
	b. Economy.			1					
	c. Personal circumstances e.g. marriage	. separatior	n. divorce.	1					
	d. Other (please specify in the text box b	•	,	1					
	(F-2002 SP-2007) and contract								
Q68	With regard to your current Servic	e Accom	modation	how satis	fied are voi	ı with the f	ollowing		
400			Very satisfied		Neither satisfied no	or	Ver	N/A / ry Don't	
	a. The overall standard.		1	2	3	4]5	
	b. The value for money.			2] 3	4		5 6	
	c. The response to requests for maintenato my current accommodation.	ance/repair	1	2	3	4		5 6	
	d. The quality of maintenance/repair work current accommodation.	k to my	1	2	3	4		5 6	
	e. How fairly Service Accommodation is	allocated.	1	2	3	4		5 6	

Q69	Do you currently own your own home? Please answer this question whether you live in this property or not.								
	Yes		1	Pleas	se go to Q71				
	No		2	Pleas	se go to Q70				
	No, but I am currently saving up to buy a home in the fo	uture	3	Pleas	se go to Q70				
Q70	Please indicate whether each of the following (Tick all that apply) Once completed please go		n why you	do not ov	<u>ın</u> your ow	n home.			
	a. I don't want to own a home at this stage in my life/cal	eer.	1						
	b. Living in Service Accommodation is better suited to n my family's needs at present than home ownership is.	ny/	1						
	c. I want to be able to move about/move my family with when I am posted.	me	1						
	d. I don't want to buy a home where I am currently local	ted.	1						
	e. I can't afford to buy a suitable home at the moment.		1						
	f. I don't want to risk losing money.		1						
	g. I wouldn't be able to live in the home.		<u> </u>						
	h. Other (please specify in the text box below):		1						
Q71	Please indicate whether each of the following of (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.	was a reas	son why yo	ou bought	your own	home			
	g. I wanted to live with my partner.	1							
	h. Other (please specify in the text box below):	1							
Q72	If you currently own a home, how satisfied are	you with t		ng? Neither satisfied nor		Very			
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied N	V/A		
	a. The opportunity to live in my own home.			3			<u> </u>		
	b. The allowances for living in my own home.					LJ L			
Q73	Which of the following statements apply to you a. In the last year, I have used Forces Help to Buy (FHTB) for my home purchase.	u? (Tick all	l that appl	y)					
	b. In the last year, I have used FHTB to extend my hom	e.		1					
	c. I am considering using FHTB for a future home purch	iase.		1					
	d. In the last year, I purchased my own home without th FHTB or the Government Affordable Housing Schemes			1					

Catering, Retail and Leisure							
nd more information on Forces Help to Buy at the following link: www.gov.uk/forces-help-to-buy							
f. None of the above.	1						
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).	1	P009					

You car	n find more information on Forces Help to Buy at t	he follow	ing link: w	ww.gov.uk/	forces-help	-to-buy	
	Catering, Reta	il and	Leisu	re			
Q74	Thinking specifically about food and drink su which of these factors are important to you? 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 proch. Other (please specify in the text box below):	pplied on (Tick all t	n your Unit		sidering wh	nere to eat	:
Q75	How often do you use Service-provided cater	ing facilit Always	ties? Often	Sometimes	Rarely	Never	N/A
	a. For eating at breakfast.	1 1	2	3	Trainery 4	5	
	b. For eating at lunchtime.	1	2	3	4	5	
	c. For eating in the evening.	1	2	3	4	5	
	d. For drinking, socialising in the bar.	1	2	3	4	5	
	e. For informal functions.	1	2	3	4	5	
	f. For formal functions (<u>Officers/SNCOs/WOs only</u>).	1	2	3	4	5	
Q76	How satisfied are you with the following?						
	a. The availability of food during the week on my Unit (e.g. opening hours).	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
	b. The number of functions during the year.	1	2	3	4	5	
	c. The standard of service from catering contractors on my Unit.	1	2	3	4	5	
	Your Far	nily Li	ife				
Q77	What is your current personal status? Single (never married or formed a civil partnership)] ¹ Plea	se go to Q79		
	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 partner	rship] ⁴ Plea	se go to Q79		
	Divorced / Formerly in a civil partnership which is now	Divorced / Formerly in a civil partnership which is now legally dissolved					
	Widowed / The surviving partner from a civil partners!	hip		⁶ Plea	se go to Q79		
	Prefer not to say			7 Plea	se ao to Q79	ı	

Q78	What is your spouse/partner's current employment situation? In the Armed Forces
	In full-time paid employment / full-time self-employment (other than Armed Forces)
	In part-time paid employment / part-time self-employment
	In voluntary (unpaid) employment
	Not employed (for any reason) In full time or part time adjugation
	In full-time of part-time education
Q79	Do you have any children whom you support financially?
	Yes
	No Please go to Q84
Q80	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
	3 18 years and over
Q81	Do any of your children live with you? (Tick one box only). Yes
	Shared access 2
	Weekends/holidays only Please go to Q84
	No Please go to Q84
	N/A Please go to Q84
Q82	If you have a child or children living with you, do you consider yourself to be a lone/single parent?
402	Yes \square^1 No \square^2 N/A \square^3
Q83	If you require childcare, how satisfied are you with the locally provided childcare facilities?
	Neither Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A
Q84	Do you have caring responsibilities for infirm or elderly adult(s)? Yes
The RN wor	uld like to understand how Service life affects personal finance. The information could improve d policy.
Q85	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 3
	Don't know
	Prefer not to say 5
	Other (please specify in the text box below):

Q86	Do you currently have personal debt levels	that concer	n you?				
	Yes No No	2					
	Being Par	t of Soc	ciety				
Q87	Are you currently registered to vote?						
	Yes			¹ Pleas	se go to Q88		
	No			² Pleas	se go to Q89		
	Don't know			³ Pleas	se go to Q90		
You can	register to vote at the following link: www.gov.u	ık/register-1	o-vote				
Q88	If you are currently registered to vote, are yo	ou registere	ed as? (Ti	ck one bo	x only).		
	An ordinary/residential voter - registered for one year usually via the annual update of voters (annual cand	nr,			e go to Q90		
	A Service voter - registered for five years, via a Serv	ice declaratio	on.	² Pleas	e go to Q90		
	An overseas voter - registered for one year, in the sa non-Forces British citizen living overseas.	nme way as a		³ Pleas	e go to Q90		
Q89	If you are not currently registered to vote, w	hat is the n	nain reason	for this?	(Tick one b	ox only)	
	I did not receive an electoral registration form	1					
	I have not got around to it, but aim to do it sometime	2					
	I do not know how to register	3					
	I am not interested in politics	4					
	I wish to remain impartial	5					
	Other	6					
	med Forces Covenant', announced by the Gover se who serve or who have served in the Armed F						ing
Q90	Which of these best sums up your awareness I've never heard of it	ss of the Ar	med Forces	s Covenan	t?		
	I've heard of it but know nothing about it	2					
	I've heard of it and know a little about it	3					
	I've heard of it and know a lot about it	4					
See the	following link - https://www.armedforcescovena	nt.aov.uk -	for more in	formation.			
Q91	Which, if any, of the following areas do you	_				vice pers	on,
	compared to the general public?					•	
		Strongly		Neither dvantaged nor		Strongly	Don't know/
	a. Family's access to NHS care.	advantaged	Advantaged of	disadvantaged 3	Disadvantaged 4	disadvantage 5	id N/A
	b. Children's Education.	1	2	3	4	5	
	c. Housing.	1	2	3	4	5	
	d. Family life.	1	2	3	4	5	
	e. Benefits.	1	2	3	4	5	
	f. Tax.	1	2	3	4	5	
	g. Commercial Products and Services (e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit).	1	2	3	4	5	
	h. HM Forces and Veterans-specific financial advice and discounts (e.g. Money Force, Defence Discount Service, Defence Privilege Cards and Joining Forces (Credit Unions))		2	3	4	5	

		Strongly advantaged	Advantaged	advantaged not disadvantaged	r ' Disadvantageo	Strongly ' disadvantage	know/ d N/A					
	 i. Participation as Citizens (e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition). 	1	2	3	4	5						
	j. Other (please specify in the text box below):	1	2	3	4	5						
Q92	How strongly do you agree or disagree with	the follow	ing?									
		Strongly		Neither agree nor		Strongly	Don't					
	a. I offer an important service to the country.	agree 1	Agree	disagree	Disagree	disagree 5	know					
	b. Members of the Armed Forces are valued by society at large.	1	2	3	4	5						
	Your Ba	ckgrou	ınd									
Q93	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 Q94											
	Yes		_									
	No	2	Please go	to Q95								
Q94	If YES, were you a member of the: (Tick all t a. Sea Cadet Corps (SCC)?	hat apply)										
	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)?	1										
	f. Combined Cadet Force RAF (CCF RAF)?	1										
	Taking Action an	d Your	Comn	nents								
Q95	How strongly do you agree or disagree with	the follow	ing?									
	I believe the leaders in the RN will take action on the results of AFCAS.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know					
	b. I think effective action has been taken in the RN on the results of AFCAS.	1	2	3	4	5	6					
Q96	This survey is? Too long 1 About right	ght 2		Too sho	rt 3							
Q97	How long did it take you to complete this su	irvey? 40-50 m	ninutes	5								
	10-20 minutes	50-60 m		6								
	20-30 minutes	Over an	hour	7								
	30-40 minutes 4											

Don't

Neither

Q98

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 17th February 2020 in order to be included. Please allow sufficient time for postage.

Continuous Attitude Survey

What is Life in the Royal Marines like for you?

Your views are important

You can complete this survey online - see inside for details











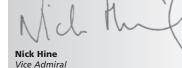








The Armed Forces Continuous Attitude Survey (AFCAS) is your opportunity to tell me what you think about life in the Naval Service. The AFCAS results provide me and my team with the critical evidence required to argue your case at the very top of Defence and to drive forward change. I encourage you to take the opportunity to share your views; the more of you who complete the AFCAS, the more information it provides me to keep people at the highest levels of Defence informed of your opinions and desires. I assure you, your views do count and do make a difference. Please take the time to complete the AFCAS to enable me to represent you as you would wish.



Second Sea Lord and Deputy Chief of Naval Staff



PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Royal Marines

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/781329

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/781329

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.

This survey asks about your views of Royal Marines life, including working and living conditions, and other key aspects of day-to-day life, which should take about 30 minutes to complete. There is space at the end of the survey for any comments you wish to make.

Before you decide whether to participate, it is important for you to understand why the research is being done and what it will involve. Please take time to read the following information carefully and feel free to ask us if you would like more information or if there is anything that you do not understand. The number of participants invited and ranks chosen to take part in the survey have been picked to give a fair set of views of Royal Marines Personnel – so your input is valuable.

The survey is run by Defence Statistics (Surveys) and Civilians outside your Chain of Command. This research is approved by the MoD Research Ethics Committee (MoDREC). If you would like further details, contact the researcher listed at the end of this sheet.

Your replies will be treated in the strictest confidence and no one from your Chain of Command will see your completed survey. To make sure your views remain confidential, only grouped answers will be reported. Completed paper surveys are stored securely and destroyed after three months; electronic responses will be kept indefinitely. You can read the reports too¹.

The researchers will link your responses to JPA to provide some information, such as your Branch or Trade, gender, age, national identity, rank, enlistment date, contract type, and voluntary outflow status, so that we don't have to ask you these questions in the survey. If you are not happy for your JPA data to be used in this way, please contact the researcher whose details are below. Please note that if you deny permission for both the JPA information and your rank and Service information to be linked to your survey responses, your responses cannot be used for analysis, and you are advised not to complete the survey.

The data controller for this project will be Defence Statistics. The Data Protection Officer oversees the processing of personal data, and can be contacted at: Paul.Nettle861@mod.gov.uk.

UK data protection law is regulated by the Information Commissioner's Office (ICO). If you are concerned about how your personal data is being processed you may wish to submit a complaint to them. Contact details, and details of data subject rights are available on the ICO website at: https://ico.org.uk/for-organisations/data-protection-reform/overview-of-the-gdpr/individuals-rights/

Armed Forces Continuous Attitude Survey reports are publicly available via: https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index. The report of the findings of the 2020 AFCAS survey is provisionally due to be released at 09:30 on 21st May 2020.

You do not have to take part in this survey and choosing not to take part will not disadvantage you in any way. By completing and returning the survey you are agreeing to take part in the research.

Please do not remove or destroy the barcode printed on the back of the survey. Your response cannot be used without it.

Please complete the survey as soon as you can and return it in the envelope provided. **Responses must reach us by 17**th **February 2020 in order to be included**. Please allow sufficient time for postage.

Frequently asked questions:

Q. What is the purpose of the survey?

A. 'An important task for the Department is to understand the attitudes and opinions of its workforce. One of our main methods of doing this for Service personnel is the annual Armed Forces Continuous Attitude Survey (AFCAS) which captures information on their attitudes, opinions and circumstances.'- *Chief Defence People (CDP)*

Q. How is the information used?

A. The results are used to help make decisions on leave, pay, housing, career, recruiting methods, health and well-being, and other issues. Information is, for instance, given to the Armed Forces Pay Review Body, who report on Armed Forces pay, allowances and entitlements.

Q. Why have I been invited to complete this survey?

A. We have randomly selected a representative sample of Service personnel. Please do not send this survey on to people who have not been invited to take part.

Q. Do I have to complete the survey?

A. No, you can choose not to, the survey is entirely voluntary.

Q. What will I be asked to do?

A. You will be asked to answer several questions which you can choose to complete online or on paper. Completing the survey takes approximately 30 minutes. A link to complete the survey online has already been sent to you via your '@mod.gov.uk' email address.

Q. Will taking part or not taking part affect my Service career?

A. No. No one within your Chain of Command will see your responses or data.

Q. Will my records be kept confidential?

A. Your replies will be treated in the strictest confidence and no one from your Chain of Command will see your completed survey. To make sure your views remain confidential, only grouped answers will be reported. Completed paper surveys are stored securely and destroyed after three months; electronic responses will be kept indefinitely.

Q. What are the possible disadvantages and risks of taking part?

A. There are no known disadvantages or risks. However, if taking part in this survey upsets you, or you wish to talk about any personal issues further, please speak to your Unit Welfare Officer, Chaplain or seek guidance from the SSAFA helpline: 0800 731 4880.

Q. I have already completed the electronic version of this survey?

A. Thank you! Ignore this document as you have chosen the most effective way in which to register your views.

Q. What if I want to make a complaint?

A. Complaints about the survey should be addressed to Philippa Robinson, Philippa.Robinson121@mod.gov.uk, 020 7218 7274.

For further information: Contact Civil Service researcher: Philip Smith at Navy Command HQ, <u>NAVYNPS-RSCHMAILBOX@mod.gov.uk</u>, 023 9262 8659.

This study complies, and at all times will comply, with the Declaration of Helsinki² as adopted at the 64th WMA General Assembly at Fortaleza, Brazil in October 2013.

