



# 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.

A handwritten signature in black ink, reading "Nick Hine".

**Nick Hine**  
Vice Admiral  
Second Sea Lord and  
Deputy Chief of Naval Staff



**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 too<sup>1</sup>.

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](mailto: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/>

<sup>1</sup> 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 21<sup>st</sup> 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<sup>th</sup> 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](mailto:Philippa.Robinson121@mod.gov.uk), 020 7218 7274.

**For further information:** Contact Civil Service researcher: Philip Smith at Navy Command HQ, [NAVYNPS-RSCHMAILBOX@mod.gov.uk](mailto:NAVYNPS-RSCHMAILBOX@mod.gov.uk), 023 9262 8659.

This study complies, and at all times will comply, with the Declaration of Helsinki<sup>2</sup> as adopted at the 64<sup>th</sup> WMA General Assembly at Fortaleza, Brazil in October 2013.

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

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<sup>2</sup> 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).

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## 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?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The pay and benefits I receive are fair for the work I do.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The RN offer (including dental & healthcare, subsidised accommodation, pay & pension) is better than that which industry offers.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 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?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
a. My rate of basic pay (basic pay includes X-Factor, but excludes Recruitment and Retention Payment (RRP) and any allowances).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
b. My pension benefits.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
c. Information about pay and allowances (e.g. from the intranet, DINs and brochures).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
d. My ability to access JPA.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
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)).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q3 In the last 12 months, have you been in receipt of a Recruitment and Retention Payment (RRP)?**

Yes - Please go to Q4  <sup>1</sup>

No - Please go to Q5  <sup>2</sup>

**Q4 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
My Recruitment and Retention Payment (RRP).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

## Your Work

**Q5 How satisfied are you with RN life in general?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q6 How would you rate the level of morale of...**

	<i>Very high</i>	<i>High</i>	<i>Neither high nor low</i>	<i>Low</i>	<i>Very Low</i>
a. Myself.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. My Unit.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The RN as a whole.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q7 How satisfied are you with the following aspects of your current job?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. My job in general.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The sense of achievement I get from my work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The challenge in my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. The amount of variety in my work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
e. My current work location.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q8 How strongly do you agree or disagree with the following?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>N/A</i>
a. My superiors do not interfere excessively in my work activities.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. I am given sufficient authority to make decisions.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. If I make a genuine mistake at work, I do not feel that it will be held against me.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. Where I work people do not automatically look for someone to blame when things go wrong.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. I am encouraged to find better ways of doing things at work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. I am always given a clear deadline as to when work needs to be completed.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. When I am set a task at work, I am told very clearly what output is required.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
h. I have a choice in deciding how I do my work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
i. I know that if I do my job well I will be praised or rewarded.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

## Resources and Workload

**Q9 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The availability of personal equipment/kit I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The standard of major equipment (e.g. vehicles and systems) I have to do my job .	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. The availability of major equipment I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q10 How would you rate your workload over the last 12 months?**

<i>Much too high</i>	<i>Too high</i>	<i>About right</i>	<i>Too low</i>	<i>Much too low</i>
<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

## Your Career

**Q11 Overall how satisfied are you with the way your career is being managed?**

<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Career Management is defined as ‘The assignment of individuals in accordance with endorsed current and future Service requirements, exploiting skills, career development needs and, whenever possible, personal preferences, whilst providing advice on future career paths’.**

**Q12 Overall how satisfied are you with the career management service provided by the Career Managers and Branch Advisers?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**Q13 Who do you think is responsible for managing your career? (Tick all that apply)**

a. You.  1

b. Immediate superior (line manager).  1

c. Career Manager.  1

**Q14 In terms of your current assignment, how strongly do you agree or disagree with the following?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

a. I have the knowledge, skills and experience to do my job.

b. My knowledge, skills and experience are being used.

c. The assignment provides development opportunities that will enhance my promotion prospects.

d. My personal preferences were taken into account.

**Q15 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

a. The notice I received for my current/last assignment.

b. Involvement in decisions that affect my career.

c. The fairness of the appraisal system.

d. The fairness of the promotion system.

e. My opportunities for promotion.

f. My opportunities for further service.

## Your Line Management

**Q16 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

a. Understands and represents my interests.

b. Supports me in my job.

c. Sets a positive example.

d. Encourages me to develop my skills.

e. Is supportive over work/life balance issues.

f. Provides regular feedback on my performance.

g. Tells me what's going on at work.

h. Is someone I trust.

i. Helps me to understand how I contribute to RN objectives.

j. Helps me to understand how major change decisions will affect me.

k. Works well with personnel from different backgrounds.

l. I am satisfied with the leadership provided by my immediate supervisor.



**Q17 How long have you worked with your Divisional Officer?**  
 0-3 months <sup>1</sup> 4 or more months <sup>2</sup>

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

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. I trust my Divisional Officer to support me.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. My Divisional Officer knows me well.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

## Senior Leadership

**Q19 How strongly do you agree or disagree with the following statements about the senior leaders of the Royal Navy (i.e. Commodore and above)?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. They understand and represent my interests.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. They are keen to listen to Service people's feedback.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. They champion the RN's interests in Tri-Service issues.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. They communicate decisions to personnel.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. They understand the impact of change on personnel.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. I have confidence in the leadership of the Royal Navy.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

## Commitment

**Q20 How strongly do you agree or disagree with the following?**

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

**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?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. The ethos of the RN is an important part of life in the RN.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The ethos of my branch is important to me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Working with Others

**Q22 In considering your immediate working team, to what extent do you agree or disagree with the following?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. My team know exactly what their responsibilities are.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The people in my team can be relied upon to help when things get difficult in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. We have confidence in ourselves as a team.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The people in my team work together to find ways to improve the service we provide.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. Team members work well with personnel from different backgrounds.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q23 Have you had working contact with any of the following in the last two years? (Tick all that apply) IF NONE APPLY PLEASE GO TO Q27**

a. Armed Forces Reserves.	<input type="checkbox"/> 1
b. MOD Civil Servants.	<input type="checkbox"/> 1
c. MOD contractors.	<input type="checkbox"/> 1

**Q24 In your experience, how would you rate the contribution to the RN of...**

	<i>Very valuable</i>	<i>Valuable</i>	<i>Not very valuable</i>	<i>Not at all valuable</i>	<i>Don't know/ N/A</i>
a. Armed Forces Reserves.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. MOD Civil Servants.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. MOD contractors.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q25 In your experience, how well integrated into the RN are...**

	<i>Very well</i>	<i>Well</i>	<i>Not very well</i>	<i>Not at all well</i>	<i>Don't know/ N/A</i>
a. Armed Forces Reserves.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. MOD Civil Servants.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. MOD contractors.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q26 In your experience, how would you rate the professionalism of...**

	<i>Very professional</i>	<i>Professional</i>	<i>Not very professional</i>	<i>Not at all professional</i>	<i>Don't know/ N/A</i>
a. Armed Forces Reserves.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. MOD Civil Servants.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. MOD contractors.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Change

**Q27 How strongly do you agree or disagree with the following?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. Change is managed well in my immediate working team.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Change is managed well in my Unit/Establishment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. Change is managed well in the RN.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

## 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 sea-going/operational deployment, were you deployed individually or as part of a Unit?**

*Individually* <sup>1</sup>                      *As part of a Unit* <sup>2</sup>

**Q29 With regards to your current/last sea-going/operational deployment, how satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc.).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. The deployment notice.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. The pre-operational/sea training.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. The welfare support I received from Royal Navy Royal Marines Welfare (RNRMW) when I returned from sea-going/operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. The welfare support that my family, partner and/or parents received from the RNRMW when I returned from sea-going/operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. The decompression and post sea-going/operational tour support I received when I returned from sea-going/operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
h. The Post Operational Stress Management that I received when I returned from sea-going/operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
i. The sea-going/operational role I was assigned to.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q30 What is your view of the following regarding your experience of sea-going/operational deployments?**

	<i>Too often</i>	<i>About right</i>	<i>Not often enough</i>
a. The frequency of my sea-going/operational deployments.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>
	<i>Too long</i>	<i>About right</i>	<i>Too short</i>
b. The length of my sea-going/operational deployments.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>

## Training and Development

**Q31** How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. My opportunities for professional development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. My opportunities for personal development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The timing of the training I have received in order to carry out my current job roles.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The extent to which I am doing the job for which I was trained.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. My opportunities to gain civilian accreditation for Service training (e.g. NVQs, apprenticeships).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q32** How strongly do you agree or disagree with the following?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I am given enough training to enable me to make moral decisions within my role.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q33** How much importance do you place on professional / civilian accreditation?

A lot	<input type="checkbox"/> 1		Very little	<input type="checkbox"/> 3
Some	<input type="checkbox"/> 2		None at all	<input type="checkbox"/> 4

## Your Future Plans

**Q34** What are your plans for the future? (Tick one box only).

To stay serving as long as I can	<input type="checkbox"/> 1
To stay serving to the end of my current engagement/commission	<input type="checkbox"/> 2
To leave the RN before the end of my current engagement/commission	<input type="checkbox"/> 3
To leave the RN as soon as I can	<input type="checkbox"/> 4
I have put in my notice to leave	<input type="checkbox"/> 5
N/A / Don't know	<input type="checkbox"/> 6

**Q35** How actively have you searched for a job outside the RN in the last 12 months?

Very actively	<input type="checkbox"/> 1		Not very actively	<input type="checkbox"/> 3
Quite actively	<input type="checkbox"/> 2		Not at all	<input type="checkbox"/> 4

**Q36** In the last 12 months, have you been approached by industry with offers of employment?

Yes	<input type="checkbox"/> 1		No	<input type="checkbox"/> 2
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**Q37** When you leave the RN, would you consider joining the Volunteer Reserve Forces (RN/RM: Maritime Reserves, Army: Army Reserves, RAF: RAF Volunteer Reserves)?

	Yes	No	Don't know
a. Full-time.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Part-time.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

Q38

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

Q39

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

	<i>Strongly increases my intention to stay</i>	<i>Increases my intention to stay</i>	<i>Has no effect on my intention to stay or leave</i>	<i>Increases my intention to leave</i>	<i>Strongly increases my intention to leave</i>
a. Impact of RN life on family and personal life.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. Opportunities outside the RN.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. Current job satisfaction.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. Job security.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. My morale.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
f. Service morale.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
g. Amount of pay.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
h. Amount of allowances.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
i. Opportunities for career development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
j. Opportunities for personal development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
k. Opportunities for sport.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
l. Opportunities for Adventurous Training.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
m. Promotion prospects.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
n. Healthcare provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
o. Dental provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
p. Mental health provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
q. Pension.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
r. Opportunities for flexible working conditions.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
s. Excitement of the job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

	<i>Strongly increases my intention to stay</i>	<i>Increases my intention to stay</i>	<i>Has no effect on my intention to stay or leave</i>	<i>Increases my intention to leave</i>	<i>Strongly increases my intention to leave</i>	<i>N/A</i>
t. Financial Incentives available to me (e.g. Commitment Bonus).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
u. Spouse/partner's career.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
v. Childcare.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
w. Work/life balance while at sea.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
x Work/life balance while ashore.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
y Management in my current Unit.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
z Accommodation provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
aa. Other (if applicable, please specify in the text box below):						

**Q40** What single factor could be changed to positively affect your decision to remain in the RN? (Please specify in the text box below):

**Q41** If you have put in your notice to leave, please indicate the 3 factors from the list above in Q39 that most influenced your decision to leave the RN. (Write the letter that corresponds with the reason in the boxes provided.)

Most important reason for leaving  1      Second most important reason for leaving  2      Third most important reason for leaving  3

**Q42** How would having the following options impact on your intention to stay or leave the RN?

	<i>Strongly increases my intention to stay</i>	<i>Increases my intention to stay</i>	<i>Has no effect on my intention to stay or leave</i>	<i>Increases my intention to leave</i>	<i>Strongly increases my intention to leave</i>
a. Opportunities to work part-time.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. Opportunities for reduced separated Service (including sea-going/operational deployment).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Fairness at Work

The RN aims to achieve an environment free from harassment, bullying, intimidation and unlawful discrimination, in which all have equal opportunity and encouragement to realise their full potential.

**Q43** How strongly do you agree or disagree with the following statement regarding fairness and equality in the RN?

I am treated fairly at work.

<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q44** Do you feel that the RN discipline system is...?

<i>Very fair</i>	<input type="checkbox"/> 1	<i>Unfair</i>	<input type="checkbox"/> 4
<i>Fair</i>	<input type="checkbox"/> 2	<i>Very unfair</i>	<input type="checkbox"/> 5
<i>Neither fair nor unfair</i>	<input type="checkbox"/> 3		

**Bullying** 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.

**Discrimination** 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.

**Harassment** 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>).

**Q45** Do you believe you have been subject to any of the following in a Service environment in the last 12 months? (Tick all that apply).

- a. Bullying  <sup>1</sup>
- b. Discrimination  <sup>1</sup>
- c. Harassment  <sup>1</sup>
- d. None of the above  <sup>1</sup> Please go to **Q51**

**Q46** If you believe you have been subject to **bullying** in a Service environment in the last 12 months, please specify on what grounds in the text box below:

**Q47** If you believe that you have been subject to **discrimination or harassment** in a Service environment in the last 12 months, please specify on what grounds:

- |  | <i>Discrimination</i>                 | <i>Harassment</i>                     |
|--|---------------------------------------|---------------------------------------|
| a. Gender.   | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| b. Gender reassignment.                                  | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| c. Race, colour, nationality, ethnic or national origin. | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| d. Marriage/civil partnership.                           | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| e. Religion or beliefs.                                  | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| f. Sexual orientation.                                   | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| g. Age.  | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| h. Disability.   | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| i. Pregnancy or maternity.                               | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |

**Q48** Did you make a formal written complaint within the last 12 months about this discrimination, harassment and/or bullying?

- Yes  <sup>1</sup> Please go to **Q49**
- No  <sup>2</sup> Please go to **Q50**

**Q49** If you DID make a formal written complaint, how satisfied were/are you with the following aspects of your complaint?

