



Ministry
of Defence

UK Regular Armed Forces Continuous Attitude Survey Results 2020



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Reference and Margin of Error Tables

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Notes

General

Statistics within this document are produced from the Armed Forces Continuous Attitude Surveys from 2007 - 2020. Results from any questions included within the survey prior to 2020, but not included in the 2020 survey, can be found in earlier AFCAS reports, available on www.gov.uk at:

<https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index>

Technical notes

Significance Testing

Tables of results are produced using SPSS Complex Samples to ensure estimates and their corresponding standard errors are correctly weighted. Where year on year comparisons are possible, Z-tests at the 99% confidence level are carried out.

Survey estimates (percentages) accompanied by ** in the statistical tables indicate that the difference between that year's estimate and the 2020 estimate is statistically significant. Where a previous year's survey estimate is not accompanied by ** this indicates that not enough evidence has been found of a statistically significant difference between the percentage estimate for that year and the 2020 percentage estimate.

Note that significant increases do not necessarily refer to an improvement. A significant increase in dissatisfaction, for example, is unlikely to be considered an improvement.

Margin of Error

Each estimate carries a margin of error and these are presented in corresponding tables. Margins of error enable users to observe the level of uncertainty in the estimate. Broadly speaking, a larger margin of error corresponds to a greater degree of uncertainty. Large error margins are usually the result of having a small number of respondents within a particular group. Where the margin is larger, users should interpret such results with caution.

Symbols and conventions

..	denotes not available or no respondents
**	denotes significant at the 99% confidence level
Axxx	unique identifier for each question

Estimates for groups with fewer than 30 respondents are not presented in this report.

Where there are fewer than 30 respondents, estimates are replaced with ~

AFCAS 2020 - Reference Tables Index

Use the filter arrows to show the sections or questions you require.
To access estimate tables, select the 'Section' links in the table below or the corresponding workbook tabs.
Margin of error tables for each section follow the corresponding estimate tables.

Section	Reference Table	Question number	Table description	AFCAS Main Report Section
01 Your Pay	B1.1	A008	How strongly do you agree or disagree with the following? The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	Section 5 - Allowances, Pay and JPA
01 Your Pay	B1.2	A603	How strongly do you agree or disagree with the following? The pay and benefits I receive are fair for the work I do.	Section 5 - Allowances, Pay and JPA
01 Your Pay	B1.3	A767	How strongly do you agree or disagree with the following? The [Service] offer (including dental & healthcare, subsidised accommodation, pay & pension) is better than that which industry offers.	
01 Your Pay	B1.4	A001	How satisfied are you with the following? My rate of basic pay (basic pay includes X-Factor, but excludes Recruitment and Retention Pay [RRP] and any allowances).	Section 5 - Allowances, Pay and JPA
01 Your Pay	B1.5	A004	How satisfied are you with the following? My pension benefits.	Section 5 - Allowances, Pay and JPA
01 Your Pay	B1.6	A002	How satisfied are you with the following? Information about pay and allowances, e.g. from the intranet, DINs and brochures.	
01 Your Pay	B1.7	A006	How satisfied are you with the following? My ability to access JPA.	Section 5 - Allowances, Pay and JPA
01 Your Pay	B1.8	A005	How satisfied are you with the following? My allowances, e.g. Longer Separation Allowance (LSA), Get You Home (GYH),....	Section 5 - Allowances, Pay and JPA
01 Your Pay	B1.9	A832	In the last 12 months, have you been in receipt of a Recruitment and Retention Payment (RRP)?	Section 5 - Allowances, Pay and JPA
01 Your Pay	B1.10	A833	How satisfied are you with the following? My Recruitment and Retention Payment (RRP).	Section 5 - Allowances, Pay and JPA
02 Your Work	B2.1	A022	How satisfied are you with [Service] life in general?	Section 1 - Morale, Commitment & Engagement
02 Your Work	B2.2	A024	How would you rate the level of morale of... Myself?	Section 1 - Morale, Commitment & Engagement
02 Your Work	B2.3	A025	How would you rate the level of morale of... My Unit?	Section 1 - Morale, Commitment & Engagement
02 Your Work	B2.4	A026	How would you rate the level of morale of... The [Service] as a whole?	Section 1 - Morale, Commitment & Engagement
02 Your Work	B2.5	A044	How satisfied are you with the following aspects of your current job? My job in general.	Section 1 - Morale, Commitment & Engagement
02 Your Work	B2.6	A045	How satisfied are you with the following aspects of your current job? The sense of achievement I get from my work.	
02 Your Work	B2.7	A046	How satisfied are you with the following aspects of your current job? The challenge in my job.	
02 Your Work	B2.8	A047	How satisfied are you with the following aspects of your current job? The amount of variety in my work.	
02 Your Work	B2.9	A344	How satisfied are you with the following aspects of your current job? My current work location.	
02 Your Work	B2.10	A052	How strongly do you agree or disagree with the following? My superiors do not interfere excessively in my work activities.	
02 Your Work	B2.11	A053	How strongly do you agree or disagree with the following? I am given sufficient authority to make decisions.	Section 2 - Work and Line Management
02 Your Work	B2.12	A054	How strongly do you agree or disagree with the following? If I make a genuine mistake at work, I do not feel that it will be held against me.	
02 Your Work	B2.13	A055	How strongly do you agree or disagree with the following? Where I work people do not automatically look for someone to blame when things go wrong.	Section 2 - Work and Line Management
02 Your Work	B2.14	A056	How strongly do you agree or disagree with the following? I am encouraged to find better ways of doing things at work.	Section 2 - Work and Line Management
02 Your Work	B2.15	A057	How strongly do you agree or disagree with the following? I am always given a clear deadline as to when work needs to be completed.	
02 Your Work	B2.16	A058	How strongly do you agree or disagree with the following? When I am set a task at work, I am told very clearly what output is required.	
02 Your Work	B2.17	A604	How strongly do you agree or disagree with the following? I have a choice in deciding how I do my work.	
02 Your Work	B2.18	A060	How strongly do you agree or disagree with the following? I know that if I do my job well I will be praised or rewarded.	
03 Resources and Workload	B3.1	A048	How satisfied are you with the following? The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	Section 2 - Work and Line Management
03 Resources and Workload	B3.2	A569	How satisfied are you with the following? The availability of personal equipment/kit I have to do my job.	Section 2 - Work and Line Management
03 Resources and Workload	B3.3	A049	How satisfied are you with the following? The standard of major equipment (e.g. vehicles and systems) I have to do my job.	Section 2 - Work and Line Management
03 Resources and Workload	B3.4	A602	How satisfied are you with the following? The availability of major equipment I have to do my job.	Section 2 - Work and Line Management
03 Resources and Workload	B3.5	A345	How would you rate your workload over the last 12 months?	Section 9 - Work-Life Balance
03 Resources and Workload	B3.6	A808	How satisfied are you with the following? The training facilities / training estate you have used in the last year.	
03 Resources and Workload	B3.7	A809	How satisfied are you with the following? The facilities in my barracks.	
04 Your Career	B4.1	A634	Overall how satisfied are you with the way your career is being managed?	Section 7 - Training, Development and Career

04 - Your Career	B4.2	A154	Overall how satisfied are you with the career management service provided by the [Service Career Management Provider]?	Section 7 - Training, Development and Career
04 - Your Career	B4.3	A819	Who do you think is responsible for managing your career? You.	
04 - Your Career	B4.4	A820	Who do you think is responsible for managing your career? Line Manager.	
04 - Your Career	B4.5	A821	Who do you think is responsible for managing your career? Career Manager.	
04 - Your Career	B4.6	A378	In terms of your current assignment, how strongly do you agree or disagree with the following? I have the knowledge, skills and experience to do my job.	Section 7 - Training, Development and Career
04 - Your Career	B4.7	A379	In terms of your current assignment, how strongly do you agree or disagree with the following? My knowledge, skills and experience are being used.	Section 7 - Training, Development and Career
04 - Your Career	B4.8	A380	In terms of your current assignment, how strongly do you agree or disagree with the following? The assignment provides development opportunities that will enhance my promotion prospects.	
04 - Your Career	B4.9	A381	In terms of your current assignment, how strongly do you agree or disagree with the following? My personal preferences were taken into account.	
04 - Your Career	B4.10	A153	How satisfied are you with the following? The notice I received for my current/last assignment.	Section 7 - Training, Development and Career
04 - Your Career	B4.11	A635	How satisfied are you with the following? Involvement in decisions that affect my career.	
04 - Your Career	B4.12	A161	How satisfied are you with the following? The fairness of the appraisal system.	Section 7 - Training, Development and Career
04 - Your Career	B4.13	A162	How satisfied are you with the following? The fairness of the promotion system.	Section 7 - Training, Development and Career
04 - Your Career	B4.14	A163	How satisfied are you with the following? My opportunities for promotion.	Section 7 - Training, Development and Career
04 - Your Career	B4.15	A169	How satisfied are you with the following? My opportunities for further service.	
04 - Your Career	B4.16	A588	How strongly do you agree or disagree with the following statement? I am willing to serve overseas (i.e. on a permanent assignment).	
04 - Your Career	B4.17	A589	How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Current rates of LOA.	
04 - Your Career	B4.18	A590	How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Travel allowances (e.g. Get You Home (Overseas)).	
04 - Your Career	B4.19	A592	How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? The removals/storage service.	
04 - Your Career	B4.20	A594	How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? In country support (e.g. medical, dental, welfare).	
04 - Your Career	B4.21	A595	How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Local security situation.	
04 - Your Career	B4.22	A596	How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Impact on your career.	
04 - Your Career	B4.23	A591	How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Availability of CEA.	
04 - Your Career	B4.24	A597	How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Spouse/partner's prospects of working overseas.	
05 - Your Line Management	B5.1	A145	How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Understands and represents my interests.	
05 - Your Line Management	B5.2	A146	How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Supports me in my job.	Section 2 - Work and Line Management
05 - Your Line Management	B5.3	A147	How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Sets a positive example.	Section 2 - Work and Line Management
05 - Your Line Management	B5.4	A148	How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Encourages me to develop my skills.	
05 - Your Line Management	B5.5	A149	How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Is supportive over work/life balance issues.	Section 2 - Work and Line Management
05 - Your Line Management	B5.6	A605	How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Provides regular feedback on my performance.	
05 - Your Line Management	B5.7	A367	How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Tells me what's going on at work.	
05 - Your Line Management	B5.8	A587	How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Is someone I trust.	
05 - Your Line Management	B5.9	A606	How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Helps me to understand how I contribute to [Service] objectives.	
05 - Your Line Management	B5.10	A607	How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Helps me to understand how major change decisions will affect me.	
05 - Your Line Management	B5.11	A608	How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Works well with personnel from different backgrounds.	
05 - Your Line Management	B5.12	A609	How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? I am satisfied with the leadership provided by my immediate supervisor.	Section 2 - Work and Line Management
05 - Your Line Management	B5.13	A788	How long have you worked with your Divisional Officer?	
05 - Your Line Management	B5.14	A789	How strongly do you agree or disagree with the following statements? I trust my Divisional Officer to support me.	
05 - Your Line Management	B5.15	A770	How strongly do you agree or disagree with the following statements? My Divisional Officer knows me well.	

05 - Your Line Management	B5.16	A771	How long have you worked with your immediate chain of command?	
05 - Your Line Management	B5.17	A772	How strongly do you agree or disagree with the following statements? I trust my immediate chain of command to support me.	
05 - Your Line Management	B5.18	A773	How strongly do you agree or disagree with the following statements? My immediate chain of command knows me well.	
06 - Senior Leadership	B6.1	A142	How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? They understand and represent my interests.	Section 3 - Leadership and Managing Change
06 - Senior Leadership	B6.2	A610	How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? They are keen to listen to Service people's feedback.	Section 3 - Leadership and Managing Change
06 - Senior Leadership	B6.3	A578	How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? They champion the [Service's] interests in Tri-Service issues.	
06 - Senior Leadership	B6.4	A581	How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? They communicate decisions to personnel.	Section 3 - Leadership and Managing Change
06 - Senior Leadership	B6.5	A582	How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? They understand the impact of change on personnel.	Section 3 - Leadership and Managing Change
06 - Senior Leadership	B6.6	A611	How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? I have confidence in the leadership of the [Service].	Section 3 - Leadership and Managing Change
07 - Commitment	B7.1	A612	How strongly do you agree or disagree with the following? In the last 12 months, I have fulfilled my commitments/promises to the [Service].	Section 1 - Morale, Commitment & Engagement
07 - Commitment	B7.2	A613	How strongly do you agree or disagree with the following? In the last 12 months, the [Service] has fulfilled its commitments/promises to me.	Section 1 - Morale, Commitment & Engagement
07 - Commitment	B7.3	A031	How strongly do you agree or disagree with the following? I am proud to be in the [Service].	Section 1 - Morale, Commitment & Engagement
07 - Commitment	B7.4	A032	How strongly do you agree or disagree with the following? I am valued by the [Service].	Section 1 - Morale, Commitment & Engagement
07 - Commitment	B7.5	A033	How strongly do you agree or disagree with the following? I would recommend joining the [Service] to others.	Section 1 - Morale, Commitment & Engagement
07 - Commitment	B7.6	A331	How strongly do you agree or disagree with the following? I feel a strong personal attachment to the [Service].	
07 - Commitment	B7.7	A614	How strongly do you agree or disagree with the following? I feel a strong personal attachment to my unit.	
07 - Commitment	B7.8	A332	How strongly do you agree or disagree with the following? The [Service] inspires me to do the best in my job.	
07 - Commitment	B7.9	A333	How strongly do you agree or disagree with the following? The [Service] motivates me to help it achieve its objectives.	Section 1 - Morale, Commitment & Engagement
07 - Commitment	B7.10	A334	How strongly do you agree or disagree with the following? My family is proud of me serving in the Armed Forces.	
07 - Commitment	B7.11	A335	How strongly do you agree or disagree with the following? My family benefits from being a Service family.	
07 - Commitment	B7.12	A615	How strongly do you agree or disagree with the following? My family supports my career in the [Service].	
07 - Commitment	B7.13	A038	How strongly do you agree or disagree with the following? The ethos of the [Service] is an important part of life in the [Service].	
07 - Commitment	B7.14	A774	How strongly do you agree or disagree with the following? The ethos of my branch is important to me.	
08 - Working with Others	B8.1	A029	In considering your immediate working team, to what extent do you agree or disagree with the following? My team know exactly what their responsibilities are.	
08 - Working with Others	B8.2	A616	In considering your immediate working team, to what extent do you agree or disagree with the following? The people in my team can be relied upon to help when things get difficult in my job.	
08 - Working with Others	B8.3	A027	In considering your immediate working team, to what extent do you agree or disagree with the following? We have confidence in ourselves as a team.	
08 - Working with Others	B8.4	A330	In considering your immediate working team, to what extent do you agree or disagree with the following? The people in my team work together to find ways to improve the service we provide.	
08 - Working with Others	B8.5	A617	In considering your immediate working team, to what extent do you agree or disagree with the following? Team members work well with personnel from different backgrounds.	
08 - Working with Others	B8.6	A618	Have you had working contact with any of the following in the last two years? Armed Forces Reserves.	Section 4 - Working with Others
08 - Working with Others	B8.7	A621	In your experience, how would you rate the contribution to the [Service] of... Armed Forces Reserves.	Section 4 - Working with Others
08 - Working with Others	B8.8	A624	In your experience, how well integrated into the [Service] are... Armed Forces Reserves.	Section 4 - Working with Others
08 - Working with Others	B8.9	A627	In your experience, how would you rate the professionalism of... Armed Forces Reserves.	Section 4 - Working with Others
08 - Working with Others	B8.10	A619	Have you had working contact with any of the following in the last two years? MOD Civil Servants.	Section 4 - Working with Others
08 - Working with Others	B8.11	A622	In your experience, how would you rate the contribution to the [Service] of... MOD Civil Servants.	Section 4 - Working with Others
08 - Working with Others	B8.12	A625	In your experience, how well integrated into the [Service] are... MOD Civil Servants.	Section 4 - Working with Others
08 - Working with Others	B8.13	A628	In your experience, how would you rate the professionalism of... MOD Civil Servants.	Section 4 - Working with Others
08 - Working with Others	B8.14	A620	Have you had working contact with any of the following in the last two years? MOD contractors.	Section 4 - Working with Others
08 - Working with Others	B8.15	A623	In your experience, how would you rate the contribution to the [Service] of... MOD contractors.	Section 4 - Working with Others

08 - Working with Others	B8.16	A626	In your experience, how well integrated into the [Service] are... MOD contractors.	Section 4 - Working with Others
08 - Working with Others	B8.17	A629	In your experience, how would you rate the professionalism of... MOD contractors.	Section 4 - Working with Others
09 - Change	B9.1	A352	How strongly do you agree or disagree with the following? Change is managed well in my immediate working team.	Section 3 - Leadership and Managing Change
09 - Change	B9.2	A570	How strongly do you agree or disagree with the following? Change is managed well in my Unit/Establishment.	Section 3 - Leadership and Managing Change
09 - Change	B9.3	A353	How strongly do you agree or disagree with the following? Change is managed well in the [Service].	Section 3 - Leadership and Managing Change
10 - Your Deployments	B10.1	A751	With regards to your current/last operational deployment (RN includes sea-going deployment), were you deployed individually or as part of a Unit?	
10 - Your Deployments	B10.2	A752	With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? Non-Operational allowances (e.g. LSA, GYHT), residual unaccompanied rate of LOA).	
10 - Your Deployments	B10.3	A753	With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc.).	
10 - Your Deployments	B10.4	A754	With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? The deployment notice.	Section 6 - Deployment
10 - Your Deployments	B10.5	A755	With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? The pre-operational/deployment training (RNRM include sea training).	Section 6 - Deployment
10 - Your Deployments	B10.6	A756	With regards to your current/last operational deployment, how satisfied were you with the following? That the equipment I used during training was the same as that used on operations.	
10 - Your Deployments	B10.7	A757	With regards to your current/last operational deployment, how satisfied were you with the following? The personal kit and equipment I received for use on operations.	
10 - Your Deployments	B10.8	A630	With regards to your current/last operational deployment, how satisfied were you with the following? The major equipment (e.g. vehicles and systems) I used on operations.	
10 - Your Deployments	B10.9	A631	With regards to your current/last operational deployment [RN includes sea-going deployment], how satisfied are you with the following? The welfare support I received from the [Service] (RN/RM: Royal Navy Royal Marines Welfare (RNRMW)) when I returned from operational deployment.	Section 6 - Deployment
10 - Your Deployments	B10.10	A632	With regards to your current/last operational deployment [RN includes sea-going deployment], how satisfied are you with the following? The welfare support that my family, partner and/or parents received from the [Service] (RN/RM: Royal Navy Royal Marines Welfare (RNRMW)) when I returned from operational deployment.	Section 6 - Deployment
10 - Your Deployments	B10.11	A758	With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? The decompression and post operational tour support I received when I returned from operational deployment.	Section 6 - Deployment
10 - Your Deployments	B10.12	A759	With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? The Post Operational Stress Management that I received when I returned from operational deployment.	Section 6 - Deployment
10 - Your Deployments	B10.13	A633	With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? The operational role I was assigned to.	
10 - Your Deployments	B10.14	A760	During your pre-operational preparation, did you have access to the following? Job specification for the post.	
10 - Your Deployments	B10.15	A761	During your pre-operational preparation, did you have access to the following? Assignment Order.	
10 - Your Deployments	B10.16	A762	During your pre-operational preparation, did you have access to the following? Preparation Instruction.	
10 - Your Deployments	B10.17	A763	During your pre-operational preparation, did you have access to the following? A1 Ops Website.	
10 - Your Deployments	B10.18	A829	If you had access to the A1 Ops Website during your pre-operational preparation, how strongly do you agree or disagree with the following? The preparation instruction provided via the A1 Ops website, contained appropriate information to enable me to prepare to deploy.	
10 - Your Deployments	B10.19	A764	What is your view of the following regarding your experience of operational deployments (RN includes sea-going deployments)? The frequency of my operational deployments.	Section 6 - Deployment
10 - Your Deployments	B10.20	A765	What is your view of the following regarding your experience of operational deployments (RN includes sea-going deployments)? The length of my operational deployments.	Section 6 - Deployment
11 Training and Development	B11.1	A636	How satisfied are you with the following? My opportunities for professional development.	Section 7 - Training, Development and Career
11 Training and Development	B11.2	A164	How satisfied are you with the following? My opportunities for personal development.	Section 7 - Training, Development and Career
11 Training and Development	B11.3	A518	How satisfied are you with the following? The timing of the training I have received in order to carry out my current job roles.	
11 Training and Development	B11.4	A166	How satisfied are you with the following? The extent to which I am doing the job for which I was trained.	Section 7 - Training, Development and Career
11 Training and Development	B11.5	A167	How satisfied are you with the following? My opportunities to gain civilian accreditation for Service training e.g. NVQs, apprenticeships.	Section 7 - Training, Development and Career
11 Training and Development	B11.6	A775	How strongly do you agree or disagree with the following? I am given enough training to enable me to make moral decisions within my role.	
11 Training and Development	B11.7	A776	How much importance do you place on professional / civilian accreditation?	
12 Your Future Plans	B12.1	A173	What are your plans for the future?	Section 8 - Future Plans
12 Your Future Plans	B12.2	A810	For how many more years do you plan on serving in the Army? (leave blank if undecided)	
12 Your Future Plans	B12.3	A637	How actively have you searched for a job outside the [Service] in the last 12 months?	Section 8 - Future Plans
12 Your Future Plans	B12.4	A781	In the last 12 months, have you been approached by industry with offers of employment?	
12 Your Future Plans	B12.5	A824	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?	
12 Your Future Plans	B12.6	A204	When you leave the [Service], would you consider joining the Volunteer Reserve Forces (RN/RM: Maritime Reserves, Army: Army Reserves, RAF: RAF Volunteer Reserves)? Full-time.	Section 8 - Future Plans

12 Your Future Plans	B12.7	A205	When you leave the [Service], would you consider joining the Volunteer Reserve Forces (RN/RM: Maritime Reserves, Army: Army Reserves, RAF: RAF Volunteer Reserves)? Part-time.	Section 8 - Future Plans
12 Your Future Plans	B12.8	A638	Which of the following Reserves options are of interest to you on leaving the RAF? FTRS (Full Commitment).	
12 Your Future Plans	B12.9	A639	Which of the following Reserves options are of interest to you on leaving the RAF? FTRS (Limited Commitment).	
12 Your Future Plans	B12.10	A640	Which of the following Reserves options are of interest to you on leaving the RAF? FTRS (Home Commitment).	
12 Your Future Plans	B12.11	A641	Which of the following Reserves options are of interest to you on leaving the RAF? Additional Duties Commitment (ADC).	
12 Your Future Plans	B12.12	A822	Which of the following Reserves options are of interest to you on leaving the RAF? Volunteer Reserves (part-time with unlimited worldwide mobilisation liability).	
12 Your Future Plans	B12.13	A823	Which of the following Reserves options are of interest to you on leaving the RAF? Volunteer Reserves (part-time for home base support functions).	
12 Your Future Plans	B12.14	A175	How do the following factors impact on your intention to stay or leave the [Service]? Impact of [Service] life on family and personal life.	Section 8 - Future Plans
12 Your Future Plans	B12.15	A177	How do the following factors impact on your intention to stay or leave the [Service]? Opportunities outside the [Service]	Section 8 - Future Plans
12 Your Future Plans	B12.16	A179	How do the following factors impact on your intention to stay or leave the [Service]? Current job satisfaction.	Section 8 - Future Plans
12 Your Future Plans	B12.17	A382	How do the following factors impact on your intention to stay or leave the [Service]? Job security.	Section 8 - Future Plans
12 Your Future Plans	B12.18	A180	How do the following factors impact on your intention to stay or leave the [Service]? My morale.	Section 8 - Future Plans
12 Your Future Plans	B12.19	A181	How do the following factors impact on your intention to stay or leave the [Service]? Service morale.	Section 8 - Future Plans
12 Your Future Plans	B12.20	A183	How do the following factors impact on your intention to stay or leave the [Service]? Amount of pay.	Section 8 - Future Plans
12 Your Future Plans	B12.21	A184	How do the following factors impact on your intention to stay or leave the [Service]? Amount of allowances.	Section 8 - Future Plans
12 Your Future Plans	B12.22	A185	How do the following factors impact on your intention to stay or leave the [Service]? Opportunities for career development.	Section 8 - Future Plans
12 Your Future Plans	B12.23	A186	How do the following factors impact on your intention to stay or leave the [Service]? Opportunities for personal development.	Section 8 - Future Plans
12 Your Future Plans	B12.24	A521	How do the following factors impact on your intention to stay or leave the [Service]? Opportunities for sport.	Section 8 - Future Plans
12 Your Future Plans	B12.25	A522	How do the following factors impact on your intention to stay or leave the [Service]? Opportunities for Adventure Training.	Section 8 - Future Plans
12 Your Future Plans	B12.26	A187	How do the following factors impact on your intention to stay or leave the [Service]? Promotion prospects.	Section 8 - Future Plans
12 Your Future Plans	B12.27	A188	How do the following factors impact on your intention to stay or leave the [Service]? Healthcare provision.	Section 8 - Future Plans
12 Your Future Plans	B12.28	A383	How do the following factors impact on your intention to stay or leave the [Service]? Dental provision.	Section 8 - Future Plans
12 Your Future Plans	B12.29	A384	How do the following factors impact on your intention to stay or leave the [Service]? Mental health provision.	Section 8 - Future Plans
12 Your Future Plans	B12.30	A189	How do the following factors impact on your intention to stay or leave the [Service]? Pension	Section 8 - Future Plans
12 Your Future Plans	B12.31	A190	How do the following factors impact on your intention to stay or leave the [Service]? Opportunities for flexible working conditions.	Section 8 - Future Plans
12 Your Future Plans	B12.32	A191	How do the following factors impact on your intention to stay or leave the [Service]? Excitement of the job.	Section 8 - Future Plans
12 Your Future Plans	B12.33	A193	How do the following factors impact on your intention to stay or leave the [Service]? Financial Incentives available to me e.g. Commitment Bonus.	Section 8 - Future Plans
12 Your Future Plans	B12.34	A194	How do the following factors impact on your intention to stay or leave the [Service]? Spouse/partner's career.	Section 8 - Future Plans
12 Your Future Plans	B12.35	A777	How do the following factors impact on your intention to stay or leave the [Service]? Childcare.	
12 Your Future Plans	B12.36	A778	How do the following factors impact on your intention to stay or leave the [Service]? Work/life balance while at sea.	
12 Your Future Plans	B12.37	A779	How do the following factors impact on your intention to stay or leave the [Service]? Work/life balance while ashore.	
12 Your Future Plans	B12.38	A178	How do the following factors impact on your intention to stay or leave the [Service]? Management in my current unit.	
12 Your Future Plans	B12.39	A811	How do the following factors impact on your intention to stay or leave the [Service]? Accommodation provision.	Section 8 - Future Plans
12 Your Future Plans	B12.40	A806	How would having the following options impact on your intention to stay or leave the [Service]? Opportunities to work part-time. (Army: How would having the option to apply for the following commitment types impact on your intention to stay or leave the Army?)	
12 Your Future Plans	B12.41	A807	How would having the following options impact on your intention to stay or leave the [Service]? Opportunities for reduced separated service (including operational deployment (and sea-going deployment for RN)). (Army: How would having the option to apply for the following commitment types impact on your intention to stay or leave the Army?)	
13 Fairness at Work	B13.1	A749	How strongly do you agree or disagree with the following statement regarding fairness and equality in the [Service]? I am treated fairly at work.	Section 10 -Fairness at Work
13 Fairness at Work	B13.2	A035	Do you feel that the [Service] discipline system is...?	Section 10 -Fairness at Work
13 Fairness at Work	B13.3	BDH_Any	Do you believe you have been the subject of bullying, discrimination or harassment in the last 12 months?	Section 10 -Fairness at Work

13 Fairness at Work	B13.4	A645	Do you believe you have been subject to any of the following in a Service environment in the last 12 months? Bullying.	
13 Fairness at Work	B13.5	A646	Do you believe you have been subject to any of the following in a Service environment in the last 12 months? Discrimination.	
13 Fairness at Work	B13.6	A647	Do you believe you have been subject to any of the following in a Service environment in the last 12 months? Harassment.	
13 Fairness at Work	B13.7	A648	Do you believe you have been subject to any of the following in a Service environment in the last 12 months? None of the above.	
13 Fairness at Work	B13.8	A650	If you believe that you have been the subject of discrimination in a Service environment in the last 12 months, please specify on what grounds: Gender.	
13 Fairness at Work	B13.9	A651	If you believe that you have been the subject of discrimination in a Service environment in the last 12 months, please specify on what grounds: Gender reassignment.	
13 Fairness at Work	B13.10	A652	If you believe that you have been the subject of discrimination in a Service environment in the last 12 months, please specify on what grounds: Race, colour, nationality, ethnic or national origin.	
13 Fairness at Work	B13.11	A653	If you believe that you have been the subject of discrimination in a Service environment in the last 12 months, please specify on what grounds: Marriage/civil partnership.	
13 Fairness at Work	B13.12	A654	If you believe that you have been the subject of discrimination in a Service environment in the last 12 months, please specify on what grounds: Religion or beliefs.	
13 Fairness at Work	B13.13	A655	If you believe that you have been the subject of discrimination in a Service environment in the last 12 months, please specify on what grounds: Sexual orientation.	
13 Fairness at Work	B13.14	A656	If you believe that you have been the subject of discrimination in a Service environment in the last 12 months, please specify on what grounds: Age.	
13 Fairness at Work	B13.15	A657	If you believe that you have been the subject of discrimination in a Service environment in the last 12 months, please specify on what grounds: Disability.	
13 Fairness at Work	B13.16	A658	If you believe that you have been the subject of discrimination in a Service environment in the last 12 months, please specify on what grounds: Pregnancy or maternity.	
13 Fairness at Work	B13.17	A659	If you believe that you have been the subject of harassment in a Service environment in the last 12 months, please specify on what grounds: Gender.	
13 Fairness at Work	B13.18	A660	If you believe that you have been the subject of harassment in a Service environment in the last 12 months, please specify on what grounds: Gender reassignment.	
13 Fairness at Work	B13.19	A661	If you believe that you have been the subject of harassment in a Service environment in the last 12 months, please specify on what grounds: Race, colour, nationality, ethnic or national origin.	
13 Fairness at Work	B13.20	A662	If you believe that you have been the subject of harassment in a Service environment in the last 12 months, please specify on what grounds: Marriage/civil partnership.	
13 Fairness at Work	B13.21	A663	If you believe that you have been the subject of harassment in a Service environment in the last 12 months, please specify on what grounds: Religion or beliefs.	
13 Fairness at Work	B13.22	A664	If you believe that you have been the subject of harassment in a Service environment in the last 12 months, please specify on what grounds: Sexual orientation.	
13 Fairness at Work	B13.23	A665	If you believe that you have been the subject of harassment in a Service environment in the last 12 months, please specify on what grounds: Age.	
13 Fairness at Work	B13.24	A666	If you believe that you have been the subject of harassment in a Service environment in the last 12 months, please specify on what grounds: Disability.	
13 Fairness at Work	B13.25	A667	If you believe that you have been the subject of harassment in a Service environment in the last 12 months, please specify on what grounds: Pregnancy or maternity.	
13 Fairness at Work	B13.26	A124	Did you make a formal written complaint within the last 12 months about this discrimination, harassment and/or bullying?	
13 Fairness at Work	B13.27	A125	If you did make a formal written complaint, how satisfied were/are you with the following aspects of your complaint? The objectivity and fairness with which my complaint was handled/is being handled.	
13 Fairness at Work	B13.28	A126	If you did make a formal written complaint, how satisfied were/are you with the following aspects of your complaint? The amount of time taken/it is taking to resolve my complaint.	
13 Fairness at Work	B13.29	A127	If you did make a formal written complaint, how satisfied were/are you with the following aspects of your complaint? How well I was/am being kept informed about the progress of my complaint.	
13 Fairness at Work	B13.30	A128	If you did make a formal written complaint, how satisfied were/are you with the following aspects of your complaint? The support provided by my Assisting Officers.	
13 Fairness at Work	B13.31	A129	If you did make a formal written complaint, how satisfied were/are you with the following aspects of your complaint? The outcome of my complaint.	
13 Fairness at Work	B13.32	A669	If you did NOT make a formal written complaint, why was this? I was not aware of the Service Complaints process.	
13 Fairness at Work	B13.33	A131	If you did NOT make a formal written complaint, why was this? I considered the incident(s) to be too minor to report.	
13 Fairness at Work	B13.34	A132	If you did NOT make a formal written complaint, why was this? The incident(s) was/were resolved informally.	
13 Fairness at Work	B13.35	A133	If you did NOT make a formal written complaint, why was this? The incident(s) was/were resolved through mediation.	
13 Fairness at Work	B13.36	A134	If you did NOT make a formal written complaint, why was this? I did not believe anything would be done if I did complain.	
13 Fairness at Work	B13.37	A135	If you did NOT make a formal written complaint, why was this? I did not want to go through the complaints procedure.	
13 Fairness at Work	B13.38	A675	If you did NOT make a formal written complaint, why was this? I believed it might adversely affect my career.	
13 Fairness at Work	B13.39	A676	If you did NOT make a formal written complaint, why was this? I believed it might adversely affect another work colleague or the working environment.	
13 Fairness at Work	B13.40	A137	If you did NOT make a formal written complaint, why was this? I was worried that there would be recriminations from the perpetrators.	
13 Fairness at Work	B13.41	A138	If you did NOT make a formal written complaint, why was this? I was discouraged from doing so.	

13 Fairness at Work	B13.42	A139	If you did NOT make a formal written complaint, why was this? Other reason(s).	
13 Fairness at Work	B13.43	A141	Do you know how the Service Complaints Ombudsman (SCO) can help you with a discrimination, harassment and/or bullying complaint?	Section 10 - Fairness at Work
14 Your Work-Life Balance	B14.1	A534	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?	Section 9 - Work-Life Balance
14 Your Work-Life Balance	B14.2	A266	In the past 12 months, how satisfied were you with the following? The ability to plan my own life - short term e.g. work/weekend leave.	Section 9 - Work-Life Balance
14 Your Work-Life Balance	B14.3	A267	In the past 12 months, how satisfied were you with the following? The ability to plan my own life - long term e.g. holidays/career training.	Section 9 - Work-Life Balance
14 Your Work-Life Balance	B14.4	A825	In the past 12 months, how satisfied were you with the following? The opportunity for me to work flexibly (e.g. variable start/finish times, Compressed Hours, Working from home).	Section 9 - Work-Life Balance
14 Your Work-Life Balance	B14.5	A567	In the past 12 months, how satisfied were you with the following? The amount of time away from my usual place of duty.	
14 Your Work-Life Balance	B14.6	A680	In the past 12 months, how satisfied were you with the following? The amount of time away from my family and friends.	
14 Your Work-Life Balance	B14.7	A272	In the past 12 months, how satisfied were you with the following? The effect of Service life on my children's education.	
14 Your Work-Life Balance	B14.8	A273	In the past 12 months, how satisfied were you with the following? The effect of Service life on my spouse/partner's career.	
14 Your Work-Life Balance	B14.9	A682	How strongly do you agree or disagree with the following? I am able to maintain a balance between my personal and working life.	Section 9 - Work-Life Balance
14 Your Work-Life Balance	B14.10	A683	How satisfied were/are you with the following? The impact of my state of readiness on my domestic/personal life.	
14 Your Work-Life Balance	B14.11	A685	How strongly do you agree or disagree with the following? My state of readiness was/is justified.	
14 Your Work-Life Balance	B14.12	A686	How strongly do you agree or disagree with the following? The NTM (Notice to Move) that I received was in accordance with my state of readiness	
15 Your Leave	B15.1	A275	How satisfied are you with the following? My overall leave allowance i.e. annual leave, post operational leave (POL), post operational tour leave (POTL) for Army, Sea-Goers Leave (SGL) for RN/RM, leave carried over from previous years.	
15 Your Leave	B15.2	A276	How satisfied are you with the following? The opportunity to take leave when I want to.	Section 9 - Work-Life Balance
15 Your Leave	B15.3	A277	How satisfied are you with the following? The amount of leave I was able to take in the last 12 months.	Section 9 - Work-Life Balance
15 Your Leave	B15.4	A687	If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Operational tour.	
15 Your Leave	B15.5	A688	If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Not allowed.	
15 Your Leave	B15.6	A689	If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Courses/training.	
15 Your Leave	B15.7	A690	If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Workload.	
15 Your Leave	B15.8	A691	If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Undermanning.	
15 Your Leave	B15.9	A692	If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? I wanted to carry days over to the next leave year.	
15 Your Leave	B15.10	A693	If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Other.	
15 Your Leave	B15.11	Leave_ALL	Did you take all of your annual leave allowance within the last leave year?	Section 9 - Work-Life Balance
16 Your Health and Well-Being	B16.1	A288	If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with: Being able to access the medical care when I needed it.	Section 11 - Health, Fitness and Welfare
16 Your Health and Well-Being	B16.2	A695	If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with: The medical treatment.	Section 11 - Health, Fitness and Welfare
16 Your Health and Well-Being	B16.3	A696	If you have received Service-provided dental treatment in the last 2 years, how satisfied were you with: Being able to access the dental care when I needed it.	
16 Your Health and Well-Being	B16.4	A292	If you have received Service-provided dental treatment in the last 2 years, how satisfied were you with: The dental treatment	Section 11 - Health, Fitness and Welfare
16 Your Health and Well-Being	B16.5	A550	Overall, how satisfied are you with your life nowadays?	
16 Your Health and Well-Being	B16.6	A551	Overall, how happy did you feel yesterday?	
16 Your Health and Well-Being	B16.7	A552	Overall, how anxious did you feel yesterday?	
16 Your Health and Well-Being	B16.8	A553	Overall, to what extent do you feel the things you do in your life are worthwhile?	
16 Your Health and Well-Being	B16.5a	A550_R	Overall, how satisfied are you with your life nowadays?	Section 11 - Health, Fitness and Welfare
16 Your Health and Well-Being	B16.6a	A551_R	Overall, how happy did you feel yesterday?	Section 11 - Health, Fitness and Welfare
16 Your Health and Well-Being	B16.7a	A552_R	Overall, how anxious did you feel yesterday?	
16 Your Health and Well-Being	B16.8a	A553_R	Overall, to what extent do you feel the things you do in your life are worthwhile?	Section 11 - Health, Fitness and Welfare
17 Fitness, Sport and Adventure Training	B17.1	A296	How satisfied are you with the following? [Service] sport, exercise and fitness facilities in general.	Section 11 - Health, Fitness and Welfare

17 Fitness, Sport and Adventure Training	B17.2	A297	How satisfied are you with the following? My opportunities to undertake fitness activities (e.g. to meet fitness standards).	Section 11 - Health, Fitness and Welfare
17 Fitness, Sport and Adventure Training	B17.3	A429	How satisfied are you with the following? My opportunities to take part in sport.	Section 11 - Health, Fitness and Welfare
17 Fitness, Sport and Adventure Training	B17.4	A298	How satisfied are you with the following? My opportunities to take part in Adventurous Training.	
17 Fitness, Sport and Adventure Training	B17.5	A826	How satisfied are you with the following? My opportunities to take part in Force Development Activities.	
18 Welfare	B18.1	A309	How satisfied are you with the following? The welfare support provided by the [Service] (RN/RM: RNRMW) for me.	Section 11 - Health, Fitness and Welfare
18 Welfare	B18.2	A310	How satisfied are you with the following? The welfare support provided by the [Service] (RN/RM: RNRMW) for my family.	Section 11 - Health, Fitness and Welfare
18 Welfare	B18.3	A271	How satisfied are you with the following? The support my spouse/partner gets from the [Service] (RN/RM: RNRMW) when I am absent.	Section 11 - Health, Fitness and Welfare
18 Welfare	B18.4	A766	How satisfied are you with the following? The Operational/Deployment Welfare Package.	
18 Welfare	B18.5	A783	How satisfied are you with the following? My Divisional Officer.	
18 Welfare	B18.6	A784	How satisfied are you with the following? The Regimental system.	
18 Welfare	B18.7	A300	How satisfied are you with the following? My Unit Welfare Officer.	
18 Welfare	B18.8	A698	How satisfied are you with the following? The chaplaincy support provided by the [Service].	
18 Welfare	B18.9	A786	How satisfied are you with the following? (Army: The Army Welfare Service, Personal Support). (RN/RM: The RNRMW, Specialist Welfare Support (e.g. the Portal and casework))	
18 Welfare	B18.10	A699	How satisfied are you with the following? SSAFA Personal Support & Social Work Service.	
18 Welfare	B18.11	A787	How satisfied are you with the following? (Army: The Army Welfare, Community Support) (RN/RM: The RNRMW, Community Support).	
18 Welfare	B18.12	A302	How satisfied are you with the following? The HIVE. (Army: The Army Welfare Service, The HIVE; RAF: The HIVE)	
18 Welfare	B18.13	A830	How satisfied are you with the following? The RNRMW Information Services.	
18 Welfare	B18.14	A700	How satisfied are you with the following? The [Service] Families Federation.	
18 Welfare	B18.15	A831	How satisfied are you with the following? RNRMW Digital Communications (e.g. RN Forum).	
18 Welfare	B18.16	A701	How satisfied are you with the following? The Community Development Officer/Worker.	
18 Welfare	B18.17	A789	How satisfied are you with the following? Naval Service Welfare social media (e.g. Facebook).	
18 Welfare	B18.18	A702	How satisfied are you with the following? My Unit's Service Community Support Officer (SCSO).	
18 Welfare	B18.19	A790	How satisfied are you with the following? My Unit's Welfare staffs.	
19 Your Accommodation	B19.1	A207	What kind of accommodation do you live in at present during the working week?	Section 12 - Accommodation and Catering
19 Your Accommodation	B19.2	A527	If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? Posting requirement.	
19 Your Accommodation	B19.3	A528	If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? Economy.	
19 Your Accommodation	B19.4	A703	If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? Personal circumstance e.g. marriage, separation, divorce.	
19 Your Accommodation	B19.5	A529	If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? Other.	
19 Your Accommodation	B19.6	A209	With regard to your current Service Accommodation, how satisfied are you with the following? The overall standard.	Section 12 - Accommodation and Catering
19 Your Accommodation	B19.7	A209_SFA	With regard to your current Service Family Accommodation, how satisfied are you with the following? The overall standard.	Section 12 - Accommodation and Catering
19 Your Accommodation	B19.8	A209_SLA	With regard to your current Single Living Accommodation, how satisfied are you with the following? The overall standard.	Section 12 - Accommodation and Catering
19 Your Accommodation	B19.9	A210	With regard to your current Service Accommodation, how satisfied are you with the following? The value for money.	Section 12 - Accommodation and Catering
19 Your Accommodation	B19.10	A210_SFA	With regard to your current Service Family Accommodation, how satisfied are you with the following? The value for money.	
19 Your Accommodation	B19.11	A210_SLA	With regard to your current Single Living Accommodation, how satisfied are you with the following? The value for money.	
19 Your Accommodation	B19.12	A387	With regard to your current Service Accommodation, how satisfied are you with the following? The response to requests for maintenance/repair to my current accommodation.	Section 12 - Accommodation and Catering
19 Your Accommodation	B19.13	A387_SFA	With regard to your current Service Family Accommodation, how satisfied are you with the following? The response to requests for maintenance/repair to my current accommodation.	
19 Your Accommodation	B19.14	A387_SLA	With regard to your current Single Living Accommodation, how satisfied are you with the following? The response to requests for maintenance/repair to my current accommodation.	
19 Your Accommodation	B19.15	A388	With regard to your current Service Accommodation, how satisfied are you with the following? The quality of maintenance/repair work to my current accommodation.	Section 12 - Accommodation and Catering

19 Your Accommodation	B19.16	A388_SFA	With regard to your current Service Family Accommodation, how satisfied are you with the following? The quality of maintenance/repair work to my current accommodation.	
19 Your Accommodation	B19.17	A388_SLA	With regard to your current Single Living Accommodation, how satisfied are you with the following? The quality of maintenance/repair work to my current accommodation.	
19 Your Accommodation	B19.18	A212	With regard to your current Service Accommodation, how satisfied are you with the following? How fairly Service Accommodation is allocated.	
19 Your Accommodation	B19.19	A212_SFA	With regard to your current Service Family Accommodation, how satisfied are you with the following? How fairly Service Family Accommodation is allocated.	
19 Your Accommodation	B19.20	A212_SLA	With regard to your current Single Living Accommodation, how satisfied are you with the following? How fairly Service Accommodation is allocated.	
19 Your Accommodation	B19.21	A213	Do you currently own your own home? Please answer this question whether you live in this property or not.	Section 12 - Accommodation and Catering
19 Your Accommodation	B19.22	A214	Please indicate whether each of the following is a reason why you do not own your own home. I don't want to own a home at this stage in my life/career.	
19 Your Accommodation	B19.23	A216	Please indicate whether each of the following is a reason why you do not own your own home. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is.	
19 Your Accommodation	B19.24	A217	Please indicate whether each of the following is a reason why you do not own your own home. I want to be able to move about/move my family with me when I am posted.	
19 Your Accommodation	B19.25	A218	Please indicate whether each of the following is a reason why you do not own your own home. I don't want to buy a home where I am currently located.	
19 Your Accommodation	B19.26	A219	Please indicate whether each of the following is a reason why you do not own your own home. I can't afford to buy a suitable home at the moment.	
19 Your Accommodation	B19.27	A220	Please indicate whether each of the following is a reason why you do not own your own home. I don't want to risk losing money.	
19 Your Accommodation	B19.28	A221	Please indicate whether each of the following is a reason why you do not own your own home. I wouldn't be able to live in the home.	
19 Your Accommodation	B19.29	A222	Please indicate whether each of the following is a reason why you do not own your own home. Other.	
19 Your Accommodation	B19.30	A224	Please indicate whether each of the following was a reason why you bought your own home. To give stability for myself and my family.	
19 Your Accommodation	B19.31	A225	Please indicate whether each of the following was a reason why you bought your own home. The allowances for living in my own home.	
19 Your Accommodation	B19.32	A226	Please indicate whether each of the following was a reason why you bought your own home. To rent it out.	
19 Your Accommodation	B19.33	A227	Please indicate whether each of the following was a reason why you bought your own home. Poor standards of SLA or SFA.	
19 Your Accommodation	B19.34	A228	Please indicate whether each of the following was a reason why you bought your own home. Poor location of SLA or SFA.	
19 Your Accommodation	B19.35	A229	Please indicate whether each of the following was a reason why you bought your own home. The cost of SLA or SFA.	
19 Your Accommodation	B19.36	A230	Please indicate whether each of the following was a reason why you bought your own home. I wanted to live with my partner.	
19 Your Accommodation	B19.37	A231	Please indicate whether each of the following was a reason why you bought your own home. Other	
19 Your Accommodation	B19.38	A233	If you currently own a home, how satisfied are you with the following? The opportunity to live in my own home.	Section 12 - Accommodation and Catering
19 Your Accommodation	B19.39	A234	If you currently own a home, how satisfied are you with the following? The allowances for living in my own home.	Section 12 - Accommodation and Catering
19 Your Accommodation	B19.40	A791	Which of the following statements apply to you? In the last year, I have used Forces Help to Buy (FHTB) for my home purchase.	
19 Your Accommodation	B19.41	A792	Which of the following statements apply to you? In the last year, I have used Forces Help to Buy (FHTB) to extend my home.	
19 Your Accommodation	B19.42	A793	Which of the following statements apply to you? I am considering using Forces Help to Buy (FHTB) for a future home purchase.	
19 Your Accommodation	B19.43	A794	Which of the following statements apply to you? In the last year, I purchased my own home without the use of FHTB or the Government Affordable Housing Schemes.	
19 Your Accommodation	B19.44	A795	Which of the following statements apply to you? 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).	Section 12 - Accommodation and Catering
19 Your Accommodation	B19.45	A796	Which of the following statements apply to you? None of the above. (i.e. in the last 12 months, not purchasing a home independently or using FHTB or Government Affordable Housing Schemes nor considering using FHTB in the future.)	
20 Catering, Retail and Leisure	B20.1	A704	Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Price.	
20 Catering, Retail and Leisure	B20.2	A705	Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Value for money.	
20 Catering, Retail and Leisure	B20.3	A706	Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Choice.	
20 Catering, Retail and Leisure	B20.4	A707	Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Quality.	
20 Catering, Retail and Leisure	B20.5	A708	Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Quantity.	
20 Catering, Retail and Leisure	B20.6	A709	Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Well-known brand.	
20 Catering, Retail and Leisure	B20.7	A710	Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Where it is sourced from (e.g. Fairtrade, locally produced).	
20 Catering, Retail and Leisure	B20.8	A711	Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Other.	

20 Catering, Retail and Leisure	B20.9	A713	How often do you use Service-provided catering facilities...? For eating at breakfast.	
20 Catering, Retail and Leisure	B20.10	A714	How often do you use Service-provided catering facilities...? For eating at lunchtime.	Section 12 - Accommodation and Catering
20 Catering, Retail and Leisure	B20.11	A715	How often do you use Service-provided catering facilities...? For eating in the evening.	Section 12 - Accommodation and Catering
20 Catering, Retail and Leisure	B20.12	A716	How often do you use Service-provided catering facilities...? For drinking, socialising in the bar.	
20 Catering, Retail and Leisure	B20.13	A717	How often do you use Service-provided catering facilities...? For informal functions.	
20 Catering, Retail and Leisure	B20.14	A718	How often do you use Service-provided catering facilities...? For formal functions (Officers/SNCOs/WOs only).	
20 Catering, Retail and Leisure	B20.15	A748	How satisfied are you with the following? The availability of food during the week on my unit e.g. opening hours.	Section 12 - Accommodation and Catering
20 Catering, Retail and Leisure	B20.16	A719	How satisfied are you with the following? The number of functions during the year.	
20 Catering, Retail and Leisure	B20.17	A720	How satisfied are you with the following? The standard of service from catering contractors on my unit.	Section 12 - Accommodation and Catering
21 Your Family Life	B21.1	A247	What is your current personal status?	Section 13 - Family Life and Being Part of Society
21 Your Family Life	B21.2	A249	What is your spouse/partner's current employment situation?	
21 Your Family Life	B21.3	A253	Do you have any children whom you support financially?	Section 13 - Family Life and Being Part of Society
21 Your Family Life	B21.4	A254	If you have any children whom you support financially, how many children do you have UNDER 5 YEARS...	
21 Your Family Life	B21.5	A721	If you have any children whom you support financially, how many children do you have BETWEEN 5 AND 17 YEARS...	
21 Your Family Life	B21.6	A722	If you have any children whom you support financially, how many children do you have 18 YEARS AND OVER...	
21 Your Family Life	B21.7	A260	Do any of your children live with you?	
21 Your Family Life	B21.8	A261	If you have a child or children living with you, do you consider yourself to be a lone/single parent?	
21 Your Family Life	B21.9	A723	If you require childcare, how satisfied are you with the locally provided childcare facilities?	Section 13 - Family Life and Being Part of Society
21 Your Family Life	B21.10	A274	Do you have caring responsibilities for infirm or elderly adults?	
21 Your Family Life	B21.11	A724	If you have been declined credit in the last 12 months, what was the reason for this?	
21 Your Family Life	B21.12	A725	Do you currently have personal debt levels that concern you?	
22 Being Part of Society	B22.1	A453	Are you currently registered to vote?	Section 13 - Family Life and Being Part of Society
22 Being Part of Society	B22.2	A454	If you are currently registered to vote, are you registered as...?	
22 Being Part of Society	B22.3	A455	If you are not currently registered to vote, what is the main reason for this?	
22 Being Part of Society	B22.4	A467	Which of these best sums up your awareness of the Armed Forces Covenant?	Section 13 - Family Life and Being Part of Society
22 Being Part of Society	B22.5	A797	Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Family's access to NHS care.	Section 13 - Family Life and Being Part of Society
22 Being Part of Society	B22.6	A798	Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Children's Education.	Section 13 - Family Life and Being Part of Society
22 Being Part of Society	B22.7	A799	Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Housing.	Section 13 - Family Life and Being Part of Society
22 Being Part of Society	B22.8	A800	Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Family life.	Section 13 - Family Life and Being Part of Society
22 Being Part of Society	B22.9	A801	Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Benefits.	Section 13 - Family Life and Being Part of Society
22 Being Part of Society	B22.10	A802	Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Tax.	Section 13 - Family Life and Being Part of Society
22 Being Part of Society	B22.11	A827	Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Commercial Products and Services e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit.	Section 13 - Family Life and Being Part of Society
22 Being Part of Society	B22.12	A828	Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? HM Forces and Veterans-specific financial advice and discounts e.g. Money Force, Defence Discount Service, Defence Privilege Cards and Joining Forces (Credit Unions).	Section 13 - Family Life and Being Part of Society
22 Being Part of Society	B22.13	A804	Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Participation as Citizens e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition.	Section 13 - Family Life and Being Part of Society
22 Being Part of Society	B22.14	A805	Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Other.	
22 Being Part of Society	B22.15	A034	How strongly do you agree or disagree with the following? I offer an important service to the country.	Section 13 - Family Life and Being Part of Society
22 Being Part of Society	B22.16	A571	How strongly do you agree or disagree with the following? Members of the Armed Forces are valued by society at large.	Section 13 - Family Life and Being Part of Society
23 Your Background	B23.1	A812	Have you ever been a member of a Service Cadet Force (Sea Cadet Corps/Army Cadet Force/Air Training Corps/Combined Cadet Force)?	

23 Your Background	B23.2	A813	If YES [to A812], were you a member of the: a. Sea Cadet Corps (SCC)?	
23 Your Background	B23.3	A814	If YES [to A812], were you a member of the: b. Army Cadet Force (ACF)?	
23 Your Background	B23.4	A815	If YES [to A812], were you a member of the: c. Air Training Corps (ATC)?	
23 Your Background	B23.5	A816	If YES [to A812], were you a member of the: d. Combined Cadet Force RN (CCF RN)?	
23 Your Background	B23.6	A817	If YES [to A812], were you a member of the: e. Combined Cadet Force Army (CCF Army)?	
23 Your Background	B23.7	A818	If YES [to A812], were you a member of the: f. Combined Cadet Force RAF (CCF RAF)?	
24 Taking action and Your Comments	B24.1	A745	How strongly do you agree or disagree with the following? I believe the leaders in the [Service] will take action on the results of AFCAS	
24 Taking action and Your Comments	B24.2	A746	How strongly do you agree or disagree with the following? I think effective action has been taken in the [Service] on the results of AFCAS.	Section 14 - Taking Action
24 Taking action and Your Comments	B24.3	A417	This survey is?	Section 14 - Taking Action
24 Taking action and Your Comments	B24.4	A601	How long did it take you to complete this survey?	Section 14 - Taking Action
25 Employee Engagement	BEE.1	EE_2020	Engagement Index 2020	Section 1 - Morale, Commitment & Engagement

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.1 How strongly do you agree or disagree with the following? The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	36 **	36 **	39 **	43	44	26 **	25 **	24 **	27 **	30	28 **	27 **	26 **	30 **	33
	Neutral	17	16	16	15	15	21	20	19	20	20	21	19	18	19	19
	Disagree	47 **	48 **	46 **	42	40	53 **	55 **	58 **	53 **	49	52 **	54 **	56 **	51 **	48
	<i>Unweighted count</i>					3 160					7 232					10 392
Royal Navy	Agree	33 **	35	37	41	39	19 **	20 **	19 **	24	27	22 **	24 **	23 **	28	30
	Neutral	18	18	17	16	16	19	18	18	19	19	19	18	18	18	18
	Disagree	49	47	46	43	45	62 **	61 **	64 **	57	54	59 **	58 **	60 **	54	52
	<i>Unweighted count</i>					953					1 995					2 948
Royal Marines	Agree	33	34	32	43	40	19	17 **	17 **	19	21	20 **	19 **	19 **	22	23
	Neutral	18	16	16	14	18	21	21	18	19	20	21	20	18	19	19
	Disagree	50	50	51 **	43	42	60	62	65 **	62	60	59	61 **	63 **	60	57
	<i>Unweighted count</i>					302					1 319					1 621
Army	Agree	37 **	36 **	40 **	46	46	29	27 **	25 **	29	32	30 **	28 **	27 **	31	35
	Neutral	15	15	15	14	15	24	21	20	22	22	22	20	19	21	21
	Disagree	48 **	49 **	45 **	40	39	48	52 **	55 **	50	46	48	52 **	54 **	48	45
	<i>Unweighted count</i>					974					1 876					2 850
RAF	Agree	39 **	39	38 **	40	44	25 **	26 **	25 **	25 **	30	28 **	29 **	28 **	28 **	33
	Neutral	18	16	16	17	16	18	16	15	16	18	18	16	16	16	17
	Disagree	44	45 **	46 **	43	39	57 **	58 **	59 **	59 **	52	54 **	55 **	56 **	56 **	49
	<i>Unweighted count</i>					931					2 042					2 973

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) "Don't know" option dropped in 2010, therefore analysis prior to 2010 not possible. (2) Minor wording change in 2011. (3) Minor wording and format change in 2015.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.2 How strongly do you agree or disagree with the following? The pay and benefits I receive are fair for the work I do.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	42 **	42 **	42 **	47	49	32 **	30 **	29 **	32 **	37	34 **	32 **	31 **	35 **	39		
	Neutral	17	16	16	14	15	20	20	20	20	19	19	19	19	19	18		
	Disagree	42 **	42 **	42 **	39	36	48 **	50 **	51 **	48 **	44	47 **	49 **	50 **	47 **	43		
	<i>Unweighted count</i>						3 161						7 213						10 374
Royal Navy	Agree	43 **	44 **	42 **	48	50	28 **	30 **	27 **	33 **	39	31 **	33 **	30 **	37 **	41		
	Neutral	18	16	16	17	15	20	20	21	19	18	20	19	20	18	18		
	Disagree	39	40 **	43 **	35	35	52 **	50 **	52 **	48 **	43	49 **	48 **	50 **	45 **	41		
	<i>Unweighted count</i>						953						1 994						2 947
Royal Marines	Agree	42	43	39 **	45	47	24 **	23 **	23 **	26	28	26 **	25 **	25 **	28	30		
	Neutral	20	16	17	17	17	21	22 **	19	18	19	21	21	19	18	19		
	Disagree	37	41	44 **	38	37	55	55	58 **	56	53	53	53	56 **	54	51		
	<i>Unweighted count</i>						302						1 319						1 621
Army	Agree	40 **	40 **	43 **	48	50	34	30 **	30 **	32 **	36	35 **	32 **	32 **	35 **	39		
	Neutral	16	15	16	12	15	21	21	20	21	20	20	20	20	20	20		
	Disagree	44 **	44 **	41 **	40	35	46	49 **	50 **	47	43	46	48 **	49 **	46	42		
	<i>Unweighted count</i>						972						1 867						2 839
RAF	Agree	44	42 **	41 **	45	48	33 **	32 **	30 **	32 **	39	35 **	34 **	32 **	35 **	41		
	Neutral	16	18 **	16	15	14	17	17	18	17	16	17	17	18	16	15		
	Disagree	39	40	43	40	38	50	51 **	52 **	51 **	46	47	49 **	50 **	49 **	44		
	<i>Unweighted count</i>						934						2 033						2 967

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.3 How strongly do you agree or disagree with the following? The [Service] offer (including dental & healthcare, subsidised accommodation, pay & pension) is better than that which industry offers.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	50 **	50 **	49 **	53	56	60	59 **	59 **	64	64	58 **	57 **	57 **	61	62
	Neutral	25 **	22	23	22	20	20	22	22	19	20	21	22	22	20	20
	Disagree	25	27	28	25	24	19	18	19	17	17	21	20	21 **	19	18
	<i>Unweighted count</i>					952					1 992					2 944
Royal Marines	Agree	53	51	44	53	51	55	53	50 **	53	55	55	52	50 **	53	55
	Neutral	28	23	24	22	22	26	27 **	24	23	23	26 **	27 **	24	23	23
	Disagree	20	26	33	25	26	19	20	25	23	22	19 **	21	26 **	24	22
	<i>Unweighted count</i>					302					1 318					1 620
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RN/RM.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.4 How satisfied are you with the following? My rate of basic pay (basic pay includes X-Factor, but excludes Recruitment and Retention Pay [RRP] and any allowances).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	47 **	46 **	45 **	51	53	32 **	30 **	28 **	32 **	36	35 **	33 **	31 **	35 **	39
	Neutral	21	20	19	18	19	26	26	25	24	25	25	25	24	23	24
	Dissatisfied	32 **	34 **	36 **	31 **	28	41	44 **	47 **	44 **	40	40	42 **	45 **	41 **	38
	<i>Unweighted count</i>					3 165					7 239					10 404
Royal Navy	Satisfied	47 **	47 **	43 **	53	54	29 **	30 **	24 **	32 **	37	33 **	33 **	28 **	37 **	41
	Neutral	21	19	19	21	17	24	24	25	24	23	23	23	23	23	22
	Dissatisfied	32	34	38 **	27	29	47 **	46 **	51 **	44 **	40	44 **	44 **	48 **	40	37
	<i>Unweighted count</i>					952					1 992					2 944
Royal Marines	Satisfied	47	44	44	48	50	22 **	21 **	20 **	22 **	27	24 **	23 **	23 **	25 **	30
	Neutral	21	23	16	17	19	23	23	20	20	20	23	23	19	19	20
	Dissatisfied	32	33	40 **	35	31	55	56 **	60 **	58 **	53	53	54 **	58 **	55 **	50
	<i>Unweighted count</i>					302					1 321					1 623
Army	Satisfied	46 **	44 **	46 **	52	54	34	31 **	29 **	33	36	36	33 **	32 **	36	39
	Neutral	21	21	19	16	19	28	29	27	27	27	27	28	26	25	25
	Dissatisfied	33 **	35 **	35 **	32	27	38	40	44 **	40	38	37	39	43 **	39	36
	<i>Unweighted count</i>					978					1 883					2 861
RAF	Satisfied	49	50	44 **	47	51	34	31 **	28 **	31 **	36	37	35 **	32 **	34 **	39
	Neutral	20	20	19	19	20	23	21	21	20	22	22	21	21	19	21
	Dissatisfied	30	31	37 **	35	30	44	48 **	51 **	50 **	42	41	44 **	48 **	47 **	40
	<i>Unweighted count</i>					933					2 043					2 976

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011 and 2015.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.5 How satisfied are you with the following? My pension benefits.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	48	46 **	51	52	50	26	23 **	24	26	25	30	27 **	29	31	30
	Neutral	20	19	18	18	18	27 **	22	22	24	24	25 **	22	21	23	23
	Dissatisfied	32	36 **	31	29 **	33	48 **	55 **	54 **	50	51	45 **	52 **	50 **	47	47
	<i>Unweighted count</i>	3 167					7 215					10 382				
Royal Navy	Satisfied	54	54	52	59 **	53	29 **	30 **	28 **	33	34	35 **	35 **	34 **	39	38
	Neutral	19	18	19	17	17	25	22	22	25	24	24	21	21	23	23
	Dissatisfied	27	28	29	23 **	30	45	48 **	50 **	42	42	41	44 **	45 **	38	39
	<i>Unweighted count</i>	953					1 990					2 943				
Royal Marines	Satisfied	51 **	47	40	47	42	25	21	20 **	23	24	28	24	22 **	25	26
	Neutral	20	19	21	14	17	29 **	24	23	21	23	28 **	23	23	20	23
	Dissatisfied	29 **	34	39	39	41	46 **	55	57 **	57	53	44 **	53	55	55	52
	<i>Unweighted count</i>	302					1 317					1 619				
Army	Satisfied	45	40 **	50	50	48	25 **	20	22	24	21	28	23	26	28	25
	Neutral	20	19	17	18	17	28	23	23	24	25	26	22	22	23	24
	Dissatisfied	35	41 **	33	32	35	48 **	57	55	52	54	46 **	54	52	49	51
	<i>Unweighted count</i>	979					1 869					2 848				
RAF	Satisfied	50	49	52	52	52	25 **	25 **	27	27	29	31 **	30 **	32	32	34
	Neutral	21	18	20	20	18	24	21	20	23	22	24	20	20	22	21
	Dissatisfied	29	32	29	28	30	50	55 **	53 **	50	49	46	50 **	48	45	45
	<i>Unweighted count</i>	933					2 039					2 972				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.6 How satisfied are you with the following? Information about pay and allowances, e.g. from the intranet, DINs and brochures.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	50	47	45	48	48	43	41	39 **	41	42	44	42	40 **	42	43
	Neutral	27	30	30	27	29	31	31	31	31	31	30	31	31	30	31
	Dissatisfied	22	23	25	25	24	26	28	30 **	28	27	26	27	29 **	27	26
	<i>Unweighted count</i>	3 163					7 201					10 364				
Royal Navy	Satisfied	50	50	46	52	49	40 **	41	39 **	43	45	42 **	43	40 **	45	46
	Neutral	27	29	28	26	27	31	32	33 **	31	29	30	31 **	32 **	30	28
	Dissatisfied	23	21	26	22	24	29	26	28	26	27	28	25	28	25	26
	<i>Unweighted count</i>	951					1 981					2 932				
Royal Marines	Satisfied	52	44	45	48	52	29	28 **	28 **	30	32	31	30 **	30 **	32	35
	Neutral	26	32	27	28	26	36	34	32	32	33	35	34	31	31	32
	Dissatisfied	22	24	27	24	21	35	38	40 **	39	35	33	36	39 **	37	33
	<i>Unweighted count</i>	302					1 310					1 612				
Army	Satisfied	53	48	46	50	49	45	42	41	43	42	47	43	42	44	43
	Neutral	26	29	29	26	27	30	30	30	30	31	29	30	30	30	31
	Dissatisfied	21	23	25	25	24	25	28	29	27	27	24	27	28	26	26
	<i>Unweighted count</i>	978					1 873					2 851				
RAF	Satisfied	46	44	42	41	43	41	40	36 **	38 **	43	42	41	37 **	39 **	43
	Neutral	29	32	32	31	33	32	33	34	34	32	32	33	33	33	32
	Dissatisfied	25	24	26	28	24	26	27	31 **	29 **	25	26	27	30 **	28 **	25
	<i>Unweighted count</i>	932					2 037					2 969				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Caution should be taken when interpreting these results as some changes were made to wording in 2011. (2) Additionally in previous years an n/a option was also offered for responses to this question, which was no longer offered from 2009.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.7 How satisfied are you with the following? My ability to access JPA.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	79	78	69 **	77	79	79 **	81	75 **	81	82	79 **	80	74 **	80	82
	Neutral	9	10	12 **	10	10	12 **	12 **	14 **	10	10	12 **	11 **	13 **	10	10
	Dissatisfied	11	12	19 **	13	11	9	8	11 **	9	8	9	8	13 **	9	8
	<i>Unweighted count</i>	3 163					7 227					10 390				
Royal Navy	Satisfied	75	74	59 **	70	71	79	80	71 **	78	80	78	78	68 **	76	78
	Neutral	12	11	15	12	13	13	12	16 **	12	10	12	11	16 **	12	11
	Dissatisfied	13	16	26 **	18	16	8	9	14 **	10	10	9	10	16 **	12	11
	<i>Unweighted count</i>	950					1 988					2 938				
Royal Marines	Satisfied	79 **	83	76 **	79 **	85	62 **	66 **	63 **	68	71	64 **	68 **	65 **	69 **	73
	Neutral	8	8	8	11 **	7	19 **	19 **	19 **	16	15	18 **	18 **	17 **	15	14
	Dissatisfied	12	9	16 **	10	8	19 **	14	18 **	16	14	18 **	14	18 **	16	13
	<i>Unweighted count</i>	302					1 318					1 620				
Army	Satisfied	83	81	73 **	81	83	78 **	81	76 **	82	83	79 **	81	76 **	82	83
	Neutral	8	8	10	8	8	12	12	13 **	10	10	12	12	12 **	9	9
	Dissatisfied	10	11	17 **	11	9	10	7	11 **	8	7	10	8	12 **	9	8
	<i>Unweighted count</i>	977					1 881					2 858				
RAF	Satisfied	77	76	68 **	75	75	84	85	77 **	84	85	83	83	75 **	82	83
	Neutral	11	12	15	11	13	10	9	13 **	10	9	10	9	14 **	10	9
	Dissatisfied	12	12	18 **	14	12	6	7	9 **	6	6	7	8	11 **	8	7
	<i>Unweighted count</i>	934					2 040					2 974				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Caution should be taken when interpreting these results as some changes were made to wording in 2011. (2) Additionally in previous years an n/a option was also offered for responses to this question, which was no longer offered from 2009.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.8 How satisfied are you with the following? My allowances, e.g. Longer Separation Allowance (LSA), Get You Home (GYH).....