Please turn the page for the 2020 Armed Forces Continuous Attitude Survey (AFCAS): Royal Marines.

World Medical Association Declaration of Helsinki [revised October 2013]. Recommendations Guiding Medical Doctors in Biomedical Research Involving Human Subjects. 64th WMA General Assembly, Fortaleza (Brazil).

Armed Forces Continuous Attitude Survey 2020 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 2020 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 17th February 2020 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/781329

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/781329

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 2	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 better than that which industry offers.	1	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/

	A. My rate of basic pay (basic pay includes X-Factor,	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	but excludes Recruitment and Retention Payment (RRP) and any allowances).						
	b. My pension benefits.	1	2	3	4	5	
	c. Information about pay and allowances (e.g. from the intranet, DINs and brochures).	1	2	3	4	5	
	d. My ability to access JPA.	1	2	3	4	5	N/A
	e. 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)).	1	2	3	4	5	6
Q3	In the last 12 months, have you been in receives - Please go to Q4 1	-	cruitment asse go to Q5		ion Paymer	ıt (RRP)?	
Q4	How satisfied are you with the following?						
	My Recruitment and Retention Payment (RRP).	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	Your	Work					
Q5	How satisfied are you with RM life in general	?					
		Very		Neither satisfied nor		Very	
		satisfied	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied 5	
Q6	How would you rate the level of morale of						
		Very high	High	Neither high nor low	Low	Very Low	
	a. Myself.	7.1.g.1	7 ng 11 2	3	4	5	
	b. My Unit.	1	2	3	4	5	
	c. The RM as a whole.	1	2	3	4	5	
Q7	How satisfied are you with the following aspe	ects of you	ır current	job?			
		Very		Neither satisfied nor		Very	
	a Mariah in ganaral	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied 5	
	a. My job in general.			3		5	
	b. The sense of achievement I get from my work.			3		5	
	c. The challenge in my job.			3		5	
	d. The amount of variety in my work.e. My current work location.		2	3	4	5	
	•						
Q8	How strongly do you agree or disagree with	the followi	ng?	Neither			
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	N/A
	a. My superiors do not interfere excessively in my work activities.	1	2	3	4	5 5	6
	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	

Q2

How satisfied are you with the following?

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	N/A
	d. Where I work people do not automatically look for someone to blame when things go wrong.	1	2	3	4	5	
	e. I am encouraged to find better ways of doing things at work.	1	2	3	4	5	
	f. I am always given a clear deadline as to when work needs to be completed.	1	2	3	4	5	
	g. When I am set a task at work, I am told very clearly what output is required.	1	2	3	4	5	
	h. I have a choice in deciding how I do my work.	1	2	3	4	5	
	i. I know that if I do my job well I will be praised or rewarded.	1	2	3	4	5	
	Resources a	ınd Wo	rkload				
Q9	How satisfied are you with the following?			Neither			
		Very	Satisfied	satisfied nor	Dissotiation	Very	
	a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	
	b. The availability of personal equipment/kit I have to do my job.	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	
Q10	How would you rate your workload over the	last 12 mo	nths?				
		Much too high	Too high	About right	Too low	Much too low	
		1	2	3	4	5 5	
	Your	Career					
Q11	Overall how satisfied are you with the way y	our career	is being n	nanaged? Neither			
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
		1	2	3		5	
future Se	Management is defined as 'The assignment of incervice requirements, exploiting skills, career devices, whilst providing advice on future career pa	/elopment					
Q12	Overall how satisfied are you with the caree and Branch Advisers?	r managen	nent servic	e provided	by the Car	eer Manag	ers
		Very satisfied	Satisfied 2	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
Q13	Who do you think is responsible for managina. You.	ng your ca	reer? (Tick	call that ap	ply)		
	b. Immediate superior (line manager).	1					
	c. Career Manager.	1					
	▼	\Box					

Q14	In terms of your current assignment, how strongly do you agree or disagree with the following?							
		Strongly		Neither agree nor		Strongly		
		agree	Agree	disagree	Disagree	disagree 5		
	 a. I have the knowledge, skills and experience to do my job. 							
	b. My knowledge, skills and experience are being used.	1	2	3	4	5		
	 c. The assignment provides development opportunities that will enhance my promotion prospects. 	1	2	3	4	5		
	d. My personal preferences were taken into account.	1	2	3	4	5		
Q15	How satisfied are you with the following?							
		Very		Neither satisfied nor		Very		
	a. The notice I received for my current/last assignment.	satisfied	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied 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		
	f. My opportunities for further service.	1	2	3	4	5		
	Your Line M	anage	ment					
Q16	How strongly do you agree or disagree with the (Service or civilian)?	he followi	ng statem	ents about y	your imme	diate superior		
	(Service of Civillali):			Neither				
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly Don't disagree 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 performance.	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 RM 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 my immediate supervisor.	1	2	3	4	5 6		
Q17	How long have you worked with your immedia	ate chain	of comma	nd?				
	0-3 months	4 or mor	e months	2				
Q18	How strongly do you agree or disagree with the	he followi	ng statem					
		Strongly		Neither agree nor		Strongly Don't		
		agree	Agree 2	disagree	Disagree	disagree Know		
	a. I trust my immediate chain of command to support me	e'				5 6		
	 b. My immediate chain of command knows me well. 	-1 -1	2	3		5 6		

Senior Leadership

Q19	he senior l	r leaders of the					
		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 RM's interests in Tri-Service issues.	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 RM.	1	2	3	4	5	6
	Commi	itment					
Q20	How strongly do you agree or disagree with the	he following	g?				
	a. In the last 12 months, I have fulfilled my commitments/promises to the RM.	Strongly agree	Agree 2	Neither agree nor disagree	Disagree 4	Strongly disagree	
	b. In the last 12 months, the RM has fulfilled its commitments/promises to me.	1	2	3	4	5	
	c. I am proud to be in the RM.	1	2	3	4	5	
	d. I am valued by the RM.	1	2	3	4	5	
	e. I would recommend joining the RM to others.	1	2	3	4	5	
	f. I feel a strong personal attachment to the RM.	1	2	3	4	5	
	g. I feel a strong personal attachment to my Unit.	1	2	3	4	5	
	h. The RM inspires me to do the best in my job.	<u> </u>	2	3	4	5	
	i. The RM 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 RM.	1	2	3	4	5	6
specific fu mountain,	rs to our role and the way in which we fulfil it. S nction as a commando and amphibious force, or jungle, cold weather or desert. This difficult an se of these individual qualities that we are able	undertakinç d unique ta	g operationsk require	ons in harsh es certain p	n environm personal ch	ents, be t	
Q21	How strongly do you agree or disagree with t	he followin	g?				
	a. The ethos of the RM is an important part of life in the RM.	Strongly agree	Agree 2	Neither agree nor disagree	Disagree 4	Strongly disagree	

Working with Others

Q22	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	e.	2	3	4	5		
	b. The people in my team can be relied upon to help when things get difficult in my job.	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 different backgrounds.	1	2	3	4	5		
Q23	Have you had working contact with any of the IF NONE APPLY PLEASE GO TO Q27	following	g in the <u>las</u>	t two years	e? (Tick all	that apply)		
	a. Armed Forces Reserves.	1						
	b. MOD Civil Servants.	1						
	c. MOD contractors.	1						
Q24	In your experience, how would you rate the co		n to the RI					
		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.	<u> </u>	2	3	4	5		
	c. MOD contractors.	1	2	3	4	5		
Q25	In your experience, how well integrated into the)			2 11		
		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.	<u> </u>	2	3	4	<u> </u>		
	c. MOD contractors.	1	2	3	4	5		
Q26	In your experience, how would you rate the pr		alism of		N. 1. 1. 11			
	,	Very professional	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.	<u> </u>	2	3	4	5		
	c. MOD contractors.	1	2	3	4	5		
	Cha	nge						
Q27	How strongly do you agree or disagree with the	he followi	ng?					
		Strongly		Neither agree nor		Strongly	Don't	
		agree	Agree	disagree	Disagree	disagree	know	
	 a. Change is managed well in my immediate working team. 	1	2	3	4	5		
	b. Change is managed well in my Unit/Establishment.	1	2	3	4	5		
	c. Change is managed well in the RM.		2	3	4	5		

Your Deployments

If you have NOT been on an operational deployment since 1 Jan 2017, please go to Q31 **Q28** With regards to your current/last operational deployment, were you deployed individually or as part of a Unit? Individually As part of a Unit **Q29** With regards to your current/last operational deployment, how satisfied are you with the following? Neither Very satisfied nor Very Satisfied dissatisfied Dissatisfied dissatisfied N/A satisfied a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA). b/ Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc.). c. The deployment notice. d. The pre-operational/sea training. e. The welfare support I received from Royal Navy Royal Marines Welfare (RNRMW) when I returned from operational deployment. f. The welfare support that my family, partner and/or parents received from the RNRMW when I returned from operational deployment. g. The decompression and post operational tour support I received when I returned from operational deployment. h. The Post Operational Stress Management that I received when I returned from operational deployment. i. The operational role I was assigned to. Q30 What is your view of the following regarding your experience of operational deployments? Not often Too About often enough right a. The frequency of my operational deployments. Too About Too short Iona right b. The length of my operational deployments. Training and Development **Q31** How satisfied are you with the following? Neither Verv satisfied nor Verv Satisfied Dissatisfied dissatisfied satisfied dissatisfied a. My opportunities for professional development. b. My opportunities for personal development. 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).

Q32	How strongly do you agree or disagree with the	ne following?
		Neither Strongly agree nor Strongly
		agree Agree disagree Disagree disagree
	I am given enough training to enable me to make moral decisions within my role.	1 2 3 4 5
Q33	How much importance do you place on profes	
	A lot	Very little 3
	Some 2	None at all
	Your Futu	re Plans
Q34	What are your plans for the future? (Tick one To stay serving as long as I can	box only).
	To stay serving to the end of my current engagement/	commission 2
	To leave the RM before the end of my current engage.	
	I leave the RM as soon as I can	4
	I have put in my notice to leave	5
	N/A / Don't know	6
Q35	How actively have you searched for a job outs Very actively	side the RM in the last 12 months? Not very actively 3
	Quite actively 2	Not at all
Q36	In the last 12 months, have you been approac	hed by industry with offers of employment? No 2
Q37	When you leave the RM, would you consider j Reserves, Army: Army Reserves, RAF: RAF Vo	oining the Volunteer Reserve Forces (RN/RM: Maritime
	Reserves, Amy Reserves, Rai : Rai - R	Yes No Don't know
	a. Full-time.	1 2 3
	b. Part-time.	1 2 3
Q38	What would make you join the Volunteer Rese	erve Forces? (Please write in the text box below)

Strongly

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

Strongly

Has no

. I	to stay	my intention	intention to	my intention	my inter
	1	to stay	stay or leave	to leave	to lea
a. Impact of RM life on family and personal life.					
b. Opportunities outside the RM.		2	3		
c. Current job satisfaction.	∐'		3		
d. Job security.		2	3	4	
e. My morale.	1	2	3	4	
f. Service morale.	1	2	3	4	
g. Amount of pay.	1	2	3	4	
h. Amount of allowances.	1	2	3	4	
i. Opportunities for career development.	1	2	3	4	
j. Opportunities for personal development.	1	2	3	4	
k. Opportunities for sport.	1	2	3	4	
I. Opportunities for Adventurous Training.		2	3	4	
m. Promotion prospects.	<u> </u>	2	3	4	
n. Healthcare provision.	<u> </u>	2	3	4	
o. Dental provision.	1	2	3	4	
p. Mental health provision.	1	2	3	4	
q. Pension.	1	2	3	4	
r. Opportunities for flexible working conditions.	1	2	3	4	
s. Excitement of the job.	1	2	3	4	
t. Financial incentives available to me (e.g. Commitment Bonus).	1	2	3	4	
u. Spouse/partner's career.	1	2	3	4	
v. Childcare.	1	2	3	4	
w. Work/life balance while at sea.		2	3	4	
x Work/life balance while ashore.	1	2	3	4	Ē
y Management in my current Unit.		2	3	4	
z Accommodation provision.		<u> </u>	3	<u> </u>	
aa. Other (if applicable, please specify in the text b	ox pelow).	ш			

Q42	How would having the following options impa	act on you	r intention	n to stay or	leave the F	RM?
		Strongly		Has no		Strongly
		increases my intention	Increases my intention	effect on my intention to	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).	1	2	3	4	5
	Fairness	at Wo	rk			
	ns to achieve an environment free from harass					
	tion, in which all have equal opportunity and e				•	
Q43	How strongly do you agree or disagree with t in the RM?	ine followir	ng statem	_	ng fairness	and equality
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	I am treated fairly at work.	1	Agree 2	3	Disagree 4	5
Q44	Do you feel that the RM discipline system is	?				
	Very fair	Unfair	4			
	Fair 2	Very unfa	ir 5			
	Neither fair nor unfair					
	ay be characterised as offensive, intimidating, power through means intended to undermine,			_	•	
sexual orie	tion can occur when a person is treated less fantation, pregnancy or maternity, marriage or cution can also occur where a policy or practice the basis of the characteristics mentioned at	ivil partner which app	rship, gen	der reassiç	nment, ag	e or disability.
	nt includes unwanted conduct which is related ne effect of violating another's dignity or creatint.					
individuals from the S	te that the data gathered is strictly for research s in your response. No action will be taken on SAFA Confidential Helpline: 0800 731 4880 (fre www.ssafa.org.uk/help-you/forcesline).	this, and y	ou are ins	stead advis	ed to seek	guidance
Q45	Do you believe you have been subject to any 12 months? (Tick all that apply).	of the follo	owing in a	ı Service er	nvironment	in the last
	a. Bullying	1				
	b. Discrimination	1				
	c Harassment					
	d. None of the above		Please go	to Q51		
Q46	If you believe you have been subject to <u>bullying</u> please specify on what grounds in the text both		rvice envi	ronment in	the last 12	months,

	in the last 12 months, please specify on what	•								
	a. Gender.	Discrimination 1	7	Harassment 2						
	b. Gender reassignment.			2						
	c. Race, colour, nationality, ethnic or national origin.			2						
	d. Marriage/civil partnership.			2						
	e. Religion or beliefs.			2						
	f. Sexual orientation.			2						
	g. Age.									
	h. Disability.									
	i. Pregnancy or maternity.									
Q48	Did you make a formal written complaint with harassment and/or bullying?	nin the last	12 month	s about thi	s discrimin	ation,				
	Yes	1	Please go	o to Q49						
	No	2	Please g	o to Q50						
Q49	If you DID make a formal written complaint, h your complaint?	ow satisfie	ed were/a	e you with	the following	ng aspect	s of			
		Very		Neither satisfied nor		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				
	 b. The amount of time taken/it is taking to resolve my complaint. 	1	2	3	4	5				
	c. How well I was/am being kept informed about the progress of my complaint.	1	2	3	4	5				
	d. The support provided by my Assisting Officer.	1	2	3	4	5				
	e. The outcome of my complaint.	1	2	3	4	5				
Q50	If you did NOT make a formal written complain	int, why wa	s this? (T	ick all that	apply)					
	a. I was not aware of the Service Complaints process.				1					
	b. I considered the incident(s) to be too minor to report	rt.			1					
	c. The incident(s) was/were resolved informally.				1					
	d. The incident(s) was/were resolved through mediation	on.			1					
	e. I did not believe anything would be done if I did con	e. I did not believe anything would be done if I did complain.								
	f. I did not want to go through the complaints procedu	re.			1					
	g. I believed it might adversely affect my career.				1					
	h. I believed it might adversely affect another work col	h. I believed it might adversely affect another work colleague or the working environment.								
	i. I was worried that there would be recriminations from	m the perpetr	ators.		1					
	j. I was discouraged from doing so.				1					
		low):								