- |   | <i>Very satisfied</i>                 | <i>Satisfied</i>                      | <i>Neither satisfied nor dissatisfied</i> | <i>Dissatisfied</i>                   | <i>Very dissatisfied</i>              | <i>N/A</i>                            |
|---|---------------------------------------|---------------------------------------|---|---------------------------------------|---------------------------------------|---------------------------------------|
| a. The objectivity and fairness with which my complaint was handled/is being handled. | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |
| b. The amount of time taken/it is taking to resolve my complaint.                     | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |

	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.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. The support provided by my Assisting Officer.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. The outcome of my complaint.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**Q50 If you did NOT make a formal written complaint, why was this? (Tick all that apply)**

a. I was not aware of the Service Complaints process.	<input type="checkbox"/> 1
b. I considered the incident(s) to be too minor to report.	<input type="checkbox"/> 1
c. The incident(s) was/were resolved informally.	<input type="checkbox"/> 1
d. The incident(s) was/were resolved through mediation.	<input type="checkbox"/> 1
e. I did not believe anything would be done if I did complain.	<input type="checkbox"/> 1
f. I did not want to go through the complaints procedure.	<input type="checkbox"/> 1
g. I believed it might adversely affect my career.	<input type="checkbox"/> 1
h. I believed it might adversely affect another work colleague or the working environment.	<input type="checkbox"/> 1
i. I was worried that there would be recriminations from the perpetrators.	<input type="checkbox"/> 1
j. I was discouraged from doing so.	<input type="checkbox"/> 1
k. Other reason(s) - (please specify in the text box below):	<input type="checkbox"/> 1

**Q51 Do you know how the Service Complaints Ombudsman can help you with a discrimination, harassment and/or bullying complaint?**

Yes, fully	<input type="checkbox"/> 1	No, not at all	<input type="checkbox"/> 3
To some extent	<input type="checkbox"/> 2	Haven't heard of the Service Complaints Ombudsman	<input type="checkbox"/> 4

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

AND

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

## Your Work-Life Balance

**Q52 In the past 12 months approximately how much time have you spent away from your family (e.g. spouse/partner or children) for Service reasons?**

Not been away	<input type="checkbox"/> 1	Between 7-9 months (27-39 weeks)	<input type="checkbox"/> 5
Up to 1 month (4 weeks)	<input type="checkbox"/> 2	Between 10-12 months (40-52 weeks)	<input type="checkbox"/> 6
Between 1-3 months (5-13 weeks)	<input type="checkbox"/> 3	N/A	<input type="checkbox"/> 7
Between 4-6 months (14-26 weeks)	<input type="checkbox"/> 4		

**Q53 In the past 12 months, how satisfied were you with the following?**

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. The ability to plan my own life - short term (e.g. work/weekend leave).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The ability to plan my own life - long term (e.g. holidays/career training).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The opportunity for me to work flexibly (e.g. variable start/finish times, Compressed Hours, Working from home).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5



	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
d. The amount of time away from my usual place of duty.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. The amount of time away from my family and friends.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
f. The effect of Service life on my children's education.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
g. The effect of Service life on my spouse/partner's career.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**Q54 How strongly do you agree or disagree with the following?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
I am able to maintain a balance between my personal and working life.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Your Leave

**Q55 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. My overall leave allowance i.e. annual leave, post operational tour leave (POTL), Sea-Goers Leave (SGL), leave carried over from previous years.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The opportunity to take leave when I want to.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The amount of leave I was able to take in the last 12 months.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q56 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? (Tick all that apply)**

a. Operational tour.	<input type="checkbox"/> 1
b. Not allowed.	<input type="checkbox"/> 1
c. Courses/training.	<input type="checkbox"/> 1
d. Workload.	<input type="checkbox"/> 1
e. Undermanning.	<input type="checkbox"/> 1
f. I wanted to carry days over to the next leave year.	<input type="checkbox"/> 1
g. Other (please specify in the text box below):	<input type="checkbox"/> 1

## Your Health and Well-being

**Q57 If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with:**

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

**Q58** If you have received Service-provided dental treatment in the last 2 years, how satisfied were you with:

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

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

**Q59** Overall, how satisfied are you with your life nowadays?

<i>Not at all</i>										<i>Completely</i>
0	1	2	3	4	5	6	7	8	9	10
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q60** Overall, how happy did you feel yesterday?

<i>Not at all</i>										<i>Completely</i>
0	1	2	3	4	5	6	7	8	9	10
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q61** Overall, how anxious did you feel yesterday?

<i>Not at all</i>										<i>Completely</i>
0	1	2	3	4	5	6	7	8	9	10
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q62** Overall, to what extent do you feel the things you do in your life are worthwhile?

<i>Not at all</i>										<i>Completely</i>
0	1	2	3	4	5	6	7	8	9	10
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Fitness, Sport and Adventurous Training

**Q63** How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. RN sport, exercise and fitness facilities in general.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. My opportunities to take part in sport.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. My opportunities to take part in Adventurous Training.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
e. My opportunities to take part in Force Development Activities.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

## Welfare

**Q64** How satisfied are you with the following?

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

**Q65 How satisfied are you with the following?**

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

**Your Accommodation**

**Q66 What kind of accommodation do you live in at present during the working week? (Tick one box only)**

Service Family Accommodation (SFA)	<input type="checkbox"/> 1	Please go to <b>Q67</b>
Substitute Service Family Accommodation (SSFA)	<input type="checkbox"/> 2	Please go to <b>Q67</b>
Single Living Accommodation (SLA)	<input type="checkbox"/> 3	Please go to <b>Q67</b>
Substitute Service Single Accommodation (SSSA) (Formerly SSLA)	<input type="checkbox"/> 4	Please go to <b>Q67</b>
Ship or Submarine	<input type="checkbox"/> 5	Please go to <b>Q67</b>
Property I own	<input type="checkbox"/> 6	Please go to <b>Q71</b>
Privately rented accommodation	<input type="checkbox"/> 7	Please go to <b>Q69</b>
In a relative's (e.g. parents') home	<input type="checkbox"/> 8	Please go to <b>Q69</b>
Other (please specify in the text box below)	<input type="checkbox"/> 9	Please go to <b>Q69</b>

**Q67 If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply)**

a. Posting requirement.	<input type="checkbox"/> 1
b. Economy.	<input type="checkbox"/> 1
c. Personal circumstances e.g. marriage, separation, divorce.	<input type="checkbox"/> 1
d. Other (please specify in the text box below).	<input type="checkbox"/> 1

**Q68 With regard to your current Service Accommodation, how satisfied are you with the following?**

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A / Don't know
a. The overall standard.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. The value for money.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. The response to requests for maintenance/repair to my current accommodation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. The quality of maintenance/repair work to my current accommodation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. How fairly Service Accommodation is allocated.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**Q69 Do you currently own your own home? Please answer this question whether you live in this property or not.**

- Yes <sup>1</sup> Please go to **Q71**
- No <sup>2</sup> Please go to **Q70**
- No, but I am currently saving up to buy a home in the future <sup>3</sup> Please go to **Q70**

**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. <sup>1</sup>
- b. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is. <sup>1</sup>
- c. I want to be able to move about/move my family with me when I am posted. <sup>1</sup>
- d. I don't want to buy a home where I am currently located. <sup>1</sup>
- e. I can't afford to buy a suitable home at the moment. <sup>1</sup>
- f. I don't want to risk losing money. <sup>1</sup>
- g. I wouldn't be able to live in the home. <sup>1</sup>
- h. Other (please specify in the text box below): <sup>1</sup>

**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. <sup>1</sup>
- b. The allowances for living in my own home. <sup>1</sup>
- c. To rent it out. <sup>1</sup>
- d. Poor standards of SLA or SFA. <sup>1</sup>
- e. Poor location of SLA or SFA. <sup>1</sup>
- f. The cost of SLA or SFA. <sup>1</sup>
- g. I wanted to live with my partner. <sup>1</sup>
- h. Other (please specify in the text box below): <sup>1</sup>

**Q72 If you currently own a home, how satisfied are you with the following?**

- |  | Very<br>satisfied                     | Satisfied                             | Neither<br>satisfied nor<br>dissatisfied | Dissatisfied                          | Very<br>dissatisfied                  | N/A                                   |
|--|---------------------------------------|---------------------------------------|--|---------------------------------------|---------------------------------------|---------------------------------------|
| a. The opportunity to live in my own home.   | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>    | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |
| b. The allowances for living in my own home. | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>    | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |

**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. <sup>1</sup>
- b. In the last year, I have used FHTB to extend my home. <sup>1</sup>
- c. I am considering using FHTB for a future home purchase. <sup>1</sup>
- d. In the last year, I purchased my own home without the use of FHTB or the Government Affordable Housing Schemes. <sup>1</sup>

- 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
- 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](http://www.gov.uk/forces-help-to-buy)

## Catering, Retail and Leisure

**Q74** Thinking specifically about food and drink supplied on your Unit, when considering where to eat which of these factors are important to you? (Tick all that apply)

- a. Price.  1
- b. Value for money.  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 produced).  1
- h. Other (please specify in the text box below):  1

**Q75** How often do you use Service-provided catering facilities...?

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

**Q76** How satisfied are you with the following?

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

## Your Family Life

**Q77** What is your current personal status?

- Single (never married or formed a civil partnership)  1 Please 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 partnership  4 Please go to **Q79**
- Divorced / Formerly in a civil partnership which is now legally dissolved  5 Please go to **Q79**
- Widowed / The surviving partner from a civil partnership  6 Please go to **Q79**
- Prefer not to say  7 Please go to **Q79**

**Q78 What is your spouse/partner's current employment situation?**

- In the Armed Forces*  1
- In full-time paid employment / full-time self-employment (other than Armed Forces)*  2
- In part-time paid employment / part-time self-employment*  3
- In voluntary (unpaid) employment*  4
- Not employed (for any reason)*  5
- In full-time or part-time education*  6

**Q79 Do you have any children whom you support financially?**

- Yes  1
- No  2 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".)**

1 Under 5 years

2 Between 5 and 17 years

3 18 years and over

**Q81 Do any of your children live with you? (Tick one box only).**

- Yes  1
- Shared access  2
- Weekends/holidays only  3 Please go to **Q84**
- No  4 Please go to **Q84**
- N/A  5 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?**

- |  |                            |                            |   |                            |                            |                            |
|--|----------------------------|----------------------------|---|----------------------------|----------------------------|----------------------------|
|  | <i>Very satisfied</i>      | <i>Satisfied</i>           | <i>Neither satisfied nor dissatisfied</i> | <i>Dissatisfied</i>        | <i>Very dissatisfied</i>   | <i>N/A</i>                 |
|  | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3                | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |

**Q84 Do you have caring responsibilities for infirm or elderly adult(s)?**

- Yes  1
- No  2

The RN would like to understand how Service life affects personal finance. The information could improve training and 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*  1
- Lack of UK credit history*  2
- Too many address moves*  3
- Don't know*  4
- Prefer not to say*  5
- Other (please specify in the text box below):*  6

**Q86 Do you currently have personal debt levels that concern you?**

Yes <sup>1</sup> No <sup>2</sup>

**Being Part of Society**

**Q87 Are you currently registered to vote?**

Yes <sup>1</sup> Please go to **Q88**  
 No <sup>2</sup> Please go to **Q89**  
 Don't know <sup>3</sup> Please go to **Q90**

You can register to vote at the following link: [www.gov.uk/register-to-vote](http://www.gov.uk/register-to-vote)

**Q88 If you are currently registered to vote, are you registered as...? (Tick one box only).**

An ordinary/residential voter - registered for one year, usually via the annual update of voters (annual canvass). <sup>1</sup> Please go to **Q90**  
 A Service voter - registered for five years, via a Service declaration. <sup>2</sup> Please go to **Q90**  
 An overseas voter - registered for one year, in the same way as a non-Forces British citizen living overseas. <sup>3</sup> Please go to **Q90**

**Q89 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 <sup>1</sup>  
 I have not got around to it, but aim to do it sometime <sup>2</sup>  
 I do not know how to register <sup>3</sup>  
 I am not interested in politics <sup>4</sup>  
 I wish to remain impartial <sup>5</sup>  
 Other <sup>6</sup>

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.

**Q90 Which of these best sums up your awareness of the Armed Forces Covenant?**

I've never heard of it <sup>1</sup>  
 I've heard of it but know nothing about it <sup>2</sup>  
 I've heard of it and know a little about it <sup>3</sup>  
 I've heard of it and know a lot about it <sup>4</sup>

See the following link - <https://www.armedforcescovenant.gov.uk> - for more information.

**Q91 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public?**

	Strongly advantaged	Advantaged	Neither advantaged nor disadvantaged	Disadvantaged	Strongly disadvantaged	Don't know/ N/A
a. Family's access to NHS care.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Children's Education.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. Housing.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. Family life.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. Benefits.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. Tax.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. Commercial Products and Services (e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
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)).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

- |  | Strongly<br>advantaged     | Advantaged                 | Neither<br>advantaged nor<br>disadvantaged | Disadvantaged              | Strongly<br>disadvantaged  | Don't<br>know/<br>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). | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3                 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |
| j. Other (please specify in the text box below):   | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3                 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |

**Q92 How strongly do you agree or disagree with the following?**

- |  | Strongly<br>agree          | Agree                      | Neither<br>agree nor<br>disagree | Disagree                   | Strongly<br>disagree       | Don't<br>know              |
|--|----------------------------|----------------------------|----------------------------------|----------------------------|----------------------------|----------------------------|
| a. I offer an important service to the country.                | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3       | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |
| b. Members of the Armed Forces are valued by society at large. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3       | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |

## Your Background

**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  1 Please go to **Q94**
- No  2 Please go to **Q95**

**Q94 If YES, were you a member of the: (Tick all that apply)**

- a. Sea Cadet Corps (SCC)?  1
- b. Army Cadet Force (ACF)?  1
- c. Air Training Corps (ATC)?  1
- d. Combined Cadet Force RN (CCF RN)?  1
- e. Combined Cadet Force Army (CCF Army)?  1
- f. Combined Cadet Force RAF (CCF RAF)?  1

## Taking Action and Your Comments

**Q95 How strongly do you agree or disagree with the following?**

- |   | Strongly<br>agree          | Agree                      | Neither<br>agree nor<br>disagree | Disagree                   | Strongly<br>disagree       | Don't<br>know              |
|---|----------------------------|----------------------------|----------------------------------|----------------------------|----------------------------|----------------------------|
| a. I believe the leaders in the RN will take action on the results of AFCAS.  | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3       | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |
| b. I think effective action has been taken in the RN on the results of AFCAS. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3       | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |

**Q96 This survey is?**

- Too long  1      About right  2      Too short  3

**Q97 How long did it take you to complete this survey?**

- |                      |                            |               |                            |
|----------------------|----------------------------|---------------|----------------------------|
| Less than 10 minutes | <input type="checkbox"/> 1 | 40-50 minutes | <input type="checkbox"/> 5 |
| 10-20 minutes        | <input type="checkbox"/> 2 | 50-60 minutes | <input type="checkbox"/> 6 |
| 20-30 minutes        | <input type="checkbox"/> 3 | Over an hour  | <input type="checkbox"/> 7 |
| 30-40 minutes        | <input type="checkbox"/> 4 |               |                            |



**Q98**

**Please use this box to provide any further comments about working and living in the RN.**

**Thank you for completing this survey.**

**Please return it as soon as you can to:**

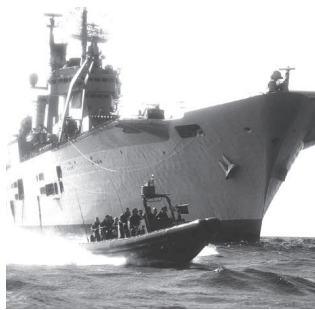
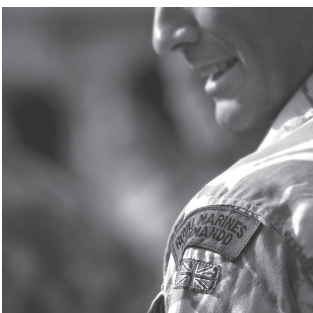
**Membership Engagement Services, 33 Clarendon Road, London, N8 0NW  
using the envelope provided.**

**Responses must reach us by 17th February 2020 in order to be included. Please allow sufficient time for postage.**



# 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.

A handwritten signature in black ink, reading 'Nick Hine'.