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	42 **	41 **	45 **	46 **	52	42 **	43 **	45 **	46 **	52	42 **	43 **	45 **	46 **	52
	Neutral	20	22 **	23 **	22 **	19	22	24 **	24	23	22	22	24 **	23 **	23	21
	Dissatisfied	38 **	37 **	32 **	32 **	29	36 **	33 **	32 **	31 **	26	36 **	33 **	32 **	31 **	27
	<i>Unweighted count</i>	3 100					7 090					10 190				
Royal Navy	Satisfied	43 **	43 **	44 **	47	51	43 **	45 **	43 **	47 **	52	43 **	45 **	43 **	47 **	52
	Neutral	24 **	22	22	22	19	25 **	24	25 **	24	21	25 **	24 **	25 **	23	21
	Dissatisfied	33	34	34	31	30	32 **	31 **	32 **	29	27	32 **	32 **	32 **	29	28
	<i>Unweighted count</i>	936					1 955					2 891				
Royal Marines	Satisfied	45 **	46 **	44 **	44 **	58	40 **	40 **	41	43	45	41 **	41 **	41 **	43	46
	Neutral	16	21 **	20	23 **	15	25	25	24	22	22	24	25 **	23	23	21
	Dissatisfied	39 **	33	36 **	33	27	35	34	35	35	33	35	34	35	35	32
	<i>Unweighted count</i>	300					1 302					1 602				
Army	Satisfied	44 **	43 **	48	50	54	44 **	44 **	47 **	47 **	54	44 **	44 **	48 **	48 **	54
	Neutral	18	22	23	21	19	20	24	22	23	21	20	24 **	22	23	21
	Dissatisfied	38 **	35 **	29	29	27	36 **	32 **	31 **	29	25	36 **	32 **	30 **	29 **	26
	<i>Unweighted count</i>	962					1 858					2 820				
RAF	Satisfied	38 **	35 **	39 **	36 **	47	37 **	39 **	40 **	40 **	49	37 **	38 **	40 **	39 **	48
	Neutral	22	23	24	25	21	25	24	27	24	24	24	24	26	24	23
	Dissatisfied	40 **	42 **	37	39 **	32	38 **	37 **	33 **	36 **	28	39 **	38 **	34 **	37 **	28
	<i>Unweighted count</i>	902					1 975					2 877				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Caution should be taken when comparing to 2007 and 2008 as from 2009 an 'n/a' option was added to this question. (2) Minor wording change in 2011. (3) N/A option excluded from the analysis.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.9 In the last 12 months, have you been in receipt of a Recruitment and Retention Payment (RRP)?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	..	..	..	16	..	..	..	..	11	..	..	..	..	12
	No	..	..	..	..	84	..	..	..	..	89	..	..	..	..	88
	<i>Unweighted count</i>					3 160					7 204					10 364
Royal Navy	Yes	..	..	..	..	31	..	..	..	..	32	..	..	..	..	32
	No	..	..	..	..	69	..	..	..	..	68	..	..	..	..	68
	<i>Unweighted count</i>					952					1 990					2 942
Royal Marines	Yes	..	..	..	..	6	..	..	..	..	13	..	..	..	..	12
	No	..	..	..	..	94	..	..	..	..	87	..	..	..	..	88
	<i>Unweighted count</i>					302					1 295					1 597
Army	Yes	..	..	..	..	9	..	..	..	..	6	..	..	..	..	6
	No	..	..	..	..	91	..	..	..	..	94	..	..	..	..	94
	<i>Unweighted count</i>					975					1 874					2 849
RAF	Yes	..	..	..	..	18	..	..	..	..	8	..	..	..	..	10
	No	..	..	..	..	82	..	..	..	..	92	..	..	..	..	90
	<i>Unweighted count</i>					931					2 045					2 976

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2020.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.10 How satisfied are you with the following? My Recruitment and Retention Payment (RRP).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	61	..	..	..	..	47	..	..	..	..	50
	Neutral	..	..	..	..	11	..	..	..	..	21	..	..	..	..	18
	Dissatisfied	..	..	..	..	28	..	..	..	..	32	..	..	..	..	31
	<i>Unweighted count</i>					560					1 176					1 736
Royal Navy	Satisfied	..	..	..	..	60	..	..	..	..	47	..	..	..	..	49
	Neutral	..	..	..	..	11	..	..	..	..	20	..	..	..	..	18
	Dissatisfied	..	..	..	..	29	..	..	..	..	34	..	..	..	..	33
	<i>Unweighted count</i>					291					721					1 012
Royal Marines	Satisfied	..	..	..	..	~	..	..	..	..	43	..	..	..	..	43
	Neutral	..	..	..	..	~	..	..	..	..	14	..	..	..	..	13
	Dissatisfied	..	..	..	..	~	..	..	..	..	43	..	..	..	..	43
	<i>Unweighted count</i>					18					176					194
Army	Satisfied	..	..	..	..	67	..	..	..	..	50	..	..	..	..	54
	Neutral	..	..	..	..	10	..	..	..	..	26	..	..	..	..	22
	Dissatisfied	..	..	..	..	23	..	..	..	..	24	..	..	..	..	24
	<i>Unweighted count</i>					83					112					195
RAF	Satisfied	..	..	..	..	58	..	..	..	..	45	..	..	..	..	50
	Neutral	..	..	..	..	13	..	..	..	..	16	..	..	..	..	15
	Dissatisfied	..	..	..	..	29	..	..	..	..	39	..	..	..	..	35
	<i>Unweighted count</i>					168					167					335

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2020.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.1 How strongly do you agree or disagree with the following? The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.1	2.2	2.2	2.2	2.4	1.5	1.6	1.6	1.7	1.9	1.3	1.4	1.4	1.4	1.6
	Neutral	1.6	1.7	1.7	1.6	1.7	1.4	1.5	1.6	1.6	1.8	1.2	1.3	1.3	1.3	1.5
	Disagree	2.2	2.3	2.3	2.2	2.3	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Agree	3.5	3.6	3.7	3.7	3.6	2.4	2.2	2.4	2.2	2.5	2.0	1.9	2.0	1.9	2.1
	Neutral	2.9	3.0	2.9	2.8	2.7	2.4	2.1	2.4	2.1	2.2	2.0	1.8	2.0	1.7	1.8
	Disagree	3.7	3.8	3.8	3.7	3.7	3.0	2.6	3.0	2.6	2.8	2.4	2.2	2.5	2.2	2.3
	<i>Unweighted count</i>															
Royal Marines	Agree	5.3	5.2	5.2	5.2	5.7	1.4	1.5	1.8	1.9	2.5	1.4	1.4	1.7	1.7	2.3
	Neutral	4.3	4.0	4.1	3.7	4.5	1.6	1.6	2.0	2.0	2.5	1.5	1.5	1.8	1.8	2.3
	Disagree	5.6	5.5	5.5	5.2	5.7	1.9	1.9	2.4	2.4	3.1	1.8	1.8	2.2	2.2	2.8
	<i>Unweighted count</i>															
Army	Agree	3.4	3.7	3.7	3.6	4.0	2.3	2.5	2.6	2.7	3.2	2.0	2.2	2.3	2.3	2.7
	Neutral	2.6	2.8	2.7	2.5	2.8	2.2	2.4	2.5	2.6	2.9	1.9	2.0	2.2	2.2	2.5
	Disagree	3.5	3.9	3.8	3.5	3.9	2.5	2.9	3.1	3.0	3.4	2.2	2.5	2.7	2.6	2.9
	<i>Unweighted count</i>															
RAF	Agree	3.9	3.5	3.8	3.7	3.9	2.5	2.3	2.4	2.3	2.6	2.2	2.0	2.1	2.0	2.2
	Neutral	3.1	2.6	2.9	2.9	2.9	2.3	2.0	2.0	2.0	2.2	1.9	1.7	1.7	1.7	1.8
	Disagree	4.0	3.6	3.9	3.8	3.8	2.9	2.7	2.8	2.7	2.8	2.4	2.2	2.3	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.2 How strongly do you agree or disagree with the following? The pay and benefits I receive are fair for the work I do.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.2	2.4	1.6	1.6	1.8	1.7	2.0	1.4	1.4	1.5	1.5	1.7
	Neutral	1.6	1.7	1.7	1.5	1.7	1.3	1.5	1.6	1.6	1.7	1.1	1.3	1.3	1.3	1.4
	Disagree	2.2	2.3	2.3	2.2	2.3	1.7	1.8	2.0	1.9	2.1	1.4	1.6	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Agree	3.7	3.8	3.8	3.8	3.8	2.7	2.5	2.7	2.4	2.7	2.3	2.1	2.3	2.1	2.3
	Neutral	2.9	2.8	2.8	2.9	2.7	2.5	2.2	2.6	2.0	2.2	2.0	1.8	2.1	1.7	1.8
	Disagree	3.7	3.8	3.8	3.6	3.6	3.1	2.7	3.1	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	<i>Unweighted count</i>															
Royal Marines	Agree	5.6	5.4	5.4	5.3	5.8	1.6	1.7	2.1	2.2	2.8	1.5	1.6	1.9	2.0	2.5
	Neutral	4.5	4.0	4.1	4.0	4.2	1.6	1.7	2.0	1.9	2.5	1.5	1.6	1.8	1.8	2.3
	Disagree	5.5	5.4	5.5	5.1	5.6	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.8
	<i>Unweighted count</i>															
Army	Agree	3.5	3.9	3.7	3.6	4.0	2.4	2.6	2.8	2.8	3.3	2.1	2.3	2.4	2.4	2.8
	Neutral	2.6	2.8	2.8	2.4	2.9	2.1	2.4	2.5	2.5	2.8	1.8	2.0	2.2	2.2	2.4
	Disagree	3.5	3.9	3.7	3.5	3.8	2.5	2.9	3.1	3.0	3.4	2.2	2.5	2.7	2.6	2.9
	<i>Unweighted count</i>															
RAF	Agree	4.0	3.5	3.9	3.8	3.9	2.8	2.5	2.6	2.6	2.8	2.4	2.1	2.2	2.2	2.3
	Neutral	3.0	2.8	2.9	2.8	2.7	2.3	2.1	2.2	2.1	2.1	1.9	1.7	1.8	1.7	1.8
	Disagree	3.9	3.5	3.9	3.7	3.8	3.0	2.7	2.8	2.8	2.8	2.5	2.3	2.4	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.3 How strongly do you agree or disagree with the following? The [Service] offer (including dental & healthcare, subsidised accommodation, pay & pension) is better than that which industry offers.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	3.7	3.9	3.9	3.8	3.7	3.0	2.7	3.1	2.5	2.7	2.5	2.2	2.5	2.1	2.3
	Neutral	3.2	3.2	3.2	3.1	3.0	2.5	2.3	2.5	2.0	2.2	2.0	1.9	2.1	1.7	1.9
	Disagree	3.2	3.5	3.5	3.3	3.2	2.4	2.1	2.5	1.9	2.1	2.0	1.8	2.1	1.7	1.8
	<i>Unweighted count</i>															
Royal Marines	Agree	5.6	5.4	5.4	5.3	5.8	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Neutral	5.1	4.6	4.6	4.4	4.8	1.7	1.8	2.2	2.1	2.7	1.6	1.7	2.0	2.0	2.4
	Disagree	4.5	4.7	5.1	4.6	5.1	1.5	1.7	2.2	2.1	2.7	1.4	1.6	2.1	2.0	2.4
	<i>Unweighted count</i>															
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.4 How satisfied are you with the following? My rate of basic pay (basic pay includes X-Factor, but excludes Recruitment and Retention Pay [RRP] and any allowances).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.3	2.2	2.4	1.6	1.6	1.7	1.7	2.0	1.3	1.4	1.5	1.5	1.7
	Neutral	1.8	1.9	1.8	1.7	1.9	1.5	1.6	1.7	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Dissatisfied	2.1	2.2	2.2	2.1	2.1	1.6	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.7
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.7	3.9	3.8	3.8	3.7	2.7	2.5	2.6	2.4	2.7	2.3	2.1	2.2	2.0	2.2
	Neutral	3.0	3.1	3.1	3.1	2.9	2.7	2.3	2.7	2.2	2.4	2.2	1.9	2.2	1.9	2.0
	Dissatisfied	3.5	3.7	3.7	3.3	3.4	3.1	2.7	3.1	2.6	2.8	2.5	2.3	2.6	2.1	2.3
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.6	5.4	5.5	5.3	5.8	1.5	1.6	1.9	2.0	2.6	1.5	1.5	1.8	1.9	2.4
	Neutral	4.6	4.6	4.0	4.0	4.5	1.6	1.7	2.0	2.0	2.6	1.5	1.6	1.8	1.8	2.4
	Dissatisfied	5.3	5.1	5.4	5.0	5.4	1.9	2.0	2.4	2.4	3.1	1.8	1.8	2.2	2.2	2.8
	<i>Unweighted count</i>															
Army	Satisfied	3.5	3.9	3.8	3.6	4.0	2.4	2.6	2.8	2.8	3.2	2.1	2.3	2.4	2.4	2.8
	Neutral	2.9	3.2	3.0	2.7	3.1	2.3	2.6	2.8	2.7	3.1	2.0	2.3	2.4	2.3	2.6
	Dissatisfied	3.3	3.8	3.6	3.4	3.6	2.5	2.8	3.1	3.0	3.4	2.2	2.5	2.7	2.6	2.9
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.6	3.9	3.8	3.9	2.8	2.5	2.5	2.5	2.7	2.4	2.1	2.1	2.1	2.3
	Neutral	3.3	2.9	3.1	3.0	3.1	2.5	2.2	2.3	2.2	2.4	2.1	1.9	1.9	1.8	2.0
	Dissatisfied	3.7	3.3	3.8	3.6	3.6	2.9	2.7	2.8	2.8	2.8	2.4	2.3	2.4	2.3	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.5 How satisfied are you with the following? My pension benefits.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.1	2.2	2.2	2.2	2.4	1.4	1.4	1.6	1.6	1.7	1.2	1.2	1.4	1.3	1.5
	Neutral	1.8	1.8	1.7	1.7	1.8	1.5	1.6	1.7	1.7	1.9	1.3	1.3	1.4	1.4	1.6
	Dissatisfied	2.0	2.2	2.1	2.0	2.2	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.6	3.8	3.7	3.6	3.7	2.6	2.3	2.6	2.4	2.6	2.2	2.0	2.2	2.0	2.2
	Neutral	3.0	3.0	3.0	2.9	2.8	2.7	2.3	2.6	2.3	2.4	2.2	1.9	2.1	1.9	2.0
	Dissatisfied	3.3	3.5	3.5	3.2	3.4	3.0	2.7	3.1	2.6	2.8	2.5	2.2	2.5	2.1	2.3
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.6	5.2	5.3	5.1	5.5	1.6	1.6	1.9	2.0	2.6	1.5	1.5	1.8	1.9	2.4
	Neutral	4.5	4.3	4.5	3.8	4.4	1.7	1.7	2.2	2.0	2.7	1.6	1.6	2.0	1.9	2.5
	Dissatisfied	5.1	5.1	5.4	5.1	5.7	1.9	2.0	2.5	2.4	3.2	1.8	1.9	2.3	2.2	2.9
	<i>Unweighted count</i>															
Army	Satisfied	3.4	3.7	3.7	3.6	4.0	2.1	2.3	2.5	2.5	2.7	1.9	2.0	2.2	2.2	2.4
	Neutral	2.9	3.1	2.8	2.8	3.0	2.3	2.5	2.7	2.7	3.1	2.0	2.1	2.3	2.3	2.6
	Dissatisfied	3.3	3.8	3.5	3.4	3.8	2.5	2.8	3.1	3.0	3.4	2.2	2.5	2.7	2.6	2.9
	<i>Unweighted count</i>															
RAF	Satisfied	3.8	3.5	3.8	3.7	3.9	2.4	2.2	2.3	2.3	2.5	2.1	1.9	2.0	1.9	2.1
	Neutral	3.2	2.8	3.1	3.1	3.1	2.6	2.2	2.3	2.3	2.4	2.1	1.9	1.9	1.9	2.0
	Dissatisfied	3.4	3.3	3.5	3.4	3.6	2.9	2.7	2.7	2.7	2.8	2.4	2.2	2.3	2.2	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.6 How satisfied are you with the following? Information about pay and allowances, e.g. from the intranet, DINs and brochures.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.3	2.2	2.4	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	Neutral	2.0	2.1	2.1	2.0	2.1	1.6	1.7	1.8	1.8	2.0	1.3	1.4	1.5	1.5	1.7
	Dissatisfied	1.8	1.9	2.0	1.9	2.0	1.5	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.7	3.9	3.8	3.8	3.8	3.0	2.7	3.0	2.6	2.8	2.4	2.2	2.5	2.2	2.3
	Neutral	3.3	3.5	3.5	3.4	3.3	2.9	2.6	3.0	2.4	2.6	2.3	2.1	2.4	2.0	2.1
	Dissatisfied	3.2	3.2	3.4	3.1	3.2	2.8	2.4	2.8	2.3	2.5	2.3	2.0	2.3	1.9	2.1
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.7	5.4	5.5	5.3	5.8	1.7	1.8	2.2	2.2	2.9	1.6	1.7	2.1	2.1	2.6
	Neutral	5.0	5.1	4.9	4.8	5.1	1.8	1.9	2.4	2.3	3.0	1.7	1.8	2.2	2.1	2.7
	Dissatisfied	4.7	4.7	4.9	4.5	4.8	1.8	2.0	2.5	2.4	3.1	1.7	1.8	2.3	2.2	2.8
	<i>Unweighted count</i>															
Army	Satisfied	3.6	3.9	3.8	3.6	4.0	2.5	2.8	3.1	3.0	3.4	2.2	2.5	2.6	2.6	2.9
	Neutral	3.1	3.6	3.4	3.1	3.5	2.3	2.6	2.9	2.8	3.2	2.0	2.3	2.5	2.4	2.8
	Dissatisfied	2.9	3.3	3.3	3.1	3.4	2.2	2.6	2.8	2.7	3.1	1.9	2.2	2.5	2.3	2.6
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.6	3.9	3.8	3.9	2.9	2.7	2.7	2.6	2.8	2.4	2.2	2.3	2.2	2.4
	Neutral	3.7	3.4	3.7	3.5	3.7	2.8	2.6	2.7	2.6	2.7	2.3	2.1	2.3	2.2	2.2
	Dissatisfied	3.5	3.1	3.5	3.5	3.4	2.6	2.5	2.6	2.5	2.5	2.2	2.0	2.2	2.1	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.7 How satisfied are you with the following? My ability to access JPA.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	1.7	1.8	2.1	1.8	1.9	1.4	1.5	1.7	1.5	1.7	1.2	1.3	1.4	1.3	1.4
	Neutral	1.3	1.3	1.5	1.3	1.4	1.1	1.2	1.4	1.2	1.3	0.9	1.0	1.2	1.0	1.1
	Dissatisfied	1.3	1.5	1.7	1.5	1.4	1.0	1.0	1.3	1.1	1.1	0.9	0.8	1.1	1.0	1.0
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.3	3.4	3.8	3.5	3.4	2.5	2.2	2.8	2.2	2.3	2.1	1.9	2.3	1.9	1.9
	Neutral	2.5	2.4	2.7	2.5	2.6	2.1	1.7	2.3	1.7	1.7	1.7	1.4	1.9	1.4	1.4
	Dissatisfied	2.5	2.8	3.4	2.9	2.7	1.7	1.6	2.1	1.6	1.7	1.4	1.4	1.8	1.4	1.5
	<i>Unweighted count</i>															
Royal Marines	Satisfied	4.6	4.1	4.6	4.3	4.0	1.8	1.9	2.5	2.3	2.9	1.7	1.8	2.2	2.1	2.6
	Neutral	3.2	3.0	3.0	3.4	2.8	1.5	1.6	2.0	1.9	2.4	1.4	1.5	1.8	1.7	2.1
	Dissatisfied	3.7	3.1	3.9	3.1	3.1	1.5	1.4	2.0	1.9	2.3	1.4	1.3	1.8	1.7	2.0
	<i>Unweighted count</i>															
Army	Satisfied	2.6	3.0	3.3	2.8	3.0	2.2	2.3	2.7	2.4	2.7	1.9	2.0	2.3	2.1	2.3
	Neutral	1.9	2.1	2.3	2.0	2.1	1.7	2.0	2.2	1.9	2.2	1.5	1.7	1.9	1.6	1.8
	Dissatisfied	2.0	2.4	2.7	2.2	2.3	1.6	1.5	2.0	1.8	1.9	1.4	1.3	1.7	1.6	1.6
	<i>Unweighted count</i>															
RAF	Satisfied	3.4	3.1	3.7	3.3	3.4	2.2	1.9	2.3	2.0	2.0	1.8	1.6	2.0	1.7	1.7
	Neutral	2.5	2.3	2.8	2.4	2.7	1.7	1.5	1.9	1.6	1.6	1.5	1.3	1.6	1.4	1.3
	Dissatisfied	2.7	2.3	3.0	2.6	2.6	1.4	1.3	1.6	1.3	1.4	1.2	1.2	1.4	1.2	1.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.8 How satisfied are you with the following? My allowances, e.g. Longer Separation Allowance (LSA), Get You Home (GYH).....

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.1	1.5	1.6	1.7	1.6	1.8
	Neutral	1.8	2.0	2.0	1.9	1.9	1.4	1.6	1.7	1.7	1.8	1.2	1.4	1.4	1.4	1.5
	Dissatisfied	2.2	2.3	2.2	2.1	2.2	1.6	1.7	1.9	1.7	1.9	1.4	1.5	1.6	1.5	1.6
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.8	3.9	3.9	3.9	3.8	3.1	2.7	3.2	2.7	2.8	2.6	2.3	2.6	2.2	2.4
	Neutral	3.2	3.3	3.3	3.2	3.0	2.7	2.3	2.8	2.3	2.3	2.2	2.0	2.3	1.9	1.9
	Dissatisfied	3.6	3.8	3.8	3.6	3.5	2.9	2.5	3.0	2.4	2.5	2.4	2.1	2.5	2.0	2.1
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.6	5.5	5.5	5.3	5.8	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Neutral	4.2	4.5	4.5	4.5	4.2	1.7	1.8	2.2	2.1	2.7	1.6	1.7	2.0	1.9	2.4
	Dissatisfied	5.5	5.1	5.3	5.0	5.2	1.8	1.9	2.4	2.4	3.0	1.7	1.8	2.2	2.2	2.7
	<i>Unweighted count</i>															
Army	Satisfied	3.6	4.0	3.8	3.7	4.0	2.6	2.9	3.2	3.1	3.5	2.2	2.5	2.7	2.7	3.0
	Neutral	2.8	3.4	3.2	3.0	3.2	2.1	2.5	2.6	2.7	2.9	1.8	2.2	2.3	2.3	2.4
	Dissatisfied	3.5	3.9	3.5	3.3	3.6	2.5	2.7	2.9	2.8	3.0	2.2	2.4	2.5	2.4	2.6
	<i>Unweighted count</i>															
RAF	Satisfied	4.1	3.5	3.9	3.8	4.0	3.0	2.7	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Neutral	3.4	3.1	3.5	3.4	3.2	2.7	2.4	2.6	2.4	2.5	2.2	2.0	2.2	2.0	2.1
	Dissatisfied	4.1	3.6	3.9	3.8	3.7	3.0	2.7	2.7	2.7	2.5	2.5	2.2	2.3	2.3	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.9 In the last 12 months, have you been in receipt of a Recruitment and Retention Payment (RRP)?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	..	..	..	1.6	..	..	..	..	1.1	..	..	..	..	0.9
	No	..	..	..	..	1.6	..	..	..	..	1.1	..	..	..	..	0.9
	<i>Unweighted count</i>															
Royal Navy	Yes	..	..	..	..	3.5	..	..	..	..	2.4	..	..	..	..	2.0
	No	..	..	..	..	3.5	..	..	..	..	2.4	..	..	..	..	2.0
	<i>Unweighted count</i>															
Royal Marines	Yes	..	..	..	..	2.7	..	..	..	..	2.1	..	..	..	..	1.9
	No	..	..	..	..	2.7	..	..	..	..	2.1	..	..	..	..	1.9
	<i>Unweighted count</i>															
Army	Yes	..	..	..	..	2.3	..	..	..	..	1.6	..	..	..	..	1.4
	No	..	..	..	..	2.3	..	..	..	..	1.6	..	..	..	..	1.4
	<i>Unweighted count</i>															
RAF	Yes	..	..	..	..	3.0	..	..	..	..	1.5	..	..	..	..	1.4
	No	..	..	..	..	3.0	..	..	..	..	1.5	..	..	..	..	1.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 1 - Your Pay

Source: Defence Statistics (Surveys)

Table B1.10 How satisfied are you with the following? My Recruitment and Retention Payment (RRP).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	5.5	..	..	..	..	5.3	..	..	..	..	4.2
	Neutral	..	..	..	..	3.6	..	..	..	..	4.6	..	..	..	..	3.6
	Dissatisfied	..	..	..	..	5.0	..	..	..	..	4.5	..	..	..	..	3.6
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	7.2	..	..	..	..	4.8	..	..	..	..	4.1
	Neutral	..	..	..	..	4.6	..	..	..	..	3.9	..	..	..	..	3.2
	Dissatisfied	..	..	..	..	6.7	..	..	..	..	4.6	..	..	..	..	3.9
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	9.3	..	..	..	..	9.0
	Neutral	..	..	..	..	..	..	..	..	..	6.8	..	..	..	..	6.6
	Dissatisfied	..	..	..	..	..	..	..	..	..	9.6	..	..	..	..	9.2
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	12.9	..	..	..	..	14.4	..	..	..	..	11.5
	Neutral	..	..	..	..	8.4	..	..	..	..	13.1	..	..	..	..	10.3
	Dissatisfied	..	..	..	..	11.4	..	..	..	..	11.3	..	..	..	..	9.1
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	9.8	..	..	..	..	10.4	..	..	..	..	7.4
	Neutral	..	..	..	..	6.7	..	..	..	..	7.3	..	..	..	..	5.2
	Dissatisfied	..	..	..	..	9.1	..	..	..	..	10.3	..	..	..	..	7.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.1 How satisfied are you with [Service] life in general?

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	56	54 **	54 **	61	58	44	40	38 **	43	42	46	42 **	41 **	46	45
	Neutral	20	20	21	19	21	24	23	24	24	26	24	23	24	23	25
	Dissatisfied	24 **	26 **	25 **	20	21	32	37 **	38 **	33	33	31	35 **	35 **	31	30
	<i>Unweighted count</i>	3 149					7 202					10 351				
Royal Navy	Satisfied	56	56	53	61	56	39	36 **	35 **	43 **	40	43	40	39 **	47 **	43
	Neutral	21	24	22	19	21	24	25	25	22 **	26	24	25	24	22 **	25
	Dissatisfied	23	20	26	20	24	37	40 **	40 **	34	34	34	35 **	37 **	31	32
	<i>Unweighted count</i>	946					1 985					2 931				
Royal Marines	Satisfied	75 **	73	63	62	66	52 **	40	35 **	38	41	54 **	44	38 **	41	44
	Neutral	11	12	17	18	15	21	22	22	22	24	20 **	21	22	22	23
	Dissatisfied	14	15	20	21	18	27 **	38	43 **	40 **	35	26 **	35	40 **	37 **	33
	<i>Unweighted count</i>	299					1 316					1 615				
Army	Satisfied	56	52 **	55 **	64	61	44	41	40	44	42	46	42	42	47	45
	Neutral	19	19	21	17	20	25	23	23	24	26	24	22	23	23	25
	Dissatisfied	25 **	29 **	24 **	19	19	31	36 **	37 **	32	32	30	35 **	35 **	30	30
	<i>Unweighted count</i>	972					1 872					2 844				
RAF	Satisfied	56	54	53	57	55	44	40	37 **	40	42	46	43	41 **	43	45
	Neutral	20	22	23	21	23	24	24	27	26	25	23	24	26	25	24
	Dissatisfied	24	24	24	22	22	32	36	36	34	33	30	33	33	31	31
	<i>Unweighted count</i>	932					2 029					2 961				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.2 How would you rate the level of morale of... Myself?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	High	46 **	44 **	44 **	50	50	39	36	34 **	39	39	40	38 **	36 **	41	41
	Neutral	30	31	33 **	30	29	32	31	33	32	31	32	31	33 **	32	30
	Low	24	25 **	24	21	21	29	32	33	29	31	28	31	31 **	28	29
	<i>Unweighted count</i>	3 154					7 202					10 356				
Royal Navy	High	47	43	41	49	46	36	33	33	38	36	39	35	35 **	40	39
	Neutral	31	36 **	34	31	30	32	35	33	33	33	32	35	33	32	33
	Low	22	21	25	21	24	32	32	34	29	30	29	30	32	27	29
	<i>Unweighted count</i>	950					1 981					2 931				
Royal Marines	High	66 **	64 **	51	49	56	42 **	36	30 **	33 **	38	45 **	39	33 **	35 **	40
	Neutral	21	22	27	31	27	32	32	33	32	31	31	31	32	32	31
	Low	13	14	22	19	17	25 **	32	37 **	36 **	31	24 **	30	35 **	34 **	30
	<i>Unweighted count</i>	302					1 317					1 619				
Army	High	45 **	44 **	46 **	54	54	41	39	36 **	42	41	42	39	37 **	44	43
	Neutral	31	29	32	26	27	31	30	32	31	29	31	30	32	30	29
	Low	24 **	27 **	22	20	20	28	31	32	27	30	28	31	30	26	29
	<i>Unweighted count</i>	969					1 869					2 838				
RAF	High	45	43	40	42	45	33	33	30 **	33	35	35	35	32 **	35	37
	Neutral	30	33	35	35	33	35	32	35	35	32	34	32	35	35	32
	Low	25	24	25	23	23	33	36	35	33	32	31	33	33	31	30
	<i>Unweighted count</i>	933					2 035					2 968				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Don't know option dropped in 2008. (2) Minor wording change in 2011.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.3 How would you rate the level of morale of... My Unit?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	High	30 **	28 **	27 **	33	35	20	17 **	15 **	20	21	22	19 **	17 **	22	24
	Neutral	41	39	41	40	41	33	30 **	29 **	31	33	34	31 **	32 **	33	34
	Low	29 **	33 **	32 **	27 **	24	47	53 **	55 **	49 **	46	44	50 **	51 **	45 **	42
	<i>Unweighted count</i>	3 155					7 196					10 351				
Royal Navy	High	34	32	31	34	33	21	20 **	18 **	26	23	24	22 **	21 **	27	25
	Neutral	41	41	40	41	40	36	34	34	33	34	37	36	35	35	36
	Low	25	27	29	25	27	43	46	49 **	41	43	39	42	44 **	37	39
	<i>Unweighted count</i>	951					1 983					2 934				
Royal Marines	High	60 **	45	35	31	38	28 **	17 **	14 **	13 **	20	31 **	20	16 **	15 **	22
	Neutral	28 **	39	35	40	38	38	36	32	30 **	34	37	36	32	31 **	35
	Low	12 **	16 **	29	28	23	35 **	47	54 **	57 **	46	32 **	44	52 **	54 **	43
	<i>Unweighted count</i>	301					1 314					1 615				
Army	High	28 **	27 **	28 **	37	40	21	18 **	16 **	21	22	22	20 **	18 **	23	25
	Neutral	41	38	41	40	41	32	27 **	28 **	30	33	33	29 **	30 **	32	34
	Low	31 **	36 **	31 **	24 **	19	47	54 **	57 **	49	45	45 **	51 **	53 **	45 **	41
	<i>Unweighted count</i>	970					1 868					2 838				
RAF	High	26	25	21 **	26	29	15	13 **	12 **	14	16	18	16 **	14 **	16 **	19
	Neutral	43	39	43	40	41	31	30	31	32	32	34	32	33	33	34
	Low	30	36 **	36 **	35	30	54	57 **	57 **	55	51	49	52 **	53 **	50 **	47
	<i>Unweighted count</i>	933					2 031					2 964				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2010. (2) Only asked of Army in 2010. (3) Minor wording change in 2011.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.4 How would you rate the level of morale of... The [Service] as a whole?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	High	10	8 **	7 **	8 **	11	13 **	9	7 **	10	10	12 **	9 **	7 **	9	11
	Neutral	40 **	35 **	33 **	42 **	46	34	29 **	25 **	29 **	34	35	30 **	26 **	31 **	36
	Low	50 **	57 **	61 **	49 **	43	53	61 **	68 **	62 **	55	52	61 **	67 **	60 **	53
	<i>Unweighted count</i>	3 146					7 185					10 331				
Royal Navy	High	5 **	5 **	5 **	8	10	5	4 **	4 **	7	6	5 **	5 **	4 **	7	7
	Neutral	37 **	34 **	37 **	45	49	27 **	27 **	23 **	32 **	37	29 **	28 **	26 **	35 **	39
	Low	58 **	61 **	57 **	47 **	41	68 **	69 **	73 **	61 **	57	66 **	67 **	70 **	58 **	53
	<i>Unweighted count</i>	950					1 978					2 928				
Royal Marines	High	62 **	41 **	23	20	26	29 **	16 **	9 **	8 **	12	32 **	18 **	10 **	9 **	13
	Neutral	30 **	42	27 **	38	45	41 **	38	26 **	25 **	35	40	38	27 **	27 **	36
	Low	9 **	17 **	50 **	42 **	30	30 **	47 **	65 **	67 **	53	28 **	43 **	63 **	64 **	50
	<i>Unweighted count</i>	301					1 313					1 614				
Army	High	8	6 **	5 **	6 **	10	15	10	8 **	11	12	14	9	8 **	10	11
	Neutral	39	28 **	26 **	38	43	36 **	28	24 **	27 **	32	36	28 **	24 **	29 **	33
	Low	53	66 **	68 **	56 **	47	50 **	62 **	68 **	62 **	57	50 **	62 **	68 **	61 **	55
	<i>Unweighted count</i>	962					1 865					2 827				
RAF	High	10	11	8 **	11	13	8	8	6 **	8	10	9	9	7 **	8	10
	Neutral	46	46	41 **	48	49	35 **	32 **	29 **	31 **	39	37 **	35 **	32 **	35 **	41
	Low	44	43	51 **	40	39	57 **	59 **	64 **	61 **	51	54 **	56 **	62 **	56 **	48
	<i>Unweighted count</i>	933					2 029					2 962				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Don't know option dropped in 2010.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.5 How satisfied are you with the following aspects of your current job? My job in general.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	69	68	69	70	70	54	54	52 **	56	55	56	57	55 **	58	58
	Neutral	16	16	15	15	15	22	22	23 **	21	20	21	21	22 **	20	19
	Dissatisfied	16	16	16	14	15	25	24	25	23	24	23	23	24	22	23
	<i>Unweighted count</i>	3 158					7 208					10 366				
Royal Navy	Satisfied	69	71	68	70	67	56	56	54	57	57	59	60	57	60	59
	Neutral	15	15	14	16	15	20	20	21	20	20	19	19	20	19	19
	Dissatisfied	15	14 **	18	14 **	18	24	24	25	23	22	22	22	23	21	22
	<i>Unweighted count</i>	952					1 986					2 938				
Royal Marines	Satisfied	75	74	71	66	69	51	44 **	45 **	46	49	54	47 **	47 **	49	52
	Neutral	9	14	15	19	13	22	25	23	24	22	20	24	22	23	21
	Dissatisfied	16	12	15	15	17	27	31	32 **	30	28	26	29	30	28	27
	<i>Unweighted count</i>	302					1 319					1 621				
Army	Satisfied	69 **	66 **	71	72	74	53	54	51 **	56	56	55	56	54 **	59	59
	Neutral	17	17	15	15	14	23	22	24 **	21	20	22	21	23 **	20	19
	Dissatisfied	15	17 **	14	13	12	25	24	25	23	24	23	23	23	21	22
	<i>Unweighted count</i>	970					1 869					2 839				
RAF	Satisfied	67	68	66	68	66	55	55	53	55	55	58	58	56	58	57
	Neutral	16	15	16	16	15	21	21	20	21	19	20	20	19	20	18
	Dissatisfied	17	16	17	16	18	24	24	26	24	26	22	22	24	22	24
	<i>Unweighted count</i>	934					2 034					2 968				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.6 How satisfied are you with the following aspects of your current job? The sense of achievement I get from my work.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	63	62	62	63	61	45	44	43	46	45	48	47	47	49	48
	Neutral	16	17	17	17	18	25	25	23	23	24	24	23	22	22	23
	Dissatisfied	21	21	21	20	21	30	31	34	31	32	28	29	32	29	30
	<i>Unweighted count</i>	3 158					7 205					10 363				
Royal Navy	Satisfied	66	62	61	63	61	44	46	45	47	47	49	49	48	51	50
	Neutral	13	18	17	17	15	24	23	23	24	23	21	22	22	22	21
	Dissatisfied	21	20	22	20	24	32	31	32	29	31	29	29	30	27	29
	<i>Unweighted count</i>	951					1 987					2 938				
Royal Marines	Satisfied	66	67 **	64	59	59	42	37	35 **	36 **	40	44	40	38 **	39 **	43
	Neutral	15	17	15 **	20	22	26	26	26	24	23	25	25	25	24	23
	Dissatisfied	19	16	21	21	20	32 **	37	39	39	37	31 **	34	37	37	34
	<i>Unweighted count</i>	302					1 319					1 621				
Army	Satisfied	63	62	63	66	63	45	44	44	48	45	47	47	47	51	48
	Neutral	17	16	17	15	19	26	26	22	22	25	25	24	22	21	24
	Dissatisfied	21	22	20	19	18	29	30	34	30	30	28	29	32	29	28
	<i>Unweighted count</i>	971					1 866					2 837				
RAF	Satisfied	61	61	61	60	58	46	44	44	43	43	49	48	47	47	47
	Neutral	18	17	17	19	18	23	23	23	24	23	22	22	21	23	22
	Dissatisfied	21	22	23	21	23	31	32	34	33	34	28	30	31	30	31
	<i>Unweighted count</i>	934					2 033					2 967				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.7 How satisfied are you with the following aspects of your current job? The challenge in my job.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	70	68	68	70	68	51	52	50	52	51	54	55	53	55	54
	Neutral	16	17	18	17	18	26	26	26	25	26	24	24	24	24	25
	Dissatisfied	14	15	14	12	14	23	23	24	23	23	21	21	22	21	21
	<i>Unweighted count</i>	3 157					7 202					10 359				
Royal Navy	Satisfied	71	69	68	71	67	50	50	50	52	51	54	55	54	56	55
	Neutral	16	19	17	17	18	24	27	26	26	25	22	25	24	24	23
	Dissatisfied	13	12	14	12	15	26	23	24	22	24	23	20	22	20	22
	<i>Unweighted count</i>	952					1 986					2 938				
Royal Marines	Satisfied	69	70	68	66	66	45	42	40	42	43	48	45	43	44	46
	Neutral	17	17	17	21	19	28	30	28	27	29	27	29	27	27	27
	Dissatisfied	14	13	16	13	15	26	28	32	31	28	25	26	30	29	27
	<i>Unweighted count</i>	302					1 319					1 621				
Army	Satisfied	71	66	68	71	69	52	54	51	55	52	55	56	54	57	55
	Neutral	16	17	18	17	19	27	26	27	25	27	25	24	25	23	26
	Dissatisfied	13	17 **	13	12	12	21	21	22	21	21	20	20	21	19	20
	<i>Unweighted count</i>	969					1 865					2 834				
RAF	Satisfied	69	69	68	69	67	51	50	49	48	48	55	54	53	52	52
	Neutral	16	17	18	18	18	24	23	23	25	25	22	22	22	24	23
	Dissatisfied	15	15	14	13	15	25	27	28	27	27	23	24	25	24	25
	<i>Unweighted count</i>	934					2 032					2 966				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.8 How satisfied are you with the following aspects of your current job? The amount of variety in my work.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	68	68	69	71 **	67	47	46	45	48	47	50	50	50	52	51
	Neutral	18	17	18	17	18	26	26	26	25	27	25	24	24	23	25
	Dissatisfied	14	15	13	12	14	27	28	29	27	27	25	26	26	25	24
	<i>Unweighted count</i>	3 156					7 206					10 362				
Royal Navy	Satisfied	69	68	68	70	67	47	45	47	47	48	52	51	52	53	52
	Neutral	17	19	18	18	18	26	26	26	24	25	24	25	24	23	24
	Dissatisfied	14	12	13	12	15	27	28	27	28	27	24	25	24	25	24
	<i>Unweighted count</i>	951					1 988					2 939				
Royal Marines	Satisfied	74 **	75 **	70	67	66	44	39	39	40	41	47 **	43	43	43	44
	Neutral	12 **	13	13	21	18	28	28	27	26	26	26	26	25	26	25
	Dissatisfied	14	12	16	12	16	28 **	33	34	34	33	27 **	31	32	31	31
	<i>Unweighted count</i>	302					1 318					1 620				
Army	Satisfied	67	66	69	73	68	47	46	45	48	47	50	49	49	52	50
	Neutral	19	16	19	16	18	25	26	26	25	28	24	25	25	23	26
	Dissatisfied	14	17	12	12	14	28	28	29	27	26	26	26	26	25	24
	<i>Unweighted count</i>	970					1 868					2 838				
RAF	Satisfied	66	69	69	70	67	48	49	47	48	47	52	54	52	53	52
	Neutral	19	17	18	17	19	27	24	24	25	25	26	22	23	23	24
	Dissatisfied	15	14	13	13	14	25	27	29	27	27	23	24	25	24	25
	<i>Unweighted count</i>	933					2 032					2 965				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Not asked of RN in 2008. (2) Minor wording change in 2011.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.9 How satisfied are you with the following aspects of your current job? My current work location.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	70	71	70	72	72	62 **	65	65	66	65	64 **	66	66	67	66
	Neutral	14	15	15	13	14	17 **	16	16	15	15	17 **	16	16	15	15
	Dissatisfied	16	15	16	14	15	20	19	19	18	19	20	19	19	17	18
	<i>Unweighted count</i>	3 159					7 204					10 363				
Royal Navy	Satisfied	71	73	71	72	70	65	64	64	66	63	66	66	65	67	65
	Neutral	13	13	13	12	14	18	17	16	15	17	17	16	16	15	16
	Dissatisfied	15	14	17	16	16	18	19	20	19	20	17	18	19	18	19
	<i>Unweighted count</i>	952					1 988					2 940				
Royal Marines	Satisfied	67	72	72	72	73	62	61	62	65	63	63	62	63	66	64
	Neutral	18	13	13	14	13	21 **	20	18	19	18	20 **	20	18	18	17
	Dissatisfied	16	15	15	14	14	17	19	19	17	19	17	18	19	16	19
	<i>Unweighted count</i>	302					1 317					1 619				
Army	Satisfied	69	70	69	72	72	60 **	64	64	66	65	61 **	65	65	67	66
	Neutral	15	15	15	14	13	18	16	16	16	16	17	16	16	15	15
	Dissatisfied	17	15	16	14	15	22	20	20	19	20	21	19	19	18	19
	<i>Unweighted count</i>	971					1 866					2 837				
RAF	Satisfied	72	71	70	72	72	66	68	68	69	69	68	69	69	70	70
	Neutral	13	15	15	14	14	15	14	14	14	13	15	14	15	14	14
	Dissatisfied	15	14	15	14	14	19	18	17	17	17	18	17	17	16	16
	<i>Unweighted count</i>	934					2 033					2 967				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2009. (2) Only asked of RAF prior to 2011.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.10 How strongly do you agree or disagree with the following? My superiors do not interfere excessively in my work activities.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	70 **	69 **	70	72	73	53 **	51 **	53	54	55	56 **	55 **	56 **	57	59
	Neutral	11	12	11	10	10	21	20	20	20	19	19 **	19	18	18	17
	Disagree	19	19	19	17	17	26	28 **	27	26	25	25	27 **	26	25	24
	<i>Unweighted count</i>	3 150					7 195					10 345				
Royal Navy	Agree	70	69	70	69	72	57	55	59	59	59	60	58 **	61	61	62
	Neutral	10	12	9	11	9	19	17	19	18	17	17	16	16	16	15
	Disagree	20	18	21	20	19	24	27 **	22	23	24	23	25	22	23	23
	<i>Unweighted count</i>	950					1 984					2 934				
Royal Marines	Agree	76	80	80	78	76	50	46 **	50	48	52	52	50 **	53	52	55
	Neutral	11	9	8	11	8	27 **	26 **	24 **	23	21	25 **	24 **	22 **	22	19
	Disagree	13	11	11	11	15	23 **	28	26	28	27	22 **	27	24	26	26
	<i>Unweighted count</i>	300					1 315					1 615				
Army	Agree	70 **	69 **	70 **	75	76	50	49	49	51	52	53	52 **	52 **	55	56
	Neutral	11	12	12	9	9	22	22	21	21	21	21	21	20	19	19
	Disagree	18	20 **	18	15	15	27	29	30	28	26	26	28	28	26	25
	<i>Unweighted count</i>	969					1 867					2 836				
RAF	Agree	70	68	71	68	68	58	57	59	60	61	60	60	62	62	62
	Neutral	11	11	11	12	12	18	17	16	17	15	16	16	15	16	15
	Disagree	19	21	19	19	20	25	26	25	24	24	24	25	24	23	23
	<i>Unweighted count</i>	931					2 029					2 960				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) N/A option added in 2011. (2) Only asked of RAF prior to 2015. (3) N/A option excluded from the analysis.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.11 How strongly do you agree or disagree with the following? I am given sufficient authority to make decisions.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	70	70	70	72	71	57	56 **	58	58	59	59	58 **	60	60	61
	Neutral	11	11	10	10	12	18	19	18	18	17	17	17	16	16	16
	Disagree	19	19	20	17	17	25	26	25	25	24	24	25	24	23	23
	<i>Unweighted count</i>	3 151					7 200					10 351				
Royal Navy	Agree	71	71	71	72	71	62	61	63	65	62	64	63	65	66	64
	Neutral	10	9	9	9	11	16	17	15	15	17	14	15	14	14	15
	Disagree	19	20	20	19	18	22	23	21	20	21	22	22	21	20	21
	<i>Unweighted count</i>	951					1 987					2 938				
Royal Marines	Agree	78	80	83	80	78	54	50 **	52 **	53 **	57	56 **	53 **	56 **	56 **	60
	Neutral	8	9	6	10	7	24 **	23 **	22	18	20	23 **	22 **	20	17	18
	Disagree	14	11	11	10	15	22	27 **	26	29 **	23	21	25 **	25	27 **	22
	<i>Unweighted count</i>	301					1 316					1 617				
Army	Agree	71	70	70	74	73	55	54	56	55	57	57	56	58	58	60
	Neutral	11	11	10	10	11	19	20	19	19	18	18	18	18	18	17
	Disagree	18	19	20 **	16	15	26	27	25	25	25	25	26	24	24	24
	<i>Unweighted count</i>	967					1 866					2 833				
RAF	Agree	68	67	67	70	67	60 **	59 **	62	60 **	64	61	61 **	63	62	64
	Neutral	11	12	11	12	13	16	17	14	16	15	15	16	14	15	14
	Disagree	21	21	22	19	20	24	24	24	24	22	23	24	23	23	21
	<i>Unweighted count</i>	932					2 031					2 963				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) N/A option added in 2011. (2) Only asked of RAF prior to 2015. (3) N/A option excluded from the analysis.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.12 How strongly do you agree or disagree with the following? If I make a genuine mistake at work, I do not feel that it will be held against me.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	60 **	60 **	59 **	63	64	47 **	46 **	48	48	50	49 **	49 **	50 **	51	53		
	Neutral	16	16	17	15	16	21	21	20	21	21	20	20	20	20	20		
	Disagree	24 **	25 **	24 **	21	20	32 **	33 **	32	31	29	30 **	31 **	30 **	29	27		
	<i>Unweighted count</i>						3 149						7 187						10 336
Royal Navy	Agree	69	65	65	68	67	54	52	55	56	55	58	55	58	59	58		
	Neutral	14	13	15	14	16	19	18	18	17	19	18	17	18	17	18		
	Disagree	16	22 **	20	18	17	27	30 **	26	26	26	24	28 **	25	24	24		
	<i>Unweighted count</i>						951						1 984						2 935
Royal Marines	Agree	66	65	68	69	68	47	42 **	45	45	46	49	45 **	48	48	49		
	Neutral	18	16	13	14	13	26 **	26 **	24	24	22	25 **	25 **	23	23	21		
	Disagree	16	18	19	17	18	27 **	32	31	31	32	26 **	30	30	29	31		
	<i>Unweighted count</i>						300						1 315						1 615
Army	Agree	54 **	55 **	54 **	60	61	41	41	42	41	45	43 **	43 **	44	44	48		
	Neutral	17	16	18	16	17	23	23	22	24	22	22	22	21	23	21		
	Disagree	29 **	30 **	29 **	24	22	36	36	36	35	33	35 **	35 **	35	33	31		
	<i>Unweighted count</i>						967						1 859						2 826
RAF	Agree	65	63	64	66	65	59	58	59	60	60	60	59	60	61	61		
	Neutral	15	17	17	16	16	16	16	17	16	18	16	17	17	16	18		
	Disagree	20	19	19	18	19	25	26 **	24	24	22	24	24 **	23	22	21		
	<i>Unweighted count</i>						931						2 029						2 960

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) N/A option added in 2011. (2) Only asked of RAF prior to 2015. (3) N/A option excluded from the analysis.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.13 How strongly do you agree or disagree with the following? Where I work people do not automatically look for someone to blame when things go wrong.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	51 **	51 **	51 **	54	55	34	33 **	33 **	36	37	37 **	36 **	36 **	39	40		
	Neutral	20	20	21	20	21	24	23	24	23	24	24	22	23	22	23		
	Disagree	28 **	29 **	28 **	26	24	42	44 **	43 **	41	39	39 **	41 **	40 **	38	37		
	<i>Unweighted count</i>						3 145						7 185						10 330
Royal Navy	Agree	60	57	57	56	56	38	35 **	38	42	42	43	40 **	42	45	45		
	Neutral	19	17	16 **	20	21	22	22	25	21	22	22	21	23	21	22		
	Disagree	20	26	27	23	23	39	43 **	38	36	36	35	39 **	35	34	33		
	<i>Unweighted count</i>						947						1 983						2 930
Royal Marines	Agree	57	57	59	61	58	38	32 **	34 **	35	37	40	35 **	36 **	38	40		
	Neutral	18	15	14	15	20	27	29	26	26	25	26	27	24	25	25		
	Disagree	25	28	27	24	22	35	39	41	39	37	34	38	39 **	37	35		
	<i>Unweighted count</i>						300						1 318						1 618
Army	Agree	46 **	47 **	46 **	51	53	31	31	29	33	33	33	33	32 **	36	37		
	Neutral	20	20	23	21	20	25	23	24	24	25	24	22	24	23	24		
	Disagree	34 **	33 **	32	27	27	44	47 **	46	44	42	43	44 **	44 **	41	40		
	<i>Unweighted count</i>						966						1 854						2 820
RAF	Agree	53	53	55	57	58	39	38	41	41	41	42	41 **	44	44	44		
	Neutral	22	21	22	18	21	23	23	21 **	22	24	23	23	21	21	24		
	Disagree	25	26 **	24	24	21	38	39	38	37	35	35	36 **	35	35	32		
	<i>Unweighted count</i>						932						2 030						2 962

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) N/A option added in 2011. (2) Only asked of RAF prior to 2015. (3) N/A option excluded from the analysis.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.14 How strongly do you agree or disagree with the following? I am encouraged to find better ways of doing things at work.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	69	68 **	68 **	72	72	58	56 **	58	58	60	60	58 **	60	60	62
	Neutral	18	19	19	17	17	26	27 **	25	25	24	25 **	25 **	24	23	23
	Disagree	13	13	13	11	11	15	17	18	17	16	15	16	17	16	15
	<i>Unweighted count</i>	3 150					7 191					10 341				
Royal Navy	Agree	70	70	68	70	70	54 **	54 **	54	59	58	58	57 **	57	61	61
	Neutral	17	18	19	18	18	28	29 **	28	25	25	25	26	26	24	24
	Disagree	13	12	14	12	12	18	18	17	16	16	17	16	17	15	16
	<i>Unweighted count</i>	949					1 984					2 933				
Royal Marines	Agree	76	77	78	75	76	56	52 **	53 **	57	58	58	54 **	56 **	60	60
	Neutral	14	17	14	16	12	30 **	30 **	29 **	25	25	28 **	29 **	27 **	24	24
	Disagree	10	7 **	8	9	11	14	18	18	18	17	14	17	17	17	16
	<i>Unweighted count</i>	301					1 314					1 615				
Army	Agree	69 **	66 **	66 **	72	74	57	54	56	56	58	59	56 **	57	58	60
	Neutral	18	20	20	17	16	27	28	25	25	25	26	27	24	24	23
	Disagree	14	14 **	14 **	11	10	16	18	19	19	18	15	17	18	18	16
	<i>Unweighted count</i>	969					1 864					2 833				
RAF	Agree	69	70	71	73	70	65	65	66	63	66	66	66	67	65	67
	Neutral	19	18	17	15	18	22	21	20	23	21	21	20	19	21	20
	Disagree	12	13	12	11	12	13	14	13	14	13	12	14	13	14	13
	<i>Unweighted count</i>	931					2 029					2 960				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) N/A option added in 2011. (2) Only asked of RAF prior to 2015. (3) N/A option excluded from the analysis.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.15 How strongly do you agree or disagree with the following? I am always given a clear deadline as to when work needs to be completed.

		Officers					Other Ranks/Rates					Total					Percentages	
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	61	61	61	62	60	61	60	61	60	62	61	60	61	61	62		
	Neutral	23	22	23	21	22	23	23	22	22	22	23	23	22	22	22		
	Disagree	16	18	16	16	18	16	17	17	18	16	16	17	17	18	17		
	<i>Unweighted count</i>						3 144						7 173						10 317
Royal Navy	Agree	64 **	60	61	60	58	62	61	64	66	65	63	61	63	64	63		
	Neutral	20	21	22	25	22	22	23	22	21	21	22	23	22	22	21		
	Disagree	15 **	19	17	16 **	20	16	16	15	13	14	16	16	15	14	15		
	<i>Unweighted count</i>						947						1 980						2 927
Royal Marines	Agree	70 **	69	69	65	62	62	58 **	59	60	63	63	60	61	60	63		
	Neutral	17	23	23	22	20	25 **	25 **	24	23	22	25 **	25 **	24	23	21		
	Disagree	12	8 **	8 **	12	18	13	17	16	17	16	13 **	16	15	17	16		
	<i>Unweighted count</i>						301						1 311						1 612
Army	Agree	60	61	61	65	62	60	59	59	58	61	60	59	60	59	61		
	Neutral	22	22	21	19	21	23	23	22	22	22	23	23	22	21	22		
	Disagree	18	17	17	16	17	17	18	18	20	17	17	18	18	19	17		
	<i>Unweighted count</i>						966						1 865						2 831
RAF	Agree	60	59	59	58	58	62	62	62	62	63	62	61	62	61	62		
	Neutral	26	22	26	23	23	22	23	22	22	22	23	22	23	23	22		
	Disagree	14	19	15	19	18	16	16	16	16	15	15	16	15	17	16		
	<i>Unweighted count</i>						930						2 017						2 947