If you believe that you have been subject to discrimination or harassment in a Service environment

Q47

Q51	Do you know h harassment an		e Complaints Or complaint?	nbudsmaı	n can help	you with a	discrimina	tion,	
	Yes, fully	1		No, not a	at all	3			
	To some extent	2			eard of the Sents Ombudsma				
Informa	tion about the Serv	rice Complain	ts Ombudsman d	an be fou	nd on the	following li	nk:		
https://v	www.servicecompla	aintsombudsn	nan.org.uk/ AN	JD.					
The Ser	vice Complaints pr	ocess -	Ar	עוי					
https://v	www.gov.uk/govern	ment/publicat	ions/jsp-831-red	ress-of-in	dividual-gr	rievances-s	ervice-com	plaints	
		Υ	our Work-l	_ife Ba	lance				
Q52	In the poet 12 i					ont away f	rom vour fe	mily (o. a	
Q32			ximately how mu for Service reaso		ave you sp	Dent away n	ioni your ia	illilly (e.g.	
	Not been away		1	Between 7-9	months (27-3	9 weeks)	5		
	Up to 1 month (4 w	eeks)	2	Between 10-	12 months (40	0-52 weeks)	6		
	Between 1-3 month	is (5-13 weeks)	3	N/A			/		
	Between 4-6 month	s (14-26 weeks)	4						
Q53	In the past 12 i	months, how	satisfied were yo	u with the	following				
				Very		Neither satisfied nor		Very	
	a. The ability to p (e.g. work/weeke		short term	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	
	b. The ability to p (e.g. holidays/car		long term	1	2	3	4	5	
	c. The opportunity (e.g. variable star Working from hor	t/finish times, Co	flexibly ompressed Hours,	1	2	3	4	5	N/A
	d. The amount of of duty.	time away from	my usual place	1	2	3	4	5	6
	e. The amount of friends.	time away from	my family and	1	2	3	4	5	6
	f. The effect of Se	ervice life on my	children's education	. 1	2	3	4	5	6
	g. The effect of S career.	ervice life on my	spouse/partner's	1	2	3	4	5	6
Q54	How strongly o	do you agree o	or disagree with t	the follow	ing?				
				Strongly		Neither agree nor		Strongly	
	I am able to main	tain a halance h	etween mv	agree	Agree	disagree	Disagree 4	disagree 5	
	personal and wor		ctwoch my						
			Your	Leave					
Q55	How satisfied	are you with t	ne following?						
			-	Very		Neither satisfied nor		Very	
	a. My overall leav	eave (POL), Sea	-Goers Leave	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	
	(SGL), leave carr		•	1	2	3	□ 4	 5	
	b. The opportunity					3	4	5	
	c. The amount of last 12 months.	ieave i was able	to take in the	□ '					

Q56	If you did not take all of your annual leave all reason for this? (Tick all that apply)	lowance wi	thin the la	ast leave ye	ear, what w	as the	
	a. Operational tour.	1					
	b. Not allowed.	<u> </u>					
	c. Courses/training.						
	d. Workload.	1					
	e. Undermanning.	<u> </u>					
	f. I wanted to carry days over to the next leave year.	<u> </u>					
	g. Other (please specify in the text box below):	1					
	Your Health a	nd Wel	l-bein	g			
Q57	If you have received Service-provided medicates years, how satisfied were you with:	<u>al</u> treatmen	t (includi		nealthcare)	in the last	2
		Very		Neither satisfied nor		Very	
	Being able to access the medical care when I needed it.	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	N/A
	b. The medical treatment.	1	2	3	4	5	
Q58	If you have received Service-provided <u>dental</u> with:	treatment	in the last		ow satisfie	d were you	ı
		Very		Neither satisfied nor		Very	
	Being able to access the dental care when I needed it.	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	N/A
	b. The dental treatment	1	2	3	4	5	
	f measuring national well-being we are intereste questions below are not linked particularly to the					general wi	th
Q59	Overall, how satisfied are you with your life r	nowadays?					
	Not at all 0 1 2 3 4	5 6	7	8	Comp 9	oletely 10	
Q60	Overall, how happy did you feel yesterday?						
	Not at all				Comp	letely	
	0 1 2 3 4	5 6	7	8	9	10	
Q61	Overall, how anxious did you feel yesterday?	•			Comp	lotoly.	
	Not at all 0 1 2 3 4	5 6	7	8	Comp 9	10	
Q62	Overall, to what extent do you feel the things	you do in	your life a	are worthwl	nile?		
	Not at all		-		Comp		
		5 6	7	8	9	10	

Fitness, Sport and Adventurous Training

Q63	How satisfied are you with the following?						
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfie	d
	a. RM sport, exercise and fitness facilities in genera	I.	2	3	4	5	
	b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).	1	2	3	4	5	
	c. My opportunities to take part in sport.	1	2	3	4	5	
	 d. My opportunities to take part in Adventurous Training. 	1	2	3	4	5	
	e. My opportunities to take part in Force Development Activities.	1	2	3	4	5	
	We	lfare					
Q64	How satisfied are you with the following?						
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfie	d N/A
	a. The welfare support provided by the RNRMW for r	ne. 1	2	3	4	5	
	 b. The welfare support provided by the RNRMW for my family. 	1	2	3	4	5	
	c. The support my spouse/partner gets from the RNRMW when I am absent.	1	2	3	4	5	
	d. The Operational/Deployment Welfare Package.	1	2	3	4	5	
Q65	How satisfied are you with the following?						
	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not used he	Not eard of
	a. The Regimental system.	2	3	4	5	6	7
	b. The chaplaincy support provided by the Naval Service.	2	3	4	5	6	7
	c. The RNRMW, Specialist Welfare Support (e.g. the Portal and casework).	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	7
	f. The Naval Families Federation.	2	3	4	5	6	7
	g. RNRMW Digital Communications (e.g. RN Forum).	2	3	4	5	6	7
	h. Naval Service Welfare social media (e.g. Facebook).	2	3	4	5	6	7

Your Accommodation

Q66	What kind of accommodation do you live in	at present	during the	working w	eek? (Tick	one box	only)
	Service Family Accommodation (SFA)		1	Plea	se go to Q67	ı	
	Substitute Service Family Accommodation (SSFA)		2	Plea	se go to Q67	1	
	Single Living Accommodation (SLA)		3	Plea	se go to Q67	ı	
	Substitute Service Single Accommodation (SSSA) (F	ormerly SSL	A) 4	Plea	se go to Q67	ı	
	Ship or Submarine		5	Plea	se go to Q67	ı	
	Property I own		6	Plea	se go to Q71		
	Privately rented accommodation		7	Plea	se go to Q69	ı	
	In a relative's (e.g. parents') home		8	Plea	se go to Q69	i	
	Other (please specify in the text box below)		9	Plea	se go to Q69		
Q67	If you have moved from your own home into was/were the reason(s) for this? (Tick all that		ccommoda	ation in the	last 12 mo	nths, wha	at
	a. Posting requirement.						
	b. Economy.						
	c. Personal circumstances e.g. marriage, separation,d. Other (please specify in the text box below).	divorce.					
Q68	With regard to your current Service Accomm		ow satisfi	Neither	with the fo		N/A /
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Don't d know
	a. The overall standard.	1	2	3	4	5	6
	b. The value for money.	1	2	3	4	5	6
	c. The response to requests for maintenance/repair to my current accommodation.	1	2	3	4	5	6
	d. The quality of maintenance/repair work to my current accommodation.	1	2	3	4	5	6
	e. How fairly Service Accommodation is allocated.	1	2	3	4	5	6
Q69	Do you currently own your own home? Pleas or not.	se answer	this quest	ion whethe	r you live i	n this pro	perty
	Yes		1	Plea	se go to Q71		
	No		2	Plea	se go to Q70	l	
	N/A		3	Plea	se go to Q70	I	

Q70	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 Q73. 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 in the text box below):
Q71	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 in the text box below):
Q72	If you currently own a home, how satisfied are you with the following? Neither Very satisfied nor Very
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A
	a. The opportunity to live in my own home.
	b. The allowances for living in my own home.
Q73	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

Q/4	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 in the text box below):	_
Q75	How often do you use Service-provided catering facilities? Always Often Sometimes Rarely Never NI.	/A
	a. For eating at breakfast.]6
	b. For eating at lunchtime.]6
	c. For eating in the evening.]6
	d. For drinking, socialising in the bar.]6
	e. For informal functions.] 6
	f. For formal functions (Officers/SNCOs/WOs only).]6
Q76	How satisfied are you with the following? Neither	
	Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/.	/A
	a. The availability of food during the week on my Unit]6
	b. The number of functions during the year.]6
	c. The standard of service from catering contractors]6
	Your Family Life	
Q77	What is your current personal status?	
	Single (never married or formed a civil partnership) In a long term / established relationship (but not married or in a civil partnership) Please go to Q79	
	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 5 Please go to Q79	
	Widowed / The surviving partner from a civil partnership Please go to Q79	
	Prefer not to say Please go to Q79	
Q78	What is your spouse/partner's current employment situation? In the Armed Forces	
	In full-time paid employment / full-time self-employment (other than Armed Forces)	
	In part-time paid employment / part-time self-employment	
	In voluntary (unpaid) employment	
	Not employed (for any reason) 5	
	In full-time or part-time education	

Q79	Do you have any children whom you support financially?
	Yes
	No Please go to Q84
Q80	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
Q81	Do any of your children live with you? (Tick one box only).
	Yes
	Shared access
	Weekends/holidays only Please go to Q84
	No Please go to Q84
	N/A Please go to Q84
Q82	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
Q83	If you require childcare, how satisfied are you with the locally provided childcare facilities?
	Neither Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A
Q84	Do you have caring responsibilities for infirm or elderly adult(s)? Yes
The RM wo	ould like to understand how Service life affects personal finance. The information could improve d policy.
Q85	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 3
	Don't know
	Prefer not to say 5
	Other (please specify in the text box below):
	Citief (please specify in the text box below).
Q86	Do you currently have personal debt levels that concern you? Yes

	Being Part	of Soc	ciety				
Q87	Are you currently registered to vote?						
	Yes			¹ Pleas	se go to Q88		
	No			² Pleas	e go to Q89		
	Don't know			³ Pleas	se go to Q90		
You can	register to vote at the following link: www.gov.ul	k/register-t	to-vote				
Q88	If you are currently registered to vote, are yo	u registere	ed as? (Tic	k one box	c only).		
	An ordinary/residential voter - registered for one year, usually via the annual update of voters (annual canva	;			e go to Q90		
	A Service voter - registered for five years, via a Service	ce declaratio	on	² Pleas	e go to Q90		
	An overseas voter - registered for one year, in the sar non-Forces British citizen living overseas.	ne way as a		³ Pleas	e go to Q90		
Q89	If you are not currently registered to vote, wh	nat is the m	nain reason	for this? (Tick one b	ox only)	
	I did not receive an electoral registration form	1					
	I have not got around to it, but aim to do it sometime	2					
	I do not know how to register	3					
	I am not interested in politics	4					
	I wish to remain impartial	5					
	Other	6					
	ned Forces Covenant', announced by the Govern se who serve or who have served in the Armed Fo						ing
Q90	Which of these best sums up your awareness I've never heard of it	s of the Ar	med Forces	Covenant	t?		
	I've heard of it but know nothing about it	2					
	I've heard of it and know a little about it	3					
	I've heard of it and know a lot about it	4					
See the	following link - https://www.armedforcescovenan	ıt.gov.uk -	for more inf	ormation.			
Q91	Which, if any, of the following areas do you for compared to the general public?	eel advant	aged or disa	idvantage	d as a Serv	vice perso	on,
		Strongly	ad	Neither Ivantaged nor		Strongly	Don't know/
	a Family's access to NUIS core	advantaged	Advantaged di	sadvantaged 1	Disadvantaged 4	disadvantage	d N/A ☐☐ 6
	a. Family's access to NHS care.			3		5	
	b. Children's Education.			3		5	
	c. Housing.						
	d. Family life.			3		5	
	e. Benefits.		2	3	4	5	
	f. Tax.		2	3	4	5	
	g. Commercial Products and Services (e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit).	1	2	3	4	5	6
	h. HM Forces and Veterans-specific financial advice and discounts (e.g. Money Force, Defence Discount Service, Defence Privilege Cards and Joining Forces (Credit Unions)).	1	2	3	4	5	6

	councillor, MP or other public official, attending a public meeting, rally or signing a petition).										
	j. Other (please specify in the text box below):	1	2	3	4	5					
Q92	How strongly do you agree or disagree with the following? Neither										
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	Don't know				
	a. I offer an important service to the country.	1	2	3	4	5					
	b. Members of the Armed Forces are valued by society at large.	1	2	3	4	5					
	Your Bac	ckgrou	ınd								
Q93	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								
	No	2	Please go	to Q95							
Q94	If YES, were you a member of the: (Tick all the a. Sea Cadet Corps (SCC)?	hat apply)									
	b. Army Cadet Force (ACF)?	1									
	c. Air Training Corps (ATC)?										
	d. Combined Cadet Force RN (CCF RN)?										
	e. Combined Cadet Force Army (CCF Army)?	1									
	f. Combined Cadet Force RAF (CCF RAF)?	1									
	Taking Action and	d Your	Comm	nents							
Q95	How strongly do you agree or disagree with	the follow	ing?								
		Strongly		Neither agree nor		Strongly					
	a. I believe the leaders in the RM will take action	agree	Agree 2	disagree	Disagree 4	disagree 5	N/A				
	on the results of AFCAS.										
	b. I think effective action has been taken in the RM on the results of AFCAS.	1	2	3	4	5					
Q96	This survey is?										
	Too long 1 About rig	ght 2		Too sho	rt 3						
Q97	How long did it take you to complete this su	-									
	Less than 10 minutes	40-50 m		5							
	10-20 minutes	50-60 m									
	20-30 minutes 3	Over an	hour	7							
	30-40 minutes										

Q98

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 17th February 2020 in order to be included. Please allow sufficient time for postage.

ARMED FORCES CONTINUOUS ATTITUDE SURVEY 2020

YOUR VIEWS COUNT

What is **Army Life** like for You?



"AFCAS is an opportunity for you to provide me with feedback on what Army life is like. It is the only survey which tracks responses over time and allows me, as Director Personnel, to understand the changing perceptions of the Army as a whole. Your opinion matters, and I will use your feedback to influence the people issues that are most important to you."