**Nick Hine**  
Vice Admiral  
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 too<sup>1</sup>.

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](mailto: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/>

<sup>1</sup> 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 21<sup>st</sup> 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<sup>th</sup> 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](mailto:Philippa.Robinson121@mod.gov.uk), 020 7218 7274.

**For further information:** Contact Civil Service researcher: Philip Smith at Navy Command HQ, [NAVYNPS-RSCHMAILBOX@mod.gov.uk](mailto:NAVYNPS-RSCHMAILBOX@mod.gov.uk), 023 9262 8659.

This study complies, and at all times will comply, with the Declaration of Helsinki<sup>2</sup> as adopted at the 64<sup>th</sup> WMA General Assembly at Fortaleza, Brazil in October 2013.

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

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<sup>2</sup> 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?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The pay and benefits I receive are fair for the work I do.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The RM offer (including dental & healthcare, subsidised accommodation, pay & pension) is better than that which industry offers.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

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?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	
a. My rate of basic pay (basic pay includes X-Factor, but excludes Recruitment and Retention Payment (RRP) and any allowances).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
b. My pension benefits.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
c. Information about pay and allowances (e.g. from the intranet, DINs and brochures).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
d. My ability to access JPA.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
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)).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup> N/A

**Q3 In the last 12 months, have you been in receipt of a Recruitment and Retention Payment (RRP)?**

Yes - Please go to Q4 <sup>1</sup> No - Please go to Q5 <sup>2</sup>

**Q4 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
My Recruitment and Retention Payment (RRP).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Your Work**

**Q5 How satisfied are you with RM life in general?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q6 How would you rate the level of morale of...**

	<i>Very high</i>	<i>High</i>	<i>Neither high nor low</i>	<i>Low</i>	<i>Very Low</i>
a. Myself.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. My Unit.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The RM as a whole.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q7 How satisfied are you with the following aspects of your current job?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. My job in general.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The sense of achievement I get from my work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The challenge in my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. The amount of variety in my work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
e. My current work location.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q8 How strongly do you agree or disagree with the following?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>N/A</i>
a. My superiors do not interfere excessively in my work activities.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. I am given sufficient authority to make decisions.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. If I make a genuine mistake at work, I do not feel that it will be held against me.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>N/A</i>
d. Where I work people do not automatically look for someone to blame when things go wrong.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. I am encouraged to find better ways of doing things at work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
f. I am always given a clear deadline as to when work needs to be completed.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
g. When I am set a task at work, I am told very clearly what output is required.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
h. I have a choice in deciding how I do my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
i. I know that if I do my job well I will be praised or rewarded.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

## Resources and Workload

**Q9 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The availability of personal equipment/kit I have to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The standard of major equipment (e.g. vehicles and systems) I have to do my job .	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The availability of major equipment I have to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q10 How would you rate your workload over the last 12 months?**

<i>Much too high</i>	<i>Too high</i>	<i>About right</i>	<i>Too low</i>	<i>Much too low</i>
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Your Career

**Q11 Overall how satisfied are you with the way your career is being managed?**

<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Career Management is defined as ‘The assignment of individuals in accordance with endorsed current and future Service requirements, exploiting skills, career development needs and, whenever possible, personal preferences, whilst providing advice on future career paths’.**

**Q12 Overall how satisfied are you with the career management service provided by the Career Managers and Branch Advisers?**

<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**Q13 Who do you think is responsible for managing your career? (Tick all that apply)**

a. You.  1

b. Immediate superior (line manager).  1

c. Career Manager.  1



**Q14 In terms of your current assignment, how strongly do you agree or disagree with the following?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I have the knowledge, skills and experience to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. My knowledge, skills and experience are being used.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The assignment provides development opportunities that will enhance my promotion prospects.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. My personal preferences were taken into account.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q15 How satisfied are you with the following?**

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

## Your Line Management

**Q16 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. Understands and represents my interests.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. Supports me in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. Sets a positive example.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. Encourages me to develop my skills.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. Is supportive over work/life balance issues.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
f. Provides regular feedback on my performance.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
g. Tells me what's going on at work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
h. Is someone I trust.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
i. Helps me to understand how I contribute to RM objectives.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
j. Helps me to understand how major change decisions will affect me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
k. Works well with personnel from different backgrounds.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
l. I am satisfied with the leadership provided by my immediate supervisor.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**Q17 How long have you worked with your immediate chain of command?**

0-3 months  1                      4 or more months  2

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

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't Know</i>
a. I trust my immediate chain of command to support me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. My immediate chain of command knows me well.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

## Senior Leadership

**Q19** How strongly do you agree or disagree with the following statements about the senior leaders of the Royal Marines (i.e. Brigadier and above)?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. They understand and represent my interests.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. They are keen to listen to Service people's feedback.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. They champion the RM's interests in Tri-Service issues.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. They communicate decisions to personnel.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. They understand the impact of change on personnel.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
f. I have confidence in the leadership of the RM.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

## Commitment

**Q20** How strongly do you agree or disagree with the following?

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

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

**Q21** How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. The ethos of the RM is an important part of life in the RM.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Working with Others

**Q22** In considering your immediate working team, to what extent do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. My team know exactly what their responsibilities are.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The people in my team can be relied upon to help when things get difficult in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. We have confidence in ourselves as a team.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The people in my team work together to find ways to improve the service we provide.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. Team members work well with personnel from different backgrounds.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q23** Have you had working contact with any of the following in the last two years? (Tick all that apply)  
**IF NONE APPLY PLEASE GO TO Q27**

a. Armed Forces Reserves.	<input type="checkbox"/> 1
b. MOD Civil Servants.	<input type="checkbox"/> 1
c. MOD contractors.	<input type="checkbox"/> 1

**Q24** In your experience, how would you rate the contribution to the RM of...

	<i>Very valuable</i>	<i>Valuable</i>	<i>Not very valuable</i>	<i>Not at all valuable</i>	<i>Don't know/ N/A</i>
a. Armed Forces Reserves.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. MOD Civil Servants.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. MOD contractors.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q25** In your experience, how well integrated into the RM are...

	<i>Very well</i>	<i>Well</i>	<i>Not very well</i>	<i>Not at all well</i>	<i>Don't know/ N/A</i>
a. Armed Forces Reserves.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. MOD Civil Servants.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. MOD contractors.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q26** In your experience, how would you rate the professionalism of...

	<i>Very professional</i>	<i>Professional</i>	<i>Not very professional</i>	<i>Not at all professional</i>	<i>Don't know/ N/A</i>
a. Armed Forces Reserves.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. MOD Civil Servants.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. MOD contractors.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Change

**Q27** How strongly do you agree or disagree with the following?

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

# 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  <sup>1</sup>

As part of a Unit  <sup>2</sup>

**Q29 With regards to your current/last operational deployment, how satisfied are 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).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b/ Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc.).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. The deployment notice.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. The pre-operational/sea training.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. The welfare support I received from Royal Navy Royal Marines Welfare (RNRMW) when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. The welfare support that my family, partner and/or parents received from the RNRMW when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. The decompression and post operational tour support I received when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
h. The Post Operational Stress Management that I received when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
i. The operational role I was assigned to.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q30 What is your view of the following regarding your experience of operational deployments?**

	Too often	About right	Not often enough
a. The frequency of my operational deployments.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>
b. The length of my operational deployments.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>

# Training and Development

**Q31 How satisfied are you with the following?**

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. My opportunities for professional development.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. My opportunities for personal development.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The timing of the training I have received in order to carry out my current job roles.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. The extent to which I am doing the job for which I was trained.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
e. My opportunities to gain civilian accreditation for Service training (e.g. NVQs, apprenticeships).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q32** How strongly do you agree or disagree with the following?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
I am given enough training to enable me to make moral decisions within my role.					

**Q33** How much importance do you place on professional / civilian accreditation?

A lot	<input type="checkbox"/> <sup>1</sup>	Very little	<input type="checkbox"/> <sup>3</sup>
Some	<input type="checkbox"/> <sup>2</sup>	None at all	<input type="checkbox"/> <sup>4</sup>

## Your Future Plans

**Q34** What are your plans for the future? (Tick one box only).

To stay serving as long as I can	<input type="checkbox"/> <sup>1</sup>
To stay serving to the end of my current engagement/commission	<input type="checkbox"/> <sup>2</sup>
To leave the RM before the end of my current engagement/commission	<input type="checkbox"/> <sup>3</sup>
I leave the RM as soon as I can	<input type="checkbox"/> <sup>4</sup>
I have put in my notice to leave	<input type="checkbox"/> <sup>5</sup>
N/A / Don't know	<input type="checkbox"/> <sup>6</sup>

**Q35** How actively have you searched for a job outside the RM in the last 12 months?

Very actively	<input type="checkbox"/> <sup>1</sup>	Not very actively	<input type="checkbox"/> <sup>3</sup>
Quite actively	<input type="checkbox"/> <sup>2</sup>	Not at all	<input type="checkbox"/> <sup>4</sup>

**Q36** In the last 12 months, have you been approached by industry with offers of employment?

Yes	<input type="checkbox"/> <sup>1</sup>	No	<input type="checkbox"/> <sup>2</sup>
-----	---------------------------------------	----	---------------------------------------

**Q37** When you leave the RM, would you consider joining the Volunteer Reserve Forces (RN/RM: Maritime Reserves, Army: Army Reserves, RAF: RAF Volunteer Reserves)?

	Yes	No	Don't know
a. Full-time.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>
b. Part-time.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>

**Q38** What would make you join the Volunteer Reserve Forces? (Please write in the text box below)

Q39

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

	<i>Strongly increases my intention to stay</i>	<i>Increases my intention to stay</i>	<i>Has no effect on my intention to stay or leave</i>	<i>Increases my intention to leave</i>	<i>Strongly increases my intention to leave</i>	
a. Impact of RM life on family and personal life.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
b. Opportunities outside the RM.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
c. Current job satisfaction.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
d. Job security.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
e. My morale.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
f. Service morale.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
g. Amount of pay.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
h. Amount of allowances.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
i. Opportunities for career development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
j. Opportunities for personal development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
k. Opportunities for sport.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
l. Opportunities for Adventurous Training.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
m. Promotion prospects.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
n. Healthcare provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
o. Dental provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
p. Mental health provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
q. Pension.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
r. Opportunities for flexible working conditions.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
s. Excitement of the job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
t. Financial incentives available to me (e.g. Commitment Bonus).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> N/A 6
u. Spouse/partner's career.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
v. Childcare.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
w. Work/life balance while at sea.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
x Work/life balance while ashore.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
y Management in my current Unit.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
z Accommodation provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
aa. Other (if applicable, please specify in the text box below):						

Q40

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

Q41

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

Most important reason for leaving  1      Second most important reason for leaving  2      Third most important reason for leaving  3

**Q42 How would having the following options impact on your intention to stay or leave the RM ?**

	<i>Strongly increases my intention to stay</i>	<i>Increases my intention to stay</i>	<i>Has no effect on my intention to stay or leave</i>	<i>Increases my intention to leave</i>	<i>Strongly increases my intention to leave</i>
a. Opportunities to work part-time.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. Opportunities for reduced separated Service (including operational deployment).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Fairness at Work

The RM aims to achieve an environment free from harassment, bullying, intimidation and unlawful discrimination, in which all have equal opportunity and encouragement to realise their full potential.

**Q43 How strongly do you agree or disagree with the following statement regarding fairness and equality in the RM?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
I am treated fairly at work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q44 Do you feel that the RM discipline system is...?**

Very fair	<input type="checkbox"/> 1	Unfair	<input type="checkbox"/> 4
Fair	<input type="checkbox"/> 2	Very unfair	<input type="checkbox"/> 5
Neither fair nor unfair	<input type="checkbox"/> 3		

**Bullying** 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.

**Discrimination** 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.

**Harassment** 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>).

**Q45 Do you believe you have been subject to any of the following in a Service environment in the last 12 months? (Tick all that apply).**

a. Bullying	<input type="checkbox"/> 1	
b. Discrimination	<input type="checkbox"/> 1	
c. Harassment	<input type="checkbox"/> 1	
d. None of the above	<input type="checkbox"/> 1	Please go to <b>Q51</b>

**Q46 If you believe you have been subject to bullying in a Service environment in the last 12 months, please specify on what grounds in the text box below:**

**Q47 If you believe that you have been subject to discrimination or harassment in a Service environment in the last 12 months, please specify on what grounds:**

	<i>Discrimination</i>	<i>Harassment</i>
a. Gender.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
b. Gender reassignment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
c. Race, colour, nationality, ethnic or national origin.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
d. Marriage/civil partnership.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
e. Religion or beliefs.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
f. Sexual orientation.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
g. Age.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
h. Disability.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
i. Pregnancy or maternity.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>

**Q48 Did you make a formal written complaint within the last 12 months about this discrimination, harassment and/or bullying?**

- Yes  <sup>1</sup> Please go to **Q49**  
 No  <sup>2</sup> Please go to **Q50**

**Q49 If you DID make a formal written complaint, how satisfied were/are you with the following aspects of your complaint?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
a. The objectivity and fairness with which my complaint was handled/is being handled.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. The amount of time taken/it is taking to resolve my complaint.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. How well I was/am being kept informed about the progress of my complaint.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. The support provided by my Assisting Officer.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. The outcome of my complaint.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q50 If you did NOT make a formal written complaint, why was this? (Tick all that apply)**

- a. I was not aware of the Service Complaints process.  <sup>1</sup>
- b. I considered the incident(s) to be too minor to report.  <sup>1</sup>
- c. The incident(s) was/were resolved informally.  <sup>1</sup>
- d. The incident(s) was/were resolved through mediation.  <sup>1</sup>
- e. I did not believe anything would be done if I did complain.  <sup>1</sup>
- f. I did not want to go through the complaints procedure.  <sup>1</sup>
- g. I believed it might adversely affect my career.  <sup>1</sup>
- h. I believed it might adversely affect another work colleague or the working environment.  <sup>1</sup>
- i. I was worried that there would be recriminations from the perpetrators.  <sup>1</sup>
- j. I was discouraged from doing so.  <sup>1</sup>
- k. Other reason(s) - (please specify in the text box below):  <sup>1</sup>



**Q51 Do you know how the Service Complaints Ombudsman can help you with a discrimination, harassment and/or bullying complaint?**

Yes, fully	<input type="checkbox"/> <sup>1</sup>	No, not at all	<input type="checkbox"/> <sup>3</sup>
To some extent	<input type="checkbox"/> <sup>2</sup>	Haven't heard of the Service Complaints Ombudsman	<input type="checkbox"/> <sup>4</sup>

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

**Q52 In the past 12 months approximately how much time have you spent away from your family (e.g. spouse/partner or children) for Service reasons?**

Not been away	<input type="checkbox"/> <sup>1</sup>	Between 7-9 months (27-39 weeks)	<input type="checkbox"/> <sup>5</sup>
Up to 1 month (4 weeks)	<input type="checkbox"/> <sup>2</sup>	Between 10-12 months (40-52 weeks)	<input type="checkbox"/> <sup>6</sup>
Between 1-3 months (5-13 weeks)	<input type="checkbox"/> <sup>3</sup>	N/A	<input type="checkbox"/> <sup>7</sup>
Between 4-6 months (14-26 weeks)	<input type="checkbox"/> <sup>4</sup>		

**Q53 In the past 12 months, how satisfied were you with the following?**

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
a. The ability to plan my own life - short term (e.g. work/weekend leave).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
b. The ability to plan my own life - long term (e.g. holidays/career training).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
c. The opportunity for me to work flexibly (e.g. variable start/finish times, Compressed Hours, Working from home).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
d. The amount of time away from my usual place of duty.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup> N/A
e. The amount of time away from my family and friends.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. The effect of Service life on my children's education.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. The effect of Service life on my spouse/partner's career.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q54 How strongly do you agree or disagree with the following?**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I am able to maintain a balance between my personal and working life.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

## Your Leave

**Q55 How satisfied are you with the following?**

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. My overall leave allowance i.e. annual leave, post operational leave (POL), Sea-Goers Leave (SGL), leave carried over from previous years.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The opportunity to take leave when I want to.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The amount of leave I was able to take in the last 12 months.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q56** If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? (Tick all that apply)

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

## Your Health and Well-being

**Q57** If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with:

- |  | Very<br>satisfied                     | Satisfied                             | Neither<br>satisfied nor<br>dissatisfied | Dissatisfied                          | Very<br>dissatisfied                  | N/A                                   |
|--|---------------------------------------|---------------------------------------|--|---------------------------------------|---------------------------------------|---------------------------------------|
| a. Being able to access the medical care when I needed it. | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>    | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |
| b. The medical treatment.                                  | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>    | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |

**Q58** If you have received Service-provided dental treatment in the last 2 years, how satisfied were you with:

- |   | Very<br>satisfied                     | Satisfied                             | Neither<br>satisfied nor<br>dissatisfied | Dissatisfied                          | Very<br>dissatisfied                  | N/A                                   |
|---|---------------------------------------|---------------------------------------|--|---------------------------------------|---------------------------------------|---------------------------------------|
| a. Being able to access the dental care when I needed it. | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>    | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |
| b. The dental treatment                                   | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>    | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |

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

**Q59** Overall, how satisfied are you with your life nowadays?

*Not at all* *Completely*

0	1	2	3	4	5	6	7	8	9	10
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q60** Overall, how happy did you feel yesterday?