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) N/A option added in 2011. (2) Only asked of RAF prior to 2015. (3) N/A option excluded from the analysis.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.16 How strongly do you agree or disagree with the following? When I am set a task at work, I am told very clearly what output is required.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	48	46	47	47	48	58	54	56	55	57	56	53 **	54	54	55
	Neutral	29	30	30	29	29	26	28	27	27	27	27	29	27	27	27
	Disagree	23	24	23	24	23	16	18	18	18	16	17	19	19	19	17
	<i>Unweighted count</i>	3 138					7 185					10 323				
Royal Navy	Agree	50	45	46	47	47	59	57	60	60	60	57	54	57	57	57
	Neutral	28	32	29	29	28	26	26	26	26	26	26	27	27	26	27
	Disagree	22	24	25	25	25	15	17 **	14	14	14	17	18	16	16	16
	<i>Unweighted count</i>	944					1 978					2 922				
Royal Marines	Agree	57	58	59	57	51	57	54	53	55	56	57	54	54	55	55
	Neutral	25	25	28	25	27	29	29	29	27	28	29	29	29	27	28
	Disagree	18	17	13 **	18	22	13 **	17	17	18	17	14 **	17	17	18	17
	<i>Unweighted count</i>	301					1 318					1 619				
Army	Agree	48	47	49	48	51	57	53	54	54	56	55	52	54	53	55
	Neutral	29	30	27	29	28	27	29	27	27	27	27	29	27	28	27
	Disagree	24	23	24	23	21	17	18	19	19	17	18	19	20	20	17
	<i>Unweighted count</i>	965					1 863					2 828				
RAF	Agree	44	44	43	45	43	59	56	56	56	56	56	54	53	54	53
	Neutral	32	30	35	29	33	25	27	26	28	27	27	28	28	28	28
	Disagree	24	26	23	26	25	16	16	18	17	17	18	18	19	18	18
	<i>Unweighted count</i>	928					2 026					2 954				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) N/A option added in 2011. (2) Only asked of RAF prior to 2015. (3) N/A option excluded from the analysis.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.17 How strongly do you agree or disagree with the following? I have a choice in deciding how I do my work.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	70	70 **	69 **	72	73	50 **	49 **	51 **	52	54	54 **	53 **	54 **	56	58
	Neutral	16	16	18 **	16	14	26 **	25	25	25	23	24 **	24	23	23	22
	Disagree	13	14	13	13	12	24	26 **	25	23	23	22	24 **	23	21	21
	<i>Unweighted count</i>	3 148					7 173					10 321				
Royal Navy	Agree	74	72	67 **	71	72	50 **	52	51	54	54	55	56	54 **	58	58
	Neutral	13	14	17	14	14	25	23	23	22	22	23	21	22	20	20
	Disagree	13	14	16	14	14	25	25	26	24	24	22	22	24	22	22
	<i>Unweighted count</i>	950					1 974					2 924				
Royal Marines	Agree	76	77	80	77	77	48	44 **	44 **	46	49	51	48 **	48 **	49	52
	Neutral	15	12	9 **	13	14	30	30	29	26	27	28 **	28	27	24	25
	Disagree	8	11	11	10	9	22	26	27	28 **	25	21	24	25	26 **	23
	<i>Unweighted count</i>	301					1 317					1 618				
Army	Agree	71 **	68 **	68 **	71	75	49	47 **	49	50	53	52 **	50 **	52 **	53	56
	Neutral	16	16	18 **	15	13	27	26	25	27	23	25 **	25	24	25	21
	Disagree	14	16 **	14	13	12	24	27	26	23	24	23	25	24	22	22
	<i>Unweighted count</i>	969					1 863					2 832				
RAF	Agree	67	69	71	71	70	55	56	56	58	59	58 **	59	60	61	62
	Neutral	19	18	18	17	18	22	22	23	22	23	21	21	22	21	22
	Disagree	13	13	10	12	12	23 **	22 **	20	20	18	21 **	20 **	18	18	17
	<i>Unweighted count</i>	928					2 019					2 947				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) N/A option excluded from the analysis.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.18 How strongly do you agree or disagree with the following? I know that if I do my job well I will be praised or rewarded.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	46	44	43	46	46	36	34 **	36	37	37	38	36 **	37	38	39
	Neutral	29	29	29	28	29	30	30	28	29	29	30	30	28	29	29
	Disagree	25	27	27	26	25	34	35	37	34	34	32	34	35 **	33	32
	<i>Unweighted count</i>	3 146					7 186					10 332				
Royal Navy	Agree	47 **	46	41	44	41	35	33	36	35	35	38	36	37	37	37
	Neutral	28	27	28	28	30	29	30	30	29	30	29	29	29	29	30
	Disagree	25	27	31	28	28	36	37	34	35	34	34	35	34	34	33
	<i>Unweighted count</i>	950					1 982					2 932				
Royal Marines	Agree	50	48	51	49	47	37	34	35	35	35	38	36	37	37	37
	Neutral	29	31	28	31	30	36 **	35 **	33	32	31	35 **	35 **	32	32	31
	Disagree	20	21	20	20	23	27 **	31	32	33	34	26 **	30	31	31	32
	<i>Unweighted count</i>	299					1 315					1 614				
Army	Agree	47	44 **	45	49	50	38	35 **	37	38	39	39	36 **	38	40	41
	Neutral	28	30	30	27	27	29	30	27	29	27	29	30	27	28	27
	Disagree	25	26	25	24	22	33	35	37	33	34	32	34	35	32	32
	<i>Unweighted count</i>	968					1 858					2 826				
RAF	Agree	44	42	41	43	42	33	33	33	34	33	35	35	35	36	35
	Neutral	31	30	30	31	31	31	31	29	29	31	31	31	29	30	31
	Disagree	25	28	29	26	27	36	36	39	36	36	34	34	36	34	34
	<i>Unweighted count</i>	929					2 031					2 960				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) N/A option added in 2011. (2) Only asked of RAF prior to 2011. (3) N/A option excluded from the analysis.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.1 How satisfied are you with [Service] life in general?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.3	2.1	2.3	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.7
	Neutral	1.8	1.9	1.9	1.7	1.9	1.5	1.5	1.7	1.6	1.9	1.2	1.3	1.4	1.4	1.6
	Dissatisfied	1.9	2.1	2.0	1.8	1.9	1.6	1.8	1.9	1.8	2.0	1.3	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.7	3.8	3.9	3.7	3.8	3.0	2.6	2.9	2.6	2.7	2.4	2.2	2.4	2.2	2.3
	Neutral	3.1	3.3	3.2	3.0	3.1	2.6	2.4	2.7	2.2	2.5	2.2	2.0	2.2	1.8	2.1
	Dissatisfied	3.2	3.1	3.4	3.0	3.2	3.0	2.7	3.1	2.5	2.7	2.4	2.2	2.5	2.1	2.2
	<i>Unweighted count</i>															
Royal Marines	Satisfied	4.9	4.8	5.2	5.1	5.5	1.9	1.9	2.4	2.4	3.1	1.8	1.8	2.2	2.2	2.8
	Neutral	3.6	3.5	4.1	4.0	4.2	1.6	1.7	2.1	2.1	2.8	1.5	1.6	1.9	1.9	2.5
	Dissatisfied	3.9	3.9	4.3	4.3	4.6	1.7	2.0	2.5	2.5	3.1	1.6	1.8	2.3	2.2	2.8
	<i>Unweighted count</i>															
Army	Satisfied	3.6	3.9	3.8	3.5	3.9	2.5	2.8	3.0	3.0	3.4	2.2	2.4	2.6	2.6	2.9
	Neutral	2.8	3.1	3.1	2.7	3.2	2.2	2.4	2.7	2.6	3.1	1.9	2.1	2.3	2.2	2.6
	Dissatisfied	3.1	3.6	3.3	2.8	3.2	2.4	2.8	3.1	2.8	3.2	2.1	2.4	2.6	2.4	2.8
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.6	3.9	3.8	3.9	3.0	2.7	2.7	2.7	2.8	2.5	2.2	2.3	2.3	2.4
	Neutral	3.2	3.0	3.3	3.2	3.3	2.6	2.3	2.5	2.4	2.5	2.1	2.0	2.1	2.0	2.0
	Dissatisfied	3.5	3.1	3.4	3.2	3.3	2.8	2.6	2.7	2.6	2.7	2.3	2.2	2.3	2.2	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.2 How would you rate the level of morale of... Myself?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	High	2.2	2.3	2.3	2.2	2.4	1.6	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	Neutral	2.0	2.1	2.2	2.0	2.1	1.6	1.7	1.8	1.7	1.9	1.3	1.4	1.6	1.5	1.6
	Low	1.9	2.0	1.9	1.8	1.9	1.5	1.7	1.9	1.7	2.0	1.3	1.5	1.6	1.4	1.7
	<i>Unweighted count</i>															
Royal Navy	High	3.8	3.8	3.8	3.8	3.8	2.9	2.5	2.9	2.5	2.7	2.4	2.2	2.4	2.1	2.2
	Neutral	3.5	3.7	3.7	3.5	3.5	2.9	2.6	2.9	2.4	2.7	2.4	2.2	2.4	2.1	2.2
	Low	3.1	3.2	3.4	3.1	3.2	2.9	2.5	3.0	2.4	2.6	2.3	2.1	2.5	2.0	2.2
	<i>Unweighted count</i>															
Royal Marines	High	5.3	5.2	5.4	5.3	5.8	1.9	1.9	2.3	2.3	3.1	1.8	1.8	2.1	2.1	2.8
	Neutral	4.6	4.5	4.9	4.9	5.2	1.8	1.9	2.4	2.3	3.0	1.7	1.8	2.2	2.1	2.7
	Low	3.9	3.8	4.5	4.2	4.4	1.7	1.9	2.5	2.4	3.0	1.6	1.7	2.2	2.2	2.7
	<i>Unweighted count</i>															
Army	High	3.5	3.9	3.8	3.6	4.0	2.5	2.8	3.0	3.0	3.4	2.2	2.4	2.6	2.6	2.9
	Neutral	3.3	3.6	3.5	3.2	3.6	2.3	2.6	2.9	2.8	3.1	2.0	2.3	2.5	2.4	2.6
	Low	3.1	3.5	3.1	2.9	3.2	2.3	2.7	3.0	2.7	3.2	2.0	2.3	2.5	2.3	2.7
	<i>Unweighted count</i>															
RAF	High	4.0	3.6	3.9	3.8	3.9	2.8	2.6	2.6	2.6	2.7	2.4	2.1	2.2	2.2	2.3
	Neutral	3.7	3.4	3.8	3.7	3.7	2.8	2.5	2.7	2.6	2.7	2.4	2.1	2.3	2.2	2.2
	Low	3.5	3.1	3.4	3.2	3.3	2.8	2.6	2.7	2.6	2.7	2.3	2.2	2.3	2.2	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.3 How would you rate the level of morale of... My Unit?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	High	2.0	2.0	2.0	2.1	2.3	1.4	1.4	1.4	1.5	1.8	1.2	1.2	1.2	1.3	1.5
	Neutral	2.2	2.2	2.3	2.2	2.3	1.5	1.6	1.7	1.7	1.9	1.3	1.4	1.5	1.5	1.6
	Low	2.0	2.2	2.1	1.9	2.0	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	High	3.6	3.6	3.6	3.5	3.5	2.4	2.1	2.3	2.3	2.3	2.1	1.8	1.9	1.9	2.0
	Neutral	3.7	3.8	3.8	3.7	3.7	2.9	2.6	2.9	2.4	2.6	2.4	2.2	2.4	2.1	2.2
	Low	3.3	3.4	3.5	3.3	3.3	3.1	2.7	3.1	2.6	2.8	2.5	2.2	2.5	2.1	2.3
	<i>Unweighted count</i>															
Royal Marines	High	5.6	5.4	5.2	4.8	5.6	1.7	1.4	1.7	1.6	2.5	1.6	1.4	1.6	1.5	2.3
	Neutral	5.1	5.3	5.2	5.2	5.7	1.9	2.0	2.4	2.3	3.0	1.7	1.8	2.2	2.1	2.7
	Low	3.6	4.0	5.0	4.7	5.0	1.8	2.0	2.5	2.4	3.2	1.7	1.8	2.3	2.2	2.8
	<i>Unweighted count</i>															
Army	High	3.2	3.4	3.4	3.5	3.9	2.1	2.2	2.2	2.5	2.9	1.8	1.9	2.0	2.1	2.5
	Neutral	3.5	3.8	3.7	3.5	3.9	2.3	2.5	2.7	2.7	3.2	2.0	2.2	2.4	2.4	2.7
	Low	3.3	3.7	3.5	3.1	3.2	2.5	2.8	3.1	3.0	3.4	2.2	2.5	2.6	2.6	2.9
	<i>Unweighted count</i>															
RAF	High	3.6	3.1	3.2	3.3	3.5	2.2	1.8	1.8	1.9	2.1	1.9	1.6	1.6	1.7	1.8
	Neutral	4.0	3.5	3.9	3.7	3.9	2.7	2.5	2.6	2.5	2.6	2.3	2.1	2.2	2.1	2.2
	Low	3.7	3.4	3.8	3.6	3.6	3.0	2.7	2.8	2.7	2.8	2.4	2.2	2.3	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.4 How would you rate the level of morale of... The [Service] as a whole?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	High	1.2	1.1	1.1	1.1	1.4	1.2	1.1	1.1	1.3	1.5	1.0	1.0	0.9	1.0	1.2
	Neutral	2.2	2.1	2.1	2.2	2.4	1.6	1.6	1.7	1.7	2.0	1.4	1.4	1.4	1.4	1.7
	Low	2.2	2.2	2.2	2.2	2.3	1.7	1.8	1.9	1.8	2.1	1.4	1.5	1.6	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	High	1.6	1.7	1.7	2.1	2.3	1.4	1.1	1.2	1.4	1.4	1.2	1.0	1.0	1.1	1.2
	Neutral	3.6	3.6	3.7	3.7	3.8	2.7	2.4	2.6	2.4	2.7	2.3	2.0	2.2	2.1	2.3
	Low	3.7	3.7	3.8	3.7	3.7	2.9	2.5	2.8	2.5	2.8	2.4	2.1	2.3	2.1	2.3
	<i>Unweighted count</i>															
Royal Marines	High	5.3	5.2	4.5	4.0	4.7	1.7	1.4	1.4	1.2	1.9	1.6	1.4	1.3	1.2	1.8
	Neutral	5.1	5.4	4.9	5.1	5.8	1.9	2.0	2.2	2.1	3.0	1.8	1.9	2.0	2.0	2.7
	Low	3.1	4.0	5.4	5.0	5.4	1.8	2.0	2.4	2.3	3.1	1.6	1.8	2.2	2.1	2.8
	<i>Unweighted count</i>															
Army	High	2.0	1.8	1.7	1.6	2.3	1.9	1.8	1.8	2.1	2.4	1.6	1.6	1.5	1.8	2.1
	Neutral	3.5	3.5	3.3	3.5	4.0	2.4	2.6	2.7	2.7	3.2	2.1	2.2	2.3	2.3	2.7
	Low	3.6	3.6	3.5	3.5	4.0	2.5	2.8	2.9	2.9	3.4	2.2	2.4	2.5	2.5	2.9
	<i>Unweighted count</i>															
RAF	High	2.5	2.3	2.1	2.4	2.6	1.7	1.6	1.4	1.5	1.8	1.5	1.3	1.2	1.3	1.5
	Neutral	4.0	3.6	3.9	3.8	3.9	2.9	2.6	2.6	2.5	2.8	2.4	2.1	2.2	2.2	2.3
	Low	4.0	3.5	3.9	3.8	3.8	3.0	2.7	2.7	2.7	2.9	2.5	2.2	2.3	2.2	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.5 How satisfied are you with the following aspects of your current job? My job in general.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.1	2.2	2.1	2.0	2.2	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	Neutral	1.6	1.7	1.7	1.6	1.7	1.4	1.5	1.7	1.6	1.7	1.2	1.3	1.4	1.3	1.4
	Dissatisfied	1.6	1.7	1.6	1.5	1.7	1.5	1.6	1.7	1.6	1.9	1.2	1.3	1.5	1.3	1.5
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.5	3.5	3.6	3.5	3.5	3.1	2.7	3.1	2.6	2.8	2.5	2.2	2.6	2.1	2.3
	Neutral	2.7	2.8	2.7	2.8	2.7	2.5	2.2	2.6	2.1	2.3	2.0	1.8	2.1	1.7	1.9
	Dissatisfied	2.7	2.7	3.0	2.6	2.9	2.7	2.3	2.8	2.2	2.4	2.2	1.9	2.3	1.8	2.0
	<i>Unweighted count</i>															
Royal Marines	Satisfied	4.8	4.7	5.0	5.0	5.4	1.9	2.0	2.5	2.5	3.2	1.8	1.8	2.3	2.3	2.9
	Neutral	3.2	3.8	3.9	4.1	4.1	1.6	1.8	2.2	2.1	2.7	1.5	1.6	2.0	2.0	2.4
	Dissatisfied	4.1	3.5	3.8	3.9	4.5	1.7	1.9	2.4	2.3	2.9	1.6	1.7	2.2	2.1	2.6
	<i>Unweighted count</i>															
Army	Satisfied	3.3	3.7	3.4	3.3	3.5	2.5	2.8	3.1	3.0	3.4	2.2	2.5	2.7	2.6	2.9
	Neutral	2.7	2.9	2.7	2.6	2.8	2.1	2.4	2.7	2.5	2.8	1.9	2.1	2.4	2.2	2.4
	Dissatisfied	2.6	3.0	2.6	2.5	2.7	2.2	2.5	2.8	2.5	3.0	1.9	2.2	2.4	2.2	2.6
	<i>Unweighted count</i>															
RAF	Satisfied	3.8	3.4	3.7	3.6	3.7	3.0	2.7	2.8	2.7	2.8	2.5	2.2	2.4	2.3	2.4
	Neutral	2.9	2.6	2.9	2.8	2.8	2.4	2.2	2.3	2.3	2.3	2.0	1.8	1.9	1.9	1.9
	Dissatisfied	3.0	2.7	3.0	2.8	3.1	2.6	2.4	2.5	2.4	2.5	2.1	1.9	2.1	2.0	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.6 How satisfied are you with the following aspects of your current job? The sense of achievement I get from my work.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.1	2.2	2.2	2.1	2.3	1.6	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	Neutral	1.7	1.7	1.7	1.6	1.8	1.5	1.6	1.7	1.6	1.8	1.3	1.4	1.4	1.3	1.5
	Dissatisfied	1.8	1.9	1.9	1.8	1.9	1.6	1.7	1.9	1.8	2.0	1.3	1.4	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.6	3.8	3.8	3.7	3.7	3.0	2.7	3.1	2.6	2.8	2.4	2.2	2.5	2.1	2.3
	Neutral	2.6	3.0	2.9	2.8	2.7	2.6	2.3	2.7	2.2	2.4	2.1	1.9	2.2	1.9	1.9
	Dissatisfied	3.1	3.1	3.2	3.0	3.2	2.9	2.5	3.0	2.4	2.6	2.3	2.1	2.4	2.0	2.1
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.3	5.1	5.3	5.2	5.7	1.8	1.9	2.4	2.3	3.1	1.7	1.8	2.2	2.2	2.8
	Neutral	4.1	4.1	3.9	4.2	4.8	1.7	1.8	2.2	2.2	2.7	1.6	1.7	2.0	2.0	2.5
	Dissatisfied	4.4	4.1	4.5	4.4	4.7	1.8	1.9	2.5	2.4	3.1	1.7	1.8	2.3	2.2	2.8
	<i>Unweighted count</i>															
Army	Satisfied	3.5	3.8	3.7	3.4	3.9	2.5	2.8	3.0	3.0	3.4	2.2	2.4	2.6	2.6	2.9
	Neutral	2.7	2.9	2.9	2.6	3.1	2.3	2.5	2.6	2.5	3.0	2.0	2.2	2.3	2.2	2.6
	Dissatisfied	2.9	3.3	3.0	2.8	3.1	2.3	2.7	3.0	2.8	3.2	2.0	2.3	2.6	2.4	2.7
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.5	3.9	3.8	3.9	3.0	2.7	2.8	2.7	2.8	2.5	2.2	2.3	2.3	2.3
	Neutral	3.1	2.7	2.9	3.0	3.0	2.6	2.3	2.4	2.4	2.4	2.1	1.9	2.0	2.0	2.0
	Dissatisfied	3.3	3.0	3.3	3.1	3.3	2.8	2.6	2.7	2.6	2.7	2.3	2.1	2.2	2.1	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.7 How satisfied are you with the following aspects of your current job? The challenge in my job.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.0	2.2	2.1	2.0	2.2	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.8
	Neutral	1.6	1.7	1.8	1.7	1.9	1.5	1.6	1.7	1.6	1.9	1.3	1.4	1.5	1.4	1.6
	Dissatisfied	1.5	1.7	1.6	1.5	1.6	1.4	1.5	1.7	1.6	1.8	1.2	1.3	1.4	1.3	1.5
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.4	3.6	3.6	3.5	3.5	3.0	2.7	3.1	2.6	2.8	2.5	2.2	2.6	2.2	2.3
	Neutral	2.7	3.0	2.9	2.8	2.9	2.7	2.4	2.8	2.3	2.4	2.1	2.0	2.2	1.9	2.0
	Dissatisfied	2.6	2.5	2.7	2.5	2.7	2.8	2.3	2.8	2.2	2.4	2.2	1.9	2.2	1.8	2.0
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.2	5.0	5.1	5.0	5.6	1.9	2.0	2.4	2.4	3.1	1.8	1.8	2.2	2.2	2.8
	Neutral	4.2	4.1	4.1	4.3	4.6	1.7	1.9	2.3	2.2	2.9	1.6	1.7	2.1	2.0	2.6
	Dissatisfied	3.9	3.7	4.0	3.6	4.3	1.7	1.8	2.4	2.3	2.9	1.6	1.7	2.2	2.1	2.6
	<i>Unweighted count</i>															
Army	Satisfied	3.3	3.7	3.5	3.3	3.7	2.5	2.9	3.1	3.0	3.5	2.2	2.5	2.7	2.6	2.9
	Neutral	2.7	2.9	2.9	2.7	3.2	2.3	2.5	2.8	2.6	3.1	2.0	2.2	2.4	2.2	2.6
	Dissatisfied	2.4	2.9	2.6	2.4	2.6	2.1	2.4	2.7	2.5	2.9	1.8	2.1	2.3	2.1	2.4
	<i>Unweighted count</i>															
RAF	Satisfied	3.7	3.3	3.7	3.5	3.7	3.0	2.7	2.8	2.7	2.8	2.5	2.2	2.3	2.3	2.4
	Neutral	2.9	2.7	3.1	2.9	3.1	2.5	2.3	2.4	2.4	2.5	2.1	1.9	2.0	2.0	2.0
	Dissatisfied	2.9	2.6	2.8	2.6	2.8	2.7	2.5	2.6	2.5	2.6	2.2	2.0	2.1	2.0	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.8 How satisfied are you with the following aspects of your current job? The amount of variety in my work.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.1	2.2	2.1	2.0	2.2	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	Neutral	1.7	1.7	1.8	1.6	1.8	1.5	1.6	1.7	1.6	1.9	1.3	1.4	1.5	1.4	1.6
	Dissatisfied	1.6	1.7	1.5	1.5	1.7	1.5	1.7	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.5	3.6	3.6	3.5	3.5	3.0	2.7	3.1	2.6	2.8	2.5	2.2	2.6	2.2	2.3
	Neutral	2.8	3.1	3.0	2.9	2.9	2.7	2.4	2.7	2.2	2.5	2.2	2.0	2.2	1.9	2.0
	Dissatisfied	2.7	2.6	2.7	2.5	2.7	2.8	2.5	2.8	2.4	2.5	2.2	2.0	2.3	1.9	2.0
	<i>Unweighted count</i>															
Royal Marines	Satisfied	4.9	4.7	5.1	4.9	5.5	1.9	2.0	2.4	2.4	3.1	1.8	1.8	2.2	2.2	2.8
	Neutral	3.7	3.7	3.7	4.3	4.6	1.7	1.8	2.3	2.2	2.8	1.6	1.7	2.0	2.0	2.5
	Dissatisfied	3.9	3.6	4.1	3.5	4.4	1.7	1.9	2.4	2.4	3.0	1.6	1.7	2.2	2.1	2.7
	<i>Unweighted count</i>															
Army	Satisfied	3.3	3.7	3.5	3.2	3.7	2.5	2.8	3.0	3.0	3.4	2.2	2.5	2.6	2.6	2.9
	Neutral	2.8	2.9	2.9	2.6	3.1	2.2	2.5	2.8	2.6	3.1	1.9	2.2	2.4	2.2	2.7
	Dissatisfied	2.5	3.0	2.5	2.4	2.8	2.3	2.6	2.9	2.7	3.1	2.0	2.3	2.5	2.3	2.6
	<i>Unweighted count</i>															
RAF	Satisfied	3.8	3.3	3.6	3.5	3.7	3.0	2.7	2.8	2.7	2.8	2.5	2.2	2.3	2.3	2.4
	Neutral	3.2	2.7	3.1	2.9	3.1	2.7	2.3	2.4	2.4	2.5	2.2	1.9	2.0	2.0	2.0
	Dissatisfied	2.8	2.6	2.6	2.6	2.8	2.6	2.4	2.6	2.5	2.6	2.2	2.0	2.1	2.0	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.9 How satisfied are you with the following aspects of your current job? My current work location.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.0	2.1	2.1	2.0	2.1	1.6	1.7	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	Neutral	1.6	1.7	1.6	1.5	1.6	1.3	1.3	1.5	1.4	1.5	1.1	1.1	1.2	1.2	1.3
	Dissatisfied	1.6	1.6	1.7	1.5	1.7	1.4	1.5	1.6	1.5	1.7	1.2	1.2	1.4	1.3	1.4
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.4	3.4	3.5	3.4	3.4	3.0	2.6	3.0	2.5	2.7	2.4	2.2	2.5	2.1	2.2
	Neutral	2.6	2.6	2.6	2.5	2.6	2.4	2.1	2.4	1.9	2.1	1.9	1.7	1.9	1.6	1.7
	Dissatisfied	2.7	2.7	2.9	2.8	2.8	2.4	2.2	2.6	2.1	2.3	2.0	1.8	2.1	1.7	1.9
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.3	4.9	5.0	4.8	5.2	1.9	2.0	2.5	2.4	3.1	1.8	1.8	2.3	2.2	2.8
	Neutral	4.3	3.7	3.7	3.8	3.9	1.6	1.6	2.0	2.0	2.5	1.5	1.5	1.8	1.8	2.2
	Dissatisfied	4.1	3.9	4.0	3.7	4.1	1.4	1.6	2.0	1.9	2.6	1.4	1.5	1.9	1.7	2.3
	<i>Unweighted count</i>															
Army	Satisfied	3.3	3.6	3.5	3.2	3.6	2.5	2.8	3.0	2.9	3.3	2.2	2.4	2.6	2.5	2.8
	Neutral	2.5	2.8	2.7	2.5	2.7	1.9	2.1	2.3	2.2	2.5	1.7	1.8	2.0	1.9	2.1
	Dissatisfied	2.7	2.8	2.8	2.5	2.9	2.1	2.3	2.6	2.4	2.8	1.9	2.0	2.2	2.0	2.4
	<i>Unweighted count</i>															
RAF	Satisfied	3.6	3.3	3.6	3.5	3.6	2.9	2.6	2.7	2.6	2.7	2.4	2.1	2.2	2.1	2.2
	Neutral	2.8	2.5	2.8	2.7	2.8	2.2	1.9	2.0	1.9	2.0	1.8	1.6	1.7	1.6	1.7
	Dissatisfied	2.9	2.5	2.8	2.7	2.7	2.3	2.1	2.2	2.1	2.2	1.9	1.8	1.8	1.7	1.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.10 How strongly do you agree or disagree with the following? My superiors do not interfere excessively in my work activities.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.0	2.1	2.1	2.0	2.1	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.7
	Neutral	1.4	1.5	1.5	1.3	1.4	1.4	1.5	1.6	1.6	1.8	1.2	1.3	1.4	1.3	1.5
	Disagree	1.7	1.8	1.8	1.7	1.8	1.5	1.7	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	<i>Unweighted count</i>															
Royal Navy	Agree	3.4	3.6	3.6	3.5	3.4	3.1	2.7	3.1	2.6	2.8	2.5	2.2	2.5	2.1	2.3
	Neutral	2.2	2.5	2.3	2.4	2.1	2.5	2.1	2.5	2.0	2.2	2.0	1.7	2.0	1.7	1.7
	Disagree	3.0	3.0	3.1	3.0	3.0	2.7	2.4	2.6	2.2	2.4	2.2	2.0	2.2	1.9	2.0
	<i>Unweighted count</i>															
Royal Marines	Agree	4.8	4.4	4.4	4.4	5.0	1.9	2.0	2.5	2.5	3.1	1.8	1.8	2.3	2.2	2.8
	Neutral	3.5	3.2	3.1	3.4	3.2	1.7	1.8	2.2	2.1	2.6	1.6	1.6	2.0	1.9	2.3
	Disagree	3.9	3.5	3.5	3.4	4.3	1.6	1.8	2.3	2.3	2.9	1.5	1.7	2.1	2.1	2.6
	<i>Unweighted count</i>															
Army	Agree	3.3	3.7	3.5	3.1	3.4	2.5	2.8	3.1	3.0	3.4	2.2	2.5	2.7	2.6	2.9
	Neutral	2.3	2.5	2.5	2.1	2.3	2.2	2.4	2.6	2.6	2.9	1.9	2.1	2.3	2.2	2.5
	Disagree	2.8	3.1	2.9	2.6	2.9	2.3	2.6	2.9	2.7	3.1	2.0	2.3	2.5	2.3	2.7
	<i>Unweighted count</i>															
RAF	Agree	3.7	3.4	3.6	3.6	3.7	3.0	2.7	2.8	2.7	2.8	2.5	2.2	2.3	2.3	2.3
	Neutral	2.6	2.3	2.4	2.5	2.6	2.3	2.1	2.1	2.1	2.1	1.9	1.7	1.8	1.7	1.7
	Disagree	3.2	2.9	3.1	3.0	3.1	2.6	2.4	2.5	2.3	2.4	2.1	2.0	2.1	1.9	2.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.11 How strongly do you agree or disagree with the following? I am given sufficient authority to make decisions.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.0	2.1	2.1	2.0	2.1	1.6	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.7
	Neutral	1.4	1.4	1.4	1.4	1.5	1.3	1.5	1.6	1.5	1.7	1.1	1.2	1.3	1.3	1.4
	Disagree	1.7	1.8	1.8	1.7	1.8	1.5	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	<i>Unweighted count</i>															
Royal Navy	Agree	3.4	3.5	3.5	3.4	3.4	3.0	2.7	3.0	2.5	2.7	2.4	2.2	2.5	2.1	2.2
	Neutral	2.2	2.3	2.3	2.2	2.3	2.3	2.1	2.3	1.9	2.1	1.9	1.7	1.9	1.5	1.7
	Disagree	3.0	3.1	3.1	3.0	2.9	2.6	2.3	2.7	2.2	2.3	2.1	1.9	2.2	1.8	1.9
	<i>Unweighted count</i>															
Royal Marines	Agree	4.7	4.4	4.1	4.2	4.8	1.8	1.9	2.4	2.4	3.1	1.7	1.8	2.2	2.2	2.8
	Neutral	3.1	3.2	2.7	3.2	2.8	1.6	1.7	2.1	2.0	2.6	1.5	1.6	1.9	1.8	2.3
	Disagree	3.9	3.4	3.4	3.1	4.1	1.6	1.8	2.3	2.3	2.7	1.5	1.6	2.1	2.0	2.5
	<i>Unweighted count</i>															
Army	Agree	3.2	3.6	3.5	3.2	3.5	2.5	2.8	3.0	3.0	3.4	2.2	2.5	2.6	2.6	2.9
	Neutral	2.3	2.4	2.2	2.2	2.5	2.0	2.3	2.6	2.5	2.8	1.8	2.0	2.2	2.1	2.4
	Disagree	2.7	3.1	3.0	2.6	2.9	2.3	2.6	2.8	2.7	3.1	2.0	2.3	2.4	2.3	2.6
	<i>Unweighted count</i>															
RAF	Agree	3.8	3.4	3.7	3.5	3.7	2.9	2.7	2.8	2.7	2.8	2.5	2.2	2.3	2.3	2.3
	Neutral	2.5	2.3	2.5	2.5	2.7	2.3	2.1	2.0	2.1	2.1	1.9	1.7	1.7	1.7	1.7
	Disagree	3.3	2.9	3.2	3.0	3.2	2.6	2.4	2.5	2.4	2.4	2.2	2.0	2.1	2.0	2.0
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.12 How strongly do you agree or disagree with the following? If I make a genuine mistake at work, I do not feel that it will be held against me.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.1	2.3	1.6	1.8	1.9	1.8	2.1	1.4	1.5	1.6	1.6	1.8
	Neutral	1.6	1.7	1.7	1.6	1.8	1.4	1.5	1.6	1.6	1.8	1.2	1.3	1.4	1.4	1.5
	Disagree	1.9	2.0	2.0	1.8	1.9	1.6	1.7	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Agree	3.5	3.7	3.7	3.6	3.5	3.1	2.7	3.1	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	Neutral	2.6	2.6	2.8	2.6	2.8	2.4	2.1	2.5	2.0	2.2	2.0	1.7	2.0	1.7	1.8
	Disagree	2.8	3.2	3.1	2.9	2.8	2.8	2.5	2.8	2.3	2.5	2.2	2.1	2.3	1.9	2.0
	<i>Unweighted count</i>															
Royal Marines	Agree	5.4	5.2	5.2	4.9	5.5	1.9	2.0	2.5	2.5	3.1	1.8	1.8	2.3	2.3	2.8
	Neutral	4.4	4.0	3.7	3.7	3.9	1.7	1.8	2.2	2.2	2.7	1.6	1.7	2.0	2.0	2.4
	Disagree	4.2	4.3	4.4	4.0	4.6	1.7	1.9	2.4	2.3	3.0	1.6	1.8	2.2	2.1	2.7
	<i>Unweighted count</i>															
Army	Agree	3.6	3.9	3.8	3.5	3.9	2.5	2.8	3.1	2.9	3.4	2.2	2.4	2.6	2.5	2.9
	Neutral	2.7	2.9	2.9	2.7	3.0	2.1	2.4	2.6	2.6	2.9	1.9	2.1	2.3	2.3	2.5
	Disagree	3.2	3.6	3.4	3.1	3.4	2.4	2.8	3.0	2.9	3.3	2.1	2.4	2.6	2.5	2.8
	<i>Unweighted count</i>															
RAF	Agree	3.9	3.5	3.8	3.6	3.8	3.0	2.7	2.8	2.7	2.8	2.5	2.2	2.4	2.3	2.3
	Neutral	3.0	2.7	2.9	2.8	2.8	2.2	2.0	2.1	2.0	2.2	1.8	1.7	1.8	1.7	1.8
	Disagree	3.3	2.9	3.1	3.0	3.1	2.6	2.4	2.5	2.4	2.4	2.2	2.0	2.1	2.0	2.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.13 How strongly do you agree or disagree with the following? Where I work people do not automatically look for someone to blame when things go wrong.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.2	2.4	1.6	1.7	1.8	1.8	2.0	1.4	1.4	1.5	1.5	1.7
	Neutral	1.8	1.9	1.9	1.8	1.9	1.4	1.5	1.7	1.6	1.8	1.2	1.3	1.4	1.3	1.5
	Disagree	2.0	2.1	2.1	1.9	2.1	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Agree	3.7	3.8	3.8	3.8	3.7	3.0	2.6	3.0	2.6	2.7	2.4	2.2	2.5	2.2	2.3
	Neutral	3.0	2.9	2.9	3.1	3.1	2.5	2.2	2.7	2.1	2.3	2.1	1.9	2.2	1.8	1.9
	Disagree	3.0	3.4	3.4	3.2	3.2	3.0	2.7	3.1	2.5	2.7	2.4	2.2	2.5	2.1	2.2
	<i>Unweighted count</i>															
Royal Marines	Agree	5.6	5.4	5.4	5.1	5.8	1.8	1.9	2.4	2.4	3.0	1.7	1.8	2.2	2.2	2.8
	Neutral	4.4	3.9	3.9	3.8	4.7	1.7	1.8	2.2	2.2	2.8	1.6	1.7	2.0	2.0	2.5
	Disagree	4.8	4.8	4.9	4.5	4.9	1.8	2.0	2.5	2.5	3.1	1.7	1.9	2.3	2.2	2.8
	<i>Unweighted count</i>															
Army	Agree	3.6	3.9	3.7	3.6	4.0	2.3	2.6	2.8	2.8	3.2	2.1	2.3	2.4	2.5	2.8
	Neutral	2.8	3.2	3.2	3.0	3.2	2.2	2.4	2.7	2.6	3.0	1.9	2.1	2.3	2.2	2.5
	Disagree	3.4	3.7	3.5	3.2	3.6	2.5	2.9	3.1	3.0	3.4	2.2	2.5	2.7	2.6	2.9
	<i>Unweighted count</i>															
RAF	Agree	4.0	3.6	3.9	3.8	3.9	2.9	2.6	2.8	2.7	2.8	2.4	2.2	2.3	2.3	2.3
	Neutral	3.4	2.9	3.3	3.0	3.2	2.5	2.3	2.3	2.3	2.5	2.1	1.9	1.9	1.9	2.0
	Disagree	3.5	3.2	3.4	3.3	3.2	2.9	2.7	2.8	2.7	2.7	2.4	2.2	2.3	2.2	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.14 How strongly do you agree or disagree with the following? I am encouraged to find better ways of doing things at work.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.1	2.2	2.2	2.0	2.1	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.8
	Neutral	1.7	1.8	1.8	1.7	1.8	1.5	1.6	1.7	1.7	1.9	1.3	1.4	1.4	1.4	1.6
	Disagree	1.5	1.6	1.6	1.4	1.5	1.3	1.4	1.6	1.5	1.6	1.1	1.2	1.3	1.3	1.4
	<i>Unweighted count</i>															
Royal Navy	Agree	3.5	3.6	3.6	3.5	3.4	3.1	2.7	3.1	2.6	2.8	2.5	2.2	2.6	2.1	2.3
	Neutral	2.8	3.0	3.0	2.9	2.9	2.8	2.5	2.9	2.3	2.5	2.2	2.0	2.3	1.9	2.0
	Disagree	2.5	2.6	2.7	2.5	2.5	2.5	2.1	2.5	2.0	2.1	2.0	1.7	2.0	1.6	1.7
	<i>Unweighted count</i>															
Royal Marines	Agree	4.8	4.6	4.5	4.6	5.0	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.8
	Neutral	3.9	4.1	3.7	3.9	3.8	1.8	1.9	2.3	2.2	2.8	1.6	1.7	2.1	2.0	2.5
	Disagree	3.4	2.7	3.1	3.1	3.7	1.4	1.6	2.0	1.9	2.5	1.3	1.4	1.8	1.8	2.2
	<i>Unweighted count</i>															
Army	Agree	3.3	3.7	3.6	3.2	3.5	2.5	2.8	3.1	3.0	3.4	2.2	2.5	2.7	2.6	2.9
	Neutral	2.7	3.1	3.0	2.7	2.9	2.3	2.6	2.7	2.7	3.1	2.0	2.3	2.3	2.3	2.6
	Disagree	2.5	2.8	2.6	2.2	2.5	1.9	2.3	2.6	2.4	2.7	1.7	2.0	2.2	2.1	2.3
	<i>Unweighted count</i>															
RAF	Agree	3.7	3.3	3.6	3.4	3.6	2.9	2.6	2.7	2.7	2.7	2.4	2.2	2.3	2.2	2.3
	Neutral	3.2	2.8	3.0	2.8	3.1	2.5	2.2	2.3	2.3	2.3	2.1	1.8	1.9	1.9	1.9
	Disagree	2.6	2.4	2.6	2.4	2.5	2.1	2.0	2.0	2.0	2.0	1.7	1.6	1.7	1.6	1.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.15 How strongly do you agree or disagree with the following? I am always given a clear deadline as to when work needs to be completed.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.2	2.1	2.3	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.7
	Neutral	1.9	1.9	1.9	1.8	2.0	1.4	1.5	1.6	1.6	1.8	1.2	1.3	1.4	1.3	1.5
	Disagree	1.7	1.8	1.7	1.6	1.8	1.3	1.4	1.5	1.5	1.6	1.1	1.2	1.3	1.3	1.3
	<i>Unweighted count</i>															
Royal Navy	Agree	3.6	3.8	3.8	3.7	3.7	3.0	2.7	3.0	2.5	2.7	2.5	2.2	2.5	2.1	2.3
	Neutral	3.0	3.2	3.2	3.3	3.1	2.6	2.3	2.6	2.1	2.3	2.1	1.9	2.1	1.8	1.9
	Disagree	2.7	3.0	2.9	2.8	3.0	2.3	2.0	2.2	1.8	2.0	1.9	1.7	1.9	1.5	1.7
	<i>Unweighted count</i>															
Royal Marines	Agree	5.2	5.0	5.0	5.0	5.6	1.9	2.0	2.5	2.5	3.1	1.8	1.9	2.3	2.3	2.8
	Neutral	4.3	4.6	4.7	4.4	4.6	1.7	1.8	2.2	2.1	2.6	1.6	1.6	2.0	1.9	2.4
	Disagree	3.8	3.0	2.8	3.5	4.5	1.3	1.5	1.9	1.9	2.4	1.2	1.4	1.7	1.7	2.1
	<i>Unweighted count</i>															
Army	Agree	3.5	3.8	3.7	3.4	3.9	2.5	2.8	3.1	3.0	3.4	2.2	2.5	2.7	2.6	2.9
	Neutral	3.0	3.2	3.1	2.9	3.3	2.2	2.4	2.6	2.5	2.8	1.9	2.1	2.2	2.1	2.4
	Disagree	2.7	3.0	2.9	2.6	3.0	1.9	2.2	2.4	2.4	2.6	1.7	1.9	2.1	2.1	2.2
	<i>Unweighted count</i>															
RAF	Agree	4.0	3.5	3.9	3.8	3.9	2.9	2.6	2.8	2.7	2.8	2.4	2.2	2.3	2.3	2.3
	Neutral	3.6	3.0	3.5	3.2	3.3	2.5	2.3	2.4	2.3	2.4	2.1	1.9	2.0	1.9	2.0
	Disagree	2.9	2.8	2.8	3.0	3.1	2.2	2.0	2.1	2.0	2.0	1.8	1.7	1.7	1.7	1.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.16 How strongly do you agree or disagree with the following? When I am set a task at work, I am told very clearly what output is required.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.1	1.4	1.6	1.7	1.6	1.8
	Neutral	2.0	2.1	2.1	2.0	2.2	1.5	1.6	1.7	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Disagree	1.9	2.0	1.9	1.9	2.0	1.2	1.4	1.5	1.4	1.5	1.1	1.2	1.3	1.2	1.3
	<i>Unweighted count</i>															
Royal Navy	Agree	3.8	3.9	3.9	3.8	3.8	3.0	2.7	3.1	2.6	2.8	2.5	2.3	2.5	2.2	2.3
	Neutral	3.4	3.6	3.5	3.5	3.4	2.7	2.4	2.7	2.3	2.5	2.2	2.0	2.3	1.9	2.1
	Disagree	3.1	3.3	3.3	3.3	3.3	2.2	2.1	2.2	1.8	2.0	1.9	1.8	1.8	1.6	1.7
	<i>Unweighted count</i>															
Royal Marines	Agree	5.6	5.4	5.4	5.3	5.8	1.9	2.0	2.6	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Neutral	4.9	4.7	4.9	4.6	5.1	1.7	1.9	2.3	2.2	2.9	1.6	1.7	2.1	2.0	2.6
	Disagree	4.4	4.1	3.7	4.1	4.7	1.3	1.5	2.0	1.9	2.4	1.3	1.4	1.8	1.8	2.2
	<i>Unweighted count</i>															
Army	Agree	3.6	4.0	3.8	3.6	4.0	2.5	2.9	3.1	3.0	3.4	2.2	2.5	2.7	2.6	2.9
	Neutral	3.2	3.6	3.4	3.3	3.6	2.2	2.6	2.8	2.7	3.1	2.0	2.3	2.4	2.3	2.6
	Disagree	3.0	3.3	3.2	3.0	3.3	1.9	2.2	2.4	2.3	2.5	1.6	2.0	2.1	2.0	2.2
	<i>Unweighted count</i>															
RAF	Agree	4.0	3.6	3.9	3.8	3.9	2.9	2.7	2.8	2.7	2.8	2.4	2.3	2.4	2.3	2.4
	Neutral	3.8	3.3	3.8	3.5	3.7	2.5	2.4	2.5	2.5	2.5	2.2	2.0	2.1	2.1	2.1
	Disagree	3.5	3.2	3.3	3.3	3.4	2.2	2.0	2.2	2.0	2.1	1.8	1.7	1.9	1.7	1.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.17 How strongly do you agree or disagree with the following? I have a choice in deciding how I do my work.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.0	2.1	2.1	2.0	2.1	1.6	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	Neutral	1.6	1.7	1.8	1.6	1.6	1.5	1.6	1.7	1.7	1.8	1.3	1.4	1.5	1.4	1.5
	Disagree	1.5	1.7	1.6	1.5	1.6	1.5	1.6	1.8	1.6	1.9	1.2	1.4	1.5	1.4	1.6
	<i>Unweighted count</i>															
Royal Navy	Agree	3.3	3.5	3.6	3.4	3.4	3.0	2.7	3.1	2.6	2.8	2.4	2.2	2.5	2.2	2.3
	Neutral	2.5	2.7	2.9	2.7	2.6	2.7	2.3	2.7	2.2	2.4	2.2	1.9	2.2	1.8	1.9
	Disagree	2.6	2.7	2.9	2.7	2.6	2.7	2.4	2.8	2.3	2.4	2.2	1.9	2.3	1.9	2.0
	<i>Unweighted count</i>															
Royal Marines	Agree	4.8	4.6	4.4	4.5	4.9	1.8	1.9	2.4	2.4	3.1	1.7	1.8	2.2	2.2	2.7
	Neutral	4.1	3.6	3.2	3.6	4.1	1.8	1.9	2.3	2.2	2.9	1.6	1.7	2.1	2.0	2.6
	Disagree	3.2	3.4	3.4	3.1	3.3	1.6	1.8	2.3	2.3	2.8	1.5	1.6	2.1	2.0	2.5
	<i>Unweighted count</i>															
Army	Agree	3.3	3.7	3.5	3.3	3.5	2.5	2.8	3.1	3.0	3.4	2.2	2.4	2.6	2.6	2.9
	Neutral	2.6	2.9	2.9	2.6	2.7	2.3	2.6	2.8	2.7	3.0	2.0	2.2	2.4	2.3	2.5
	Disagree	2.4	2.9	2.6	2.5	2.6	2.2	2.6	2.8	2.6	3.1	1.9	2.3	2.4	2.2	2.6
	<i>Unweighted count</i>															
RAF	Agree	3.8	3.3	3.6	3.5	3.6	3.0	2.7	2.8	2.7	2.8	2.5	2.2	2.3	2.3	2.3
	Neutral	3.2	2.8	3.1	2.9	3.0	2.5	2.3	2.5	2.3	2.4	2.1	1.9	2.0	1.9	2.0
	Disagree	2.8	2.4	2.4	2.5	2.6	2.6	2.3	2.4	2.2	2.3	2.1	1.9	1.9	1.8	1.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 2 - Your Work

Source: Defence Statistics (Surveys)

Table B2.18 How strongly do you agree or disagree with the following? I know that if I do my job well I will be praised or rewarded.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.2	2.4	1.6	1.7	1.9	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	Neutral	2.0	2.1	2.1	2.0	2.1	1.5	1.7	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Disagree	1.9	2.0	2.0	1.9	2.0	1.6	1.8	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Agree	3.8	3.9	3.8	3.8	3.7	2.9	2.6	3.0	2.5	2.7	2.4	2.2	2.5	2.1	2.2
	Neutral	3.4	3.5	3.5	3.4	3.5	2.7	2.5	2.9	2.4	2.6	2.3	2.1	2.4	2.0	2.2
	Disagree	3.3	3.4	3.6	3.4	3.4	3.0	2.6	3.0	2.5	2.7	2.4	2.2	2.5	2.1	2.2
	<i>Unweighted count</i>															
Royal Marines	Agree	5.7	5.4	5.5	5.3	5.9	1.8	1.9	2.4	2.4	3.0	1.7	1.8	2.2	2.2	2.7
	Neutral	5.2	5.1	4.9	4.9	5.3	1.8	2.0	2.4	2.3	3.0	1.7	1.8	2.2	2.2	2.7
	Disagree	4.5	4.4	4.5	4.2	5.0	1.7	1.9	2.4	2.4	3.0	1.6	1.7	2.2	2.2	2.7
	<i>Unweighted count</i>															
Army	Agree	3.6	3.9	3.8	3.6	4.0	2.5	2.7	3.0	2.9	3.4	2.2	2.4	2.6	2.5	2.9
	Neutral	3.2	3.6	3.5	3.2	3.6	2.3	2.6	2.8	2.7	3.0	2.0	2.3	2.4	2.3	2.6
	Disagree	3.1	3.5	3.3	3.1	3.3	2.4	2.8	3.1	2.9	3.3	2.1	2.4	2.6	2.5	2.8
	<i>Unweighted count</i>															
RAF	Agree	4.0	3.6	3.9	3.8	3.9	2.8	2.5	2.7	2.6	2.7	2.3	2.1	2.2	2.2	2.2
	Neutral	3.7	3.3	3.6	3.5	3.7	2.8	2.5	2.6	2.5	2.6	2.3	2.1	2.1	2.1	2.2
	Disagree	3.5	3.2	3.6	3.4	3.5	2.9	2.6	2.8	2.7	2.7	2.4	2.2	2.3	2.2	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 3 - Resources and Workload

Source: Defence Statistics (Surveys)

Table B3.1 How satisfied are you with the following? The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	71 **	68	68	68	67	52	50 **	50 **	55	54	55	53 **	53 **	57	57
	Neutral	15	16	16	16	16	20	19	22	20	19	19	19	21	19	19
	Dissatisfied	14 **	16	16	16	17	28	31 **	29	26	26	25	28 **	26	24	25
	<i>Unweighted count</i>					3 148					7 176					10 324
Royal Navy	Satisfied	56 **	55	50	51	50	48 **	42	44	48 **	42	50 **	45	45	48 **	44
	Neutral	22	20	24	23	22	20	20	22	19	19	20	20	22	20	20
	Dissatisfied	22 **	25	26	26	28	32 **	38	35	33 **	39	30 **	35	33	32 **	36
	<i>Unweighted count</i>					950					1 982					2 932
Royal Marines	Satisfied	73 **	66 **	63 **	64 **	54	39	39	40	37	38	43	42	43	40	40
	Neutral	12	15	18	17	18	24 **	23 **	23	21	20	23 **	22	22	21	19
	Dissatisfied	14 **	19 **	19 **	19 **	28	37 **	38	37 **	41	42	35 **	36 **	35 **	39	40
	<i>Unweighted count</i>					301					1 314					1 615
Army	Satisfied	80	77	78	80	78	52 **	51 **	50 **	57	58	56 **	55 **	54 **	61	61
	Neutral	10	12	12	11	12	21	19	22	19	19	19	18	20	18	18
	Dissatisfied	10	11	10	9	11	28 **	31 **	28 **	23	23	25 **	28 **	25 **	21	21
	<i>Unweighted count</i>					966					1 859					2 825
RAF	Satisfied	66 **	63	64	58	60	59	57	55	58	58	61	59	57	58	59
	Neutral	20	21	18	22	19	18	19	21	19	20	18	20	20	20	20
	Dissatisfied	14 **	16 **	18	20	21	23	23	25	23	22	21	22	23	22	22
	<i>Unweighted count</i>					931					2 021					2 952

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2008. (2) Minor wording change in 2011 and 2015.

AFCAS 2020 Section 3 - Resources and Workload

Source: Defence Statistics (Surveys)

Table B3.2 How satisfied are you with the following? The availability of personal equipment/kit I have to do my job.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	59	57	56	58	57	41 **	41 **	41 **	46	47	45 **	44 **	44 **	49	49
	Neutral	20	21	21	21	19	22	22	23	22	22	22	22	22	22	21
	Dissatisfied	21	22	24	21	23	36 **	37 **	36 **	32	31	34 **	34 **	34 **	30	30
	<i>Unweighted count</i>	3 145					7 171					10 316				
Royal Navy	Satisfied	47	47	43	46	45	40	35	37	42	39	41	38	38	43	40
	Neutral	23	25	28	28	24	22	21	23	21	23	22	22	24	22	23
	Dissatisfied	30	28	30	27	31	39	44 **	40	37	39	37	40	38	35	37
	<i>Unweighted count</i>	949					1 980					2 929				
Royal Marines	Satisfied	65 **	59 **	55	59 **	50	32	32	34	33	34	35	35	36	36	36
	Neutral	15 **	17	21	21	23	24	24	24	23	22	23	24	24	23	22
	Dissatisfied	20 **	24	24	21 **	27	45	44	42	44	45	42	42	40	41	42
	<i>Unweighted count</i>	301					1 314					1 615				
Army	Satisfied	64	61	63	69	65	40 **	40 **	40 **	47	49	43 **	43 **	44 **	51	52
	Neutral	16	19	17	15	15	23	22	23	22	21	22	21	22	21	20
	Dissatisfied	20	20	20	16	19	38 **	38 **	37 **	31	30	35 **	36 **	34 **	29	28
	<i>Unweighted count</i>	966					1 858					2 824				
RAF	Satisfied	59 **	57	52	49	53	50	50	48	50	50	52	51	49	50	50
	Neutral	24	24	22	24	24	21	23	22	23	23	22	23	22	23	23
	Dissatisfied	18 **	19	26	27	23	28	27	31	27	27	26	25	30 **	27	26
	<i>Unweighted count</i>	929					2 019					2 948				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013. (2) Minor wording change in 2015.

AFCAS 2020 Section 3 - Resources and Workload

Source: Defence Statistics (Surveys)

Table B3.3 How satisfied are you with the following? The standard of major equipment I have to do my job (e.g. vehicles and systems).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	41 **	37	35	38	37	38	36	33 **	36	36	39 **	36	33 **	36	36
	Neutral	28	28	27	27	26	29 **	27	28	27	26	29 **	27	28	27	26
	Dissatisfied	31 **	36	37	35	37	33 **	37	40	38	38	32 **	37	39	37	38
	<i>Unweighted count</i>					3 146					7 172					10 318
Royal Navy	Satisfied	36	33	30 **	35	36	34	31	28	35	31	34	32	28 **	35	32
	Neutral	32	31	32	31	31	30	31	30	29	30	30	31	31	30	30
	Dissatisfied	33	36	37	34	34	36	38	42 **	36	38	35	38	41 **	35	37
	<i>Unweighted count</i>					950					1 979					2 929
Royal Marines	Satisfied	40 **	36 **	27	34 **	25	28 **	25	26	23	23	30 **	27 **	26	24	23
	Neutral	29	26	25	20	24	30 **	30 **	26 **	22	22	30 **	29 **	26 **	22	23
	Dissatisfied	32 **	38 **	49	46	51	42 **	45 **	48 **	54	54	41 **	44 **	48 **	53	54
	<i>Unweighted count</i>					301					1 313					1 614
Army	Satisfied	42	36	36	40	38	39	37	34	37	38	40	37	34 **	38	38
	Neutral	26	26	26	25	24	29 **	26	28	26	25	29 **	26	28	26	25
	Dissatisfied	32 **	38	39	36	38	31 **	37	38	36	37	31 **	37	38	36	37
	<i>Unweighted count</i>					965					1 859					2 824
RAF	Satisfied	42	42	39	36	37	41 **	37	34	36	36	42 **	38	36	36	36
	Neutral	29	28	27	30	26	27	27	26	25	26	28	27	26	26	26
	Dissatisfied	28 **	30 **	34	35	36	31 **	36	39	39	38	31 **	35	38	38	38
	<i>Unweighted count</i>					930					2 021					2 951

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2008. (2) Minor wording change in 2011 and 2015.

AFCAS 2020 Section 3 - Resources and Workload

Source: Defence Statistics (Surveys)

Table B3.4 How satisfied are you with the following? The availability of major equipment I have to do my job.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	39 **	34	33	36	36	37	34	33 **	36	36	38	34	33 **	36	36
	Neutral	31	30	30	29	29	31	31	31	30	30	31	31	31	30	30
	Dissatisfied	30 **	35	37	35	35	32	35	36	35	34	32 **	35	37 **	35	34
	<i>Unweighted count</i>	3 144					7 166					10 310				
Royal Navy	Satisfied	35	31	28 **	34	33	35	30	27 **	35	33	35	30	27 **	34	33
	Neutral	34	35	35	34	34	30	33	33	31	34	31	34	33	31	34
	Dissatisfied	31	33	38	32	33	35	37	40 **	35	34	34	36	39 **	34	34
	<i>Unweighted count</i>	948					1 977					2 925				
Royal Marines	Satisfied	38 **	35 **	27	33 **	25	27	25	27	25	25	28	27	27	26	25
	Neutral	30	30	27	26	29	33 **	34 **	30	28	28	33 **	34 **	30	28	28
	Dissatisfied	32 **	35 **	46	41	45	40 **	40 **	43	47	47	39 **	40 **	43	47	47
	<i>Unweighted count</i>	301					1 313					1 614				
Army	Satisfied	39	32	33	37	36	38	35	34	37	37	38	34	34	37	37
	Neutral	27	29	28	27	26	31	30	31	30	30	31	30	30	29	29
	Dissatisfied	34	39	39	36	38	31	35	35	34	33	31	35	36	34	34
	<i>Unweighted count</i>	966					1 856					2 822				
RAF	Satisfied	42	41	39	36	38	40	38	35	36	37	40	38	36	36	37
	Neutral	34	30	28	30	31	30	29	30	30	30	31	29	30	30	30
	Dissatisfied	24 **	29	33	34	31	30	34	35	34	33	29 **	33	35	34	33
	<i>Unweighted count</i>	929					2 020					2 949				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013. (2) Minor wording change in 2015.

AFCAS 2020 Section 3 - Resources and Workload

Source: Defence Statistics (Surveys)

Table B3.5 How would you rate your workload over the last 12 months?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Too high	57 **	56 **	54	53	51	44	45	46	44	43	46	47	48 **	45	45
	About right	40 **	42 **	43	44	46	49	49	47	50	50	48	48	47 **	49	49
	Too low	3	3	3	2	3	7	6	6	6	7	6	5	6	5	6
	<i>Unweighted count</i>					3 142					7 153					10 295
Royal Navy	Too high	52	51	50	51	54	43	43	44	40	40	45	45	46	43	43
	About right	45	46	47	46	41	50	51	50	54	54	49	50	49	52	51
	Too low	3	3	3	3	4	7	5	6	5	6	6	5	5	5	6
	<i>Unweighted count</i>					948					1 979					2 927
Royal Marines	Too high	45	43	46	51	44	34	37	36	36	34	35	37	37	38	35
	About right	51	54	51	48	54	60	58	57	58	61	59	57	57	57	60
	Too low	4	2	4	1	2	7 **	6	6	6	5	7 **	5	6	5	5
	<i>Unweighted count</i>					300					1 310					1 610
Army	Too high	63 **	60 **	58 **	56 **	50	47	48	51	47	47	49	50	52 **	49	48
	About right	35 **	38 **	41 **	43 **	48	47	47	44	48	47	45	45	43 **	47	48
	Too low	2	2	2	2	2	6	5	6	5	5	6	5	5	4	5
	<i>Unweighted count</i>					966					1 852					2 818
RAF	Too high	52	53	52	52	51	39	39	37	39	37	42	42	40	41	41
	About right	43	44	44	45	43	53	52	53	53	53	51	50	51	51	51
	Too low	5	4	4	3	6	8	9	9	8	10	7	7	8	7	9
	<i>Unweighted count</i>					928					2 012					2 940

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011.

AFCAS 2020 Section 3 - Resources and Workload

Source: Defence Statistics (Surveys)

Table B3.6 How satisfied are you with the following? The training facilities / training estate you have used in the last year.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	26 **	25 **	23 **	18	..	33 **	30 **	30 **	22	..	32 **	29 **	29 **	21
	Neutral	..	17	18	17	17	..	20	21	19	17	..	19	20	19	17
	Dissatisfied	..	57 **	57 **	60	65	..	47 **	49 **	51 **	61	..	49 **	51 **	53 **	62
	<i>Unweighted count</i>					964					1 856					2 820
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2017. (2) Asked only of Army.

AFCAS 2020 Section 3 - Resources and Workload

Source: Defence Statistics (Surveys)

Table B3.7 How satisfied are you with the following? The facilities in my barracks.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	27	28 **	27	23	..	30 **	27	29 **	24	..	30 **	27	29 **	24
	Neutral	..	22	23	24	24	..	22	25	24	23	..	22	25	24	23
	Dissatisfied	..	51	49	49	54	..	48	48	46 **	52	..	48 **	48 **	47 **	53
	<i>Unweighted count</i>					964					1 854					2 818
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2017. (2) Asked only of Army.

AFCAS 2020 Section 3 - Resources and Workload

Source: Defence Statistics (Surveys)

Table B3.1 How satisfied are you with the following? The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	1.9	2.1	2.0	1.9	2.1	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	Neutral	1.5	1.6	1.6	1.5	1.7	1.3	1.4	1.7	1.5	1.7	1.1	1.2	1.4	1.3	1.4
	Dissatisfied	1.4	1.6	1.6	1.5	1.7	1.5	1.7	1.8	1.6	1.8	1.3	1.4	1.5	1.4	1.5
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.7	3.9	3.9	3.8	3.8	3.1	2.7	3.1	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	Neutral	3.1	3.1	3.3	3.2	3.1	2.4	2.2	2.6	2.0	2.2	2.0	1.8	2.1	1.7	1.9
	Dissatisfied	3.1	3.4	3.4	3.4	3.3	2.9	2.6	3.0	2.4	2.7	2.3	2.2	2.5	2.0	2.2
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.0	5.1	5.3	5.1	5.8	1.8	1.9	2.4	2.4	3.1	1.7	1.8	2.2	2.2	2.8
	Neutral	3.7	4.0	4.2	4.0	4.3	1.6	1.7	2.2	2.1	2.6	1.5	1.6	2.0	1.9	2.3
	Dissatisfied	3.9	4.2	4.3	4.1	5.2	1.8	2.0	2.5	2.5	3.2	1.7	1.8	2.2	2.2	2.8
	<i>Unweighted count</i>															
Army	Satisfied	2.8	3.3	3.2	2.9	3.4	2.5	2.8	3.1	3.0	3.4	2.2	2.5	2.6	2.6	2.9
	Neutral	2.1	2.6	2.5	2.2	2.6	2.1	2.3	2.7	2.4	2.8	1.8	2.0	2.3	2.1	2.4
	Dissatisfied	2.1	2.5	2.3	2.1	2.5	2.3	2.7	2.9	2.6	3.0	2.0	2.3	2.4	2.2	2.5
	<i>Unweighted count</i>															
RAF	Satisfied	3.8	3.5	3.8	3.8	3.9	2.9	2.7	2.8	2.7	2.8	2.4	2.3	2.4	2.3	2.4
	Neutral	3.2	2.9	3.0	3.2	3.1	2.3	2.2	2.3	2.2	2.3	1.9	1.8	1.9	1.8	1.9
	Dissatisfied	2.8	2.7	3.1	3.1	3.2	2.5	2.3	2.5	2.3	2.4	2.1	1.9	2.1	1.9	2.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 3 - Resources and Workload

Source: Defence Statistics (Surveys)

Table B3.2 How satisfied are you with the following? The availability of personal equipment/kit I have to do my job.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.1	2.3	2.2	2.1	2.3	1.6	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	Neutral	1.7	1.9	1.8	1.7	1.8	1.4	1.5	1.7	1.6	1.7	1.2	1.3	1.4	1.3	1.5
	Dissatisfied	1.8	1.9	1.9	1.7	2.0	1.6	1.8	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.6
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.7	3.9	3.8	3.8	3.7	3.0	2.6	3.0	2.6	2.7	2.5	2.2	2.5	2.2	2.3
	Neutral	3.2	3.3	3.5	3.4	3.2	2.5	2.2	2.6	2.1	2.3	2.1	1.9	2.2	1.8	2.0
	Dissatisfied	3.4	3.5	3.5	3.3	3.4	3.0	2.7	3.1	2.5	2.7	2.4	2.2	2.5	2.1	2.2
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.3	5.3	5.5	5.2	5.8	1.7	1.8	2.3	2.3	2.9	1.6	1.7	2.1	2.1	2.7
	Neutral	4.1	4.2	4.5	4.2	4.7	1.6	1.8	2.2	2.1	2.7	1.5	1.6	2.0	1.9	2.4
	Dissatisfied	4.5	4.6	4.7	4.3	5.2	1.9	2.0	2.5	2.5	3.2	1.7	1.9	2.3	2.2	2.9
	<i>Unweighted count</i>															
Army	Satisfied	3.4	3.8	3.6	3.3	3.8	2.4	2.8	3.0	3.0	3.5	2.1	2.4	2.6	2.6	3.0
	Neutral	2.6	3.1	2.8	2.6	2.9	2.1	2.4	2.7	2.5	2.8	1.8	2.1	2.3	2.1	2.4
	Dissatisfied	2.8	3.2	3.0	2.6	3.2	2.4	2.8	3.1	2.8	3.2	2.1	2.4	2.6	2.4	2.7
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.6	3.9	3.8	3.9	3.0	2.7	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Neutral	3.5	3.1	3.3	3.3	3.4	2.4	2.3	2.3	2.3	2.4	2.0	1.9	1.9	1.9	2.0
	Dissatisfied	3.0	2.9	3.5	3.4	3.4	2.7	2.4	2.7	2.5	2.5	2.2	2.0	2.2	2.1	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 3 - Resources and Workload

Source: Defence Statistics (Surveys)

Table B3.3 How satisfied are you with the following? The standard of major equipment I have to do my job (e.g. vehicles and systems).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.2	2.2	2.2	2.3	1.6	1.8	1.9	1.8	2.1	1.4	1.5	1.6	1.6	1.7
	Neutral	2.0	2.1	2.0	1.9	2.1	1.5	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Dissatisfied	2.0	2.2	2.2	2.1	2.3	1.5	1.8	1.9	1.8	2.0	1.3	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.6	3.6	3.5	3.6	3.6	2.9	2.5	2.8	2.5	2.6	2.4	2.1	2.3	2.1	2.2
	Neutral	3.5	3.6	3.6	3.5	3.5	2.8	2.5	2.9	2.4	2.6	2.3	2.1	2.4	2.0	2.2
	Dissatisfied	3.5	3.7	3.7	3.6	3.6	2.9	2.6	3.1	2.5	2.7	2.4	2.2	2.6	2.1	2.3
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.6	5.2	4.7	5.0	4.9	1.7	1.7	2.2	2.1	2.7	1.6	1.7	2.0	1.9	2.4
	Neutral	5.1	4.8	4.7	4.1	4.9	1.7	1.9	2.3	2.1	2.7	1.6	1.7	2.1	1.9	2.4
	Dissatisfied	5.2	5.3	5.4	5.1	5.7	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	<i>Unweighted count</i>															
Army	Satisfied	3.5	3.7	3.6	3.5	3.9	2.5	2.8	3.0	2.9	3.4	2.1	2.4	2.6	2.5	2.9
	Neutral	3.1	3.5	3.3	3.1	3.4	2.3	2.5	2.8	2.7	3.0	2.0	2.2	2.4	2.3	2.6
	Dissatisfied	3.3	3.8	3.7	3.5	3.9	2.3	2.8	3.0	2.9	3.3	2.0	2.4	2.6	2.5	2.8
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.5	3.8	3.7	3.8	2.9	2.6	2.7	2.7	2.8	2.5	2.2	2.3	2.2	2.3
	Neutral	3.7	3.2	3.5	3.5	3.5	2.7	2.4	2.5	2.4	2.5	2.2	2.0	2.1	2.0	2.1
	Dissatisfied	3.6	3.3	3.7	3.6	3.8	2.7	2.6	2.8	2.7	2.8	2.3	2.2	2.3	2.2	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 3 - Resources and Workload

Source: Defence Statistics (Surveys)

Table B3.4 How satisfied are you with the following? The availability of major equipment I have to do my job.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.1	2.2	2.2	2.1	2.3	1.6	1.7	1.9	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	Neutral	2.0	2.1	2.1	2.0	2.1	1.5	1.7	1.8	1.7	2.0	1.3	1.4	1.5	1.5	1.6
	Dissatisfied	2.0	2.2	2.2	2.1	2.3	1.5	1.7	1.9	1.8	2.0	1.3	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.6	3.6	3.5	3.6	3.5	2.9	2.5	2.8	2.5	2.6	2.4	2.1	2.3	2.1	2.2
	Neutral	3.6	3.7	3.7	3.6	3.6	2.8	2.6	3.0	2.4	2.7	2.3	2.2	2.4	2.0	2.2
	Dissatisfied	3.5	3.7	3.8	3.5	3.5	2.9	2.6	3.1	2.5	2.6	2.4	2.2	2.5	2.1	2.2
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.5	5.2	4.8	5.0	5.0	1.6	1.7	2.2	2.1	2.7	1.6	1.6	2.0	2.0	2.5
	Neutral	5.2	5.0	4.9	4.6	5.2	1.8	1.9	2.4	2.2	2.9	1.7	1.8	2.2	2.1	2.6
	Dissatisfied	5.2	5.2	5.5	5.1	5.8	1.9	2.0	2.5	2.5	3.2	1.7	1.9	2.3	2.3	2.9
	<i>Unweighted count</i>															
Army	Satisfied	3.4	3.7	3.6	3.5	3.8	2.4	2.7	3.0	2.9	3.4	2.1	2.4	2.6	2.5	2.9
	Neutral	3.1	3.5	3.4	3.2	3.5	2.3	2.6	2.9	2.8	3.2	2.0	2.3	2.5	2.4	2.7
	Dissatisfied	3.3	3.8	3.7	3.5	3.9	2.3	2.7	3.0	2.8	3.2	2.0	2.4	2.6	2.4	2.8
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.5	3.9	3.7	3.8	2.9	2.7	2.7	2.7	2.8	2.5	2.2	2.3	2.2	2.3
	Neutral	3.9	3.3	3.6	3.5	3.7	2.7	2.5	2.6	2.5	2.6	2.3	2.1	2.2	2.1	2.2
	Dissatisfied	3.4	3.3	3.7	3.6	3.6	2.7	2.6	2.7	2.6	2.7	2.2	2.1	2.3	2.2	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 3 - Resources and Workload

Source: Defence Statistics (Surveys)

Table B3.5 How would you rate your workload over the last 12 months?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Too high	2.2	2.3	2.3	2.2	2.4	1.6	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.8
	About right	2.1	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.8
	Too low	0.7	0.8	0.7	0.7	0.8	0.9	0.9	1.0	0.9	1.1	0.7	0.7	0.8	0.8	0.9
	<i>Unweighted count</i>															
Royal Navy	Too high	3.8	3.9	3.9	3.8	3.7	3.0	2.7	3.1	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	About right	3.7	3.9	3.9	3.8	3.7	3.1	2.7	3.2	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	Too low	1.3	1.4	1.3	1.4	1.5	1.6	1.3	1.5	1.2	1.4	1.3	1.0	1.2	1.0	1.1
	<i>Unweighted count</i>															
Royal Marines	Too high	5.7	5.4	5.5	5.3	5.8	1.8	2.0	2.4	2.4	3.0	1.7	1.8	2.3	2.2	2.7
	About right	5.7	5.5	5.5	5.3	5.8	1.9	2.0	2.5	2.5	3.1	1.8	1.9	2.3	2.3	2.8
	Too low	2.3	1.7	2.1	1.3	1.6	1.0	1.0	1.3	1.2	1.4	0.9	0.9	1.2	1.1	1.3
	<i>Unweighted count</i>															
Army	Too high	3.4	3.9	3.7	3.6	4.0	2.5	2.8	3.1	3.0	3.4	2.2	2.5	2.7	2.6	3.0
	About right	3.4	3.8	3.7	3.6	4.0	2.5	2.9	3.1	3.0	3.5	2.2	2.5	2.7	2.6	3.0
	Too low	0.9	1.2	1.0	0.9	1.1	1.3	1.3	1.6	1.4	1.7	1.1	1.1	1.3	1.2	1.5
	<i>Unweighted count</i>															
RAF	Too high	4.0	3.6	3.9	3.8	3.9	2.8	2.6	2.7	2.6	2.7	2.4	2.2	2.3	2.2	2.3
	About right	4.0	3.6	3.9	3.8	3.9	3.0	2.7	2.8	2.7	2.8	2.5	2.3	2.4	2.3	2.4
	Too low	1.7	1.4	1.6	1.4	1.9	1.7	1.6	1.7	1.6	1.8	1.4	1.3	1.4	1.3	1.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 3 - Resources and Workload

Source: Defence Statistics (Surveys)

Table B3.6 How satisfied are you with the following? The training facilities / training estate you have used in the last year.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	3.5	3.3	3.1	3.1	..	2.7	2.9	2.8	2.9	..	2.4	2.5	2.4	2.5
	Neutral	..	3.0	2.9	2.7	3.0	..	2.3	2.6	2.4	2.7	..	2.0	2.2	2.1	2.3
	Dissatisfied	..	3.9	3.8	3.5	3.8	..	2.8	3.1	3.0	3.4	..	2.5	2.7	2.5	2.9
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 3 - Resources and Workload

Source: Defence Statistics (Surveys)

Table B3.7 How satisfied are you with the following? The facilities in my barracks.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	3.5	3.4	3.2	3.4	..	2.6	2.8	2.8	3.0	..	2.3	2.4	2.4	2.6
	Neutral	..	3.3	3.2	3.1	3.4	..	2.4	2.7	2.6	2.9	..	2.1	2.3	2.3	2.5
	Dissatisfied	..	3.9	3.8	3.6	4.0	..	2.9	3.1	3.0	3.5	..	2.5	2.7	2.6	3.0
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.1 Overall how satisfied are you with the way your career is being managed?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	48	43 **	47	48	50	41	38	39	41	39	42	39	40	42	41
	Neutral	23	25	23	24	24	26	27	27	27	27	25	26	26	26	27
	Dissatisfied	29	32 **	30 **	28	26	33	35	34	32	34	33	34	33	31	33
	<i>Unweighted count</i>	3 142					7 130					10 272				
Royal Navy	Satisfied	48	46	47	47	49	40	38	40	44	41	41	40	41	45	42
	Neutral	24	23	24	24	23	25	28	27	27	28	25	27	27	26	27
	Dissatisfied	29	31	29	29	28	35	34	33	29	31	34	33	32	29	31
	<i>Unweighted count</i>	948					1 973					2 921				
Royal Marines	Satisfied	58	48	49	53	55	43	37 **	37 **	38 **	42	45	38 **	38 **	40 **	44
	Neutral	19	28	20	24	21	25	28	27	28	28	24	28	27	28	27
	Dissatisfied	23	24	31 **	23	23	32	35 **	36 **	34	30	31	34 **	35 **	32	29
	<i>Unweighted count</i>	300					1 308					1 608				
Army	Satisfied	53	46 **	51	53	54	42	41	41	42	39	44	41	43	44	41
	Neutral	22	23	22	22	21	25	26	26	25	26	24	26	25	25	25
	Dissatisfied	26	31 **	26	25	25	33	33	33	32	36	32	33	32	31	34
	<i>Unweighted count</i>	964					1 843					2 807				
RAF	Satisfied	38	35 **	39	40	42	36	32 **	33	36	36	37	33 **	34 **	37	38
	Neutral	27	28	25	27	30	29	28	30	31	31	29	28	29	30	31
	Dissatisfied	35 **	37 **	36 **	32	29	34	39 **	37 **	33	33	34	39 **	37 **	33	32
	<i>Unweighted count</i>	930					2 006					2 936				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.2 Overall how satisfied are you with the career management service provided by the [Service Career Management Provider]?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	45	42 **	43 **	44	47	34	32	33	36	34	36	34 **	35	38	37
	Neutral	25	27	26	27	26	36	38 **	37	38	36	34	36 **	35	36	34
	Dissatisfied	29	32 **	30	29	28	30	30	30	26 **	30	30	30	30	27 **	30
	<i>Unweighted count</i>	3 095					6 849					9 944				
Royal Navy	Satisfied	49	46	47	46	50	36 **	37 **	40	43	41	39 **	39 **	41	44	43
	Neutral	23	26	24	24	22	30	31	30	29	28	28	30	28	28	27
	Dissatisfied	28	28	30	29	27	34	32	30	27	31	33	31	30	28	30
	<i>Unweighted count</i>	942					1 948					2 890				
Royal Marines	Satisfied	58	47 **	43 **	50	55	40 **	35 **	35 **	40 **	46	42 **	37 **	36 **	41 **	47
	Neutral	17	27	24	26	23	31	36	33	33	33	29	35	32	32	32
	Dissatisfied	25	26	33 **	24	22	29 **	29 **	32 **	28 **	21	29 **	29 **	33 **	27 **	21
	<i>Unweighted count</i>	296					1 286					1 582				
Army	Satisfied	50	47	48	48	50	35	32	32	36 **	31	37	35	35	38	34
	Neutral	26	27	27	28	25	38	43 **	41	40	38	36	40 **	39	38	35
	Dissatisfied	24	26	25	24	25	27	25 **	26 **	24 **	31	27	25 **	26 **	24 **	30
	<i>Unweighted count</i>	938					1 655					2 593				
RAF	Satisfied	32	30 **	32	33	37	30	25 **	27 **	31	33	30 **	26 **	28 **	31	34
	Neutral	27	26	28	28	30	34	34	34	39	37	33	33	33	37	35
	Dissatisfied	41 **	44 **	40 **	39 **	33	36 **	40 **	39 **	30	30	37 **	41 **	39 **	32	31
	<i>Unweighted count</i>	919					1 960					2 879				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1)N/A option added in 2011. (2) Minor wording change in 2011 and 2012. (3) N/A option excluded from the analysis.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.3 Who do you think is responsible for managing your career? You.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	5	5	..	..	..	11	11	..	..	..	9	10
	Ticked	..	..	..	95	95	..	..	..	89	89	..	..	..	91	90
	<i>Unweighted count</i>					949					1 968					2 917
Royal Marines	Not ticked	..	..	..	3	2	..	..	..	7 **	5	..	..	..	7 **	5
	Ticked	..	..	..	97	98	..	..	..	93 **	95	..	..	..	93 **	95
	<i>Unweighted count</i>					300					1 304					1 604
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	..	..	..	2	3	..	..	..	4	6	..	..	..	4 **	5
	Ticked	..	..	..	98	97	..	..	..	96	94	..	..	..	96 **	95
	<i>Unweighted count</i>					930					2 006					2 936

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2019. (2) Not asked of Army.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.4 Who do you think is responsible for managing your career? Line Manager.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	50	50	..	..	..	62	60	..	..	..	59	58
	Ticked	..	..	..	50	50	..	..	..	38	40	..	..	..	41	42
	<i>Unweighted count</i>					949					1 968					2 917
Royal Marines	Not ticked	..	..	..	39	42	..	..	..	56	53	..	..	..	54	51
	Ticked	..	..	..	61	58	..	..	..	44	47	..	..	..	46	49
	<i>Unweighted count</i>					300					1 304					1 604
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	..	..	..	45	42	..	..	..	42	45	..	..	..	43	44
	Ticked	..	..	..	55	58	..	..	..	58	55	..	..	..	57	56
	<i>Unweighted count</i>					930					2 006					2 936

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2019. (2) Not asked of Army.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.5 Who do you think is responsible for managing your career? Career Manager.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	22	20	..	..	..	32	29	..	..	..	29	27
	Ticked	..	..	..	78	80	..	..	..	68	71	..	..	..	71	73
	<i>Unweighted count</i>					949					1 968					2 917
Royal Marines	Not ticked	..	..	..	24	25	..	..	..	50	49	..	..	..	47	46
	Ticked	..	..	..	76	75	..	..	..	50	51	..	..	..	53	54
	<i>Unweighted count</i>					300					1 304					1 604
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	..	..	..	27	23	..	..	..	38	38	..	..	..	36	34
	Ticked	..	..	..	73	77	..	..	..	62	62	..	..	..	64	66
	<i>Unweighted count</i>					930					2 006					2 936

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2019. (2) Not asked of Army.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.6 In terms of your current assignment, how strongly do you agree or disagree with the following? I have the knowledge, skills and experience to do my job.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	89 **	87	86	84	85	87	86	86	86	86	87	86	86	86	86
	Neutral	6	7	7	8	7	8	9	8	9	8	7	8	8	9	8
	Disagree	5 **	6 **	7	8	8	5	6	6	5	6	5	6	6	6	6
	<i>Unweighted count</i>					3 141					7 129					10 270
Royal Navy	Agree	90 **	87 **	84	81	82	83	85	82	85	84	85	85	82	84	84
	Neutral	5 **	5 **	7	9	8	9	8	11	8	9	8	7	10	8	9
	Disagree	6 **	8	9	10	9	8	7	8	7	7	7	7	8	8	7
	<i>Unweighted count</i>					949					1 973					2 922
Royal Marines	Agree	87	85	87	84	82	86	83 **	84 **	88	87	86	83 **	84	87	86
	Neutral	6	8	7	8	9	11	11	10	8	9	10	11	10	8	9
	Disagree	7	6	7	8	9	4	5	6 **	4	4	4	5	6	5	5
	<i>Unweighted count</i>					299					1 306					1 605
Army	Agree	89	87	87	85	88	87	85	87	86	86	87	86	87	86	86
	Neutral	6	7	6	8	6	8	9	8	9	9	8	9	8	9	8
	Disagree	5	5	7	7	7	5	6	5	4	5	5	6	5	5	5
	<i>Unweighted count</i>					964					1 844					2 808
RAF	Agree	88 **	86	86	82	83	91 **	89 **	88	85	86	90 **	89 **	88 **	85	85
	Neutral	6	7	7	8	8	5	6	6	9 **	7	5	6	7	9 **	7
	Disagree	5 **	7 **	7	10	10	4 **	5 **	5	6	7	4 **	5 **	6 **	7	8
	<i>Unweighted count</i>					929					2 006					2 935

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011. (2) Minor wording change in 2015.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.7 In terms of your current assignment, how strongly do you agree or disagree with the following? **My knowledge, skills and experience are being used.**

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	81	79	79	80	79	72	70	69	71	70	73	71	71	72	72
	Neutral	8	9	9	9	9	14	15	15	14	14	13	14	14	13	14
	Disagree	10	13	12	11	11	15	15	16	15	16	14	15	15	15	15
	<i>Unweighted count</i>	3 136					7 125					10 261				
Royal Navy	Agree	81	80	78	80	80	73	72	69	74	73	75	74	71 **	75	74
	Neutral	8	9	8	10	7	12	13	15	12	13	11	12	13	12	12
	Disagree	11	11	14	10	13	16	15	17	14	14	15	14	16	13	14
	<i>Unweighted count</i>	948					1 972					2 920				
Royal Marines	Agree	83	78	80	80	79	68	64 **	64	66	68	70	65 **	66	68	69
	Neutral	5 **	10	8	10	11	18 **	20 **	18	16	15	17	19 **	17	15	15
	Disagree	12	12	12	10	10	13 **	16	17	18	17	13 **	16	17	17	16
	<i>Unweighted count</i>	297					1 305					1 602				
Army	Agree	83	80	79	81	80	71	69	70	70	70	73	71	71	72	71
	Neutral	8	8	9	9	9	15	16	16	15	15	14	15	15	14	14
	Disagree	9	13	12	10	10	14	15	14	15	15	13	14	14	14	14
	<i>Unweighted count</i>	964					1 841					2 805				
RAF	Agree	79	75	78	78	76	74 **	70	70	70	69	75 **	71	72	72	71
	Neutral	9	10	9	9	11	10	13	12	13	13	10 **	12	11	12	13
	Disagree	12	14	13	14	13	15	16	18	17	18	14	16	17	16	17
	<i>Unweighted count</i>	927					2 007					2 934				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011. (2) Minor wording change in 2015.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.8 In terms of your current assignment, how strongly do you agree or disagree with the following? The assignment provides development opportunities that will enhance my promotion prospects.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	55	52 **	54 **	59	58	54	50	50	52	52	54	50 **	51	53	53
	Neutral	20	21	22	19	21	23	26 **	25	24	23	22	25	24	23	23
	Disagree	26 **	27 **	24	22	21	23	24	25	24	25	24	25	25	23	24
	<i>Unweighted count</i>	3 137					7 118					10 255				
Royal Navy	Agree	55	55	55	59	57	52	53	54	56	55	53	53	54	57	55
	Neutral	18	18	19	19	20	23	24	22	21	22	22	23	21	20	21
	Disagree	27	27	26	23	24	25	23	24	23	23	25	24	25	23	23
	<i>Unweighted count</i>	947					1 968					2 915				
Royal Marines	Agree	64	59	56	55	62	52	48	47	49	51	53	49	48 **	50	52
	Neutral	15	19	19	21	17	26	28	26	27	26	25	27	25	26	25
	Disagree	20	23	25	24	21	21	24	27 **	24	23	21	24	27 **	24	23
	<i>Unweighted count</i>	298					1 304					1 602				
Army	Agree	56	52 **	55	63	60	55	51	51	53	53	55	52	51	55	54
	Neutral	20	21	23	18	21	24	26	26	25	24	23	26	25	24	23
	Disagree	24 **	26 **	22	19	19	22	22	24	22	23	22	23	23	21	22
	<i>Unweighted count</i>	964					1 841					2 805				
RAF	Agree	51	49	51	53	54	52 **	45	45	45	46	52 **	46	47	47	48
	Neutral	20	22	24	21	22	21	25	25	25	24	21	25	25	24	24
	Disagree	29	30 **	25	26	24	27	30	30	30	30	28	30	29	29	29
	<i>Unweighted count</i>	928					2 005					2 933				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.9 In terms of your current assignment, how strongly do you agree or disagree with the following? My personal preferences were taken into account.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	70	70 **	71	73	73	55 **	53 **	55 **	58	59	58 **	56 **	58 **	61	62
	Neutral	13	14	14	13	13	21	23	21	21	21	19	21	19	19	19
	Disagree	16 **	17 **	16	14	14	24 **	24 **	24 **	21	20	23 **	23 **	22 **	20	19
	<i>Unweighted count</i>	3 138					7 124					10 262				
Royal Navy	Agree	74	73	72	72	71	62	61 **	63	66	65	65	63	65	68	66
	Neutral	12	13	12	13	11	18	20	18	18	17	17	18	16	17	16
	Disagree	15	15	17	16	17	20	19	19	16	18	18	18	18	16	18
	<i>Unweighted count</i>	947					1 972					2 919				
Royal Marines	Agree	75	74	67	68	74	55	52 **	53 **	55	57	57	54 **	54 **	57	59
	Neutral	11	12	11	14	11	25	27	24	24	24	23	25	23	23	23
	Disagree	14	14	22	18	15	21	22 **	23 **	21	19	20	21 **	23 **	21	18
	<i>Unweighted count</i>	299					1 304					1 603				
Army	Agree	69 **	70 **	72	74	75	51 **	49 **	50 **	54	55	53 **	52 **	54 **	57	59
	Neutral	13	13	13	13	13	22	24	22	23	22	21	22	21	21	20
	Disagree	18 **	17 **	15	13	12	27 **	27 **	28 **	24	23	26 **	26 **	26 **	22	21
	<i>Unweighted count</i>	964					1 841					2 805				
RAF	Agree	71	66 **	68	72	71	63	60 **	63	67	65	64	62 **	64	68	67
	Neutral	15	16	17	14	15	16	19	19	17	19	15	19	18	16	18
	Disagree	15	17	15	14	14	22 **	20 **	18	17	16	20 **	20 **	17	16	16
	<i>Unweighted count</i>	928					2 007					2 935				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.10 How satisfied are you with the following? The notice I received for my current/last assignment.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	77	74 **	77	76	79	68	66 **	66	68	68	69	67 **	68	70	70
	Neutral	9	11	10	10	10	20	21	20	20	19	18	19	18	18	18
	Dissatisfied	14	15 **	13	14	12	13	14	14	12	12	13	14 **	14	12	12
	<i>Unweighted count</i>	3 144					7 120					10 264				
Royal Navy	Satisfied	71	69	69	69	72	72	69	71	71	72	72	69	71	71	72
	Neutral	9	12	10	10	11	15	17	16	15	14	13	16 **	15	14	13
	Dissatisfied	20	19	20	20	18	13	14	13	14	14	15	15	15	15	15
	<i>Unweighted count</i>	949					1 973					2 922				
Royal Marines	Satisfied	76 **	78	78	78	83	65 **	63 **	66	67	69	66 **	64 **	67 **	68	71
	Neutral	12	9	10	11	8	23	24	23	21	22	22	22	21	20	20
	Dissatisfied	13	13	12	12	9	12 **	13 **	11 **	12 **	9	12 **	13 **	11 **	12 **	9
	<i>Unweighted count</i>	300					1 303					1 603				
Army	Satisfied	80	78 **	83	82	84	63	61	60	65	64	65	64 **	64	68	67
	Neutral	8	10	9	9	8	23	24	23	22	23	21	21	21	20	20
	Dissatisfied	11	12 **	8	10	8	14	16	16	13	13	14	15	15	12	13
	<i>Unweighted count</i>	965					1 841					2 806				
RAF	Satisfied	76	72	73	71	74	79	77	78	76	77	78	76	77	75	76
	Neutral	11	12	11	12	12	13	15	14	16	15	12	15	13	15	14
	Dissatisfied	13	16	16	17	14	9	8	8	8	8	10	10	10	10	9
	<i>Unweighted count</i>	930					2 003					2 933				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording and format change in 2015.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.11 How satisfied are you with the following? Involvement in decisions that affect my career.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Satisfied	56 **	52 **	55 **	58	61	44 **	41 **	41 **	46	48	46 **	43 **	44 **	48	50		
	Neutral	21	23	23	22	21	29	29	30	29	27	28	28	29 **	28	26		
	Dissatisfied	23 **	25 **	22 **	20	19	27	30 **	29 **	26	25	26 **	29 **	28 **	25	24		
	<i>Unweighted count</i>						3 140						7 119						10 259
Royal Navy	Satisfied	56	54	54	55	57	44 **	47 **	47 **	51	53	47 **	48 **	49 **	52	54		
	Neutral	21	20	20	23	21	27	24	27	25	23	25	23	25	24	23		
	Dissatisfied	23	26	26	22	21	29 **	30 **	26	24	24	28 **	29 **	26	23	23		
	<i>Unweighted count</i>						948						1 973						2 921
Royal Marines	Satisfied	62 **	60 **	62 **	63 **	71	46 **	39 **	43 **	43 **	50	47 **	41 **	45 **	45 **	52		
	Neutral	19	21 **	17	19	13	28	32 **	29	31	28	27	31 **	27	29	26		
	Dissatisfied	19	19	21	19	16	26 **	29 **	29 **	27 **	22	25 **	28 **	28 **	26 **	21		
	<i>Unweighted count</i>						299						1 304						1 603
Army	Satisfied	55 **	51 **	56 **	61	63	43	39 **	40	44	44	45	41 **	42 **	46	47		
	Neutral	21	24	23	20	20	30	31	31	29	29	29	30	30	28	28		
	Dissatisfied	24 **	25 **	21	20	17	26	30	29	27	26	26	29 **	28	26	25		
	<i>Unweighted count</i>						964						1 839						2 803
RAF	Satisfied	58	50 **	54	55	58	44 **	41 **	40 **	47 **	52	47 **	43 **	43 **	49 **	53		
	Neutral	21	23	25	25	23	27	28	30 **	30 **	26	25	27	29 **	29 **	25		
	Dissatisfied	21	27 **	21	20	19	29 **	31 **	30 **	22	23	27 **	30 **	28 **	22	22		
	<i>Unweighted count</i>						929						2 003						2 932

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.12 How satisfied are you with the following? The fairness of the appraisal system.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	54	48	50	50	51	42 **	39	38	40	39	44 **	41	40	42	41
	Neutral	22	23	23	23	22	28	26	27	27	26	26	26	27	26	25
	Dissatisfied	25	28	27	26	27	31 **	34	35	34	35	30 **	33	33	33	34
	<i>Unweighted count</i>	3 139					7 115					10 254				
Royal Navy	Satisfied	56	55	52	55	53	48	48	48	49	47	50	50	49	50	49
	Neutral	23	22	22	24	21	26	26	27	26	27	26	25	26	25	25
	Dissatisfied	22	22	26	21	25	25	26	25	26	26	24	25	25	25	26
	<i>Unweighted count</i>	948					1 971					2 919				
Royal Marines	Satisfied	58	54	56	59	59	43	36 **	38	37 **	42	45	37 **	40 **	40 **	44
	Neutral	19	25	24	16	22	30	32	29	29	29	29	31 **	28	27	28
	Dissatisfied	23	21	20	24	19	27	32	33 **	34 **	29	27	31	32 **	33 **	28
	<i>Unweighted count</i>	299					1 300					1 599				
Army	Satisfied	57	49 **	54	54	55	45	42	40	43	41	47	43	43	45	44
	Neutral	20	22	21	21	20	28	27	28	27	25	27	27	27	26	24
	Dissatisfied	23	29	25	25	25	27 **	30	31	30	34	26 **	30	30	29	32
	<i>Unweighted count</i>	964					1 841					2 805				
RAF	Satisfied	45	42	41	39	41	28	26	24	24	26	32	30	28	27	29
	Neutral	24	26	27	28	27	25	23	25	25	26	25	24	25	26	26
	Dissatisfied	30	32	32	32	32	47	51	51	51	49	43	47	47	47	45
	<i>Unweighted count</i>	928					2 003					2 931				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.13 How satisfied are you with the following? The fairness of the promotion system.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	47 **	42	44	43	43	33	32	31	31	31	36 **	34	33	34	34
	Neutral	24 **	26	24	27	27	27	26	25	26	26	26	26	25	27	26
	Dissatisfied	30	32	32	30	29	40 **	42	44	42	43	38 **	40	42	40	41
	<i>Unweighted count</i>					3 142					7 117					10 259
Royal Navy	Satisfied	43	44	41	42	41	38	38	39	39	38	39	39	39	39	38
	Neutral	25	23	27	29	28	28	26	27	27	29	27	25 **	27	27	29
	Dissatisfied	32	33	32	29	31	35	36	34	35	33	34	35	34	34	33
	<i>Unweighted count</i>					948					1 971					2 919
Royal Marines	Satisfied	52	47	48	50	53	36	29 **	30	30 **	34	38	31 **	32 **	32 **	36
	Neutral	23	29	26	27	26	30 **	30 **	27	27	26	29	30 **	27	27	26
	Dissatisfied	25	23	26	23	20	34 **	41	43	43	40	33 **	39	41	41	38
	<i>Unweighted count</i>					300					1 304					1 604
Army	Satisfied	55	47	50	51	50	37	35	34	35	34	39	37	36	37	37
	Neutral	21 **	25	22	24	26	27	27	24	27	25	26	27	24	26	25
	Dissatisfied	24	28	28	25	24	37 **	38	42	39	41	35 **	36	40	36	38
	<i>Unweighted count</i>					965					1 841					2 806
RAF	Satisfied	34	29	34	29	32	21	20	18	17	19	24	22	22	20	22
	Neutral	27	30	26	31	29	25	24	24	26	25	25	25	25	27	26
	Dissatisfied	38	41	41	40	39	54	57	58	57	56	51	53	54	53	52
	<i>Unweighted count</i>					929					2 001					2 930

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.14 How satisfied are you with the following? My opportunities for promotion.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	44	41 **	42	47	45	41	40	39	41	40	41	41	40	42	41
	Neutral	25	27	27	25	27	29	29	29	29	28	28	28	29	29	28
	Dissatisfied	31	31 **	31 **	28	28	30	31	31	30 **	33	30	31	31	29 **	32
	<i>Unweighted count</i>	3 140					7 112					10 252				
Royal Navy	Satisfied	38	37	38	43	42	45	46	46	47	46	43	44	44	46	45
	Neutral	25	27	26	27	27	29	29	29	29	29	28	28	28	28	29
	Dissatisfied	37 **	36	36	30	32	26	26	25	24	25	29	28	27	26	27
	<i>Unweighted count</i>	948					1 968					2 916				
Royal Marines	Satisfied	45 **	38 **	40 **	51	55	36	30 **	31 **	32	35	37	31 **	32 **	34	37
	Neutral	25	26	26	25	25	31	33	30	30	30	30	32	29	30	30
	Dissatisfied	31 **	36 **	33 **	24	21	33	37	40 **	38	35	33	37 **	39 **	36	33
	<i>Unweighted count</i>	300					1 303					1 603				
Army	Satisfied	54	49	49	55	52	44	44	43	45	42	46	45	44	47	44
	Neutral	23	26	25	23	25	27	27	28	28	25	27	27	27	27	25
	Dissatisfied	23	25	26	23	23	28 **	29	29	26 **	32	27	28	29	26 **	31
	<i>Unweighted count</i>	963					1 843					2 806				
RAF	Satisfied	31	31	33	34	32	29	29	27	27	29	30	29	28	29	29
	Neutral	29	31	31	29	34	32	32	34	33	33	31	32	33	32	33
	Dissatisfied	40 **	39	36	37	34	39	39	39	40	39	39	39	38	40	38
	<i>Unweighted count</i>	929					1 998					2 927				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.15 How satisfied are you with the following? My opportunities for further service.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Satisfied	58	55	55	58	56	47	46	45	48	46	49	48	47	50	48		
	Neutral	28 **	32	32	31	31	36	37	37	37	37	35	36	36	36	36		
	Dissatisfied	14	13	13	11	12	17	17	18	16	17	16	16	17	15	16		
	<i>Unweighted count</i>						3 139						7 124						10 263
Royal Navy	Satisfied	58	59	56	61	58	47	49	49	51	49	50	51	50	53	51		
	Neutral	29	29	31	28	30	39	38	38	37	38	37	36	37	35	36		
	Dissatisfied	13	12	13	10	12	13	13	13	13	13	13	13	13	12	13		
	<i>Unweighted count</i>						948						1 972						2 920
Royal Marines	Satisfied	53	50 **	54	56	60	42	35 **	35	35	39	43	37 **	37 **	38 **	41		
	Neutral	33	35	34	35	31	41	43	42	43	42	40	42	41	42	41		
	Dissatisfied	14	15 **	12	9	9	17	22	23 **	21	19	16	21 **	22 **	20	18		
	<i>Unweighted count</i>						300						1 305						1 605
Army	Satisfied	57	54	55	60	59	48	47	46	50	47	49	48	47	52	49		
	Neutral	27	32	31	29	28	35	36	36	34	35	34	35	35	33	34		
	Dissatisfied	16	15	15	11	14	17	17	18	15	18	17	17	18	15	18		
	<i>Unweighted count</i>						962						1 844						2 806
RAF	Satisfied	61 **	54	55	53	51	46	45	42	41	43	49 **	47	45	43	45		
	Neutral	28 **	35	34	35	39	37	37	39	41	41	35 **	37 **	38	40	40		
	Dissatisfied	11	11	11	12	10	17	18	19	18	16	16	16	17 **	17	15		
	<i>Unweighted count</i>						929						2 003						2 932

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2009. (2) Minor wording change in 2011. (3) Only asked of RAF prior to 2015.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.16 How strongly do you agree or disagree with the following statement? I am willing to serve overseas (i.e. on a permanent assignment).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	72	73	75	74	73	67	68	67	66	67	68	69	68	68	69
	Neutral	12	13	11	12	11	15	15	14	14	15	14	15	13	14	14
	Disagree	16	14	14	14	15	18	17	19	19	18	17	16	18	18	18
	<i>Unweighted count</i>					930					2 002					2 932

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013. (2) Asked only of RAF.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.17 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Current rates of LOA.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Influential	67	72	74	73	70	72 **	75	78	78	75	71 **	74	77	77	74
	Not influential	33	28	26	27	30	28 **	25	22	22	25	29 **	26	23	23	26
	<i>Unweighted count</i>					929					2 003					2 932

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013. (2) Asked only of RAF.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.18 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Travel allowances (e.g. Get You Home (Overseas)).