Major General Sharon Nesmith Director Personnel (DPers)





PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Army

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/433636

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/433636

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.

This survey asks about your views of Army life, including working and living conditions, and other key aspects of day-to-day life, which should take about 30 minutes to complete. There is space at the end of the survey for any comments you wish to make.

Before you decide whether to participate, it is important for you to understand why the research is being done and what it will involve. Please take time to read the following information carefully and feel free to ask us if you would like more information or if there is anything that you do not understand. The number of participants invited and ranks chosen to take part in the survey have been picked to give a fair set of views of Army Personnel – so your input is valuable.

The survey is run by Defence Statistics (Surveys) and Civilians outside your Chain of Command. This research is approved by the MoD Research Ethics Committee (MoDREC). If you would like further details, contact the researcher listed at the end of this sheet.

Your replies will be treated in the strictest confidence and no one from your Chain of Command will see your completed survey. To make sure your views remain confidential, only grouped answers will be reported. Completed paper surveys are stored securely and destroyed after three months; electronic responses will be kept indefinitely. You can read the reports too¹.

The researchers will link your responses to JPA to provide some information, such as your Branch or Trade, gender, age, national identity, rank, enlistment date, contract type, and voluntary outflow status, so that we don't have to ask you these questions in the survey. If you are not happy for your JPA data to be used in this way, please contact the researcher whose details are over the page. Please note that if you deny permission for both the JPA information and your rank and Service information to be linked to your survey responses, your responses cannot be used for analysis, and you are advised not to complete the survey.

The data controller for this project will be Defence Statistics. The Data Protection Officer oversees the processing of personal data, and can be contacted at Paul.Nettle861@mod.gov.uk.

UK data protection law is regulated by the Information Commissioner's Office (ICO). If you are concerned about how your personal data is being processed you may wish to submit a complaint to them. Contact details, and details of data subject rights are available on the ICO website at: https://ico.org.uk/for-organisations/data-protection-reform/overview-of-the-gdpr/individuals-rights/

2

Armed Forces Continuous Attitude Survey reports are publicly available via: https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index. The report of the findings of the 2020 AFCAS survey is provisionally due to be released at 09:30 on 21st May 2020.

You do not have to take part in this survey and choosing not to take part will not disadvantage you in any way. By completing and returning the survey you are agreeing to take part in the research.

Please do not remove or destroy the barcode printed on the back of the survey. Your response cannot be used without it.

Please complete the survey as soon as you can and return it in the envelope provided. **Responses must reach us by 17**th **February 2020 in order to be included**. Please allow sufficient time for postage.

Frequently asked questions:

Q. What is the purpose of the survey?

A. 'An important task for the Department is to understand the attitudes and opinions of its workforce. One of our main methods of doing this for Service personnel is the annual Armed Forces Continuous Attitude Survey (AFCAS) which captures information on their attitudes, opinions and circumstances.'- *Chief Defence People (CDP)*

Q. How is the information used?

A. The results are used to help make decisions on leave, pay, housing, career, recruiting methods, health and well-being, and other issues. Information is, for instance, given to the Armed Forces Pay Review Body, who report on Armed Forces pay, allowances and entitlements.

Q. Why have I been invited to complete this survey?

A. We have randomly selected a representative sample of Service personnel. Please do not send this survey on to people who have not been invited to take part.

Q. Do I have to complete the survey?

A. No, you can choose not to, the survey is entirely voluntary.

Q. What will I be asked to do?

A. You will be asked to answer several questions which you can choose to complete online or on paper. Completing the survey takes approximately 30 minutes. A link to complete the survey online has already been sent to you via your '@mod.gov.uk' email address.

Q. Will taking part or not taking part affect my Service career?

A. No. No one within your Chain of Command will see your responses or data.

Q. Will my records be kept confidential?

A. Your replies will be treated in the strictest confidence and no one from your Chain of Command will see your completed survey. To make sure your views remain confidential, only grouped answers will be reported. Completed paper surveys are stored securely and destroyed after three months; electronic responses will be kept indefinitely.

Q. What are the possible disadvantages and risks of taking part?

A. There are no known disadvantages or risks. However, if taking part in this survey upsets you, or you wish to talk about any personal issues further, please speak to your Unit Welfare Officer, Padre/Chaplain or another religious representative or seek guidance from the Army support helpline: 0306 7704 656 (Civ) or 96770 4656 (Mil) or email: Army-SpeakOut@mod.gov.uk

Q. I have already completed the electronic version of this survey?

A. Thank you! Ignore this document as you have chosen the most effective way in which to register your views.

Q. What if I want to make a complaint?

A. Complaints about the survey should be addressed to Philippa Robinson, Philippa.Robinson121@mod.gov.uk, 020 7218 7274.

For further information: Contact Civil Service researcher Paula Lanchbury at Army Pers Strat, Army Personnel Research Capability, Army HQ on:

01264 887736 or ArmyPers-Strat-APRC-Survey@mod.gov.uk

This study complies, and at all times will comply, with the Declaration of Helsinki² as adopted at the 64th WMA General Assembly at Fortaleza, Brazil in October 2013.

Please turn the page for the 2020 Armed Forces Continuous Attitude Survey (AFCAS): Army.

World Medical Association Declaration of Helsinki [revised October 2013]. Recommendations Guiding Medical Doctors in Biomedical Research Involving Human Subjects. 64th WMA General Assembly, Fortaleza (Brazil).

Armed Forces Continuous Attitude Survey 2020 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 2020 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 17th February 2020 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/433636

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/433636

Completing the survey electronically is the guickest 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 t	he followir	ng?			
	a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	Strongly agree	Agree 2	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?					
	a. My rate of basic pay (basic pay includes X-Factor, but excludes Recruitment and Retention Payment	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
	(RRP) and any allowances).					
	b. My pension benefits.	1	2	3	4	5
	c. Information about pay and allowances (e.g. from the intranet, DINs and brochures).	1	2	3	4	5

	d. My ability to access JPA. e. 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)).	Very satisfied 1	Satisfied 2 2	Neither satisfied nor dissatisfied	Dissatisfied 4 4	Very dissatisfied N/A	(
Q3	In the last 12 months, have you been in recei		cruitment asse go to Q5		on Paymer	nt (RRP)?			
Q4	How satisfied are you with the following? My Recruitment and Retention Payment (RRP).	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied			
	Your	Work							
Q5	How satisfied are you with Army life in generation	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied			
Q6	How would you rate the level of morale of a. Myself. b. My Unit. c. The Army as a whole.	Very high 1 1	High 2 2 2 2	Neither high nor low 3 3 3 3	Low 4 4 4	Very Low 5 5 5 5			
Q7	How satisfied are you with the following aspects of your current job?								
	a. My job in general.b. The sense of achievement I get from my work.c. The challenge in my job.d. The amount of variety in my work.e. My current work location.	Very satisfied 1 1 1 1 1 1 1	Satisfied 2 2 2 2 2 2 2	Neither satisfied nor dissatisfied 3 3 3 3 3	Dissatisfied 4 4 4 4 4 4 4	Very dissatisfied 5 5 5 5 5 5 5 5 5 5 5 5 5			
		ш	ш	ш	ш				

Q8	How strongly do you agree or disagree with	the follow	ing?				
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	N/A
	 a. My superiors do not interfere excessively in my work activities. 	1	2	3	4	5	
	b. I am given sufficient authority to make decisions.	1	2	3	4	5	
	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	
	d. Where I work people do not automatically look for someone to blame when things go wrong.	1	2	3	4	5	
	e. I am encouraged to find better ways of doing things at work.	1	2	3	4	5	
	f. I am always given a clear deadline as to when work needs to be completed.	1	2	3	4	5	
	g. When I am set a task at work, I am told very clearly what output is required.	1	2	3	4	5	
	h. I have a choice in deciding how I do my work.	1	2	3	4	5	
	 i. I know that if I do my job well I will be praised or rewarded. 	1	2	3	4	5	
	Resources a	nd Wa	rklaad				
	Resources a	iiu vvo	rkioau				
Q9	How satisfied are you with the following?			Neither			
		Very	Catiofical	satisfied nor	Disastisfical	Very	,
	a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied	
	b. The availability of personal equipment/kit I have to do my job.	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	
Q10	How would you rate your workload over the	last 12 mo	onths?				
		Much too high	Too high	About right	Too low	Much too low	
		1 1	2	3 3	4	5	
Q11	How satisfied are you with the following?						
		Very		Neither satisfied nor		Very	
	a. The training facilities / training costate you have	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	1
	 a. The training facilities / training estate you have used in the last year. 						
	b. The facilities in my barracks.	1	2	3	4	5	

Your Career

Career Management is about ensuring the Army has the right people, with the right knowledge, skills and experience (KSE), in the right place, at the right time to ensure success. It is also about matching the aspirations of our people to their potential and ability.

Q12	Overall how satisfied are you with the way yo	ur career	is being n	nanaged?		
		Very		Neither satisfied nor		Very
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied
		1	2	3	4	5
Q13	Overall how satisfied are you with the career Centre?	managem	ent servic	e provided	by the Arm	ny Personnel
		Very		Neither satisfied nor		Very
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied N/A
		1	2	3	4	5 6
-	provide details of your responses to the above qualis survey (Q95).	estions (C	Q12 & Q13) in the free	-text comn	nent box at the
Q14	In terms of your current assignment, how str	ongly do y	ou agree	or disagree	with the fo	ollowing?
		Strongly		Neither agree nor		Strongly
		agree	Agree	disagree	Disagree	disagree
	 a. I have the knowledge, skills and experience to do my job. 	1	2	3	4	5
	b. My knowledge, skills and experience are being used.	1	2	3	4	5
	c. The assignment provides development opportunities that will enhance my promotion prospects	3. 1	2	3	4	5
	d. My personal preferences were taken into account.	1	2	3	4	5
Q15	How satisfied are you with the following?					
		Very		Neither satisfied nor		Very
	a. The notice I received for my current/last assignment.	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied
	·	1		3		5
	b. Involvement in decisions that affect my career.			3		5
	c. The fairness of the appraisal system.		2			
	d. The fairness of the promotion system.		2	3	4	5
	e. My opportunities for promotion.	1	2	3	4	5
	f. My opportunities for further service.	1	2	3	4	5
	Your Line M	lanage	ment			
Q16	How strongly do you agree or disagree with t (Service or civilian)?	he followi	ng statem	ents about	your imme	diate superior
	,	Ctnow of		Neither		Change of the State of the Stat
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly Don't disagree 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.	<u> </u>	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

	n	\cap	2
-	U	u	ר

		Strongly	4	Neither agree nor	D'	0,	on't
	f. Provides regular feedback on my performance.	agree	Agree 2	disagree 3	Disagree 4	disagree kn	OW 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	<u> </u> 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 am satisfied with the leadership provided by my immediate supervisor. 	1	2	3	4	5	6
	Senior Le	adersl	hip				
Q17	How strongly do you agree or disagree with t Army (i.e. Brigadier and above)?	he followi	ng statem	ents about	the senior	leaders of th	e
		Strongly		Neither agree nor		Strongly Do	on't
		agree 1	Agree	disagree	Disagree	disagree kn	OW
	a. They understand and represent my interests.		2	3		5] 6
	b. They are keen to listen to Service people's feedback	· [] '	2	3	4		°
	 c. They champion the Army's interests in Tri-Service issues. 		2	3	4	5	
	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 Army.	1	2	3	4	5	6
	Comm	itment					
Q18	How strongly do you agree or disagree with t	he followi	ng?				
	a. In the last 12 months, I have fulfilled my	Strongly agree	Agree 2	Neither agree nor disagree	Disagree	Strongly disagree	
	commitments/promises to the Army.						
	 b. In the last 12 months, the Army has fulfilled its commitments/promises to me. 		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 N	'/A
	j. My family is proud of me serving in the Armed Forces.	1	2	3	4	5	6
	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	<u> </u>

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.

Q19	How strongly do you agree or disagree with the following?						
	The ethos of the Army is an important part of life in	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
	the Army.						
	Working w	vith Ot	hers				
Q20	In considering your immediate working team following?	ı, to what e	extent do y	ou agree o	r disagree	with the	
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
	a. My team know exactly what their responsibilities ar		7g/cc 2	3	Disagree 4	5 5	
	b. The people in my team can be relied upon to help when things get difficult in my job.	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 different backgrounds.	1	2	3	4	5	
Q21	Have you had working contact with any of th IF NONE APPLY PLEASE GO TO Q25	e following	g in the <u>las</u>	t two years	2? (Tick all	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 o		n to the Ar	-			
		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.	1	2	3	4	5	
	c. MOD contractors.	1	2	3	4	5	
Q23	In your experience, how well integrated into	the Army a	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.	1	2	3	4	5	
Q24	In your experience, how would you rate the p		alism of	Materia	N - 1 - 1 - 11	Dantila	
		Very professional	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	

	Cha	nge										
Q25	How strongly do you agree or disagree with t	he follow	ing?	A								
		Strongly	Aaroo	Neither agree nor	Disagraa	0,	Don't					
	Change is managed well in my immediate working team.	agree	Agree 2	disagree 3	Disagree 4	disagree 1	know 6					
	b. Change is managed well in my Unit/Establishment.	1	2	3	4	5	6					
	c. Change is managed well in the Army.	1	2	3	4	5	6					
	Your Depl	loyme	nts									
If you ha	ave NOT been on an operational deployment since	e 1 Jan 20	017, please	go to Q29								
Q26	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								
Q27	With regards to your current/last operational	deployme	ent, how sa	tisfied are	you with th	ne following	g?					
		Very	Catiofical	Neither satisfied nor	Disposition	Very dissatisfied	N / / A					
	a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA).	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	N/A					
	 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.	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 tour support I received when I returned from operational deployment. 	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					
Q28	What is your view of the following regarding y	-		-	deployme	nts?						
		Too often	About right	Not often enough								
	a . The frequency of my operational deployments.	1	2	3								
		Too long	About right	Too short								
	b. The length of my operational deployments.	1	2	3								

Training and Development

Q29	How satisfied are you with the following?									
		Very	Catiofical	Neither satisfied nor	Discotisfical	Very				
	a. My opportunities for professional development.	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 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 Service training (e.g. NVQs, apprenticeships).	1	2	3	4	5				
	Your Futi	ure Pla	ins							
Q30	What are your plans for the future? (Tick on To stay serving as long as I can	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	t/commissio	n [2						
	To leave the Army before the end of my current enga	gement/cor	nmission	3						
	To leave the Army as soon as I can		Ī	4						
	I have put in my notice to leave		Ī	5						
	N/A / Don't know		[6						
Q31	For how many more years do you plan on se (Please write the number of years in the boxe write '0' in the first box and '5' in the second	es e.g. if y	ou plan to			rmy, please				
Q32	How actively have you searched for a job out Very actively Quite actively	Not very	actively	e last 12 mo	onths?					
	Quite actively	NUL at al								
Q33	When you leave the Army, would you consider joining the Volunteer Reserve Forces (RN/RM: Maritime Reserves, Army: Army Reserves, RAF: RAF Volunteer Reserves)?									
	a. Full-time.	Yes 1	No 2	Don't know						
	b. Part-time.	1	2	3						
Q34	What would make you join the Volunteer Res	erve Forc	es? (Pleas	e write in t	he text box	below)				

P005 Q35 How do the following factors impact on your intention to stay or leave the Army? Strongly Has no Strongly increases Increases effect on my Increases increases my intention my intention intention to my intention my intention stay or leave to leave to leave to stay to stay a. Impact of Army life on family and personal life. b. Opportunities outside the Army. c. Current job satisfaction. d. Job security.

	e. My morale.	1	2	3	4	5
	f. Service morale.	1	2	3	4	5
	g. Amount of pay.	1	2	3	4	5
	h. Amount of allowances.	1	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 conditions.	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 N/A
	u. Spouse/partner's career.	1	2	3	4	5
	v. Accommodation provision.	1	2	3	4	5
	w. Other (if applicable, please specify in the text bo	x below):				
Q36			the letter	that corres Third		n the reason i
Q37	How would having the option to apply for t	J	commitme		J	
• -	to stay or leave the Army?	_			, ,	
		Strongly increases my intention to stay	Increases my intention to stay	Has no effect on my intention to stay or leave	Increases my intention to leave	Strongly increases my intention to leave
	a. Opportunities to work part-time.			3	4	5
	 b. Opportunities for reduced separated Service (including operational deployment). 					