*Not at all* *Completely*

0	1	2	3	4	5	6	7	8	9	10
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q61** Overall, how anxious did you feel yesterday?

*Not at all* *Completely*

0	1	2	3	4	5	6	7	8	9	10
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q62** Overall, to what extent do you feel the things you do in your life are worthwhile?

*Not at all* *Completely*

0	1	2	3	4	5	6	7	8	9	10
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Fitness, Sport and Adventurous Training

**Q63 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. RM sport, exercise and fitness facilities in general.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. My opportunities to take part in sport.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. My opportunities to take part in Adventurous Training.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. My opportunities to take part in Force Development Activities.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Welfare

**Q64 How satisfied are you with the following?**

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

**Q65 How satisfied are you with the following?**

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

# Your Accommodation

**Q66** What kind of accommodation do you live in at present during the working week? (Tick one box only)

- Service Family Accommodation (SFA)  <sup>1</sup> Please go to **Q67**
- Substitute Service Family Accommodation (SSFA)  <sup>2</sup> Please go to **Q67**
- Single Living Accommodation (SLA)  <sup>3</sup> Please go to **Q67**
- Substitute Service Single Accommodation (SSSA) (Formerly SSLA)  <sup>4</sup> Please go to **Q67**
- Ship or Submarine  <sup>5</sup> Please go to **Q67**
- Property I own  <sup>6</sup> Please go to **Q71**
- Privately rented accommodation  <sup>7</sup> Please go to **Q69**
- In a relative's (e.g. parents') home  <sup>8</sup> Please go to **Q69**
- Other (please specify in the text box below)  <sup>9</sup> Please go to **Q69**

**Q67** If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply)

- a. Posting requirement.  <sup>1</sup>
- b. Economy.  <sup>1</sup>
- c. Personal circumstances e.g. marriage, separation, divorce.  <sup>1</sup>
- d. Other (please specify in the text box below).  <sup>1</sup>

**Q68** With regard to your current Service Accommodation, how satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A / Don't know
a. The overall standard.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. The value for money.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. The response to requests for maintenance/repair to my current accommodation.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. The quality of maintenance/repair work to my current accommodation.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. How fairly Service Accommodation is allocated.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q69** Do you currently own your own home? Please answer this question whether you live in this property or not.

- Yes  <sup>1</sup> Please go to **Q71**
- No  <sup>2</sup> Please go to **Q70**
- N/A  <sup>3</sup> Please go to **Q70**

**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.  <sup>1</sup>
- b. Living in Service Accommodation is better suited to my/ my family's needs at present than home ownership is.  <sup>1</sup>
- c. I want to be able to move about/move my family with me when I am posted.  <sup>1</sup>
- d. I don't want to buy a home where I am currently located.  <sup>1</sup>
- e. I can't afford to buy a suitable home at the moment.  <sup>1</sup>
- f. I don't want to risk losing money.  <sup>1</sup>
- g. I wouldn't be able to live in the home.  <sup>1</sup>
- h. Other (please specify in the text box below):  <sup>1</sup>

**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.  <sup>1</sup>
- b. The allowances for living in my own home.  <sup>1</sup>
- c. To rent it out.  <sup>1</sup>
- d. Poor standards of SLA or SFA.  <sup>1</sup>
- e. Poor location of SLA or SFA.  <sup>1</sup>
- f. The cost of SLA or SFA.  <sup>1</sup>
- g. I wanted to live with my partner.  <sup>1</sup>
- h. Other (please specify in the text box below):  <sup>1</sup>

**Q72**

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

- |  | <i>Very<br/>satisfied</i>             | <i>Satisfied</i>                      | <i>Neither<br/>satisfied nor<br/>dissatisfied</i> | <i>Dissatisfied</i>                   | <i>Very<br/>dissatisfied</i>          | <i>N/A</i>                            |
|--|---------------------------------------|---------------------------------------|---|---------------------------------------|---------------------------------------|---------------------------------------|
| a. The opportunity to live in my own home.   | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>             | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |
| b. The allowances for living in my own home. | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>             | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |

**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.  <sup>1</sup>
- b. In the last year, I have used FHTB to extend my home.  <sup>1</sup>
- c. I am considering using FHTB for a future home purchase.  <sup>1</sup>
- d. In the last year, I purchased my own home without the use of FHTB or the Government Affordable Housing Schemes.  <sup>1</sup>
- 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).  <sup>1</sup>
- f. None of the above.  <sup>1</sup>

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

## Catering, Retail and Leisure

**Q74** Thinking specifically about food and drink supplied on your Unit, when considering where to eat which of these factors are important to you? (Tick all that apply)

- a. Price.  <sup>1</sup>
- b. Value for money.  <sup>1</sup>
- c. Choice.  <sup>1</sup>
- d. Quality.  <sup>1</sup>
- e. Quantity.  <sup>1</sup>
- f. Well known brand.  <sup>1</sup>
- g. Where it is sourced from (e.g. Fairtrade, locally produced).  <sup>1</sup>
- h. Other (please specify in the text box below):  <sup>1</sup>

**Q75** How often do you use Service-provided catering facilities...?

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

**Q76** How satisfied are you with the following?

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

## Your Family Life

**Q77** What is your current personal status?

- Single (never married or formed a civil partnership)  <sup>1</sup> Please go to **Q79**
- In a long term / established relationship (but not married or in a civil partnership)  <sup>2</sup>
- Married / In a civil partnership  <sup>3</sup>
- Separated, but still legally married or in a civil partnership  <sup>4</sup> Please go to **Q79**
- Divorced / Formerly in a civil partnership which is now legally dissolved  <sup>5</sup> Please go to **Q79**
- Widowed / The surviving partner from a civil partnership  <sup>6</sup> Please go to **Q79**
- Prefer not to say  <sup>7</sup> Please go to **Q79**

**Q78** What is your spouse/partner's current employment situation?

- In the Armed Forces  <sup>1</sup>
- In full-time paid employment / full-time self-employment (other than Armed Forces)  <sup>2</sup>
- In part-time paid employment / part-time self-employment  <sup>3</sup>
- In voluntary (unpaid) employment  <sup>4</sup>
- Not employed (for any reason)  <sup>5</sup>
- In full-time or part-time education  <sup>6</sup>

**Q79 Do you have any children whom you support financially?**

Yes <sup>1</sup>  
No <sup>2</sup> 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".)**

<sup>1</sup> Under 5 years

<sup>2</sup> Between 5 and 17 years

<sup>3</sup> 18 years and over

**Q81 Do any of your children live with you? (Tick one box only).**

Yes <sup>1</sup>  
Shared access <sup>2</sup>  
Weekends/holidays only <sup>3</sup> Please go to **Q84**  
No <sup>4</sup> Please go to **Q84**  
N/A <sup>5</sup> 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 <sup>1</sup> No <sup>2</sup> N/A <sup>3</sup>

**Q83 If you require childcare, how satisfied are you with the locally provided childcare facilities?**

Very satisfied <sup>1</sup> Satisfied <sup>2</sup> Neither satisfied nor dissatisfied <sup>3</sup> Dissatisfied <sup>4</sup> Very dissatisfied <sup>5</sup> N/A <sup>6</sup>

**Q84 Do you have caring responsibilities for infirm or elderly adult(s)?**

Yes <sup>1</sup> No <sup>2</sup>

The RM would like to understand how Service life affects personal finance. The information could improve training and 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 <sup>1</sup>  
Lack of UK credit history <sup>2</sup>  
Too many address moves <sup>3</sup>  
Don't know <sup>4</sup>  
Prefer not to say <sup>5</sup>  
Other (please specify in the text box below): <sup>6</sup>

**Q86 Do you currently have personal debt levels that concern you?**

Yes <sup>1</sup> No <sup>2</sup>

# Being Part of Society

**Q87 Are you currently registered to vote?**

Yes

 <sup>1</sup>

Please go to **Q88**

No

 <sup>2</sup>

Please go to **Q89**

Don't know

 <sup>3</sup>

Please go to **Q90**

You can register to vote at the following link: [www.gov.uk/register-to-vote](http://www.gov.uk/register-to-vote)

**Q88 If you are currently registered to vote, are you registered as...? (Tick one box only).**

An ordinary/residential voter - registered for one year, usually via the annual update of voters (annual canvass)

 <sup>1</sup>

Please go to **Q90**

A Service voter - registered for five years, via a Service declaration

 <sup>2</sup>

Please go to **Q90**

An overseas voter - registered for one year, in the same way as a non-Forces British citizen living overseas.

 <sup>3</sup>

Please go to **Q90**

**Q89 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

 <sup>1</sup>

I have not got around to it, but aim to do it sometime

 <sup>2</sup>

I do not know how to register

 <sup>3</sup>

I am not interested in politics

 <sup>4</sup>

I wish to remain impartial

 <sup>5</sup>

Other

 <sup>6</sup>

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.

**Q90 Which of these best sums up your awareness of the Armed Forces Covenant?**

I've never heard of it

 <sup>1</sup>

I've heard of it but know nothing about it

 <sup>2</sup>

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

 <sup>3</sup>

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

 <sup>4</sup>

See the following link - <https://www.armedforcescovenant.gov.uk> - for more information.

**Q91 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public?**

	Strongly advantaged	Advantaged	Neither advantaged nor disadvantaged	Disadvantaged	Strongly disadvantaged	Don't know/ N/A
a. Family's access to NHS care.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Children's Education.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. Housing.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. Family life.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. Benefits.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. Tax.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. Commercial Products and Services (e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
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)).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>



- i. Participation as Citizens (e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition). <sup>1</sup> <sup>2</sup> <sup>3</sup> <sup>4</sup> <sup>5</sup> <sup>6</sup>
- j. Other (please specify in the text box below): <sup>1</sup> <sup>2</sup> <sup>3</sup> <sup>4</sup> <sup>5</sup> <sup>6</sup>

**Q92 How strongly do you agree or disagree with the following?**

- |  | <i>Strongly agree</i>                 | <i>Agree</i>                          | <i>Neither agree nor disagree</i>     | <i>Disagree</i>                       | <i>Strongly disagree</i>              | <i>Don't know</i>                     |
|--|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. I offer an important service to the country.                | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup> | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |
| b. Members of the Armed Forces are valued by society at large. | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup> | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |

## Your Background

**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 <sup>1</sup> Please go to **Q94**
- No <sup>2</sup> Please go to **Q95**

**Q94 If YES, were you a member of the: (Tick all that apply)**

- a. Sea Cadet Corps (SCC)? <sup>1</sup>
- b. Army Cadet Force (ACF)? <sup>1</sup>
- c. Air Training Corps (ATC)? <sup>1</sup>
- d. Combined Cadet Force RN (CCF RN)? <sup>1</sup>
- e. Combined Cadet Force Army (CCF Army)? <sup>1</sup>
- f. Combined Cadet Force RAF (CCF RAF)? <sup>1</sup>

## Taking Action and Your Comments

**Q95 How strongly do you agree or disagree with the following?**

- |   | <i>Strongly agree</i>                 | <i>Agree</i>                          | <i>Neither agree nor disagree</i>     | <i>Disagree</i>                       | <i>Strongly disagree</i>              | <i>N/A</i>                            |
|---|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a. I believe the leaders in the RM will take action on the results of AFCAS.  | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup> | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |
| b. I think effective action has been taken in the RM on the results of AFCAS. | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup> | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |

**Q96 This survey is?**

- Too long <sup>1</sup>      About right <sup>2</sup>      Too short <sup>3</sup>

**Q97 How long did it take you to complete this survey?**

- |                      |                                       |               |                                       |
|----------------------|---------------------------------------|---------------|---------------------------------------|
| Less than 10 minutes | <input type="checkbox"/> <sup>1</sup> | 40-50 minutes | <input type="checkbox"/> <sup>5</sup> |
| 10-20 minutes        | <input type="checkbox"/> <sup>2</sup> | 50-60 minutes | <input type="checkbox"/> <sup>6</sup> |
| 20-30 minutes        | <input type="checkbox"/> <sup>3</sup> | Over an hour  | <input type="checkbox"/> <sup>7</sup> |
| 30-40 minutes        | <input type="checkbox"/> <sup>4</sup> |               |                                       |

**Q98**

**Please use this box to provide any further comments about working and living in the RM.**

**Thank you for completing this survey.**

**Please return it as soon as you can to:**

**Membership Engagement Services, 33 Clarendon Road, London, N8 0NW  
using the envelope provided.**

**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 too<sup>1</sup>.

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](mailto: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/>

<sup>1</sup> 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 21<sup>st</sup> 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<sup>th</sup> 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](mailto: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](mailto: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](mailto:ArmyPers-Strat-APRC-Survey@mod.gov.uk)

This study complies, and at all times will comply, with the Declaration of Helsinki<sup>2</sup> as adopted at the 64<sup>th</sup> WMA General Assembly at Fortaleza, Brazil in October 2013.