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Influential	73	75	76	76	72	73	73	76	74	73	73	74	76	75	73
	Not influential	27	25	24	24	28	27	27	24	26	27	27	26	24	25	27
	<i>Unweighted count</i>					929					1 998					2 927

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013. (2) Asked only of RAF.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.19 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? The removals/storage service.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Influential	68	74 **	70	70	67	66	69 **	69 **	66	64	67	70 **	69 **	67	65
	Not influential	32	26 **	30	30	33	34	31 **	31 **	34	36	33	30 **	31 **	33	35
	<i>Unweighted count</i>					926					1 996					2 922

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013. (2) Asked only of RAF.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.20 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? In country support (e.g. medical, dental, welfare).

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Influential	82	85	83	83	83	80	81	82	80	79	81	82	82	80	80
	Not influential	18	15	17	17	17	20	19	18	20	21	19	18	18	20	20
	<i>Unweighted count</i>					926					1 998					2 924

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013. (2) Asked only of RAF.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.21 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Local security situation.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Influential	76 **	74	71	71	70	69 **	66	65	64	63	70 **	68 **	67	65	65
	Not influential	24 **	26	29	29	30	31 **	34	35	36	37	30 **	32 **	33	35	35
	<i>Unweighted count</i>					929					2 002					2 931

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013. (2) Asked only of RAF.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.22 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Impact on your career.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Influential	66	67	63	67	64	70 **	68	68	66	65	69 **	68	67	66	65
	Not influential	34	33	37	33	36	30 **	32	32	34	35	31 **	32	33	34	35
	<i>Unweighted count</i>					929					2 002					2 931

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013. (2) Asked only of RAF.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.23 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Availability of CEA.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Influential	61	60	59	65	59	62	61	64	63	61	62	61	63	64	61
	Not influential	39	40	41	35	41	38	39	36	37	39	38	39	37	36	39
	<i>Unweighted count</i>					660					1 429					2 089

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013. (2) N/A option added from 2015 but excluded from the analysis. (3) Asked only of RAF.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.24 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Spouse's prospects of working overseas.

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Influential	81	78	80	85	81	78 **	80	83	84	84	79 **	80 **	82	84	83
	Not influential	19	22	20	15	19	22 **	20	17	16	16	21 **	20 **	18	16	17
	<i>Unweighted count</i>					773					1 408					2 181

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013. (2) N/A option added from 2015 but excluded from the analysis. (3) Filtered by those who are married/in a long-term relationship [A247 refers]. (4) Asked only of RAF.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.1 Overall how satisfied are you with the way your career is being managed?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.3	2.2	2.4	1.7	1.8	1.9	1.9	2.0	1.4	1.5	1.6	1.6	1.7
	Neutral	1.9	2.0	1.9	1.9	2.0	1.5	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Dissatisfied	2.0	2.2	2.1	2.0	2.1	1.6	1.7	1.9	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.8	3.9	3.9	3.8	3.8	3.0	2.6	3.1	2.6	2.7	2.5	2.2	2.5	2.2	2.3
	Neutral	3.2	3.3	3.3	3.3	3.2	2.7	2.5	2.8	2.3	2.5	2.2	2.0	2.3	1.9	2.1
	Dissatisfied	3.4	3.6	3.5	3.4	3.4	3.0	2.6	3.0	2.4	2.6	2.5	2.2	2.5	2.0	2.2
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.6	5.4	5.5	5.3	5.8	1.9	1.9	2.4	2.4	3.1	1.8	1.8	2.2	2.2	2.8
	Neutral	4.5	4.9	4.5	4.5	4.8	1.7	1.8	2.3	2.3	2.9	1.6	1.7	2.1	2.1	2.6
	Dissatisfied	4.8	4.7	5.1	4.5	5.0	1.8	1.9	2.5	2.4	3.0	1.7	1.8	2.3	2.2	2.7
	<i>Unweighted count</i>															
Army	Satisfied	3.6	3.9	3.8	3.6	4.0	2.5	2.8	3.1	3.0	3.3	2.2	2.4	2.6	2.6	2.9
	Neutral	3.0	3.3	3.2	3.0	3.3	2.3	2.5	2.8	2.7	3.1	2.0	2.2	2.4	2.3	2.6
	Dissatisfied	3.1	3.6	3.3	3.1	3.5	2.4	2.7	3.0	2.8	3.4	2.1	2.4	2.6	2.4	2.9
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.4	3.9	3.8	3.9	2.9	2.5	2.6	2.6	2.7	2.4	2.1	2.2	2.2	2.3
	Neutral	3.6	3.2	3.4	3.4	3.6	2.8	2.5	2.6	2.6	2.7	2.3	2.1	2.2	2.1	2.2
	Dissatisfied	3.9	3.5	3.8	3.6	3.6	2.9	2.7	2.8	2.6	2.7	2.4	2.2	2.3	2.2	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.2 Overall how satisfied are you with the career management service provided by the [Service Career Management Provider]?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.3	2.2	2.4	1.6	1.7	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	Neutral	2.0	2.1	2.1	2.0	2.1	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.7
	Dissatisfied	2.0	2.1	2.1	2.0	2.1	1.6	1.6	1.8	1.6	2.0	1.3	1.4	1.5	1.4	1.7
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.8	3.9	3.8	3.8	3.8	3.0	2.6	3.1	2.6	2.8	2.4	2.2	2.5	2.2	2.3
	Neutral	3.2	3.4	3.3	3.3	3.1	2.9	2.6	3.0	2.4	2.6	2.4	2.1	2.4	2.0	2.1
	Dissatisfied	3.4	3.5	3.5	3.5	3.4	3.0	2.6	3.0	2.4	2.6	2.4	2.2	2.4	2.0	2.2
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.7	5.5	5.4	5.3	5.9	1.9	1.9	2.4	2.4	3.2	1.8	1.8	2.2	2.2	2.9
	Neutral	4.3	4.9	4.7	4.7	4.9	1.8	2.0	2.5	2.4	3.1	1.7	1.8	2.2	2.2	2.7
	Dissatisfied	4.9	4.9	5.2	4.6	4.9	1.8	1.9	2.5	2.3	2.7	1.7	1.8	2.2	2.1	2.4
	<i>Unweighted count</i>															
Army	Satisfied	3.6	3.9	3.8	3.6	4.1	2.5	2.8	3.1	3.1	3.4	2.2	2.4	2.6	2.6	2.8
	Neutral	3.2	3.5	3.4	3.3	3.5	2.6	3.0	3.3	3.2	3.6	2.3	2.6	2.8	2.7	3.0
	Dissatisfied	3.0	3.5	3.3	3.1	3.5	2.4	2.6	2.9	2.7	3.4	2.1	2.2	2.5	2.3	2.9
	<i>Unweighted count</i>															
RAF	Satisfied	3.8	3.3	3.7	3.6	3.8	2.8	2.4	2.5	2.6	2.7	2.3	2.0	2.1	2.1	2.3
	Neutral	3.6	3.2	3.6	3.5	3.7	2.9	2.7	2.8	2.7	2.8	2.4	2.2	2.3	2.3	2.3
	Dissatisfied	4.0	3.6	3.9	3.8	3.8	2.9	2.7	2.8	2.6	2.7	2.5	2.3	2.4	2.2	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.3 Who do you think is responsible for managing your career? You.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	1.6	1.7	..	..	..	1.6	1.8	..	..	..	1.3	1.5
	Ticked	..	..	..	1.6	1.7	..	..	..	1.6	1.8	..	..	..	1.3	1.5
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	1.9	1.6	..	..	..	1.3	1.5	..	..	..	1.2	1.3
	Ticked	..	..	..	1.9	1.6	..	..	..	1.3	1.5	..	..	..	1.2	1.3
	<i>Unweighted count</i>															
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	..	..	..	1.1	1.3	..	..	..	1.2	1.4	..	..	..	0.9	1.1
	Ticked	..	..	..	1.1	1.3	..	..	..	1.2	1.4	..	..	..	0.9	1.1
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.4 Who do you think is responsible for managing your career? Line Manager.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	3.8	3.8	..	..	..	2.6	2.8	..	..	..	2.2	2.3
	Ticked	..	..	..	3.8	3.8	..	..	..	2.6	2.8	..	..	..	2.2	2.3
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	5.2	5.7	..	..	..	2.5	3.2	..	..	..	2.3	2.9
	Ticked	..	..	..	5.2	5.7	..	..	..	2.5	3.2	..	..	..	2.3	2.9
	<i>Unweighted count</i>															
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	..	..	..	3.8	3.9	..	..	..	2.7	2.9	..	..	..	2.3	2.4
	Ticked	..	..	..	3.8	3.9	..	..	..	2.7	2.9	..	..	..	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.5 Who do you think is responsible for managing your career? Career Manager.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	3.1	3.0	..	..	..	2.4	2.6	..	..	..	2.0	2.1
	Ticked	..	..	..	3.1	3.0	..	..	..	2.4	2.6	..	..	..	2.0	2.1
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	4.5	5.0	..	..	..	2.5	3.2	..	..	..	2.3	2.9
	Ticked	..	..	..	4.5	5.0	..	..	..	2.5	3.2	..	..	..	2.3	2.9
	<i>Unweighted count</i>															
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	..	..	..	3.4	3.3	..	..	..	2.7	2.8	..	..	..	2.2	2.3
	Ticked	..	..	..	3.4	3.3	..	..	..	2.7	2.8	..	..	..	2.2	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.6 In terms of your current assignment, how strongly do you agree or disagree with the following? I have the knowledge, skills and experience to do my job.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.4	1.6	1.6	1.6	1.7	1.2	1.3	1.4	1.4	1.5	1.0	1.1	1.2	1.1	1.3
	Neutral	1.1	1.2	1.2	1.2	1.2	1.0	1.1	1.1	1.1	1.3	0.8	0.9	1.0	1.0	1.1
	Disagree	1.0	1.1	1.2	1.2	1.3	0.7	0.8	0.9	0.8	1.0	0.6	0.7	0.7	0.7	0.8
	<i>Unweighted count</i>															
Royal Navy	Agree	2.3	2.7	2.9	3.0	2.8	2.4	2.0	2.5	1.9	2.1	1.9	1.6	2.0	1.6	1.7
	Neutral	1.6	1.8	2.1	2.2	2.1	1.8	1.5	2.0	1.4	1.6	1.5	1.2	1.6	1.2	1.3
	Disagree	1.8	2.1	2.2	2.3	2.2	1.7	1.4	1.7	1.4	1.4	1.4	1.2	1.4	1.2	1.2
	<i>Unweighted count</i>															
Royal Marines	Agree	3.8	3.8	3.8	3.9	4.6	1.4	1.5	1.9	1.7	2.2	1.3	1.4	1.8	1.5	2.0
	Neutral	2.6	3.0	2.8	2.9	3.5	1.2	1.3	1.6	1.4	1.9	1.1	1.2	1.5	1.3	1.7
	Disagree	2.9	2.6	2.7	2.9	3.5	0.8	0.9	1.2	1.0	1.3	0.7	0.9	1.1	1.0	1.2
	<i>Unweighted count</i>															
Army	Agree	2.3	2.6	2.6	2.6	2.7	1.8	2.1	2.2	2.2	2.5	1.6	1.8	1.9	1.9	2.1
	Neutral	1.8	2.1	1.9	2.0	1.9	1.5	1.8	1.8	1.9	2.1	1.3	1.5	1.6	1.6	1.8
	Disagree	1.5	1.8	1.9	1.8	2.0	1.1	1.3	1.3	1.3	1.6	1.0	1.1	1.2	1.1	1.4
	<i>Unweighted count</i>															
RAF	Agree	2.6	2.5	2.8	2.9	3.0	1.8	1.7	1.8	2.0	2.0	1.5	1.4	1.6	1.7	1.7
	Neutral	2.0	1.9	2.0	2.1	2.1	1.4	1.3	1.4	1.6	1.5	1.2	1.1	1.2	1.3	1.2
	Disagree	1.8	1.8	2.0	2.3	2.3	1.2	1.1	1.2	1.3	1.5	1.0	0.9	1.1	1.1	1.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.7 In terms of your current assignment, how strongly do you agree or disagree with the following? My knowledge, skills and experience are being used.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.7	1.9	1.9	1.8	1.9	1.6	1.7	1.9	1.8	2.0	1.3	1.4	1.6	1.5	1.7
	Neutral	1.2	1.3	1.3	1.3	1.4	1.2	1.4	1.5	1.4	1.6	1.0	1.2	1.3	1.2	1.3
	Disagree	1.3	1.6	1.5	1.4	1.5	1.2	1.3	1.4	1.4	1.6	1.0	1.1	1.2	1.2	1.3
	<i>Unweighted count</i>															
Royal Navy	Agree	3.0	3.1	3.2	3.0	3.0	2.8	2.5	3.0	2.3	2.5	2.3	2.0	2.4	1.9	2.1
	Neutral	2.1	2.2	2.2	2.3	2.0	2.1	1.8	2.3	1.8	1.9	1.7	1.5	1.9	1.5	1.6
	Disagree	2.4	2.4	2.7	2.3	2.5	2.4	2.0	2.4	1.8	2.0	1.9	1.6	2.0	1.5	1.7
	<i>Unweighted count</i>															
Royal Marines	Agree	4.3	4.5	4.5	4.3	4.9	1.8	1.9	2.4	2.4	3.0	1.7	1.8	2.2	2.2	2.7
	Neutral	2.6	3.3	3.0	3.2	3.8	1.5	1.6	2.0	1.9	2.4	1.4	1.5	1.8	1.7	2.1
	Disagree	3.6	3.6	3.6	3.2	3.7	1.3	1.5	2.0	1.9	2.4	1.2	1.4	1.8	1.8	2.2
	<i>Unweighted count</i>															
Army	Agree	2.7	3.2	3.1	2.8	3.2	2.4	2.7	3.0	2.8	3.3	2.1	2.3	2.5	2.4	2.8
	Neutral	2.0	2.1	2.2	2.1	2.3	1.9	2.2	2.4	2.3	2.7	1.6	1.9	2.1	1.9	2.2
	Disagree	2.1	2.6	2.4	2.1	2.5	1.8	2.1	2.3	2.2	2.6	1.6	1.8	1.9	1.9	2.2
	<i>Unweighted count</i>															
RAF	Agree	3.3	3.1	3.3	3.2	3.4	2.7	2.5	2.7	2.6	2.7	2.2	2.1	2.2	2.1	2.2
	Neutral	2.3	2.2	2.3	2.2	2.5	1.9	1.9	1.9	1.9	2.0	1.6	1.6	1.6	1.6	1.6
	Disagree	2.6	2.6	2.7	2.7	2.6	2.2	2.0	2.3	2.1	2.2	1.8	1.7	1.9	1.7	1.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.8 In terms of your current assignment, how strongly do you agree or disagree with the following? The assignment provides development opportunities that will enhance my promotion prospects.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.1	2.3	1.7	1.8	2.0	1.9	2.1	1.5	1.6	1.7	1.6	1.8
	Neutral	1.8	1.9	1.9	1.7	1.9	1.5	1.6	1.7	1.7	1.8	1.2	1.4	1.5	1.4	1.5
	Disagree	1.9	2.0	1.9	1.8	1.9	1.4	1.5	1.7	1.6	1.8	1.2	1.3	1.4	1.3	1.5
	<i>Unweighted count</i>															
Royal Navy	Agree	3.7	3.9	3.9	3.7	3.7	3.1	2.7	3.2	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	Neutral	2.9	3.0	3.1	3.0	3.0	2.6	2.3	2.6	2.1	2.3	2.1	1.9	2.1	1.7	1.9
	Disagree	3.3	3.4	3.4	3.2	3.2	2.7	2.3	2.7	2.2	2.4	2.2	1.9	2.2	1.8	2.0
	<i>Unweighted count</i>															
Royal Marines	Agree	5.5	5.4	5.5	5.3	5.6	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Neutral	4.1	4.3	4.4	4.3	4.4	1.7	1.8	2.2	2.2	2.8	1.6	1.7	2.1	2.0	2.5
	Disagree	4.6	4.6	4.7	4.5	4.7	1.6	1.7	2.3	2.2	2.7	1.5	1.6	2.1	2.0	2.4
	<i>Unweighted count</i>															
Army	Agree	3.5	3.9	3.7	3.4	3.9	2.6	2.9	3.1	3.0	3.5	2.2	2.5	2.7	2.6	3.0
	Neutral	2.9	3.2	3.2	2.8	3.3	2.2	2.6	2.8	2.7	3.0	1.9	2.2	2.4	2.3	2.5
	Disagree	3.0	3.5	3.1	2.8	3.1	2.1	2.4	2.7	2.5	2.9	1.9	2.1	2.3	2.1	2.5
	<i>Unweighted count</i>															
RAF	Agree	4.1	3.6	4.0	3.8	3.9	3.0	2.7	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Neutral	3.3	3.0	3.4	3.1	3.3	2.5	2.4	2.5	2.4	2.4	2.1	2.0	2.1	2.0	2.0
	Disagree	3.7	3.2	3.4	3.3	3.4	2.7	2.5	2.6	2.5	2.6	2.3	2.1	2.2	2.1	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

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AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.9 In terms of your current assignment, how strongly do you agree or disagree with the following? My personal preferences were taken into account.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.0	2.1	2.1	2.0	2.1	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.8
	Neutral	1.5	1.6	1.6	1.5	1.6	1.4	1.6	1.7	1.6	1.8	1.2	1.3	1.4	1.3	1.5
	Disagree	1.7	1.7	1.7	1.5	1.6	1.5	1.6	1.8	1.6	1.8	1.3	1.4	1.5	1.3	1.5
	<i>Unweighted count</i>															
Royal Navy	Agree	3.3	3.5	3.5	3.4	3.4	3.1	2.7	3.1	2.5	2.7	2.5	2.2	2.5	2.1	2.2
	Neutral	2.4	2.6	2.5	2.5	2.4	2.5	2.2	2.5	2.0	2.2	2.0	1.8	2.0	1.7	1.8
	Disagree	2.7	2.8	2.9	2.8	2.8	2.5	2.2	2.5	1.9	2.2	2.1	1.8	2.1	1.6	1.8
	<i>Unweighted count</i>															
Royal Marines	Agree	5.0	4.8	5.2	5.0	5.2	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Neutral	3.5	3.5	3.6	3.7	3.7	1.7	1.8	2.2	2.1	2.8	1.5	1.7	2.0	1.9	2.5
	Disagree	4.0	3.9	4.6	4.1	4.3	1.6	1.7	2.2	2.1	2.5	1.5	1.6	2.0	1.9	2.3
	<i>Unweighted count</i>															
Army	Agree	3.3	3.6	3.4	3.2	3.5	2.6	2.8	3.1	3.0	3.5	2.2	2.5	2.7	2.6	3.0
	Neutral	2.4	2.7	2.5	2.4	2.7	2.2	2.5	2.7	2.6	3.0	1.9	2.2	2.3	2.2	2.5
	Disagree	2.8	3.0	2.7	2.4	2.7	2.3	2.6	2.8	2.6	2.9	2.0	2.2	2.4	2.2	2.5
	<i>Unweighted count</i>															
RAF	Agree	3.7	3.4	3.7	3.5	3.6	3.0	2.7	2.8	2.6	2.8	2.4	2.2	2.3	2.2	2.3
	Neutral	2.9	2.7	3.0	2.7	2.8	2.2	2.2	2.3	2.1	2.3	1.9	1.8	1.9	1.7	1.9
	Disagree	2.9	2.7	2.9	2.7	2.7	2.5	2.2	2.2	2.1	2.1	2.1	1.9	1.9	1.7	1.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

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AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.10 How satisfied are you with the following? The notice I received for my current/last assignment.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	1.9	2.0	1.9	1.8	1.9	1.6	1.8	1.9	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	Neutral	1.3	1.4	1.4	1.3	1.4	1.4	1.6	1.7	1.6	1.8	1.2	1.3	1.4	1.3	1.5
	Dissatisfied	1.5	1.6	1.4	1.5	1.5	1.2	1.3	1.5	1.3	1.4	1.0	1.1	1.2	1.1	1.2
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.4	3.6	3.6	3.5	3.4	2.8	2.5	2.9	2.4	2.6	2.3	2.1	2.4	2.0	2.1
	Neutral	2.2	2.5	2.4	2.3	2.3	2.3	2.1	2.4	1.9	2.0	1.8	1.7	1.9	1.6	1.6
	Dissatisfied	3.0	3.1	3.1	3.1	2.9	2.1	1.9	2.2	1.9	2.0	1.8	1.6	1.8	1.6	1.7
	<i>Unweighted count</i>															
Royal Marines	Satisfied	4.9	4.5	4.6	4.4	4.4	1.8	1.9	2.4	2.4	3.0	1.7	1.8	2.2	2.2	2.7
	Neutral	3.7	3.1	3.3	3.3	3.1	1.6	1.7	2.2	2.1	2.7	1.5	1.6	2.0	1.9	2.4
	Dissatisfied	3.8	3.7	3.6	3.4	3.4	1.2	1.4	1.6	1.6	1.9	1.2	1.3	1.5	1.5	1.7
	<i>Unweighted count</i>															
Army	Satisfied	2.9	3.2	2.8	2.8	3.0	2.5	2.8	3.1	2.9	3.4	2.2	2.4	2.6	2.5	2.9
	Neutral	2.0	2.4	2.2	2.0	2.2	2.2	2.5	2.8	2.6	3.0	1.9	2.2	2.3	2.2	2.6
	Dissatisfied	2.3	2.6	2.1	2.1	2.2	1.8	2.1	2.4	2.0	2.4	1.6	1.8	2.0	1.8	2.0
	<i>Unweighted count</i>															
RAF	Satisfied	3.5	3.2	3.5	3.4	3.5	2.5	2.4	2.5	2.4	2.5	2.1	2.0	2.1	2.0	2.1
	Neutral	2.6	2.3	2.5	2.5	2.6	2.1	2.0	2.1	2.1	2.1	1.7	1.7	1.7	1.7	1.7
	Dissatisfied	2.7	2.7	2.9	2.9	2.8	1.7	1.5	1.6	1.5	1.6	1.5	1.3	1.4	1.3	1.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

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AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.11 How satisfied are you with the following? Involvement in decisions that affect my career.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.3	2.2	2.3	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	Neutral	1.8	2.0	1.9	1.8	1.9	1.6	1.7	1.9	1.8	2.0	1.3	1.4	1.6	1.5	1.6
	Dissatisfied	1.9	2.0	1.9	1.8	1.8	1.5	1.7	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.7	3.8	3.8	3.8	3.7	3.1	2.7	3.1	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	Neutral	3.1	3.1	3.1	3.2	3.1	2.8	2.3	2.8	2.3	2.4	2.3	1.9	2.3	1.9	2.0
	Dissatisfied	3.2	3.4	3.4	3.1	3.1	2.9	2.5	2.8	2.3	2.4	2.3	2.1	2.3	1.9	2.0
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.5	5.3	5.4	5.2	5.4	1.9	1.9	2.5	2.4	3.2	1.8	1.8	2.3	2.2	2.8
	Neutral	4.5	4.5	4.1	4.1	4.0	1.7	1.9	2.3	2.3	2.9	1.6	1.8	2.1	2.1	2.6
	Dissatisfied	4.5	4.2	4.5	4.2	4.3	1.7	1.8	2.3	2.2	2.7	1.6	1.7	2.1	2.0	2.4
	<i>Unweighted count</i>															
Army	Satisfied	3.6	3.9	3.8	3.5	3.9	2.5	2.8	3.1	3.0	3.4	2.2	2.4	2.6	2.6	2.9
	Neutral	2.9	3.4	3.2	2.9	3.2	2.4	2.7	2.9	2.8	3.2	2.1	2.3	2.5	2.4	2.7
	Dissatisfied	3.0	3.4	3.1	2.9	3.1	2.3	2.6	2.9	2.7	3.1	2.0	2.3	2.5	2.3	2.6
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.6	3.9	3.8	3.9	3.0	2.7	2.8	2.8	2.9	2.5	2.2	2.3	2.3	2.4
	Neutral	3.3	3.0	3.5	3.3	3.3	2.7	2.5	2.7	2.6	2.5	2.2	2.0	2.2	2.1	2.1
	Dissatisfied	3.3	3.2	3.3	3.1	3.1	2.8	2.5	2.6	2.3	2.4	2.3	2.1	2.2	1.9	2.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

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AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.12 How satisfied are you with the following? The fairness of the appraisal system.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.3	2.2	2.4	1.7	1.8	1.9	1.8	2.1	1.4	1.5	1.6	1.6	1.7
	Neutral	1.8	2.0	1.9	1.9	2.0	1.6	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Dissatisfied	1.9	2.1	2.0	1.9	2.1	1.5	1.7	1.8	1.7	2.0	1.3	1.4	1.6	1.4	1.7
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.7	3.8	3.8	3.7	3.7	3.1	2.7	3.2	2.6	2.8	2.6	2.3	2.6	2.2	2.3
	Neutral	3.2	3.2	3.2	3.3	3.1	2.8	2.4	2.8	2.3	2.5	2.3	2.0	2.3	1.9	2.1
	Dissatisfied	3.1	3.2	3.4	3.1	3.3	2.7	2.4	2.8	2.3	2.5	2.2	2.0	2.3	1.9	2.1
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.5	5.4	5.5	5.1	5.8	1.9	1.9	2.4	2.4	3.1	1.8	1.8	2.2	2.2	2.8
	Neutral	4.5	4.7	4.7	3.9	4.9	1.8	1.9	2.3	2.3	2.9	1.6	1.8	2.1	2.1	2.6
	Dissatisfied	4.7	4.5	4.4	4.5	4.6	1.7	1.9	2.4	2.4	2.9	1.6	1.8	2.2	2.2	2.6
	<i>Unweighted count</i>															
Army	Satisfied	3.5	3.9	3.8	3.6	4.0	2.6	2.8	3.1	3.0	3.4	2.2	2.5	2.7	2.6	2.9
	Neutral	2.8	3.3	3.1	2.9	3.2	2.4	2.6	2.9	2.8	3.1	2.0	2.3	2.5	2.4	2.6
	Dissatisfied	3.0	3.6	3.3	3.1	3.5	2.3	2.6	2.9	2.7	3.3	2.0	2.3	2.5	2.3	2.8
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.5	3.8	3.7	3.8	2.7	2.4	2.4	2.3	2.5	2.3	2.0	2.1	2.0	2.1
	Neutral	3.5	3.2	3.5	3.5	3.5	2.6	2.3	2.5	2.4	2.5	2.2	1.9	2.1	2.0	2.1
	Dissatisfied	3.7	3.4	3.7	3.6	3.7	3.0	2.7	2.8	2.7	2.8	2.5	2.3	2.4	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.13 How satisfied are you with the following? The fairness of the promotion system.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.2	2.2	2.3	1.6	1.7	1.8	1.8	2.0	1.4	1.4	1.6	1.5	1.7
	Neutral	1.9	2.0	2.0	2.0	2.1	1.5	1.6	1.7	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Dissatisfied	2.0	2.1	2.1	2.0	2.1	1.7	1.8	2.0	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.7	3.8	3.7	3.7	3.7	3.0	2.6	3.1	2.5	2.7	2.5	2.2	2.5	2.1	2.3
	Neutral	3.3	3.3	3.5	3.5	3.4	2.8	2.4	2.8	2.3	2.6	2.3	2.0	2.3	2.0	2.1
	Dissatisfied	3.5	3.6	3.6	3.4	3.5	3.0	2.6	3.0	2.5	2.7	2.4	2.2	2.5	2.1	2.2
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.6	5.5	5.5	5.3	5.8	1.8	1.8	2.2	2.2	2.9	1.7	1.7	2.1	2.0	2.7
	Neutral	4.8	5.0	4.9	4.7	5.1	1.8	1.9	2.3	2.2	2.8	1.7	1.7	2.1	2.1	2.6
	Dissatisfied	4.9	4.6	4.9	4.4	4.7	1.8	2.0	2.5	2.5	3.2	1.7	1.8	2.3	2.3	2.8
	<i>Unweighted count</i>															
Army	Satisfied	3.6	3.9	3.8	3.6	4.0	2.4	2.7	2.9	2.9	3.3	2.1	2.4	2.6	2.5	2.8
	Neutral	2.9	3.4	3.1	3.1	3.5	2.3	2.6	2.7	2.7	3.0	2.0	2.3	2.4	2.4	2.6
	Dissatisfied	3.0	3.6	3.4	3.1	3.4	2.5	2.8	3.1	2.9	3.4	2.2	2.4	2.7	2.5	2.9
	<i>Unweighted count</i>															
RAF	Satisfied	3.8	3.2	3.6	3.4	3.6	2.4	2.1	2.1	2.0	2.2	2.0	1.8	1.8	1.8	1.9
	Neutral	3.6	3.3	3.5	3.6	3.6	2.6	2.3	2.4	2.4	2.5	2.2	2.0	2.1	2.0	2.1
	Dissatisfied	3.9	3.5	3.9	3.8	3.8	3.0	2.7	2.8	2.7	2.8	2.5	2.2	2.3	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.14 How satisfied are you with the following? My opportunities for promotion.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.1	2.3	2.2	2.2	2.3	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	Neutral	1.9	2.1	2.0	1.9	2.1	1.6	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.5	1.6
	Dissatisfied	1.9	2.0	2.0	1.9	2.0	1.6	1.7	1.8	1.7	2.0	1.3	1.4	1.5	1.4	1.7
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.7	3.7	3.8	3.8	3.7	3.1	2.7	3.2	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	Neutral	3.3	3.5	3.4	3.4	3.3	2.8	2.5	2.8	2.4	2.5	2.3	2.1	2.3	2.0	2.1
	Dissatisfied	3.7	3.7	3.7	3.5	3.5	2.8	2.4	2.7	2.2	2.4	2.3	2.0	2.3	1.9	2.1
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.6	5.2	5.4	5.3	5.6	1.8	1.8	2.3	2.3	3.0	1.7	1.7	2.1	2.1	2.7
	Neutral	4.9	4.8	4.9	4.6	5.0	1.8	1.9	2.4	2.3	3.0	1.7	1.8	2.2	2.1	2.7
	Dissatisfied	5.2	5.0	5.0	4.4	4.5	1.8	2.0	2.5	2.4	3.0	1.7	1.8	2.3	2.2	2.7
	<i>Unweighted count</i>															
Army	Satisfied	3.5	3.9	3.7	3.5	3.9	2.5	2.8	3.1	3.0	3.4	2.2	2.5	2.7	2.6	2.9
	Neutral	3.0	3.5	3.3	3.0	3.4	2.3	2.6	2.9	2.8	3.0	2.0	2.2	2.5	2.4	2.6
	Dissatisfied	2.8	3.3	3.2	2.9	3.3	2.3	2.6	2.9	2.6	3.3	2.0	2.3	2.5	2.3	2.8
	<i>Unweighted count</i>															
RAF	Satisfied	3.8	3.3	3.7	3.6	3.7	2.7	2.5	2.5	2.4	2.6	2.3	2.1	2.1	2.1	2.2
	Neutral	3.7	3.3	3.7	3.5	3.7	2.9	2.6	2.7	2.6	2.7	2.4	2.1	2.3	2.2	2.3
	Dissatisfied	4.0	3.5	3.8	3.7	3.7	3.0	2.7	2.8	2.7	2.8	2.5	2.2	2.3	2.3	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.15 How satisfied are you with the following? My opportunities for further service.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.3	2.1	2.3	1.7	1.8	2.0	1.9	2.1	1.5	1.5	1.7	1.6	1.8
	Neutral	2.0	2.2	2.1	2.0	2.2	1.7	1.8	1.9	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	Dissatisfied	1.6	1.6	1.6	1.4	1.5	1.3	1.4	1.6	1.4	1.7	1.1	1.2	1.3	1.2	1.4
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.7	3.8	3.9	3.7	3.7	3.1	2.7	3.2	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	Neutral	3.4	3.5	3.6	3.4	3.5	3.1	2.7	3.1	2.5	2.7	2.5	2.2	2.5	2.1	2.3
	Dissatisfied	2.6	2.5	2.6	2.3	2.5	2.2	1.8	2.1	1.8	1.9	1.8	1.5	1.7	1.5	1.6
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.7	5.4	5.5	5.3	5.6	1.9	1.9	2.4	2.4	3.1	1.8	1.8	2.2	2.2	2.8
	Neutral	5.4	5.2	5.3	5.1	5.4	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Dissatisfied	3.9	3.9	3.6	3.1	3.2	1.4	1.7	2.2	2.1	2.5	1.3	1.6	2.0	1.9	2.2
	<i>Unweighted count</i>															
Army	Satisfied	3.5	3.9	3.7	3.5	3.9	2.6	2.8	3.1	3.0	3.5	2.2	2.5	2.7	2.6	3.0
	Neutral	3.1	3.7	3.5	3.3	3.6	2.5	2.8	3.0	2.9	3.3	2.2	2.4	2.6	2.5	2.9
	Dissatisfied	2.6	2.8	2.7	2.2	2.6	2.0	2.2	2.5	2.2	2.7	1.7	1.9	2.1	1.9	2.3
	<i>Unweighted count</i>															
RAF	Satisfied	3.9	3.6	3.9	3.8	3.9	3.0	2.7	2.8	2.7	2.8	2.5	2.3	2.3	2.3	2.4
	Neutral	3.6	3.4	3.8	3.7	3.9	3.0	2.7	2.8	2.7	2.8	2.4	2.2	2.4	2.3	2.4
	Dissatisfied	2.6	2.2	2.5	2.5	2.4	2.3	2.1	2.3	2.1	2.1	1.9	1.7	1.9	1.8	1.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.16 How strongly do you agree or disagree with the following statement? I am willing to serve overseas (i.e. on a permanent assignment).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	3.7	3.2	3.4	3.4	3.5	2.8	2.6	2.7	2.6	2.7	2.4	2.1	2.2	2.2	2.2
	Neutral	2.7	2.4	2.4	2.5	2.5	2.2	2.0	2.0	1.9	2.0	1.8	1.6	1.7	1.6	1.7
	Disagree	3.0	2.5	2.7	2.6	2.8	2.3	2.1	2.2	2.2	2.2	1.9	1.7	1.9	1.8	1.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.17 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Current rates of LOA.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Influential	3.9	3.2	3.5	3.4	3.6	2.7	2.4	2.4	2.3	2.4	2.3	2.0	2.0	1.9	2.1
	Not influential	3.9	3.2	3.5	3.4	3.6	2.7	2.4	2.4	2.3	2.4	2.3	2.0	2.0	1.9	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.18 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Travel allowances (e.g. Get You Home (Overseas)).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Influential	3.6	3.2	3.4	3.3	3.5	2.7	2.4	2.5	2.4	2.5	2.2	2.0	2.1	2.0	2.1
	Not influential	3.6	3.2	3.4	3.3	3.5	2.7	2.4	2.5	2.4	2.5	2.2	2.0	2.1	2.0	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.19 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? The removals/storage service.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Influential	3.8	3.2	3.6	3.5	3.7	2.9	2.6	2.7	2.6	2.8	2.4	2.1	2.2	2.2	2.3
	Not influential	3.8	3.2	3.6	3.5	3.7	2.9	2.6	2.7	2.6	2.8	2.4	2.1	2.2	2.2	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.20 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? In country support (e.g. medical, dental, welfare).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Influential	3.1	2.6	3.0	2.9	3.0	2.5	2.2	2.2	2.2	2.4	2.0	1.8	1.9	1.9	2.0
	Not influential	3.1	2.6	3.0	2.9	3.0	2.5	2.2	2.2	2.2	2.4	2.0	1.8	1.9	1.9	2.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.21 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Local security situation.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Influential	3.5	3.1	3.6	3.5	3.6	2.8	2.6	2.7	2.7	2.8	2.3	2.2	2.3	2.2	2.3
	Not influential	3.5	3.1	3.6	3.5	3.6	2.8	2.6	2.7	2.7	2.8	2.3	2.2	2.3	2.2	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.22 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Impact on your career.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Influential	3.9	3.4	3.8	3.6	3.8	2.8	2.5	2.6	2.6	2.7	2.3	2.1	2.2	2.2	2.3
	Not influential	3.9	3.4	3.8	3.6	3.8	2.8	2.5	2.6	2.6	2.7	2.3	2.1	2.2	2.2	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.23 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Availability of CEA.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Influential	4.9	4.2	4.7	4.4	4.6	3.6	3.2	3.2	3.2	3.3	3.0	2.6	2.7	2.7	2.8
	Not influential	4.9	4.2	4.7	4.4	4.6	3.6	3.2	3.2	3.2	3.3	3.0	2.6	2.7	2.7	2.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 4 - Your Career

Source: Defence Statistics (Surveys)

Table B4.24 How influential are/would be the following factors in your willingness to serve overseas (i.e. on a permanent assignment)? Spouse's prospects of working overseas.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not influential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Influential	3.7	3.4	3.6	3.1	3.4	3.0	2.6	2.7	2.4	2.5	2.4	2.1	2.2	2.0	2.1
	Not influential	3.7	3.4	3.6	3.1	3.4	3.0	2.6	2.7	2.4	2.5	2.4	2.1	2.2	2.0	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.1 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Understands and represents my interests.

Percentages

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	75	76	77	78	78	65 **	66	66	67	68	67 **	67 **	68	69	70		
	Neutral	14	14	13	12	13	21 **	20	19	19	18	19 **	19	18	18	17		
	Disagree	11	11	10	10	9	14	15	15	14	14	14	14	14	13	13		
	<i>Unweighted count</i>						3 115						7 015						10 130
Royal Navy	Agree	76	80	77	77	77	69 **	69 **	71	71	73	70 **	72	73	73	74		
	Neutral	13	11	13	13	14	17	18	17	18	16	16	16	16	17	16		
	Disagree	11	9	10	10	10	14 **	13	12	11	11	13 **	12	11	11	10		
	<i>Unweighted count</i>						940						1 942						2 882
Royal Marines	Agree	79	80	78	83 **	75	64	63	64	65	67	65	65	66	67	68		
	Neutral	13	14	13	10	15	24	23	22	21	21	22	22	21	20	21		
	Disagree	8	7	10	7	10	13	13	14	14	12	12	13	14	13	12		
	<i>Unweighted count</i>						294						1 294						1 588
Army	Agree	75	75	77	80	79	62	63	63	65	66	64 **	65 **	65	67	68		
	Neutral	14	14	13	11	12	23 **	21	21	20	18	22 **	20	20	19	17		
	Disagree	11	11	10	9	9	15	16	16	15	15	14	15	15	14	14		
	<i>Unweighted count</i>						958						1 800						2 758
RAF	Agree	74	74	77	74	76	70	71	72	69	70	71	72	73	70	71		
	Neutral	14	14	12	15	15	16	16	15	17	17	15	15	14	17	17		
	Disagree	12	12	11	11	10	14	13	13	13	13	14	13	12	13	12		
	<i>Unweighted count</i>						923						1 979						2 902

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Don't know option added in 2010. (2) Minor wording change in 2015. (3) Don't know option excluded from the analysis.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.2 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Supports me in my job.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	81	82	82	83	82	72 **	73	73	74	75	73 **	74 **	75	76	76
	Neutral	11	11	11	10	11	18 **	17 **	16	16	14	17 **	16 **	15	15	14
	Disagree	7	7	7	7	7	10	10	11	10	11	10	10	10	10	10
	<i>Unweighted count</i>	3 117					7 045					10 162				
Royal Navy	Agree	84	83	83	83	82	76 **	76 **	78	79	81	78 **	78 **	79	80	81
	Neutral	9	10	10	11	10	15 **	15 **	15 **	14 **	11	13	14 **	14 **	13 **	11
	Disagree	8	7	6	7	8	9	9	8	7	8	9	8	7	7	8
	<i>Unweighted count</i>	941					1 956					2 897				
Royal Marines	Agree	85	87	86	86	81	69 **	69 **	71	72	74	71 **	71 **	73	74	75
	Neutral	8	8	8	7	12	23 **	21	19	18	18	21 **	19	17	17	17
	Disagree	7	5	6	6	7	8	10	11	10	8	8	10	10	10	8
	<i>Unweighted count</i>	296					1 296					1 592				
Army	Agree	81	83	81	85	83	69 **	70	71	72	73	71 **	72	72	74	75
	Neutral	13	10	11	10	10	20 **	19 **	17	17	15	19 **	17 **	16	16	14
	Disagree	7	7	8	6	7	11	11	12	11	12	11	10	11	10	11
	<i>Unweighted count</i>	956					1 807					2 763				
RAF	Agree	80	79	81	80	81	77	78	78	77	76	77	78	78	78	77
	Neutral	11	12	12	11	12	14	13	12	13	14	13	13	12	13	13
	Disagree	8	9	8	8	7	9	9	10	10	10	9	9	10	9	9
	<i>Unweighted count</i>	924					1 986					2 910				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Don't know option added in 2010. (2) Minor wording change in 2015. (3) Don't know option excluded from the analysis.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.3 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Sets a positive example.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	77	76	76	77	78	65 **	67	67	68	68	67 **	69	69	70	70
	Neutral	13	14	13	14	12	20 **	19	18	18	18	19 **	18	17	17	17
	Disagree	10	10	10	10	11	14	14	14	14	14	14	14	14	13	13
	<i>Unweighted count</i>	3 119					7 033					10 152				
Royal Navy	Agree	78	78	77	78	78	70 **	71	72	74	75	72 **	73	73	75	75
	Neutral	13	14	13	13	14	17	16	18	16	14	16	16	17	15	14
	Disagree	9	9	10	9	9	12	12	10	10	11	11	11	10	10	10
	<i>Unweighted count</i>	942					1 954					2 896				
Royal Marines	Agree	80	81	79	82	78	67	66 **	67	67	70	68	68 **	69	69	71
	Neutral	11	11	11	10	11	23 **	21	19	20	19	22 **	20	18	19	18
	Disagree	9	8	10	8	11	10	13	14	12	11	10	13	13	12	11
	<i>Unweighted count</i>	296					1 292					1 588				
Army	Agree	77	77	77	78	80	63	65	66	66	66	65	67	68	68	68
	Neutral	13 **	14 **	13 **	13 **	9	22	19	19	19	19	20	19	18	18	17
	Disagree	10	9	10	9	11	15	15	15	15	15	14	14	14	14	14
	<i>Unweighted count</i>	957					1 806					2 763				
RAF	Agree	74	73	75	73	74	67	68	68	69	69	68	69	70	70	70
	Neutral	14	13	14	15	14	18	18	17	17	16	17	17	16	16	16
	Disagree	12	13	11	13	12	15	14	15	14	14	14	14	14	14	14
	<i>Unweighted count</i>	924					1 981					2 905				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Don't know option added in 2010. (2) Minor wording change in 2015. (3) Don't know option excluded from the analysis.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.4 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Encourages me to develop my skills.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	69 **	69 **	71	71	72	66	66	67	68	68	67	67	67	68	69
	Neutral	20	21	20	20	19	21	21	21	21	19	21	21	21	20	19
	Disagree	11	10	9	9	9	13	13	12	12	13	12	12	12	11	12
	<i>Unweighted count</i>	3 113					7 037					10 150				
Royal Navy	Agree	71	71	71	72	69	68	68	68	71	71	69	69	69	71	71
	Neutral	19	21	21	20	23	19	21	22 **	20	19	19	21	22	20	20
	Disagree	10	8	8	8	8	13 **	11	9	9	10	12 **	10	9	9	10
	<i>Unweighted count</i>	937					1 954					2 891				
Royal Marines	Agree	69	76	70	75	75	66	64 **	65 **	66	69	67	65 **	65 **	67	70
	Neutral	20	16	21	18	17	23	25 **	23	23	21	23	24 **	23	23	20
	Disagree	10	8	9	7	8	10	11	12	11	10	10	11	12	10	10
	<i>Unweighted count</i>	295					1 294					1 589				
Army	Agree	68 **	68 **	72	74	74	65	65	66	67	67	65	65	67	68	68
	Neutral	21 **	21	19	18	17	22	22	21	21	19	22 **	21	21	20	19
	Disagree	10	11	9	8	9	13	14	13	12	14	13	13	13	12	13
	<i>Unweighted count</i>	955					1 805					2 760				
RAF	Agree	69	68	69	66	71	70	69	69	69	68	69	69	69	68	68
	Neutral	19	21	21	24 **	19	19	19	20	20	20	19	20	20	21	20
	Disagree	11	11	11	10	10	11	12	12	12	12	11	12	12	11	12
	<i>Unweighted count</i>	926					1 984					2 910				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2008. (2) Don't know option added in 2010. (3) Minor wording change in 2015. (4) Don't know option excluded from the analysis.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.5 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Is supportive over work/life balance issues.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	73 **	77 **	78	79	80	64 **	66 **	67 **	69	71	66 **	68 **	69 **	71	73		
	Neutral	17 **	13	13	13	12	21 **	19 **	19 **	17	16	20 **	18 **	18 **	17	15		
	Disagree	10 **	10 **	9	8	7	15	15	14	13	13	14 **	14 **	13	12	12		
	<i>Unweighted count</i>						3 108						7 020						10 128
Royal Navy	Agree	78	80	80	81	79	68 **	70 **	71	73	75	70 **	72 **	73	75	76		
	Neutral	14	12	13	12	12	18 **	17 **	17	16	14	17 **	16 **	16	15	14		
	Disagree	8	8	8	7	9	14	13	12	11	11	12	12	11	10	11		
	<i>Unweighted count</i>						937						1 951						2 888
Royal Marines	Agree	82	83	84	81	82	66 **	64 **	67 **	67 **	71	68 **	66 **	69 **	69 **	73		
	Neutral	12	13	10	11	13	22 **	23 **	20	20	17	21 **	21 **	18	19	17		
	Disagree	6	4	6	8	5	12	13	13	13	11	11	12	12	12	10		
	<i>Unweighted count</i>						296						1 291						1 587
Army	Agree	71 **	75 **	77	78	81	61 **	63 **	64 **	66	69	62 **	65 **	66 **	68	71		
	Neutral	18 **	14	14	13	12	22 **	20 **	21 **	19	16	22 **	19 **	19 **	18	16		
	Disagree	11 **	11 **	9	9	7	17	17	16	15	15	16	16	15	14	13		
	<i>Unweighted count</i>						954						1 802						2 756
RAF	Agree	74 **	77	78	78	80	70 **	73	75	76	75	71 **	74	75	76	76		
	Neutral	17 **	13	13	14	12	17 **	15	15	13	14	17 **	15	14	14	14		
	Disagree	9	10	9	8	8	12	11	11	11	11	12	11	10	10	10		
	<i>Unweighted count</i>						921						1 976						2 897

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Don't know option added in 2010. (2) Minor wording change in 2015. (3) Don't know option excluded from the analysis.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.6 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Provides regular feedback on my performance.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	52	51	53	54	53	51 **	53	52 **	53	55	51 **	53	52 **	53	55		
	Neutral	27	26	27	26	26	28	27	28	27	26	28	27	28	27	26		
	Disagree	21	22	20	20	20	21	21	20	21	19	21	21	20	20	19		
	<i>Unweighted count</i>						3 100						7 015						10 115
Royal Navy	Agree	56	56	55	56	52	54	55	57	56	58	55	55	57	56	57		
	Neutral	24	24	25	25	28	25	27	27	27	26	25	26	27	27	26		
	Disagree	20	20	20	19	20	20 **	18	16	16	16	20 **	19	17	17	17		
	<i>Unweighted count</i>						935						1 951						2 886
Royal Marines	Agree	52	53	55	52	52	53	52	52	50	53	53	52	53	50	53		
	Neutral	25	29	25	28	29	32 **	31	30	30	28	32 **	31	29	30	28		
	Disagree	22	18	20	20	19	15 **	18	18	20	19	16 **	18	18	20	19		
	<i>Unweighted count</i>						293						1 291						1 584
Army	Agree	50	49 **	54	55	55	51 **	52	50 **	53	56	50 **	52	51 **	53	55		
	Neutral	27	28	26	27	25	29	27	29	27	26	28	27	28	27	26		
	Disagree	23	23	20	18	20	21	21	21	21	19	21	21	21	21	19		
	<i>Unweighted count</i>						950						1 797						2 747
RAF	Agree	52	52	50	50	52	51	52	53	51	52	51	52	52	51	52		
	Neutral	28	25	28	27	27	27	26	26	26	28	27	26	26	26	27		
	Disagree	20	23	22	24	21	22	22	22	23	21	21	22	22	23	21		
	<i>Unweighted count</i>						922						1 976						2 898

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Don't know option excluded from the analysis.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.7 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Tells me what's going on at work.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	73	73	74	74	73	63 **	66	65	65	67	65 **	67	67	67	68		
	Neutral	15	15	15	15	16	20 **	18	19	19	18	20	17	19	18	18		
	Disagree	11	12	11	11	11	17	16	16	16	15	16 **	15	15	15	14		
	<i>Unweighted count</i>						3 113						7 035						10 148
Royal Navy	Agree	76	75	75	75	75	68	70	70	71	71	70	71	71	72	72		
	Neutral	13	17	13	14	14	16	17	17	17	17	16	17	16	16	16		
	Disagree	11	9	13	11	12	15 **	13	13	12	12	14 **	12	13	12	12		
	<i>Unweighted count</i>						939						1 953						2 892
Royal Marines	Agree	77	82 **	80	80	75	62	61	62	61 **	65	64	63	64	63	66		
	Neutral	16	11	12	13	15	25 **	22	22	21	20	24 **	21	21	20	20		
	Disagree	7	7	8	7	10	13	17	16	18 **	15	13	15	15	17	14		
	<i>Unweighted count</i>						294						1 292						1 586
Army	Agree	73	73	75	75	74	61 **	65	64	62	67	63 **	66	65	64	68		
	Neutral	15	14	15	15	16	22 **	18	21	20	18	21 **	17	20	20	18		
	Disagree	11	13 **	10	10	9	17	17	16	17	15	16	16	15	16	14		
	<i>Unweighted count</i>						954						1 806						2 760
RAF	Agree	72	71	70	70	70	66	67	66	68	67	67	68	67	69	67		
	Neutral	16	16	19	17	17	17	16	17	16	18	17	16	18	16	18		
	Disagree	12	13	12	13	13	17	17	16	15	15	16	16	15	15	15		
	<i>Unweighted count</i>						926						1 984						2 910

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011. (2) Minor wording change in 2015. (3) Don't know option excluded from the analysis.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.8 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Is someone I trust.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	75	76	75	77	76	62 **	62 **	63	64	66	64 **	65 **	65	67	67
	Neutral	14	14	15	14	15	22 **	21	22 **	20	19	21 **	20	20 **	19	18
	Disagree	10	10	10	9	10	16	17	15	16	15	15	16	14	14	14
	<i>Unweighted count</i>	3 105					6 992					10 097				
Royal Navy	Agree	77	77	74	76	78	66 **	66 **	67	70	71	68 **	69 **	69 **	71	73
	Neutral	14	15	16	15	14	19	20 **	19	18	17	18	19 **	18	17	16
	Disagree	9	8	10	9	8	15	14	13	12	12	13	12	13	11	11
	<i>Unweighted count</i>	936					1 943					2 879				
Royal Marines	Agree	79	80	79	82	76	64	63 **	63 **	65	68	66	65 **	65 **	67	69
	Neutral	13	14	14	12	15	24 **	23	23	22	21	23 **	22	22	21	20
	Disagree	8	6	8	6	9	11	14 **	14	13	11	11	13	13	12	11
	<i>Unweighted count</i>	294					1 287					1 581				
Army	Agree	76	76	75	79	76	60	60	61	62	64	62	63	63	64	66
	Neutral	14	14	15	13	14	23	21	24 **	21	20	22	20	22 **	20	19
	Disagree	10	10	9	8	9	17	18	16	17	17	16	17	15	16	16
	<i>Unweighted count</i>	955					1 791					2 746				
RAF	Agree	72	73	75	74	72	64	66	67	68	66	66	67	69	69	68
	Neutral	16	15	14	16	17	20	19	18	18	19	19	18	17	17	19
	Disagree	11	12	11	10	11	16	16	15	15	15	15	15	14	14	14
	<i>Unweighted count</i>	920					1 971					2 891				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013. (2) Only asked of RAF prior to 2015. (3) Minor wording change in 2015. (4) Don't know option excluded from the analysis.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.9 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Helps me to understand how I contribute to [Service] objectives.

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	51	51	53	54	54	47 **	48	48	49	50	48 **	48 **	49	50	51
	Neutral	31	32	31	30	30	32 **	32	33 **	32	30	32 **	32 **	32 **	31	30
	Disagree	17	17	16	16	16	20	20	20	19	20	20	20	19	19	19
	<i>Unweighted count</i>	3 080					6 956					10 036				
Royal Navy	Agree	52	51	50	51	52	46 **	47	47	50	50	47	47	48	50	51
	Neutral	31	34	32	33	32	32	35	34	33	32	32	35	34	33	32
	Disagree	17	15	18	16	17	22 **	19	19	17	17	21 **	18	18	16	17
	<i>Unweighted count</i>	929					1 927					2 856				
Royal Marines	Agree	60	61	57	59	57	50	49	47	49	51	51	50	49	50	52
	Neutral	28	26	28	28	27	35	34	35	33	32	34 **	33	34	33	31
	Disagree	12	13	15	13	16	15	17	18	18	17	14	16	17	17	17
	<i>Unweighted count</i>	290					1 282					1 572				
Army	Agree	54	53 **	58	60	59	48 **	49	49	51	53	49 **	50 **	51	53	54
	Neutral	31	30	29	27	27	32 **	31	32	30	28	32 **	31	31 **	30	27
	Disagree	15	17	14	13	14	20	20	19	19	19	19	19	18	18	18
	<i>Unweighted count</i>	946					1 790					2 736				
RAF	Agree	46	45	46	44	46	46	43	43	43	43	46	44	44	43	44
	Neutral	33	35	33	33	34	32	33	34	34	33	33	34	33	34	33
	Disagree	21	20	21	22	20	22	23	23	23	24	22	23	23	23	23
	<i>Unweighted count</i>	915					1 957					2 872				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Don't know option excluded from the analysis.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.10 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Helps me to understand how major change decisions will affect me.

Percentages

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	55	55	56	58	57	50 **	50 **	50 **	51	53	51 **	51 **	51 **	52	54		
	Neutral	30	31	29	28	29	30	31 **	31 **	30	28	30	31 **	30 **	30	28		
	Disagree	15	15	15	14	14	20	19	19	19	19	19	18	19	18	18		
	<i>Unweighted count</i>						3 081						6 967						10 048
Royal Navy	Agree	56	56	53	55	55	48 **	51	51	56	53	50 **	52	51	56	54		
	Neutral	30	31	31	31	31	31	31	33	30	32	31	31	32	30	32		
	Disagree	14	13	16	13	14	21 **	18 **	17	14	15	20 **	17	17	14	15		
	<i>Unweighted count</i>						920						1 938						2 858
Royal Marines	Agree	63	64	58	67	62	52	51	48 **	51	54	53	52	49 **	53	55		
	Neutral	25	27	29	25	25	35	33	34	33	31	34	32	33	32	31		
	Disagree	12	9	13	8	12	14	17	18 **	16	15	13	16	17 **	15	14		
	<i>Unweighted count</i>						293						1 288						1 581
Army	Agree	56	55	58	63	60	51	51	51	50	55	52 **	52 **	52	52	56		
	Neutral	30	30	28	25	26	30	30 **	31 **	30 **	26	30 **	30 **	30 **	29	26		
	Disagree	15	15	14	12	13	19	19	19	19	19	18	18	18	18	18		
	<i>Unweighted count</i>						947						1 786						2 733
RAF	Agree	51	51	54	50	52	48	48	48	48	50	49	49	49	49	50		
	Neutral	32	33	29	31	31	29	30	30	30	30	30	31	30	30	30		
	Disagree	17	16	17	18	17	22	22	23	22	21	21	21	21	21	20		
	<i>Unweighted count</i>						921						1 955						2 876

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Don't know option excluded from the analysis.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.11 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Works well with personnel from different backgrounds.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	76 **	77	78	79	79	70	69 **	70	72	72	71 **	70 **	71	73	73
	Neutral	16	16	14	14	14	21 **	21 **	21 **	19	18	20 **	20 **	20 **	18	17
	Disagree	9	8	9	7	8	10	10	9	9	11	9	10	9	9	10
	<i>Unweighted count</i>	3 076					6 936					10 012				
Royal Navy	Agree	77	79	77	76	77	73	71 **	73	75	76	74	73 **	74	76	76
	Neutral	17	14	14	16	15	19	19 **	20 **	18	16	19 **	18	18	17	16
	Disagree	7	7	9	8	7	8	10	8	7	8	8	9	8	7	8
	<i>Unweighted count</i>	924					1 925					2 849				
Royal Marines	Agree	79	83	85	87 **	79	67 **	65 **	66 **	69	71	68 **	67 **	68 **	72	72
	Neutral	15	11	9	8 **	14	26 **	26 **	24	22	21	24 **	24 **	22	20	20
	Disagree	7	6	6	5	7	8	9	10	8	7	7	9	9	8	7
	<i>Unweighted count</i>	291					1 275					1 566				
Army	Agree	77	77	79	82	81	69	68	69	71	70	70	70	70	72	72
	Neutral	15	15	13	12	12	22 **	21 **	22 **	19	18	21 **	20 **	20 **	18	17
	Disagree	8	7	8	6	7	10	10	10	10	12	10	10	9	10	11
	<i>Unweighted count</i>	950					1 791					2 741				
RAF	Agree	73	72	76	74	76	71	71	71	72	72	71	71	72	73	73
	Neutral	16	17	16	16	16	19	18	20	18	18	18	18	19	18	18
	Disagree	11	10	9	10	8	10	11	9	9	10	10	11	9	10	9
	<i>Unweighted count</i>	911					1 945					2 856				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Don't know option excluded from the analysis.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.12 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? I am satisfied with the leadership provided by my immediate supervisor.

Percentages

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	74	74	74	76	75	66 **	66 **	66	67	69	67 **	67 **	67 **	69	70		
	Neutral	14	13	14	13	13	19 **	19 **	19 **	18	16	18 **	18 **	18 **	17	16		
	Disagree	12	13	12	11	12	15	16	14	15	15	14	15	14	14	14		
	<i>Unweighted count</i>						3 114						7 023						10 137
Royal Navy	Agree	77	77	73	76	76	70 **	70 **	73	73	74	72 **	72 **	73	74	75		
	Neutral	14	13	14	14	13	17	17	16	16	15	16	16	16	16	15		
	Disagree	10	11	13	10	11	13	12	11	11	11	12	12	12	11	11		
	<i>Unweighted count</i>						939						1 952						2 891
Royal Marines	Agree	80	80	79	82	77	67	65 **	67	67	70	69	67 **	69	68	71		
	Neutral	9	11	11	10	11	22 **	21	19	21	19	21 **	20	18	19	18		
	Disagree	12	8	11	8	12	10	13	14	13	11	10	13	13	12	11		
	<i>Unweighted count</i>						296						1 292						1 588
Army	Agree	75	75	75	78	77	65	64	64	66	68	66	66 **	66 **	68	70		
	Neutral	14	13	14	12	12	20 **	20 **	21 **	19 **	16	19 **	19 **	20 **	18 **	15		
	Disagree	12	12	12	10	12	15	16	15	15	16	15	16	14	14	16		
	<i>Unweighted count</i>						954						1 804						2 758
RAF	Agree	70	70	71	70	71	67	67	67	68	66	68	68	68	69	67		
	Neutral	16	14	16	16	15	18	17	17	15 **	19	17	16	17	15	18		
	Disagree	14	15	13	15	14	15	16	16	16	15	15	16	15	16	15		
	<i>Unweighted count</i>						925						1 975						2 900

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Don't know option excluded from the analysis.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.13 How long have you worked with your Divisional Officer?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	0-3 months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	4+ months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	0-3 months	21 **	24	27	31	29	26	23	26	30 **	26	24	23 **	27	30 **	27
	4+ months	79 **	76	73	69	71	74	77	74	70 **	74	76	77 **	73	70 **	73
	<i>Unweighted count</i>					933					1 948					2 881
Royal Marines	0-3 months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	4+ months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	0-3 months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	4+ months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	0-3 months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	4+ months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RN.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.14 How strongly do you agree or disagree with the following statements? I trust my Divisional Officer to support me.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	80	83	80	80	81	73	74	74	75	76	75	76	75	76	77
	Neutral	14	11	13	12	13	16	15	16	16	14	16	14	15	15	14
	Disagree	6	7	7	8	7	11	10	10	9	10	10	10	9	9	9
	<i>Unweighted count</i>					923					1 924					2 847
Royal Marines	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RN.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.15 How strongly do you agree or disagree with the following statements? My Divisional Officer knows me well.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	66	65	61	60	61	51	54	51 **	53	55	54	56	53 **	54	56
	Neutral	21	20	22	25	23	24	23	23	21	22	23	22	23	22	22
	Disagree	13	15	17	16	16	25	23	26	26	23	22	22	24	23	21
	<i>Unweighted count</i>					923					1 930					2 853
Royal Marines	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RN.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.16 How long have you worked with your immediate chain of command?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	0-3 months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	4+ months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	0-3 months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	4+ months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	0-3 months	17	17	22	..	20	15	14	17	..	14	15	15	17	..	15
	4+ months	83	83	78	..	80	85	86	83	..	86	85	85	83	..	85
	<i>Unweighted count</i>					298					1 292					1 590
Army	0-3 months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	4+ months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	0-3 months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	4+ months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RM. (3) Results for 2019 are not available due to a paper questionnaire coding error.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.17 How strongly do you agree or disagree with the following statements? I trust my immediate chain of command to support me.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Agree	84	83	82	82	81	71	68 **	68	70	72	72	69 **	70	71	73
	Neutral	8	10	13	12	11	19	20	19	18	17	18	19	19	17	16
	Disagree	8	7	6	7	8	10	13	13	13	11	10	12	12	12	11
	<i>Unweighted count</i>					296					1 290					1 586
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RM.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.18 How strongly do you agree or disagree with the following statements? My immediate chain of command knows me well.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Agree	68	70	67	65	68	62	60 **	60 **	59 **	65	62	61 **	61 **	60 **	65
	Neutral	17	17	17	24	19	24 **	24 **	24 **	24 **	19	23 **	24 **	23 **	24 **	19
	Disagree	16	14	15	12	13	14	16	16	16	16	15	16	16	16	16
	<i>Unweighted count</i>					296					1 293					1 589
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RM.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.1 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Understands and represents my interests.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.9	2.0	2.0	1.8	2.0	1.6	1.8	1.9	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	Neutral	1.5	1.6	1.6	1.5	1.6	1.4	1.5	1.6	1.6	1.7	1.2	1.3	1.4	1.3	1.4
	Disagree	1.4	1.5	1.4	1.3	1.4	1.2	1.3	1.5	1.4	1.6	1.0	1.1	1.3	1.2	1.3
	<i>Unweighted count</i>															
Royal Navy	Agree	3.2	3.1	3.3	3.2	3.2	2.9	2.5	2.9	2.4	2.5	2.4	2.1	2.4	2.0	2.1
	Neutral	2.5	2.5	2.6	2.6	2.6	2.3	2.1	2.4	2.0	2.1	1.9	1.7	2.0	1.7	1.7
	Disagree	2.3	2.2	2.4	2.3	2.3	2.2	1.9	2.1	1.7	1.8	1.8	1.5	1.7	1.4	1.5
	<i>Unweighted count</i>															
Royal Marines	Agree	4.6	4.4	4.6	4.1	5.1	1.8	2.0	2.5	2.4	3.1	1.7	1.8	2.3	2.2	2.8
	Neutral	3.8	3.8	3.7	3.2	4.2	1.6	1.7	2.2	2.1	2.7	1.5	1.6	2.0	1.9	2.4
	Disagree	3.1	2.7	3.3	2.8	3.5	1.3	1.4	1.8	1.8	2.2	1.2	1.3	1.7	1.6	1.9
	<i>Unweighted count</i>															
Army	Agree	3.1	3.4	3.2	2.9	3.3	2.5	2.8	3.1	2.9	3.4	2.2	2.4	2.6	2.5	2.9
	Neutral	2.5	2.8	2.6	2.3	2.6	2.2	2.4	2.6	2.5	2.8	1.9	2.1	2.3	2.1	2.3
	Disagree	2.3	2.5	2.3	2.1	2.4	1.8	2.1	2.4	2.2	2.7	1.6	1.8	2.1	1.9	2.2
	<i>Unweighted count</i>															
RAF	Agree	3.6	3.2	3.4	3.4	3.4	2.8	2.5	2.6	2.6	2.7	2.3	2.1	2.2	2.2	2.2
	Neutral	2.8	2.5	2.6	2.7	2.8	2.2	2.0	2.1	2.1	2.2	1.8	1.7	1.7	1.8	1.8
	Disagree	2.7	2.4	2.5	2.5	2.3	2.1	1.9	2.0	1.9	1.9	1.8	1.6	1.6	1.6	1.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.2 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Supports me in my job.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.8	1.8	1.8	1.6	1.8	1.6	1.7	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Neutral	1.4	1.4	1.4	1.3	1.5	1.3	1.4	1.5	1.5	1.5	1.1	1.2	1.3	1.2	1.3
	Disagree	1.2	1.2	1.2	1.1	1.3	1.1	1.2	1.3	1.2	1.5	0.9	1.0	1.1	1.0	1.2
	<i>Unweighted count</i>															
Royal Navy	Agree	2.8	2.9	2.9	2.9	2.9	2.7	2.4	2.7	2.2	2.3	2.2	1.9	2.2	1.8	1.9
	Neutral	2.2	2.3	2.4	2.4	2.3	2.2	2.0	2.3	1.8	1.8	1.8	1.6	1.9	1.5	1.5
	Disagree	2.0	2.0	1.9	1.9	2.0	1.9	1.6	1.7	1.4	1.6	1.5	1.3	1.4	1.1	1.3
	<i>Unweighted count</i>															
Royal Marines	Agree	4.1	3.6	3.9	3.7	4.6	1.8	1.9	2.4	2.3	2.9	1.6	1.7	2.1	2.1	2.6
	Neutral	3.2	3.0	3.0	2.8	3.7	1.6	1.7	2.0	1.9	2.5	1.5	1.5	1.8	1.8	2.2
	Disagree	2.9	2.3	2.7	2.7	3.1	1.1	1.3	1.6	1.6	1.8	1.0	1.1	1.5	1.4	1.6
	<i>Unweighted count</i>															
Army	Agree	2.8	3.0	3.0	2.6	3.0	2.4	2.7	2.9	2.8	3.2	2.1	2.3	2.5	2.4	2.7
	Neutral	2.4	2.4	2.4	2.1	2.4	2.1	2.3	2.4	2.4	2.5	1.8	2.0	2.1	2.0	2.1
	Disagree	1.8	2.0	2.0	1.7	2.1	1.6	1.9	2.2	2.0	2.4	1.4	1.6	1.8	1.7	2.1
	<i>Unweighted count</i>															
RAF	Agree	3.3	3.0	3.2	3.1	3.1	2.6	2.3	2.4	2.4	2.5	2.1	1.9	2.0	2.0	2.0
	Neutral	2.6	2.4	2.6	2.4	2.6	2.1	1.8	1.9	1.9	2.0	1.7	1.5	1.6	1.6	1.7
	Disagree	2.3	2.1	2.1	2.2	2.1	1.7	1.6	1.8	1.7	1.8	1.4	1.3	1.5	1.4	1.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.3 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Sets a positive example.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.9	2.0	2.0	1.9	2.0	1.6	1.8	1.9	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	Neutral	1.5	1.6	1.6	1.5	1.5	1.4	1.5	1.6	1.5	1.7	1.2	1.2	1.3	1.3	1.4
	Disagree	1.4	1.4	1.4	1.3	1.5	1.2	1.3	1.5	1.4	1.6	1.0	1.1	1.2	1.1	1.3
	<i>Unweighted count</i>															
Royal Navy	Agree	3.1	3.2	3.3	3.2	3.2	2.8	2.5	2.9	2.3	2.5	2.3	2.1	2.4	1.9	2.1
	Neutral	2.5	2.7	2.6	2.6	2.6	2.4	2.0	2.5	1.9	2.0	1.9	1.7	2.0	1.6	1.7
	Disagree	2.2	2.2	2.4	2.2	2.1	2.1	1.8	2.0	1.6	1.8	1.7	1.5	1.6	1.3	1.5
	<i>Unweighted count</i>															
Royal Marines	Agree	4.5	4.4	4.5	4.1	4.9	1.8	1.9	2.4	2.4	3.0	1.7	1.8	2.2	2.1	2.7
	Neutral	3.6	3.4	3.4	3.2	3.7	1.6	1.7	2.0	2.0	2.5	1.5	1.5	1.8	1.8	2.3
	Disagree	3.2	3.0	3.3	2.9	3.7	1.2	1.4	1.8	1.7	2.1	1.1	1.3	1.6	1.5	1.9
	<i>Unweighted count</i>															
Army	Agree	3.0	3.3	3.2	3.0	3.2	2.5	2.8	3.0	2.9	3.4	2.1	2.4	2.6	2.5	2.9
	Neutral	2.4	2.7	2.6	2.5	2.3	2.1	2.3	2.5	2.4	2.8	1.8	2.0	2.2	2.1	2.4
	Disagree	2.1	2.3	2.3	2.0	2.5	1.9	2.1	2.3	2.2	2.6	1.6	1.8	2.0	1.9	2.2
	<i>Unweighted count</i>															
RAF	Agree	3.5	3.2	3.5	3.4	3.5	2.8	2.6	2.7	2.6	2.7	2.3	2.1	2.2	2.2	2.2
	Neutral	2.8	2.5	2.8	2.7	2.8	2.3	2.1	2.2	2.1	2.1	1.9	1.7	1.8	1.7	1.8
	Disagree	2.7	2.5	2.5	2.6	2.6	2.2	1.9	2.1	2.0	2.1	1.8	1.6	1.7	1.6	1.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.4 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Encourages me to develop my skills.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.0	2.2	2.1	2.0	2.1	1.6	1.8	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	Neutral	1.8	1.9	1.8	1.8	1.8	1.4	1.5	1.6	1.5	1.7	1.2	1.3	1.4	1.3	1.4
	Disagree	1.4	1.4	1.3	1.3	1.4	1.2	1.3	1.4	1.3	1.5	1.0	1.1	1.2	1.1	1.3
	<i>Unweighted count</i>															
Royal Navy	Agree	3.4	3.5	3.5	3.5	3.5	2.9	2.5	3.0	2.4	2.6	2.4	2.1	2.4	2.0	2.1
	Neutral	2.9	3.1	3.1	3.1	3.2	2.4	2.2	2.6	2.1	2.2	2.0	1.8	2.2	1.7	1.9
	Disagree	2.3	2.1	2.1	2.1	2.1	2.1	1.7	1.9	1.6	1.7	1.7	1.4	1.5	1.3	1.4
	<i>Unweighted count</i>															
Royal Marines	Agree	5.3	4.7	5.1	4.5	5.0	1.8	2.0	2.5	2.4	3.0	1.7	1.8	2.3	2.2	2.7
	Neutral	4.6	4.1	4.5	4.0	4.2	1.6	1.8	2.2	2.1	2.6	1.5	1.7	2.0	1.9	2.3
	Disagree	3.5	3.0	3.2	2.6	3.2	1.2	1.3	1.7	1.6	2.0	1.1	1.2	1.6	1.4	1.8
	<i>Unweighted count</i>															
Army	Agree	3.3	3.7	3.4	3.2	3.5	2.5	2.8	3.0	2.9	3.4	2.1	2.4	2.6	2.5	2.9
	Neutral	2.9	3.2	3.0	2.8	3.0	2.1	2.4	2.6	2.5	2.8	1.8	2.1	2.2	2.1	2.4
	Disagree	2.2	2.5	2.2	2.0	2.4	1.8	2.0	2.2	2.1	2.6	1.5	1.7	1.9	1.8	2.2
	<i>Unweighted count</i>															
RAF	Agree	3.8	3.4	3.7	3.6	3.6	2.7	2.5	2.7	2.6	2.7	2.3	2.1	2.3	2.2	2.2
	Neutral	3.2	2.9	3.2	3.3	3.1	2.3	2.1	2.3	2.2	2.3	2.0	1.8	1.9	1.8	1.9
	Disagree	2.6	2.3	2.5	2.3	2.3	1.9	1.8	1.9	1.8	1.9	1.6	1.5	1.6	1.5	1.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.5 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Is supportive over work/life balance issues.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.0	2.0	1.9	1.8	1.9	1.6	1.8	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	Neutral	1.7	1.6	1.6	1.5	1.6	1.4	1.5	1.6	1.5	1.6	1.2	1.2	1.4	1.3	1.4
	Disagree	1.4	1.4	1.3	1.2	1.2	1.3	1.4	1.5	1.4	1.6	1.1	1.2	1.2	1.2	1.3
	<i>Unweighted count</i>															
Royal Navy	Agree	3.1	3.1	3.1	3.0	3.1	2.9	2.5	3.0	2.4	2.5	2.4	2.1	2.4	2.0	2.1
	Neutral	2.6	2.6	2.6	2.5	2.5	2.4	2.1	2.5	2.0	2.0	2.0	1.7	2.0	1.6	1.7
	Disagree	2.1	2.1	2.1	2.0	2.1	2.2	1.8	2.2	1.7	1.8	1.8	1.5	1.7	1.4	1.5
	<i>Unweighted count</i>															
Royal Marines	Agree	4.4	4.1	4.1	4.2	4.5	1.8	2.0	2.4	2.4	3.0	1.7	1.8	2.2	2.2	2.6
	Neutral	3.7	3.6	3.3	3.3	3.9	1.6	1.7	2.1	2.0	2.5	1.5	1.6	1.9	1.8	2.2
	Disagree	2.8	2.3	2.8	3.0	2.6	1.3	1.4	1.8	1.7	2.1	1.2	1.3	1.6	1.6	1.9
	<i>Unweighted count</i>															
Army	Agree	3.3	3.4	3.2	3.0	3.2	2.5	2.8	3.1	2.9	3.3	2.2	2.4	2.6	2.5	2.8
	Neutral	2.8	2.7	2.6	2.4	2.6	2.2	2.4	2.6	2.4	2.7	1.9	2.0	2.2	2.1	2.3
	Disagree	2.3	2.5	2.2	2.1	2.0	1.9	2.2	2.4	2.3	2.6	1.7	1.9	2.0	1.9	2.2
	<i>Unweighted count</i>															
RAF	Agree	3.6	3.0	3.3	3.2	3.2	2.8	2.4	2.6	2.4	2.5	2.3	2.0	2.1	2.0	2.1
	Neutral	3.1	2.5	2.7	2.7	2.5	2.3	2.0	2.1	1.9	2.0	1.9	1.6	1.7	1.6	1.7
	Disagree	2.4	2.2	2.3	2.1	2.2	2.0	1.8	1.8	1.8	1.8	1.6	1.5	1.5	1.4	1.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