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.

Q38	How strongly do you agree or disagree with t in the Army?	he followin	ng statem		ng fairness	and equality
		Strongly		Neither agree nor		Strongly
		agree	Agree	disagree	Disagree	disagree
	I am treated fairly at work.			3	4	5
Q39	Do you feel that the Army discipline system is	s? Unfair	4			
	Fair 2	Very unfa	ir 5			
	Neither fair nor unfair 3	very uma	""			
	ay be characterised as offensive, intimidating, power through means intended to undermine,					
sexual orie	tion can occur when a person is treated less fantation, pregnancy or maternity, marriage or cution can also occur where a policy or practice in the basis of the characteristics mentioned at	ivil partner which app	rship, gen	der reassiç	nment, ag	e or disability.
	nt includes unwanted conduct which is related ne effect of violating another's dignity or creatint.					
individuals	te that the data gathered is strictly for research s in your response. No action will be taken on upport helpline: 0306 7704656 (civ) or 96770 4	this, and y	ou are ins	tead advis	ed to seek	guidance
Q40	Do you believe you have been subject to any	of the follo	owing in a	Service er	nvironment	in the last
	12 months? (Tick all that apply).	— 4				
	a. Bullying	1				
	b. Discrimination	1				
	c. Harassment	1				
	d. None of the above	1	Please go	to Q46		
Q41	If you believe you have been subject to <u>bullyi</u> please specify on what grounds in the text bo		rvice envi	ronment in	the last 12	months,
Q42	If you believe that you have been subject to do in the last 12 months, please specify on what			assment ir Harassment	a Service	environment
	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 heliefe	1		2		

	Discrimination	n	Harassment							
f. Sexual orientation.	1		2							
g. Age.	1		2							
h. Disability.	1		2							
i. Pregnancy or maternity.	1		2							
Did you make a formal written complaint wit harassment and/or bullying?	hin the last	12 month	s about thi	s discrimin	ation,					
Yes	1	Please go	to Q44							
No	2	Please go	to Q45							
If you DID MAKE a formal written complaint, how satisfied were/are you with the following aspects of your complaint?										
	Very		Neither satisfied nor	5	Very					
a. The objectivity and fairness with which my complaint was handled/is being handled.	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	N/A				
b. The amount of time taken/it is taking to resolve my complaint.	1	2	3	4	5	6				
c. How well I was/am being kept informed about the progress of my complaint.	1	2	3	4	5	6				
d. The support provided by my Assisting Officer.	1	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 compla	int, why wa	as this? (T	ick all that	apply)						
a. I was not aware of the Service Complaints process	3.			1						
b. I considered the incident(s) to be too minor to repo	ort.									
c. The incident(s) was/were resolved informally.										
d. The incident(s) was/were resolved through mediate	ion.			<u> </u>						
e. I did not believe anything would be done if I did co	mplain.			1						
f. I did not want to go through the complaints procedu	ıre.			<u> </u>						
g. I believed it might adversely affect my career.				1						
h. I believed it might adversely affect another work co	olleague or the	e working er	nvironment.	1						
	m the perpet	rators.		1						
i. I was worried that there would be recriminations fro				=						
j. I was discouraged from doing so.										

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-individual-grievances-service-complaints

Your Work-Life Balance

Q41	spouse/partner or children) for Service reasons		ive you sp	eni away n	oni your ia	illiliy (e.g.	
	Not been away	Between 7-9	months (27-3	9 weeks)	5		
	Up to 1 month (4 weeks)	Between 10-1	12 months (40)-52 weeks) [6		
	Between 1-3 months (5-13 weeks)	N/A		[7		
	Between 4-6 months (14-26 weeks)						
Q48	In the past 12 months, how satisfied were yo	ou with the	following?	•			
		Very		Neither satisfied nor		Very	
	a. The ability to plan my own life - short term (e.g. work/weekend leave).	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 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. variable start/finish times, Compressed Hours, Working from home).	1	2	3	4	5	
	d. The amount of time away from my usual place of duty.	1	2	3	4	5	N/A
	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.	2	3	4	5	6
	g. The effect of Service life on my spouse/partner's career.	1	2	3	4	5	
Q49	How strongly do you agree or disagree with	the followi	ng?				
		Strongly		Neither agree nor		Strongly	
	I am able to maintain a balance between my personal and working life.	agree	Agree 2	disagree 3	Disagree 4	disagree 5	
Only answ (if not, go	ver the following questions (Q50 to Q51) if you to Q52)	have been	on a state	of readine	ss in the la	st 12 mon	ths
Q50	How satisfied were/are you with the followin	g?					
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	The impact of my state of readiness on my domestic/personal life.		2	3	4	5	
Q51	How strongly do you agree or disagree with	the followi	ng?				
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
	a. My state of readiness was/is justified.	1	2	3	4	5	N/A
	b. The NTM (Notice to Move) that I received was in accordance with my state of readiness.	1	2	3	4	5	6

	Your	Leave				
Q52	How satisfied are you with the following?					
		Very	0 - 1' - 5'1	Neither satisfied nor	Discolistical	Very
	a. My overall leave allowance i.e. annual leave, post operational tour leave (POTL), leave carried over from previous years.	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5
	b. The opportunity to take leave when I want to.	1	2	3	4	5
	c. The amount of leave I was able to take in the last 12 months.	1	2	3	4	5
Q53	If you did not take all of your annual leave al for this? (Tick all that apply) a. Operational tour.	lowance w	rithin the la	ast leave ye	ear, what wa	as the reason
	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.	1				
	g. Other (please specify in the text box below):	1				
Q54	Your Health a If you have received Service-provided medic years, how satisfied were you with:				nealthcare)	in the last 2
		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
	b. The medical treatment.	1	2	3	4	5
Q55	If you have received Service-provided <u>dental</u> with:	treatment	t in the las		ow satisfie	d were you
		Very		Neither satisfied nor		Very
	Being able to access the dental care when I needed it.	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied N/A
	b. The dental treatment.	1	2	3	4	5 6
	of measuring national well-being we are interest questions below are not linked particularly to th					general with
Q56	Overall, how satisfied are you with your life i		-		 Сотр	letelv
	0 1 2 3 4	5 6	5 7	8	9	10
				Ш	Ш	

Q57	Overall, how happy did you feel yesterday	?				
	Not at all 0 1 2 3 4	5 6	6 7	8	Comp 9	iletely 10
Q58	Overall, how anxious did you feel yesterda	ay?			Comp	letelv
	0 1 2 3 4	5 6	6 7	8	9	10
Q59	Overall, to what extent do you feel the thir Not at all	ngs you do ir	n your life a	ire worthwh	nile? Comp	letely
		5	6 7 	8	9	10
	Fitness, Sport and	Advent	urous ⁻	Γrainin	g	
Q60	How satisfied are you with the following?				-	
		Very		Neither satisfied nor		Very
	a. Army sport, exercise and fitness facilities in gen	satisfied eral. 1	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied 5
	b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).	1	2	3	4	5
	c. My opportunities to take part in sport.	1	2	3	4	5
	d. My opportunities to take part in Adventurous Training.	1	2	3	4	5
	e. My opportunities to take part in Force Development Activities.	1	2	3	4	5
	W	elfare				
Q61	How satisfied are you with the following?					
		Very		Neither satisfied nor		Very
	a. The welfare support provided by the Army for m	satisfied le. 1	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied N/A
	b. The welfare support provided by the Army for m family.	Ш.	2	3	4	5
	c. The support my spouse/partner gets from the Army when I am absent.	1	2	3	4	5
	d. The Operational/Deployment Welfare Package.	1	2	3	4	5 6
Q62	How satisfied are you with the following?		Neither			
	Very satisfied		atisfied nor	Dissatisfied o	Very dissatisfied	Not Not used heard of
	a. My Unit Welfare Officer.	2	3	4	5	6 7
	b. The chaplaincy support provided by the Army.	2	3	4	5	6 7
	c. The Army Welfare Service, Personal Support.	2	3	4	5	6 7
	d. The Army Welfare Service, Community Support.	2	3	4	5	6 7
	e. The Army Welfare Service, The HIVE.	2	3	4	5	6 7
	f. The Army Families Federation.	2	3	4	5	6 7

Your Accommodation

Q63	What kind of accommodation do you live in a	at present d	luring the	working w	eek? (Tick	one box only	/)
	Service Family Accommodation (SFA)		1	Plea	se go to Q64		
	Substitute Service Family Accommodation (SSFA)		2	Plea	se go to Q64		
	Single Living Accommodation (SLA)		3	Plea	se go to Q64		
	Substitute Service Single Accommodation (SSSA) (Fi	ormerly SSLA	4	Plea	se go to Q64		
	Property I own		5	Plea	se go to Q68		
	Privately rented accommodation		6	Plea	se go to Q66		
	In a relative's (e.g. parents') home		7	Plea	se go to Q66		
	Other (please specify in the text box below)		8	Plea	se go to Q66		
Q64	If you have moved from your own home into what was/were the reason(s) for this? (Tick a a. Posting requirement. b. Economy. c. Personal circumstances e.g. marriage, separation,	all that apply		ation in the	last 12 mo	nths,	
	d. Other (please specify in the text box below).		1				
Q65	With regard to your current Service Accomm	odation, ho	ow satisfi	ed are you	with the fol	lowing?	A /
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very Do dissatisfied knd	n't
	a. The overall standard.	1	2	3	4	5	76
	b. The value for money.	<u> </u>	2	3	4	5] 6
	c. The response to requests for maintenance/repair to my current accommodation.	1	2	3	4	5] 6
	d. The quality of maintenance/repair work to my current accommodation.	1	2	3	4	5]6
	e. How fairly Service Accommodation is allocated.	1	2	3	4	5]6
Q66	Do you currently own your own home? Pleas or not.	se answer t	his quest	ion whethe	r you live i	n this propert	t y
	Yes		1	Plea	se go to Q68		
	No		2	Plea	se go to Q67		
	No, but I am currently saving up to buy a home in the	e future	3	Plea	se go to Q67		

Q67	Please indicate whether each of the following is a reas (Tick all that apply) Once completed please go to Q70.	son why you <u>do not own</u> your own home.
	a. I don't want to own a home at this stage in my life/career.	1
	 b. Living in Service Accommodation is better suited to my/ my family's needs at present than home ownership is. 	1
	c. I want to be able to move about/move my family with me when I am posted.	1
	d. I don't want to buy a home where I am currently located.	1
	e. I can't afford to buy a suitable home at the moment.	1
	f. I don't want to risk losing money.	1
	g. I wouldn't be able to live in the home.	1
	h. Other (please specify in the text box below):	1
Q68	Please indicate whether each of the following was a re (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 in the text box below):	eason why you bought your own home
Q69	If you currently own a home, how satisfied are you wit	h the following?
	Very	Neither satisfied nor Very
	satisfied	Satisfied dissatisfied Dissatisfied dissatisfied N/A
	a. The opportunity to live in my own home.	
	b. The allowances for living in my own home.	
Q70	Which of the following statements apply to you? (Tick a. In the last year, I have used Forces Help to Buy (FHTB) for my home purchase.	all that apply)
	b. In the last year, I have used FHTB to extend my home.	1
	c. I am considering using FHTB for a future home purchase.	<u> </u>
	d. In the last year, I purchased my own home without the use of FHTB or the Government Affordable Housing Schemes.	1
	e. In the last year, I used a Government Affordable Housing Sche (e.g. Help to Buy: Equity Loan / Mortgage Guarantee / New Buy Shared Ownership Schemes).	
	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

Q/ I	which of these factors are important to you? (Tic a. Price.		•	, when con	Sidering wi	iere to eat	
	b. Value for money.] I	1				
	c. Choice.]]	1				
	d. Quality.	<u>[</u>					
	e. Quantity.]	1				
	f. Well known brand.] [1				
	g. Where it is sourced from (e.g. Fairtrade, locally produce	d) [آ	1				
	h. Other (please specify in the text box below):	۳). [1				
		l					
Q72	How often do you use Service-provided catering						
	a. For eating at breakfast.	vays 1	Often	Sometimes 3	Rarely 4	Never	N/A
	b. For eating at lunchtime.	<u> </u> 1	2	3	4	5	
	c. For eating in the evening.	<u> </u> 1	2	3	4	5	
	d. For drinking, socialising in the bar.	- 1	2	3	4	5	
	e. For informal functions.	= 1	2	3	4	5	
	f. For formal functions (<u>Officers/SNCOs/WOs only</u>).	1	2	3	4	5	
Q73	How satisfied are you with the following?						
		ery		Neither satisfied nor		Very	
	a. The availability of food during the week on my Unit (e.g. opening hours).	isfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	N/A
	b. The number of functions during the year.] 1	2	3	4	5	6
	c. The standard of service from catering contractors on my Unit.	1	2	3	4	5	
	Your Famil	y Lif	e				
Q74	What is your current personal status? Single (never married or formed a civil partnership)		Г	¹ Plea	se go to Q76		
	In a long term / established relationship (but not married or in a civil partnership)			2			
	Married / In a civil partnership		Γ	3			
	Separated, but still legally married or in a civil partnership		Ē	 ⁴ Plea	se go to Q76		
	Divorced / Formerly in a civil partnership which is now leg	ally diss	olved	 5 Plea	se go to Q76		
	Widowed / The surviving partner from a civil partnership		Ī	of Plea	se go to Q76		
	Prefer not to say			7 Plea	se go to Q76		