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

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<sup>2</sup> 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 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?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The pay and benefits I receive are fair for the work I do.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q2 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. My rate of basic pay (basic pay includes X-Factor, but excludes Recruitment and Retention Payment (RRP) and any allowances).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. My pension benefits.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. Information about pay and allowances (e.g. from the intranet, DINs and brochures).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

- |   |                            |                            |                            |   |                            |                              |            |
|---|----------------------------|----------------------------|----------------------------|---|----------------------------|------------------------------|------------|
|   |                            | <i>Very<br/>satisfied</i>  | <i>Satisfied</i>           | <i>Neither<br/>satisfied nor<br/>dissatisfied</i> | <i>Dissatisfied</i>        | <i>Very<br/>dissatisfied</i> | <i>N/A</i> |
| d. My ability to access JPA.  | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4                        | <input type="checkbox"/> 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)). | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4                        | <input type="checkbox"/> 5 | <input type="checkbox"/> 6   |            |

**Q3 In the last 12 months, have you been in receipt of a Recruitment and Retention Payment (RRP)?**

Yes - Please go to Q4  1      No - Please go to Q5  2

**Q4 How satisfied are you with the following?**

		<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
My Recruitment and Retention Payment (RRP).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	

## Your Work

**Q5 How satisfied are you with Army life in general?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q6 How would you rate the level of morale of...**

	<i>Very high</i>	<i>High</i>	<i>Neither high nor low</i>	<i>Low</i>	<i>Very Low</i>
a. Myself.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. My Unit.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The Army as a whole.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q7 How satisfied are you with the following aspects of your current job?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. My job in general.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The sense of achievement I get from my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The challenge in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The amount of variety in my work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. My current work location.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5



**Q8 How strongly do you agree or disagree with the following?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>N/A</i>
a. My superiors do not interfere excessively in my work activities.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. I am given sufficient authority to make decisions.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. If I make a genuine mistake at work, I do not feel that it will be held against me.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. Where I work people do not automatically look for someone to blame when things go wrong.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. I am encouraged to find better ways of doing things at work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. I am always given a clear deadline as to when work needs to be completed.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. When I am set a task at work, I am told very clearly what output is required.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
h. I have a choice in deciding how I do my work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
i. I know that if I do my job well I will be praised or rewarded.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Resources and Workload**

**Q9 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The availability of personal equipment/kit I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The standard of major equipment (e.g. vehicles and systems) I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. The availability of major equipment I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q10 How would you rate your workload over the last 12 months?**

<i>Much too high</i>	<i>Too high</i>	<i>About right</i>	<i>Too low</i>	<i>Much too low</i>
<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q11 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. The training facilities / training estate you have used in the last year.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The facilities in my barracks.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

## 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 your career is being managed?**

<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q13 Overall how satisfied are you with the career management service provided by the Army Personnel Centre?**

<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

Please provide details of your responses to the above questions (Q12 & Q13) in the free-text comment box at the end of this survey (Q95).

**Q14 In terms of your current assignment, how strongly do you agree or disagree with the following?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I have the knowledge, skills and experience to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. My knowledge, skills and experience are being used.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The assignment provides development opportunities that will enhance my promotion prospects.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. My personal preferences were taken into account.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q15 How satisfied are you with the following?**

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

## Your Line Management

**Q16 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. Understands and represents my interests.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. Supports me in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. Sets a positive example.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. Encourages me to develop my skills.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. Is supportive over work/life balance issues.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
f. Provides regular feedback on my performance.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
g. Tells me what's going on at work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
h. Is someone I trust.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
i. Helps me to understand how I contribute to Army objectives.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
j. Helps me to understand how major change decisions will affect me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
k. Works well with personnel from different backgrounds.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
l. I am satisfied with the leadership provided by my immediate supervisor.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

## Senior Leadership

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

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. They understand and represent my interests.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. They are keen to listen to Service people's feedback.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. They champion the Army's interests in Tri-Service issues.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. They communicate decisions to personnel.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. They understand the impact of change on personnel.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
f. I have confidence in the leadership of the Army.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

## Commitment

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

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

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

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

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
	1	2	3	4	5
The ethos of the Army is an important part of life in the Army.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Working with Others

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

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
	1	2	3	4	5
a. My team know exactly what their responsibilities are.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The people in my team can be relied upon to help when things get difficult in my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. We have confidence in ourselves as a team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The people in my team work together to find ways to improve the service we provide.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Team members work well with personnel from different backgrounds.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q21 Have you had working contact with any of the following in the last two years? (Tick all that apply) IF NONE APPLY PLEASE GO TO Q25**

a. Armed Forces Reserves.	<input type="checkbox"/>
b. MOD Civil Servants.	<input type="checkbox"/>
c. MOD contractors.	<input type="checkbox"/>

**Q22 In your experience, how would you rate the contribution to the Army of...**

	<i>Very valuable</i>	<i>Valuable</i>	<i>Not very valuable</i>	<i>Not at all valuable</i>	<i>Don't know/ N/A</i>
	1	2	3	4	5
a. Armed Forces Reserves.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. MOD Civil Servants.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. MOD contractors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q23 In your experience, how well integrated into the Army are...**

	<i>Very well</i>	<i>Well</i>	<i>Not very well</i>	<i>Not at all well</i>	<i>Don't know/ N/A</i>
	1	2	3	4	5
a. Armed Forces Reserves.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. MOD Civil Servants.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. MOD contractors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q24 In your experience, how would you rate the professionalism of...**

	<i>Very professional</i>	<i>Professional</i>	<i>Not very professional</i>	<i>Not at all professional</i>	<i>Don't know/ N/A</i>
	1	2	3	4	5
a. Armed Forces Reserves.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. MOD Civil Servants.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. MOD contractors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Change

**Q25** How strongly do you agree or disagree with the following?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
a. Change is managed well in my immediate working team.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Change is managed well in my Unit/Establishment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. Change is managed well in the Army.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

## Your Deployments

If you have NOT been on an operational deployment since 1 Jan 2017, please go to Q29

**Q26** With regards to your current/last operational deployment, were you deployed individually or as part of a Unit?

Individually  <sup>1</sup>                      As part of a Unit  <sup>2</sup>

**Q27** With regards to your current/last operational deployment, how satisfied are 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).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc.).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. The deployment notice.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. The pre-deployment training.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. That the equipment I used during training was the same as that used on operations.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. The personal kit and equipment I received for use on operations.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. The major equipment (e.g. vehicles and systems) I used on operations.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
h. The welfare support I received from the Army when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
i. The welfare support that my family, partner and/or parents received from the Army when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
j. The decompression and post operational tour support I received when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
k. The Post Operational Stress Management that I received when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
l. The operational role I was assigned to.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q28** What is your view of the following regarding your experience of operational deployments?

	Too often	About right	Not often enough
a. The frequency of my operational deployments.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>
	Too long	About right	Too short
b. The length of my operational deployments.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>

## Training and Development

**Q29** How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. My opportunities for professional development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. My opportunities for personal development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The timing of the training I have received in order to carry out my current job roles.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The extent to which I am doing the job for which I was trained.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. My opportunities to gain civilian accreditation for Service training (e.g. NVQs, apprenticeships).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Your Future Plans

**Q30** What are your plans for the future? (Tick one box only).

<i>To stay serving as long as I can</i>	<input type="checkbox"/> 1
<i>To stay serving to the end of my current engagement/commission</i>	<input type="checkbox"/> 2
<i>To leave the Army before the end of my current engagement/commission</i>	<input type="checkbox"/> 3
<i>To leave the Army as soon as I can</i>	<input type="checkbox"/> 4
<i>I have put in my notice to leave</i>	<input type="checkbox"/> 5
<i>N/A / Don't know</i>	<input type="checkbox"/> 6

**Q31** For how many more years do you plan on serving in the Army?  
(Please write the number of years in the boxes e.g. if you plan to serve 5 years in the Army, please write '0' in the first box and '5' in the second box. Leave blank if undecided)

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**Q32** How actively have you searched for a job outside the Army in the last 12 months?

Very actively	<input type="checkbox"/> 1	Not very actively	<input type="checkbox"/> 3
Quite actively	<input type="checkbox"/> 2	Not at all	<input type="checkbox"/> 4

**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)?

	Yes	No	Don't know
a. Full-time.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Part-time.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

**Q34** What would make you join the Volunteer Reserve Forces? (Please write in the text box below)

Q35

**How do the following factors impact on your intention to stay or leave the Army?**

	<i>Strongly increases my intention to stay</i>	<i>Increases my intention to stay</i>	<i>Has no effect on my intention to stay or leave</i>	<i>Increases my intention to leave</i>	<i>Strongly increases my intention to leave</i>	
a. Impact of Army life on family and personal life.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
b. Opportunities outside the Army.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
c. Current job satisfaction.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
d. Job security.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
e. My morale.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
f. Service morale.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
g. Amount of pay.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
h. Amount of allowances.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
i. Opportunities for career development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
j. Opportunities for personal development.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
k. Opportunities for sport.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
l. Opportunities for Adventurous Training.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
m. Promotion prospects.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
n. Healthcare provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
o. Dental provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
p. Mental health provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
q. Pension.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
r. Opportunities for flexible working conditions.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
s. Excitement of the job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
t. Financial Incentives available to me (e.g. Commitment Bonus).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> N/A 6
u. Spouse/partner's career.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
v. Accommodation provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
w. Other (if applicable, please specify in the text box below):						

Q36

**If you have put your notice in to leave, please indicate the 3 factors from the list above in Q35 that most influenced your decision to leave the Army. (Write the letter that corresponds with the reason in the box provided).**

*Most important reason for leaving*  1     
 *Second most important reason for leaving*  2     
 *Third most important reason for leaving*  3

Q37

**How would having the option to apply for the following commitment types impact on your intention to stay or leave the Army?**

	<i>Strongly increases my intention to stay</i>	<i>Increases my intention to stay</i>	<i>Has no effect on my intention to stay or leave</i>	<i>Increases my intention to leave</i>	<i>Strongly increases my intention to leave</i>
a. Opportunities to work part-time.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. Opportunities for reduced separated Service (including operational deployment).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Fairness at Work

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

**Q38** How strongly do you agree or disagree with the following statement regarding fairness and equality in the Army?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
I am treated fairly at work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q39** Do you feel that the Army discipline system is...?

<i>Very fair</i>	<input type="checkbox"/> <sup>1</sup>	<i>Unfair</i>	<input type="checkbox"/> <sup>4</sup>
<i>Fair</i>	<input type="checkbox"/> <sup>2</sup>	<i>Very unfair</i>	<input type="checkbox"/> <sup>5</sup>
<i>Neither fair nor unfair</i>	<input type="checkbox"/> <sup>3</sup>		

**Bullying** 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.

**Discrimination** 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.

**Harassment** includes unwanted conduct which is related to the characteristics mentioned above and is intended to or has the effect of violating another's dignity or creating a hostile, degrading, humiliating or offensive environment.

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

**Q40** Do you believe you have been subject to any of the following in a Service environment in the last 12 months? (Tick all that apply).

a. Bullying	<input type="checkbox"/> <sup>1</sup>	
b. Discrimination	<input type="checkbox"/> <sup>1</sup>	
c. Harassment	<input type="checkbox"/> <sup>1</sup>	
d. None of the above	<input type="checkbox"/> <sup>1</sup>	Please go to <b>Q46</b>

**Q41** If you believe you have been subject to **bullying** in a Service environment in the last 12 months, please specify on what grounds in the text box below:

**Q42** If you believe that you have been subject to **discrimination or harassment** in a Service environment in the last 12 months, please specify on what grounds:

	<i>Discrimination</i>	<i>Harassment</i>
a. Gender.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
b. Gender reassignment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
c. Race, colour, nationality, ethnic or national origin.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
d. Marriage/civil partnership.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>
e. Religion or beliefs.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>



- |                            |                                       |                                       |
|----------------------------|---------------------------------------|---------------------------------------|
|                            | <i>Discrimination</i>                 | <i>Harassment</i>                     |
| f. Sexual orientation.     | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| g. Age.                    | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| h. Disability.             | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| i. Pregnancy or maternity. | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |

**Q43 Did you make a formal written complaint within the last 12 months about this discrimination, harassment and/or bullying?**

- Yes  <sup>1</sup> Please go to **Q44**
- No  <sup>2</sup> Please go to **Q45**

**Q44 If you DID MAKE a formal written complaint, how satisfied were/are you with the following aspects of your complaint?**

- |   |                                       |                                       |   |                                       |                                       |                                       |
|---|---------------------------------------|---------------------------------------|---|---------------------------------------|---------------------------------------|---------------------------------------|
|   | <i>Very satisfied</i>                 | <i>Satisfied</i>                      | <i>Neither satisfied nor dissatisfied</i> | <i>Dissatisfied</i>                   | <i>Very dissatisfied</i>              | <i>N/A</i>                            |
| a. The objectivity and fairness with which my complaint was handled/is being handled. | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |
| b. The amount of time taken/it is taking to resolve my complaint.                     | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |
| c. How well I was/am being kept informed about the progress of my complaint.          | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |
| d. The support provided by my Assisting Officer.                                      | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |
| e. The outcome of my complaint.   | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |

**Q45 If you did NOT make a formal written complaint, why was this? (Tick all that apply)**

- a. I was not aware of the Service Complaints process.  <sup>1</sup>
- b. I considered the incident(s) to be too minor to report.  <sup>1</sup>
- c. The incident(s) was/were resolved informally.  <sup>1</sup>
- d. The incident(s) was/were resolved through mediation.  <sup>1</sup>
- e. I did not believe anything would be done if I did complain.  <sup>1</sup>
- f. I did not want to go through the complaints procedure.  <sup>1</sup>
- g. I believed it might adversely affect my career.  <sup>1</sup>
- h. I believed it might adversely affect another work colleague or the working environment.  <sup>1</sup>
- i. I was worried that there would be recriminations from the perpetrators.  <sup>1</sup>
- j. I was discouraged from doing so.  <sup>1</sup>
- k. Other reason(s) - (please specify in the text box below):  <sup>1</sup>

**Q46 Do you know how the Service Complaints Ombudsman can help you with a discrimination, harassment and/or bullying complaint?**

- Yes, fully  <sup>1</sup> No, not at all  <sup>3</sup>
- To some extent  <sup>2</sup> Haven't heard of the Service Complaints Ombudsman  <sup>4</sup>

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

**Q47** In the past 12 months approximately how much time have you spent away from your family (e.g. spouse/partner or children) for Service reasons?