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Source: Defence Statistics (Surveys)

Table B5.6 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Provides regular feedback on my performance.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.1	1.5	1.6	1.7	1.6	1.8
	Neutral	2.0	2.1	2.1	2.0	2.1	1.5	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Disagree	1.8	2.0	1.9	1.8	1.9	1.4	1.5	1.6	1.6	1.7	1.2	1.3	1.4	1.3	1.4
	<i>Unweighted count</i>															
Royal Navy	Agree	3.7	3.9	3.9	3.8	3.8	3.1	2.7	3.2	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	Neutral	3.2	3.3	3.4	3.3	3.4	2.7	2.4	2.9	2.4	2.5	2.2	2.0	2.3	2.0	2.1
	Disagree	3.0	3.1	3.1	3.0	3.0	2.5	2.1	2.4	2.0	2.1	2.1	1.8	2.0	1.7	1.8
	<i>Unweighted count</i>															
Royal Marines	Agree	5.7	5.5	5.5	5.4	5.9	1.9	2.0	2.6	2.5	3.2	1.8	1.9	2.4	2.3	2.9
	Neutral	5.0	5.0	4.8	4.8	5.3	1.8	1.9	2.4	2.3	2.9	1.7	1.8	2.2	2.1	2.6
	Disagree	4.8	4.2	4.5	4.3	4.7	1.4	1.6	2.0	2.0	2.6	1.3	1.5	1.9	1.9	2.3
	<i>Unweighted count</i>															
Army	Agree	3.6	4.0	3.8	3.6	4.0	2.6	2.9	3.2	3.1	3.5	2.2	2.5	2.7	2.6	3.0
	Neutral	3.2	3.6	3.4	3.2	3.5	2.3	2.6	2.9	2.7	3.1	2.0	2.2	2.5	2.3	2.6
	Disagree	3.0	3.4	3.0	2.8	3.2	2.1	2.4	2.6	2.5	2.8	1.8	2.1	2.2	2.2	2.4
	<i>Unweighted count</i>															
RAF	Agree	4.1	3.6	4.0	3.8	4.0	3.0	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Neutral	3.7	3.1	3.6	3.4	3.5	2.7	2.4	2.5	2.4	2.6	2.2	2.0	2.1	2.0	2.1
	Disagree	3.3	3.0	3.3	3.3	3.2	2.5	2.3	2.4	2.4	2.3	2.1	1.9	2.0	2.0	2.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.7 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Tells me what's going on at work.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.0	2.1	2.0	1.9	2.1	1.7	1.8	1.9	1.8	2.0	1.4	1.5	1.6	1.6	1.7
	Neutral	1.6	1.7	1.7	1.6	1.8	1.4	1.4	1.6	1.5	1.7	1.2	1.2	1.4	1.3	1.4
	Disagree	1.4	1.5	1.4	1.4	1.5	1.3	1.4	1.5	1.5	1.6	1.1	1.2	1.2	1.2	1.3
	<i>Unweighted count</i>															
Royal Navy	Agree	3.3	3.4	3.4	3.3	3.3	2.9	2.5	3.0	2.4	2.6	2.4	2.1	2.4	2.0	2.1
	Neutral	2.6	2.9	2.6	2.6	2.6	2.3	2.1	2.4	1.9	2.1	1.9	1.7	2.0	1.6	1.8
	Disagree	2.4	2.2	2.6	2.4	2.4	2.3	1.9	2.2	1.8	1.8	1.8	1.5	1.8	1.5	1.5
	<i>Unweighted count</i>															
Royal Marines	Agree	4.8	4.2	4.4	4.3	5.1	1.9	2.0	2.5	2.5	3.1	1.7	1.8	2.3	2.2	2.8
	Neutral	4.1	3.5	3.7	3.5	4.2	1.7	1.7	2.1	2.1	2.6	1.5	1.6	1.9	1.9	2.4
	Disagree	3.0	2.8	2.9	2.8	3.6	1.3	1.5	1.9	2.0	2.4	1.2	1.4	1.7	1.8	2.1
	<i>Unweighted count</i>															
Army	Agree	3.2	3.5	3.3	3.1	3.5	2.5	2.8	3.1	3.0	3.3	2.2	2.4	2.6	2.5	2.9
	Neutral	2.6	2.8	2.7	2.6	3.0	2.1	2.2	2.6	2.5	2.7	1.9	1.9	2.2	2.1	2.3
	Disagree	2.3	2.7	2.2	2.1	2.4	1.9	2.2	2.4	2.4	2.6	1.7	1.9	2.0	2.0	2.2
	<i>Unweighted count</i>															
RAF	Agree	3.7	3.3	3.7	3.5	3.7	2.9	2.6	2.8	2.6	2.7	2.4	2.2	2.3	2.2	2.3
	Neutral	3.0	2.7	3.1	2.9	3.0	2.3	2.0	2.2	2.1	2.2	1.9	1.7	1.8	1.7	1.9
	Disagree	2.7	2.5	2.6	2.6	2.7	2.3	2.1	2.2	2.0	2.1	1.9	1.7	1.8	1.7	1.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.8 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Is someone I trust.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.9	2.0	2.0	1.9	2.1	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.7
	Neutral	1.6	1.6	1.7	1.5	1.7	1.4	1.5	1.7	1.6	1.7	1.2	1.3	1.4	1.3	1.4
	Disagree	1.4	1.4	1.4	1.3	1.4	1.3	1.4	1.5	1.5	1.7	1.1	1.2	1.2	1.2	1.4
	<i>Unweighted count</i>															
Royal Navy	Agree	3.2	3.3	3.4	3.3	3.2	3.0	2.6	3.0	2.4	2.6	2.4	2.2	2.5	2.0	2.1
	Neutral	2.6	2.8	2.9	2.7	2.6	2.5	2.2	2.5	2.0	2.1	2.0	1.8	2.1	1.7	1.7
	Disagree	2.2	2.1	2.4	2.2	2.1	2.3	1.9	2.3	1.8	1.9	1.8	1.5	1.8	1.5	1.5
	<i>Unweighted count</i>															
Royal Marines	Agree	4.7	4.4	4.5	4.1	5.0	1.8	2.0	2.5	2.4	3.0	1.7	1.8	2.3	2.2	2.7
	Neutral	3.9	3.8	3.7	3.5	4.1	1.7	1.7	2.2	2.1	2.7	1.5	1.6	2.0	1.9	2.4
	Disagree	3.1	2.6	3.0	2.5	3.5	1.2	1.4	1.8	1.7	2.1	1.1	1.3	1.6	1.5	1.9
	<i>Unweighted count</i>															
Army	Agree	3.1	3.4	3.3	3.0	3.4	2.5	2.8	3.1	3.0	3.4	2.2	2.5	2.7	2.5	2.9
	Neutral	2.5	2.7	2.7	2.4	2.8	2.2	2.4	2.8	2.5	2.8	1.9	2.1	2.4	2.1	2.4
	Disagree	2.2	2.4	2.2	2.0	2.4	2.0	2.3	2.3	2.4	2.7	1.7	2.0	2.0	2.0	2.3
	<i>Unweighted count</i>															
RAF	Agree	3.7	3.2	3.5	3.4	3.6	2.9	2.6	2.7	2.6	2.8	2.4	2.2	2.3	2.2	2.3
	Neutral	3.0	2.6	2.8	2.8	2.9	2.4	2.2	2.2	2.1	2.3	2.0	1.8	1.8	1.8	1.9
	Disagree	2.6	2.4	2.5	2.4	2.5	2.2	2.0	2.1	2.0	2.1	1.8	1.7	1.8	1.6	1.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.9 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Helps me to understand how I contribute to [Service] objectives.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	Neutral	2.1	2.2	2.1	2.0	2.2	1.6	1.7	1.9	1.8	1.9	1.4	1.5	1.6	1.5	1.6
	Disagree	1.7	1.8	1.7	1.6	1.8	1.4	1.5	1.6	1.5	1.8	1.2	1.3	1.4	1.3	1.5
	<i>Unweighted count</i>															
Royal Navy	Agree	3.8	3.9	3.9	3.9	3.8	3.1	2.8	3.2	2.7	2.9	2.5	2.3	2.6	2.2	2.4
	Neutral	3.5	3.7	3.7	3.6	3.6	2.9	2.6	3.0	2.5	2.7	2.4	2.2	2.5	2.1	2.2
	Disagree	2.9	2.8	3.0	2.8	2.9	2.6	2.2	2.6	2.0	2.2	2.1	1.8	2.1	1.7	1.8
	<i>Unweighted count</i>															
Royal Marines	Agree	5.7	5.4	5.5	5.2	5.8	1.9	2.1	2.6	2.5	3.2	1.8	1.9	2.4	2.3	2.9
	Neutral	5.2	4.9	5.0	4.7	5.2	1.8	2.0	2.5	2.4	3.0	1.7	1.8	2.3	2.2	2.7
	Disagree	3.8	3.7	3.9	3.6	4.3	1.4	1.6	2.0	2.0	2.5	1.3	1.4	1.8	1.8	2.2
	<i>Unweighted count</i>															
Army	Agree	3.6	4.0	3.8	3.6	4.0	2.6	2.9	3.2	3.1	3.5	2.2	2.5	2.7	2.6	3.0
	Neutral	3.3	3.7	3.5	3.2	3.6	2.4	2.7	3.0	2.8	3.2	2.1	2.3	2.5	2.4	2.7
	Disagree	2.6	3.0	2.6	2.5	2.9	2.1	2.3	2.5	2.4	2.9	1.8	2.0	2.2	2.1	2.4
	<i>Unweighted count</i>															
RAF	Agree	4.1	3.6	4.0	3.8	4.0	3.0	2.7	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Neutral	3.9	3.5	3.8	3.7	3.8	2.8	2.6	2.7	2.6	2.7	2.4	2.2	2.3	2.2	2.3
	Disagree	3.4	2.9	3.2	3.2	3.2	2.5	2.4	2.5	2.4	2.5	2.1	1.9	2.1	2.0	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.10 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Helps me to understand how major change decisions will affect me.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	Neutral	2.0	2.2	2.1	2.0	2.2	1.6	1.7	1.9	1.7	1.9	1.3	1.4	1.6	1.5	1.6
	Disagree	1.6	1.7	1.7	1.5	1.7	1.4	1.5	1.6	1.5	1.8	1.2	1.2	1.4	1.3	1.5
	<i>Unweighted count</i>															
Royal Navy	Agree	3.8	3.9	3.9	3.8	3.8	3.1	2.8	3.2	2.6	2.8	2.5	2.3	2.6	2.2	2.4
	Neutral	3.5	3.6	3.6	3.6	3.5	2.8	2.6	3.0	2.4	2.6	2.3	2.1	2.5	2.0	2.2
	Disagree	2.7	2.6	2.9	2.6	2.7	2.6	2.1	2.5	1.9	2.1	2.1	1.8	2.0	1.6	1.7
	<i>Unweighted count</i>															
Royal Marines	Agree	5.5	5.3	5.5	5.0	5.7	1.9	2.1	2.6	2.5	3.2	1.8	1.9	2.4	2.3	2.9
	Neutral	5.0	4.9	5.0	4.6	5.1	1.8	1.9	2.4	2.4	3.0	1.7	1.8	2.2	2.2	2.7
	Disagree	3.7	3.1	3.7	2.9	3.9	1.3	1.5	2.0	1.9	2.3	1.2	1.4	1.8	1.7	2.1
	<i>Unweighted count</i>															
Army	Agree	3.6	3.9	3.8	3.5	4.0	2.6	2.9	3.2	3.1	3.5	2.2	2.5	2.7	2.6	3.0
	Neutral	3.3	3.6	3.4	3.2	3.6	2.3	2.7	3.0	2.8	3.0	2.0	2.3	2.5	2.4	2.6
	Disagree	2.5	2.8	2.7	2.4	2.8	2.0	2.3	2.5	2.4	2.9	1.8	2.0	2.2	2.1	2.5
	<i>Unweighted count</i>															
RAF	Agree	4.1	3.6	4.0	3.9	4.0	3.0	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Neutral	3.8	3.4	3.6	3.6	3.7	2.7	2.5	2.6	2.5	2.6	2.3	2.1	2.2	2.1	2.2
	Disagree	3.1	2.7	3.1	3.0	3.0	2.5	2.3	2.5	2.3	2.4	2.1	1.9	2.0	1.9	2.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.11 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? Works well with personnel from different backgrounds.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.9	2.0	1.9	1.8	2.0	1.6	1.7	1.9	1.8	2.0	1.3	1.5	1.6	1.5	1.7
	Neutral	1.6	1.7	1.6	1.5	1.6	1.4	1.5	1.7	1.5	1.7	1.2	1.3	1.4	1.3	1.4
	Disagree	1.3	1.2	1.3	1.2	1.3	1.0	1.1	1.2	1.2	1.5	0.9	1.0	1.0	1.0	1.2
	<i>Unweighted count</i>															
Royal Navy	Agree	3.3	3.2	3.3	3.3	3.2	2.8	2.5	2.9	2.3	2.4	2.3	2.1	2.4	1.9	2.0
	Neutral	2.9	2.7	2.7	2.8	2.7	2.4	2.2	2.6	2.0	2.1	2.0	1.8	2.1	1.7	1.8
	Disagree	1.9	2.0	2.3	2.0	2.0	1.7	1.6	1.8	1.4	1.5	1.4	1.3	1.5	1.2	1.3
	<i>Unweighted count</i>															
Royal Marines	Agree	4.7	4.1	4.0	3.6	4.8	1.8	2.0	2.5	2.4	3.0	1.7	1.8	2.2	2.1	2.7
	Neutral	4.0	3.5	3.2	2.9	4.0	1.7	1.8	2.2	2.1	2.7	1.6	1.7	2.0	1.9	2.4
	Disagree	2.8	2.6	2.8	2.4	3.2	1.0	1.2	1.6	1.4	1.7	1.0	1.1	1.4	1.3	1.6
	<i>Unweighted count</i>															
Army	Agree	3.0	3.3	3.1	2.8	3.2	2.4	2.7	3.0	2.8	3.3	2.1	2.4	2.6	2.4	2.8
	Neutral	2.6	2.8	2.6	2.4	2.6	2.1	2.4	2.7	2.5	2.7	1.8	2.1	2.3	2.1	2.3
	Disagree	2.0	2.0	2.1	1.7	2.1	1.6	1.8	1.9	1.9	2.5	1.4	1.5	1.7	1.6	2.1
	<i>Unweighted count</i>															
RAF	Agree	3.7	3.3	3.5	3.4	3.4	2.7	2.5	2.7	2.5	2.6	2.3	2.1	2.2	2.1	2.2
	Neutral	3.0	2.8	3.0	2.8	3.0	2.3	2.1	2.4	2.2	2.2	1.9	1.8	1.9	1.8	1.9
	Disagree	2.6	2.2	2.3	2.4	2.2	1.8	1.7	1.7	1.7	1.7	1.6	1.4	1.4	1.4	1.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.12 How strongly do you agree or disagree with the following statements about your immediate superior (Service or civilian)? I am satisfied with the leadership provided by my immediate supervisor.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.0	2.0	2.0	1.9	2.1	1.6	1.8	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	Neutral	1.6	1.6	1.6	1.5	1.6	1.4	1.5	1.6	1.5	1.6	1.2	1.2	1.4	1.2	1.3
	Disagree	1.5	1.6	1.5	1.4	1.6	1.2	1.4	1.4	1.4	1.6	1.0	1.1	1.2	1.2	1.4
	<i>Unweighted count</i>															
Royal Navy	Agree	3.2	3.3	3.5	3.3	3.2	2.8	2.5	2.9	2.4	2.5	2.3	2.1	2.4	2.0	2.1
	Neutral	2.6	2.6	2.7	2.6	2.6	2.3	2.1	2.4	2.0	2.0	1.9	1.7	1.9	1.6	1.7
	Disagree	2.3	2.4	2.6	2.3	2.3	2.1	1.8	2.1	1.7	1.8	1.7	1.5	1.7	1.4	1.5
	<i>Unweighted count</i>															
Royal Marines	Agree	4.6	4.4	4.6	4.1	5.0	1.8	2.0	2.4	2.4	3.0	1.7	1.8	2.2	2.2	2.7
	Neutral	3.2	3.5	3.4	3.2	3.7	1.6	1.7	2.0	2.1	2.6	1.5	1.5	1.9	1.9	2.3
	Disagree	3.7	3.0	3.4	2.9	3.9	1.2	1.4	1.8	1.7	2.1	1.1	1.3	1.6	1.5	1.9
	<i>Unweighted count</i>															
Army	Agree	3.1	3.4	3.3	3.0	3.4	2.5	2.8	3.1	2.9	3.3	2.1	2.4	2.6	2.5	2.8
	Neutral	2.5	2.6	2.6	2.3	2.6	2.1	2.3	2.6	2.4	2.6	1.8	2.0	2.3	2.1	2.2
	Disagree	2.3	2.6	2.4	2.2	2.6	1.8	2.1	2.3	2.3	2.7	1.6	1.8	1.9	1.9	2.3
	<i>Unweighted count</i>															
RAF	Agree	3.7	3.3	3.6	3.6	3.6	2.8	2.6	2.7	2.6	2.7	2.4	2.2	2.3	2.2	2.3
	Neutral	2.9	2.5	2.9	2.8	2.8	2.3	2.0	2.2	2.0	2.2	1.9	1.7	1.8	1.7	1.8
	Disagree	2.9	2.6	2.7	2.7	2.8	2.2	2.1	2.1	2.1	2.1	1.8	1.7	1.8	1.7	1.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.13 How long have you worked with your Divisional Officer?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	0-3 months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	4+ months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	0-3 months	3.1	3.4	3.5	3.6	3.4	2.7	2.3	2.8	2.4	2.5	2.2	1.9	2.3	2.0	2.1
	4+ months	3.1	3.4	3.5	3.6	3.4	2.7	2.3	2.8	2.4	2.5	2.2	1.9	2.3	2.0	2.1
	<i>Unweighted count</i>															
Royal Marines	0-3 months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	4+ months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	0-3 months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	4+ months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	0-3 months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	4+ months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.14 How strongly do you agree or disagree with the following statements? I trust my Divisional Officer to support me.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	3.1	3.0	3.2	3.1	3.0	2.8	2.4	2.9	2.3	2.5	2.3	2.0	2.3	1.9	2.0
	Neutral	2.6	2.4	2.7	2.5	2.5	2.3	2.0	2.3	1.9	2.0	1.9	1.6	1.9	1.6	1.6
	Disagree	1.9	2.0	2.0	2.1	1.9	2.0	1.7	2.0	1.6	1.8	1.6	1.4	1.6	1.3	1.4
	<i>Unweighted count</i>															
Royal Marines	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.15 How strongly do you agree or disagree with the following statements? My Divisional Officer knows me well.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	3.6	3.8	3.8	3.8	3.7	3.1	2.7	3.2	2.7	2.8	2.5	2.3	2.6	2.2	2.4
	Neutral	3.1	3.1	3.3	3.4	3.2	2.7	2.3	2.7	2.2	2.4	2.2	1.9	2.2	1.9	2.0
	Disagree	2.6	2.8	3.0	2.8	2.8	2.7	2.3	2.9	2.3	2.4	2.2	1.9	2.3	1.9	2.0
	<i>Unweighted count</i>															
Royal Marines	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.16 How long have you worked with your immediate chain of command?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	0-3 months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	4+ months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	0-3 months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	4+ months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	0-3 months	4.3	4.0	4.6	..	4.5	1.4	1.4	1.9	..	2.3	1.3	1.4	1.8	..	2.1
	4+ months	4.3	4.0	4.6	..	4.5	1.4	1.4	1.9	..	2.3	1.3	1.4	1.8	..	2.1
	<i>Unweighted count</i>															
Army	0-3 months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	4+ months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	0-3 months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	4+ months	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.17 How strongly do you agree or disagree with the following statements? I trust my immediate chain of command to support me.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Agree	4.2	4.1	4.3	4.2	4.6	1.8	1.9	2.4	2.3	2.9	1.6	1.8	2.2	2.1	2.6
	Neutral	3.2	3.3	3.6	3.4	3.7	1.5	1.6	2.1	1.9	2.5	1.4	1.5	1.9	1.8	2.2
	Disagree	3.0	2.8	2.6	2.7	3.2	1.2	1.4	1.7	1.7	2.1	1.1	1.3	1.6	1.5	1.9
	<i>Unweighted count</i>															
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 5 - Your Line Management

Source: Defence Statistics (Surveys)

Table B5.18 How strongly do you agree or disagree with the following statements? My immediate chain of command knows me well.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Agree	5.3	5.0	5.2	5.1	5.5	1.9	2.0	2.5	2.5	3.1	1.8	1.9	2.3	2.3	2.8
	Neutral	4.2	4.0	4.2	4.5	4.6	1.6	1.8	2.2	2.2	2.6	1.5	1.6	2.0	2.0	2.3
	Disagree	4.2	3.8	4.1	3.4	4.0	1.4	1.5	1.9	1.9	2.4	1.3	1.4	1.8	1.7	2.2
	<i>Unweighted count</i>															
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 6 - Senior Leadership

Source: Defence Statistics (Surveys)

Table B6.1 How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? They understand and represent my interests.

Percentages

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	32	29 **	28 **	33	34	25	23 **	22 **	24	25	26	24 **	23 **	25	27		
	Neutral	31	31	32	32	33	34	33	31	34	34	33	32	32	33	34		
	Disagree	37 **	40 **	40 **	35	33	41	45 **	46 **	43	41	40	44 **	45 **	41	39		
	<i>Unweighted count</i>						3 036						6 570						9 606
Royal Navy	Agree	30	31	27	30	30	20	18	17	21	20	22	21	19	23	22		
	Neutral	32	34	33	36	33	30	33	30	32	34	31	33	31	33	34		
	Disagree	38	36	40	35	37	50	49	53 **	47	47	47	46	50 **	44	45		
	<i>Unweighted count</i>						913						1 886						2 799
Royal Marines	Agree	64	57	57	56	58	33	26 **	29	27 **	32	36	30 **	32	31 **	36		
	Neutral	22	25	23	25	24	40 **	38	34	32	35	38 **	36	32	31	34		
	Disagree	14	18	20	19	17	27 **	36	37 **	41 **	32	26 **	34	35 **	38 **	30		
	<i>Unweighted count</i>						290						1 222						1 512
Army	Agree	33	29 **	27 **	37	37	29	27	26	27	29	29	27 **	26 **	28	31		
	Neutral	31	27 **	31	30	33	35	33	32	35	34	34	32	32	34	34		
	Disagree	37 **	44 **	41 **	33	30	37	41	42 **	38	37	37	41 **	42 **	37	35		
	<i>Unweighted count</i>						935						1 677						2 612
RAF	Agree	28	26	25	28	27	17	14	14	16	17	19	17 **	17 **	19	20		
	Neutral	33	36	35	33	35	32	30	29 **	32	33	32	32	31 **	32	34		
	Disagree	39	38	40	40	38	51	55 **	56 **	52	49	48	51 **	53 **	49	46		
	<i>Unweighted count</i>						898						1 785						2 683

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Don't know option added in 2010. (2) Minor wording difference for Army prior to 2015. (3) Minor wording change in 2015. (4) Don't know option excluded from the analysis.

AFCAS 2020 Section 6 - Senior Leadership

Source: Defence Statistics (Surveys)

Table B6.2 How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? They are keen to listen to Service people's feedback.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	49 **	47 **	46 **	52	52	35 **	33 **	34 **	35 **	38	38 **	36 **	36 **	38 **	41
	Neutral	23	23	24	23	24	32 **	30	28	30	29	31 **	29	27	29	28
	Disagree	28 **	29 **	30 **	24	23	32	37 **	38 **	35	33	32	36 **	37 **	33	31
	<i>Unweighted count</i>	3 048					6 591					9 639				
Royal Navy	Agree	52	54	49	55	52	34	33	32	34	34	38	38	36	39	38
	Neutral	23	23	22	22	22	27	28	26	27	27	27	27	25	26	26
	Disagree	25	23	29	23	26	38	39	43	39	38	35	35	39 **	35	36
	<i>Unweighted count</i>	922					1 880					2 802				
Royal Marines	Agree	71	68	70	68	69	40	34 **	39	40	42	43	38 **	43	44	46
	Neutral	20	22	15	19	19	37 **	35 **	29	27	30	35 **	33 **	28	26	29
	Disagree	9	10	15	13	12	24 **	31	31	33 **	28	22 **	28	30 **	30 **	26
	<i>Unweighted count</i>	290					1 228					1 518				
Army	Agree	48 **	43 **	43 **	53	54	37	34 **	35 **	36	40	39 **	35 **	36 **	39	42
	Neutral	22	21	25	23	24	34 **	31	29	32	29	32 **	29	29	31	28
	Disagree	30 **	35 **	32 **	24	22	29	36 **	36 **	32	31	29	35 **	35 **	31	29
	<i>Unweighted count</i>	932					1 692					2 624				
RAF	Agree	45	47	46	47	48	30 **	30 **	33	32 **	37	34 **	34 **	36	35 **	39
	Neutral	26	28	26	25	27	30	27	24 **	27	28	29	27	24 **	26	27
	Disagree	28	25	28	28	26	40 **	43 **	43 **	41 **	36	37 **	39 **	40 **	38 **	33
	<i>Unweighted count</i>	904					1 791					2 695				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A144 prior to 2015 but substantial wording change required new question. (2) Don't know option excluded from the analysis.

AFCAS 2020 Section 6 - Senior Leadership

Source: Defence Statistics (Surveys)

Table B6.3 How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? They champion the [Service's] interests in Tri-Service issues.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	56	50 **	52 **	57	57	35	30 **	31 **	34	36	39	34 **	35 **	38	40		
	Neutral	27	30	28	26	29	41	42	40	41	40	38	39	37	38	38		
	Disagree	17 **	20 **	20 **	17 **	14	24	28 **	29 **	26	23	23	26 **	27 **	24 **	21		
	<i>Unweighted count</i>						2 967						6 254						9 221
Royal Navy	Agree	54	49 **	49 **	53	58	32	32	31	33	35	37	36 **	35 **	38	40		
	Neutral	25	28	28	27	25	38	38	36 **	39	41	35	36	34	36	37		
	Disagree	21	23 **	23 **	20	17	31 **	30 **	32 **	28 **	24	28 **	28 **	30 **	26 **	22		
	<i>Unweighted count</i>						888						1 797						2 685
Royal Marines	Agree	83	78	76 **	77 **	84	47	39 **	42 **	44	47	51	44 **	46 **	48	52		
	Neutral	15	14	13	12	10	37	38 **	34	31	33	34 **	35 **	32	29	30		
	Disagree	2 **	8	11	11	7	16 **	23	24	25 **	20	14 **	21	22 **	23 **	18		
	<i>Unweighted count</i>						292						1 208						1 500
Army	Agree	53	45 **	47 **	54	54	36	30 **	30 **	33	35	39	32 **	33 **	37	39		
	Neutral	27	33	29	28	32	43	43	42	43	41	40	42	40	41	39		
	Disagree	20 **	22 **	23 **	17	15	21	27	28 **	24	23	21	26 **	28 **	23	22		
	<i>Unweighted count</i>						909						1 592						2 501
RAF	Agree	60	59	59	61	58	31 **	28 **	33	33	37	38 **	36 **	39	40	42		
	Neutral	27	27	28	24	29	40	40	39	37	40	37	37	36	34	37		
	Disagree	12	14	13	15	13	30 **	32 **	29 **	29 **	23	26 **	27 **	25 **	26 **	21		
	<i>Unweighted count</i>						878						1 657						2 535

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013. (2) Only asked of RAF prior to 2015. (3) Minor wording change in 2015. (4) Don't know option excluded from the analysis.

AFCAS 2020 Section 6 - Senior Leadership

Source: Defence Statistics (Surveys)

Table B6.4 How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? They communicate decisions to personnel.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	49 **	43	40 **	43	46	33	29 **	29 **	31	32	36	32 **	31 **	33	35
	Neutral	27	28	30	29	28	35	35	32	34	33	33	34	31	33	32
	Disagree	24	28	30 **	28	26	32	36	39 **	35	34	31	34	38 **	34	33
	<i>Unweighted count</i>	3 081					6 685					9 766				
Royal Navy	Agree	52	47	44 **	46	50	33	29	30	31	32	38	33	33	35	36
	Neutral	26	27	27	30	27	30	33	30	31	32	29	32	29	31	31
	Disagree	22	25	28 **	23	23	37	38	40 **	37	36	34	35	38 **	34	33
	<i>Unweighted count</i>	931					1 896					2 827				
Royal Marines	Agree	67 **	65	58	62	59	36	33	33	34	35	40	36	36	38	38
	Neutral	22	21	23	21	24	40 **	38 **	33	32	34	38 **	36	32	31	33
	Disagree	11 **	14	18	17	17	23 **	29	34	34	31	22 **	28	32	32	29
	<i>Unweighted count</i>	290					1 245					1 535				
Army	Agree	48	42	39 **	42	46	34	30	29	33	34	36	32 **	31 **	34	36
	Neutral	25	27	28	28	27	37	36	33	35	34	35	34	32	34	33
	Disagree	26	32	34 **	29	27	29	34	38 **	32	33	29	34	37 **	32	32
	<i>Unweighted count</i>	945					1 696					2 641				
RAF	Agree	46 **	41	36	39	40	30	26	27	26	28	33	30	29	29	31
	Neutral	30	33	36	32	31	33	33	30	32	33	32	33	32	32	33
	Disagree	24	26	27	29	29	38	40	43	42	39	35	37	39	39	36
	<i>Unweighted count</i>	915					1 848					2 763				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013. (2) Only asked of RAF prior to 2015. (3) Minor wording change in 2015. (4) Don't know option excluded from the analysis.

AFCAS 2020 Section 6 - Senior Leadership

Source: Defence Statistics (Surveys)

Table B6.5 How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? They understand the impact of change on personnel.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	31	27 **	27 **	31	31	26	22 **	23 **	25	27	27	23 **	24 **	26	28		
	Neutral	23	22 **	23	24	26	29	28	26	28	29	28	27	26 **	27	28		
	Disagree	46	50 **	50 **	45	44	45	49 **	50 **	47 **	44	45	50 **	50 **	47 **	44		
	<i>Unweighted count</i>						3 054						6 662						9 716
Royal Navy	Agree	29	28	26	29	26	22	19 **	20	23	23	23	21	22	25	24		
	Neutral	22	22	24	23	24	24	27	25	26	26	24	26	25	26	26		
	Disagree	49	50	49	48	50	54	54	55	50	51	53	53	53	50	51		
	<i>Unweighted count</i>						921						1 893						2 814
Royal Marines	Agree	62	57	57	56	54	33	28	30	29	31	36	31	33	32	34		
	Neutral	22	23	20	20	25	38 **	35	31	29	31	36 **	33	29	28	30		
	Disagree	16	20	23	24	21	30 **	38	40	42 **	38	28 **	36	38	40 **	36		
	<i>Unweighted count</i>						290						1 238						1 528
Army	Agree	31	25 **	26 **	32	34	29	25 **	26 **	28	31	30	25 **	26 **	28	32		
	Neutral	21 **	21 **	22	23	26	31	30	28	30	30	30	28	27	29	29		
	Disagree	48 **	54 **	52 **	46	40	40	45 **	47 **	42	39	41	47 **	48 **	43	39		
	<i>Unweighted count</i>						938						1 693						2 631
RAF	Agree	27	28	25	28	26	19	16 **	17 **	18	20	21	19 **	19 **	20	22		
	Neutral	28	25	26	27	26	25	24	23 **	24	27	26	25	24 **	25	27		
	Disagree	45	47	49	45	48	55	60 **	60 **	58 **	53	53	57 **	58 **	55	52		
	<i>Unweighted count</i>						905						1 838						2 743

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013. (2) Only asked of RAF prior to 2015. (3) Minor wording change in 2015. (4) Don't know option excluded from the analysis.

AFCAS 2020 Section 6 - Senior Leadership

Source: Defence Statistics (Surveys)

Table B6.6 How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? I have confidence in the leadership of the [Service].

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	41 **	37 **	35 **	43	45	32	28 **	28 **	31	33	34	30 **	29 **	33	35
	Neutral	30	31	31	30	31	37	34	33	35	35	36	34	32	34	34
	Disagree	28 **	32 **	34 **	26	24	31	38 **	39 **	34	32	30	36 **	38 **	33	31
	<i>Unweighted count</i>	3 098					6 771					9 869				
Royal Navy	Agree	40	37	34 **	41	42	24 **	25 **	23 **	29	28	27 **	27 **	25 **	32	32
	Neutral	30	33	33	35	32	36	35	35	36	37	35	35	34	36	36
	Disagree	31 **	30	33 **	25	26	40 **	40 **	42 **	35	34	38 **	38 **	40 **	33	32
	<i>Unweighted count</i>	931					1 903					2 834				
Royal Marines	Agree	78 **	71	68	69	70	48	39 **	40	40 **	44	51 **	43 **	44 **	43 **	47
	Neutral	17	19	18	19	22	36	36	32	31	33	34	34	31	29	31
	Disagree	5	9	14 **	12	8	16 **	25	27 **	30 **	23	15 **	23	26 **	27 **	21
	<i>Unweighted count</i>	296					1 257					1 553				
Army	Agree	42	32 **	32 **	44	46	36	30 **	30 **	33	35	37	31 **	30 **	34	37
	Neutral	29	30	30	29	31	36	33	32	35	33	35	33	31	34	33
	Disagree	29 **	38 **	39 **	28 **	22	27 **	37	39 **	32	32	28	37 **	39 **	32	30
	<i>Unweighted count</i>	948					1 734					2 682				
RAF	Agree	38	40	37	42	42	25	22 **	23	24	27	28	27 **	26 **	28	30
	Neutral	35	34	35	31	31	38	36	35 **	36	39	38	36	35	35	38
	Disagree	27	25	28	27	27	37	41 **	42 **	40 **	34	35	38 **	39 **	37 **	32
	<i>Unweighted count</i>	923					1 877					2 800				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Don't know option excluded from the analysis.

AFCAS 2020 Section 6 - Senior Leadership

Source: Defence Statistics (Surveys)

Table B6.1 How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? They understand and represent my interests.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.1	2.1	2.0	2.1	2.3	1.6	1.6	1.8	1.7	2.0	1.3	1.4	1.5	1.5	1.7
	Neutral	2.1	2.1	2.2	2.1	2.3	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.7
	Disagree	2.2	2.3	2.3	2.1	2.3	1.7	1.9	2.1	1.9	2.2	1.4	1.6	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Agree	3.5	3.6	3.4	3.5	3.5	2.5	2.1	2.4	2.2	2.3	2.1	1.8	2.0	1.9	1.9
	Neutral	3.6	3.7	3.7	3.7	3.6	2.9	2.6	3.0	2.5	2.7	2.4	2.2	2.4	2.1	2.3
	Disagree	3.7	3.8	3.8	3.7	3.7	3.2	2.8	3.2	2.7	2.9	2.6	2.3	2.6	2.2	2.4
	<i>Unweighted count</i>															
Royal Marines	Agree	5.5	5.5	5.6	5.2	5.8	1.8	1.8	2.3	2.2	3.1	1.7	1.7	2.2	2.1	2.8
	Neutral	4.8	4.8	4.7	4.6	5.1	1.9	2.0	2.5	2.4	3.2	1.8	1.9	2.3	2.2	2.8
	Disagree	4.0	4.2	4.6	4.2	4.6	1.8	2.0	2.6	2.5	3.1	1.6	1.9	2.3	2.3	2.8
	<i>Unweighted count</i>															
Army	Agree	3.4	3.6	3.4	3.6	3.9	2.4	2.7	2.9	2.8	3.4	2.1	2.3	2.5	2.4	2.9
	Neutral	3.3	3.6	3.6	3.4	3.8	2.5	2.8	3.1	3.0	3.4	2.2	2.4	2.6	2.6	2.9
	Disagree	3.5	4.0	3.8	3.5	3.7	2.5	2.9	3.3	3.0	3.5	2.2	2.5	2.8	2.6	3.0
	<i>Unweighted count</i>															
RAF	Agree	3.7	3.1	3.4	3.4	3.5	2.4	2.0	2.2	2.1	2.3	2.0	1.7	1.8	1.8	2.0
	Neutral	3.9	3.5	3.9	3.7	3.8	2.9	2.6	2.7	2.7	2.8	2.4	2.2	2.3	2.2	2.3
	Disagree	3.9	3.5	3.9	3.8	3.9	3.1	2.8	3.0	2.9	3.0	2.6	2.3	2.5	2.4	2.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 6 - Senior Leadership

Source: Defence Statistics (Surveys)

Table B6.2 How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? They are keen to listen to Service people's feedback.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.2	1.4	1.5	1.6	1.6	1.8
	Neutral	1.9	2.0	2.0	1.9	2.1	1.7	1.7	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.6
	Disagree	2.0	2.2	2.2	1.9	2.0	1.6	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Agree	3.8	3.9	3.9	3.9	3.8	3.0	2.6	3.0	2.5	2.7	2.5	2.2	2.5	2.2	2.3
	Neutral	3.2	3.3	3.3	3.2	3.2	2.8	2.5	2.9	2.4	2.6	2.3	2.1	2.3	2.0	2.1
	Disagree	3.3	3.3	3.6	3.3	3.4	3.1	2.7	3.3	2.6	2.8	2.5	2.2	2.6	2.2	2.3
	<i>Unweighted count</i>															
Royal Marines	Agree	5.2	5.2	5.2	4.9	5.5	1.9	1.9	2.5	2.5	3.2	1.8	1.8	2.3	2.3	2.9
	Neutral	4.6	4.6	4.0	4.1	4.7	1.9	2.0	2.4	2.3	3.1	1.8	1.9	2.2	2.1	2.7
	Disagree	3.3	3.3	4.1	3.6	3.9	1.7	2.0	2.5	2.4	3.0	1.5	1.8	2.2	2.2	2.7
	<i>Unweighted count</i>															
Army	Agree	3.6	4.0	3.8	3.7	4.1	2.6	2.8	3.1	3.0	3.6	2.2	2.4	2.7	2.6	3.0
	Neutral	3.0	3.3	3.3	3.1	3.5	2.5	2.8	3.0	3.0	3.3	2.2	2.4	2.6	2.5	2.8
	Disagree	3.3	3.8	3.6	3.1	3.4	2.4	2.8	3.2	2.9	3.4	2.1	2.5	2.7	2.5	2.9
	<i>Unweighted count</i>															
RAF	Agree	4.1	3.6	4.0	3.9	4.0	2.8	2.6	2.8	2.7	2.9	2.4	2.2	2.4	2.3	2.4
	Neutral	3.6	3.3	3.5	3.4	3.6	2.9	2.5	2.5	2.6	2.7	2.3	2.1	2.1	2.1	2.2
	Disagree	3.7	3.2	3.6	3.5	3.5	3.1	2.8	3.0	2.9	2.9	2.5	2.3	2.4	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 6 - Senior Leadership

Source: Defence Statistics (Surveys)

Table B6.3 How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? They champion the [Service's] interests in Tri-Service issues.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.4	2.4	2.3	2.4	1.7	1.8	1.9	1.9	2.2	1.5	1.5	1.6	1.6	1.8
	Neutral	2.0	2.2	2.2	2.0	2.3	1.8	1.9	2.1	2.0	2.2	1.5	1.6	1.8	1.7	1.8
	Disagree	1.7	1.9	1.9	1.7	1.7	1.5	1.7	2.0	1.8	1.9	1.3	1.5	1.6	1.5	1.6
	<i>Unweighted count</i>															
Royal Navy	Agree	3.8	3.9	4.0	3.9	3.8	3.0	2.7	3.1	2.6	2.8	2.4	2.2	2.5	2.2	2.3
	Neutral	3.3	3.6	3.6	3.5	3.4	3.2	2.8	3.3	2.7	2.9	2.5	2.3	2.6	2.2	2.4
	Disagree	3.1	3.3	3.4	3.1	2.9	3.0	2.6	3.2	2.5	2.5	2.4	2.2	2.5	2.1	2.1
	<i>Unweighted count</i>															
Royal Marines	Agree	4.3	4.6	4.8	4.5	4.5	2.0	2.0	2.6	2.6	3.3	1.8	1.9	2.3	2.3	2.9
	Neutral	4.1	3.9	3.8	3.5	3.6	1.9	2.1	2.6	2.4	3.2	1.8	1.9	2.3	2.2	2.8
	Disagree	1.5	3.1	3.5	3.4	3.0	1.5	1.8	2.3	2.3	2.7	1.3	1.6	2.1	2.1	2.4
	<i>Unweighted count</i>															
Army	Agree	3.7	4.1	3.9	3.8	4.1	2.6	2.8	3.1	3.1	3.6	2.3	2.4	2.6	2.6	3.0
	Neutral	3.3	3.9	3.6	3.4	3.9	2.7	3.1	3.4	3.2	3.7	2.3	2.6	2.9	2.7	3.1
	Disagree	3.0	3.4	3.3	2.9	2.9	2.2	2.7	3.1	2.8	3.2	1.9	2.4	2.6	2.4	2.7
	<i>Unweighted count</i>															
RAF	Agree	4.0	3.6	4.0	3.9	4.0	3.0	2.7	2.9	2.9	3.0	2.5	2.2	2.4	2.4	2.5
	Neutral	3.6	3.3	3.7	3.4	3.7	3.1	2.9	3.1	2.9	3.1	2.5	2.3	2.5	2.4	2.5
	Disagree	2.7	2.6	2.8	2.8	2.8	2.9	2.8	2.8	2.8	2.7	2.3	2.2	2.3	2.2	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 6 - Senior Leadership

Source: Defence Statistics (Surveys)

Table B6.4 How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? They communicate decisions to personnel.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.2	2.4	1.6	1.7	1.9	1.8	2.1	1.4	1.4	1.6	1.5	1.7
	Neutral	2.0	2.1	2.1	2.0	2.2	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.7
	Disagree	1.9	2.1	2.2	2.0	2.1	1.6	1.8	2.0	1.8	2.1	1.4	1.5	1.7	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Agree	3.8	3.9	3.9	3.8	3.8	2.9	2.5	2.9	2.5	2.7	2.4	2.1	2.4	2.1	2.2
	Neutral	3.3	3.5	3.5	3.6	3.4	2.9	2.6	3.0	2.5	2.7	2.3	2.2	2.4	2.1	2.2
	Disagree	3.1	3.4	3.5	3.3	3.2	3.1	2.7	3.2	2.6	2.8	2.5	2.2	2.6	2.1	2.3
	<i>Unweighted count</i>															
Royal Marines	Agree	5.4	5.2	5.5	5.1	5.8	1.9	1.9	2.4	2.4	3.1	1.8	1.8	2.2	2.2	2.8
	Neutral	4.7	4.5	4.8	4.3	5.0	1.9	2.1	2.5	2.4	3.1	1.8	1.9	2.3	2.2	2.8
	Disagree	3.6	3.8	4.4	4.0	4.6	1.7	1.9	2.5	2.5	3.1	1.6	1.8	2.3	2.2	2.7
	<i>Unweighted count</i>															
Army	Agree	3.6	3.9	3.7	3.6	4.0	2.5	2.7	3.0	3.0	3.4	2.2	2.3	2.5	2.5	2.9
	Neutral	3.1	3.5	3.4	3.3	3.6	2.6	2.9	3.1	3.0	3.4	2.2	2.5	2.6	2.6	2.9
	Disagree	3.2	3.7	3.6	3.4	3.6	2.4	2.8	3.2	2.9	3.4	2.1	2.5	2.8	2.5	2.9
	<i>Unweighted count</i>															
RAF	Agree	4.1	3.6	3.9	3.8	3.9	2.8	2.5	2.6	2.5	2.7	2.3	2.1	2.2	2.1	2.2
	Neutral	3.7	3.4	3.9	3.6	3.7	2.9	2.7	2.7	2.7	2.8	2.4	2.2	2.3	2.2	2.3
	Disagree	3.4	3.2	3.6	3.5	3.6	3.0	2.8	3.0	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 6 - Senior Leadership

Source: Defence Statistics (Surveys)

Table B6.5 How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? They understand the impact of change on personnel.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.1	2.0	2.0	2.1	2.2	1.6	1.6	1.8	1.8	2.0	1.3	1.4	1.5	1.5	1.7
	Neutral	1.9	1.9	2.0	1.9	2.1	1.6	1.7	1.8	1.8	2.0	1.4	1.4	1.5	1.5	1.7
	Disagree	2.2	2.3	2.3	2.2	2.4	1.7	1.9	2.1	1.9	2.1	1.4	1.6	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Agree	3.4	3.5	3.4	3.5	3.4	2.6	2.2	2.6	2.3	2.4	2.1	1.9	2.1	1.9	2.0
	Neutral	3.2	3.2	3.4	3.3	3.3	2.7	2.5	2.8	2.4	2.5	2.2	2.0	2.3	2.0	2.1
	Disagree	3.8	3.9	3.9	3.9	3.8	3.2	2.8	3.2	2.7	2.9	2.6	2.3	2.6	2.3	2.4
	<i>Unweighted count</i>															
Royal Marines	Agree	5.5	5.4	5.5	5.2	5.9	1.8	1.8	2.3	2.3	3.0	1.7	1.7	2.2	2.1	2.7
	Neutral	4.7	4.6	4.5	4.2	5.2	1.9	2.0	2.4	2.3	3.1	1.8	1.9	2.2	2.1	2.7
	Disagree	4.2	4.4	4.7	4.5	4.9	1.8	2.0	2.6	2.5	3.2	1.7	1.9	2.3	2.3	2.9
	<i>Unweighted count</i>															
Army	Agree	3.4	3.4	3.3	3.4	3.8	2.4	2.6	2.9	2.9	3.4	2.1	2.2	2.5	2.5	2.9
	Neutral	2.9	3.2	3.2	3.1	3.6	2.5	2.7	3.0	2.9	3.3	2.1	2.4	2.5	2.4	2.8
	Disagree	3.6	4.0	3.8	3.7	4.0	2.6	3.0	3.3	3.1	3.5	2.2	2.6	2.8	2.7	3.0
	<i>Unweighted count</i>															
RAF	Agree	3.6	3.2	3.5	3.5	3.5	2.5	2.1	2.3	2.2	2.4	2.1	1.8	1.9	1.9	2.0
	Neutral	3.7	3.2	3.6	3.5	3.5	2.7	2.4	2.5	2.4	2.6	2.2	2.0	2.1	2.1	2.2
	Disagree	4.1	3.6	4.0	3.9	4.0	3.1	2.8	2.9	2.8	3.0	2.5	2.3	2.4	2.4	2.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 6 - Senior Leadership

Source: Defence Statistics (Surveys)

Table B6.6 How strongly do you agree or disagree with the following statements about the senior leaders of the [Service] (i.e. Commodore/Brigadier/Air Commodore and above)? I have confidence in the leadership of the [Service].

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.2	2.2	2.2	2.4	1.6	1.7	1.8	1.8	2.1	1.4	1.4	1.6	1.5	1.7
	Neutral	2.1	2.2	2.2	2.0	2.2	1.7	1.8	1.9	1.8	2.0	1.4	1.5	1.6	1.6	1.7
	Disagree	2.0	2.2	2.2	2.0	2.0	1.6	1.8	2.0	1.8	2.1	1.3	1.5	1.7	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Agree	3.7	3.8	3.7	3.7	3.8	2.7	2.4	2.7	2.4	2.6	2.2	2.0	2.2	2.1	2.2
	Neutral	3.5	3.7	3.7	3.7	3.6	3.0	2.7	3.1	2.5	2.8	2.5	2.2	2.5	2.1	2.3
	Disagree	3.5	3.6	3.7	3.3	3.3	3.1	2.7	3.2	2.6	2.7	2.5	2.3	2.6	2.1	2.2
	<i>Unweighted count</i>															
Royal Marines	Agree	4.7	4.9	5.2	4.8	5.4	1.9	2.0	2.5	2.5	3.2	1.8	1.8	2.3	2.2	2.9
	Neutral	4.3	4.3	4.3	4.2	4.9	1.9	2.0	2.5	2.4	3.1	1.7	1.8	2.2	2.2	2.8
	Disagree	2.5	3.2	3.8	3.5	3.3	1.4	1.8	2.4	2.4	2.8	1.3	1.7	2.1	2.1	2.5
	<i>Unweighted count</i>															
Army	Agree	3.6	3.7	3.5	3.6	4.0	2.5	2.7	3.0	2.9	3.4	2.2	2.3	2.5	2.5	2.9
	Neutral	3.3	3.6	3.5	3.3	3.8	2.5	2.8	3.0	3.0	3.3	2.2	2.4	2.6	2.5	2.8
	Disagree	3.3	3.8	3.7	3.3	3.4	2.3	2.8	3.2	2.9	3.4	2.0	2.5	2.7	2.5	2.9
	<i>Unweighted count</i>															
RAF	Agree	3.9	3.5	3.8	3.8	3.9	2.7	2.4	2.5	2.4	2.6	2.2	2.0	2.1	2.1	2.2
	Neutral	3.9	3.4	3.8	3.6	3.7	3.0	2.7	2.8	2.7	2.9	2.5	2.2	2.3	2.3	2.4
	Disagree	3.6	3.2	3.6	3.5	3.5	2.9	2.8	2.9	2.8	2.8	2.4	2.3	2.4	2.3	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.1 How strongly do you agree or disagree with the following? In the last 12 months, I have fulfilled my commitments/promises to the [Service].

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	97	97	97	98	97	87	88	87	88	88	89	89	89	90	90
	Neutral	2	2	2	2	3	9	10	10	9	9	8	8	8	8	8
	Disagree	0	0	1	0	0	3	3	3	2	3	3	2	3	2	3
	<i>Unweighted count</i>					3 121					7 006					10 127
Royal Navy	Agree	98	98	97	98	97	89	89	88	89	90	91	91	90	91	92
	Neutral	2	1	2	2	2	9	8	9	8	7	7	7	7	7	6
	Disagree	0	0	1	0	0	3	3	3	2	3	2	2	3	2	2
	<i>Unweighted count</i>					937					1 939					2 876
Royal Marines	Agree	96	97	98	96	95	83 **	83 **	83 **	86	87	84 **	84 **	85 **	87	88
	Neutral	4	3	2 **	4	4	14 **	14 **	13 **	10	10	13 **	13 **	11 **	9	9
	Disagree	1	0	0	0	0	3	3	4	4	3	3	3	3	3	3
	<i>Unweighted count</i>					299					1 296					1 595
Army	Agree	97	97	97	97	96	86	86	86	87	86	87	88	87	88	88
	Neutral	3	3	3	3	3	10	11	11	11	10	9	9	10	9	9
	Disagree	0	1	0	0	0	4	3	4	2	4	3	3	3	2	3
	<i>Unweighted count</i>					957					1 797					2 754
RAF	Agree	97	97	98	98	97	92	92	92	92	92	93	93	93	93	93
	Neutral	2	2	2	1	2	5	6	7	7	7	5	6	6	6	6
	Disagree	1	1	1	0	1	2	2	2	1	1	2	1	1	1	1
	<i>Unweighted count</i>					928					1 974					2 902

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.2 How strongly do you agree or disagree with the following? In the last 12 months, the [Service] has fulfilled its commitments/promises to me.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	54 **	56 **	59	63	61	40 **	39 **	41 **	43	45	43 **	42 **	44 **	47	48
	Neutral	22	21	20	20	21	29	30 **	30 **	29	27	28	29 **	28 **	27	26
	Disagree	24 **	23 **	21 **	18	17	30	31 **	29	28	28	29 **	29 **	27	26	26
	<i>Unweighted count</i>	3 119					7 002					10 121				
Royal Navy	Agree	54 **	57	58	61	62	38 **	41 **	43 **	46	48	42 **	45 **	47 **	50	51
	Neutral	21	20	18	19	18	29 **	28	27	27	25	27 **	26	25	25	24
	Disagree	26 **	23	24	19	20	33 **	31 **	30	27	27	31 **	29 **	29 **	25	25
	<i>Unweighted count</i>	935					1 936					2 871				
Royal Marines	Agree	70	70	68	70	70	45	42 **	42 **	44	46	48	45 **	45 **	47	49
	Neutral	19	19	19	19	20	32	33	30	30	31	30	31	28	28	30
	Disagree	12	11	13	12	10	23	26	28 **	27 **	23	22	24 **	27 **	25 **	21
	<i>Unweighted count</i>	299					1 298					1 597				
Army	Agree	53 **	54 **	59	65	62	40	37 **	39	43	43	42 **	40 **	42	46	46
	Neutral	22	22	20	19	23	30	32 **	31 **	30	27	29	30 **	30	28	26
	Disagree	25 **	24 **	21 **	16	16	30	31	29	28	30	29	30	28	26	28
	<i>Unweighted count</i>	957					1 796					2 753				
RAF	Agree	55	57	57	60	59	41 **	42 **	44	43 **	47	44 **	45 **	47	47	50
	Neutral	22	20	23	21	21	27	27	30	28	29	26	26	28	27	27
	Disagree	23	23	21	19	20	32 **	30 **	26	28 **	24	30 **	29 **	25	26 **	23
	<i>Unweighted count</i>	928					1 972					2 900				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.3 How strongly do you agree or disagree with the following? I am proud to be in the [Service].

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	90	89	89	90	89	73	71	70	72	72	76	74	74	75	75		
	Neutral	7	8	9	8	8	17	18	18	17	17	16	16	16	15	16		
	Disagree	3	4 **	3	3	2	10	11	12	11	10	8	9	10	10	9		
	<i>Unweighted count</i>						3 123						7 010						10 133
Royal Navy	Agree	88	88	86	88	89	67 **	68 **	67 **	71	72	72 **	73 **	72 **	74	76		
	Neutral	8	7	9	9	7	20	19	19	18	18	17	17	16	16	15		
	Disagree	4	5	5	3	4	13 **	13	14 **	11	10	11	11	12 **	10	9		
	<i>Unweighted count</i>						938						1 940						2 878
Royal Marines	Agree	97 **	95	94	93	92	79	73	71 **	75	76	80 **	75	74 **	78	78		
	Neutral	3 **	4	5	5	7	16	16	19 **	16	15	15	15	17 **	14	14		
	Disagree	1	1	1	2	2	5 **	11	10	9	9	5 **	9	9	8	8		
	<i>Unweighted count</i>						299						1 302						1 601
Army	Agree	92	89	90	91	90	75	72	71	73	72	77	74	74	76	75		
	Neutral	6	8	8	6	8	16	17	17	16	18	15	16	16	14	16		
	Disagree	2	3	2	2	2	9	11	12	12	11	8	10	10	10	9		
	<i>Unweighted count</i>						958						1 797						2 755
RAF	Agree	87	88	87	88	88	70	72	71	71	73	74	75	75	74	76		
	Neutral	10	8	10	10	10	20	20	18	18	17	18	17	16	16	16		
	Disagree	3	4	3	3	2	10	9	11	11	10	8	8	9	9	8		
	<i>Unweighted count</i>						928						1 971						2 899

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2015.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.4 How strongly do you agree or disagree with the following? I am valued by the [Service].

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	40 **	43 **	41 **	46	47	33	31 **	30 **	33	35	34 **	33 **	32 **	35	37		
	Neutral	29	28	28	29	28	32	31	31	30	32	31	31	30	29	31		
	Disagree	30 **	30 **	31 **	25	24	36	38 **	40 **	38 **	34	35 **	36 **	38 **	35 **	32		
	<i>Unweighted count</i>						3 121						7 001						10 122
Royal Navy	Agree	42	44	42	44	45	27 **	29	28	33	32	30 **	32	31 **	35	35		
	Neutral	28	29	28	29	29	32	32	31	31	33	31	31	30	31	32		
	Disagree	30	27	30	27	26	41 **	40 **	40 **	36	35	39 **	37 **	38 **	34	33		
	<i>Unweighted count</i>						937						1 939						2 876
Royal Marines	Agree	63	63	59	57	60	43	37 **	33 **	34 **	41	45	40 **	36 **	36 **	44		
	Neutral	22	24	24	29	27	33	32	34	32	30	32	31	33	31	30		
	Disagree	14	13	17	14	12	25 **	30	34 **	34 **	28	24	28	32 **	32 **	26		
	<i>Unweighted count</i>						299						1 296						1 595
Army	Agree	40 **	42 **	41 **	49	49	36	33	32 **	35	37	37	34 **	33 **	37	39		
	Neutral	30	27	27	28	28	31	31	30	28	31	31	30	29	28	30		
	Disagree	30 **	31 **	32 **	23	23	33	36	38 **	36	32	32	36 **	37 **	34 **	30		
	<i>Unweighted count</i>						957						1 796						2 753
RAF	Agree	37 **	41	38 **	40	44	25	26	23 **	27	29	28 **	29	27 **	30	32		
	Neutral	30	29	29	31	29	32	32	32	31	33	32	31	31	31	32		
	Disagree	33 **	31	34 **	29	26	42	42	45 **	42	39	40 **	39 **	43 **	39 **	36		
	<i>Unweighted count</i>						928						1 970						2 898

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2015.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.5 How strongly do you agree or disagree with the following? I would recommend joining the [Service] to others.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	58 **	58 **	56 **	66	69	42 **	39 **	38 **	42 **	46	45 **	43 **	41 **	47 **	50
	Neutral	25 **	24 **	26 **	21	19	27	27	27	27	26	26	27	27	26	25
	Disagree	17 **	19 **	18 **	13	12	31 **	33 **	36 **	31 **	28	29 **	31 **	32 **	28 **	25
	<i>Unweighted count</i>	3 122					6 999					10 121				
Royal Navy	Agree	56 **	55 **	55 **	63	63	36 **	36 **	38 **	42	45	41 **	40 **	42 **	47	49
	Neutral	24	26 **	24	23	21	27	27	26	28	27	26	27	26	26	25
	Disagree	20	19	21 **	14	16	37 **	37 **	36 **	31	29	33 **	33 **	33 **	27	26
	<i>Unweighted count</i>	938					1 935					2 873				
Royal Marines	Agree	80	77	71 **	70 **	80	50 **	40	32 **	36 **	42	53 **	44	37 **	40 **	47
	Neutral	15	15	18 **	19 **	11	29 **	30 **	30 **	28	26	28 **	28 **	29 **	27	24
	Disagree	5	7	11	11	9	20 **	30	37 **	36 **	32	19 **	28	34 **	33 **	29
	<i>Unweighted count</i>	299					1 298					1 597				
Army	Agree	58 **	56 **	56 **	67	70	43	39 **	38 **	42	46	46 **	42 **	41 **	46	50
	Neutral	25 **	23 **	27 **	20	18	26	27	26	27	26	26	26	26	26	25
	Disagree	16 **	21 **	18 **	13	11	31	34 **	36 **	31	28	28	32 **	33 **	28	25
	<i>Unweighted count</i>	957					1 794					2 751				
RAF	Agree	56 **	61 **	57 **	66	68	40 **	43 **	40 **	44 **	48	43 **	47 **	43 **	49 **	52
	Neutral	27 **	24	27 **	22	21	28	27	28	27	27	27	27	28	26	26
	Disagree	18 **	15 **	16 **	12	11	33 **	30 **	33 **	30 **	26	29 **	27 **	29 **	26 **	22
	<i>Unweighted count</i>	928					1 972					2 900				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.6 How strongly do you agree or disagree with the following? I feel a strong personal attachment to the [Service].

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	74 **	75	74 **	76	77	53	51	49 **	54	54	57	55 **	54 **	58	58		
	Neutral	15	15	15	14	13	23	23	24	23	23	22	21	22	21	21		
	Disagree	11	11	11	10	10	23	26 **	27 **	24	23	21	23 **	24 **	21	21		
	<i>Unweighted count</i>						3 120						7 010						10 130
Royal Navy	Agree	74	75	74	74	76	46 **	47 **	46 **	48	51	52 **	53 **	52 **	54	57		
	Neutral	14	15	14	15	14	24	24	24	25	24	22	22	22	23	22		
	Disagree	12	11	12	11	10	30 **	29 **	30 **	27	25	26 **	25 **	26 **	23	22		
	<i>Unweighted count</i>						937						1 938						2 875
Royal Marines	Agree	88	89	84	87	85	65	59 **	58 **	62	65	67	63 **	61 **	65	67		
	Neutral	10	8	12	8	10	23	24 **	24	21	20	22 **	22 **	22 **	20	19		
	Disagree	2 **	3	4	5	5	12 **	17	18 **	17	15	11 **	15	17 **	15	14		
	<i>Unweighted count</i>						299						1 300						1 599
Army	Agree	75	75	75	78	79	57	53	51 **	56	56	59	56	55 **	60	60		
	Neutral	15	14	14	13	12	22	22	24	22	22	21	21	23	21	21		
	Disagree	10	11	10	10	9	21	25	25	22	22	19	23	23	20	20		
	<i>Unweighted count</i>						958						1 798						2 756
RAF	Agree	71	72	71	73	73	47	48	45	49	49	52	54	51 **	54	54		
	Neutral	16	16	18	16	15	25	24	24	23	24	23	22	22	21	22		
	Disagree	13	11	11	12	11	28	28	31 **	29	27	25	24	27 **	25	24		
	<i>Unweighted count</i>						926						1 974						2 900

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.7 How strongly do you agree or disagree with the following? I feel a strong personal attachment to my unit.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	59	59	59	59	59	47	46	45	47	45	49	48	48	49	48
	Neutral	23	23	24	24	23	26	26	25	25	26	25	25	25	25	25
	Disagree	17	18	18	17	18	27	29	29	28	28	25	27	27	26	26
	<i>Unweighted count</i>	3 122					7 004					10 126				
Royal Navy	Agree	62	61	58	58	60	48	48	47	48	48	51	51	49	50	51
	Neutral	22	24	24	26	23	25	27	26	28	26	24	26	26	28	25
	Disagree	16	15	18	16	18	27	26	27	24	26	24	23	25	22	24
	<i>Unweighted count</i>	938					1 939					2 877				
Royal Marines	Agree	66 **	61	63	59	55	52 **	47	45	47	46	53 **	48	47	48	47
	Neutral	19 **	24	21	26	26	29	30	30	30	29	28	29	29	29	29
	Disagree	15	15	16	16	19	19 **	23	25	23	25	18 **	22	24	23	25
	<i>Unweighted count</i>	299					1 296					1 595				
Army	Agree	62	61	63	64	65	50	48	48	49	48	52	50	50	52	50
	Neutral	23	21	22	22	19	24	25	24	23	25	24	24	24	23	24
	Disagree	15	18	15	15	16	26	27	28	27	28	25	26	26	25	26
	<i>Unweighted count</i>	958					1 797					2 755				
RAF	Agree	52	52	53	51	50	39	39	38	38	38	42	42	41	41	41
	Neutral	26	27	25	25	28	29	26	27	27	29	28	26	27	27	29
	Disagree	22	22	22	23	22	32	35	35	35	33	30	32	32	32	30
	<i>Unweighted count</i>	927					1 972					2 899				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

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Source: Defence Statistics (Surveys)

Table B7.8 How strongly do you agree or disagree with the following? The [Service] inspires me to do the best in my job.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	49 **	47 **	47 **	51	53	43	42	40 **	42	44	44	43 **	41 **	44	46
	Neutral	33	33	34	33	31	33	33	33	33	32	33	33	33	33	32
	Disagree	18	20 **	20 **	16	16	24	25	26	25	24	23	24	25 **	23	22
	<i>Unweighted count</i>	3 122					7 005					10 127				
Royal Navy	Agree	48	43	44	49	47	34 **	35 **	34 **	38	41	37 **	37 **	37 **	41	42
	Neutral	33	37	34	35	35	37	36	37	38	35	36	36	36	37	35
	Disagree	20	20	22	16	18	29 **	29 **	29 **	24	25	27 **	27 **	27 **	22	23
	<i>Unweighted count</i>	937					1 936					2 873				
Royal Marines	Agree	81	81	77	74	77	60 **	54	50	53	54	62 **	57	53 **	56	57
	Neutral	12	14	17	19	15	27	28	31	28	28	26	26	30	27	26
	Disagree	6	5	6	7	7	13 **	19	19	18	18	12 **	17	17	17	17
	<i>Unweighted count</i>	299					1 301					1 600				
Army	Agree	50 **	47 **	48 **	53	56	47	45	43	45	47	47	45	44	46	48
	Neutral	34	32	33	30	29	31	31	31	30	30	31	31	32	30	30
	Disagree	16	21 **	19	17	15	22	24	25	25	24	21	24	24	24	22
	<i>Unweighted count</i>	958					1 794					2 752				
RAF	Agree	45	45	43 **	47	50	36	37	34 **	35 **	39	38	39	36 **	38 **	42
	Neutral	35	34	36	37	33	37	36	36	38	36	37	35	36	38	35
	Disagree	20	20	21	16	17	26	28	30 **	27	25	25	26	28 **	24	23
	<i>Unweighted count</i>	928					1 974					2 902				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011.

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Source: Defence Statistics (Surveys)

Table B7.9 How strongly do you agree or disagree with the following? The [Service] motivates me to help it achieve its objectives.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	41 **	38 **	38 **	43 **	47	39	36 **	35 **	37	40	39	37 **	36 **	38 **	41
	Neutral	36	37	37	36	34	35	35	35	34	34	35	35	35	35	34
	Disagree	23 **	25 **	25 **	21	20	26	29	31 **	28	27	25	28 **	30 **	27	25
	<i>Unweighted count</i>	3 123					7 007					10 130				
Royal Navy	Agree	40	36 **	36 **	41	42	30 **	30 **	31 **	34	35	32 **	32 **	32 **	35	37
	Neutral	36	39	38	37	35	38	38	37	38	36	38	38	37	37	36
	Disagree	25	25	26	22	23	32	32	32	29	28	30	30 **	31 **	27	27
	<i>Unweighted count</i>	938					1 937					2 875				
Royal Marines	Agree	72	70	66	66	70	54 **	47	42 **	44	46	56 **	49	44 **	47	49
	Neutral	21	23	24	24	21	31	34	37	33	34	30	33	35	32	32
	Disagree	7	7	10	11	9	15 **	20	22	22	20	14 **	18	20	21	19
	<i>Unweighted count</i>	299					1 301					1 600				
Army	Agree	43 **	39 **	40 **	45	49	43	39	38 **	41	43	43	39 **	38 **	41	44
	Neutral	35	35	36	34	33	34	34	32	32	31	34	34	33	32	31
	Disagree	22 **	26 **	25 **	21	18	23	27	29	27	26	23	27	29 **	26	24
	<i>Unweighted count</i>	958					1 796					2 754				
RAF	Agree	36 **	35 **	34 **	38	42	30	29	27 **	29	32	31	31 **	29 **	31	34
	Neutral	38	39	39	40	36	40	38	39	39	40	39	38	39	39	39
	Disagree	26	26	27	22	22	31	33 **	34 **	32	29	30	31 **	33 **	30	27
	<i>Unweighted count</i>	928					1 973					2 901				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011.

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Source: Defence Statistics (Surveys)

Table B7.10 How strongly do you agree or disagree with the following? My family is proud of me serving in the Armed Forces.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	90 **	91	91	92	92	86 **	89	87	88	89	87 **	89	88	88	89
	Neutral	8	7	7	6	6	10 **	9	10	9	8	10 **	8	9	9	8
	Disagree	3	2	2	1	2	3	3	3	3	3	3	3	3	3	3
	<i>Unweighted count</i>	3 111					6 960					10 071				
Royal Navy	Agree	88 **	90	89	91	92	88	89	90	91	90	88 **	90	90	91	91
	Neutral	9	8	9 **	7	6	9	8	7	7	7	9	8	8	7	7
	Disagree	3	2	2	2	2	3	2	2	2	3	3	2	2	2	2
	<i>Unweighted count</i>	936					1 928					2 864				
Royal Marines	Agree	91	94	95	91	94	84	86	85	87	87	85 **	86	86	88	88
	Neutral	7	5	4	7	5	12	11	12	10	10	12 **	11	11	10	10
	Disagree	1	2	2	2	1	3	3	3	2	3	3	3	3	2	3
	<i>Unweighted count</i>	298					1 295					1 593				
Army	Agree	90	91	92	93	91	86	88	86	86	88	87	88	87	87	88
	Neutral	7	8	7	6	7	11	9	10	10	9	10	9	10	9	8
	Disagree	3	1	1	1	2	3	3	3	4	4	3	3	3	3	3
	<i>Unweighted count</i>	955					1 778					2 733				
RAF	Agree	89	91	91	91	92	87 **	91	89	90	91	88 **	91	89	90	91
	Neutral	9	7	8	8	6	10	7	9	8	7	9 **	7	8	8	7
	Disagree	2	2	2	1	3	3	2	3	3	2	3	2	2	2	2
	<i>Unweighted count</i>	922					1 959					2 881				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011. (2) N/A option excluded from the analysis.

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Source: Defence Statistics (Surveys)

Table B7.11 How strongly do you agree or disagree with the following? My family benefits from being a Service family.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	22 **	23 **	23	26	26	26 **	27 **	25 **	28	30	25 **	26 **	24 **	28	29		
	Neutral	20	21	20	22	22	26	25	25	25	24	25	24	24	24	24		
	Disagree	58 **	56 **	56 **	52	52	48	48	51 **	47	46	50 **	50 **	52 **	48	47		
	<i>Unweighted count</i>						2 970						6 548						9 518
Royal Navy	Agree	22	24	22	25	24	19 **	20 **	21	23	24	20 **	21 **	21	23	24		
	Neutral	21	23	21	22	22	25	26	24	26	26	24	25	24	25	26		
	Disagree	57	54	57	54	54	56 **	54 **	55 **	52	50	56 **	54	55 **	52	51		
	<i>Unweighted count</i>						899						1 854						2 753
Royal Marines	Agree	24	23	19	21	24	23	21	19	19	21	23	22	19	20	22		
	Neutral	24	21	22	20	25	32 **	29	28	27	27	31 **	28	27	27	27		
	Disagree	52	56	59	59	51	45 **	50	53	53	52	46 **	51	53	54	52		
	<i>Unweighted count</i>						292						1 248						1 540
Army	Agree	24	22	25	28	26	31	31	28 **	33	35	30	30	28 **	32	33		
	Neutral	19	20	21	21	22	26	25	25	25	23	25	24	25	24	23		
	Disagree	57	57	53	50	52	43	44	47	42	42	46	46	48	44	44		
	<i>Unweighted count</i>						911						1 650						2 561
RAF	Agree	18 **	22 **	21 **	24	27	19 **	20 **	19 **	22	24	19 **	20 **	20 **	23	25		
	Neutral	21	23	18	22	22	25	24	23	22	25	24	23	22	22	24		
	Disagree	61 **	55	61 **	54	51	56 **	56 **	58 **	56 **	51	57 **	56 **	58 **	56 **	51		
	<i>Unweighted count</i>						868						1 796						2 664

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011. (2) N/A option excluded from the analysis.