Q75	What is your spouse/partner's current employment situation? In the Armed Forces						
	In full-time paid employment / full-time self-employment (other than Armed Forces)						
	In part-time paid employment / part-time self-employment						
	In voluntary (unpaid) employment						
	Not employed (for any reason)						
	In full-time or part-time education						
	In full-time of part-time education						
Q76	Do you have any children whom you support financially?						
	Yes 1						
	No Please go to Q81						
Q77	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						
Q78	Do any of your children live with you? (Tick one box only). Yes						
	Shared access						
	Weekends/holidays only Please go to Q81						
	No Please go to Q81						
	N/A Please go to Q81						
Q79	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						
Q80	If you require childcare, how satisfied are you with the locally provided childcare facilities?						
	Very satisfied nor Very satisfied Dissatisfied N/A						
Q81	Do you have caring responsibilities for infirm or elderly adult(s)? Yes 1 No 2						
The Army training an	would like to understand how Service life affects personal finance. The information could improve ad policy.						
Q82	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 3						
	Don't know						
	Prefer not to say 5						
	Other (please specify in the text box below):						

Q83	Do you currently have personal debt levels Yes 1 No 1	that concer	rn you?				
	Being Par	t of So	ciety				
Q84	Are you currently registered to vote? Yes No Don't know			² Pleas	e go to Q85 e go to Q86 e go to Q87		
You can	register to vote at the following link: www.gov.	uk/register-	to-vote				
Q85	If you are currently registered to vote, are y An ordinary/residential voter - registered for one year usually via the annual update of voters (annual can	ar,	ed as? (Ti		c only). e go to Q87		
	A Service voter - registered for five years, via a Serv	vice declaratio	on	² Please	e go to Q87		
	An overseas voter - registered for one year, in the sanon-Forces British citizen living overseas.	ame way as a		³ Please	e go to Q87		
Q86	If you are not currently registered to vote, we I did not receive an electoral registration form	hat is the <u>n</u>	<u>nain</u> reason	for this? (Tick one bo	ox only)	
	I have not got around to it, but aim to do it sometime	e 2					
	I do not know how to register	3					
	I am not interested in politics	4					
	I wish to remain impartial	5					
	Other	6					
	med Forces Covenant', announced by the Gover se who serve or who have served in the Armed					on ensuri	ing
Q87	Which of these best sums up your awarene I've never heard of it	ss of the Ar	med Forces	s Covenant	:?		
	I've heard of it but know nothing about it	2					
	I've heard of it and know a little about it	3					
	I've heard of it and know a lot about it	4					
See the	following link - https://www.armedforcescovena	ant.gov.uk -	for more in	formation.			
Q88	Which, if any, of the following areas do you compared to the general public?	feel advant	aged or dis	advantage	d as a Serv	ice perso	n,
		Strongly advantaged		Neither advantaged nor disadvantaged l	Disadvantaged o	Strongly disadvantaged	Don't know/ d N/A
	a. Family's access to NHS care.	1	2	3	4	5	
	b. Children's Education.	1	2	3	4	5	
	c. Housing.	1	2	3	4	5	
	d. Family life.	1	2	3	4	5	
	e. Benefits.	1	2	3	4	5	
	f. Tax.	1	2	3	4	5	
	g. Commercial Products and Services e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit.	1	2	3	4	5	

		Strongly	Advantaged	advantaged nor	Disadvantaged	Strongly	know/
	h. HM Forces and Veterans-specific financial advice and discounts e.g. Money Force, Defence Discount Service, Defence Privilege Cards and Joining Forces (Credit Unions).	advantaged 1	Advantaged 2	disadvantaged 3	Disadvaniaged 4	alsadvantage	U N/A
	 i. Participation as Citizens e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition. 	1	2	3	4	5	
	j. Other (please specify in the text box below):	1	2	3	4	5	
Q89	How strongly do you agree or disagree with	the followi	ing?	Neither			
		Strongly	A	agree nor	Diagona	Strongly	Don't
	a. I offer an important service to the country.	agree	Agree 2	disagree 3	Disagree 4	disagree 5	know
	b. Members of the Armed Forces are valued by society at large.	1	2	3	4	5	
	Your Bac	kgrou	nd				
Q90	Have you ever been a member of a Service C Training Corps/Combined Cadet Force)?	adet Forc	e (Sea Cac	let Corps/A	rmy Cadet	Force/Air	
	Yes	1	Please go	to Q91			
	No	2	Please go	to Q92			
Q91	If YES, were you a member of the: (Tick all the a. Sea Cadet Corps (SCC)?	at apply)					
	b. Army Cadet Force (ACF)?						
	c. Air Training Corps (ATC)?						
	d. Combined Cadet Force RN (CCF RN)?						
	e. Combined Cadet Force Army (CCF Army)?	<u> </u>					
	f. Combined Cadet Force RAF (CCF RAF)?						

Taking Action and Your Comments Q92 How strongly do you agree or disagree with the following? Neither Strongly agree nor Strongly Don't agree Agree disagree Disagree disagree 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. **Q93** This survey is? About right Too long Too short **Q94** How long did it take you to complete this survey? Less than 10 minutes 40-50 minutes 10-20 minutes 50-60 minutes 20-30 minutes Over an hour 30-40 minutes **Q95** Please use this box to provide any further comments about working and living in the Army.

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 17th February 2020 in order to be included. Please allow sufficient time for postage.

O ROYAL AIR FORCE



Thank you very much for your outstanding previous contribution to the Continuous Attitude Survey. It represents perhaps one of our most important tools to get your views on the Royal Air Force today, where we could invest more, what we can adjust and which things to stop. It is an absolutely vital source of information that complements my visits to our bases, commentary from the senior leadership and the insights gained throughout the command chain.

Therefore, I would be very pleased if you could spare the time to complete the survey again. It will not take much of your time, but it is one of the very few opportunities to say what you think in a safe place and where it will get directly to me and the rest of the Air Force Board.

Thank you in anticipation,

What is RAF life like for you?

Your views are important

Official Sensitive

(when completed)

Air Marshal Andrew Turner CBE DCom Cap & AMP&C



2020

PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Royal Air Force

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/256253

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/256253

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.

This survey asks about your views of RAF life, including working and living conditions, and other key aspects of day-to-day life, which should take about 30 minutes to complete. There is space at the end of the survey for any comments you wish to make.

Before you decide whether to participate, it is important for you to understand why the research is being done and what it will involve. Please take time to read the following information carefully and feel free to ask us if you would like more information or if there is anything that you do not understand. The number of participants invited and ranks chosen to take part in the survey have been picked to give a fair set of views of RAF Personnel – so your input is valuable.

The survey is run by Defence Statistics (Surveys) and Civilians outside your Chain of Command. This research is approved by the MoD Research Ethics Committee (MoDREC). If you would like further details, contact the researcher listed at the end of this sheet.

Your replies will be treated in the strictest confidence and no one from your Chain of Command will see your completed survey. To make sure your views remain confidential, only grouped answers will be reported. Completed paper surveys are stored securely and destroyed after three months; electronic responses will be kept indefinitely. You can read the reports too¹.

The researchers will link your responses to JPA to provide some information, such as your Branch or Trade, gender, age, national identity, rank, enlistment date, contract type, and voluntary outflow status, so that we don't have to ask you these questions in the survey. If you are not happy for your JPA data to be used in this way, please contact the researcher whose details are over the page. Please note that if you deny permission for both the JPA information and your rank and Service information to be linked to your survey responses, your responses cannot be used for analysis, and you are advised not to complete the survey.

The data controller for this project will be Defence Statistics. The Data Protection Officer oversees the processing of personal data, and can be contacted at: Paul.Nettle861@mod.gov.uk.

UK data protection law is regulated by the Information Commissioner's Office (ICO). If you are concerned about how your personal data is being processed you may wish to submit a complaint to them. Contact details, and details of data subject rights are available on the ICO website at: https://ico.org.uk/for-organisations/data-protection-reform/overview-of-the-gdpr/individuals-rights/

2

Armed Forces Continuous Attitude Survey reports are publicly available via: https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index. The report of the findings of the 2020 AFCAS survey is provisionally due to be released at 09:30 on 21st May 2020.

You do not have to take part in this survey and choosing not to take part will not disadvantage you in any way. By completing and returning the survey you are agreeing to take part in the research.

Please do not remove or destroy the barcode printed on the back of the survey. Your response cannot be used without it.

Please complete the survey as soon as you can and return it in the envelope provided. **Responses must reach us by 17**th **February 2020 in order to be included**. Please allow sufficient time for postage.

Frequently asked questions:

Q. What is the purpose of the survey?

A. 'An important task for the Department is to understand the attitudes and opinions of its workforce. One of our main methods of doing this for Service personnel is the annual Armed Forces Continuous Attitude Survey (AFCAS) which captures information on their attitudes, opinions and circumstances.'- *Chief Defence People (CDP)*

Q. How is the information used?

A. The results are used to help make decisions on leave, pay, housing, career, recruiting methods, health and well-being, and other issues. Information is, for instance, given to the Armed Forces Pay Review Body, who report on Armed Forces pay, allowances and entitlements.

Q. Why have I been invited to complete this survey?

A. We have randomly selected a representative sample of Service personnel. Please do not send this survey on to people who have not been invited to take part.

Q. Do I have to complete the survey?

A. No, you can choose not to, the survey is entirely voluntary.

Q. What will I be asked to do?

A. You will be asked to answer several questions which you can choose to complete online or on paper. Completing the survey takes approximately 30 minutes. A link to complete the survey online has already been sent to you via your '@mod.gov.uk' email address.

Q. Will taking part or not taking part affect my Service career?

A. No. No one within your Chain of Command will see your responses or data.

Q. Will my records be kept confidential?

A. Your replies will be treated in the strictest confidence and no one from your Chain of Command will see your completed survey. To make sure your views remain confidential, only grouped answers will be reported. Completed paper surveys are stored securely and destroyed after three months; electronic responses will be kept indefinitely.

Q. What are the possible disadvantages and risks of taking part?

A. There are no known disadvantages or risks. However, if taking part in this survey upsets you, or you wish to talk about any personal issues further, please speak to your Unit Welfare Officer, Chaplain or seek guidance from the SSAFA helpline: 0800 731 4880.

Q. I have already completed the electronic version of this survey?

A. Thank you! Ignore this document as you have chosen the most effective way in which to register your views.

Q. What if I want to make a complaint?

A. Complaints about the survey should be addressed to Philippa Robinson, Philippa.Robinson121@mod.gov.uk, 020 7218 7274.

For further information: Contact Civil Service researcher: Nicola Elliott-Mabey at HQ Air Command, Nicola.Elliott-Mabey419@mod.gov.uk, 0778 6027089.

This study complies, and at all times will comply, with the Declaration of Helsinki² as adopted at the 64th WMA General Assembly at Fortaleza, Brazil in October 2013.

Please turn the page for the 2020 Armed Forces Continuous Attitude Survey (AFCAS):
Royal Air Force.

World Medical Association Declaration of Helsinki [revised October 2013]. Recommendations Guiding Medical Doctors in Biomedical Research Involving Human Subjects. 64th WMA General Assembly, Fortaleza (Brazil).

Armed Forces Continuous Attitude Survey 2020 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 2020 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 17th February 2020 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:

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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/256253

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 2	Neither agree nor disagree	Disagree	Strongly disagree			
	b. The pay and benefits I receive are fair for the work I do. $\label{eq:local_local}$	1	2	3	4	5			

Q2	How satisfied are you with the following?						
		Very		Neither satisfied nor		Very	
	a. My rate of basic pay (basic pay includes X-Factor, but excludes Recruitment and Retention Payment (RRP) and any allowances).	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	
	b. My pension benefits.	1	2	3	4	5	
	c. Information about pay and allowances (e.g. from the intranet, DINs and brochures).	1	2	3	4	5	
	d. My ability to access JPA.	1	2	3	4	5	N/A
	e. 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)).		2	3	4	5	
Q3	In the last 12 months, have you been in rece Yes - Please go to Q4	-	cruitment ase go to Q		on Paymer	nt (RRP)?	
	- 🗀	770 7700	100 go 10 Q1	´ L			
Q4	How satisfied are you with the following?			Neither			
	My Recruitment and Retention Payment (RRP).	Very satisfied	Satisfied 2	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	Vour	Work					
Q5	How satisfied are you with RAF life in generation	al?					
				Neither			
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
Q6	How would you rate the level of morale of	•		satisfied nor dissatisfied	Dissatisfied	dissatisfied	
Q6	How would you rate the level of morale of	satisfied 1 Very	2	satisfied nor dissatisfied 3 Neither	4	dissatisfied 5 Very	
Q6		satisfied		satisfied nor dissatisfied	Dissatisfied 4 Low 4	dissatisfied 5	
Q6	How would you rate the level of morale of a. Myself. b. My Unit.	satisfied 1 Very	2 High	satisfied nor dissatisfied 3 Neither	4	dissatisfied 5 Very Low	
Q6	a. Myself.	satisfied 1 Very	High	satisfied nor dissatisfied 3 Neither high nor low	4	dissatisfied 5 Very Low 5	
Q6 Q7	a. Myself. b. My Unit.	satisfied Very high 1 1	High 2 2 2 2	satisfied nor dissatisfied Neither high nor low 3 3 3	4	dissatisfied 5 Very Low 5	
	a. Myself.b. My Unit.c. The RAF as a whole.	satisfied Very high 1 1 vects of you	High 2 2 2 2	satisfied nor dissatisfied Neither high nor low 3 3 3	4	dissatisfied 5 Very Low 5	
	a. Myself.b. My Unit.c. The RAF as a whole.	satisfied Very high 1 1 1 1 1 1 1 1 1 1	High 2 2 2 2	satisfied nor dissatisfied Neither high nor low 3 3 1 Specified 3 Neither high nor low Neither high nor low	4	Very Low 5 5 5	
	a. Myself.b. My Unit.c. The RAF as a whole.How satisfied are you with the following asp	satisfied Very high 1 1 vects of you	High 2 2 2 2 ur current Satisfied	satisfied nor dissatisfied Neither high nor low 3 3 job? Neither satisfied nor dissatisfied	Low 4 4 4 4	Very Low 5 5 Very Low 5 5 Very dissatisfied	
	 a. Myself. b. My Unit. c. The RAF as a whole. How satisfied are you with the following asp a. My job in general. 	satisfied Very high 1 1 vects of you	High 2 2 2 2 2 ur current Satisfied 2 2	satisfied nor dissatisfied Neither high nor low 3 3 job? Neither satisfied nor dissatisfied 3	Low 4 4 4 4	Very Low 5 5 Very dissatisfied 5 Very 5 5 5	
	 a. Myself. b. My Unit. c. The RAF as a whole. How satisfied are you with the following asp a. My job in general. b. The sense of achievement I get from my work. 	satisfied Very high 1 1 vects of you	High 2 2 2 2 ur current Satisfied 2 2 2	satisfied nor dissatisfied Neither high nor low 3 3 job? Neither satisfied nor dissatisfied 3 3 3 3	Low 4 4 4 4	Very Low 5 5 Very dissatisfied 5 Very 5 5 5 5	