Not been away	<input type="checkbox"/> 1	Between 7-9 months (27-39 weeks)	<input type="checkbox"/> 5
Up to 1 month (4 weeks)	<input type="checkbox"/> 2	Between 10-12 months (40-52 weeks)	<input type="checkbox"/> 6
Between 1-3 months (5-13 weeks)	<input type="checkbox"/> 3	N/A	<input type="checkbox"/> 7
Between 4-6 months (14-26 weeks)	<input type="checkbox"/> 4		

**Q48** In the past 12 months, how satisfied were you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
a. The ability to plan my own life - short term (e.g. work/weekend leave).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
b. The ability to plan my own life - long term (e.g. holidays/career training).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
c. The opportunity for me to work flexibly (e.g. variable start/finish times, Compressed Hours, Working from home).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
d. The amount of time away from my usual place of duty.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> N/A 6
e. The amount of time away from my family and friends.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
f. The effect of Service life on my children's education.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
g. The effect of Service life on my spouse/partner's career.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**Q49** How strongly do you agree or disagree with the following?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I am able to maintain a balance between my personal and working life.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Only answer the following questions (Q50 to Q51) if you have been on a state of readiness in the last 12 months (if not, go to Q52)**

**Q50** How satisfied were/are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
The impact of my state of readiness on my domestic/personal life.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q51** How strongly do you agree or disagree with the following?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
a. My state of readiness was/is justified.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
b. The NTM (Notice to Move) that I received was in accordance with my state of readiness.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> N/A 6

## Your Leave

**Q52** How satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. My overall leave allowance i.e. annual leave, post operational tour leave (POTL), leave carried over from previous years.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The opportunity to take leave when I want to.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The amount of leave I was able to take in the last 12 months.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q53** If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? (Tick all that apply)

a. Operational tour.	<input type="checkbox"/> 1
b. Not allowed.	<input type="checkbox"/> 1
c. Courses/training.	<input type="checkbox"/> 1
d. Workload.	<input type="checkbox"/> 1
e. Undermanning.	<input type="checkbox"/> 1
f. I wanted to carry days over to the next leave year.	<input type="checkbox"/> 1
g. Other (please specify in the text box below):	<input type="checkbox"/> 1

## Your Health and Well-being

**Q54** If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with:

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

**Q55** If you have received Service-provided dental treatment in the last 2 years, how satisfied were you with:

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

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

**Q56** Overall, how satisfied are you with your life nowadays?

Not at all										Completely
0	1	2	3	4	5	6	7	8	9	10
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q57 Overall, how happy did you feel yesterday?**

*Not at all* *Completely*

0 1 2 3 4 5 6 7 8 9 10

**Q58 Overall, how anxious did you feel yesterday?**

*Not at all* *Completely*

0 1 2 3 4 5 6 7 8 9 10

**Q59 Overall, to what extent do you feel the things you do in your life are worthwhile?**

*Not at all* *Completely*

0 1 2 3 4 5 6 7 8 9 10

## Fitness, Sport and Adventurous Training

**Q60 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. Army sport, exercise and fitness facilities in general.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. My opportunities to take part in sport.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. My opportunities to take part in Adventurous Training.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. My opportunities to take part in Force Development Activities.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Welfare

**Q61 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
a. The welfare support provided by the Army for me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. The welfare support provided by the Army for my family.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. The support my spouse/partner gets from the Army when I am absent.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. The Operational/Deployment Welfare Package.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**Q62 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>Not used</i>	<i>Not heard of</i>
a. My Unit Welfare Officer.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
b. The chaplaincy support provided by the Army.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
c. The Army Welfare Service, Personal Support.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
d. The Army Welfare Service, Community Support.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
e. The Army Welfare Service, The HIVE.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
f. The Army Families Federation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7

# Your Accommodation

**Q63 What kind of accommodation do you live in at present during the working week? (Tick one box only)**

- Service Family Accommodation (SFA)  <sup>1</sup> Please go to **Q64**
- Substitute Service Family Accommodation (SSFA)  <sup>2</sup> Please go to **Q64**
- Single Living Accommodation (SLA)  <sup>3</sup> Please go to **Q64**
- Substitute Service Single Accommodation (SSSA) (Formerly SSLA)  <sup>4</sup> Please go to **Q64**
- Property I own  <sup>5</sup> Please go to **Q68**
- Privately rented accommodation  <sup>6</sup> Please go to **Q66**
- In a relative's (e.g. parents') home  <sup>7</sup> Please go to **Q66**
- Other (please specify in the text box below)  <sup>8</sup> Please go to **Q66**

**Q64 If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply)**

- a. Posting requirement.  <sup>1</sup>
- b. Economy.  <sup>1</sup>
- c. Personal circumstances e.g. marriage, separation, divorce.  <sup>1</sup>
- d. Other (please specify in the text box below).  <sup>1</sup>

**Q65 With regard to your current Service Accommodation, how satisfied are you with the following?**

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A / Don't know
a. The overall standard.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. The value for money.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. The response to requests for maintenance/repair to my current accommodation.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. The quality of maintenance/repair work to my current accommodation.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. How fairly Service Accommodation is allocated.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q66 Do you currently own your own home? Please answer this question whether you live in this property or not.**

- Yes  <sup>1</sup> Please go to **Q68**
- No  <sup>2</sup> Please go to **Q67**
- No, but I am currently saving up to buy a home in the future  <sup>3</sup> Please go to **Q67**

**Q67**

**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 Q70.**

- a. I don't want to own a home at this stage in my life/career.  <sup>1</sup>
- b. Living in Service Accommodation is better suited to my/ my family's needs at present than home ownership is.  <sup>1</sup>
- c. I want to be able to move about/move my family with me when I am posted.  <sup>1</sup>
- d. I don't want to buy a home where I am currently located.  <sup>1</sup>
- e. I can't afford to buy a suitable home at the moment.  <sup>1</sup>
- f. I don't want to risk losing money.  <sup>1</sup>
- g. I wouldn't be able to live in the home.  <sup>1</sup>
- h. Other (please specify in the text box below):  <sup>1</sup>

**Q68**

**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.  <sup>1</sup>
- b. The allowances for living in my own home.  <sup>1</sup>
- c. To rent it out.  <sup>1</sup>
- d. Poor standards of SLA or SFA.  <sup>1</sup>
- e. Poor location of SLA or SFA.  <sup>1</sup>
- f. The cost of SLA or SFA.  <sup>1</sup>
- g. I wanted to live with my partner.  <sup>1</sup>
- h. Other (please specify in the text box below):  <sup>1</sup>

**Q69**

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

- |  | <i>Very<br/>satisfied</i>             | <i>Satisfied</i>                      | <i>Neither<br/>satisfied nor<br/>dissatisfied</i> | <i>Dissatisfied</i>                   | <i>Very<br/>dissatisfied</i>          | <i>N/A</i>                            |
|--|---------------------------------------|---------------------------------------|---|---------------------------------------|---------------------------------------|---------------------------------------|
| a. The opportunity to live in my own home.   | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>             | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |
| b. The allowances for living in my own home. | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>             | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |

**Q70**

**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.  <sup>1</sup>
- b. In the last year, I have used FHTB to extend my home.  <sup>1</sup>
- c. I am considering using FHTB for a future home purchase.  <sup>1</sup>
- d. In the last year, I purchased my own home without the use of FHTB or the Government Affordable Housing Schemes.  <sup>1</sup>
- 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).  <sup>1</sup>
- f. None of the above.  <sup>1</sup>

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

## Catering, Retail and Leisure

**Q71** Thinking specifically about food and drink supplied on your Unit, when considering where to eat which of these factors are important to you? (Tick all that apply)

- a. Price.  1
- b. Value for money.  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 produced).  1
- h. Other (please specify in the text box below):  1

**Q72** How often do you use Service-provided catering facilities...?

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

**Q73** How satisfied are you with the following?

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

## Your Family Life

**Q74** What is your current personal status?

- Single (never married or formed a civil partnership)  1 Please go to **Q76**
- In a long term / established relationship (but not married or in a civil partnership)  2
- Married / In a civil partnership  3
- Separated, but still legally married or in a civil partnership  4 Please go to **Q76**
- Divorced / Formerly in a civil partnership which is now legally dissolved  5 Please go to **Q76**
- Widowed / The surviving partner from a civil partnership  6 Please go to **Q76**
- Prefer not to say  7 Please go to **Q76**

**Q75 What is your spouse/partner's current employment situation?**

*In the Armed Forces*

 1

*In full-time paid employment / full-time self-employment (other than Armed Forces)*

 2

*In part-time paid employment / part-time self-employment*

 3

*In voluntary (unpaid) employment*

 4

*Not employed (for any reason)*

 5

*In full-time or part-time education*

 6

**Q76 Do you have any children whom you support financially?**

Yes

 1

No

 2

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".)**

 1

*Under 5 years*

 2

*Between 5 and 17 years*

 3

*18 years and over*

**Q78 Do any of your children live with you? (Tick one box only).**

Yes

 1

*Shared access*

 2

*Weekends/holidays only*

 3

Please go to Q81

No

 4

Please go to Q81

N/A

 5

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?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**Q81 Do you have caring responsibilities for infirm or elderly adult(s)?**

Yes  1

No  2

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

 1

*Lack of UK credit history*

 2

*Too many address moves*

 3

*Don't know*

 4

*Prefer not to say*

 5

*Other (please specify in the text box below):*

 6



**Q83 Do you currently have personal debt levels that concern you?**

Yes <sup>1</sup> No <sup>2</sup>

**Being Part of Society**

**Q84 Are you currently registered to vote?**

Yes <sup>1</sup> Please go to **Q85**  
 No <sup>2</sup> Please go to **Q86**  
 Don't know <sup>3</sup> Please go to **Q87**

You can register to vote at the following link: [www.gov.uk/register-to-vote](http://www.gov.uk/register-to-vote)

**Q85 If you are currently registered to vote, are you registered as...? (Tick one box only).**

An ordinary/residential voter - registered for one year, usually via the annual update of voters (annual canvass) <sup>1</sup> Please go to **Q87**  
 A Service voter - registered for five years, via a Service declaration <sup>2</sup> Please go to **Q87**  
 An overseas voter - registered for one year, in the same way as a non-Forces British citizen living overseas. <sup>3</sup> Please go to **Q87**

**Q86 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 <sup>1</sup>  
 I have not got around to it, but aim to do it sometime <sup>2</sup>  
 I do not know how to register <sup>3</sup>  
 I am not interested in politics <sup>4</sup>  
 I wish to remain impartial <sup>5</sup>  
 Other <sup>6</sup>

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.

**Q87 Which of these best sums up your awareness of the Armed Forces Covenant?**

I've never heard of it <sup>1</sup>  
 I've heard of it but know nothing about it <sup>2</sup>  
 I've heard of it and know a little about it <sup>3</sup>  
 I've heard of it and know a lot about it <sup>4</sup>

See the following link - <https://www.armedforcescovenant.gov.uk> - for more information.

**Q88 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public?**

	Strongly advantaged	Advantaged	Neither advantaged nor disadvantaged	Disadvantaged	Strongly disadvantaged	Don't know/ N/A
a. Family's access to NHS care.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Children's Education.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. Housing.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. Family life.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. Benefits.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. Tax.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. Commercial Products and Services e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

	<i>Strongly advantaged</i>	<i>Advantaged</i>	<i>Neither advantaged nor disadvantaged</i>	<i>Disadvantaged</i>	<i>Strongly disadvantaged</i>	<i>Don't know/ N/A</i>
	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).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Participation as Citizens e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Other (please specify in the text box below):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q89 How strongly do you agree or disagree with the following?**

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

## Your Background

**Q90 Have you ever been a member of a Service Cadet Force (Sea Cadet Corps/Army Cadet Force/Air Training Corps/Combined Cadet Force)?**

Yes  1 Please go to **Q91**

No  2 Please go to **Q92**

**Q91 If YES, were you a member of the: (Tick all that apply)**

a. Sea Cadet Corps (SCC)?  1

b. Army Cadet Force (ACF)?  1

c. Air Training Corps (ATC)?  1

d. Combined Cadet Force RN (CCF RN)?  1

e. Combined Cadet Force Army (CCF Army)?  1

f. Combined Cadet Force RAF (CCF RAF)?  1

# Taking Action and Your Comments

**Q92** How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. I believe the leaders in the Army will take action on the results of AFCAS.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. I think effective action has been taken in the Army on the results of AFCAS.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**Q93** This survey is?

Too long  1                      About right  2                      Too short  3

**Q94** How long did it take you to complete this survey?

Less than 10 minutes	<input type="checkbox"/> 1	40-50 minutes	<input type="checkbox"/> 5
10-20 minutes	<input type="checkbox"/> 2	50-60 minutes	<input type="checkbox"/> 6
20-30 minutes	<input type="checkbox"/> 3	Over an hour	<input type="checkbox"/> 7
30-40 minutes	<input type="checkbox"/> 4		

**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 envelope provided.**

**Responses must reach us by 17th February 2020 in order to be included. Please allow sufficient time for postage.**



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,



Air Marshal Andrew Turner  
CBE  
DCom Cap & AMP&C

# What is RAF life like for you?

Your views are important

## 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 too<sup>1</sup>.

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](mailto: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/>

<sup>1</sup> 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 21<sup>st</sup> 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<sup>th</sup> 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](mailto: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](mailto:Nicola.Elliott-Mabey419@mod.gov.uk), 0778 6027089.

This study complies, and at all times will comply, with the Declaration of Helsinki<sup>2</sup> as adopted at the 64<sup>th</sup> 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.**

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<sup>2</sup> 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:

<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.

## 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?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The pay and benefits I receive are fair for the work I do.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>



**Q2 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	
a. My rate of basic pay (basic pay includes X-Factor, but excludes Recruitment and Retention Payment (RRP) and any allowances).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
b. My pension benefits.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
c. Information about pay and allowances (e.g. from the intranet, DINs and brochures).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
d. My ability to access JPA.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	
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)).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup> <i>N/A</i>

**Q3 In the last 12 months, have you been in receipt of a Recruitment and Retention Payment (RRP)?**

Yes - Please go to Q4 <sup>1</sup> No - Please go to Q5 <sup>2</sup>

**Q4 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
My Recruitment and Retention Payment (RRP).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Your Work**

**Q5 How satisfied are you with RAF life in general?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q6 How would you rate the level of morale of...**

	<i>Very high</i>	<i>High</i>	<i>Neither high nor low</i>	<i>Low</i>	<i>Very Low</i>
a. Myself.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. My Unit.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The RAF as a whole.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q7 How satisfied are you with the following aspects of your current job?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. My job in general.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The sense of achievement I get from my work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The challenge in my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. The amount of variety in my work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
e. My current work location.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q8 How strongly do you agree or disagree with the following?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>N/A</i>
a. My superiors do not interfere excessively in my work activities.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. I am given sufficient authority to make decisions.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. If I make a genuine mistake at work, I do not feel that it will be held against me.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. Where I work people do not automatically look for someone to blame when things go wrong.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. I am encouraged to find better ways of doing things at work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. I am always given a clear deadline as to when work needs to be completed.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. When I am set a task at work, I am told very clearly what output is required.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
h. I have a choice in deciding how I do my work.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
i. I know that if I do my job well I will be praised or rewarded.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

## Resources and Workload

**Q9 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The availability of personal equipment/kit I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The standard of major equipment (e.g. vehicles and systems) I have to do my job .	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. The availability of major equipment I have to do my job.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q10 How would you rate your workload over the last 12 months?**

	<i>Much too high</i>	<i>Too high</i>	<i>About right</i>	<i>Too low</i>	<i>Much too low</i>
	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

## Your Career

**Q11 Overall how satisfied are you with the way your career is being managed?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q12 Overall how satisfied are you with the career management service provided by the RAF?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q13 Who do you think is responsible for managing your career? (Tick all that apply)**

a. You.	<input type="checkbox"/> <sup>1</sup>
b. Immediate superior (line manager).	<input type="checkbox"/> <sup>1</sup>
c. Career Manager.	<input type="checkbox"/> <sup>1</sup>