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Source: Defence Statistics (Surveys)

Table B7.12 How strongly do you agree or disagree with the following? My family supports my career in the [Service].

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	78 **	80	81	83	82	79 **	80	78 **	80	82	78 **	80	78 **	80	82
	Neutral	16 **	15 **	14	12	12	16 **	15	16 **	15	13	16 **	15 **	16 **	14	13
	Disagree	6	5	5	5	5	6	5	6	5	5	6	5	6	5	5
	<i>Unweighted count</i>	3 093					6 920					10 013				
Royal Navy	Agree	77 **	81	80	82	82	79	81	81	81	81	78 **	81	80	81	82
	Neutral	17 **	14	15	12	12	15	14	14	15	14	15	14	14	14	13
	Disagree	6	5	5	6	7	6	5	5	5	5	6	5	5	5	5
	<i>Unweighted count</i>	933					1 923					2 856				
Royal Marines	Agree	78	84	81	79	82	76	76	72 **	77	77	76	77	73 **	77	77
	Neutral	17	11	14	17	14	19	19	21 **	17	17	19	18	20 **	17	17
	Disagree	5	4	4	4	4	5	5	7	6	6	5	5	7	5	6
	<i>Unweighted count</i>	299					1 293					1 592				
Army	Agree	77 **	78	81	82	82	79	79	77 **	80	82	78 **	79	78 **	80	82
	Neutral	15	15	14	12	13	16	15	17 **	15	13	16 **	15	17 **	15	13
	Disagree	7	7	5	6	5	5	5	6	5	5	6	5	6	5	5
	<i>Unweighted count</i>	949					1 763					2 712				
RAF	Agree	80	82	81	84	84	79 **	82	80	81	83	79 **	82	80 **	81	83
	Neutral	15	14	14	12	11	16	14	15	15	13	15 **	14	15	14	13
	Disagree	5	4	5	4	4	6 **	4	5	5	4	5 **	4	5	5	4
	<i>Unweighted count</i>	912					1 941					2 853				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Substantial wording change in 2015. (2) N/A option excluded from the analysis.

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Source: Defence Statistics (Surveys)

Table B7.13 How strongly do you agree or disagree with the following? The ethos of the [Service] is an important part of life in the [Service].

		Officers					Other Ranks/Rates					Total					Percentages
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	
Tri-Service	Agree	91	90	88	90	90	75	73	71 **	73	73	78	76	74 **	76	77	
	Neutral	6	6	8	6	7	17	18	18	17	17	15	16	16	15	15	
	Disagree	3	4	4	3	4	8	10	11 **	10	9	7	9	10 **	9	8	
	<i>Unweighted count</i>	3 121					7 009					10 130					
Royal Navy	Agree	88	87	85	87	88	66	66	66	69	69	71	71	70	73	74	
	Neutral	7	8	8	8	8	22	22	21	20	20	18	19	18	17	17	
	Disagree	5	6	7 **	4	4	12	12	13	11	11	11	11	11	10	9	
	<i>Unweighted count</i>	939					1 938					2 877					
Royal Marines	Agree	97	95	95	95	95	81 **	74	72	75	75	82 **	77	75	78	77	
	Neutral	1	3	2	3	4	14	17	19	16	17	13	16	17	15	15	
	Disagree	1	2	3	2	1	5 **	8	10	8	8	4 **	8	9	8	8	
	<i>Unweighted count</i>	299					1 301					1 600					
Army	Agree	93	92	91	93	92	78	76	73	75	76	81	78	76	78	79	
	Neutral	4	4	6	5	6	16	16	17	16	16	14	14	16	14	14	
	Disagree	2	4	3	2	2	6	8	10	9	8	5	8	9	8	7	
	<i>Unweighted count</i>	956					1 796					2 752					
RAF	Agree	87	88	84	87	86	70	68	67	68	69	73	72	71	72	73	
	Neutral	8	7	10	8	8	19	21	19	20	20	17	18	17	17	17	
	Disagree	4	5	5	5	6	11	11	14	12	11	10	10	12	10	10	
	<i>Unweighted count</i>	927					1 974					2 901					

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

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Source: Defence Statistics (Surveys)

Table B7.14 How strongly do you agree or disagree with the following? The ethos of my branch is important to me.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	77	75	72	76	76	64	63	65	63	65	67	66	66	66	67
	Neutral	14	15	17	16	15	23	23	21	24	23	21	21	20	22	21
	Disagree	9	9	11	8	9	13	14	14	13	12	12	13	13	12	12
	<i>Unweighted count</i>					939					1 936					2 875
Royal Marines	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RN.

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Source: Defence Statistics (Surveys)

Table B7.1 How strongly do you agree or disagree with the following? In the last 12 months, I have fulfilled my commitments/promises to the [Service].

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	0.7	0.8	0.8	0.7	0.9	1.2	1.3	1.5	1.4	1.6	1.0	1.1	1.2	1.1	1.3
	Neutral	0.7	0.7	0.7	0.7	0.8	1.1	1.2	1.3	1.3	1.4	0.9	1.0	1.1	1.0	1.1
	Disagree	0.2	0.3	0.3	0.2	0.3	0.7	0.7	0.8	0.6	0.9	0.6	0.6	0.6	0.5	0.7
	<i>Unweighted count</i>															
Royal Navy	Agree	1.0	1.0	1.2	1.1	1.2	2.1	1.8	2.2	1.7	1.8	1.6	1.4	1.7	1.3	1.4
	Neutral	0.9	0.9	1.0	1.1	1.1	1.9	1.6	1.9	1.5	1.5	1.5	1.2	1.5	1.2	1.2
	Disagree	0.4	0.4	0.7	0.2	0.5	1.1	0.9	1.2	0.9	1.0	0.9	0.7	1.0	0.7	0.8
	<i>Unweighted count</i>															
Royal Marines	Agree	2.3	1.8	1.6	2.1	2.3	1.4	1.5	2.0	1.8	2.2	1.3	1.4	1.7	1.6	1.9
	Neutral	2.1	1.7	1.4	2.0	2.2	1.3	1.4	1.7	1.5	2.0	1.2	1.3	1.6	1.4	1.7
	Disagree	0.9	0.5	0.7	0.7	0.6	0.7	0.7	1.1	1.0	1.2	0.6	0.7	0.9	0.9	1.0
	<i>Unweighted count</i>															
Army	Agree	1.3	1.4	1.3	1.2	1.6	1.9	2.1	2.4	2.2	2.6	1.6	1.8	2.0	1.9	2.2
	Neutral	1.2	1.3	1.2	1.2	1.5	1.7	1.9	2.1	2.1	2.3	1.4	1.6	1.8	1.8	1.9
	Disagree	0.3	0.6	0.5	0.4	0.6	1.1	1.2	1.3	1.0	1.5	0.9	1.0	1.1	0.9	1.3
	<i>Unweighted count</i>															
RAF	Agree	1.3	1.2	1.2	1.0	1.3	1.7	1.6	1.7	1.6	1.7	1.4	1.3	1.3	1.2	1.3
	Neutral	1.2	1.1	1.0	0.9	1.1	1.4	1.4	1.5	1.5	1.6	1.1	1.1	1.2	1.2	1.2
	Disagree	0.6	0.6	0.7	0.5	0.6	1.0	0.8	0.8	0.6	0.7	0.8	0.6	0.6	0.5	0.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

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Source: Defence Statistics (Surveys)

Table B7.2 How strongly do you agree or disagree with the following? In the last 12 months, the [Service] has fulfilled its commitments/promises to me.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.1	2.3	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	Neutral	1.8	1.9	1.9	1.8	2.0	1.6	1.7	1.9	1.8	1.9	1.3	1.4	1.6	1.5	1.6
	Disagree	1.9	2.0	1.9	1.7	1.8	1.6	1.7	1.8	1.7	2.0	1.3	1.5	1.5	1.4	1.7
	<i>Unweighted count</i>															
Royal Navy	Agree	3.8	3.9	3.8	3.7	3.7	2.9	2.7	3.1	2.6	2.8	2.4	2.2	2.6	2.2	2.3
	Neutral	3.1	3.1	3.0	3.0	2.9	2.9	2.5	2.8	2.3	2.5	2.3	2.0	2.3	1.9	2.0
	Disagree	3.3	3.3	3.3	3.0	3.0	3.0	2.5	3.0	2.4	2.6	2.4	2.1	2.4	2.0	2.1
	<i>Unweighted count</i>															
Royal Marines	Agree	5.2	5.0	5.1	4.9	5.4	1.9	2.0	2.5	2.5	3.2	1.8	1.8	2.3	2.3	2.9
	Neutral	4.5	4.3	4.3	4.1	4.7	1.8	1.9	2.4	2.3	3.0	1.7	1.8	2.1	2.1	2.7
	Disagree	3.6	3.4	3.7	3.4	3.6	1.6	1.8	2.3	2.3	2.7	1.5	1.6	2.1	2.0	2.4
	<i>Unweighted count</i>															
Army	Agree	3.6	3.9	3.7	3.5	3.9	2.5	2.7	3.1	3.0	3.4	2.2	2.4	2.6	2.6	2.9
	Neutral	3.0	3.3	3.0	2.9	3.4	2.4	2.7	3.0	2.8	3.1	2.1	2.3	2.5	2.4	2.7
	Disagree	3.1	3.4	3.1	2.7	2.9	2.3	2.7	2.9	2.8	3.3	2.0	2.3	2.5	2.4	2.8
	<i>Unweighted count</i>															
RAF	Agree	4.0	3.6	3.9	3.8	3.9	3.0	2.7	2.9	2.7	2.9	2.5	2.3	2.4	2.3	2.4
	Neutral	3.4	2.9	3.3	3.2	3.2	2.7	2.5	2.7	2.5	2.6	2.2	2.0	2.2	2.1	2.2
	Disagree	3.4	3.1	3.2	3.0	3.2	2.8	2.6	2.6	2.5	2.5	2.3	2.1	2.1	2.1	2.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.3 How strongly do you agree or disagree with the following? I am proud to be in the [Service].

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.3	1.5	1.4	1.3	1.5	1.5	1.7	1.9	1.7	2.0	1.3	1.4	1.5	1.4	1.6
	Neutral	1.1	1.3	1.3	1.2	1.3	1.3	1.4	1.6	1.4	1.7	1.1	1.2	1.3	1.2	1.4
	Disagree	0.7	0.9	0.7	0.7	0.7	1.0	1.2	1.4	1.3	1.4	0.9	1.0	1.1	1.1	1.1
	<i>Unweighted count</i>															
Royal Navy	Agree	2.5	2.6	2.7	2.5	2.4	3.0	2.6	3.0	2.4	2.6	2.4	2.1	2.4	2.0	2.1
	Neutral	2.1	2.0	2.2	2.2	2.0	2.5	2.2	2.5	2.1	2.2	2.0	1.7	2.0	1.7	1.8
	Disagree	1.5	1.7	1.7	1.4	1.5	2.2	1.9	2.3	1.7	1.8	1.7	1.5	1.8	1.4	1.4
	<i>Unweighted count</i>															
Royal Marines	Agree	2.0	2.3	2.7	2.7	3.3	1.6	1.8	2.3	2.2	2.8	1.4	1.6	2.1	2.0	2.5
	Neutral	1.8	2.2	2.5	2.3	2.9	1.4	1.5	2.0	1.9	2.3	1.3	1.4	1.8	1.7	2.1
	Disagree	1.0	0.8	1.1	1.5	1.6	0.9	1.3	1.6	1.5	1.9	0.8	1.1	1.4	1.3	1.7
	<i>Unweighted count</i>															
Army	Agree	1.9	2.5	2.3	2.1	2.4	2.3	2.6	2.9	2.8	3.3	1.9	2.3	2.5	2.4	2.8
	Neutral	1.6	2.1	2.0	1.8	2.2	1.9	2.2	2.4	2.3	2.8	1.7	1.9	2.1	1.9	2.4
	Disagree	1.0	1.4	1.1	1.1	1.1	1.5	1.9	2.2	2.1	2.3	1.3	1.6	1.8	1.7	1.9
	<i>Unweighted count</i>															
RAF	Agree	2.7	2.4	2.7	2.6	2.6	2.8	2.5	2.7	2.6	2.6	2.3	2.0	2.2	2.1	2.1
	Neutral	2.5	2.0	2.4	2.3	2.4	2.5	2.2	2.3	2.2	2.2	2.0	1.8	1.8	1.8	1.8
	Disagree	1.3	1.4	1.3	1.2	1.1	1.9	1.6	1.9	1.8	1.8	1.5	1.3	1.5	1.4	1.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.4 How strongly do you agree or disagree with the following? I am valued by the [Service].

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.2	2.4	1.6	1.7	1.8	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	Neutral	2.0	2.1	2.1	2.0	2.2	1.6	1.7	1.8	1.7	2.0	1.4	1.4	1.5	1.4	1.7
	Disagree	2.0	2.1	2.2	1.9	2.0	1.6	1.8	2.0	1.9	2.0	1.4	1.5	1.7	1.6	1.7
	<i>Unweighted count</i>															
Royal Navy	Agree	3.7	3.8	3.8	3.8	3.7	2.7	2.4	2.8	2.4	2.6	2.2	2.1	2.3	2.1	2.2
	Neutral	3.4	3.5	3.5	3.5	3.4	2.9	2.6	2.9	2.4	2.7	2.4	2.1	2.4	2.0	2.2
	Disagree	3.5	3.5	3.6	3.4	3.4	3.1	2.7	3.1	2.5	2.7	2.5	2.2	2.6	2.1	2.2
	<i>Unweighted count</i>															
Royal Marines	Agree	5.4	5.2	5.4	5.2	5.8	1.9	1.9	2.3	2.3	3.1	1.8	1.8	2.2	2.1	2.8
	Neutral	4.7	4.7	4.8	4.7	5.2	1.8	1.9	2.4	2.4	3.0	1.7	1.8	2.2	2.2	2.7
	Disagree	4.0	3.6	4.1	3.8	3.9	1.7	1.9	2.4	2.4	2.9	1.5	1.7	2.2	2.2	2.6
	<i>Unweighted count</i>															
Army	Agree	3.5	3.9	3.7	3.6	4.0	2.5	2.7	2.9	2.9	3.4	2.1	2.4	2.5	2.5	2.9
	Neutral	3.3	3.5	3.4	3.3	3.6	2.4	2.7	2.9	2.7	3.3	2.1	2.3	2.5	2.3	2.8
	Disagree	3.3	3.6	3.5	3.1	3.4	2.4	2.8	3.1	3.0	3.3	2.1	2.4	2.7	2.5	2.8
	<i>Unweighted count</i>															
RAF	Agree	3.9	3.5	3.8	3.8	3.9	2.6	2.4	2.4	2.4	2.6	2.2	2.0	2.1	2.1	2.2
	Neutral	3.7	3.3	3.6	3.6	3.6	2.8	2.6	2.7	2.6	2.7	2.3	2.1	2.2	2.1	2.3
	Disagree	3.8	3.3	3.8	3.5	3.5	3.0	2.7	2.9	2.8	2.8	2.5	2.2	2.4	2.3	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.5 How strongly do you agree or disagree with the following? I would recommend joining the [Service] to others.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.1	2.2	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	Neutral	1.9	2.0	2.0	1.8	1.9	1.5	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Disagree	1.7	1.8	1.8	1.5	1.5	1.6	1.7	1.9	1.8	2.0	1.3	1.5	1.6	1.5	1.6
	<i>Unweighted count</i>															
Royal Navy	Agree	3.7	3.9	3.9	3.7	3.7	3.0	2.6	3.0	2.6	2.8	2.4	2.2	2.5	2.2	2.3
	Neutral	3.2	3.4	3.3	3.2	3.1	2.8	2.5	2.8	2.4	2.5	2.3	2.0	2.3	2.0	2.1
	Disagree	3.0	3.1	3.2	2.7	2.8	3.0	2.6	3.1	2.5	2.6	2.4	2.2	2.5	2.0	2.1
	<i>Unweighted count</i>															
Royal Marines	Agree	4.5	4.6	5.0	4.8	4.8	1.9	1.9	2.3	2.3	3.1	1.8	1.8	2.1	2.1	2.8
	Neutral	4.0	4.0	4.2	4.2	3.7	1.8	1.9	2.4	2.3	2.8	1.6	1.7	2.2	2.1	2.5
	Disagree	2.5	2.8	3.5	3.3	3.4	1.6	1.9	2.5	2.4	3.0	1.4	1.7	2.2	2.2	2.7
	<i>Unweighted count</i>															
Army	Agree	3.5	3.9	3.8	3.4	3.7	2.5	2.8	3.0	3.0	3.5	2.2	2.4	2.6	2.6	3.0
	Neutral	3.1	3.3	3.4	2.9	3.1	2.3	2.6	2.8	2.7	3.1	2.0	2.2	2.4	2.3	2.6
	Disagree	2.6	3.2	2.9	2.5	2.6	2.4	2.8	3.1	2.8	3.2	2.1	2.4	2.6	2.4	2.7
	<i>Unweighted count</i>															
RAF	Agree	4.0	3.5	3.9	3.7	3.7	2.9	2.7	2.8	2.7	2.9	2.5	2.3	2.4	2.3	2.4
	Neutral	3.6	3.1	3.6	3.2	3.2	2.7	2.5	2.6	2.5	2.6	2.2	2.0	2.2	2.0	2.1
	Disagree	3.1	2.6	2.9	2.5	2.5	2.8	2.5	2.7	2.6	2.6	2.3	2.1	2.2	2.1	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.6 How strongly do you agree or disagree with the following? I feel a strong personal attachment to the [Service].

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.9	2.0	2.0	1.9	2.0	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.8
	Neutral	1.6	1.6	1.7	1.5	1.6	1.4	1.5	1.7	1.6	1.8	1.2	1.3	1.5	1.4	1.5
	Disagree	1.4	1.5	1.4	1.4	1.4	1.5	1.6	1.8	1.6	1.8	1.2	1.4	1.5	1.3	1.5
	<i>Unweighted count</i>															
Royal Navy	Agree	3.3	3.4	3.4	3.3	3.2	3.0	2.6	3.0	2.6	2.8	2.4	2.2	2.5	2.1	2.3
	Neutral	2.7	2.8	2.7	2.8	2.6	2.7	2.4	2.8	2.3	2.5	2.2	1.9	2.2	1.9	2.0
	Disagree	2.5	2.4	2.5	2.4	2.2	2.9	2.5	3.0	2.4	2.5	2.3	2.0	2.3	1.9	2.0
	<i>Unweighted count</i>															
Royal Marines	Agree	3.7	3.5	4.1	3.6	4.3	1.8	2.0	2.5	2.4	3.1	1.7	1.8	2.3	2.2	2.8
	Neutral	3.5	2.9	3.6	2.8	3.5	1.6	1.7	2.2	2.1	2.6	1.5	1.6	2.0	1.9	2.3
	Disagree	1.6	2.0	2.2	2.4	2.7	1.3	1.5	2.0	1.9	2.3	1.1	1.4	1.8	1.7	2.1
	<i>Unweighted count</i>															
Army	Agree	3.1	3.4	3.3	3.0	3.3	2.5	2.9	3.1	3.0	3.5	2.2	2.5	2.7	2.6	3.0
	Neutral	2.6	2.8	2.7	2.4	2.6	2.2	2.4	2.8	2.6	3.0	1.9	2.1	2.4	2.2	2.5
	Disagree	2.2	2.5	2.3	2.2	2.3	2.1	2.6	2.8	2.6	3.0	1.8	2.2	2.4	2.2	2.5
	<i>Unweighted count</i>															
RAF	Agree	3.6	3.2	3.6	3.4	3.5	2.9	2.7	2.8	2.7	2.8	2.4	2.2	2.3	2.2	2.3
	Neutral	2.9	2.7	3.1	2.8	2.9	2.7	2.4	2.5	2.4	2.5	2.2	1.9	2.0	1.9	2.0
	Disagree	2.7	2.3	2.5	2.5	2.5	2.8	2.5	2.7	2.5	2.6	2.2	2.0	2.2	2.1	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.7 How strongly do you agree or disagree with the following? I feel a strong personal attachment to my unit.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.2	2.3	1.7	1.8	2.0	1.9	2.1	1.4	1.6	1.7	1.6	1.8
	Neutral	1.9	1.9	2.0	1.9	1.9	1.5	1.6	1.7	1.6	1.9	1.3	1.4	1.5	1.4	1.6
	Disagree	1.7	1.8	1.7	1.7	1.8	1.5	1.7	1.8	1.7	2.0	1.3	1.4	1.5	1.4	1.6
	<i>Unweighted count</i>															
Royal Navy	Agree	3.7	3.8	3.8	3.8	3.7	3.1	2.7	3.2	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	Neutral	3.1	3.3	3.4	3.4	3.2	2.7	2.4	2.8	2.4	2.5	2.2	2.0	2.3	2.0	2.1
	Disagree	2.8	2.8	3.0	2.8	2.9	2.8	2.4	2.9	2.3	2.5	2.3	2.0	2.3	1.9	2.1
	<i>Unweighted count</i>															
Royal Marines	Agree	5.4	5.4	5.3	5.2	5.8	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Neutral	4.4	4.7	4.4	4.6	5.0	1.8	1.9	2.3	2.3	2.9	1.6	1.7	2.1	2.1	2.6
	Disagree	4.1	4.0	4.1	3.9	4.7	1.5	1.7	2.2	2.2	2.8	1.4	1.6	2.0	2.0	2.5
	<i>Unweighted count</i>															
Army	Agree	3.5	3.9	3.7	3.5	3.8	2.6	2.9	3.2	3.0	3.5	2.2	2.5	2.7	2.6	3.0
	Neutral	3.0	3.2	3.2	3.0	3.2	2.2	2.5	2.7	2.6	3.0	1.9	2.2	2.3	2.2	2.6
	Disagree	2.6	3.0	2.7	2.6	2.9	2.3	2.6	2.9	2.7	3.2	2.0	2.2	2.5	2.3	2.7
	<i>Unweighted count</i>															
RAF	Agree	4.1	3.6	4.0	3.8	4.0	2.9	2.7	2.8	2.7	2.8	2.4	2.2	2.3	2.3	2.3
	Neutral	3.5	3.2	3.5	3.3	3.6	2.7	2.4	2.5	2.5	2.6	2.3	2.0	2.1	2.1	2.2
	Disagree	3.4	3.0	3.3	3.3	3.3	2.8	2.6	2.8	2.7	2.7	2.3	2.2	2.3	2.2	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.8 How strongly do you agree or disagree with the following? The [Service] inspires me to do the best in my job.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.8
	Neutral	2.1	2.2	2.2	2.1	2.2	1.6	1.7	1.9	1.7	2.0	1.4	1.5	1.6	1.5	1.7
	Disagree	1.7	1.9	1.8	1.6	1.8	1.5	1.6	1.8	1.7	1.9	1.2	1.4	1.5	1.4	1.5
	<i>Unweighted count</i>															
Royal Navy	Agree	3.8	3.8	3.9	3.8	3.8	2.9	2.6	3.0	2.5	2.8	2.4	2.2	2.5	2.1	2.3
	Neutral	3.5	3.8	3.7	3.7	3.6	3.0	2.6	3.1	2.6	2.7	2.4	2.2	2.5	2.1	2.3
	Disagree	3.0	3.1	3.2	2.8	2.9	2.9	2.5	2.9	2.3	2.5	2.3	2.0	2.4	1.9	2.0
	<i>Unweighted count</i>															
Royal Marines	Agree	4.4	4.3	4.6	4.6	5.0	1.9	2.0	2.5	2.5	3.2	1.7	1.9	2.3	2.3	2.9
	Neutral	3.7	3.8	4.2	4.1	4.3	1.7	1.8	2.4	2.3	2.9	1.6	1.7	2.2	2.1	2.6
	Disagree	2.8	2.3	2.6	2.8	3.2	1.3	1.6	2.0	2.0	2.5	1.2	1.4	1.8	1.8	2.2
	<i>Unweighted count</i>															
Army	Agree	3.6	3.9	3.8	3.6	4.0	2.6	2.9	3.1	3.0	3.5	2.2	2.5	2.7	2.6	3.0
	Neutral	3.4	3.7	3.6	3.3	3.7	2.4	2.7	3.0	2.8	3.2	2.1	2.3	2.6	2.4	2.8
	Disagree	2.6	3.2	3.0	2.7	2.9	2.2	2.5	2.8	2.7	3.0	1.9	2.2	2.4	2.3	2.6
	<i>Unweighted count</i>															
RAF	Agree	4.1	3.6	3.9	3.8	4.0	2.9	2.6	2.7	2.6	2.8	2.4	2.2	2.3	2.2	2.4
	Neutral	3.9	3.4	3.8	3.7	3.7	2.9	2.6	2.8	2.7	2.8	2.4	2.2	2.3	2.3	2.3
	Disagree	3.2	2.9	3.3	2.8	3.0	2.7	2.5	2.7	2.5	2.5	2.2	2.1	2.2	2.0	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.9 How strongly do you agree or disagree with the following? The [Service] motivates me to help it achieve its objectives.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.2	2.2	2.2	2.4	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	Neutral	2.1	2.2	2.2	2.1	2.3	1.6	1.7	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	Disagree	1.9	2.0	2.0	1.8	1.9	1.5	1.7	1.9	1.7	1.9	1.3	1.4	1.6	1.4	1.6
	<i>Unweighted count</i>															
Royal Navy	Agree	3.7	3.7	3.7	3.7	3.7	2.8	2.5	2.9	2.5	2.7	2.3	2.1	2.4	2.1	2.3
	Neutral	3.6	3.8	3.8	3.7	3.6	3.0	2.7	3.0	2.6	2.7	2.5	2.2	2.5	2.1	2.3
	Disagree	3.3	3.4	3.4	3.1	3.2	2.9	2.6	3.0	2.4	2.6	2.4	2.1	2.5	2.0	2.1
	<i>Unweighted count</i>															
Royal Marines	Agree	5.1	5.0	5.3	5.0	5.4	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Neutral	4.6	4.6	4.8	4.5	4.8	1.8	1.9	2.5	2.4	3.0	1.7	1.8	2.3	2.2	2.7
	Disagree	2.9	2.9	3.3	3.3	3.4	1.4	1.6	2.2	2.1	2.6	1.3	1.5	1.9	1.9	2.3
	<i>Unweighted count</i>															
Army	Agree	3.5	3.8	3.7	3.6	4.0	2.5	2.8	3.1	3.0	3.5	2.2	2.4	2.6	2.6	3.0
	Neutral	3.4	3.8	3.7	3.4	3.8	2.4	2.7	3.0	2.8	3.2	2.1	2.4	2.6	2.4	2.8
	Disagree	3.0	3.5	3.3	3.0	3.1	2.2	2.6	2.9	2.7	3.1	1.9	2.3	2.5	2.4	2.6
	<i>Unweighted count</i>															
RAF	Agree	3.9	3.4	3.7	3.7	3.9	2.8	2.5	2.6	2.5	2.7	2.3	2.1	2.2	2.1	2.3
	Neutral	4.0	3.5	3.9	3.8	3.8	2.9	2.6	2.8	2.7	2.8	2.4	2.2	2.3	2.3	2.3
	Disagree	3.5	3.2	3.5	3.2	3.3	2.8	2.6	2.8	2.6	2.6	2.3	2.2	2.3	2.2	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.10 How strongly do you agree or disagree with the following? My family is proud of me serving in the Armed Forces.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.4	1.3	1.3	1.2	1.3	1.2	1.2	1.4	1.3	1.5	1.0	1.0	1.2	1.1	1.2
	Neutral	1.2	1.2	1.2	1.1	1.2	1.1	1.1	1.2	1.2	1.2	0.9	0.9	1.0	1.0	1.0
	Disagree	0.7	0.6	0.6	0.5	0.7	0.6	0.7	0.7	0.8	0.9	0.5	0.6	0.6	0.6	0.7
	<i>Unweighted count</i>															
Royal Navy	Agree	2.4	2.3	2.4	2.2	2.1	2.0	1.7	1.9	1.5	1.7	1.7	1.4	1.6	1.3	1.4
	Neutral	2.1	2.1	2.2	1.9	1.8	1.7	1.5	1.7	1.4	1.5	1.4	1.3	1.4	1.2	1.2
	Disagree	1.3	1.1	1.0	1.1	1.1	1.2	0.8	1.0	0.7	0.9	0.9	0.7	0.8	0.6	0.7
	<i>Unweighted count</i>															
Royal Marines	Agree	3.2	2.7	2.5	3.0	2.8	1.4	1.5	1.9	1.7	2.2	1.3	1.3	1.7	1.5	2.0
	Neutral	3.0	2.3	2.1	2.7	2.5	1.3	1.3	1.7	1.5	2.0	1.2	1.2	1.5	1.4	1.8
	Disagree	1.3	1.3	1.5	1.4	1.3	0.7	0.7	1.0	0.8	1.1	0.6	0.7	0.9	0.7	1.0
	<i>Unweighted count</i>															
Army	Agree	2.1	2.3	2.1	1.8	2.3	1.8	1.9	2.3	2.2	2.4	1.6	1.7	1.9	1.9	2.0
	Neutral	1.8	2.1	1.9	1.7	2.0	1.6	1.7	2.0	1.9	2.0	1.4	1.5	1.7	1.6	1.7
	Disagree	1.2	0.9	0.8	0.8	1.2	0.9	1.1	1.2	1.3	1.4	0.8	0.9	1.0	1.1	1.2
	<i>Unweighted count</i>															
RAF	Agree	2.6	2.1	2.3	2.2	2.2	2.0	1.5	1.8	1.7	1.7	1.7	1.3	1.5	1.4	1.4
	Neutral	2.4	1.8	2.1	2.0	1.9	1.7	1.4	1.6	1.5	1.5	1.5	1.2	1.3	1.3	1.3
	Disagree	1.2	1.1	1.1	0.9	1.2	1.0	0.7	1.0	0.9	0.8	0.9	0.6	0.8	0.7	0.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.11 How strongly do you agree or disagree with the following? My family benefits from being a Service family.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.9	2.0	2.0	2.0	2.2	1.6	1.7	1.8	1.8	2.1	1.3	1.5	1.5	1.5	1.7
	Neutral	1.8	2.0	1.9	1.9	2.0	1.6	1.7	1.8	1.7	1.9	1.3	1.4	1.5	1.5	1.6
	Disagree	2.3	2.4	2.4	2.3	2.5	1.7	1.9	2.1	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Agree	3.2	3.4	3.2	3.4	3.3	2.4	2.2	2.6	2.3	2.4	2.0	1.9	2.2	1.9	2.0
	Neutral	3.1	3.3	3.2	3.2	3.2	2.8	2.5	2.8	2.4	2.6	2.3	2.1	2.3	2.0	2.1
	Disagree	3.8	4.0	3.9	3.9	3.9	3.2	2.8	3.3	2.7	2.9	2.6	2.3	2.7	2.3	2.4
	<i>Unweighted count</i>															
Royal Marines	Agree	5.0	4.7	4.4	4.4	5.1	1.6	1.7	2.0	2.0	2.6	1.6	1.6	1.9	1.8	2.4
	Neutral	4.9	4.6	4.7	4.3	5.1	1.8	1.9	2.4	2.3	2.9	1.7	1.8	2.2	2.1	2.6
	Disagree	5.8	5.5	5.6	5.3	5.9	1.9	2.1	2.6	2.6	3.3	1.8	2.0	2.4	2.3	3.0
	<i>Unweighted count</i>															
Army	Agree	3.2	3.4	3.4	3.4	3.7	2.5	2.8	3.0	3.0	3.5	2.2	2.4	2.5	2.6	3.0
	Neutral	2.9	3.3	3.2	3.1	3.4	2.4	2.6	3.0	2.8	3.1	2.1	2.3	2.5	2.4	2.6
	Disagree	3.7	4.1	3.9	3.8	4.1	2.6	3.0	3.3	3.1	3.6	2.3	2.6	2.8	2.7	3.1
	<i>Unweighted count</i>															
RAF	Agree	3.3	3.1	3.3	3.4	3.6	2.4	2.3	2.4	2.4	2.6	2.0	1.9	2.0	2.0	2.1
	Neutral	3.5	3.2	3.2	3.3	3.4	2.7	2.5	2.5	2.4	2.6	2.3	2.1	2.1	2.0	2.2
	Disagree	4.1	3.7	4.0	4.0	4.1	3.1	2.9	3.0	2.9	3.0	2.6	2.4	2.5	2.4	2.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.12 How strongly do you agree or disagree with the following? My family supports my career in the [Service].

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.9	1.9	1.8	1.7	1.8	1.4	1.5	1.7	1.6	1.7	1.2	1.3	1.4	1.3	1.4
	Neutral	1.6	1.7	1.6	1.5	1.6	1.3	1.3	1.5	1.4	1.5	1.1	1.1	1.3	1.2	1.2
	Disagree	1.1	1.1	1.0	1.0	1.1	0.8	0.8	1.0	0.9	1.0	0.7	0.7	0.8	0.7	0.8
	<i>Unweighted count</i>															
Royal Navy	Agree	3.2	3.1	3.1	3.0	2.9	2.5	2.1	2.5	2.1	2.2	2.1	1.8	2.1	1.7	1.8
	Neutral	2.8	2.7	2.8	2.5	2.4	2.2	1.9	2.2	1.9	2.0	1.8	1.6	1.8	1.5	1.6
	Disagree	1.9	1.7	1.7	1.9	1.9	1.5	1.2	1.4	1.1	1.2	1.2	1.0	1.2	0.9	1.0
	<i>Unweighted count</i>															
Royal Marines	Agree	4.8	4.0	4.3	4.3	4.4	1.7	1.8	2.3	2.1	2.7	1.6	1.6	2.1	2.0	2.5
	Neutral	4.3	3.5	3.9	4.0	3.9	1.5	1.6	2.1	1.9	2.4	1.4	1.5	1.9	1.8	2.2
	Disagree	2.6	2.3	2.3	2.1	2.3	0.8	0.9	1.3	1.2	1.6	0.8	0.9	1.2	1.1	1.4
	<i>Unweighted count</i>															
Army	Agree	3.0	3.3	3.0	2.8	3.1	2.1	2.4	2.7	2.5	2.8	1.9	2.1	2.3	2.2	2.4
	Neutral	2.6	2.9	2.6	2.4	2.7	1.9	2.1	2.4	2.2	2.4	1.7	1.9	2.1	1.9	2.0
	Disagree	1.8	2.0	1.6	1.7	1.8	1.2	1.3	1.6	1.4	1.7	1.0	1.1	1.4	1.2	1.4
	<i>Unweighted count</i>															
RAF	Agree	3.3	2.8	3.2	2.8	2.9	2.4	2.1	2.3	2.2	2.2	2.0	1.8	2.0	1.8	1.8
	Neutral	2.9	2.5	2.8	2.5	2.5	2.2	1.9	2.1	2.0	2.0	1.8	1.6	1.7	1.6	1.6
	Disagree	1.8	1.4	1.7	1.5	1.6	1.4	1.2	1.3	1.2	1.1	1.1	1.0	1.1	1.0	0.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.13 How strongly do you agree or disagree with the following? The ethos of the [Service] is an important part of life in the [Service].

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.3	1.4	1.5	1.3	1.4	1.5	1.6	1.8	1.7	1.9	1.2	1.4	1.5	1.4	1.6
	Neutral	1.0	1.1	1.2	1.0	1.2	1.3	1.4	1.6	1.5	1.7	1.1	1.2	1.3	1.2	1.4
	Disagree	0.8	0.9	0.9	0.8	0.8	0.9	1.1	1.3	1.2	1.2	0.8	0.9	1.1	1.0	1.0
	<i>Unweighted count</i>															
Royal Navy	Agree	2.5	2.7	2.8	2.5	2.4	3.0	2.6	3.1	2.4	2.6	2.4	2.1	2.4	2.0	2.1
	Neutral	2.0	2.1	2.1	2.1	2.0	2.6	2.3	2.6	2.1	2.3	2.1	1.8	2.1	1.7	1.8
	Disagree	1.6	1.8	2.0	1.6	1.5	2.1	1.8	2.2	1.7	1.8	1.7	1.5	1.8	1.4	1.5
	<i>Unweighted count</i>															
Royal Marines	Agree	1.8	2.4	2.4	2.4	2.8	1.5	1.8	2.3	2.2	2.8	1.4	1.6	2.1	2.0	2.5
	Neutral	1.3	2.0	1.7	1.8	2.4	1.4	1.6	2.0	1.9	2.5	1.2	1.4	1.8	1.7	2.2
	Disagree	1.3	1.5	1.8	1.6	1.5	0.8	1.1	1.6	1.4	1.9	0.8	1.0	1.4	1.3	1.6
	<i>Unweighted count</i>															
Army	Agree	1.8	2.2	2.2	1.9	2.2	2.2	2.5	2.9	2.7	3.1	1.9	2.2	2.5	2.3	2.6
	Neutral	1.5	1.6	1.8	1.5	1.9	1.9	2.2	2.5	2.3	2.7	1.7	1.9	2.1	1.9	2.3
	Disagree	1.1	1.6	1.3	1.1	1.2	1.3	1.6	2.0	1.8	1.9	1.1	1.4	1.7	1.5	1.6
	<i>Unweighted count</i>															
RAF	Agree	2.7	2.4	2.9	2.6	2.7	2.8	2.6	2.7	2.6	2.7	2.3	2.1	2.2	2.1	2.2
	Neutral	2.2	1.9	2.4	2.1	2.2	2.5	2.3	2.3	2.3	2.4	2.0	1.8	1.9	1.8	1.9
	Disagree	1.6	1.5	1.8	1.7	1.9	2.0	1.8	2.1	1.9	1.9	1.6	1.4	1.7	1.5	1.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 7 - Commitment

Source: Defence Statistics (Surveys)

Table B7.14 How strongly do you agree or disagree with the following? The ethos of my branch is important to me.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	3.2	3.3	3.5	3.3	3.2	3.0	2.6	3.1	2.5	2.7	2.4	2.2	2.5	2.1	2.2
	Neutral	2.6	2.8	2.9	2.8	2.7	2.7	2.3	2.7	2.3	2.4	2.2	1.9	2.2	1.9	2.0
	Disagree	2.2	2.3	2.5	2.1	2.2	2.2	1.9	2.3	1.8	1.9	1.7	1.6	1.9	1.5	1.6
	<i>Unweighted count</i>															
Royal Marines	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.1 In considering your immediate working team, to what extent do you agree or disagree with the following? My team know exactly what their responsibilities are.

Percentages

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	86	86	85	85	84	78	77	76 **	78	79	79	79	78 **	79	80		
	Neutral	8	8	9	9	9	14	14	15 **	14	13	13	13	14 **	13	12		
	Disagree	6	7	6	6	7	8	9	8	8	8	7	8	8	8	8		
	<i>Unweighted count</i>						3 114						6 963						10 077
Royal Navy	Agree	87	86	84	86	84	83	82	80	83	83	84	83	81	84	84		
	Neutral	8	7	10	8	9	10	11	14	12	11	10	10	13	11	11		
	Disagree	5	6	6	6	7	7	7 **	6	5	5	6	7	6	5	6		
	<i>Unweighted count</i>						936						1 921						2 857
Royal Marines	Agree	91	89	92	88	89	80	79	79	79	79	81	80	81	80	80		
	Neutral	5	8	5	7	7	16	16	16	15	15	15	15	15	14	14		
	Disagree	4	3	3	5	4	4 **	5	5	6	6	4 **	5	5	6	6		
	<i>Unweighted count</i>						297						1 295						1 592
Army	Agree	86	86	85	85	85	75	74	72 **	75	77	76	76	74 **	77	78		
	Neutral	8	7	9	9	8	17 **	16	17 **	15	14	15 **	15	16 **	14	13		
	Disagree	6	7	6	6	6	9	9	10	10	9	8	9	9	9	9		
	<i>Unweighted count</i>						954						1 780						2 734
RAF	Agree	85	84	83	83	82	83	81	82	81	81	83	82	82	81	81		
	Neutral	9	9	10	10	11	10	11	11	11	11	10	10	11	11	11		
	Disagree	6	7	7	7	7	7	8	7	8	8	7	8	7	8	8		
	<i>Unweighted count</i>						927						1 967						2 894

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2010. (2) Minor wording change in 2011.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.2 In considering your immediate working team, to what extent do you agree or disagree with the following? The people in my team can be relied upon to help when things get difficult in my job.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	89	89	88	89	88	77	75	75	76	75	79	78	78	78	77		
	Neutral	8	7	8	8	8	15	15	15	15	16	14	14	14	14	14		
	Disagree	3	3	3	3	4	8	9	9	9	10	7	8	8	8	9		
	<i>Unweighted count</i>						3 111						6 965						10 076
Royal Navy	Agree	90	88	86	90	88	79	78	79	79	80	81	80	81	82	82		
	Neutral	7	9	9	6	9	13	13	13	14	13	12	12	12	12	12		
	Disagree	3	3	5	4	4	8	9	7	7	7	7	8	7	6	6		
	<i>Unweighted count</i>						935						1 921						2 856
Royal Marines	Agree	91	94	92	92	93	81	79	78	81	80	82	81	80	82	82		
	Neutral	6	5	6	8	4	15	15	16	14	14	14	14	15 **	13	12		
	Disagree	3	2	2	1	3	4 **	6	5	5	6	4 **	5	5	5	6		
	<i>Unweighted count</i>						297						1 295						1 592
Army	Agree	89	90	90	88	88	74	72	72	74	71	76	75	75	76	74		
	Neutral	8	7	7	9	8	17	18	17	16	18	15	16	16	15	16		
	Disagree	3	3	3	3	4	9	10	11	11	11	8	9	10	9	10		
	<i>Unweighted count</i>						952						1 781						2 733
RAF	Agree	89	89	86	88	88	83 **	82 **	80	79	78	84 **	83 **	82	81	80		
	Neutral	8	7	10	8	8	11	10	12	13	12	10	9	11	12	11		
	Disagree	3	3	4	4	4	6 **	9	8	8	10	6 **	7	7	7	8		
	<i>Unweighted count</i>						927						1 968						2 895

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.3 In considering your immediate working team, to what extent do you agree or disagree with the following? We have confidence in ourselves as a team.

		Officers					Other Ranks/Rates					Total					Percentages	
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	90	90	89	90	89	81	80	80	80	80	82	82	82	82	81		
	Neutral	9	8	8	8	8	14	14	15	14	15	13	13	13	13	13		
	Disagree	2	2	2	2	2	5	6	6	6	6	4	5	5	5	5		
	<i>Unweighted count</i>						3 107						6 961						10 068
Royal Navy	Agree	90	90	88	90	89	83	82	83	84	83	84	84	84	85	84		
	Neutral	9	8	9	9	8	13	12	13	13	12	12	11	12	12	11		
	Disagree	1	2	3	2	3	4	6	4	4	5	3	5	4	3	4		
	<i>Unweighted count</i>						935						1 917						2 852
Royal Marines	Agree	92	94	93	93	92	83	81	81	83	82	84	83	83	84	83		
	Neutral	7	6	6	5	6	14	15	15	13	15	13	14	14	12	14		
	Disagree	1	1	1	1	2	3	4	4	4	3	3	3	3	3	3		
	<i>Unweighted count</i>						296						1 296						1 592
Army	Agree	90	90	91	90	90	78	77	78	78	77	80	79	80	80	79		
	Neutral	8	8	8	8	8	16	16	16	15	16	15	15	15	14	15		
	Disagree	2	2	2	2	2	6	6	7	7	7	5	5	6	6	6		
	<i>Unweighted count</i>						950						1 780						2 730
RAF	Agree	89	89	88	89	89	86	85	83	83	84	87	86	84	84	85		
	Neutral	9	8	9	8	9	10	10	12	12	11	10	10	11	11	11		
	Disagree	2	3	3	2	2	3	5	4	5	5	3	5	4	4	4		
	<i>Unweighted count</i>						926						1 968						2 894

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Army not asked this question in 2010. (2) Minor wording change in 2010 and 2011.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.4 In considering your immediate working team, to what extent do you agree or disagree with the following? The people in my team work together to find ways to improve the service we provide.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	87	87	86	87	86	75	73	74	74	74	77	76	76	77	76
	Neutral	11	9	11	10	10	18	19 **	18	17	16	17	17 **	17	15	15
	Disagree	3 **	3	3	3	4	7 **	8	8	9	10	6 **	7	7 **	8	9
	<i>Unweighted count</i>	3 108					6 960					10 068				
Royal Navy	Agree	86	87	83	84	86	74	75	74	78	77	77	78	76	79	79
	Neutral	11	10	13	13	10	18	16	20 **	17	17	17	15	19 **	16	15
	Disagree	3	3	5	3	5	8	8	6	6	6	6	7	6	5	6
	<i>Unweighted count</i>	934					1 918					2 852				
Royal Marines	Agree	88	90	90	91	92	79	76	76	79	78	80	77	77	80	79
	Neutral	9	8	9	7	6	17	19 **	19	16	16	16	18 **	18 **	15	15
	Disagree	3	1	1	2	1	4 **	5	5	5	6	4 **	5	5	5	6
	<i>Unweighted count</i>	297					1 295					1 592				
Army	Agree	87	88	88	88	86	73	71	72	72	71	75	73	74	75	74
	Neutral	11	9	9	9	10	19	21 **	19	17	17	18	19 **	17	16	16
	Disagree	3 **	3	3	3	5	8 **	9 **	9	10	12	7 **	8 **	8 **	9	11
	<i>Unweighted count</i>	951					1 780					2 731				
RAF	Agree	87	87	85	87	87	79	78	78	77	78	81	80	80	79	80
	Neutral	10	10	12	9	9	14	14	15	15	15	13	13	14	14	13
	Disagree	3	4	3	4	4	6	8	7	8	7	6	7	6	7	7
	<i>Unweighted count</i>	926					1 967					2 893				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.5 In considering your immediate working team, to what extent do you agree or disagree with the following? Team members work well with personnel from different backgrounds.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	91	92	91	92	92	83	82	82	83	83	84	84	84	85	85
	Neutral	7	6	7	6	6	13	13	14	13	12	12	12	13 **	11	11
	Disagree	2	2	2	2	2	4	4	4	4	5	4	4	4	4	4
	<i>Unweighted count</i>	3 109					6 958					10 067				
Royal Navy	Agree	93	91	90	92	90	84	83	84	85	85	86	85	85	86	86
	Neutral	6	8	7	7	8	12	12	13	13	11	10	11	12	11	11
	Disagree	1	1	3	1	2	4	4	3	3	3	3	4	3	2	3
	<i>Unweighted count</i>	933					1 918					2 851				
Royal Marines	Agree	91	93	93	92	93	82	80 **	81	85	83	83	81 **	82	86	84
	Neutral	7	6	7	7	6	15	17 **	16	13	13	14	16 **	15	12	12
	Disagree	2	1	1	1	1	3	3	3	2	4	3	3	3	2	3
	<i>Unweighted count</i>	297					1 295					1 592				
Army	Agree	92	92	92	93	93	81	81	80	82	81	82	83	82	84	83
	Neutral	7	6	7	6	5	15	15	15	13	12	14	13	14	12	11
	Disagree	1	2	1	1	2	5	5	5	5	6	4	4	4	4	5
	<i>Unweighted count</i>	953					1 781					2 734				
RAF	Agree	89	93	91	91	92	87	86	86	85	87	88	87	87	86	88
	Neutral	8	6	7	7	7	10	10	10	11	10	10	9	10	10	9
	Disagree	3 **	2	2	3	1	3	4	3	4	3	3	3	3	3	3
	<i>Unweighted count</i>	926					1 964					2 890				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.6 Have you had working contact with any of the following in the last two years? Armed Forces Reserves.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	31 **	28	31 **	29	27	54	53	51	54	54	50	49	47	50	49
	Ticked	69 **	72	69 **	71	73	46	47	49	46	46	50	51	53	50	51
	<i>Unweighted count</i>	3 169					7 264					10 433				
Royal Navy	Not ticked	37	36	34	37	34	62	63	60	60	60	56	57	54	54	54
	Ticked	63	64	66	63	66	38	37	40	40	40	44	43	46	46	46
	<i>Unweighted count</i>	953					2 002					2 955				
Royal Marines	Not ticked	47	45	41	45	40	64	66	69 **	66	64	62	64	66 **	63	61
	Ticked	53	55	59	55	60	36	34	31 **	34	36	38	36	34 **	37	39
	<i>Unweighted count</i>	302					1 325					1 627				
Army	Not ticked	27	24	29	29	28	53	52	51 **	56	55	49	48	47	52	51
	Ticked	73	76	71	71	72	47	48	49 **	44	45	51	52	53	48	49
	<i>Unweighted count</i>	979					1 889					2 868				
RAF	Not ticked	31 **	28 **	29 **	23	21	49 **	45	42	42	42	45 **	41 **	39	38	37
	Ticked	69 **	72 **	71 **	77	79	51 **	55	58	58	58	55 **	59 **	61	62	63
	<i>Unweighted count</i>	935					2 048					2 983				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.7 In your experience, how would you rate the contribution to the [Service] of... Armed Forces Reserves.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Valuable	68 **	68 **	71 **	74	76	59 **	62 **	64 **	68 **	72	61 **	63 **	65 **	69 **	73
	Not very or not at all valuable	31 **	30 **	28 **	25	23	37 **	35 **	33 **	29 **	25	35 **	34 **	32 **	28 **	24
	Don't know / N/A	1	1	1	1	1	4	3	3	3	3	4	3	3	3	3
	<i>Unweighted count</i>					2 262					3 504					5 766
Royal Navy	Valuable	74	72 **	79	81	79	64 **	69	67 **	73	73	67 **	70 **	71	76	75
	Not very or not at all valuable	25	25	19	18	20	32 **	27	28	23	22	29 **	27 **	25	21	22
	Don't know / N/A	1	3	2	1	1	4	4	5	4	4	3	4	4	3	3
	<i>Unweighted count</i>					629					841					1 470
Royal Marines	Valuable	62 **	69	65	72	73	52 **	51 **	51 **	57	62	53 **	54 **	53 **	60	64
	Not very or not at all valuable	33	28	33	26	25	44 **	43 **	42 **	36	33	42 **	41 **	40 **	35	31
	Don't know / N/A	4	3	3	2	2	4	6	7	7	5	4	6	6	6	5
	<i>Unweighted count</i>					183					500					683
Army	Valuable	57 **	56 **	59 **	64	66	54 **	57 **	58 **	63 **	69	55 **	56 **	59 **	63 **	69
	Not very or not at all valuable	43 **	43 **	40 **	36	33	41 **	41 **	39 **	35 **	28	42 **	41 **	39 **	35 **	29
	Don't know / N/A	0	1	0	0	0	4	3	3	3	3	3	2	2	2	2
	<i>Unweighted count</i>					714					938					1 652
RAF	Valuable	86	89	86	89	90	70 **	72 **	76	77	77	74 **	76 **	78	80	81
	Not very or not at all valuable	14 **	10	12	10	9	25 **	25 **	21	19	19	22 **	21 **	19	17	16
	Don't know / N/A	1	1	2	2	1	5	4	3	4	4	4	3	3	3	3
	<i>Unweighted count</i>					736					1 225					1 961

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Filtered by those who have had contact with Armed Forces Reserves only in the past two years [A618 refers].

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.8 In your experience, how well integrated into the [Service] are... Armed Forces Reserves.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Well	53 **	53 **	58 **	61	64	53 **	53 **	57 **	61 **	67	53 **	53 **	58 **	61 **	66
	Not very or not at all well	46 **	45 **	40 **	38	35	43 **	44 **	39 **	36 **	30	44 **	44 **	40 **	36 **	31
	Don't know / N/A	1	1	1	1	1	4	3	3	3	3	3	3	3	3	3
	<i>Unweighted count</i>					2 264					3 508					5 772
Royal Navy	Well	62	61	66	70	67	61 **	67	67	69	69	62 **	65	67	69	68
	Not very or not at all well	36	37	32	28	31	34 **	30	28	26	26	35 **	32 **	29	27	27
	Don't know / N/A	2	2	2	2	2	5	3	5	5	5	4	3	4	4	4
	<i>Unweighted count</i>					629					841					1 470
Royal Marines	Well	65	65	62	64	70	55	53	51 **	54	58	57	55 **	53 **	56	60
	Not very or not at all well	28	30	33	30	27	39	40	42 **	39	34	38	38 **	40 **	37	33
	Don't know / N/A	7	5	5	6	3	6	7	8	7	8	6	7	7	7	7
	<i>Unweighted count</i>					183					500					683
Army	Well	40 **	39 **	47	48	51	44 **	44 **	48 **	52 **	61	43 **	43 **	48 **	51 **	59
	Not very or not at all well	60 **	60 **	53	51	48	52 **	54 **	49 **	45 **	36	54 **	55 **	50 **	46 **	39
	Don't know / N/A	1	1	0	1	1	4	3	3	3	2	3	2	2	2	2
	<i>Unweighted count</i>					715					939					1 654
RAF	Well	70 **	73 **	74 **	78 **	83	69 **	69 **	74	75	77	70 **	70 **	74 **	76	79
	Not very or not at all well	28 **	25 **	24 **	21 **	15	27 **	28 **	23	22	20	27 **	27 **	24 **	22	18
	Don't know / N/A	2	2	3	2	2	4	3	3	3	3	3	3	3	2	3
	<i>Unweighted count</i>					737					1 228					1 965

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Filtered by those who have had contact with Armed Forces Reserves only in the past two years [A618 refers].

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.9 In your experience, how would you rate the professionalism of... Armed Forces Reserves.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Professional	72 **	71 **	74 **	77	78	61 **	64 **	65 **	69 **	73	63 **	66 **	67 **	71 **	74
	Not very or not at all professional	26 **	28 **	25 **	22	21	35 **	34 **	32 **	28 **	24	33 **	32 **	30 **	27 **	23
	Don't know / N/A	2	1	1	1	1	4	3	3	3	3	3	2	2	2	3
	<i>Unweighted count</i>					2 265					3 508					5 773
Royal Navy	Professional	80	79	81	84	83	73 **	79	78	81	82	75 **	79	79	82	82
	Not very or not at all professional	18	19	17	14	16	22 **	17	17	15	13	21 **	18 **	17	15	14
	Don't know / N/A	2	2	2	2	1	4	4	5	4	5	4	3	4	3	4
	<i>Unweighted count</i>					628					841					1 469
Royal Marines	Professional	71 **	72 **	75 **	78	84	57 **	59	58	61	64	59 **	61 **	61 **	64	68
	Not very or not at all professional	26 **	26 **	23	21	16	38 **	35 **	35	33	29	37 **	34 **	33 **	31	26
	Don't know / N/A	3	2	3	1	1	4	6	7	5	7	4	5	6	5	6
	<i>Unweighted count</i>					183					500					683
Army	Professional	60 **	58 **	62 **	65	68	50 **	52 **	54 **	59	65	52 **	53 **	56 **	60 **	65
	Not very or not at all professional	38 **	41 **	38 **	33	31	46 **	45 **	44 **	39 **	33	44 **	44 **	42 **	38 **	32
	Don't know / N/A	2	1	1	1	1	4	3	2	2	3	4	2	2	2	2
	<i>Unweighted count</i>					715					940					1 655
RAF	Professional	91	90	90	91	91	82	83	85	85	86	84	85	86	86	87
	Not very or not at all professional	9	9	9	8	8	15	15	13	13	12	13	13	12	12	11
	Don't know / N/A	1	1	1	1	1	3	2	2	2	2	2	2	2	2	2
	<i>Unweighted count</i>					739					1 227					1 966

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Filtered by those who have had contact with Armed Forces Reserves only in the past two years [A618 refers].

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.10 Have you had working contact with any of the following in the last two years? MOD Civil Servants.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	17	18	17	18	16	49 **	47	46	47	46	44 **	42	41	42	40
	Ticked	83	82	83	82	84	51 **	53	54	53	54	56 **	58	59	58	60
	<i>Unweighted count</i>	3 169					7 264					10 433				
Royal Navy	Not ticked	16	16	16	19	16	46	48	46	45	45	39	41	40	39	38
	Ticked	84	84	84	81	84	54	52	54	55	55	61	59	60	61	62
	<i>Unweighted count</i>	953					2 002					2 955				
Royal Marines	Not ticked	29 **	27	25	25	21	61 **	60 **	60 **	56	54	58 **	57 **	56 **	53	50
	Ticked	71 **	73	75	75	79	39 **	40 **	40 **	44	46	42 **	43 **	44 **	47	50
	<i>Unweighted count</i>	302					1 325					1 627				
Army	Not ticked	19	18	17	20	18	55	52	51	53	52	50	47	45	48	46
	Ticked	81	82	83	80	82	45	48	49	47	48	50	53	55	52	54
	<i>Unweighted count</i>	979					1 889					2 868				
RAF	Not ticked	15	17 **	16	14	13	32	29	30	29	28	28 **	26	27	26	25
	Ticked	85	83 **	84	86	87	68	71	70	71	72	72 **	74	73	74	75
	<i>Unweighted count</i>	935					2 048					2 983				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.11 In your experience, how would you rate the contribution to the [Service] of... MOD Civil Servants.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Valuable	81 **	82 **	82 **	84	86	73 **	74 **	74 **	76	78	75 **	76 **	76 **	78	80
	Not very or not at all valuable	19 **	17 **	17 **	15	13	23 **	23 **	23 **	21	19	22 **	22 **	21 **	19	17
	Don't know / N/A	1	1	1	1	1	3	3	3	3	3	3	2	3	3	2
	<i>Unweighted count</i>					2 670					4 408					7 078
Royal Navy	Valuable	81	81	81	84	84	71 **	73	72	76	76	74 **	76	75 **	78	79
	Not very or not at all valuable	18	18	17	15	15	26 **	24	24	21	21	23 **	22	22	19	19
	Don't know / N/A	1	1	2	1	2	3	3	4	4	3	3	2	3	3	2
	<i>Unweighted count</i>					800					1 183					1 983
Royal Marines	Valuable	77	80	74	78	79	64 **	64 **	64 **	67	70	66 **	67	66 **	69	71
	Not very or not at all valuable	19	15	23	19	16	30 **	29 **	29	27	24	28 **	27	28 **	26	22
	Don't know / N/A	4	4	3	3	5	6	7	7	6	6	6	6	6	6	6
	<i>Unweighted count</i>					239					662					901
Army	Valuable	82 **	81 **	82 **	86	88	74 **	75	74	77	79	76 **	76 **	76 **	79	81
	Not very or not at all valuable	17 **	18 **	17 **	14	11	23	23	23	20	18	21 **	22 **	21 **	19	17
	Don't know / N/A	0	1	1	1	0	4	2	3	3	3	3	2	2	2	2
	<i>Unweighted count</i>					809					1 053					1 862
RAF	Valuable	78 **	84	82	83	84	75	75 **	76	76	79	76 **	77 **	78	78	80
	Not very or not at all valuable	21 **	15	17	16	15	22 **	23 **	21	20	18	22 **	21 **	20	19	17
	Don't know / N/A	1	1	1	1	1	3	3	3	4	3	2	2	2	3	3
	<i>Unweighted count</i>					822					1 510					2 332

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Filtered by those who have had contact with MOD Civil Servants only in the past two years [A619 refers].

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.12 In your experience, how well integrated into the [Service] are... MOD Civil Servants.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Well	65 **	68	67 **	68	71	68 **	66 **	66 **	68 **	71	67 **	67 **	66 **	68 **	71		
	Not very or not at all well	34 **	30	31 **	30	27	29 **	30 **	30 **	28 **	25	30 **	30 **	31 **	29 **	25		
	Don't know / N/A	2	2	2	2	2	4	4	4	4	4	3	3	3	4	3		
	<i>Unweighted count</i>						2 669						4 408						7 077
Royal Navy	Well	66	65	66	70	66	61 **	62	62	66	66	62	63	63	67	66		
	Not very or not at all well	33	32	32	28	32	35 **	35 **	33	30	29	34 **	34 **	33	29	30		
	Don't know / N/A	2	2	2	2	2	5	3	4	4	5	4	3	4	4	4		
	<i>Unweighted count</i>						799						1 183						1 982
Royal Marines	Well	57	66	62	59	63	55	54	57	58	60	56 **	57	58	58	60		
	Not very or not at all well	34	29	31	32	29	36	36	35	33	31	36 **	35	34	33	31		
	Don't know / N/A	9	6	8	9	9	9	9	8	9	9	9	9	8	9	9		
	<i>Unweighted count</i>						238						665						903
Army	Well	65 **	68	68	69	73	69	67 **	67 **	69	73	68 **	67 **	67 **	69	73		
	Not very or not at all well	34 **	30	31 **	30	26	28	30 **	30 **	28	23	29 **	30 **	30 **	28 **	24		
	Don't know / N/A	1	1	1	1	1	4	3	4	3	4	3	3	3	3	3		
	<i>Unweighted count</i>						811						1 053						1 864
RAF	Well	65 **	71	66 **	68	73	71	69 **	68 **	68 **	73	70	69 **	68 **	68 **	73		
	Not very or not at all well	34 **	28	32 **	30	25	26	28 **	29 **	27 **	23	28 **	28 **	30 **	28 **	24		
	Don't know / N/A	1	1	2	2	2	2	3	3	4	4	2	3	3	4	3		
	<i>Unweighted count</i>						821						1 507						2 328

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Filtered by those who have had contact with MOD Civil Servants only in the past two years [A619 refers].

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.13 In your experience, how would you rate the professionalism of... MOD Civil Servants.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Professional	73 **	77	78	78	79	73 **	73 **	74	75	77	73 **	74 **	75	76	77
	Not very or not at all professional	26 **	23	21	20	20	24 **	24 **	22	21	20	24 **	23 **	22	21	20
	Don't know / N/A	1	1	1	1	1	3	4	3	4	3	2	3	3	3	3
	<i>Unweighted count</i>					2 667					4 413					7 080
Royal Navy	Professional	75	79	76	81	80	72 **	72 **	76	77	77	73 **	75 **	76	78	78
	Not very or not at all professional	23	20	22	18	19	24 **	24 **	21	19	18	24 **	23 **	21	19	18
	Don't know / N/A	1	0	1	2	1	3	4	4	4	4	3	3	3	3	3
	<i>Unweighted count</i>					798					1 183					1 981
Royal Marines	Professional	69 **	77	74	76	80	61 **	62 **	62	66	68	62 **	65 **	65 **	67	70
	Not very or not at all professional	28 **	20	22	21	19	33 **	30 **	29	27	25	32 **	28 **	28	26	24
	Don't know / N/A	4	3	4	3	1	6	8	8	8	7	6	7	7	7	6
	<i>Unweighted count</i>					237					666					903
Army	Professional	74 **	76	78	79	80	73	73	75	76	77	73 **	74 **	75	76	78
	Not very or not at all professional	25 **	23	21	20	20	25 **	24	22	21	20	25 **	24	22	21	20
	Don't know / N/A	1	1	1	2	1	3	3	4	3	3	2	3	3	3	2
	<i>Unweighted count</i>					810					1 055					1 865
RAF	Professional	72 **	76	78	76	78	76	74	76	74	76	75	75	76	75	77
	Not very or not at all professional	27 **	23	21	23	21	22	22	22	23	20	23	23	22	23	20
	Don't know / N/A	1	1	1	1	1	2	3	2	3	3	2	3	2	3	3
	<i>Unweighted count</i>					822					1 509					2 331

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Filtered by those who have had contact with MOD Civil Servants only in the past two years [A619 refers].

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.14 Have you had working contact with any of the following in the last two years? MOD contractors.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	31	32	33	33	31	51	48	48	51	49	47	45	46	47	46
	Ticked	69	68	67	67	69	49	52	52	49	51	53	55	54	53	54
	<i>Unweighted count</i>	3 169					7 264					10 433				
Royal Navy	Not ticked	26	25	29	29	26	43	43	43	42	42	39	39	40	39	38
	Ticked	74	75	71	71	74	57	57	57	58	58	61	61	60	61	62
	<i>Unweighted count</i>	953					2 002					2 955				
Royal Marines	Not ticked	51	48	44	45	45	67 **	66 **	65 **	62	59	65 **	64 **	62 **	60	57
	Ticked	49	52	56	55	55	33 **	34 **	35 **	38	41	35 **	36 **	38 **	40	43
	<i>Unweighted count</i>	302					1 325					1 627				
Army	Not ticked	34	35	36	38	36	56	53	54	58	56	53	50	51	55	53
	Ticked	66	65	64	62	64	44	47	46	42	44	47	50	49	45	47
	<i>Unweighted count</i>	979					1 889					2 868				
RAF	Not ticked	27	28	31 **	25	25	36	33	33	35	33	34	32	33	33	32
	Ticked	73	72	69 **	75	75	64	67	67	65	67	66	68	67	67	68
	<i>Unweighted count</i>	935					2 048					2 983				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.15 In your experience, how would you rate the contribution to the [Service] of... MOD contractors.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Valuable	67 **	66 **	68	68	71	65	61 **	61 **	63 **	67	66	62 **	63 **	64 **	68		
	Not very or not at all valuable	31 **	32 **	31	30	27	31	35 **	35 **	33	30	31	34 **	34 **	32 **	29		
	Don't know / N/A	1	2	2	2	2	4	4	4	4	3	3	4	3	4	3		
	<i>Unweighted count</i>						2 205						4 084						6 289
Royal Navy	Valuable	69	69	68 **	70	73	69	69	65	69	70	69	69	66 **	69	71		
	Not very or not at all valuable	30	30	30	27	25	28	27	31	27	27	28	27	31 **	27	26		
	Don't know / N/A	1	1	2	2	2	3	4	4	4	3	3	3	3	4	3		
	<i>Unweighted count</i>						704						1 219						1 923
Royal Marines	Valuable	52	51	47 **	56	61	53	52	47 **	51	56	53	52 **	47 **	52	57		
	Not very or not at all valuable	43	41	49 **	39	33	40	41	46 **	42	36	41	41 **	46 **	41 **	36		
	Don't know / N/A	5	8	4	5	6	6	7	8	7	7	6	7	7	7	7		
	<i>Unweighted count</i>						166						571						737
Army	Valuable	64	60 **	67	69	69	66	61	61	61	67	65	61 **	62	63	67		
	Not very or not at all valuable	34	37 **	31	30	29	30	35	36	35	31	31	36 **	35	34	30		
	Don't know / N/A	1	2	2	1	1	4	4	3	4	3	3	4	3	4	2		
	<i>Unweighted count</i>						632						906						1 538
RAF	Valuable	72	73	70	67	73	65	58 **	61	64	65	67	61 **	63	65	67		
	Not very or not at all valuable	27	26	28	31	26	32	38 **	35 **	32	30	31	35 **	34 **	32	29		
	Don't know / N/A	1	1	1	2	2	3	5	3	4	4	3	4	3	3	4		
	<i>Unweighted count</i>						703						1 388						2 091

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Filtered by those who have had contact with MOD Contractors only in the past two years [A620 refers].

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.16 In your experience, how well integrated into the [Service] are... MOD contractors.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Well	43 **	45	46	46	48	55	49 **	50 **	51 **	57	52	48 **	49 **	49 **	55
	Not very or not at all well	53 **	52	50	50	49	40	45 **	45 **	43 **	37	43 **	46 **	46 **	45 **	40
	Don't know / N/A	3	3	4	4	3	5	6	6	6	6	5	5	5	6	5
	<i>Unweighted count</i>					2 210					4 082					6 292
Royal Navy	Well	46	51	46	50	49	56	55	52 **	57	57	53	54	50 **	55	55
	Not very or not at all well	52	46	50	46	48	39	39	42 **	37	37	42	41	44 **	39	40
	Don't know / N/A	3	3	4	5	3	6	5	6	6	6	5	4	5	5	5
	<i>Unweighted count</i>					704					1 217					1 921
Royal Marines	Well	30 **	34	31 **	35	42	42	40	40	39	41	40	39	39	39	41
	Not very or not at all well	59 **	52	55	50	47	47	49	47	49	46	49	49	49	49	46
	Don't know / N/A	11	15	14	15	11	11	12	12	11	13	11	12	13	12	13
	<i>Unweighted count</i>					166					573					739
Army	Well	41	40	46	45	47	56	50 **	51 **	49 **	59	53	48 **	50 **	48 **	57
	Not very or not at all well	55	56	50	51	50	39	44 **	43 **	44 **	35	42	46 **	45 **	46 **	38
	Don't know / N/A	3	4	3	3	3	5	6	6	7	5	5	6	5	6	5
	<i>Unweighted count</i>					636					906					1 542
RAF	Well	46	48	47	45	48	54	46 **	48 **	51	55	52	46 **	48 **	49	53
	Not very or not at all well	52	50	50	52	48	42	48 **	48 **	43	40	44	49 **	48 **	46 **	42
	Don't know / N/A	2	2	3	3	4	4	6	4	6	6	4	5	4	5	5
	<i>Unweighted count</i>					704					1 386					2 090

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Filtered by those who have had contact with MOD Contractors only in the past two years [A620 refers].

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.17 In your experience, how would you rate the professionalism of... MOD contractors.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Professional	65	61 **	66	65	68	62	57 **	58 **	60 **	63	63	58 **	60 **	61 **	65
	Not very or not at all professional	32	35 **	31	32	29	34	38 **	37 **	35 **	31	33 **	37 **	36 **	34 **	31
	Don't know / N/A	3	3	2	3	3	4	5	5	5	5	4	5	4	5	5
	<i>Unweighted count</i>	2 208					4 090					6 298				
Royal Navy	Professional	66	65	65	67	71	64	62	61	65	66	64	63 **	62 **	66	67
	Not very or not at all professional	32	32	33 **	29	27	33	33	34 **	30	29	32 **	33 **	34 **	30	28
	Don't know / N/A	2	2	2	4	3	4	5	5	4	5	3	4	4	4	4
	<i>Unweighted count</i>	703					1 219					1 922				
Royal Marines	Professional	43 **	44 **	46 **	54	58	48	43	43	46	49	47	44 **	43 **	47	50
	Not very or not at all professional	54 **	49	47	42	39	45	47 **	47	44	41	46 **	47 **	47 **	44	40
	Don't know / N/A	3	7	7	4	4	8	10	11	10	11	7	9	10	9	10
	<i>Unweighted count</i>	166					573					739				
Army	Professional	62	57 **	68	63	66	62	57 **	59	59	64	62	57 **	61	60	64
	Not very or not at all professional	35	39 **	29	34	31	34	39 **	37	36	32	34	39 **	35	35	31
	Don't know / N/A	3	4	3	3	3	4	5	5	6	5	4	5	4	5	4
	<i>Unweighted count</i>	635					910					1 545				
RAF	Professional	71	67	66	66	71	63	57 **	56 **	60	63	65	59 **	58 **	62	65
	Not very or not at all professional	26	31	33 **	31	26	34	38 **	40 **	36	31	32	36 **	38 **	35 **	30
	Don't know / N/A	3	2	2	3	3	3 **	6	4	4	5	3 **	5	3	4	5
	<i>Unweighted count</i>	704					1 388					2 092				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Filtered by those who have had contact with MOD Contractors only in the past two years [A620 refers].