Q8	How strongly do you agree or disagree with	the follow	ing?						
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	N/A		
	 a. My superiors do not interfere excessively in my work activities. 	1 1	2	3	Disagree 4	5 5	6		
	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 look for someone to blame when things go wrong. 	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.	1	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.	1	2	3	4	5	6		
	i. I know that if I do my job well I will be praised or rewarded.	1	2	3	4	5	6		
	Resources a	ınd Wo	rkload						
Q9	How satisfied are you with the following?								
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied			
	a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	1	2	3	4	5			
	b. The availability of personal equipment/kit I have to do my job.	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			
Q10	How would you rate your workload over the last 12 months?								
		Much too high	Too high	About right	Too low	Much too low			
		1	2	3	4	5			
	Your	Career	,						
Q11	Overall how satisfied are you with the way y	our career	is being n	nanaged? Neither					
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied			
		1	2	3	4	5			
Q12	Overall how satisfied are you with the career	r managen	nent servic	ce provided Neither	by the RAI	₹?			
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A		
		1	2	3	4	5	6		
Q13	Who do you think is responsible for managin	ng your ca	reer? (Ticl	call that ap	ply)				
	a. You.								
	b. Immediate superior (line manager).								
	c. Career Manager.	'							

Q14	In terms of your current assignment, how stro	ongly do	you agree	_	with the fo	ollowing?
		Strongly		Neither agree nor		Strongly
		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.	1	2	3	4	5
	 c. The assignment provides development opportunities that will enhance my promotion prospects. 	S 1	2	3	4	5
	d. My personal preferences were taken into account.	1	2	3	4	5
Q15	How satisfied are you with the following?					
		Very		Neither satisfied nor		Very
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied
	a. The notice I received for my current/last assignment.			3		5
	b. Involvement in decisions that affect my career.			3		5
	c. The fairness of the appraisal system.			3		
	d. The fairness of the promotion system.					5
	e. My opportunities for promotion.			3	4	5
	f. My opportunities for further service.			3		5
Q16	How strongly do you agree or disagree with t	he follow	ing statem			
		Strongly		Neither agree nor		Strongly
	I am willing to serve overseas (i.e. on a permanent assignment).	agree	Agree 2	disagree 3	Disagree 4	disagree 5
Q17	How influential are/would be the following fac	ctors in y	our willing	ness to ser	ve oversea	s (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.		2	3	4	
	d. In-country support (e.g. medical, dental, welfare).		2	3	4	
	e. Local security situation.		2	3	4	
	f. Impact on your career.	1	2	3	4	
	g. Availability of CEA.	<u> </u>	<u> </u>	3	4	N/A 5
	h. Spouse/partner's prospects of working overseas.	1	2	3	4	5
	n. opouse/partner s prospects of working overseas.					
	Your Line M	anage	ement			
Q18	How strongly do you agree or disagree with the (Service or civilian)?	he follow	ing statem	ents about	your imme	diate superior
		Strongly		Neither agree nor		Strongly Don
	a. Understands and represents my interests.	agree	Agree 2	disagree	Disagree 4	disagree knov
				3	∐	5
	b. Supports me in my job.			3		5
	c. Sets a positive example.			3		5
	d. Encourages me to develop my skills.					
	e. Is supportive over work/life balance issues.		4	3		

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		Strongly	Agroo	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	f. Provides regular feedback on my performance.	agree	Agree 2	3	Disagree 4	5 S	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	<u> </u>
	 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 am satisfied with the leadership provided by my immediate supervisor. 	1	2	3	4	5	6
	Senior Le	aders	hip				
Q19	How strongly do you agree or disagree with the RAF (i.e. Air Commodore and above)?	the followi	ng statem	ents about	the senior	leaders of	the
		Strongly		Neither agree nor	0.	Strongly	Don't
	a. They understand and represent my interests.	agree	Agree 2	disagree ³	Disagree 4	disagree 5	know 6
	b. They are keen to listen to Service people's feedback	ζ.	2	3	4	5	
	c. They champion the RAF's interests in Tri-Service issues.	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 RAF.	1	2	3	4	5	6
	Comm	itment					
Q20	How strongly do you agree or disagree with t	the followi	ng?	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 1	2 2	3	Disagree 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.

Q21	1 How strongly do you agree or disagree with the following?					
		Strongly agree	Agree	Neither 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
	Working v	vith Otl	hers			
Q22	In considering your immediate working tean following?	n, to what e	extent do y	ou agree o	r disagree	with the
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	a. My team know exactly what their responsibilities a		2	3	4	5
	b. The people in my team can be relied upon to help when things get difficult in my job.	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 different backgrounds.	1	2	3	4	5
Q23	Have you had working contact with any of the IF NONE APPLY PLEASE GO TO Q27	ne following	g in the <u>las</u>	t two years	¿? (Tick all	that apply)
	a. Armed Forces Reserves.	1				
	b. MOD Civil Servants.	1				
	c. MOD contractors.	1				
Q24	In your experience, how would you rate the	contributio	n to the R	AF 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.	<u> </u>	2	3	4	5
	c. MOD contractors.	1	2	3	4	5
Q25	In your experience, how well integrated into	the RAF ar	re			
		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.	1	2	3	4	5
Q26	In your experience, how would you rate the	-	alism of	A	N. 1. 1. 11	D 111
		Very professional	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

	Cha	nge				
Q27	How strongly do you agree or disagree with the	ne follow	ing?			
	a. Change is managed well in my immediate	Strongly agree	Agree 2	Neither agree nor disagree	Disagree	Strongly Dor disagree kno
	working team. b. Change is managed well in my Unit/Establishment.	1	2	3	4	
	c. Change is managed well in the RAF.		2	3	4	5
	c. Change is managed well in the TV tr.					
	Your Depl	oyme	nts			
If you ha	ave NOT been on an operational deployment since	e 1 Jan 20	017, please	e go to Q34		
Q28	With regards to your current/last operational of a Unit?	deployme	ent, were y	ou deploye	ed individua	ally or as part
	Individually 1	As part	of a Unit	2		
Q29	With regards to your current/last operational	deployme	ent, how s	atisfied wer	e you with	the following
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied N/A
	 a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA). 	1	2	3	4	5
	 b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc.). 	1	2	3	4	5
	c. The deployment notice.	1	2	3	4	5
	d. The pre-operational training.	1	2	3	4	5
	e. The welfare support I received the RAF when I returned from operational deployment.	1	2	3	4	5
	f. The welfare support that my family, partner and/or parents received from the RAF when I returned from operational deployment.	1	2	3	4	5
	g. The decompression and post operational tour support I received when I returned from operational deployment.	1	2	3	4	5
	h. The Post Operational Stress Management that I received when I returned from operational deployment	. 1	2	3	4	5
	i. The operational role I was assigned to.	1	2	3	4	5
Q30	During your pre-operational preparation, did y				ng?	
	a. Job specification for the post.	Yes 1	No 2	N/A 3		
	b. Assignment Order.		2	3		
	c. Preparation Instruction.	1	2	3		
Q31	During your pre-operational preparation, did y	ou have	access to	the A1 Ops	Website?	
	Yes	1	Please g	o to Q32		
	No	2	Please g	o to Q33		
	N/A	3	Please g	o to Q33		

Q32	Q32 If you had access to the A1 Ops Website, how strongly do you agree or disagree with the following							
		Strongly		Neither agree nor		Strongly		
		agree	Agree	disagree	Disagree	disagree		
	The preparation instruction provided via the A1 Ops website contained appropriate information to enable me to prepare to deploy.	1	2	3	4	5		
Q33	What is your view of the following regarding	your experi	ience of o	operational	deploymer	nts?		
		Too often	About right	Not often enough				
	a. The frequency of my operational deployments.	1	ngnt 2	3				
		Too	L About	Too				
	h. The leaveth of any constituted dealers and	long	right 2	short				
	b. The length of my operational deployments.							
	Training and	Develo	pmen	t				
Q34	How satisfied are you with the following?							
		Very		Neither satisfied nor		Very		
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied		
	a. My opportunities for professional development.		2	3		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 Service training (e.g. NVQs, apprenticeships).	1	2	3	4	5		
	· ·							
	Your Futi	ure Plai	ns					
Q35	What are your plans for the future? (Tick one box only).							
	To stay serving as long as I can	•	Γ	1				
	To stay serving to the end of my current engagement	t/commission	Ī	2				
	To leave the RAF before the end of my current engag	gement/comm	nission	3				
	To leave the RAF as soon as I can		Ī	4				
	I have put in my notice to leave		Γ	<u> </u>				
	N/A / Don't know		ř	6				
			L					
Q36	How actively have you searched for a job out Very actively	Side the RA Not very a		last 12 mor → 3	iths?			
	그 ' 느	Not very a	Clively [
	Quite actively 2	ivot at all	L					
Q37	If you had the opportunity to do so, do you the beyond your current retirement age?	nink you wo	ould choo	se to rema	in in the Re	gular RAF		
	Yes - up to 2 years beyond			1				
	Yes - between 2-5 years beyond			2				
	Yes - between 6-10 years beyond		Ī	3				
	Yes - as long as I could		Ī	4				
	No		Γ	5				
	N/A / Don't know			6				

Q38	When you leave the RAF, would you consider joining the Volunteer Reserve Forces (RN/RM: Maritime Reserves, Army: Army Reserves, RAF: RAF Volunteer Reserves)?					
	a. Full-time.	Yes □ 1	No 2	Don't know		
	b. Part-time.			3		
	D. Fait-uille.					
Q39	Which of the following Reserves options ar (Tick all that apply.)	e of interes	t to you on	leaving the	e RAF?	
	a. Full-Time Reserve Service (FTRS) (Full Commitment	nent).				
	b. Full-Time Reserve Service (FTRS) (Limited Com	mitment)				
	c. Full-Time Reserve Service (FTRS) (Home Comm	itment).		1		
	d. Additional Duties Commitment.			1		
	e. Volunteer Reserves (part-time with unlimited world	ldwide mobilis	ation liability).		
	f. Volunteer Reserves (part-time for home base sup	port functions)).	1		
Q40	What would make you join the Volunteer Re	eserve Force	es? (Pleas	e write in th	ne text box	below)
Q41	How do the following factors impact on you	ır intention	to stay or l	eave the R	AF?	
		Strongly increases	Increases	Has no effect on my	Increases	Strongly increases
			my intention to stay	intention to stay or leave	my intention to leave	my intention to leave
	a. Impact of RAF life on family and personal life.	10 Stay	10 stay	3	10 leave	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.	1	2	3	<u> 4</u>	5
	g. Amount of pay.	<u> </u>	2	3	4	5
	h. Amount of allowances.	1	2	3	4	5
		1		3	4	5
	i. Opportunities for career development.			3	4	5
	j. Opportunities for personal development.			3		5
	k. Opportunities for sport.					

		Strongly increases my intention	Increases my intention	Has no effect on my intention to	Increases my intention	Strongly increases my intention
	Opportunities for Adventurous Training.	to stay	to stay	stay or leave	to leave	to leave
	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
	g. Pension.	1	2	3	4	5
	r. Opportunities for flexible working conditions.	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 N/A
	u. Spouse/partner's career.	1	2	3	4	5
	v. Accommodation provision.	1	2	3	4	5
	w. Other (if applicable, please specify in the text box $\boldsymbol{\boldsymbol{k}}$	pelow):				
Q42	If you have put in your notice to leave, please most influenced your decision to leave the R the boxes provided.) Most important reason for leaving Second m reason for leaving	AF. (Write	the letter t	that corres		the reason in
Q43	How would having the following options imp	Strongly increases	Increases	Has no effect on my		Strongly increases
	a. Opportunities to work part-time.	1 1	2	3	4	5
	b. Opportunities for reduced separated Service (including operational deployment).	1	2	3	4	5
	Fairness	at Wo	rk			
	ms to achieve an environment free from haras ion, in which all have equal opportunity and e					
Q44	How strongly do you agree or disagree with tin the RAF?	the followi	ng statem	ent regardi	ng fairness	and equality
	I am treated fairly at work.	Strongly agree	Agree 2	Neither agree nor disagree	Disagree	Strongly disagree
Q45	Do you feel that the RAF discipline system is	·?				
	Very fair	Unfair				
	Fair 2 Neither fair nor unfair 3	Very unfa	air 5			

<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).

Q46	Do you believe you have been subject to any 12 months? (Tick all that apply).	of the fol	lowing in a	a Service er	nvironment	in the last
	a. Bullying	1				
	b. Discrimination	1				
	c. Harassment	<u> </u>				
	d. None of the above	1	Please go	to Q52		
Q47	If you believe you have been subject to bully please specify on what grounds in the text b	_	ervice env	ironment in	the last 12	? months,
Q48	If you believe that you have been subject to in the last 12 months, please specify on what	t grounds:	:		a Service	environment
	a. Gender.	Discrimination 1	on	Harassment 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		
Q49	Did you make a formal written complaint with harassment and/or bullying?	nin the las	t 12 month	ns about thi	s discrimir	nation,
	Yes	1	Please g	o to Q50		
	No	2	Please g	o to Q51		
Q50	If you DID make a formal written complaint, he your complaint?	now satisfi	ied were/a	re you with	the followi	ng aspects of
		Very		Neither satisfied nor		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 resolve my complaint.	1	2	3	4	5 6

	a How well I was/am being kent informed about the	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied N/A
	 c. How well I was/am being kept informed about the progress of my complaint. 					
	d. The support provided by my Assisting Officer.	1	2	3	4	5
	e. The outcome of my complaint.	1	2	3	4	5
Q51	If you did NOT make a formal written compla	aint, why w	as this? (T	ick all that	apply)	
	a. I was not aware of the Service Complaints process	S.			1	
	b. I considered the incident(s) to be too minor to repo	ort.			1	
	c. The incident(s) was/were resolved informally.				1	
	d. The incident(s) was/were resolved through mediat	ion.			1	
	e. I did not believe anything would be done if I did co	mplain.			1	
	f. I did not want to go through the complaints procede	ure.			1	
	g. I believed it might adversely affect my career.				1	
	h. I believed it might adversely affect another work co	olleague or th	e working er	nvironment.	<u> </u>	
	i. I was worried that there would be recriminations fro	om the perpet	rators.		<u> </u>	
	j. I was discouraged from doing so.				1	
	k. Other reason(s) - (please specify in the text box be	elow):				
Q52	Do you know how the Service Complaints O harassment and/or bullying complaint? Yes, fully To some extent	No, not a Haven't he		rvice 4	discriminat	ion,
	on about the Service Complaints Ombudsman ww.servicecomplaintsombudsman.org.uk/		nd on the f	ollowing li	nk:	
	A ice Complaints process - ww.gov.uk/government/publications/jsp-831-red	ND dress-of-ind	lividual-gr	ievances-s	ervice-com	plaints
	Your Work-	Life Ba	lance			
0.50						
Q53	In the past 12 months approximately how m spouse/partner or children) for Service reas		ave you sp	ent away fi	om your fa	mily (e.g.
	Not been away	Between 7-9	months (27-39	9 weeks)	5	
	Up to 1 month (4 weeks)	Between 10-1	12 months (40	-52 weeks)	6	
	Between 1-3 months (5-13 weeks)	N/A		[7	
	Between 4-6 months (14-26 weeks)					
Q54	In the past 12 months, how satisfied were yo	ou 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).	1			Dissausiled 4	5 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. variable start/finish times, Compressed Hours, Working from home).	1	2	3	4	5