**Q14 In terms of your current assignment, how strongly do you agree or disagree with the following?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. I have the knowledge, skills and experience to do my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. My knowledge, skills and experience are being used.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. The assignment provides development opportunities that will enhance my promotion prospects.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. My personal preferences were taken into account.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q15 How satisfied are you with the following?**

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

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

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
I am willing to serve overseas (i.e. on a permanent assignment).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q17 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)?**

	<i>Very influential</i>	<i>Quite influential</i>	<i>Not very influential</i>	<i>Not at all influential</i>	
a. Current rates of LOA	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	
b. Travel allowances (e.g. Get You Home (Overseas)).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	
c. The removals/storage service.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	
d. In-country support (e.g. medical, dental, welfare).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	
e. Local security situation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	
f. Impact on your career.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	
g. Availability of CEA.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5 N/A
h. Spouse/partner's prospects of working overseas.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Your Line Management

**Q18 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. Understands and represents my interests.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. Supports me in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. Sets a positive example.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. Encourages me to develop my skills.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. Is supportive over work/life balance issues.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
f. Provides regular feedback on my performance.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
g. Tells me what's going on at work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
h. Is someone I trust.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
i. Helps me to understand how I contribute to RAF objectives.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
j. Helps me to understand how major change decisions will affect me.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
k. Works well with personnel from different backgrounds.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
l. I am satisfied with the leadership provided by my immediate supervisor.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

## Senior Leadership

**Q19** How strongly do you agree or disagree with the following statements about the senior leaders of the RAF (i.e. Air Commodore and above)?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. They understand and represent my interests.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. They are keen to listen to Service people's feedback.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. They champion the RAF's interests in Tri-Service issues.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. They communicate decisions to personnel.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. They understand the impact of change on personnel.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
f. I have confidence in the leadership of the RAF.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

## Commitment

**Q20** How strongly do you agree or disagree with the following?

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

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
The ethos of the RAF is an important part of life in the RAF.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Working with Others

**Q22 In considering your immediate working team, to what extent do you agree or disagree with the following?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
a. My team know exactly what their responsibilities are.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. The people in my team can be relied upon to help when things get difficult in my job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. We have confidence in ourselves as a team.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
d. The people in my team work together to find ways to improve the service we provide.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
e. Team members work well with personnel from different backgrounds.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q23 Have you had working contact with any of the following in the last two years? (Tick all that apply) IF NONE APPLY PLEASE GO TO Q27**

a. Armed Forces Reserves.	<input type="checkbox"/> 1
b. MOD Civil Servants.	<input type="checkbox"/> 1
c. MOD contractors.	<input type="checkbox"/> 1

**Q24 In your experience, how would you rate the contribution to the RAF of...**

	<i>Very valuable</i>	<i>Valuable</i>	<i>Not very valuable</i>	<i>Not at all valuable</i>	<i>Don't know/ N/A</i>
a. Armed Forces Reserves.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. MOD Civil Servants.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. MOD contractors.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q25 In your experience, how well integrated into the RAF are...**

	<i>Very well</i>	<i>Well</i>	<i>Not very well</i>	<i>Not at all well</i>	<i>Don't know/ N/A</i>
a. Armed Forces Reserves.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. MOD Civil Servants.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. MOD contractors.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q26 In your experience, how would you rate the professionalism of...**

	<i>Very professional</i>	<i>Professional</i>	<i>Not very professional</i>	<i>Not at all professional</i>	<i>Don't know/ N/A</i>
a. Armed Forces Reserves.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. MOD Civil Servants.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
c. MOD contractors.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

# Change

**Q27 How strongly do you agree or disagree with the following?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. Change is managed well in my immediate working team.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Change is managed well in my Unit/Establishment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. Change is managed well in the RAF.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

# Your Deployments

**If you have NOT been on an operational deployment since 1 Jan 2017, please go to Q34**

**Q28 With regards to your current/last operational deployment, were you deployed individually or as part of a Unit?**

Individually  <sup>1</sup>                      As part of a Unit  <sup>2</sup>

**Q29 With regards to your current/last operational deployment, how satisfied were you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc.).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. The deployment notice.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. The pre-operational training.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. The welfare support I received the RAF when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. The welfare support that my family, partner and/or parents received from the RAF when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. The decompression and post operational tour support I received when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
h. The Post Operational Stress Management that I received when I returned from operational deployment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
i. The operational role I was assigned to.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q30 During your pre-operational preparation, did you have access to the following?**

	<i>Yes</i>	<i>No</i>	<i>N/A</i>
a. Job specification for the post.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>
b. Assignment Order.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>
c. Preparation Instruction.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>

**Q31 During your pre-operational preparation, did you have access to the A1 Ops Website?**

Yes  <sup>1</sup>      Please go to **Q32**

No  <sup>2</sup>      Please go to **Q33**

N/A  <sup>3</sup>      Please go to **Q33**

**Q32** If you had access to the A1 Ops Website, how strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
	□ <sup>1</sup>	□ <sup>2</sup>	□ <sup>3</sup>	□ <sup>4</sup>	□ <sup>5</sup>
The preparation instruction provided via the A1 Ops website contained appropriate information to enable me to prepare to deploy.					

**Q33** What is your view of the following regarding your experience of operational deployments?

	<i>Too often</i>	<i>About right</i>	<i>Not often enough</i>
a. The frequency of my operational deployments.	□ <sup>1</sup>	□ <sup>2</sup>	□ <sup>3</sup>
	<i>Too long</i>	<i>About right</i>	<i>Too short</i>
b. The length of my operational deployments.	□ <sup>1</sup>	□ <sup>2</sup>	□ <sup>3</sup>

## Training and Development

**Q34** How satisfied are you with the following?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. My opportunities for professional development.	□ <sup>1</sup>	□ <sup>2</sup>	□ <sup>3</sup>	□ <sup>4</sup>	□ <sup>5</sup>
b. My opportunities for personal development.	□ <sup>1</sup>	□ <sup>2</sup>	□ <sup>3</sup>	□ <sup>4</sup>	□ <sup>5</sup>
c. The timing of the training I have received in order to carry out my current job roles.	□ <sup>1</sup>	□ <sup>2</sup>	□ <sup>3</sup>	□ <sup>4</sup>	□ <sup>5</sup>
d. The extent to which I am doing the job for which I was trained.	□ <sup>1</sup>	□ <sup>2</sup>	□ <sup>3</sup>	□ <sup>4</sup>	□ <sup>5</sup>
e. My opportunities to gain civilian accreditation for Service training (e.g. NVQs, apprenticeships).	□ <sup>1</sup>	□ <sup>2</sup>	□ <sup>3</sup>	□ <sup>4</sup>	□ <sup>5</sup>

## Your Future Plans

**Q35** What are your plans for the future? (Tick one box only).

<i>To stay serving as long as I can</i>	□ <sup>1</sup>
<i>To stay serving to the end of my current engagement/commission</i>	□ <sup>2</sup>
<i>To leave the RAF before the end of my current engagement/commission</i>	□ <sup>3</sup>
<i>To leave the RAF as soon as I can</i>	□ <sup>4</sup>
<i>I have put in my notice to leave</i>	□ <sup>5</sup>
<i>N/A / Don't know</i>	□ <sup>6</sup>

**Q36** How actively have you searched for a job outside the RAF in the last 12 months?

<i>Very actively</i>	□ <sup>1</sup>	<i>Not very actively</i>	□ <sup>3</sup>
<i>Quite actively</i>	□ <sup>2</sup>	<i>Not at all</i>	□ <sup>4</sup>

**Q37** If you had the opportunity to do so, do you think you would choose to remain in the Regular RAF beyond your current retirement age?

<i>Yes - up to 2 years beyond</i>	□ <sup>1</sup>
<i>Yes - between 2-5 years beyond</i>	□ <sup>2</sup>
<i>Yes - between 6-10 years beyond</i>	□ <sup>3</sup>
<i>Yes - as long as I could</i>	□ <sup>4</sup>
<i>No</i>	□ <sup>5</sup>
<i>N/A / Don't know</i>	□ <sup>6</sup>

**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)?

- |               | Yes                        | No                         | Don't know                 |
|---------------|----------------------------|----------------------------|----------------------------|
| a. Full-time. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| b. Part-time. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |

**Q39** Which of the following Reserves options are of interest to you on leaving the RAF? (Tick all that apply.)

- |  |                            |
|--|----------------------------|
| a. Full-Time Reserve Service (FTRS) (Full Commitment).                             | <input type="checkbox"/> 1 |
| b. Full-Time Reserve Service (FTRS) (Limited Commitment)                           | <input type="checkbox"/> 1 |
| c. Full-Time Reserve Service (FTRS) (Home Commitment).                             | <input type="checkbox"/> 1 |
| d. Additional Duties Commitment.   | <input type="checkbox"/> 1 |
| e. Volunteer Reserves (part-time with unlimited worldwide mobilisation liability). | <input type="checkbox"/> 1 |
| f. Volunteer Reserves (part-time for home base support functions).                 | <input type="checkbox"/> 1 |

**Q40** What would make you join the Volunteer Reserve Forces? (Please write in the text box below)

**Q41** How do the following factors impact on your intention to stay or leave the RAF?

- |  | <i>Strongly<br/>increases<br/>my intention<br/>to stay</i> | <i>Increases<br/>my intention<br/>to stay</i> | <i>Has no<br/>effect on my<br/>intention to<br/>stay or leave</i> | <i>Increases<br/>my intention<br/>to leave</i> | <i>Strongly<br/>increases<br/>my intention<br/>to leave</i> |
|--|--|---|---|--|---|
| a. Impact of RAF life on family and personal life. | <input type="checkbox"/> 1                                 | <input type="checkbox"/> 2                    | <input type="checkbox"/> 3  | <input type="checkbox"/> 4                     | <input type="checkbox"/> 5                                  |
| b. Opportunities outside the RAF.                  | <input type="checkbox"/> 1                                 | <input type="checkbox"/> 2                    | <input type="checkbox"/> 3  | <input type="checkbox"/> 4                     | <input type="checkbox"/> 5                                  |
| c. Current job satisfaction.                       | <input type="checkbox"/> 1                                 | <input type="checkbox"/> 2                    | <input type="checkbox"/> 3  | <input type="checkbox"/> 4                     | <input type="checkbox"/> 5                                  |
| d. Job security.                                   | <input type="checkbox"/> 1                                 | <input type="checkbox"/> 2                    | <input type="checkbox"/> 3  | <input type="checkbox"/> 4                     | <input type="checkbox"/> 5                                  |
| e. My morale.                                      | <input type="checkbox"/> 1                                 | <input type="checkbox"/> 2                    | <input type="checkbox"/> 3  | <input type="checkbox"/> 4                     | <input type="checkbox"/> 5                                  |
| f. Service morale.                                 | <input type="checkbox"/> 1                                 | <input type="checkbox"/> 2                    | <input type="checkbox"/> 3  | <input type="checkbox"/> 4                     | <input type="checkbox"/> 5                                  |
| g. Amount of pay.                                  | <input type="checkbox"/> 1                                 | <input type="checkbox"/> 2                    | <input type="checkbox"/> 3  | <input type="checkbox"/> 4                     | <input type="checkbox"/> 5                                  |
| h. Amount of allowances.                           | <input type="checkbox"/> 1                                 | <input type="checkbox"/> 2                    | <input type="checkbox"/> 3  | <input type="checkbox"/> 4                     | <input type="checkbox"/> 5                                  |
| i. Opportunities for career development.           | <input type="checkbox"/> 1                                 | <input type="checkbox"/> 2                    | <input type="checkbox"/> 3  | <input type="checkbox"/> 4                     | <input type="checkbox"/> 5                                  |
| j. Opportunities for personal development.         | <input type="checkbox"/> 1                                 | <input type="checkbox"/> 2                    | <input type="checkbox"/> 3  | <input type="checkbox"/> 4                     | <input type="checkbox"/> 5                                  |
| k. Opportunities for sport.                        | <input type="checkbox"/> 1                                 | <input type="checkbox"/> 2                    | <input type="checkbox"/> 3  | <input type="checkbox"/> 4                     | <input type="checkbox"/> 5                                  |



	<i>Strongly increases my intention to stay</i>	<i>Increases my intention to stay</i>	<i>Has no effect on my intention to stay or leave</i>	<i>Increases my intention to leave</i>	<i>Strongly increases my intention to leave</i>	
I. Opportunities for Adventurous Training.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
m. Promotion prospects.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
n. Healthcare provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
o. Dental provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
p. Mental health provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
q. Pension.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
r. Opportunities for flexible working conditions.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
s. Excitement of the job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	
t. Financial Incentives available to me (e.g. Commitment Bonus).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> N/A 6
u. Spouse/partner's career.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
v. Accommodation provision.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
w. Other (if applicable, please specify in the text box below):						

**Q42** If you have put in your notice to leave, please indicate the 3 factors from the list above in Q41 that most influenced your decision to leave the RAF. (Write the letter that corresponds with the reason in the boxes provided.)

Most important reason for leaving  1      Second most important reason for leaving  2      Third most important reason for leaving  3

**Q43** How would having the following options impact on your intention to stay or leave the RAF?

	<i>Strongly increases my intention to stay</i>	<i>Increases my intention to stay</i>	<i>Has no effect on my intention to stay or leave</i>	<i>Increases my intention to leave</i>	<i>Strongly increases my intention to leave</i>
a. Opportunities to work part-time.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
b. Opportunities for reduced separated Service (including operational deployment).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Fairness at Work

The RAF aims to achieve an environment free from harassment, bullying, intimidation and unlawful discrimination, in which all have equal opportunity and encouragement to realise their full potential.

**Q44** How strongly do you agree or disagree with the following statement regarding fairness and equality in the RAF?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
I am treated fairly at work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

**Q45** Do you feel that the RAF discipline system is...?

Very fair	<input type="checkbox"/> 1	Unfair	<input type="checkbox"/> 4
Fair	<input type="checkbox"/> 2	Very unfair	<input type="checkbox"/> 5
Neither fair nor unfair	<input type="checkbox"/> 3		

**Bullying** 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.

**Discrimination** 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.

**Harassment** 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 of the following in a Service environment in the last 12 months? (Tick all that apply).

- a. Bullying  <sup>1</sup>
- b. Discrimination  <sup>1</sup>
- c. Harassment  <sup>1</sup>
- d. None of the above  <sup>1</sup> Please go to **Q52**

**Q47** If you believe you have been subject to **bullying** in a Service environment in the last 12 months, please specify on what grounds in the text box below:

**Q48** If you believe that you have been subject to **discrimination or harassment** in a Service environment in the last 12 months, please specify on what grounds:

- |  | <i>Discrimination</i>                 | <i>Harassment</i>                     |
|--|---------------------------------------|---------------------------------------|
| a. Gender.   | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| b. Gender reassignment.                                  | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| c. Race, colour, nationality, ethnic or national origin. | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| d. Marriage/civil partnership.                           | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| e. Religion or beliefs.                                  | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| f. Sexual orientation.                                   | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| g. Age.  | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| h. Disability.   | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |
| i. Pregnancy or maternity.                               | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> |

**Q49** Did you make a formal written complaint within the last 12 months about this discrimination, harassment and/or bullying?