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.1 In considering your immediate working team, to what extent do you agree or disagree with the following? My team know exactly what their responsibilities are.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.6	1.6	1.7	1.6	1.7	1.5	1.6	1.8	1.7	1.8	1.2	1.4	1.5	1.4	1.5
	Neutral	1.2	1.2	1.3	1.3	1.4	1.3	1.4	1.6	1.4	1.5	1.1	1.2	1.3	1.2	1.2
	Disagree	1.1	1.2	1.1	1.1	1.2	1.0	1.1	1.2	1.2	1.3	0.8	0.9	1.0	1.0	1.1
	<i>Unweighted count</i>															
Royal Navy	Agree	2.6	2.7	2.9	2.6	2.8	2.4	2.1	2.6	2.0	2.2	2.0	1.8	2.1	1.7	1.8
	Neutral	2.0	2.0	2.3	2.1	2.1	2.0	1.7	2.3	1.7	1.9	1.6	1.4	1.8	1.4	1.5
	Disagree	1.7	1.9	1.9	1.8	1.9	1.6	1.5	1.5	1.2	1.3	1.3	1.2	1.2	1.0	1.1
	<i>Unweighted count</i>															
Royal Marines	Agree	3.3	3.4	3.0	3.5	3.7	1.5	1.7	2.1	2.1	2.7	1.4	1.5	1.9	1.9	2.4
	Neutral	2.6	3.0	2.4	2.7	2.9	1.4	1.5	1.9	1.8	2.3	1.3	1.4	1.7	1.6	2.1
	Disagree	2.2	1.9	1.9	2.4	2.3	0.8	0.9	1.1	1.3	1.6	0.7	0.8	1.0	1.2	1.5
	<i>Unweighted count</i>															
Army	Agree	2.5	2.7	2.7	2.6	2.8	2.3	2.6	2.9	2.7	3.0	2.0	2.2	2.5	2.3	2.6
	Neutral	1.9	2.0	2.1	2.1	2.2	2.0	2.2	2.5	2.3	2.4	1.7	1.9	2.1	2.0	2.1
	Disagree	1.7	2.0	1.8	1.7	1.9	1.5	1.7	2.0	1.9	2.2	1.3	1.5	1.7	1.6	1.8
	<i>Unweighted count</i>															
RAF	Agree	3.0	2.6	3.0	2.9	3.0	2.3	2.2	2.3	2.2	2.3	1.9	1.8	1.9	1.9	1.9
	Neutral	2.4	2.0	2.4	2.3	2.4	1.9	1.7	1.9	1.8	1.9	1.5	1.4	1.5	1.5	1.5
	Disagree	2.0	1.8	2.0	1.9	2.1	1.6	1.5	1.5	1.6	1.6	1.3	1.3	1.3	1.3	1.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.2 In considering your immediate working team, to what extent do you agree or disagree with the following? The people in my team can be relied upon to help when things get difficult in my job.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.4	1.4	1.5	1.4	1.6	1.5	1.7	1.8	1.7	2.0	1.3	1.4	1.5	1.4	1.6
	Neutral	1.2	1.2	1.3	1.2	1.3	1.3	1.4	1.5	1.4	1.7	1.1	1.2	1.3	1.2	1.4
	Disagree	0.8	0.8	0.8	0.8	0.9	1.0	1.1	1.3	1.2	1.4	0.8	0.9	1.1	1.0	1.1
	<i>Unweighted count</i>															
Royal Navy	Agree	2.3	2.5	2.7	2.3	2.5	2.6	2.3	2.6	2.2	2.3	2.1	1.9	2.1	1.8	1.9
	Neutral	2.0	2.2	2.2	1.9	2.1	2.2	1.9	2.2	1.9	2.0	1.7	1.5	1.7	1.5	1.6
	Disagree	1.2	1.4	1.7	1.5	1.4	1.8	1.6	1.8	1.4	1.5	1.4	1.3	1.4	1.1	1.2
	<i>Unweighted count</i>															
Royal Marines	Agree	3.3	2.6	3.0	3.0	3.0	1.5	1.7	2.2	2.0	2.6	1.4	1.5	1.9	1.8	2.3
	Neutral	2.7	2.3	2.6	2.8	2.3	1.4	1.5	1.9	1.8	2.2	1.3	1.3	1.7	1.6	2.0
	Disagree	1.9	1.3	1.7	1.0	2.0	0.8	0.9	1.2	1.1	1.6	0.7	0.9	1.1	1.0	1.4
	<i>Unweighted count</i>															
Army	Agree	2.2	2.4	2.3	2.4	2.6	2.3	2.6	2.9	2.7	3.3	2.0	2.3	2.5	2.3	2.8
	Neutral	1.9	2.0	2.0	2.0	2.2	2.0	2.3	2.5	2.2	2.8	1.7	2.0	2.1	1.9	2.4
	Disagree	1.2	1.4	1.3	1.3	1.6	1.6	1.8	2.1	1.9	2.3	1.3	1.5	1.8	1.6	2.0
	<i>Unweighted count</i>															
RAF	Agree	2.6	2.2	2.7	2.5	2.6	2.3	2.2	2.4	2.3	2.4	1.9	1.8	1.9	1.9	2.0
	Neutral	2.2	1.9	2.4	2.1	2.2	1.9	1.6	1.9	1.9	1.9	1.6	1.4	1.6	1.6	1.6
	Disagree	1.5	1.3	1.5	1.5	1.6	1.5	1.6	1.6	1.6	1.8	1.2	1.3	1.3	1.3	1.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.3 In considering your immediate working team, to what extent do you agree or disagree with the following? We have confidence in ourselves as a team.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.4	1.4	1.4	1.4	1.5	1.4	1.6	1.7	1.6	1.9	1.2	1.3	1.4	1.3	1.5
	Neutral	1.3	1.3	1.3	1.2	1.3	1.2	1.4	1.5	1.4	1.6	1.0	1.2	1.2	1.2	1.4
	Disagree	0.6	0.7	0.7	0.6	0.7	0.8	0.9	1.0	1.0	1.1	0.7	0.7	0.9	0.9	0.9
	<i>Unweighted count</i>															
Royal Navy	Agree	2.3	2.4	2.5	2.4	2.4	2.5	2.1	2.5	2.0	2.2	2.0	1.7	2.0	1.6	1.8
	Neutral	2.2	2.2	2.2	2.2	2.1	2.2	1.8	2.2	1.8	1.9	1.8	1.5	1.8	1.5	1.6
	Disagree	0.9	1.0	1.3	1.0	1.3	1.3	1.3	1.4	1.0	1.3	1.0	1.0	1.1	0.8	1.0
	<i>Unweighted count</i>															
Royal Marines	Agree	3.1	2.7	2.8	2.7	3.1	1.5	1.6	2.0	1.9	2.6	1.4	1.5	1.8	1.7	2.3
	Neutral	2.9	2.5	2.6	2.4	2.7	1.4	1.5	1.9	1.7	2.4	1.3	1.3	1.7	1.6	2.1
	Disagree	1.2	1.0	1.2	1.2	1.6	0.7	0.8	1.0	1.0	1.2	0.6	0.7	0.9	0.9	1.1
	<i>Unweighted count</i>															
Army	Agree	2.2	2.4	2.2	2.2	2.4	2.2	2.5	2.7	2.6	3.1	1.9	2.1	2.3	2.2	2.6
	Neutral	2.0	2.1	2.0	2.0	2.1	1.9	2.2	2.4	2.2	2.7	1.7	1.9	2.0	1.9	2.3
	Disagree	1.0	1.1	0.9	1.0	1.3	1.3	1.4	1.7	1.7	1.9	1.1	1.2	1.4	1.4	1.6
	<i>Unweighted count</i>															
RAF	Agree	2.5	2.2	2.6	2.4	2.5	2.2	2.0	2.2	2.2	2.2	1.8	1.7	1.8	1.8	1.8
	Neutral	2.3	2.0	2.3	2.1	2.3	1.9	1.7	1.9	1.9	1.9	1.6	1.4	1.6	1.5	1.6
	Disagree	1.1	1.2	1.4	1.2	1.2	1.2	1.3	1.3	1.3	1.2	1.0	1.0	1.0	1.0	1.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.4 In considering your immediate working team, to what extent do you agree or disagree with the following? The people in my team work together to find ways to improve the service we provide.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.5	1.5	1.6	1.5	1.7	1.5	1.7	1.8	1.7	2.0	1.3	1.4	1.5	1.4	1.6
	Neutral	1.4	1.4	1.4	1.3	1.4	1.4	1.5	1.6	1.5	1.7	1.1	1.3	1.4	1.2	1.4
	Disagree	0.7	0.8	0.8	0.8	1.0	0.9	1.1	1.2	1.2	1.5	0.8	0.9	1.0	1.0	1.2
	<i>Unweighted count</i>															
Royal Navy	Agree	2.6	2.7	3.0	2.8	2.6	2.8	2.4	2.9	2.2	2.4	2.2	1.9	2.3	1.8	2.0
	Neutral	2.4	2.3	2.6	2.6	2.2	2.5	2.1	2.6	2.0	2.2	2.0	1.7	2.1	1.7	1.8
	Disagree	1.3	1.4	1.7	1.3	1.6	1.7	1.6	1.6	1.3	1.4	1.4	1.3	1.3	1.0	1.2
	<i>Unweighted count</i>															
Royal Marines	Agree	3.7	3.2	3.4	3.1	3.2	1.6	1.8	2.2	2.1	2.7	1.5	1.6	2.0	1.9	2.4
	Neutral	3.3	3.0	3.2	2.8	2.9	1.5	1.6	2.1	1.9	2.4	1.4	1.5	1.9	1.7	2.2
	Disagree	1.9	1.1	1.2	1.5	1.4	0.8	0.9	1.2	1.1	1.6	0.7	0.8	1.1	1.0	1.4
	<i>Unweighted count</i>															
Army	Agree	2.4	2.6	2.5	2.4	2.9	2.3	2.7	2.9	2.8	3.3	2.0	2.3	2.5	2.4	2.8
	Neutral	2.2	2.3	2.2	2.1	2.4	2.1	2.4	2.6	2.4	2.8	1.8	2.1	2.2	2.0	2.3
	Disagree	1.1	1.3	1.2	1.2	1.7	1.4	1.7	2.0	2.0	2.4	1.2	1.4	1.7	1.7	2.1
	<i>Unweighted count</i>															
RAF	Agree	2.8	2.5	2.8	2.6	2.7	2.5	2.3	2.5	2.4	2.5	2.1	1.9	2.0	2.0	2.0
	Neutral	2.5	2.2	2.6	2.3	2.3	2.2	2.0	2.1	2.0	2.1	1.8	1.6	1.8	1.7	1.7
	Disagree	1.5	1.4	1.3	1.5	1.6	1.5	1.6	1.6	1.6	1.6	1.3	1.3	1.3	1.3	1.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.5 In considering your immediate working team, to what extent do you agree or disagree with the following? Team members work well with personnel from different backgrounds.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.3	1.3	1.3	1.2	1.3	1.4	1.5	1.6	1.5	1.7	1.1	1.2	1.4	1.3	1.4
	Neutral	1.2	1.1	1.2	1.1	1.1	1.2	1.3	1.5	1.3	1.5	1.0	1.1	1.2	1.1	1.2
	Disagree	0.5	0.6	0.5	0.5	0.6	0.7	0.8	0.9	0.9	1.1	0.6	0.7	0.7	0.7	0.9
	<i>Unweighted count</i>															
Royal Navy	Agree	1.9	2.2	2.4	2.1	2.2	2.4	2.1	2.4	1.9	2.1	1.9	1.7	1.9	1.6	1.7
	Neutral	1.8	2.1	2.0	2.0	2.0	2.1	1.8	2.2	1.8	1.9	1.7	1.5	1.8	1.4	1.5
	Disagree	0.7	0.9	1.3	0.9	1.1	1.3	1.2	1.1	0.9	1.1	1.0	0.9	0.9	0.7	0.9
	<i>Unweighted count</i>															
Royal Marines	Agree	3.3	2.8	2.9	2.9	3.0	1.5	1.6	2.1	1.8	2.5	1.4	1.5	1.9	1.7	2.2
	Neutral	3.0	2.7	2.9	2.7	2.7	1.4	1.5	1.9	1.7	2.2	1.3	1.4	1.7	1.5	2.0
	Disagree	1.5	1.1	0.8	1.0	1.3	0.7	0.7	1.0	0.8	1.2	0.7	0.7	0.9	0.7	1.1
	<i>Unweighted count</i>															
Army	Agree	2.0	2.2	2.1	1.9	2.1	2.1	2.3	2.6	2.4	2.9	1.8	2.0	2.2	2.1	2.4
	Neutral	1.9	1.9	2.0	1.8	1.8	1.9	2.1	2.4	2.1	2.5	1.6	1.8	2.0	1.8	2.1
	Disagree	0.7	1.0	0.7	0.7	1.1	1.2	1.2	1.5	1.5	1.9	1.0	1.1	1.2	1.2	1.6
	<i>Unweighted count</i>															
RAF	Agree	2.6	1.9	2.3	2.2	2.2	2.1	2.0	2.1	2.0	2.0	1.7	1.6	1.7	1.7	1.6
	Neutral	2.2	1.7	2.1	1.9	2.0	1.9	1.7	1.8	1.8	1.8	1.5	1.4	1.5	1.5	1.4
	Disagree	1.4	0.9	1.0	1.2	0.8	1.1	1.1	1.1	1.1	1.0	0.9	0.8	0.9	0.9	0.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.6 Have you had working contact with any of the following in the last two years? Armed Forces Reserves.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	2.0	2.0	2.1	2.0	2.1	1.6	1.8	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	Ticked	2.0	2.0	2.1	2.0	2.1	1.6	1.8	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Not ticked	3.6	3.7	3.7	3.7	3.5	2.9	2.6	3.0	2.5	2.7	2.4	2.2	2.4	2.1	2.2
	Ticked	3.6	3.7	3.7	3.7	3.5	2.9	2.6	3.0	2.5	2.7	2.4	2.2	2.4	2.1	2.2
	<i>Unweighted count</i>															
Royal Marines	Not ticked	5.5	5.3	5.4	5.2	5.7	1.8	1.9	2.3	2.3	3.0	1.7	1.8	2.1	2.1	2.7
	Ticked	5.5	5.3	5.4	5.2	5.7	1.8	1.9	2.3	2.3	3.0	1.7	1.8	2.1	2.1	2.7
	<i>Unweighted count</i>															
Army	Not ticked	3.1	3.4	3.4	3.3	3.6	2.5	2.8	3.1	2.9	3.3	2.1	2.4	2.6	2.5	2.8
	Ticked	3.1	3.4	3.4	3.3	3.6	2.5	2.8	3.1	2.9	3.3	2.1	2.4	2.6	2.5	2.8
	<i>Unweighted count</i>															
RAF	Not ticked	3.7	3.2	3.6	3.3	3.2	2.9	2.7	2.8	2.7	2.8	2.4	2.2	2.3	2.2	2.3
	Ticked	3.7	3.2	3.6	3.3	3.2	2.9	2.7	2.8	2.7	2.8	2.4	2.2	2.3	2.2	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.7 In your experience, how would you rate the contribution to the [Service] of... Armed Forces Reserves.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Valuable	2.5	2.7	2.5	2.3	2.5	2.4	2.7	2.7	2.5	2.6	1.9	2.1	2.2	2.0	2.0
	Not very or not at all valuable	2.5	2.7	2.5	2.3	2.4	2.3	2.7	2.7	2.4	2.4	1.9	2.1	2.1	1.9	1.9
	Don't know / N/A	0.4	0.6	0.5	0.5	0.5	1.1	1.0	1.1	1.0	1.2	0.8	0.7	0.8	0.7	0.9
	<i>Unweighted count</i>															
Royal Navy	Valuable	4.2	4.5	3.9	3.8	3.7	4.6	4.3	4.6	3.6	3.9	3.4	3.2	3.4	2.7	2.9
	Not very or not at all valuable	4.1	4.3	3.8	3.7	3.7	4.5	4.1	4.4	3.4	3.7	3.3	3.1	3.2	2.6	2.8
	Don't know / N/A	1.1	1.7	1.3	1.1	1.0	2.2	1.9	2.4	1.6	1.9	1.5	1.4	1.7	1.2	1.3
	<i>Unweighted count</i>															
Royal Marines	Valuable	7.5	7.1	6.9	6.4	6.7	3.1	3.7	4.5	4.2	5.1	2.9	3.3	3.9	3.6	4.3
	Not very or not at all valuable	7.3	7.0	6.8	6.3	6.6	3.1	3.7	4.4	4.1	4.9	2.9	3.3	3.8	3.5	4.2
	Don't know / N/A	3.2	2.5	2.4	2.0	2.3	1.3	1.8	2.4	2.1	2.4	1.2	1.6	2.0	1.8	2.0
	<i>Unweighted count</i>															
Army	Valuable	4.1	4.6	4.4	4.1	4.4	3.5	4.2	4.3	4.1	4.3	2.9	3.4	3.5	3.3	3.5
	Not very or not at all valuable	4.1	4.6	4.4	4.1	4.4	3.5	4.2	4.2	4.0	4.1	2.9	3.4	3.5	3.2	3.3
	Don't know / N/A	0.6	0.9	0.6	0.6	0.6	1.5	1.4	1.7	1.6	2.0	1.2	1.1	1.3	1.2	1.5
	<i>Unweighted count</i>															
RAF	Valuable	3.5	2.8	3.2	2.8	2.7	3.8	3.4	3.2	3.0	3.1	2.9	2.6	2.5	2.4	2.4
	Not very or not at all valuable	3.4	2.7	3.0	2.6	2.5	3.5	3.3	3.1	2.8	2.9	2.8	2.5	2.4	2.2	2.2
	Don't know / N/A	0.8	0.8	1.2	1.1	1.0	1.9	1.5	1.4	1.5	1.5	1.4	1.1	1.1	1.1	1.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.8 In your experience, how well integrated into the [Service] are... Armed Forces Reserves.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Well	2.6	2.8	2.7	2.5	2.7	2.4	2.7	2.8	2.6	2.7	1.9	2.1	2.2	2.0	2.1
	Not very or not at all well	2.6	2.8	2.7	2.5	2.7	2.4	2.7	2.7	2.5	2.6	1.9	2.1	2.2	2.0	2.1
	Don't know / N/A	0.6	0.6	0.5	0.5	0.6	1.0	1.0	1.0	1.0	1.1	0.8	0.7	0.8	0.8	0.8
	<i>Unweighted count</i>															
Royal Navy	Well	4.6	4.8	4.5	4.4	4.4	4.7	4.3	4.6	3.7	4.0	3.5	3.3	3.4	2.9	3.1
	Not very or not at all well	4.5	4.8	4.5	4.3	4.3	4.6	4.2	4.4	3.6	3.8	3.4	3.2	3.3	2.8	2.9
	Don't know / N/A	1.3	1.4	1.2	1.3	1.3	2.2	1.6	2.3	1.8	2.0	1.5	1.2	1.6	1.3	1.4
	<i>Unweighted count</i>															
Royal Marines	Well	7.4	7.4	7.0	6.8	6.9	3.1	3.7	4.5	4.2	5.2	2.9	3.3	3.9	3.7	4.4
	Not very or not at all well	7.0	7.1	6.8	6.5	6.7	3.1	3.6	4.5	4.1	5.0	2.8	3.2	3.8	3.6	4.2
	Don't know / N/A	3.9	3.4	3.0	3.2	2.3	1.5	2.0	2.5	2.2	2.8	1.4	1.7	2.1	1.9	2.3
	<i>Unweighted count</i>															
Army	Well	4.0	4.6	4.5	4.2	4.7	3.5	4.2	4.4	4.2	4.6	2.9	3.4	3.6	3.4	3.7
	Not very or not at all well	4.1	4.6	4.5	4.2	4.7	3.5	4.2	4.4	4.2	4.5	2.9	3.4	3.6	3.4	3.6
	Don't know / N/A	0.6	0.7	0.5	0.7	1.0	1.4	1.5	1.6	1.6	1.7	1.1	1.2	1.2	1.3	1.3
	<i>Unweighted count</i>															
RAF	Well	4.5	3.9	4.1	3.6	3.3	3.7	3.5	3.3	3.1	3.1	3.0	2.8	2.7	2.5	2.4
	Not very or not at all well	4.4	3.8	3.9	3.6	3.2	3.6	3.4	3.2	3.0	2.9	2.9	2.7	2.6	2.4	2.3
	Don't know / N/A	1.5	1.2	1.5	1.1	1.1	1.6	1.4	1.3	1.2	1.4	1.2	1.1	1.0	0.9	1.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.9 In your experience, how would you rate the professionalism of... Armed Forces Reserves.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Professional	2.4	2.6	2.5	2.3	2.4	2.4	2.7	2.7	2.5	2.7	1.9	2.1	2.2	2.0	2.1
	Not very or not at all professional	2.3	2.6	2.4	2.2	2.4	2.3	2.7	2.7	2.5	2.6	1.9	2.1	2.1	1.9	2.0
	Don't know / N/A	0.7	0.6	0.6	0.6	0.6	1.0	0.9	1.0	0.9	1.0	0.8	0.7	0.8	0.7	0.8
	<i>Unweighted count</i>															
Royal Navy	Professional	3.8	4.1	3.7	3.5	3.5	4.3	3.7	4.1	3.2	3.3	3.2	2.8	3.0	2.5	2.5
	Not very or not at all professional	3.6	3.9	3.6	3.3	3.3	4.1	3.5	3.6	2.9	2.9	3.0	2.6	2.7	2.2	2.2
	Don't know / N/A	1.4	1.3	1.3	1.3	1.1	2.1	1.8	2.3	1.7	1.9	1.5	1.2	1.6	1.2	1.4
	<i>Unweighted count</i>															
Royal Marines	Professional	7.0	6.9	6.4	5.8	5.7	3.1	3.6	4.5	4.1	5.0	2.8	3.2	3.8	3.6	4.2
	Not very or not at all professional	6.8	6.8	6.1	5.8	5.6	3.1	3.5	4.3	4.0	4.8	2.8	3.2	3.7	3.4	4.0
	Don't know / N/A	2.6	2.1	2.4	1.2	1.4	1.3	1.7	2.4	1.9	2.8	1.2	1.5	2.0	1.6	2.3
	<i>Unweighted count</i>															
Army	Professional	4.0	4.6	4.4	4.0	4.4	3.5	4.2	4.4	4.2	4.6	2.9	3.4	3.6	3.3	3.6
	Not very or not at all professional	4.0	4.6	4.4	4.0	4.3	3.5	4.2	4.3	4.1	4.5	2.9	3.4	3.5	3.3	3.5
	Don't know / N/A	1.1	1.0	0.9	1.0	1.1	1.5	1.4	1.5	1.5	1.7	1.2	1.1	1.2	1.2	1.3
	<i>Unweighted count</i>															
RAF	Professional	2.8	2.7	2.8	2.5	2.5	3.1	2.8	2.7	2.6	2.6	2.4	2.2	2.1	2.0	2.0
	Not very or not at all professional	2.8	2.6	2.7	2.4	2.4	2.9	2.7	2.6	2.4	2.3	2.2	2.1	2.0	1.9	1.8
	Don't know / N/A	0.7	0.8	0.9	0.7	0.9	1.5	1.1	1.1	1.1	1.2	1.1	0.8	0.8	0.9	0.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.10 Have you had working contact with any of the following in the last two years? MOD Civil Servants.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	1.7	1.7	1.7	1.7	1.8	1.6	1.7	1.8	1.7	2.0	1.3	1.4	1.5	1.5	1.7
	Ticked	1.7	1.7	1.7	1.7	1.8	1.6	1.7	1.8	1.7	2.0	1.3	1.4	1.5	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Not ticked	2.8	2.8	2.8	2.9	2.7	2.9	2.5	3.0	2.5	2.7	2.4	2.1	2.4	2.0	2.2
	Ticked	2.8	2.8	2.8	2.9	2.7	2.9	2.5	3.0	2.5	2.7	2.4	2.1	2.4	2.0	2.2
	<i>Unweighted count</i>															
Royal Marines	Not ticked	4.8	4.8	4.8	4.5	4.9	1.8	1.9	2.4	2.4	3.1	1.7	1.8	2.2	2.2	2.8
	Ticked	4.8	4.8	4.8	4.5	4.9	1.8	1.9	2.4	2.4	3.1	1.7	1.8	2.2	2.2	2.8
	<i>Unweighted count</i>															
Army	Not ticked	2.8	3.0	2.8	2.8	3.0	2.3	2.7	2.9	2.8	3.2	2.0	2.3	2.5	2.4	2.8
	Ticked	2.8	3.0	2.8	2.8	3.0	2.3	2.7	2.9	2.8	3.2	2.0	2.3	2.5	2.4	2.8
	<i>Unweighted count</i>															
RAF	Not ticked	2.7	2.7	2.9	2.7	2.6	2.8	2.5	2.6	2.5	2.6	2.3	2.0	2.1	2.0	2.1
	Ticked	2.7	2.7	2.9	2.7	2.6	2.8	2.5	2.6	2.5	2.6	2.3	2.0	2.1	2.0	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.11 In your experience, how would you rate the contribution to the [Service] of... MOD Civil Servants.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Valuable	1.9	2.0	1.9	1.8	1.7	1.9	2.2	2.2	2.0	2.1	1.5	1.7	1.7	1.5	1.6
	Not very or not at all valuable	1.9	2.0	1.9	1.7	1.7	1.8	2.1	2.1	1.9	2.0	1.4	1.6	1.6	1.4	1.6
	Don't know / N/A	0.4	0.5	0.5	0.5	0.4	0.9	0.8	0.9	0.9	0.9	0.7	0.6	0.7	0.7	0.7
	<i>Unweighted count</i>															
Royal Navy	Valuable	3.2	3.4	3.3	3.1	3.0	3.6	3.4	3.8	2.9	3.1	2.7	2.5	2.8	2.2	2.4
	Not very or not at all valuable	3.2	3.3	3.2	3.0	2.8	3.4	3.3	3.6	2.7	3.0	2.5	2.5	2.7	2.1	2.2
	Don't know / N/A	0.7	0.9	1.2	1.0	1.0	1.6	1.3	1.7	1.3	1.3	1.1	0.9	1.2	1.0	1.0
	<i>Unweighted count</i>															
Royal Marines	Valuable	5.7	5.4	5.6	4.9	5.5	2.9	3.3	3.8	3.5	4.2	2.6	2.9	3.2	3.0	3.6
	Not very or not at all valuable	5.3	4.9	5.4	4.7	5.0	2.8	3.1	3.6	3.3	3.9	2.5	2.7	3.1	2.8	3.3
	Don't know / N/A	2.5	2.9	2.2	2.0	3.0	1.5	1.8	2.1	1.8	2.4	1.3	1.5	1.8	1.5	2.0
	<i>Unweighted count</i>															
Army	Valuable	3.0	3.6	3.2	2.8	2.9	3.1	3.7	3.8	3.4	3.8	2.5	2.9	3.0	2.6	2.9
	Not very or not at all valuable	3.0	3.5	3.1	2.8	2.8	2.9	3.6	3.6	3.2	3.5	2.3	2.9	2.8	2.5	2.8
	Don't know / N/A	0.5	0.8	0.7	0.6	0.6	1.5	1.3	1.5	1.5	1.6	1.1	1.0	1.2	1.1	1.2
	<i>Unweighted count</i>															
RAF	Valuable	3.6	3.0	3.3	3.2	3.1	3.1	2.9	2.9	2.8	2.7	2.5	2.3	2.3	2.2	2.2
	Not very or not at all valuable	3.6	3.0	3.3	3.1	3.0	2.9	2.8	2.7	2.6	2.5	2.4	2.2	2.2	2.1	2.0
	Don't know / N/A	0.9	0.7	0.9	1.0	0.8	1.2	1.1	1.2	1.3	1.3	1.0	0.8	0.9	1.0	1.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.12 In your experience, how well integrated into the [Service] are... MOD Civil Servants.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Well	2.3	2.5	2.4	2.3	2.3	2.0	2.3	2.4	2.1	2.3	1.6	1.8	1.9	1.7	1.8
	Not very or not at all well	2.3	2.4	2.4	2.2	2.3	1.9	2.2	2.3	2.0	2.1	1.6	1.8	1.8	1.6	1.7
	Don't know / N/A	0.5	0.6	0.6	0.6	0.7	0.9	0.9	1.0	1.0	1.1	0.7	0.7	0.8	0.7	0.8
	<i>Unweighted count</i>															
Royal Navy	Well	3.9	4.1	4.0	3.8	3.8	3.9	3.7	4.0	3.2	3.5	2.9	2.8	3.0	2.5	2.7
	Not very or not at all well	3.8	4.1	4.0	3.8	3.8	3.7	3.7	3.9	3.1	3.3	2.8	2.8	2.9	2.4	2.6
	Don't know / N/A	1.1	1.3	1.3	1.3	1.1	1.8	1.4	1.8	1.5	1.7	1.3	1.0	1.3	1.1	1.2
	<i>Unweighted count</i>															
Royal Marines	Well	6.7	6.4	6.3	5.9	6.4	3.0	3.4	3.9	3.6	4.4	2.7	3.0	3.3	3.2	3.8
	Not very or not at all well	6.4	6.0	5.9	5.6	6.0	2.9	3.3	3.7	3.5	4.2	2.6	2.9	3.2	3.0	3.6
	Don't know / N/A	3.8	3.2	3.4	3.5	3.7	1.7	2.0	2.2	2.2	2.7	1.6	1.8	1.9	1.9	2.3
	<i>Unweighted count</i>															
Army	Well	3.7	4.2	3.9	3.7	3.9	3.3	3.9	4.0	3.7	4.0	2.6	3.1	3.2	2.9	3.2
	Not very or not at all well	3.7	4.2	3.9	3.7	3.8	3.1	3.8	3.9	3.5	3.8	2.5	3.0	3.1	2.8	3.0
	Don't know / N/A	0.8	1.0	0.8	1.0	1.0	1.5	1.6	1.7	1.7	1.9	1.2	1.2	1.3	1.3	1.4
	<i>Unweighted count</i>															
RAF	Well	4.2	3.7	4.1	3.8	3.8	3.1	3.1	3.1	3.0	2.9	2.6	2.5	2.6	2.4	2.4
	Not very or not at all well	4.2	3.7	4.0	3.8	3.6	3.0	3.0	3.1	2.9	2.7	2.5	2.4	2.5	2.4	2.2
	Don't know / N/A	0.9	1.0	1.3	1.2	1.2	1.2	1.2	1.1	1.3	1.3	0.9	1.0	0.9	1.0	1.0
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.13 In your experience, how would you rate the professionalism of... MOD Civil Servants.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Professional	2.1	2.2	2.1	2.0	2.1	1.9	2.2	2.2	2.0	2.1	1.5	1.7	1.7	1.6	1.7
	Not very or not at all professional	2.1	2.2	2.1	2.0	2.1	1.8	2.1	2.0	1.9	2.0	1.5	1.6	1.6	1.5	1.6
	Don't know / N/A	0.5	0.5	0.5	0.6	0.5	0.8	0.9	0.9	0.9	0.9	0.6	0.7	0.7	0.7	0.7
	<i>Unweighted count</i>															
Royal Navy	Professional	3.5	3.5	3.6	3.3	3.3	3.5	3.5	3.6	2.9	3.1	2.7	2.6	2.7	2.2	2.4
	Not very or not at all professional	3.5	3.5	3.5	3.2	3.2	3.3	3.3	3.4	2.6	2.8	2.5	2.5	2.6	2.1	2.2
	Don't know / N/A	0.9	0.6	1.0	1.1	1.0	1.6	1.6	1.6	1.4	1.6	1.1	1.1	1.2	1.0	1.1
	<i>Unweighted count</i>															
Royal Marines	Professional	6.3	5.6	5.6	5.1	5.3	2.9	3.3	3.8	3.5	4.2	2.6	2.9	3.3	3.0	3.6
	Not very or not at all professional	6.1	5.3	5.4	4.9	5.2	2.8	3.2	3.6	3.3	3.9	2.5	2.8	3.1	2.8	3.3
	Don't know / N/A	2.5	2.4	2.5	2.2	1.4	1.5	1.9	2.3	2.0	2.5	1.3	1.6	1.9	1.7	2.0
	<i>Unweighted count</i>															
Army	Professional	3.4	3.9	3.5	3.3	3.6	3.1	3.7	3.7	3.5	3.8	2.5	3.0	2.9	2.7	3.0
	Not very or not at all professional	3.4	3.8	3.4	3.2	3.5	3.0	3.5	3.5	3.2	3.6	2.4	2.8	2.8	2.6	2.8
	Don't know / N/A	0.7	0.9	0.9	1.0	0.7	1.3	1.5	1.6	1.6	1.5	1.0	1.2	1.3	1.2	1.1
	<i>Unweighted count</i>															
RAF	Professional	4.0	3.5	3.5	3.5	3.5	2.9	2.9	2.9	2.8	2.8	2.4	2.4	2.3	2.3	2.3
	Not very or not at all professional	3.9	3.5	3.5	3.5	3.4	2.8	2.8	2.8	2.7	2.7	2.3	2.2	2.3	2.2	2.2
	Don't know / N/A	1.0	0.7	0.9	0.8	0.8	1.1	1.2	1.1	1.1	1.2	0.8	1.0	0.8	0.9	1.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.14 Have you had working contact with any of the following in the last two years? MOD contractors.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	2.0	2.1	2.1	2.1	2.2	1.6	1.7	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	Ticked	2.0	2.1	2.1	2.1	2.2	1.6	1.7	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Not ticked	3.3	3.4	3.5	3.5	3.3	3.0	2.6	3.0	2.5	2.7	2.4	2.2	2.5	2.1	2.2
	Ticked	3.3	3.4	3.5	3.5	3.3	3.0	2.6	3.0	2.5	2.7	2.4	2.2	2.5	2.1	2.2
	<i>Unweighted count</i>															
Royal Marines	Not ticked	5.5	5.4	5.5	5.2	5.8	1.7	1.9	2.4	2.4	3.1	1.7	1.8	2.2	2.2	2.8
	Ticked	5.5	5.4	5.5	5.2	5.8	1.7	1.9	2.4	2.4	3.1	1.7	1.8	2.2	2.2	2.8
	<i>Unweighted count</i>															
Army	Not ticked	3.3	3.7	3.6	3.5	3.8	2.4	2.7	3.0	2.8	3.3	2.1	2.4	2.6	2.4	2.8
	Ticked	3.3	3.7	3.6	3.5	3.8	2.4	2.7	3.0	2.8	3.3	2.1	2.4	2.6	2.4	2.8
	<i>Unweighted count</i>															
RAF	Not ticked	3.6	3.2	3.6	3.3	3.4	2.9	2.6	2.7	2.6	2.7	2.4	2.1	2.3	2.2	2.2
	Ticked	3.6	3.2	3.6	3.3	3.4	2.9	2.6	2.7	2.6	2.7	2.4	2.1	2.3	2.2	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.15 In your experience, how would you rate the contribution to the [Service] of... MOD contractors.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Valuable	2.5	2.7	2.6	2.5	2.6	2.1	2.4	2.5	2.3	2.5	1.7	2.0	2.1	1.9	2.0
	Not very or not at all valuable	2.5	2.7	2.6	2.4	2.5	2.0	2.4	2.5	2.3	2.5	1.7	1.9	2.0	1.8	2.0
	Don't know / N/A	0.6	0.8	0.7	0.7	0.7	0.9	1.0	1.0	1.1	0.9	0.7	0.8	0.8	0.8	0.7
	<i>Unweighted count</i>															
Royal Navy	Valuable	4.0	4.2	4.3	4.1	3.8	3.6	3.4	3.9	3.1	3.3	2.9	2.7	3.1	2.5	2.6
	Not very or not at all valuable	4.0	4.2	4.2	4.0	3.7	3.5	3.3	3.8	2.9	3.2	2.8	2.6	3.0	2.4	2.5
	Don't know / N/A	0.8	1.0	1.3	1.4	1.2	1.6	1.6	1.7	1.4	1.3	1.2	1.2	1.3	1.1	1.0
	<i>Unweighted count</i>															
Royal Marines	Valuable	8.0	7.9	7.2	6.9	7.7	3.2	3.7	4.2	4.0	4.8	3.0	3.4	3.7	3.5	4.2
	Not very or not at all valuable	8.0	7.7	7.3	6.7	7.4	3.2	3.7	4.2	3.9	4.7	3.0	3.3	3.7	3.5	4.1
	Don't know / N/A	3.6	4.4	2.9	3.1	3.7	1.6	1.9	2.3	2.1	2.7	1.4	1.8	2.0	1.9	2.4
	<i>Unweighted count</i>															
Army	Valuable	4.2	5.0	4.4	4.2	4.6	3.4	4.2	4.4	4.2	4.6	2.8	3.5	3.6	3.4	3.8
	Not very or not at all valuable	4.2	4.9	4.4	4.2	4.5	3.3	4.1	4.3	4.1	4.6	2.7	3.4	3.5	3.3	3.7
	Don't know / N/A	1.0	1.6	1.2	1.1	1.2	1.5	1.7	1.8	1.9	1.5	1.2	1.4	1.4	1.5	1.2
	<i>Unweighted count</i>															
RAF	Valuable	4.2	3.9	4.3	4.1	4.1	3.5	3.4	3.4	3.2	3.3	2.8	2.8	2.8	2.6	2.7
	Not very or not at all valuable	4.1	3.9	4.3	4.1	4.0	3.4	3.3	3.3	3.1	3.2	2.8	2.7	2.8	2.6	2.6
	Don't know / N/A	1.1	0.9	1.1	1.1	1.2	1.4	1.5	1.3	1.3	1.5	1.1	1.2	1.0	1.0	1.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.16 In your experience, how well integrated into the [Service] are... MOD contractors.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Well	2.6	2.8	2.8	2.6	2.8	2.2	2.5	2.6	2.4	2.6	1.8	2.0	2.1	1.9	2.1
	Not very or not at all well	2.6	2.8	2.8	2.7	2.8	2.2	2.5	2.6	2.4	2.5	1.8	2.0	2.1	1.9	2.1
	Don't know / N/A	0.9	1.1	1.0	1.0	1.0	1.1	1.2	1.2	1.3	1.3	0.8	1.0	1.0	1.0	1.0
	<i>Unweighted count</i>															
Royal Navy	Well	4.3	4.6	4.6	4.5	4.4	3.9	3.7	4.1	3.3	3.6	3.1	2.9	3.2	2.7	2.9
	Not very or not at all well	4.3	4.5	4.6	4.5	4.4	3.8	3.6	4.0	3.2	3.5	3.0	2.9	3.2	2.6	2.8
	Don't know / N/A	1.4	1.5	1.7	1.9	1.5	1.9	1.7	2.1	1.6	1.7	1.5	1.3	1.6	1.3	1.3
	<i>Unweighted count</i>															
Royal Marines	Well	7.4	7.5	6.7	6.7	7.8	3.2	3.6	4.1	3.9	4.7	2.9	3.3	3.6	3.4	4.2
	Not very or not at all well	8.0	7.9	7.2	7.0	7.8	3.2	3.7	4.2	4.0	4.8	3.0	3.4	3.7	3.5	4.3
	Don't know / N/A	4.9	5.6	5.1	5.0	4.7	2.0	2.5	2.9	2.6	3.4	1.9	2.2	2.5	2.3	3.0
	<i>Unweighted count</i>															
Army	Well	4.3	5.0	4.7	4.5	5.0	3.6	4.3	4.4	4.3	4.8	3.0	3.5	3.7	3.5	3.9
	Not very or not at all well	4.3	5.1	4.7	4.5	5.0	3.5	4.2	4.4	4.2	4.6	2.9	3.5	3.6	3.5	3.8
	Don't know / N/A	1.6	2.0	1.7	1.6	1.7	1.7	2.1	2.2	2.4	2.4	1.4	1.7	1.8	1.9	1.9
	<i>Unweighted count</i>															
RAF	Well	4.7	4.4	4.7	4.4	4.5	3.6	3.4	3.5	3.4	3.4	3.0	2.8	2.9	2.8	2.8
	Not very or not at all well	4.7	4.4	4.7	4.4	4.5	3.6	3.4	3.5	3.3	3.4	3.0	2.8	2.9	2.7	2.8
	Don't know / N/A	1.4	1.3	1.7	1.6	1.7	1.6	1.6	1.5	1.6	1.7	1.3	1.3	1.2	1.3	1.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 8 - Working with Others

Source: Defence Statistics (Surveys)

Table B8.17 In your experience, how would you rate the professionalism of... MOD contractors.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Professional	2.5	2.8	2.6	2.5	2.6	2.1	2.5	2.5	2.4	2.6	1.8	2.0	2.1	1.9	2.1
	Not very or not at all professional	2.5	2.7	2.6	2.5	2.6	2.1	2.4	2.5	2.3	2.5	1.7	2.0	2.0	1.9	2.0
	Don't know / N/A	0.9	1.1	0.9	0.9	1.0	1.0	1.1	1.1	1.2	1.2	0.8	0.9	0.9	1.0	1.0
	<i>Unweighted count</i>															
Royal Navy	Professional	4.1	4.3	4.4	4.2	3.9	3.8	3.6	4.0	3.2	3.4	3.0	2.8	3.2	2.6	2.7
	Not very or not at all professional	4.0	4.3	4.3	4.1	3.8	3.7	3.5	3.9	3.1	3.3	2.9	2.8	3.1	2.5	2.6
	Don't know / N/A	1.3	1.4	1.2	1.7	1.4	1.6	1.6	1.8	1.5	1.6	1.2	1.2	1.4	1.2	1.2
	<i>Unweighted count</i>															
Royal Marines	Professional	8.0	7.8	7.1	6.9	7.7	3.2	3.7	4.2	4.0	4.8	3.0	3.3	3.7	3.5	4.3
	Not very or not at all professional	8.1	7.9	7.3	6.8	7.7	3.2	3.7	4.2	4.0	4.8	3.0	3.4	3.7	3.5	4.2
	Don't know / N/A	2.9	4.0	3.9	2.9	3.1	1.7	2.3	2.7	2.5	3.2	1.5	2.0	2.4	2.1	2.7
	<i>Unweighted count</i>															
Army	Professional	4.2	5.0	4.4	4.4	4.7	3.5	4.2	4.4	4.2	4.7	2.9	3.5	3.6	3.4	3.8
	Not very or not at all professional	4.2	5.0	4.3	4.3	4.6	3.3	4.2	4.2	4.1	4.5	2.8	3.5	3.5	3.3	3.7
	Don't know / N/A	1.6	2.0	1.6	1.6	1.7	1.6	1.9	2.0	2.3	2.2	1.3	1.5	1.6	1.8	1.7
	<i>Unweighted count</i>															
RAF	Professional	4.2	4.1	4.5	4.2	4.1	3.5	3.4	3.5	3.3	3.3	2.8	2.8	2.9	2.7	2.7
	Not very or not at all professional	4.1	4.1	4.4	4.1	4.0	3.4	3.3	3.4	3.2	3.2	2.8	2.7	2.8	2.6	2.6
	Don't know / N/A	1.6	1.3	1.2	1.5	1.6	1.3	1.6	1.4	1.3	1.6	1.1	1.3	1.1	1.0	1.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 9 - Change

Source: Defence Statistics (Surveys)

Table B9.1 How strongly do you agree or disagree with the following? Change is managed well in my immediate working team.

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	61 **	60 **	58 **	65	67	53 **	51 **	50 **	60	61	54 **	52 **	52 **	61	62
	Neutral	25 **	24 **	26 **	21	20	30 **	31 **	31 **	25	24	29 **	29 **	30 **	25	24
	Disagree	15	15	16 **	14	13	17	19 **	19 **	15	15	17 **	18 **	18 **	15	15
	<i>Unweighted count</i>					3 057					6 835					9 892
Royal Navy	Agree	59 **	60	55 **	64	65	51 **	50 **	50 **	65	63	53 **	52 **	51 **	65	64
	Neutral	27 **	25 **	26 **	23	20	31 **	31 **	30 **	22	23	30 **	29 **	29 **	22	22
	Disagree	14	15	19 **	13	15	18 **	19 **	20 **	13	14	17 **	18 **	20 **	13	14
	<i>Unweighted count</i>					910					1 894					2 804
Royal Marines	Agree	70	74	67 **	75	75	56 **	53 **	53 **	62	62	58 **	55 **	55 **	64	64
	Neutral	19	17	25 **	17	18	33 **	34 **	32 **	26	25	32 **	32 **	31 **	25	24
	Disagree	11	9	8	8	7	10	13	15	12	12	11	13	14	11	12
	<i>Unweighted count</i>					293					1 265					1 558
Army	Agree	64 **	62 **	59 **	68	70	51 **	50 **	49 **	58	58	53 **	52 **	50 **	59	60
	Neutral	23 **	24 **	26 **	19	18	32 **	31 **	33 **	28	26	30 **	30 **	32 **	26	25
	Disagree	14	14	15	12	12	17	19	19	15	16	17	18 **	18	14	15
	<i>Unweighted count</i>					933					1 747					2 680
RAF	Agree	57 **	57 **	55 **	58	63	56 **	53 **	55 **	60 **	65	56 **	54 **	55 **	60 **	65
	Neutral	27 **	25	28 **	23	22	26 **	28 **	25 **	22	21	26 **	27 **	26 **	22	21
	Disagree	16	18	16	19	15	18	19 **	20 **	18 **	15	17 **	19 **	19 **	18 **	15
	<i>Unweighted count</i>					921					1 929					2 850

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011. (2) Minor wording change in 2015. (3) Don't know option excluded from the analysis.

AFCAS 2020 Section 9 - Change

Source: Defence Statistics (Surveys)

Table B9.2 How strongly do you agree or disagree with the following? Change is managed well in my Unit/Establishment.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	43	42 **	41 **	44	46	39 **	35 **	35 **	41	43	40 **	36 **	36 **	41	44
	Neutral	30 **	32 **	30 **	28	26	35 **	35 **	34 **	31	30	34 **	34 **	33 **	30	29
	Disagree	27	27	30	27	28	26	30	31 **	28	27	26	29	31 **	28	28
	<i>Unweighted count</i>	3 056					6 787					9 843				
Royal Navy	Agree	42	41	37	42	41	38 **	38 **	35 **	47	47	39 **	39 **	35 **	46	46
	Neutral	31	33	30	30	28	35 **	35 **	35 **	29	28	34 **	34 **	34 **	30	28
	Disagree	27	26 **	33	28	31	27	27	30 **	24	25	27	27	31 **	25	26
	<i>Unweighted count</i>	912					1 879					2 791				
Royal Marines	Agree	60	57	54	59	59	45	38 **	38 **	44	45	47	40 **	40 **	45	47
	Neutral	25	25	32	25	25	38 **	39 **	37 **	33	30	36 **	37 **	36 **	32	29
	Disagree	15	18	15	16	16	17 **	23	25	23	25	17 **	23	24	23	24
	<i>Unweighted count</i>	291					1 255					1 546				
Army	Agree	48	44 **	45 **	50	52	40	35 **	35 **	40	42	41	36 **	37 **	42	44
	Neutral	26	31 **	27	27	23	35 **	35 **	34	31	30	34 **	34 **	33 **	30	29
	Disagree	26	25	27	24	25	25	30	31	29	28	25	30	31	28	27
	<i>Unweighted count</i>	936					1 743					2 679				
RAF	Agree	34	37	33	34	38	38	33 **	32 **	38	41	37	34 **	32 **	37 **	40
	Neutral	37 **	32	34 **	31	29	32	34 **	33	31	30	33	34 **	34 **	31	30
	Disagree	29	31	32	35	33	30	33 **	34 **	31	29	30	32	34 **	32	30
	<i>Unweighted count</i>	917					1 910					2 827				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013. (2) Minor wording change in 2015. (3) Don't know option excluded from the analysis.

AFCAS 2020 Section 9 - Change

Source: Defence Statistics (Surveys)

Table B9.3 How strongly do you agree or disagree with the following? Change is managed well in the [Service].

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	19	15 **	14 **	19	19	27	22 **	21 **	26	29	25	21 **	20 **	25	27		
	Neutral	26 **	25 **	24 **	29	29	33	32	32	31	31	31	31	30	31	31		
	Disagree	56 **	59 **	62 **	52	51	40	45 **	47 **	42	40	43	48 **	50 **	44	42		
	<i>Unweighted count</i>						3 050						6 724						9 774
Royal Navy	Agree	15	11 **	13	17	16	16 **	19 **	16 **	25	23	16 **	17 **	15 **	23	22		
	Neutral	25	31	28	31	28	32	29	31	30	32	30	29	30	30	31		
	Disagree	60	58	60	52	56	52 **	52 **	53 **	45	45	54 **	54 **	55 **	46	47		
	<i>Unweighted count</i>						921						1 868						2 789
Royal Marines	Agree	60 **	49	45	49	50	44 **	34 **	30 **	37	39	45 **	36 **	32 **	38	40		
	Neutral	25	28	28	28	29	36 **	36 **	36 **	31	31	35 **	35 **	35 **	31	31		
	Disagree	15	23	26	23	20	20 **	30	34	32	30	20 **	29	33 **	31	29		
	<i>Unweighted count</i>						291						1 240						1 531
Army	Agree	17	13 **	11 **	17	19	29	23 **	22 **	27	30	27	21 **	20 **	25	28		
	Neutral	23	19 **	20 **	27	26	33	34	32	32	31	32	31	30	31	30		
	Disagree	60	67 **	69 **	56	55	37	43	45 **	42	40	41	47 **	49 **	44	42		
	<i>Unweighted count</i>						932						1 729						2 661
RAF	Agree	18	19	18	20	19	23 **	19 **	20 **	25 **	29	22 **	19 **	19 **	24	26		
	Neutral	32	31	26 **	30 **	36	30	31	30	31	33	31	31	29 **	31	34		
	Disagree	49	50	56 **	50	46	46 **	50 **	50 **	44 **	38	47 **	50 **	51 **	45 **	40		
	<i>Unweighted count</i>						906						1 887						2 793

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011. (2) Minor wording change in 2015. (3) Don't know option excluded from the analysis.

AFCAS 2020 Section 9 - Change

Source: Defence Statistics (Surveys)

Table B9.1 How strongly do you agree or disagree with the following? Change is managed well in my immediate working team.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.1	2.2	1.7	1.8	2.0	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	Neutral	1.9	2.0	2.1	1.8	1.9	1.6	1.7	1.9	1.7	1.9	1.4	1.5	1.6	1.5	1.6
	Disagree	1.6	1.7	1.7	1.5	1.6	1.3	1.5	1.6	1.4	1.6	1.1	1.2	1.4	1.2	1.3
	<i>Unweighted count</i>															
Royal Navy	Agree	3.7	3.9	3.9	3.7	3.7	3.1	2.8	3.3	2.6	2.8	2.6	2.3	2.7	2.2	2.3
	Neutral	3.4	3.4	3.5	3.2	3.1	2.9	2.6	3.0	2.2	2.4	2.4	2.1	2.4	1.9	2.0
	Disagree	2.7	2.8	3.1	2.6	2.7	2.5	2.2	2.7	1.8	2.0	2.0	1.8	2.2	1.5	1.7
	<i>Unweighted count</i>															
Royal Marines	Agree	5.3	4.8	5.3	4.6	5.1	1.9	2.1	2.6	2.5	3.2	1.8	1.9	2.4	2.3	2.9
	Neutral	4.5	4.1	4.9	4.0	4.5	1.8	2.0	2.5	2.3	2.9	1.7	1.8	2.3	2.1	2.6
	Disagree	3.7	3.1	3.0	3.0	3.0	1.2	1.4	1.9	1.7	2.2	1.1	1.3	1.7	1.5	2.0
	<i>Unweighted count</i>															
Army	Agree	3.5	3.8	3.8	3.4	3.7	2.6	2.9	3.2	3.1	3.5	2.3	2.5	2.8	2.6	3.0
	Neutral	3.0	3.4	3.4	2.9	3.2	2.4	2.7	3.1	2.8	3.2	2.1	2.4	2.6	2.4	2.7
	Disagree	2.5	2.8	2.7	2.4	2.6	2.0	2.3	2.5	2.3	2.7	1.7	2.0	2.2	2.0	2.3
	<i>Unweighted count</i>															
RAF	Agree	4.1	3.6	4.0	3.8	3.8	3.0	2.8	2.9	2.8	2.8	2.5	2.3	2.4	2.3	2.3
	Neutral	3.7	3.2	3.6	3.3	3.3	2.7	2.5	2.5	2.4	2.4	2.2	2.1	2.1	2.0	2.0
	Disagree	3.0	2.8	3.0	3.0	2.8	2.3	2.2	2.4	2.2	2.1	1.9	1.8	2.0	1.8	1.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 9 - Change

Source: Defence Statistics (Surveys)

Table B9.2 How strongly do you agree or disagree with the following? Change is managed well in my Unit/Establishment.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.2	2.4	1.7	1.8	1.9	1.9	2.2	1.4	1.5	1.6	1.6	1.8
	Neutral	2.0	2.2	2.1	2.0	2.1	1.6	1.8	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	Disagree	2.0	2.1	2.1	2.0	2.1	1.5	1.7	1.9	1.8	2.0	1.3	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Agree	3.7	3.9	3.8	3.8	3.8	3.1	2.7	3.1	2.7	2.9	2.5	2.3	2.5	2.2	2.4
	Neutral	3.5	3.7	3.6	3.5	3.5	3.0	2.6	3.1	2.4	2.6	2.4	2.2	2.5	2.0	2.2
	Disagree	3.4	3.4	3.7	3.5	3.6	2.8	2.5	3.0	2.3	2.5	2.3	2.1	2.5	1.9	2.1
	<i>Unweighted count</i>															
Royal Marines	Agree	5.6	5.5	5.6	5.3	5.8	1.9	2.0	2.5	2.5	3.3	1.8	1.9	2.3	2.3	2.9
	Neutral	5.0	4.8	5.3	4.6	4.9	1.9	2.0	2.5	2.4	3.0	1.8	1.9	2.3	2.2	2.7
	Disagree	4.1	4.3	4.0	4.0	4.5	1.5	1.8	2.3	2.2	2.8	1.4	1.6	2.1	2.0	2.5
	<i>Unweighted count</i>															
Army	Agree	3.6	3.9	3.8	3.7	4.1	2.5	2.8	3.0	3.0	3.5	2.2	2.4	2.6	2.6	3.0
	Neutral	3.1	3.7	3.4	3.3	3.5	2.5	2.8	3.1	2.9	3.2	2.2	2.4	2.6	2.5	2.8
	Disagree	3.1	3.4	3.4	3.1	3.5	2.3	2.7	3.0	2.8	3.3	2.0	2.3	2.6	2.4	2.8
	<i>Unweighted count</i>															
RAF	Agree	3.9	3.5	3.8	3.7	3.9	3.0	2.6	2.8	2.8	2.9	2.5	2.2	2.3	2.3	2.4
	Neutral	3.9	3.4	3.8	3.6	3.6	2.8	2.7	2.8	2.6	2.7	2.4	2.2	2.3	2.2	2.2
	Disagree	3.7	3.4	3.7	3.7	3.7	2.8	2.6	2.8	2.6	2.6	2.3	2.2	2.3	2.2	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 9 - Change

Source: Defence Statistics (Surveys)

Table B9.3 How strongly do you agree or disagree with the following? Change is managed well in the [Service].

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.7	1.6	1.5	1.7	1.9	1.6	1.6	1.7	1.7	2.0	1.3	1.3	1.4	1.5	1.7
	Neutral	1.9	1.9	2.0	2.0	2.2	1.6	1.8	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	Disagree	2.2	2.2	2.2	2.2	2.4	1.7	1.8	2.0	1.9	2.1	1.4	1.6	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Agree	2.8	2.4	2.6	2.9	2.8	2.3	2.2	2.4	2.3	2.5	1.9	1.8	2.0	1.9	2.0
	Neutral	3.3	3.6	3.5	3.6	3.4	2.9	2.5	3.0	2.4	2.7	2.4	2.1	2.4	2.1	2.2
	Disagree	3.7	3.9	3.9	3.9	3.8	3.2	2.8	3.3	2.6	2.9	2.6	2.3	2.7	2.2	2.4
	<i>Unweighted count</i>															
Royal Marines	Agree	5.7	5.6	5.6	5.4	6.0	1.9	2.0	2.4	2.5	3.2	1.8	1.9	2.2	2.3	2.9
	Neutral	5.0	5.0	5.1	4.8	5.4	1.9	2.0	2.5	2.4	3.1	1.8	1.9	2.3	2.2	2.8
	Disagree	4.2	4.7	5.0	4.5	4.8	1.6	1.9	2.5	2.4	3.0	1.5	1.8	2.3	2.2	2.7
	<i>Unweighted count</i>															
Army	Agree	2.7	2.7	2.4	2.8	3.2	2.4	2.5	2.7	2.8	3.4	2.1	2.1	2.3	2.4	2.8
	Neutral	3.0	3.1	3.1	3.3	3.6	2.5	2.8	3.0	2.9	3.3	2.1	2.4	2.6	2.5	2.8
	Disagree	3.5	3.7	3.5	3.6	4.1	2.5	2.9	3.2	3.0	3.5	2.2	2.5	2.7	2.6	3.0
	<i>Unweighted count</i>															
RAF	Agree	3.2	2.8	3.1	3.1	3.1	2.6	2.3	2.4	2.5	2.7	2.2	1.9	2.0	2.0	2.2
	Neutral	3.8	3.4	3.6	3.6	3.8	2.8	2.6	2.7	2.6	2.8	2.3	2.1	2.2	2.2	2.3
	Disagree	4.1	3.6	4.0	3.9	4.0	3.0	2.8	2.9	2.8	2.9	2.5	2.3	2.5	2.4	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.1 With regards to your current/last operational deployment (RN includes sea-going deployment), were you deployed individually or as part of a Unit?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Individually	39 **	45	46	48	49	27 **	31	32	33	34	29 **	34	34	35	36
	As part of a Unit	61 **	55	54	52	51	73 **	69	68	67	66	71 **	66	66	65	64
	<i>Unweighted count</i>					1 301					3 463					4 764
Royal Navy	Individually	26	21 **	22	24	28	13	13	14	17	15	16	15	16	18	17
	As part of a Unit	74	79 **	78	76	72	87	87	86	83	85	84	85	84	82	83
	<i>Unweighted count</i>					505					1 248					1 753
Royal Marines	Individually	29 **	36	37	41	48	18 **	19 **	19	22	24	19 **	20 **	22 **	24	27
	As part of a Unit	71 **	64	63	59	52	82 **	81 **	81	78	76	81 **	80 **	78 **	76	73
	<i>Unweighted count</i>					116					514					630
Army	Individually	32 **	46	50	52	50	18 **	25	25	25	29	21 **	28	28	29	32
	As part of a Unit	68 **	54	50	48	50	82 **	75	75	75	71	79 **	72	72	71	68
	<i>Unweighted count</i>					311					660					971
RAF	Individually	62	70	63	67	67	59	63	63	63	63	60	64	63	64	64
	As part of a Unit	38	30	37	33	33	41	37	37	37	37	40	36	37	36	36
	<i>Unweighted count</i>					369					1 041					1 410

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, asked as A358. (2) New question from 2015 as previous filter question has gone. (3) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.2 With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? Non-Operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	62	60	63	61	60	56	56	55	55	56	57	56	56	56	57
	Neutral	17	19 **	16	17	14	22 **	21 **	21	18	18	21 **	21 **	21 **	18	17
	Dissatisfied	21 **	21	21	22	25	22 **	23	24	27	26	22 **	23 **	24	26	26
	<i>Unweighted count</i>	1 243					3 390					4 633				
Royal Navy	Satisfied	61	64	62	65	60	54 **	54	56	58	59	55	56	57	60	59
	Neutral	16	15	17	14	13	22 **	21 **	19	17	17	20 **	20 **	19	17	16
	Dissatisfied	23	21	22	21	27	25	25	24	24	24	24	24	24	24	24
	<i>Unweighted count</i>	500					1 223					1 723				
Royal Marines	Satisfied	65	62	56 **	65	70	48	47	49	49	49	49	48	50	51	52
	Neutral	15	19	17	13	11	25	25	23	22	23	24	24	22	21	22
	Dissatisfied	20	19	27	22	19	27	29	28	29	27	27	28	28	28	26
	<i>Unweighted count</i>	109					504					613				
Army	Satisfied	64	63	72	63	63	58	59	57	55	56	59	60	59	56	57
	Neutral	18	18	13	18	12	22	21	22	18	18	21	21	21	18	17
	Dissatisfied	18	19	15 **	20	25	20 **	19 **	21	28	27	20 **	19 **	21	27	26
	<i>Unweighted count</i>	300					663					963				
RAF	Satisfied	60	52	53	55	56	55	52	51	53	54	56	52	51	54	55
	Neutral	17	24	19	19	19	23	21	22	18	19	22	22	21	18	19
	Dissatisfied	23	24	28	25	25	23	27	28	28	26	23	26	28	28	26
	<i>Unweighted count</i>	334					1 000					1 334				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, asked only of Army as A501. (2) New question from 2015 as previous filter question has gone. (3) N/A option excluded from the analysis. (4) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.3 With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	62 **	55	54	52	55	50	48	47	45	47	52 **	49	48	46	48
	Neutral	17	19	18	19	15	24	24	23	25	24	23	23	22	24	22
	Dissatisfied	22 **	25	28	29	29	26	28	30	30	29	26 **	28	29	30	29
	<i>Unweighted count</i>					1 036					2 966					4 002
Royal Navy	Satisfied	47	48	47	50	46	39	39	43	45	43	41	41	43	46	44
	Neutral	20	22	23	23	18	25	26	24	25	25	25	25	24	25	24
	Dissatisfied	33	30	31	27 **	37	35	35	33	29	32	35	34	33	29	33
	<i>Unweighted count</i>					386					1 065					1 451
Royal Marines	Satisfied	57	47	45	49	57	38	35	39	36	40	40	36	39	37	42
	Neutral	16	23	18	22	17	29	30	29	28	30	28	30	28	28	28
	Dissatisfied	27	30	37	30	26	33	35	32	36	31	32	34	33	35	30
	<i>Unweighted count</i>					95					459					554
Army	Satisfied	67	65	66	56	62	54	53	52	49	50	56	55	54	50	52
	Neutral	17	14	12	15	12	23	23	23	23	22	22	22	21	22	21
	Dissatisfied	16 **	20	22	29	25	23	24	25	28	28	22 **	23	24	28	28
	<i>Unweighted count</i>					275					625					900
RAF	Satisfied	63 **	46	44	50	52	51	48	42	40	45	53 **	47	43	42	47
	Neutral	14	25	22	19	18	22	23	22	26	25	21	23	22	24	24
	Dissatisfied	23	29	34	31	30	27	29	36 **	35	29	26	29	35 **	34	29
	<i>Unweighted count</i>					280					817					1 097

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, asked only of Army as A502. (2) New question from 2015 as previous filter question has gone. (3) N/A option excluded from the analysis. (4) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.4 With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? The deployment notice.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	73	70	70	70	74	65	64	64	65	65	66	65	65	66	66
	Neutral	13	14 **	13 **	14 **	10	20 **	19	19	17	17	19 **	18	18	17	16
	Dissatisfied	14	16	17	16	16	15 **	18	18	18	18	15 **	17	18	17	18
	<i>Unweighted count</i>	1 245					3 413					4 658				
Royal Navy	Satisfied	61	66	63	62	65	54	58	57	58	56	55	59	58	59	57
	Neutral	15	11	17	17	12	23 **	21 **	21	20	17	21 **	20 **	20 **	19	16
	Dissatisfied	24	22	20	21	22	23	21 **	22 **	22 **	27	24	21 **	21 **	22 **	26
	<i>Unweighted count</i>	488					1 229					1 717				
Royal Marines	Satisfied	65	79	66	69	75	54	50	47	50	54	55	52	49 **	52	56
	Neutral	24	15	21	19	14	30	31	33	28	28	29	29	31	27	26
	Dissatisfied	11	6	13	13	11	16	19	20	22	18	16	18	19	21	17
	<i>Unweighted count</i>	109					500					609				
Army	Satisfied	81	75	76	76	82	69	66	65	66	66	71	67	66	67	69
	Neutral	10	14 **	11	13	8	20	19	19	18	18	18	18	18	17	17
	Dissatisfied	8	11	13	12	10	12	15	16	16	15	11	15	16	16	14
	<i>Unweighted count</i>	305					665					970				
RAF	Satisfied	68	66	69	73	70	69	67 **	70	73	73	69	67 **	70	73	73
	Neutral	15	16	12	11	11	15 **	13	13	11	11	15 **	14	13	11	11
	Dissatisfied	16	17	19	16	19	16	20 **	16	16	15	16	19	17	16	16
	<i>Unweighted count</i>	343					1 019					1 362				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, asked as A440 (2) New question from 2015 as previous filter question has gone. (3) N/A option excluded from the analysis. (4) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.5 With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? The pre-operational/deployment training (RN/RM include sea training).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	71 **	67	62	64	65	64	61	63	61	61	65 **	62	63	62	62
	Neutral	14	16	18	17	17	23	23	23	23	22	22	22	22	22	21
	Dissatisfied	15	17	19	19	18	13 **	16	14 **	16	18	13 **	17	15	17	18
	<i>Unweighted count</i>					1 193					3 259					4 452
Royal Navy	Satisfied	63	66	57	61	61	55	53	54	59 **	53	56	56	55	59 **	54
	Neutral	18	17	20	19	18	27	27	27	25	28	25	25	26	24	26
	Dissatisfied	19	17	23	20	21	18	20	19	16	19	18	19	20	17	20
	<i>Unweighted count</i>					453					1 161					1 614
Royal Marines	Satisfied	64	66	61	62	70	53	48	45	47	48	53	49	47	48	50
	Neutral	18	20	20	22	18	33	36	36	34	36	32	34	34	32	34
	Dissatisfied	19	13	19	16	12	14	17	19	20	16	15	16	19	19	16
	<i>Unweighted count</i>					102					475					577
Army	Satisfied	79 **	71	67	70	71	69	65	67	62	65	70	66	67	63	66
	Neutral	11	12	15	16	13	22	21	22	22	17	21	20	21	21	17
	Dissatisfied	10	16	18	15	16	9 **	14	12 **	16	18	9 **	14	12	16	17
	<i>Unweighted count</i>					301					643					944
RAF	Satisfied	63	61	62	61	60	64	61	66	64	63	63	61	65	63	62
	Neutral	16	19	21	16	22	21	21	20	20	21	20	20	20	20	21
	Dissatisfied	21	20	18	23	18	16	18	15	16	16	17	18	15	17	16
	<i>Unweighted count</i>					337					980					1 317

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, asked as A441 (2) New question from 2015 as previous filter question has gone. (3) N/A option excluded from the analysis. (4) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.6 With regards to your current/last operational deployment, how satisfied were you with the following? That the equipment I used during training was the same as that used on operations.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	73	74	69	73	74	61	59	59	59	65	63	61	60	60	66
	Neutral	12	12	15	15	13	23	23	22	25	18	22	22	21	23 **	18
	Dissatisfied	15	14	15	12	13	16	18	19	17	17	16	18	19	16	16
	<i>Unweighted count</i>					290					628					918
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, asked only of Army as A499 (2) New question from 2015 as previous filter question has gone. (3) N/A option excluded from the analysis. (4) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017. (5) Asked only of Army.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.7 With regards to your current/last operational deployment, how satisfied were you with the following? The personal kit and equipment I received for use on operations.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	90 **	84	83	82	79	67	61	61	60	64	70	64	64	63	66
	Neutral	6	9	9	8	9	20	23	20	23	18	18	21	19	21	17
	Dissatisfied	4 **	6 **	8	10	13	14	16	19	17	18	12 **	15	18	16	17
	<i>Unweighted count</i>					292					643					935
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, asked only of Army as A072. (2) New question from 2015 as previous filter question has gone. (3) N/A option excluded from the analysis. (4) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017. (5) Asked only of Army.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.8 With regards to your current/last operational deployment, how satisfied were you with the following? The major equipment (e.g. vehicles and systems) I used on operations.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	79 **	74	69	67	65	66	59	59	57	60	68 **	61	60	58	61
	Neutral	12	17	19	15	16	23	24 **	24	24	18	21	23 **	24 **	23	17
	Dissatisfied	9 **	9 **	12	18	19	11 **	16	17	19	22	11 **	15 **	16	19	22
	<i>Unweighted count</i>					273					634					907
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015 due to amalgamation of A073 and A500. (2) New question from 2015 as previous filter question has gone. (3) N/A option excluded from the analysis. (4) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017. (5) Asked only of Army.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.9 With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? The welfare support I received from the [Service] (RN/RM: Royal Navy Royal Marines Welfare (RNRMW)) when I returned from operational deployment.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Satisfied	49	45	43 ||	45	48	46	42	45 ||	46	46	46	43	45 ||	46	46		
	Neutral	31	31	31 ||	32	31	32	31	33 ||	32	31	32	31	33 ||	32	31		
	Dissatisfied	21	23	26 ||	23	22	22	26	22 ||	22	23	22	26	23 ||	22	23		
	<i>Unweighted count</i>						970						2 929						3 899
Royal Navy	Satisfied	33	34	30 ||	39	40	27	27	31 ||	38	37	28	28	31 ||	38	37		
	Neutral	40	38	38 ||	37	34	38	37	37 ||	36	35	39	37	37 ||	36	35		
	Dissatisfied	27	28	32 ||	24	26	34	36	32 ||	26	28	33	35	32 ||	26	28		
	<i>Unweighted count</i>						315						944						1 259
Royal Marines	Satisfied	54	44	53 ||	43	47	45	37	44 ||	41	39	46	37	45 ||	42	39		
	Neutral	31	39	31 ||	36	35	38	42	38 ||	38	43	37	42	37 ||	38	42		
	Dissatisfied	15	17	16 ||	21	18	17	21	18 ||	21	19	17	21	18 ||	21	19		
	<i>Unweighted count</i>						81						420						501
Army	Satisfied	60	57	52	51	56	53	49	51	49	52	54	50	51	49	53		
	Neutral	23	24	26	27	25	30	27	31	29	25	29	27	30	29	25		
	Dissatisfied	17	19	21	22	18	18	24	18	22	22	17	23	18	22	22		
	<i>Unweighted count</i>						268						614						882
RAF	Satisfied	40	39	42	41	40	45	45	45	46	43	44	44	44	45	42		
	Neutral	37	36	31	34	36	32	32	33	35	35	33	32	33	35	35		
	Dissatisfied	23	25	27	25	23	23	24	22	19	22	23	24	23	20	23		
	<i>Unweighted count</i>						306						951						1 257

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A442 prior to 2015 but substantial wording change required new question. (2) New question from 2015 as previous filter question has gone. (3) N/A option excluded from the analysis. (4) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017. (4) || Denotes a discontinuity in the time series due to a change in question wording in 2019. RN/RM surveys now ask about support from 'RN/RM Welfare' instead of support from 'RN/RM'.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.10 With regards to your current/last operational deployment [RN includes sea-going deployment], how satisfied are you with the following? The welfare support that my family, partner and/or parents received from the [Service] (RN/RM: Royal Navy Royal Marines Welfare (RNRMW)) when I Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	38	35	35 ||	37	39	40	36	37 ||	39	42	39	36	36 ||	39	41
	Neutral	33	34	34 ||	29	32	33	34	36 ||	34	31	33	34	36 ||	33	31
	Dissatisfied	29	30	32 ||	33	30	27	29	27 ||	27	27	27	30	28 ||	28	28
	<i>Unweighted count</i>	919					2 766					3 685				
Royal Navy	Satisfied	27	28	22 ||	31	32	25	23	26 ||	35	35	25	24	25 ||	34	35
	Neutral	35	39	42 ||	35	35	37	39	39 ||	36	33	36	39	39 ||	36	34
	Dissatisfied	38	33	36 ||	34	33	39	38	36 ||	30	31	39	37	36 ||	30	32
	<i>Unweighted count</i>	306					937					1 243				
Royal Marines	Satisfied	43	29	40 ||	42	36	40	32	35 ||	36	33	40	32	36 ||	37	33
	Neutral	34	45	40 ||	34	40	40	45	43 ||	40 **	48	40	45	43 ||	40 **	47
	Dissatisfied	23	26	20 ||	24	24	19	23	21 ||	23	19	20	23	21 ||	23	19
	<i>Unweighted count</i>	74					416					490				
Army	Satisfied	46	42	42	42	45	47	44	42	43	49	46	43	42	43	48
	Neutral	29	30	30	25	27	31	31	35 **	31	26	31	31	34 **	31	26
	Dissatisfied	25	28	28	33	28	22	25	24	26	25	23	25	24	27	25
	<i>Unweighted count</i>	260					568					828				
RAF	Satisfied	32	33	35	36	33	35	35	36	37	35	35	35	36	37	35
	Neutral	40	36	31	30	37	35	33	36	35	35	36	34	35	34	35
	Dissatisfied	28	31	34	34	30	30	32	28	27	30	30	32	29	29	30
	<i>Unweighted count</i>	279					845					1 124				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) N/A option excluded from the analysis. (3) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017. (4) || Denotes a discontinuity in the time series due to a change in question wording in 2019. RN/RM surveys now ask about support from 'RN/RM Welfare' instead of support from 'RN/RM'.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.11 With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? The decompression and post operational tour support I received when I returned from operational deployment.

Percentages

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Satisfied	49 **	44	42	42	44	47 **	43	42	43	43	48 **	43	42	42	43		
	Neutral	26	27	32	30	30	31	32	34 **	34 **	29	30	31	34 **	33 **	29		
	Dissatisfied	24	29	25	29	26	22 **	25	23 **	23 **	28	22 **	26	24 **	24 **	28		
	<i>Unweighted count</i>						968						2 715						3 683
Royal Navy	Satisfied	29	32	27	30	26	23	22	25	26	23	25	24	26	27	24		
	Neutral	30	26	29	28	27	37	34	32	34	32	35	33	32	33	31		
	Dissatisfied	41	42	44	42	47	40	43	43	40 **	45	40 **	43	43	40 **	46		
	<i>Unweighted count</i>						342						946						1 288
Royal Marines	Satisfied	45	41	49	40	50	43 **	35	43	37	36	44 **	36	43	37	37		
	Neutral	40	40	36	36	37	37 **	44	39	43	44	38 **	43	39	42	44		
	Dissatisfied	15	19	14	24 **	13	19	21	18	21	20	19	21	18	21	19		
	<i>Unweighted count</i>						84						406						490
Army	Satisfied	62	52	51	52	56	58	53	51	51	55	58	53	51	52	55		
	Neutral	21	26	33	26	26	27	27	32 **	31 **	22	26	27	32 **	30 **	23		
	Dissatisfied	18	22	16	22	17	15 **	20	17	18	23	16 **	20	17	18	22		
	<i>Unweighted count</i>						261						579						840
RAF	Satisfied	42	42	43	37	39	41	41	40	40	36	41	42	41	40	37		
	Neutral	32	29	34	37	37	34	36	40	39	40	34	35	39	39	39		
	Dissatisfied	26	28	23	26	24	25	22	20	21	24	25	23	21	22	24		
	<i>Unweighted count</i>						281						784						1 065

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, asked only of Army as A075 (2) New question from 2015 as previous filter question has gone. (3) N/A option excluded from the analysis. (4) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.12 With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? The Post Operational Stress Management that I received when I returned from operational deployment.