		Very	Catiatian	Neither satisfied nor	Disastisfical	Very	N//A
	d. The amount of time away from my usual place of duty.	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	N/A
	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.	1	2	3	4	5	<u></u> 6
	g. The effect of Service life on my spouse/partner's career.	1	2	3	4	5	6
Q55	How strongly do you agree or disagree with t	he followi	ng?	Neither			
		Strongly	Agraa	agree nor disagree	Disagree	Strongly disagree	
	I am able to maintain a balance between my personal and working life.	agree	Agree 2	3	Disagree 4	5 5	
	Your L	_eave					
Q56	How satisfied are you with the following?						
		Very	0 11 5 1	Neither satisfied nor	5	Very	
	a. My overall leave allowance i.e. annual leave, post operational tour leave (POTL), leave carried over from previous years.	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	
	b. The opportunity to take leave when I want to.	1	2	3	4	5	
	c. The amount of leave I was able to take in the last 12 months.	1	2	3	4	5	
Q57	If you did not take all of your annual leave allo	owance wi	ithin the la	ast leave ye	ear, what wa	as the reaso	on
	a. Operational tour.	1					
	b. Not allowed.	1					
	c. Courses/training.						
	d. Workload.						
	e. Undermanning.						
	f. I wanted to carry days over to the next leave year.						
	g. Other (please specify in the text box below):						
	Your Health ar	nd Wel	ll-bein	g			
Q58	If you have received Service-provided medica years, how satisfied were you with:				nealthcare)	in the last	2
		Very		Neither satisfied nor	D	Very	
	Being able to access the medical care when I needed it.	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	N/A
	b. The medical treatment.	1	2	3	4	5	6

Q59	If you have received Service-provided dent	<u>al</u> treatment ir	the last 2	2 years, hov	w satisfied v	vere you with:
		Very		Neither satisfied nor		Very
	a Deiras able to access the deutel core when I	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied N/A
	Being able to access the dental care when I needed it.					
	b. The dental treatment	1	2	3	4	5 6
	neasuring national well-being we are intere estions below are not linked particularly to					eneral with
Q60	Overall, how satisfied are you with your life	fe nowadays?				
	Not at all 0 1 2 3 4	5 6	7	8	Compl 9	etely 10
Q61	Overall, how happy did you feel yesterday	?				
	Not at all	_	_	_	Compl	-
		5 6	7	8	9	10
Q62	Overall, how anxious did you feel yesterda	ay?				
	Not at all				Compl	-
		5 6	7 I	8	9	10
Q63	Overall, to what extent do you feel the thir Not at all	ngs you do in y	your life a	re worthwl	nile? Compl	etelv
	0 1 2 3 4	5 6	7	8	9	10
	Fitness, Sport and	Adventu	rous 7	Training	g	
Q64	How satisfied are you with the following?					
		Very	0 - 1' - 5'1	Neither satisfied nor	D'a a d'a Ga al	Very
	a. RAF sport, exercise and fitness facilities in gene	satisfied eral. 1	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5
	b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).	1	2	3	4	5
	c. My opportunities to take part in sport.	1	2	3	4	5
	d. My opportunities to take part in Adventurous Training.	1	2	3	4	5
	e. My opportunities to take part in Force Development Activities.	1	2	3	4	5
	W	elfare				
005		Citaic				
Q65	How satisfied are you with the following?			Neither		
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied N/A
	a. The welfare support provided by the RAF for me	1	2	3	4	5 6
	b. The welfare support provided by the RAF for my family.	1	2	3	4	5 6
	c. The support my spouse/partner gets from the RAF when I am absent.	1	2	3	4	5 6
	d. The Operational/Deployment Welfare Package.	1	2	3	4	5 6

		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not used	Not heard of
	 a. The chaplaincy support provided by the RAF. 					LJ°		<u></u> ′
	b. SSAFA Personal Support & Social Work Service.	1	2	3	4	5	6	7
	c. The HIVE.	1	2	3	4	5	6	7
	d. The RAF Families Federation.	1	2	3	4	5	6	7
	e. The Community Development Officer/Worker.	1	2	3	4	5	6	7
	f. My Unit's Service Community Support Officer (SCSO).	1	2	3	4	5	6	7
	g. My Unit's welfare staffs.	1	2	3	4	5	6	7
	You	r Acco	ommo	dation				
Q67	What kind of accommodation do y	ou live ir	at preser	nt during th	e working	week? (Tic	k one b	ox only)
	Service Family Accommodation (SFA)		·		•	ase go to Q6		•
	Substitute Service Family Accommodation	on (SSFA)			Ple	ase go to Q6	8	
	Single Living Accommodation (SLA)] 3	Ple	ase go to Q6	8	
	Substitute Service Single Accommodation	on (SSSA) (Formerly SS	SLA) 4	Ple	ase go to Q6	8	
	Property I own			5	Ple	ase go to Q7	'2	
	Privately rented accommodation			6	Ple	ase go to Q7	0	
	In a relative's (e.g. parents') home			7	Ple	ase go to Q7	0	
	Other (please specify in the text box below	ow)		8	Ple	ase go to Q7	0	
Q68	If you have moved from your own was/were the reason(s) for this? (a. Posting requirement. b. Economy. c. Personal circumstances e.g. marriage d. Other (please specify in the text box b	Fick all th	at apply)	Accommod	dation in th	e last 12 m	onths, v	what
Q 69	With regard to your current Service a. The overall standard.	e Accom	modation, Very satisfied	how satisfied	fied are you Neither satisfied no dissatisfied	r	Vei	N/A / Ty Don't
	b. The value for money.			2	3	4		5 6
	c. The response to requests for maintenato my current accommodation.	ance/repair	1	2	3	4		5 6
	 d. The quality of maintenance/repair work current accommodation. 	k to my	1	2	3	4		5 6
	e. How fairly Service Accommodation is	allocated.	1	2	3	4		5 6

How satisfied are you with the following?

Q66

Q70	Do you currently own your own home? Please answer or not.	er this question whether you live in this property
	Yes	Please go to Q72
	No	Please go to Q71
	No, but I am currently saving up to buy a home in the future	Please go to Q71
Q71	Please indicate whether each of the following is a rea (Tick all that apply) Once completed please go to Q74.	ason why you <u>do not own</u> your own home.
	a. I don't want to own a home at this stage in my life/career.	1
	 b. Living in Service Accommodation is better suited to my/ my family's needs at present than home ownership is. 	1
	c. I want to be able to move about/move my family with me when I am posted.	1
	d. I don't want to buy a home where I am currently located.	1
	e. I can't afford to buy a suitable home at the moment.	1
	f. I don't want to risk losing money.	1
	g. I wouldn't be able to live in the home.	1
	h. Other (please specify in the text box below):	
Q72	Please indicate whether each of the following was a reflect that apply). a. To give stability for myself and my family.	reason why you bought your own home
	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 in the text box below):	
Q73	If you currently own a home, how satisfied are you w	ith the following?
310		Neither
	Very satisfied	satisfied nor Very Satisfied dissatisfied Dissatisfied N/A
	The composition is the live in more power because	2 3 4 5 6
	a. The opportunity to live in my own home.	

Q74	Which of the following statements apply to you a. In the last year, I have used Forces Help to Buy (FHTB) for my home purchase.	ou? (Tick	all that ap _l	oly)			
	b. In the last year, I have used FHTB to extend my hor	ne.		1			
	c. I am considering using FHTB for a future home pure			1			
	d. In the last year, I purchased my own home without t	he use of		1			
	FHTB or the Government Affordable Housing Scheme						
	 e. In the last year, I used a Government Affordable Hole. (e.g. Help to Buy: Equity Loan / Mortgage Guarantee / Shared Ownership Schemes). 	•		∐ '			
	f. None of the above.			1			
You can	find more information on Forces Help to Buy at t	he followi	ing link: w	ww.gov.uk/i	forces-help	-to-buy	
	Catering, Reta				·		
Q75	Thinking specifically about food and drink su which of these factors are important to you?	pplied on	your Unit,		sidering wh	ere to eat	
	a. Price.		1				
	b. Value for money.		1				
	c. Choice.		1				
	d. Quality.		1				
	e. Quantity.		1				
	f. Well known brand.		1				
	g. Where it is sourced from (e.g. Fairtrade, locally prod	duced).	1				
	h. Other (please specify in the text box below):		1				
Q76	How often do you use Service-provided cater	ing facilit	ies?	Sometimes	Rarely	Never	N/A
	a. For eating at breakfast.	1 1	2	3	Tarely 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.	<u> </u>	2	3	4	5	6
	e. For informal functions.	<u> </u>	2	3	4	5	☐ 6
	f. For formal functions ($\underline{Officers/SNCOs/WOs\ only}$).	1	2	3	4	5	6
Q77	How satisfied are you with the following?						
		Very		Neither satisfied nor		Very	
	a. The availability of food during the week on my Unit (e.g. opening hours).	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	N/A
	b. The number of functions during the year.	1	2	3	4	5	6
	c. The standard of service from catering contractors on my Unit.	1	2	3	4	5	6

Your Family Life Q78 What is your current personal status? Single (never married or formed a civil partnership) Please go to Q80 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 Please go to Q80 Divorced / Formerly in a civil partnership which is now legally dissolved Please go to Q80 Widowed / The surviving partner from a civil partnership Please go to Q80 Prefer not to say Please go to Q80 **Q79** What is your spouse/partner's current employment situation? In the Armed Forces In full-time paid employment / full-time self-employment (other than Armed Forces) In part-time paid employment / part-time self-employment In voluntary (unpaid) employment Not employed (for any reason) In full-time or part-time education **Q80** Do you have any children whom you support financially? Yes No Please go to Q85 **Q81** 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 Q82 Do any of your children live with you? (Tick one box only). Yes Shared access Weekends/holidays only Please go to Q85 No Please go to Q85 N/A Please go to Q85 **Q83** If you have a child or children living with you, do you consider yourself to be a lone/single parent? N/A Yes No

Do any of your children live with you? (Tick one box only).

Yes

Shared access

Weekends/holidays only

No

| 4 | Please go to Q85 |
N/A | 5 | Please go to Q85

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 |

If you require childcare, how satisfied are you with the locally provided childcare facilities?

| Neither satisfied or dissatisfied or dissatisfied or dissatisfied | Dissatisf

Q84

Q85

P010 The RAF would like to understand how Service life affects personal finance. The information could improve training and policy. **Q86** 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 in the text box below): **Q87** Do you currently have personal debt levels that concern you? Being Part of Society **Q88** Are you currently registered to vote? Yes Please go to Q89 No Please go to Q90 Don't know Please go to Q91 You can register to vote at the following link: www.gov.uk/register-to-vote **Q89** If you are currently registered to vote, are you registered as...? (Tick one box only). An ordinary/residential voter - registered for one year, Please go to Q91 usually via the annual update of voters (annual canvass) A Service voter - registered for five years, via a Service declaration Please go to Q91 An overseas voter - registered for one year, in the same way as a Please go to Q91 non-Forces British citizen living overseas. Q90 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 have not got around to it, but aim to do it sometime I do not know how to register I am not interested in politics I wish to remain impartial Other

The 'Armed Forces Covenant', announced by the Government in May 2011, is a promise by the nation ensuring that those who serve or who have served in the Armed Forces, and their families, are treated fairly.

Q91 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.armedforcescovenant.gov.uk - for more information.

Which, if any, of the following areas do you f compared to the general public?					•
	Strongly advantaged	Advantaged	Neither advantaged nor disadvantaged	Disadvantaged	Strongl disadvanta
a. Family's access to NHS care.	1	2	3	T 4	
b. Children's Education.	1	2	3	4	H
c. Housing.		2	3	4	
d. Family life.	1	2	3	4	
e. Benefits.	1	2	3	4	
f. Tax.	1	2	3	4	
g. Commercial Products and Services (e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit).	1	2	3	4	
h. HM Forces and Veterans-specific financial advice and discounts (e.g. Money Force, Defence Discount Service, Defence Privilege Cards and Joining Forces (Credit Unions)).	1	2	3	4	
i. Participation as Citizens (e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition).	1	2	3	4	
j. Other (please specify in the text box below):	1	2	3	4	
How strongly do you agree or disagree with	the follow	ng?			
How strongly do you agree or disagree with a. I offer an important service to the country.	the following Strongly agree	ng? Agree	Neither agree nor disagree	Disagree	
	Strongly	Agree	agree nor disagree	Disagree 4	
a. I offer an important service to the country.b. Members of the Armed Forces are valued by	Strongly agree 1 1	Agree 2	agree nor disagree	Disagree 4	
a. I offer an important service to the country.b. Members of the Armed Forces are valued by society at large.	Strongly agree 1 1 2 kgrou	Agree 2 2 2 2 2	agree nor disagree 3 3	4	disagi
a. I offer an important service to the country. b. Members of the Armed Forces are valued by society at large. Your Bac	Strongly agree 1 1 2 kgrou	Agree 2 2 2 2 2	agree nor disagree 3 3 3 det Corps/A	4	disagi
a. I offer an important service to the country. b. Members of the Armed Forces are valued by society at large. Your Back Have you ever been a member of a Service Containing Corps/Combined Cadet Force)?	Strongly agree 1 1 2 kgrou	Agree 2 2 2 nd e (Sea Cad	agree nor disagree 3 3 3 det Corps/A	4	disagi
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a. I offer an important service to the country. b. Members of the Armed Forces are valued by society at large. Your Bac Have you ever been a member of a Service C Air Training Corps/Combined Cadet Force)? Yes No If YES, were you a member of the: (Tick all the a. Sea Cadet Corps (SCC)? b. Army Cadet Force (ACF)? c. Air Training Corps (ATC)?	Strongly agree 1 1 2 Ckgrou adet Force 2	Agree 2 2 1 2 nd e (Sea Cad	agree nor disagree 3 3 3 det Corps/A	4	Strong disagr

Q92

Taking Action and Your Comments Q96 How strongly do you agree or disagree with the following? Neither Strongly Strongly agree nor Don't Disagree disagree agree Agree disagree know a. I believe the leaders in the RAF will take action on the results of AFCAS. b. I think effective action has been taken in the RAF on the results of AFCAS. **Q97** This survey is? Too long About right Too short **Q98** How long did it take you to complete this survey? 40-50 minutes Less than 10 minutes 10-20 minutes 50-60 minutes 20-30 minutes Over an hour 30-40 minutes **Q99** Please use this box to provide any further comments about working and living in the RAF.

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 17th February 2020 in order to be included. Please allow sufficient time for postage.