- Yes  <sup>1</sup> Please go to **Q50**
- No  <sup>2</sup> Please go to **Q51**

**Q50** If you DID make a formal written complaint, how satisfied were/are you with the following aspects of your complaint?

- |   | <i>Very satisfied</i>                 | <i>Satisfied</i>                      | <i>Neither satisfied nor dissatisfied</i> | <i>Dissatisfied</i>                   | <i>Very dissatisfied</i>              | <i>N/A</i>                            |
|---|---------------------------------------|---------------------------------------|---|---------------------------------------|---------------------------------------|---------------------------------------|
| a. The objectivity and fairness with which my complaint was handled/is being handled. | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |
| b. The amount of time taken/it is taking to resolve my complaint.                     | <input type="checkbox"/> <sup>1</sup> | <input type="checkbox"/> <sup>2</sup> | <input type="checkbox"/> <sup>3</sup>     | <input type="checkbox"/> <sup>4</sup> | <input type="checkbox"/> <sup>5</sup> | <input type="checkbox"/> <sup>6</sup> |

- |  | Very<br>satisfied          | Satisfied                  | Neither<br>satisfied nor<br>dissatisfied | Dissatisfied               | Very<br>dissatisfied       | N/A                        |
|--|----------------------------|----------------------------|--|----------------------------|----------------------------|----------------------------|
| c. How well I was/am being kept informed about the progress of my complaint. | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3               | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |
| d. The support provided by my Assisting Officer.                             | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3               | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |
| e. The outcome of my complaint.  | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3               | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 | <input type="checkbox"/> 6 |

**Q51 If you did NOT make a formal written complaint, why was this? (Tick all that apply)**

- |  |                            |
|--|----------------------------|
| a. I was not aware of the Service Complaints process.                                      | <input type="checkbox"/> 1 |
| b. I considered the incident(s) to be too minor to report.                                 | <input type="checkbox"/> 1 |
| c. The incident(s) was/were resolved informally.   | <input type="checkbox"/> 1 |
| d. The incident(s) was/were resolved through mediation.                                    | <input type="checkbox"/> 1 |
| e. I did not believe anything would be done if I did complain.                             | <input type="checkbox"/> 1 |
| f. I did not want to go through the complaints procedure.                                  | <input type="checkbox"/> 1 |
| g. I believed it might adversely affect my career.   | <input type="checkbox"/> 1 |
| h. I believed it might adversely affect another work colleague or the working environment. | <input type="checkbox"/> 1 |
| i. I was worried that there would be recriminations from the perpetrators.                 | <input type="checkbox"/> 1 |
| j. I was discouraged from doing so.  | <input type="checkbox"/> 1 |
| k. Other reason(s) - (please specify in the text box below):                               | <input type="checkbox"/> 1 |

**Q52 Do you know how the Service Complaints Ombudsman can help you with a discrimination, harassment and/or bullying complaint?**

- |                |                            |   |                            |
|----------------|----------------------------|---|----------------------------|
| Yes, fully     | <input type="checkbox"/> 1 | No, not at all                                    | <input type="checkbox"/> 3 |
| To some extent | <input type="checkbox"/> 2 | Haven't heard of the Service Complaints Ombudsman | <input type="checkbox"/> 4 |

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

**AND**

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

## Your Work-Life Balance

**Q53 In the past 12 months approximately how much time have you spent away from your family (e.g. spouse/partner or children) for Service reasons?**

- |                                  |                            |                                    |                            |
|----------------------------------|----------------------------|------------------------------------|----------------------------|
| Not been away                    | <input type="checkbox"/> 1 | Between 7-9 months (27-39 weeks)   | <input type="checkbox"/> 5 |
| Up to 1 month (4 weeks)          | <input type="checkbox"/> 2 | Between 10-12 months (40-52 weeks) | <input type="checkbox"/> 6 |
| Between 1-3 months (5-13 weeks)  | <input type="checkbox"/> 3 | N/A                                | <input type="checkbox"/> 7 |
| Between 4-6 months (14-26 weeks) | <input type="checkbox"/> 4 |                                    |                            |

**Q54 In the past 12 months, how satisfied were you with the following?**

- |   | Very<br>satisfied          | Satisfied                  | Neither<br>satisfied nor<br>dissatisfied | Dissatisfied               | Very<br>dissatisfied       |
|---|----------------------------|----------------------------|--|----------------------------|----------------------------|
| a. The ability to plan my own life - short term (e.g. work/weekend leave).  | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3               | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| b. The ability to plan my own life - long term (e.g. holidays/career training).                                     | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3               | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| c. The opportunity for me to work flexibly (e.g. variable start/finish times, Compressed Hours, Working from home). | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3               | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
d. The amount of time away from my usual place of duty.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
e. The amount of time away from my family and friends.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
f. The effect of Service life on my children's education.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
g. The effect of Service life on my spouse/partner's career.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q55 How strongly do you agree or disagree with the following?**

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>
I am able to maintain a balance between my personal and working life.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

## Your Leave

**Q56 How satisfied are you with the following?**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. My overall leave allowance i.e. annual leave, post operational tour leave (POTL), leave carried over from previous years.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. The opportunity to take leave when I want to.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. The amount of leave I was able to take in the last 12 months.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

**Q57 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? (Tick all that apply)**

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

## Your Health and Well-being

**Q58 If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with:**

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
a. Being able to access the medical care when I needed it.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. The medical treatment.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q59** If you have received Service-provided dental treatment in the last 2 years, how satisfied were you with:

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
a. Being able to access the dental care when I needed it.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. The dental treatment	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

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

**Q60** Overall, how satisfied are you with your life nowadays?

<i>Not at all</i>											<i>Completely</i>
0	1	2	3	4	5	6	7	8	9	10	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

**Q61** Overall, how happy did you feel yesterday?

<i>Not at all</i>											<i>Completely</i>
0	1	2	3	4	5	6	7	8	9	10	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

**Q62** Overall, how anxious did you feel yesterday?

<i>Not at all</i>											<i>Completely</i>
0	1	2	3	4	5	6	7	8	9	10	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

**Q63** Overall, to what extent do you feel the things you do in your life are worthwhile?

<i>Not at all</i>											<i>Completely</i>
0	1	2	3	4	5	6	7	8	9	10	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

## Fitness, Sport and Adventurous Training

**Q64** How satisfied are you with the following?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>
a. RAF sport, exercise and fitness facilities in general.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
c. My opportunities to take part in sport.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
d. My opportunities to take part in Adventurous Training.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>
e. My opportunities to take part in Force Development Activities.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>

## Welfare

**Q65** How satisfied are you with the following?

	<i>Very satisfied</i>	<i>Satisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Dissatisfied</i>	<i>Very dissatisfied</i>	<i>N/A</i>
a. The welfare support provided by the RAF for me.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. The welfare support provided by the RAF for my family.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
c. The support my spouse/partner gets from the RAF when I am absent.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
d. The Operational/Deployment Welfare Package.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q66 How satisfied are you with the following?**

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not used	Not heard of
a. The chaplaincy support provided by the RAF.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
b. SSAFA Personal Support & Social Work Service.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
c. The HIVE.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
d. The RAF Families Federation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
e. The Community Development Officer/Worker.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
f. My Unit's Service Community Support Officer (SCSO).	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7
g. My Unit's welfare staffs.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6	<input type="checkbox"/> 7

**Your Accommodation**

**Q67 What kind of accommodation do you live in at present during the working week? (Tick one box only)**

- Service Family Accommodation (SFA)  1 Please go to **Q68**
- Substitute Service Family Accommodation (SSFA)  2 Please go to **Q68**
- Single Living Accommodation (SLA)  3 Please go to **Q68**
- Substitute Service Single Accommodation (SSSA) (Formerly SSLA)  4 Please go to **Q68**
- Property I own  5 Please go to **Q72**
- Privately rented accommodation  6 Please go to **Q70**
- In a relative's (e.g. parents') home  7 Please go to **Q70**
- Other (please specify in the text box below)  8 Please go to **Q70**

**Q68 If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? (Tick all that apply)**

- a. Posting requirement.  1
- b. Economy.  1
- c. Personal circumstances e.g. marriage, separation, divorce.  1
- d. Other (please specify in the text box below).  1

**Q69 With regard to your current Service Accommodation, how satisfied are you with the following?**

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A / Don't know
a. The overall standard.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. The value for money.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
c. The response to requests for maintenance/repair to my current accommodation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
d. The quality of maintenance/repair work to my current accommodation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
e. How fairly Service Accommodation is allocated.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**Q70** Do you currently own your own home? Please answer this question whether you live in this property or not.

Yes

 <sup>1</sup>

Please go to **Q72**

No

 <sup>2</sup>

Please go to **Q71**

No, but I am currently saving up to buy a home in the future

 <sup>3</sup>

Please go to **Q71**

**Q71** 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 **Q74**.

a. I don't want to own a home at this stage in my life/career.

 <sup>1</sup>

b. Living in Service Accommodation is better suited to my/ my family's needs at present than home ownership is.

 <sup>1</sup>

c. I want to be able to move about/move my family with me when I am posted.

 <sup>1</sup>

d. I don't want to buy a home where I am currently located.

 <sup>1</sup>

e. I can't afford to buy a suitable home at the moment.

 <sup>1</sup>

f. I don't want to risk losing money.

 <sup>1</sup>

g. I wouldn't be able to live in the home.

 <sup>1</sup>

h. Other (please specify in the text box below):

 <sup>1</sup>

**Q72** 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.

 <sup>1</sup>

b. The allowances for living in my own home.

 <sup>1</sup>

c. To rent it out.

 <sup>1</sup>

d. Poor standards of SLA or SFA.

 <sup>1</sup>

e. Poor location of SLA or SFA.

 <sup>1</sup>

f. The cost of SLA or SFA.

 <sup>1</sup>

g. I wanted to live with my partner.

 <sup>1</sup>

h. Other (please specify in the text box below):

 <sup>1</sup>

**Q73** If you currently own a home, how satisfied are you with the following?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
a. The opportunity to live in my own home.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>
b. The allowances for living in my own home.	<input type="checkbox"/> <sup>1</sup>	<input type="checkbox"/> <sup>2</sup>	<input type="checkbox"/> <sup>3</sup>	<input type="checkbox"/> <sup>4</sup>	<input type="checkbox"/> <sup>5</sup>	<input type="checkbox"/> <sup>6</sup>

**Q74 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.  1
- 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.  1
- 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 Scheme (e.g. Help to Buy: Equity Loan / Mortgage Guarantee / New Buy / Shared Ownership Schemes).  1
- 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](http://www.gov.uk/forces-help-to-buy)

**Catering, Retail and Leisure**

**Q75 Thinking specifically about food and drink supplied on your Unit, when considering where to eat which of these factors are important to you? (Tick all that apply)**

- a. Price.  1
- b. Value for money.  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 produced).  1
- h. Other (please specify in the text box below):  1

**Q76 How often do you use Service-provided catering facilities...?**

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

**Q77 How satisfied are you with the following?**

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



## Your Family Life

**Q78 What is your current personal status?**

Single (never married or formed a civil partnership)  <sup>1</sup> Please go to **Q80**

In a long term / established relationship (but not married or in a civil partnership)  <sup>2</sup>

Married / In a civil partnership  <sup>3</sup>

Separated, but still legally married or in a civil partnership  <sup>4</sup> Please go to **Q80**

Divorced / Formerly in a civil partnership which is now legally dissolved  <sup>5</sup> Please go to **Q80**

Widowed / The surviving partner from a civil partnership  <sup>6</sup> Please go to **Q80**

Prefer not to say  <sup>7</sup> Please go to **Q80**

**Q79 What is your spouse/partner's current employment situation?**

In the Armed Forces  <sup>1</sup>

In full-time paid employment / full-time self-employment (other than Armed Forces)  <sup>2</sup>

In part-time paid employment / part-time self-employment  <sup>3</sup>

In voluntary (unpaid) employment  <sup>4</sup>

Not employed (for any reason)  <sup>5</sup>

In full-time or part-time education  <sup>6</sup>

**Q80 Do you have any children whom you support financially?**

Yes  <sup>1</sup>

No  <sup>2</sup> 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".)**

<sup>1</sup> Under 5 years

<sup>2</sup> Between 5 and 17 years

<sup>3</sup> 18 years and over

**Q82 Do any of your children live with you? (Tick one box only).**

Yes  <sup>1</sup>

Shared access  <sup>2</sup>

Weekends/holidays only  <sup>3</sup> Please go to **Q85**

No  <sup>4</sup> Please go to **Q85**

N/A  <sup>5</sup> 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?**

Yes  <sup>1</sup> No  <sup>2</sup> N/A  <sup>3</sup>

**Q84 If you require childcare, how satisfied are you with the locally provided childcare facilities?**

Very satisfied  <sup>1</sup>    Satisfied  <sup>2</sup>    Neither satisfied nor dissatisfied  <sup>3</sup>    Dissatisfied  <sup>4</sup>    Very dissatisfied  <sup>5</sup>    N/A  <sup>6</sup>

**Q85 Do you have caring responsibilities for infirm or elderly adult(s)?**

Yes  <sup>1</sup> No  <sup>2</sup>



**Q92**

**Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public?**

	<i>Strongly advantaged</i>	<i>Advantaged</i>	<i>Neither advantaged nor disadvantaged</i>	<i>Disadvantaged</i>	<i>Strongly disadvantaged</i>	<i>Don't know/ N/A</i>
	1	2	3	4	5	6
a. Family's access to NHS care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Children's Education.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Housing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Family life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Benefits.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Tax.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Commercial Products and Services (e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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)).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Participation as Citizens (e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Other (please specify in the text box below):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q93**

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

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

## Your Background

**Q94**

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

Yes  1 Please go to **Q95**

No  2 Please go to **Q96**

**Q95**

**If YES, were you a member of the: (Tick all that apply)**

a. Sea Cadet Corps (SCC)?  1

b. Army Cadet Force (ACF)?  1

c. Air Training Corps (ATC)?  1

d. Combined Cadet Force RN (CCF RN)?  1

e. Combined Cadet Force Army (CCF Army)?  1

f. Combined Cadet Force RAF (CCF RAF)?  1

## Taking Action and Your Comments

**Q96** How strongly do you agree or disagree with the following?

	<i>Strongly agree</i>	<i>Agree</i>	<i>Neither agree nor disagree</i>	<i>Disagree</i>	<i>Strongly disagree</i>	<i>Don't know</i>
a. I believe the leaders in the RAF will take action on the results of AFCAS.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6
b. I think effective action has been taken in the RAF on the results of AFCAS.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 6

**Q97** This survey is?

*Too long*  1
 *About right*  2
*Too short*  3

**Q98** How long did it take you to complete this survey?

<i>Less than 10 minutes</i>	<input type="checkbox"/> 1	<i>40-50 minutes</i>	<input type="checkbox"/> 5
<i>10-20 minutes</i>	<input type="checkbox"/> 2	<i>50-60 minutes</i>	<input type="checkbox"/> 6
<i>20-30 minutes</i>	<input type="checkbox"/> 3	<i>Over an hour</i>	<input type="checkbox"/> 7
<i>30-40 minutes</i>	<input type="checkbox"/> 4		

**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 envelope provided.

Responses must reach us by 17th February 2020 in order to be included. Please allow sufficient time for postage.