Percentages

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Satisfied	45	37	40	41	42	43	38	38	39	40	43	38	39	40	40		
	Neutral	33	38	35	33	35	36	36	38 **	37	33	35	37	38 **	36	34		
	Dissatisfied	22	25	25	27	23	21 **	25	23	24	27	21 **	25	23	24	26		
	<i>Unweighted count</i>						857						2 595						3 452
Royal Navy	Satisfied	29	22	16	27	24	21	16	20	21	20	22	17	19	22	21		
	Neutral	41	42	43	35	36	42 **	42 **	42	41	36	42 **	42 **	42 **	40	36		
	Dissatisfied	30 **	36	40	37	40	37 **	42	38	38 **	44	36 **	41	39	38 **	43		
	<i>Unweighted count</i>						253						825						1 078
Royal Marines	Satisfied	52	39	56	40	47	42 **	35	44 **	36	33	43 **	35	45 **	37	35		
	Neutral	36	43	29 **	42	45	42 **	48	39 **	47	51	42 **	48	38 **	47	50		
	Dissatisfied	12	18	14	18	8	15	17	17	16	15	15	17	17	16	15		
	<i>Unweighted count</i>						81						391						472
Army	Satisfied	54	45	47	49	53	51	47	46	47	51	52	47	46	48	51		
	Neutral	29	36	32	29	29	32	32	36 **	32	27	32	33	35 **	32	27		
	Dissatisfied	17	19	21	22	18	16 **	21	18	21	23	16 **	21	18	21	22		
	<i>Unweighted count</i>						252						565						817
RAF	Satisfied	38	34	43	39	35	37	38	36	38	36	37	37	37	38	35		
	Neutral	37	38	35	35	42	39	39	41	42	42	38	39	40	41	42		
	Dissatisfied	26	28	21	26	23	24	23	23	20	22	25	23	22	21	22		
	<i>Unweighted count</i>						271						814						1 085

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, asked only of RM as A452 and RN (non-sea only) as A449 (2) New question from 2015 as previous filter question has gone. (3) N/A option excluded from the analysis. (4) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.13 With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? The operational role I was assigned to.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	86	86	84	85	86	71	68	69	68	71	74	71	71	71	73
	Neutral	9	8	9	9	8	20	21 **	21 **	21	18	18	19 **	19 **	19	16
	Dissatisfied	5	6	7	6	6	9 **	11	10	11	11	8 **	10	9	10	10
	<i>Unweighted count</i>	1 250					3 357					4 607				
Royal Navy	Satisfied	80	84	77	80	81	58	59	59	61	61	62	64	63	65	65
	Neutral	12	8	14	12	11	27	28	27	25	25	24	24	25	22	22
	Dissatisfied	8	8	9	9	8	15	13	13	13	15	14	12	12	13	13
	<i>Unweighted count</i>	492					1 212					1 704				
Royal Marines	Satisfied	90	82	84	84	85	56	52	60 **	55	52	59	55	63 **	58	56
	Neutral	7	12	10	13	8	31	36	28	28	33	29	33	26	26	30
	Dissatisfied	3	6	6	2	6	13	13	12	17	16	12	12	12	16	15
	<i>Unweighted count</i>	110					481					591				
Army	Satisfied	89	88	89	90	90	75	71	71	72	75	77	73	73	74	77
	Neutral	8	7	7	6	7	19 **	20 **	21 **	21 **	14	18 **	18 **	19 **	19 **	13
	Dissatisfied	3	4	4	4	4	6 **	9	8	8	11	6 **	9	7	7	10
	<i>Unweighted count</i>	306					650					956				
RAF	Satisfied	87	85	85	86	85	78	74	75	72	75	79	76	77	74	77
	Neutral	8	8	8	8	9	14	16	15	15	17	13	14	13	14	15
	Dissatisfied	6	7	7	6	6	8	11	10	13 **	8	8	10	10	12 **	8
	<i>Unweighted count</i>	342					1 014					1 356				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) N/A option excluded from the analysis. (3) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.14 During your pre-operational preparation, did you have access to the following? Job specification for the post.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RN	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RM	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Yes	74	75	79	76	78	76	71 **	76	77	77	76	72 **	77	77	77
	No	26	25	21	24	22	24	29 **	24	23	23	24	28 **	23	23	23
	<i>Unweighted count</i>					314					955					1 269

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, asked only of RAF as A424. (2) New question from 2015 as previous filter question has gone. (3) N/A option excluded from the analysis. (4) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017. (5) Asked only of RAF.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.15 During your pre-operational preparation, did you have access to the following? Assignment Order.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RN	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RM	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Yes	80	84	83	85	82	85	84	84	85	84	84	84	84	85	84
	No	20	16	17	15	18	15	16	16	15	16	16	16	16	15	16
	<i>Unweighted count</i>					292					904					1 196

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, asked only of RAF as A425. (2) New question from 2015 as previous filter question has gone. (3) N/A option excluded from the analysis. (4) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017. (5) Asked only of RAF.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.16 During your pre-operational preparation, did you have access to the following? Preparation Instruction.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RN	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RM	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Yes	86	85 **	86	89	92	87	86 **	91	90	90	87 **	86 **	90	90	90
	No	14	15 **	14	11	8	13	14 **	9	10	10	13 **	14 **	10	10	10
	<i>Unweighted count</i>					320					969					1 289

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, asked only of RAF as A426. (2) New question from 2015 as previous filter question has gone. (3) N/A option excluded from the analysis. (4) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017. (5) Asked only of RAF.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.17 During your pre-operational preparation, did you have access to the following? A1 Ops Website.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RN	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RM	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Yes	84	85	87	82	81	84	81 **	86	84	86	84	81	86	83	85
	No	16	15	13	18	19	16	19 **	14	16	14	16	19	14	17	15
	<i>Unweighted count</i>					287					825					1 112

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, asked only of RAF as A427. (2) New question from 2015 as previous filter question has gone. (3) N/A option excluded from the analysis. (4) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017. (5) Asked only of RAF.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.18 If you had access to the A1 Ops Website during your pre-operational preparation, how strongly do you agree or disagree with the following? The preparation instruction provided via the A1 Ops website, contained appropriate information to enable me to prepare to deploy.

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	61	57	..	..	..	64	68	..	..	..	63	66
	Neutral	..	..	..	21	22	..	..	..	26	23	..	..	..	25	23
	Disagree	..	..	..	19	21	..	..	..	10	9	..	..	..	12	11
	<i>Unweighted count</i>					234					722					956

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2019. (2) Asked only of RAF. (3) Filtered on previous question (A763) i.e. those that indicated they had access to the A1 Ops Website.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.19 What is your view of the following regarding your experience of operational deployments (RN includes sea-going deployments)? The frequency of my operational deployments.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Too often	15	15	16	13	13	18	19	19	18	19	18	18	18	17	18
	About right	73 **	69	68	69	68	61 **	58 **	56	56	53	63 **	60 **	58	58	56
	Not often enough	12 **	16	16	18	19	21 **	23 **	25	25	28	20 **	22 **	24	24	27
	<i>Unweighted count</i>					1 284					3 489					4 773
Royal Navy	Too often	23	26	25	24	21	40 **	34	33	28	32	37 **	33	32	27	30
	About right	68	68	64	67	70	52	57	56	59	57	55	59	58	61	59
	Not often enough	8	6	10	9	9	8 **	8 **	10	13	11	8 **	8 **	10	12	11
	<i>Unweighted count</i>					503					1 256					1 759
Royal Marines	Too often	7	5	4	3	6	9	12	7	10	10	9	11	6	10	9
	About right	67	62	49 **	58	63	57 **	55 **	42	45	45	58 **	55 **	43	47	47
	Not often enough	26	33	48 **	39	31	34 **	33 **	51	44	46	34 **	33 **	51 **	44	44
	<i>Unweighted count</i>					116					522					638
Army	Too often	8	6	7	3	6	8	8	8	8	9	8	8	8	7	9
	About right	74 **	69	69	67	64	64 **	57 **	55	55	48	65 **	59 **	56	57 **	50
	Not often enough	18 **	25	24	29	30	29 **	35 **	38	37	43	27 **	34 **	36	36	41
	<i>Unweighted count</i>					315					680					995
RAF	Too often	21	17	19	16	16	26	27	29	31	26	25	25	27	28	24
	About right	74	73	72	73	72	63	62	60	58	62	65	64	62	60	64
	Not often enough	5 **	9	9	11	11	11	11	11	12	12	10	10	11	12	12
	<i>Unweighted count</i>					350					1 031					1 381

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, asked as A443 (2) New question from 2015 as previous filter question has gone. (3) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.20 What is your view of the following regarding your experience of operational deployments (RN includes sea-going deployments)? The length of my operational deployments.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Too long	14	17	18	18	15	20	21 **	21	20	19	19	21 **	21 **	19	18
	About right	82	78	77	78	81	74	71	71	73	73	75	72	72	74	74
	Too short	4	5	5	4	3	7	8	7	7	9	6	7	7	7	8
	<i>Unweighted count</i>	1 279					3 471					4 750				
Royal Navy	Too long	28	33 **	32	29	26	45 **	45 **	40 **	34	33	42 **	43 **	38 **	33	32
	About right	70	66	64 **	68	71	52 **	52 **	56 **	61	62	55 **	55 **	57 **	62	63
	Too short	2	1	4	3	3	3	3 **	4	5	5	3	2 **	4	5	5
	<i>Unweighted count</i>	503					1 256					1 759				
Royal Marines	Too long	7	5	10	6	9	10	11	6 **	9	11	9	11	6 **	9	10
	About right	89	86	80	83	81	81	79	74	76	76	81 **	80	75	76	77
	Too short	4	9	10	11	9	10	10	21 **	15	13	9 **	10	19 **	15	13
	<i>Unweighted count</i>	114					513					627				
Army	Too long	5	5	8	9	8	7 **	7	11	12	12	7 **	7 **	10	11	11
	About right	89	86	86	85	88	84 **	80	79	79	76	84 **	81	80	80	77
	Too short	7	9	6	6	5	9	13	10	9	13	9	12	10	9	12
	<i>Unweighted count</i>	313					674					987				
RAF	Too long	18	19	19	19	18	29 **	29 **	27 **	24	20	27 **	27 **	26 **	23	20
	About right	80	79	78	79	81	68 **	69 **	70 **	73	76	70 **	70 **	72 **	74	77
	Too short	2	2	2	2	1	3	3	3	3	3	3	3	3	3	3
	<i>Unweighted count</i>	349					1 028					1 377				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, asked as A444 (2) New question from 2015 as previous filter question has gone. (3) In 2020, respondents were asked only to answer this question if they have been/are on ops since 1 Jan 2017.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.1 With regards to your current/last operational deployment (RN includes sea-going deployment), were you deployed individually or as part of a Unit?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Individually	3.0	3.3	3.5	3.3	3.6	1.9	2.1	2.4	2.3	2.7	1.6	1.9	2.1	2.0	2.3
	As part of a Unit	3.0	3.3	3.5	3.3	3.6	1.9	2.1	2.4	2.3	2.7	1.6	1.9	2.1	2.0	2.3
	<i>Unweighted count</i>															
Royal Navy	Individually	4.5	4.2	4.4	4.4	4.6	2.6	2.2	2.7	2.4	2.5	2.3	1.9	2.4	2.1	2.2
	As part of a Unit	4.5	4.2	4.4	4.4	4.6	2.6	2.2	2.7	2.4	2.5	2.3	1.9	2.4	2.1	2.2
	<i>Unweighted count</i>															
Royal Marines	Individually	8.4	8.7	8.4	8.5	9.4	2.2	2.5	3.3	3.2	4.2	2.2	2.4	3.1	3.0	3.9
	As part of a Unit	8.4	8.7	8.4	8.5	9.4	2.2	2.5	3.3	3.2	4.2	2.2	2.4	3.1	3.0	3.9
	<i>Unweighted count</i>															
Army	Individually	4.9	6.4	7.0	6.5	7.0	2.8	3.8	4.4	4.2	5.1	2.5	3.4	4.0	3.8	4.5
	As part of a Unit	4.9	6.4	7.0	6.5	7.0	2.8	3.8	4.4	4.2	5.1	2.5	3.4	4.0	3.8	4.5
	<i>Unweighted count</i>															
RAF	Individually	5.5	5.2	5.8	5.6	5.9	3.8	3.5	3.8	3.7	3.9	3.3	3.0	3.3	3.2	3.3
	As part of a Unit	5.5	5.2	5.8	5.6	5.9	3.8	3.5	3.8	3.7	3.9	3.3	3.0	3.3	3.2	3.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.2 With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? Non-Operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	3.1	3.5	3.5	3.4	3.7	2.2	2.4	2.8	2.7	3.0	2.0	2.1	2.4	2.3	2.6
	Neutral	2.4	2.8	2.6	2.6	2.6	1.9	2.0	2.4	2.1	2.4	1.7	1.8	2.0	1.8	2.0
	Dissatisfied	2.6	2.9	2.9	2.9	3.3	1.9	2.0	2.4	2.4	2.7	1.6	1.8	2.1	2.1	2.3
	<i>Unweighted count</i>															
Royal Navy	Satisfied	5.1	5.0	5.3	5.0	5.1	3.8	3.2	3.8	3.2	3.5	3.2	2.8	3.3	2.8	3.0
	Neutral	3.8	3.8	4.1	3.6	3.5	3.1	2.6	3.1	2.5	2.7	2.6	2.2	2.6	2.1	2.3
	Dissatisfied	4.4	4.3	4.5	4.3	4.6	3.2	2.8	3.3	2.8	3.1	2.8	2.4	2.8	2.4	2.6
	<i>Unweighted count</i>															
Royal Marines	Satisfied	9.0	8.9	8.8	8.4	9.0	2.8	3.2	4.2	3.9	5.2	2.7	3.0	3.8	3.6	4.7
	Neutral	6.6	7.3	6.6	5.8	6.1	2.4	2.7	3.6	3.2	4.4	2.3	2.6	3.3	3.0	4.0
	Dissatisfied	7.6	7.2	7.9	7.3	7.8	2.5	2.9	3.8	3.6	4.6	2.4	2.7	3.5	3.3	4.2
	<i>Unweighted count</i>															
Army	Satisfied	5.2	6.5	6.5	6.6	6.9	3.6	4.4	5.2	5.0	5.8	3.2	3.9	4.7	4.4	5.0
	Neutral	4.1	5.2	4.8	5.2	4.7	3.1	3.7	4.5	4.0	4.5	2.7	3.3	4.0	3.5	3.9
	Dissatisfied	4.2	5.3	5.2	5.4	6.2	3.0	3.6	4.4	4.5	5.2	2.6	3.2	3.9	4.0	4.5
	<i>Unweighted count</i>															
RAF	Satisfied	5.7	5.8	6.1	6.0	6.5	3.9	3.6	4.0	3.9	4.0	3.4	3.2	3.4	3.4	3.5
	Neutral	4.4	4.9	4.7	4.6	5.1	3.3	3.0	3.3	3.0	3.2	2.8	2.6	2.8	2.6	2.8
	Dissatisfied	4.9	5.0	5.5	5.3	5.7	3.3	3.2	3.6	3.6	3.6	2.9	2.8	3.1	3.1	3.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.3 With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	3.3	3.7	4.0	3.8	4.1	2.3	2.6	3.0	2.9	3.3	2.0	2.3	2.6	2.5	2.8
	Neutral	2.5	2.9	3.0	2.9	2.9	2.0	2.2	2.6	2.5	2.8	1.8	2.0	2.3	2.2	2.4
	Dissatisfied	2.7	3.2	3.5	3.5	3.7	2.0	2.3	2.7	2.6	2.9	1.8	2.0	2.4	2.2	2.5
	<i>Unweighted count</i>															
Royal Navy	Satisfied	5.8	5.8	6.3	5.8	5.9	3.9	3.4	4.1	3.5	3.8	3.3	3.0	3.6	3.0	3.3
	Neutral	4.6	4.8	5.2	4.8	4.5	3.5	3.0	3.6	3.1	3.3	3.0	2.6	3.1	2.7	2.8
	Dissatisfied	5.5	5.3	5.8	5.2	5.7	3.8	3.3	3.9	3.2	3.6	3.3	2.9	3.4	2.8	3.1
	<i>Unweighted count</i>															
Royal Marines	Satisfied	9.9	9.6	9.4	9.5	10.3	2.8	3.1	4.2	3.9	5.2	2.7	2.9	3.9	3.6	4.8
	Neutral	7.3	8.1	7.2	7.7	8.0	2.6	3.0	4.0	3.7	5.0	2.5	2.8	3.6	3.4	4.5
	Dissatisfied	8.8	8.8	9.1	8.7	9.2	2.7	3.1	4.1	3.9	5.0	2.6	2.9	3.7	3.7	4.6
	<i>Unweighted count</i>															
Army	Satisfied	5.1	6.5	7.0	6.9	7.3	3.7	4.6	5.4	5.2	5.9	3.3	4.1	4.8	4.6	5.2
	Neutral	4.1	4.8	4.9	5.0	5.0	3.2	3.9	4.7	4.6	5.0	2.8	3.5	4.1	4.0	4.4
	Dissatisfied	4.0	5.5	6.1	6.3	6.5	3.1	3.9	4.7	4.6	5.3	2.8	3.5	4.2	4.1	4.6
	<i>Unweighted count</i>															
RAF	Satisfied	5.9	6.2	6.8	6.6	7.2	4.2	3.9	4.3	4.2	4.5	3.6	3.4	3.8	3.7	3.9
	Neutral	4.4	5.4	5.7	5.2	5.5	3.5	3.4	3.6	3.8	3.9	2.9	2.9	3.1	3.2	3.4
	Dissatisfied	5.0	5.7	6.5	6.2	6.6	3.8	3.6	4.3	4.2	4.1	3.2	3.1	3.7	3.6	3.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.4 With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? The deployment notice.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.8	3.2	3.3	3.1	3.2	2.1	2.3	2.7	2.5	2.9	1.8	2.0	2.4	2.2	2.5
	Neutral	2.1	2.5	2.4	2.3	2.2	1.8	1.9	2.2	2.0	2.3	1.6	1.7	1.9	1.8	2.0
	Dissatisfied	2.1	2.4	2.7	2.5	2.6	1.5	1.8	2.1	2.0	2.2	1.3	1.6	1.9	1.7	1.9
	<i>Unweighted count</i>															
Royal Navy	Satisfied	5.1	4.9	5.4	5.0	5.0	3.8	3.2	3.9	3.2	3.5	3.2	2.8	3.3	2.8	3.0
	Neutral	3.7	3.3	4.1	3.9	3.4	3.2	2.7	3.2	2.6	2.7	2.7	2.3	2.7	2.2	2.3
	Dissatisfied	4.5	4.4	4.5	4.3	4.4	3.2	2.7	3.3	2.7	3.2	2.7	2.3	2.8	2.3	2.7
	<i>Unweighted count</i>															
Royal Marines	Satisfied	9.0	7.5	8.5	8.2	8.4	2.8	3.2	4.2	3.9	5.2	2.7	3.0	3.8	3.6	4.7
	Neutral	8.1	6.6	7.4	6.8	6.4	2.6	2.9	4.0	3.6	4.7	2.4	2.7	3.6	3.3	4.2
	Dissatisfied	5.8	4.3	6.0	5.9	6.4	2.1	2.5	3.4	3.3	4.1	2.0	2.3	3.1	3.0	3.7
	<i>Unweighted count</i>															
Army	Satisfied	4.2	5.8	6.2	5.8	5.5	3.4	4.3	5.1	4.8	5.4	3.0	3.8	4.5	4.2	4.7
	Neutral	3.3	4.7	4.5	4.5	3.9	3.0	3.5	4.2	3.9	4.5	2.6	3.1	3.8	3.5	3.9
	Dissatisfied	3.0	4.1	4.9	4.4	4.3	2.4	3.3	4.0	3.7	4.1	2.1	2.9	3.5	3.2	3.5
	<i>Unweighted count</i>															
RAF	Satisfied	5.4	5.4	5.6	5.3	6.0	3.6	3.4	3.6	3.4	3.5	3.1	3.0	3.1	3.0	3.1
	Neutral	4.1	4.3	4.0	3.8	4.0	2.8	2.4	2.6	2.4	2.5	2.4	2.2	2.3	2.1	2.2
	Dissatisfied	4.3	4.3	4.7	4.4	5.1	2.8	2.9	2.9	2.8	2.9	2.4	2.5	2.6	2.5	2.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.5 With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? The pre-operational/deployment training (RN/RM include sea training).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.9	3.4	3.6	3.4	3.6	2.2	2.4	2.8	2.6	3.0	1.9	2.1	2.4	2.3	2.5
	Neutral	2.2	2.5	2.8	2.7	2.8	1.9	2.1	2.4	2.3	2.4	1.7	1.8	2.1	2.0	2.0
	Dissatisfied	2.3	2.7	2.9	2.7	2.9	1.4	1.8	1.9	2.0	2.3	1.2	1.6	1.7	1.7	2.0
	<i>Unweighted count</i>															
Royal Navy	Satisfied	5.3	5.2	5.6	5.4	5.3	3.8	3.3	3.9	3.3	3.7	3.3	2.9	3.4	2.9	3.1
	Neutral	4.2	4.1	4.6	4.3	4.2	3.4	2.9	3.6	2.9	3.3	2.9	2.5	3.0	2.5	2.8
	Dissatisfied	4.3	4.1	4.8	4.4	4.5	3.0	2.7	3.1	2.4	2.9	2.6	2.3	2.7	2.1	2.5
	<i>Unweighted count</i>															
Royal Marines	Satisfied	9.2	8.8	9.1	8.8	9.3	2.8	3.2	4.3	4.1	5.3	2.7	3.0	4.0	3.8	4.8
	Neutral	7.2	7.5	7.5	7.6	7.7	2.7	3.1	4.2	3.9	5.1	2.5	2.9	3.9	3.6	4.7
	Dissatisfied	7.5	6.3	7.3	6.6	6.7	2.0	2.4	3.4	3.3	4.0	1.9	2.3	3.2	3.0	3.6
	<i>Unweighted count</i>															
Army	Satisfied	4.3	6.1	6.9	6.3	6.5	3.4	4.4	5.1	5.0	5.5	3.0	3.9	4.5	4.4	4.8
	Neutral	3.3	4.4	5.2	5.0	4.8	3.1	3.8	4.5	4.3	4.4	2.7	3.3	4.0	3.8	3.8
	Dissatisfied	3.2	5.0	5.7	4.9	5.3	2.1	3.2	3.5	3.7	4.4	1.8	2.8	3.1	3.2	3.9
	<i>Unweighted count</i>															
RAF	Satisfied	5.6	5.6	5.9	5.9	6.4	3.8	3.5	3.8	3.8	4.0	3.2	3.1	3.3	3.3	3.5
	Neutral	4.1	4.5	5.0	4.4	5.4	3.2	3.0	3.2	3.2	3.4	2.7	2.6	2.8	2.7	2.9
	Dissatisfied	4.8	4.6	4.6	5.1	5.0	2.8	2.8	2.8	2.9	3.0	2.5	2.5	2.4	2.5	2.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.6 With regards to your current/last operational deployment, how satisfied were you with the following? That the equipment I used during training was the same as that used on operations.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	4.8	6.0	6.9	6.3	6.4	3.6	4.5	5.3	5.0	5.6	3.2	4.0	4.7	4.5	4.9
	Neutral	3.6	4.5	5.3	5.0	4.9	3.2	3.9	4.5	4.5	4.5	2.8	3.4	4.0	4.0	4.0
	Dissatisfied	3.8	4.7	5.4	4.6	4.9	2.7	3.6	4.1	3.7	4.4	2.3	3.2	3.7	3.3	3.8
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.7 With regards to your current/last operational deployment, how satisfied were you with the following? The personal kit and equipment I received for use on operations.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	3.2	4.9	5.5	5.3	6.0	3.5	4.5	5.2	5.0	5.7	3.0	4.0	4.6	4.4	5.0
	Neutral	2.5	4.0	4.3	3.8	4.1	3.0	3.9	4.3	4.4	4.5	2.6	3.4	3.8	3.8	3.9
	Dissatisfied	2.2	3.3	3.9	4.1	4.9	2.6	3.5	4.1	3.8	4.6	2.2	3.0	3.7	3.3	4.0
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.8 With regards to your current/last operational deployment, how satisfied were you with the following? The major equipment (e.g. vehicles and systems) I used on operations.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	4.5	6.3	7.0	6.9	7.2	3.6	4.5	5.3	5.1	5.8	3.1	4.0	4.8	4.6	5.1
	Neutral	3.6	5.4	6.1	5.2	5.5	3.2	4.0	4.7	4.4	4.5	2.8	3.6	4.2	3.9	3.9
	Dissatisfied	3.2	4.1	4.8	5.7	5.9	2.3	3.5	4.0	4.1	4.9	2.1	3.1	3.6	3.7	4.3
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.9 With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? The welfare support I received from the [Service] (RN/RM: Royal Navy Royal Marines Welfare (RNRMW)) when I returned from operational deployment.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	3.4	3.8	3.9	3.9	4.3	2.3	2.5	2.9	2.9	3.3	2.0	2.2	2.6	2.5	2.8
	Neutral	3.1	3.4	3.6	3.6	3.9	2.2	2.3	2.8	2.6	2.9	1.9	2.1	2.4	2.3	2.5
	Dissatisfied	2.7	3.1	3.4	3.3	3.4	1.8	2.2	2.3	2.4	2.7	1.6	1.9	2.0	2.1	2.3
	<i>Unweighted count</i>															
Royal Navy	Satisfied	5.5	5.6	5.6	6.4	6.4	3.6	3.0	3.9	3.7	3.9	3.1	2.7	3.4	3.3	3.4
	Neutral	5.7	5.7	6.0	6.3	6.2	4.0	3.4	4.1	3.7	3.9	3.4	2.9	3.5	3.2	3.4
	Dissatisfied	5.2	5.3	5.7	5.6	5.7	3.9	3.3	4.0	3.4	3.7	3.3	2.9	3.4	3.0	3.2
	<i>Unweighted count</i>															
Royal Marines	Satisfied	10.2	9.8	9.5	10.0	11.3	2.9	3.2	4.4	4.2	5.4	2.8	3.1	4.1	3.9	5.0
	Neutral	9.4	9.8	8.8	9.6	10.7	2.8	3.3	4.4	4.1	5.6	2.7	3.2	4.0	3.9	5.2
	Dissatisfied	7.4	7.7	6.9	8.2	8.7	2.2	2.7	3.4	3.5	4.4	2.1	2.6	3.1	3.3	4.1
	<i>Unweighted count</i>															
Army	Satisfied	5.4	7.0	7.6	7.1	7.5	3.7	4.6	5.4	5.2	6.0	3.3	4.1	4.8	4.6	5.2
	Neutral	4.6	6.0	6.7	6.3	6.6	3.5	4.1	5.0	4.6	5.1	3.0	3.7	4.5	4.1	4.5
	Dissatisfied	4.1	5.6	6.3	5.9	5.8	2.8	3.9	4.0	4.3	4.9	2.5	3.5	3.6	3.8	4.3
	<i>Unweighted count</i>															
RAF	Satisfied	5.9	5.8	6.3	6.2	6.7	4.0	3.7	4.0	4.0	4.1	3.5	3.2	3.5	3.4	3.6
	Neutral	5.8	5.8	5.9	6.0	6.6	3.7	3.4	3.8	3.8	4.0	3.2	3.0	3.3	3.3	3.5
	Dissatisfied	5.2	5.2	5.6	5.4	5.8	3.4	3.1	3.4	3.2	3.5	2.9	2.7	3.0	2.8	3.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.10 With regards to your current/last operational deployment [RN includes sea-going deployment], how satisfied are you with the following? The welfare support that my family, partner and/or parents received from the [Service] (RN/RM: Royal Navy Royal Marines Welfare (RNRMW)) when I

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	3.5	3.8	3.9	4.0	4.3	2.4	2.6	3.0	2.9	3.4	2.1	2.3	2.6	2.5	2.9
	Neutral	3.3	3.7	3.8	3.7	4.0	2.3	2.5	3.0	2.8	3.0	2.0	2.2	2.6	2.4	2.6
	Dissatisfied	3.2	3.6	3.8	3.8	4.0	2.0	2.3	2.6	2.6	2.9	1.8	2.1	2.3	2.3	2.5
	<i>Unweighted count</i>															
Royal Navy	Satisfied	5.4	5.4	5.2	6.1	6.2	3.5	3.0	3.8	3.6	3.9	3.1	2.6	3.3	3.2	3.4
	Neutral	5.8	5.9	6.2	6.4	6.3	4.0	3.5	4.3	3.7	3.8	3.4	3.0	3.7	3.2	3.4
	Dissatisfied	5.9	5.7	6.1	6.3	6.2	4.0	3.4	4.2	3.5	3.8	3.5	3.0	3.6	3.1	3.3
	<i>Unweighted count</i>															
Royal Marines	Satisfied	10.5	9.5	10.0	10.5	11.4	2.9	3.2	4.4	4.2	5.3	2.8	3.0	4.1	3.9	4.9
	Neutral	9.9	10.4	10.1	9.8	11.4	2.9	3.4	4.6	4.3	5.7	2.8	3.2	4.2	4.0	5.3
	Dissatisfied	8.9	9.1	8.1	9.1	10.0	2.3	2.9	3.8	3.7	4.4	2.2	2.8	3.5	3.5	4.1
	<i>Unweighted count</i>															
Army	Satisfied	5.7	7.3	7.8	7.4	7.7	3.8	4.8	5.6	5.3	6.2	3.4	4.3	5.0	4.7	5.4
	Neutral	5.1	6.7	7.2	6.5	6.9	3.6	4.5	5.4	5.0	5.4	3.2	4.0	4.8	4.5	4.7
	Dissatisfied	4.9	6.7	7.0	7.0	6.8	3.1	4.1	4.6	4.6	5.2	2.8	3.7	4.1	4.2	4.5
	<i>Unweighted count</i>															
RAF	Satisfied	5.9	5.9	6.4	6.3	6.8	4.0	3.7	4.1	4.1	4.2	3.5	3.2	3.6	3.5	3.7
	Neutral	6.2	6.0	6.3	6.0	7.0	4.0	3.6	4.1	4.0	4.2	3.5	3.2	3.5	3.5	3.7
	Dissatisfied	5.8	5.8	6.4	6.2	6.6	3.8	3.5	3.9	3.8	4.0	3.3	3.1	3.4	3.3	3.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.11 With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? The decompression and post operational tour support I received when I returned from operational deployment.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	3.5	3.9	4.1	3.9	4.3	2.4	2.7	3.1	3.0	3.4	2.1	2.3	2.7	2.6	2.9
	Neutral	3.0	3.5	3.8	3.6	3.9	2.2	2.4	3.0	2.8	2.9	1.9	2.1	2.6	2.4	2.5
	Dissatisfied	2.9	3.4	3.4	3.5	3.5	1.9	2.2	2.4	2.4	2.9	1.6	1.9	2.1	2.1	2.5
	<i>Unweighted count</i>															
Royal Navy	Satisfied	5.5	5.5	5.6	5.7	5.5	3.5	3.0	3.8	3.3	3.4	3.0	2.6	3.3	2.9	3.0
	Neutral	5.6	5.2	5.8	5.5	5.6	4.0	3.4	4.1	3.6	3.8	3.5	3.0	3.6	3.1	3.3
	Dissatisfied	6.0	5.8	6.3	6.1	6.2	4.1	3.5	4.4	3.7	4.0	3.5	3.1	3.8	3.2	3.5
	<i>Unweighted count</i>															
Royal Marines	Satisfied	10.2	10.0	10.0	10.0	11.0	3.0	3.3	4.5	4.2	5.4	2.8	3.1	4.1	3.9	5.0
	Neutral	10.0	10.0	9.5	9.6	10.7	2.9	3.4	4.4	4.4	5.7	2.8	3.2	4.1	4.0	5.2
	Dissatisfied	7.4	7.9	7.0	8.8	7.4	2.3	2.8	3.5	3.6	4.6	2.2	2.7	3.2	3.3	4.2
	<i>Unweighted count</i>															
Army	Satisfied	5.3	7.0	7.7	7.2	7.6	3.7	4.7	5.5	5.4	6.1	3.3	4.2	4.9	4.7	5.3
	Neutral	4.4	6.2	7.3	6.2	6.8	3.4	4.2	5.3	5.0	5.0	3.0	3.7	4.7	4.4	4.4
	Dissatisfied	4.2	5.8	5.7	5.9	5.8	2.7	3.7	4.1	4.1	5.2	2.4	3.3	3.6	3.6	4.6
	<i>Unweighted count</i>															
RAF	Satisfied	6.3	6.2	6.8	6.6	7.0	4.2	3.9	4.4	4.3	4.4	3.6	3.4	3.8	3.7	3.8
	Neutral	6.0	5.8	6.5	6.5	7.0	4.1	3.8	4.3	4.2	4.5	3.5	3.3	3.7	3.7	3.9
	Dissatisfied	5.6	5.7	5.8	5.9	6.1	3.7	3.2	3.6	3.6	3.9	3.2	2.9	3.1	3.1	3.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.12 With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? The Post Operational Stress Management that I received when I returned from operational deployment.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	3.7	4.2	4.4	4.1	4.5	2.5	2.7	3.2	3.1	3.5	2.2	2.4	2.8	2.7	3.0
	Neutral	3.5	4.1	4.2	3.9	4.3	2.4	2.6	3.1	2.9	3.1	2.1	2.3	2.7	2.5	2.7
	Dissatisfied	3.0	3.6	3.8	3.6	3.7	1.9	2.3	2.5	2.5	3.0	1.7	2.0	2.2	2.2	2.6
	<i>Unweighted count</i>															
Royal Navy	Satisfied	6.4	5.8	5.6	6.4	6.2	3.7	2.9	3.9	3.4	3.5	3.3	2.6	3.4	3.0	3.1
	Neutral	7.0	6.9	7.6	6.9	7.1	4.5	3.8	4.8	4.0	4.2	3.9	3.4	4.2	3.6	3.7
	Dissatisfied	6.5	6.7	7.6	6.9	7.1	4.4	3.8	4.7	4.0	4.3	3.8	3.4	4.1	3.5	3.8
	<i>Unweighted count</i>															
Royal Marines	Satisfied	10.8	10.4	10.2	10.4	11.2	3.0	3.3	4.6	4.3	5.5	2.9	3.2	4.3	4.0	5.0
	Neutral	10.3	10.6	9.2	10.4	11.2	3.0	3.5	4.6	4.5	5.8	2.9	3.3	4.2	4.2	5.3
	Dissatisfied	7.1	8.2	7.3	8.2	6.0	2.2	2.6	3.5	3.3	4.2	2.1	2.5	3.3	3.1	3.8
	<i>Unweighted count</i>															
Army	Satisfied	5.6	7.3	8.0	7.4	7.8	3.8	4.8	5.7	5.4	6.2	3.4	4.3	5.1	4.8	5.5
	Neutral	5.1	7.0	7.5	6.7	7.1	3.6	4.5	5.5	5.1	5.4	3.2	4.0	4.9	4.5	4.7
	Dissatisfied	4.3	5.8	6.5	6.1	5.9	2.8	3.9	4.3	4.2	5.3	2.4	3.4	3.8	3.8	4.6
	<i>Unweighted count</i>															
RAF	Satisfied	6.5	6.3	6.9	6.7	7.0	4.2	3.9	4.2	4.2	4.3	3.6	3.4	3.7	3.6	3.8
	Neutral	6.4	6.5	6.7	6.5	7.2	4.2	3.9	4.3	4.3	4.4	3.6	3.5	3.7	3.7	3.9
	Dissatisfied	5.8	5.9	5.7	5.9	6.2	3.7	3.3	3.7	3.5	3.7	3.2	2.9	3.2	3.1	3.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.13 With regards to your current/last operational deployment (RN includes sea-going deployment), how satisfied were you with the following? The operational role I was assigned to.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.1	2.4	2.6	2.4	2.5	2.0	2.3	2.6	2.5	2.7	1.7	2.0	2.3	2.1	2.3
	Neutral	1.8	1.9	2.0	1.9	2.0	1.8	2.0	2.4	2.2	2.1	1.6	1.8	2.0	1.9	1.8
	Dissatisfied	1.3	1.6	1.7	1.6	1.6	1.2	1.5	1.7	1.6	2.1	1.1	1.3	1.4	1.4	1.8
	<i>Unweighted count</i>															
Royal Navy	Satisfied	4.3	3.9	4.6	4.2	4.0	3.8	3.2	3.8	3.2	3.5	3.2	2.7	3.3	2.7	3.0
	Neutral	3.5	2.9	3.8	3.4	3.2	3.4	2.9	3.5	2.9	3.1	2.8	2.5	3.0	2.4	2.6
	Dissatisfied	2.9	2.8	3.1	3.0	2.9	2.8	2.2	2.7	2.3	2.6	2.4	1.9	2.3	1.9	2.1
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.6	7.2	6.4	6.2	6.8	2.8	3.2	4.2	4.0	5.3	2.7	3.0	3.8	3.7	4.7
	Neutral	4.8	6.2	5.2	5.8	5.1	2.6	3.1	3.9	3.6	5.0	2.5	2.9	3.5	3.3	4.5
	Dissatisfied	3.2	4.4	4.1	2.5	4.9	1.9	2.2	2.9	3.1	3.9	1.8	2.0	2.6	2.8	3.5
	<i>Unweighted count</i>															
Army	Satisfied	3.3	4.3	4.6	4.1	4.3	3.3	4.2	5.0	4.7	5.2	2.9	3.7	4.4	4.1	4.5
	Neutral	2.8	3.5	3.7	3.3	3.6	3.0	3.8	4.5	4.3	3.9	2.6	3.3	4.0	3.7	3.4
	Dissatisfied	1.9	2.7	3.0	2.7	2.6	1.9	2.7	3.0	2.8	4.1	1.6	2.3	2.6	2.5	3.5
	<i>Unweighted count</i>															
RAF	Satisfied	3.9	4.1	4.4	4.3	4.6	3.3	3.2	3.4	3.5	3.5	2.8	2.8	2.9	3.0	3.0
	Neutral	3.0	3.2	3.4	3.3	3.8	2.8	2.6	2.8	2.8	3.1	2.3	2.3	2.3	2.4	2.6
	Dissatisfied	2.6	2.9	3.1	3.0	3.0	2.1	2.3	2.5	2.7	2.2	1.8	2.0	2.1	2.2	1.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.14 During your pre-operational preparation, did you have access to the following? Job specification for the post.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RN	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RM	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Yes	5.2	5.2	5.2	5.5	5.7	3.5	3.4	3.6	3.5	3.6	3.0	3.0	3.1	3.0	3.1
	No	5.2	5.2	5.2	5.5	5.7	3.5	3.4	3.6	3.5	3.6	3.0	3.0	3.1	3.0	3.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

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AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.15 During your pre-operational preparation, did you have access to the following? Assignment Order.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RN	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RM	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Yes	4.9	4.6	5.0	4.9	5.4	3.0	2.8	3.1	3.0	3.1	2.6	2.5	2.7	2.6	2.7
	No	4.9	4.6	5.0	4.9	5.4	3.0	2.8	3.1	3.0	3.1	2.6	2.5	2.7	2.6	2.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

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AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.16 During your pre-operational preparation, did you have access to the following? Preparation Instruction.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RN	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RM	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Yes	4.1	4.2	4.4	3.8	3.8	2.8	2.6	2.4	2.4	2.5	2.4	2.3	2.1	2.1	2.1
	No	4.1	4.2	4.4	3.8	3.8	2.8	2.6	2.4	2.4	2.5	2.4	2.3	2.1	2.1	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.17 During your pre-operational preparation, did you have access to the following? A1 Ops Website.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RN	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RM	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Yes	4.4	4.4	4.3	5.0	5.6	3.3	3.1	3.0	3.2	3.2	2.7	2.7	2.6	2.8	2.8
	No	4.4	4.4	4.3	5.0	5.6	3.3	3.1	3.0	3.2	3.2	2.7	2.7	2.6	2.8	2.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

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AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.18 If you had access to the A1 Ops Website during your pre-operational preparation, how strongly do you agree or disagree with the following? The preparation instruction provided via the A1 Ops website, contained appropriate information to enable me to prepare to deploy.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	7.4	8.3	..	..	..	4.6	4.5	..	..	..	4.0	4.0
	Neutral	..	..	..	6.1	7.0	..	..	..	4.2	4.1	..	..	..	3.6	3.6
	Disagree	..	..	..	5.8	6.8	..	..	..	2.9	2.7	..	..	..	2.6	2.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.19 What is your view of the following regarding your experience of operational deployments (RN includes sea-going deployments)? The frequency of my operational deployments.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Too often	2.1	2.2	2.5	2.1	2.3	1.5	1.5	1.8	1.7	2.0	1.3	1.3	1.6	1.5	1.7
	About right	2.8	3.2	3.3	3.2	3.5	2.2	2.4	2.8	2.6	3.0	1.9	2.1	2.4	2.3	2.6
	Not often enough	2.2	2.7	2.7	2.8	3.1	1.9	2.3	2.6	2.5	3.0	1.7	2.0	2.3	2.1	2.5
	<i>Unweighted count</i>															
Royal Navy	Too often	4.4	4.6	4.8	4.4	4.2	3.7	3.0	3.6	2.8	3.3	3.1	2.6	3.1	2.5	2.8
	About right	4.9	4.8	5.2	4.9	4.7	3.7	3.2	3.8	3.2	3.5	3.2	2.8	3.3	2.7	3.0
	Not often enough	2.9	2.4	3.4	3.0	2.9	2.2	1.8	2.5	2.2	2.3	1.9	1.5	2.1	1.9	1.9
	<i>Unweighted count</i>															
Royal Marines	Too often	4.7	3.9	3.2	3.0	4.7	1.6	2.1	2.1	2.4	3.1	1.5	1.9	1.9	2.2	2.8
	About right	8.6	8.7	8.6	8.4	9.2	2.8	3.2	4.1	3.9	5.0	2.6	3.0	3.7	3.6	4.6
	Not often enough	8.0	8.5	8.6	8.4	8.9	2.7	3.0	4.1	3.9	5.0	2.5	2.8	3.8	3.6	4.6
	<i>Unweighted count</i>															
Army	Too often	2.9	3.2	3.7	2.4	3.3	1.8	2.1	2.7	2.6	3.3	1.6	1.9	2.4	2.2	2.8
	About right	4.7	6.1	6.6	6.1	6.7	3.5	4.4	5.1	4.9	5.7	3.1	3.9	4.6	4.3	5.0
	Not often enough	4.1	5.7	6.1	6.0	6.4	3.4	4.3	5.1	4.8	5.7	2.9	3.8	4.5	4.3	5.0
	<i>Unweighted count</i>															
RAF	Too often	4.6	4.3	4.7	4.4	4.7	3.3	3.2	3.5	3.5	3.4	2.8	2.7	3.0	3.0	2.9
	About right	4.9	5.1	5.4	5.3	5.8	3.8	3.5	3.8	3.8	3.9	3.2	3.0	3.3	3.3	3.3
	Not often enough	2.5	3.4	3.6	3.8	4.2	2.6	2.3	2.6	2.6	2.7	2.2	2.0	2.2	2.2	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 10 - Your Deployments

Source: Defence Statistics (Surveys)

Table B10.20 What is your view of the following regarding your experience of operational deployments (RN includes sea-going deployments)? The length of my operational deployments.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Too long	2.0	2.3	2.6	2.5	2.5	1.5	1.6	2.0	1.9	2.1	1.3	1.4	1.7	1.6	1.8
	About right	2.3	2.7	2.9	2.7	2.7	1.9	2.1	2.4	2.2	2.7	1.6	1.8	2.1	1.9	2.3
	Too short	1.4	1.7	1.5	1.4	1.4	1.2	1.6	1.7	1.5	2.1	1.1	1.4	1.4	1.3	1.8
	<i>Unweighted count</i>															
Royal Navy	Too long	4.7	4.9	5.1	4.7	4.5	3.7	3.2	3.8	3.0	3.3	3.1	2.8	3.2	2.6	2.8
	About right	4.8	4.9	5.2	4.8	4.7	3.7	3.2	3.8	3.1	3.4	3.2	2.8	3.3	2.7	2.9
	Too short	1.6	1.1	2.2	1.8	1.8	1.5	1.1	1.6	1.5	1.6	1.3	0.9	1.4	1.2	1.4
	<i>Unweighted count</i>															
Royal Marines	Too long	4.7	3.9	5.2	3.9	5.8	1.7	2.0	1.9	2.3	3.2	1.6	1.9	1.8	2.1	2.9
	About right	5.9	6.3	7.1	6.4	7.6	2.2	2.6	3.8	3.4	4.4	2.1	2.4	3.4	3.1	4.0
	Too short	3.9	5.2	5.4	5.4	5.7	1.7	1.9	3.5	2.9	3.6	1.6	1.8	3.1	2.6	3.2
	<i>Unweighted count</i>															
Army	Too long	2.1	2.8	3.8	3.8	3.7	1.9	2.2	3.2	3.1	3.8	1.6	1.9	2.8	2.8	3.3
	About right	3.3	4.7	4.9	4.7	4.6	2.8	3.7	4.3	4.0	5.2	2.4	3.2	3.8	3.6	4.5
	Too short	2.6	3.9	3.4	3.1	3.0	2.2	3.2	3.3	3.0	4.3	1.9	2.8	3.0	2.6	3.7
	<i>Unweighted count</i>															
RAF	Too long	4.3	4.5	4.8	4.7	4.9	3.5	3.2	3.5	3.2	3.2	3.0	2.8	3.0	2.8	2.8
	About right	4.5	4.7	5.0	4.9	5.0	3.6	3.3	3.6	3.4	3.4	3.1	2.9	3.1	2.9	2.9
	Too short	1.7	1.5	1.9	1.8	1.3	1.4	1.2	1.4	1.4	1.6	1.2	1.0	1.2	1.2	1.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 11 - Training and Development

Source: Defence Statistics (Surveys)

Table B11.1 How satisfied are you with the following? My opportunities for professional development.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	66 **	64 **	64 **	68	71	57	55	55	58	57	58	57 **	57 **	60	59
	Neutral	19 **	18 **	19 **	17 **	14	26 **	24	24	22	23	25 **	23	23	21	21
	Dissatisfied	15	18 **	17	15	15	17 **	21	21	20	21	17 **	20	20	19	20
	<i>Unweighted count</i>					3 100					6 889					9 989
Royal Navy	Satisfied	65	63	63	67	66	58	58	56	62	59	60	59	58	63	61
	Neutral	18	18	18	18	15	24	21	22	20	21	23	20	21	20	20
	Dissatisfied	16	19	18	15	19	18	22	22	18	19	18	21	21	17	19
	<i>Unweighted count</i>					934					1 899					2 833
Royal Marines	Satisfied	65	67	63	60 **	68	54	46 **	46 **	48	52	55	48 **	48 **	49 **	54
	Neutral	17	17	14	20	16	29 **	29 **	27	26	23	27 **	28 **	26	25	22
	Dissatisfied	18	16	23 **	20	16	18 **	25	27	26	25	18 **	24	27	25	24
	<i>Unweighted count</i>					295					1 290					1 585
Army	Satisfied	67 **	65 **	68 **	71	75	56	54	55	58	56	58	56	57	60	59
	Neutral	18 **	17 **	17 **	15	12	27 **	26	24	23	23	26 **	24	23	21	21
	Dissatisfied	14	17	15	13	14	17 **	20	21	19	21	16 **	20	20	18	20
	<i>Unweighted count</i>					948					1 751					2 699
RAF	Satisfied	64	62	60 **	63	67	59	60	57	59	58	60	60	58	60	60
	Neutral	20	19	21	20	19	24	20	22	21	22	23	20	22	21	21
	Dissatisfied	16	18 **	19 **	17	14	18	20	20	20	19	17	20	20	19	18
	<i>Unweighted count</i>					923					1 949					2 872

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 11 - Training and Development

Source: Defence Statistics (Surveys)

Table B11.2 How satisfied are you with the following? My opportunities for personal development.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Satisfied	61	58 **	58 **	62	64	57	53 **	54	56	56	57	54 **	55 **	57	58		
	Neutral	20	21 **	21 **	20	18	24 **	23	23	21	22	24 **	23	23	21	21		
	Dissatisfied	19	22 **	21 **	19	18	19 **	24	23	23	22	19 **	23	22	22	21		
	<i>Unweighted count</i>						3 098						6 881						9 979
Royal Navy	Satisfied	58	56	56	59	58	57	54	54	58	58	58	55	54	58	58		
	Neutral	21	20	20	20	18	22	20	21	21	21	22	20	21	21	20		
	Dissatisfied	20	24	23	20	24	20	26 **	25	21	22	20	25 **	24	21	22		
	<i>Unweighted count</i>						934						1 897						2 831
Royal Marines	Satisfied	54	55	49 **	55	60	53	48	46 **	46 **	51	53	49 **	46 **	47 **	52		
	Neutral	21	22	20	18	19	29 **	28 **	25	25	24	28 **	27 **	25	24	23		
	Dissatisfied	25	22	31 **	28	21	19 **	24	29 **	29 **	25	19 **	24	29 **	29 **	24		
	<i>Unweighted count</i>						295						1 289						1 584
Army	Satisfied	63 **	60 **	62 **	65	68	55	51	53	55	54	56	52 **	54	56	57		
	Neutral	19	20	19	18	16	25	25	24	22	23	24	24	24	21	21		
	Dissatisfied	18	21 **	19	17	16	20	24	23	23	23	19	24	22	22	22		
	<i>Unweighted count</i>						948						1 749						2 697
RAF	Satisfied	60	57	52 **	58	61	62	61	59	61	60	62	60	57	60	60		
	Neutral	22	23	26	23	22	22	19	22	19	21	22	20	22	20	21		
	Dissatisfied	18	21	22	19	18	16 **	21	20	20	19	16 **	21	20	20	19		
	<i>Unweighted count</i>						921						1 946						2 867

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011.

AFCAS 2020 Section 11 - Training and Development

Source: Defence Statistics (Surveys)

Table B11.3 How satisfied are you with the following? The timing of the training I have received in order to carry out my current job roles.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	53	51 **	51 **	53	55	58	55	54	57	56	57	54	53 **	56	56
	Neutral	26	26	27	25	24	27	27	27	26	26	26	27	27	25	25
	Dissatisfied	21	23	23	22	21	16 **	19	19	18	18	17 **	20	20	19	19
	<i>Unweighted count</i>	3 098					6 877					9 975				
Royal Navy	Satisfied	50	51	48	49	50	56	52 **	51 **	57	57	55	52	51 **	56	55
	Neutral	27	25	25	27	25	25	27 **	24	23	23	26	26	24	24	23
	Dissatisfied	22	23	27	24	26	19	21	25 **	20	20	20	22	25 **	21	22
	<i>Unweighted count</i>	933					1 896					2 829				
Royal Marines	Satisfied	52	56	52	51	56	57	53	52	53	55	57	54	52	53	55
	Neutral	29 **	25	24	23	22	30 **	30 **	29	28	27	30 **	30 **	29	28	26
	Dissatisfied	19	18	23	26	22	13 **	17	18	18	18	13 **	17	19	19	19
	<i>Unweighted count</i>	295					1 289					1 584				
Army	Satisfied	56	53 **	52 **	57	60	57	54	52	56	55	57	53	52	56	56
	Neutral	24	24	27 **	23	22	27	27	29	27	27	27	27	29	26	26
	Dissatisfied	20	23 **	21	20	18	16	19	19	17	18	16	20	19	18	18
	<i>Unweighted count</i>	947					1 748					2 695				
RAF	Satisfied	50	47	50	51	51	61	59	60	58	59	59	57	58	57	57
	Neutral	29	30	27	26	28	24	24	24	24	24	25	25	24	25	25
	Dissatisfied	21	24	22	23	21	14 **	17	16	18	17	16 **	18	18	19	18
	<i>Unweighted count</i>	923					1 944					2 867				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012.

AFCAS 2020 Section 11 - Training and Development

Source: Defence Statistics (Surveys)

Table B11.4 How satisfied are you with the following? The extent to which I am doing the job for which I was trained.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	64	61	61	63	63	58	57	56	59	58	59	57	57	60	59
	Neutral	21	21	22 **	21	20	24	24	25	22	23	23	24	24	21	22
	Dissatisfied	15	18	16	17	18	18	19	20	19	19	17	19	19	19	19
	<i>Unweighted count</i>	3 096					6 880					9 976				
Royal Navy	Satisfied	67 **	62	60	62	59	59	58	54 **	59	59	61	59	56 **	60	59
	Neutral	19	21	20	22	21	22	23	24	22	22	21	22	23	22	22
	Dissatisfied	14 **	16	20	16	20	19	19	22	19	19	18	18	21	18	19
	<i>Unweighted count</i>	933					1 895					2 828				
Royal Marines	Satisfied	57	65 **	57	50	56	55	51	51	52	54	55	53	52	52	54
	Neutral	25	17	23	27	21	27 **	26	25	25	24	27 **	25	25	25	24
	Dissatisfied	18	18	20	23	22	18 **	23	24	23	23	18 **	22	23	23	23
	<i>Unweighted count</i>	294					1 288					1 582				
Army	Satisfied	63	61	62	64	66	56	54	54	59	57	57	55	56	60	58
	Neutral	20	20	23 **	19	19	25	26	26	22	24	25	25	26	21	23
	Dissatisfied	16	19	15	16	16	18	20	20	19	19	18	20	19	19	18
	<i>Unweighted count</i>	946					1 750					2 696				
RAF	Satisfied	64	60	63	62	61	64	63	61	61	61	64	63	62	61	61
	Neutral	22	24	22	21	20	21	19	21	20	19	21	20	21	21	20
	Dissatisfied	14 **	16	15	17	19	15 **	18	18	18	19	15 **	17	17	18	19
	<i>Unweighted count</i>	923					1 947					2 870				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011.

AFCAS 2020 Section 11 - Training and Development

Source: Defence Statistics (Surveys)

Table B11.5 How satisfied are you with the following? My opportunities to gain civilian accreditation for Service training e.g. NVQs, apprenticeships.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	45 **	46 **	48	49	50	48	46	47	47	48	48	46	47	48	48
	Neutral	30	29	28	29	27	25	24	23	24	24	26	25	24	25	24
	Dissatisfied	25	25	25	22	23	27	30	30	29	29	26	29	29	28	28
	<i>Unweighted count</i>	3 097					6 881					9 978				
Royal Navy	Satisfied	43	47	45	46	44	43	41	40	43	42	43	42	41	43	42
	Neutral	31	26	29	30	28	23	21 **	23	24	25	25	22 **	24	25	26
	Dissatisfied	25	27	26	24	28	34	38 **	37	33	33	32	35 **	34	31	32
	<i>Unweighted count</i>	933					1 898					2 831				
Royal Marines	Satisfied	34	36	34	37	41	40 **	35	34	34	36	40	35	34	34	37
	Neutral	33	33	30	30	30	31 **	29 **	28	25	25	31 **	29 **	28	26	26
	Dissatisfied	33	31	36	34	29	29 **	37	38	41	38	30 **	36	38	40	37
	<i>Unweighted count</i>	295					1 290					1 585				
Army	Satisfied	52 **	52 **	56	57	59	50	49	50	50	51	50	49	51	51	52
	Neutral	28	27	25	28	25	25	24	23	23	23	26	25	23	24	23
	Dissatisfied	20	21	18	16	16	25	27	27	26	26	24	26	26	25	25
	<i>Unweighted count</i>	946					1 749					2 695				
RAF	Satisfied	37	36	35	37	40	48	47	45	47	46	46	45	43	45	45
	Neutral	32	33	31	32	31	25	23	24	23	25	26	25	25	25	26
	Dissatisfied	31	31	34	31	29	27	30	31	30	29	28	30	32	30	29
	<i>Unweighted count</i>	923					1 944					2 867				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011.

AFCAS 2020 Section 11 - Training and Development

Source: Defence Statistics (Surveys)

Table B11.6 How strongly do you agree or disagree with the following? I am given enough training to enable me to make moral decisions within my role.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	73	74	75	73	73	66	67	64 **	69	69	68	68	66 **	70	70
	Neutral	20	17	15	19	17	22	22	23	20	20	22	21	21	20	20
	Disagree	7	9	10	8	9	11	12	13	10	10	10	11	12	10	10
	<i>Unweighted count</i>					934					1 894					
Royal Marines	Agree	82	85	87	85	81	71	68 **	69	72	72	73	70	71	74	73
	Neutral	12	11	10	11	14	22	24	23	21	22	21	23	22	20	21
	Disagree	6	4	2	3	5	6	8	8	7	7	6	8	8	7	7
	<i>Unweighted count</i>					295					1 289					
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RN/RM.

AFCAS 2020 Section 11 - Training and Development

Source: Defence Statistics (Surveys)

Table B11.7 How much importance do you place on professional / civilian accreditation?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	A lot	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Some	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Very little	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	None at all	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	A lot	55	58	60	57	55	61	62	64	60	61	60	61	63 **	59	59
	Some	35	35	31	36	36	30	29	27	31	31	31	30	28 **	32	32
	Very little	8	6	8	7	7	6	7	7	7	6	6	6	7	7	7
	None at all	1	1	1	1	1	3	3	2	2	2	3	2	2	2	2
	<i>Unweighted count</i>					933					1 885					2 818
Royal Marines	A lot	46	49	49	54 **	45	46 **	50 **	54	54	54	46 **	50	54	54	53
	Some	43	43	42	37	45	41 **	36	33	36	35	41 **	37	34	36	36
	Very little	8	7	7	7	8	9	9	9	7	8	9	9	9	7	8
	None at all	3	1	2	2	2	4	4	4	3	3	4	4	4	3	3
	<i>Unweighted count</i>					296					1 278					1 574
Army	A lot	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Some	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Very little	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	None at all	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	A lot	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Some	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Very little	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	None at all	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RN/RM.

AFCAS 2020 Section 11 - Training and Development

Source: Defence Statistics (Surveys)

Table B11.1 How satisfied are you with the following? My opportunities for professional development.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.1	2.2	2.2	2.1	2.1	1.7	1.8	2.0	1.9	2.2	1.4	1.6	1.7	1.6	1.8
	Neutral	1.8	1.8	1.8	1.7	1.6	1.5	1.6	1.8	1.6	1.9	1.3	1.4	1.5	1.4	1.5
	Dissatisfied	1.6	1.8	1.7	1.6	1.7	1.3	1.5	1.7	1.5	1.8	1.1	1.3	1.4	1.3	1.5
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.6	3.8	3.7	3.6	3.6	3.1	2.7	3.2	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	Neutral	2.9	2.9	3.0	3.0	2.7	2.7	2.2	2.7	2.2	2.4	2.2	1.8	2.2	1.8	1.9
	Dissatisfied	2.8	3.1	3.0	2.7	3.0	2.5	2.3	2.7	2.1	2.3	2.0	1.9	2.2	1.7	1.9
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.5	5.2	5.4	5.2	5.5	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Neutral	4.3	4.2	3.9	4.2	4.2	1.7	1.9	2.3	2.2	2.7	1.6	1.7	2.1	2.0	2.5
	Dissatisfied	4.4	4.0	4.7	4.3	4.3	1.5	1.8	2.3	2.2	2.8	1.4	1.6	2.1	2.0	2.5
	<i>Unweighted count</i>															
Army	Satisfied	3.4	3.8	3.6	3.3	3.5	2.6	2.9	3.2	3.0	3.5	2.2	2.5	2.7	2.6	3.0
	Neutral	2.8	3.0	2.9	2.6	2.6	2.3	2.6	2.8	2.6	3.1	2.0	2.2	2.4	2.3	2.6
	Dissatisfied	2.5	3.0	2.7	2.5	2.8	2.0	2.4	2.7	2.5	3.0	1.7	2.1	2.3	2.1	2.6
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.5	3.9	3.7	3.7	3.0	2.7	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Neutral	3.3	2.8	3.3	3.0	3.1	2.6	2.2	2.4	2.3	2.4	2.2	1.8	2.0	1.9	2.0
	Dissatisfied	3.0	2.8	3.2	2.9	2.8	2.4	2.3	2.4	2.3	2.3	2.0	1.9	2.0	1.9	1.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 11 - Training and Development

Source: Defence Statistics (Surveys)

Table B11.2 How satisfied are you with the following? My opportunities for personal development.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.3	2.2	2.3	1.7	1.8	2.0	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	Neutral	1.8	1.9	1.9	1.8	1.8	1.5	1.6	1.8	1.6	1.8	1.3	1.4	1.5	1.3	1.5
	Dissatisfied	1.7	1.9	1.9	1.7	1.8	1.4	1.6	1.7	1.6	1.9	1.2	1.4	1.5	1.4	1.6
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.7	3.9	3.9	3.8	3.8	3.1	2.7	3.2	2.6	2.8	2.5	2.3	2.6	2.2	2.4
	Neutral	3.1	3.1	3.1	3.1	2.9	2.6	2.2	2.7	2.2	2.4	2.2	1.8	2.2	1.8	1.9
	Dissatisfied	3.0	3.4	3.3	3.1	3.2	2.6	2.4	2.8	2.2	2.4	2.1	2.0	2.3	1.8	2.0
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.7	5.4	5.5	5.3	5.8	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Neutral	4.7	4.6	4.4	4.1	4.5	1.7	1.8	2.3	2.2	2.8	1.6	1.7	2.1	2.0	2.5
	Dissatisfied	5.0	4.6	5.2	4.8	4.8	1.5	1.8	2.4	2.3	2.8	1.4	1.6	2.2	2.1	2.5
	<i>Unweighted count</i>															
Army	Satisfied	3.5	3.9	3.7	3.5	3.8	2.6	2.9	3.2	3.1	3.6	2.2	2.5	2.7	2.6	3.0
	Neutral	2.8	3.2	3.0	2.8	2.9	2.3	2.6	2.8	2.6	3.0	2.0	2.2	2.4	2.2	2.5
	Dissatisfied	2.8	3.2	3.0	2.7	3.0	2.1	2.5	2.7	2.6	3.1	1.8	2.2	2.4	2.3	2.6
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.6	4.0	3.8	3.9	3.0	2.7	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Neutral	3.4	3.0	3.5	3.2	3.3	2.5	2.1	2.4	2.2	2.4	2.1	1.8	2.0	1.9	2.0
	Dissatisfied	3.2	3.0	3.3	3.1	3.0	2.2	2.3	2.3	2.3	2.3	1.9	1.9	2.0	1.9	1.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 11 - Training and Development

Source: Defence Statistics (Surveys)

Table B11.3 How satisfied are you with the following? The timing of the training I have received in order to carry out my current job roles.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	Neutral	1.9	2.0	2.1	1.9	2.0	1.5	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Dissatisfied	1.8	2.0	1.9	1.8	1.9	1.2	1.4	1.6	1.5	1.7	1.1	1.2	1.3	1.2	1.4
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.8	3.9	3.9	3.8	3.8	3.1	2.8	3.2	2.6	2.9	2.5	2.3	2.6	2.2	2.4
	Neutral	3.3	3.4	3.4	3.4	3.3	2.7	2.4	2.8	2.2	2.4	2.2	2.0	2.3	1.9	2.0
	Dissatisfied	3.2	3.3	3.5	3.3	3.3	2.4	2.3	2.8	2.1	2.3	2.0	1.9	2.3	1.8	1.9
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.8	5.4	5.6	5.3	5.9	1.9	2.0	2.6	2.5	3.2	1.8	1.9	2.4	2.3	2.9
	Neutral	5.2	4.8	4.8	4.4	4.9	1.8	1.9	2.4	2.3	2.9	1.7	1.8	2.2	2.1	2.6
	Dissatisfied	4.5	4.2	4.7	4.7	4.9	1.3	1.5	2.0	2.0	2.5	1.2	1.4	1.9	1.8	2.3
	<i>Unweighted count</i>															
Army	Satisfied	3.6	4.0	3.8	3.6	4.0	2.6	2.9	3.2	3.1	3.6	2.2	2.5	2.8	2.6	3.0
	Neutral	3.1	3.4	3.4	3.1	3.4	2.3	2.6	2.9	2.7	3.2	2.0	2.3	2.5	2.3	2.7
	Dissatisfied	2.9	3.3	3.1	2.9	3.1	1.9	2.3	2.5	2.3	2.7	1.6	2.0	2.2	2.0	2.3
	<i>Unweighted count</i>															
RAF	Satisfied	4.1	3.6	4.0	3.8	4.0	3.0	2.7	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Neutral	3.7	3.3	3.6	3.3	3.5	2.6	2.3	2.4	2.4	2.5	2.2	2.0	2.1	2.0	2.1
	Dissatisfied	3.3	3.1	3.3	3.3	3.3	2.1	2.0	2.2	2.1	2.2	1.8	1.7	1.8	1.8	1.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 11 - Training and Development

Source: Defence Statistics (Surveys)

Table B11.4 How satisfied are you with the following? The extent to which I am doing the job for which I was trained.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.1	2.3	2.2	2.1	2.3	1.7	1.8	2.0	1.9	2.2	1.4	1.6	1.7	1.6	1.8
	Neutral	1.8	1.9	1.9	1.8	1.9	1.5	1.6	1.8	1.6	1.8	1.3	1.4	1.5	1.3	1.5
	Dissatisfied	1.6	1.8	1.7	1.7	1.8	1.3	1.5	1.6	1.5	1.7	1.1	1.3	1.4	1.3	1.5
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.6	3.8	3.8	3.7	3.7	3.1	2.7	3.2	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	Neutral	2.9	3.2	3.1	3.2	3.1	2.6	2.3	2.8	2.2	2.4	2.1	1.9	2.3	1.9	2.0
	Dissatisfied	2.7	2.9	3.2	2.8	3.0	2.5	2.2	2.7	2.1	2.3	2.0	1.8	2.2	1.8	1.9
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.6	5.2	5.5	5.3	5.8	1.9	2.0	2.6	2.5	3.2	1.8	1.9	2.4	2.3	2.9
	Neutral	5.0	4.1	4.7	4.7	4.9	1.7	1.8	2.2	2.2	2.8	1.6	1.7	2.1	2.0	2.5
	Dissatisfied	4.3	4.2	4.5	4.5	5.0	1.5	1.7	2.2	2.2	2.7	1.4	1.6	2.0	2.0	2.5
	<i>Unweighted count</i>															
Army	Satisfied	3.5	3.8	3.7	3.5	3.9	2.6	2.9	3.2	3.0	3.5	2.2	2.5	2.7	2.6	3.0
	Neutral	2.9	3.2	3.2	2.9	3.2	2.3	2.6	2.8	2.6	3.0	2.0	2.2	2.4	2.2	2.6
	Dissatisfied	2.7	3.1	2.7	2.7	3.0	2.0	2.3	2.6	2.4	2.9	1.8	2.0	2.2	2.1	2.4
	<i>Unweighted count</i>															
RAF	Satisfied	3.9	3.6	3.9	3.7	3.9	2.9	2.7	2.9	2.7	2.8	2.4	2.2	2.4	2.3	2.4
	Neutral	3.4	3.0	3.3	3.1	3.2	2.5	2.1	2.3	2.3	2.3	2.0	1.8	2.0	1.9	1.9
	Dissatisfied	2.9	2.7	2.9	2.9	3.1	2.2	2.1	2.3	2.2	2.3	1.8	1.8	1.9	1.8	1.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 11 - Training and Development

Source: Defence Statistics (Surveys)

Table B11.5 How satisfied are you with the following? My opportunities to gain civilian accreditation for Service training e.g. NVQs, apprenticeships.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	Neutral	2.0	2.1	2.0	2.0	2.1	1.5	1.6	1.7	1.6	1.8	1.3	1.4	1.5	1.4	1.5
	Dissatisfied	1.9	2.0	1.9	1.8	1.9	1.5	1.7	1.8	1.7	2.0	1.3	1.4	1.5	1.4	1.6
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.8	3.9	3.9	3.8	3.8	3.1	2.7	3.1	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	Neutral	3.5	3.4	3.5	3.5	3.4	2.6	2.3	2.7	2.3	2.5	2.1	1.9	2.2	1.9	2.1
	Dissatisfied	3.3	3.5	3.4	3.2	3.4	3.0	2.7	3.1	2.5	2.7	2.4	2.2	2.5	2.1	2.2
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.4	5.3	5.3	5.1	5.8	1.9	1.9	2.4	2.4	3.1	1.8	1.8	2.2	2.2	2.8
	Neutral	5.3	5.1	5.1	4.9	5.4	1.8	1.8	2.3	2.2	2.8	1.7	1.7	2.1	2.0	2.5
	Dissatisfied	5.4	5.0	5.3	5.0	5.4	1.8	2.0	2.5	2.5	3.2	1.7	1.8	2.3	2.3	2.8
	<i>Unweighted count</i>															
Army	Satisfied	3.6	3.9	3.8	3.6	4.0	2.6	2.9	3.2	3.1	3.6	2.3	2.5	2.7	2.6	3.0
	Neutral	3.2	3.5	3.3	3.3	3.5	2.3	2.5	2.7	2.6	2.9	2.0	2.2	2.4	2.3	2.5
	Dissatisfied	2.9	3.2	3.0	2.7	3.0	2.2	2.6	2.9	2.7	3.2	1.9	2.3	2.5	2.3	2.7
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.5	3.8	3.7	3.9	3.0	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Neutral	3.8	3.4	3.6	3.5	3.6	2.6	2.3	2.4	2.3	2.5	2.2	1.9	2.1	2.0	2.1
	Dissatisfied	3.6	3.4	3.8	3.6	3.6	2.7	2.5	2.7	2.6	2.6	2.2	2.1	2.3	2.2	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 11 - Training and Development

Source: Defence Statistics (Surveys)

Table B11.6 How strongly do you agree or disagree with the following? I am given enough training to enable me to make moral decisions within my role.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	3.4	3.4	3.4	3.4	3.4	3.0	2.6	3.1	2.5	2.7	2.4	2.2	2.5	2.1	2.2
	Neutral	3.0	3.0	2.8	3.0	2.9	2.6	2.3	2.8	2.2	2.3	2.1	1.9	2.2	1.8	1.9
	Disagree	2.0	2.2	2.4	2.1	2.2	2.0	1.8	2.2	1.7	1.8	1.6	1.5	1.8	1.4	1.5
	<i>Unweighted count</i>															
Royal Marines	Agree	4.4	3.9	3.7	3.8	4.7	1.7	1.9	2.4	2.3	3.0	1.6	1.8	2.2	2.1	2.7
	Neutral	3.7	3.4	3.4	3.4	4.2	1.6	1.8	2.2	2.1	2.7	1.5	1.6	2.0	1.9	2.4
	Disagree	2.7	2.2	1.7	2.0	2.6	0.9	1.1	1.5	1.3	1.7	0.9	1.0	1.3	1.2	1.5
	<i>Unweighted count</i>															
Army	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 11 - Training and Development

Source: Defence Statistics (Surveys)

Table B11.7 How much importance do you place on professional / civilian accreditation?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	A lot	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Some	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Very little	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	None at all	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	A lot	3.7	3.8	3.8	3.8	3.8	3.1	2.7	3.1	2.6	2.8	2.5	2.3	2.5	2.2	2.3
	Some	3.6	3.7	3.6	3.7	3.7	2.9	2.5	2.9	2.5	2.7	2.4	2.1	2.4	2.1	2.2
	Very little	2.0	1.8	2.1	1.9	2.0	1.5	1.4	1.7	1.4	1.4	1.2	1.2	1.4	1.1	1.2
	None at all	0.9	0.8	0.7	0.8	0.8	1.1	0.9	1.0	0.8	0.8	0.9	0.7	0.8	0.6	0.7
	<i>Unweighted count</i>															
Royal Marines	A lot	5.7	5.4	5.5	5.3	5.9	1.9	2.0	2.6	2.5	3.2	1.8	1.9	2.4	2.3	2.9
	Some	5.7	5.4	5.5	5.1	5.8	1.9	2.0	2.4	2.4	3.1	1.8	1.8	2.2	2.2	2.8
	Very little	3.1	2.8	2.9	2.7	3.3	1.1	1.2	1.5	1.3	1.7	1.1	1.1	1.4	1.2	1.6
	None at all	1.9	1.2	1.4	1.7	1.7	0.8	0.8	1.1	0.9	1.2	0.7	0.8	1.0	0.8	1.1
	<i>Unweighted count</i>															
Army	A lot	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Some	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Very little	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	None at all	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	A lot	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Some	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Very little	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	None at all	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.1 What are your plans for the future?

												Percentages				
		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	To stay serving as long as I can	26	25	24	28	26	35	34	31	32	34	34	32	30	31	32
	To stay serving to the end of current engagement/commission	33	31	31	30	32	23 **	25 **	26 **	27	29	25 **	26 **	27 **	27	29
	To leave the [Service] before the end of my current engagement/commission	20	23	23	21	20	11	12	12	13 **	11	13	14	14 **	14 **	13
	To leave the [Service] as soon as I can	3	4	4	3	3	8 **	8	9 **	7	7	8 **	7 **	8 **	7	6
	I have put in my notice to leave	3	3	3	2 **	3	4	5	5	4	4	4	4	4	3	4
	Don't know	15	15	15	16	16	18	17	17	17	16	17	17	17	17	16
	<i>Unweighted count</i>					3 073					6 809					9 882
Royal Navy	To stay serving as long as I can	27	28	25	28	26	29	28	27 **	31	32	28	28	26 **	30	30
	To stay serving to the end of current engagement/commission	31	30	30	31	34	24	28	27	26	27	26	28	28	27	29
	To leave the [Service] before the end of my current engagement/commission	20	21	23	22	20	14	11	14	13	12	15	14	16 **	15	13
	To leave the [Service] as soon as I can	3	4	5	3	4	11	12 **	13 **	9	9	9	10 **	11 **	8	7
	I have put in my notice to leave	3	2	2	2	3	4	3	4	3	4	4	3	4	3	4
	Don't know	15	15	14	14	14	19	17	16	18	18	18	17	15	17	17
	<i>Unweighted count</i>					920					1 881					2 801
Royal Marines	To stay serving as long as I can	31	31	27	28	29	40 **	34	32	32	35	39 **	33	31	32	34
	To stay serving to the end of current engagement/commission	33	33	37	37	34	20	19	20	20	21	21	21	22	22	23
	To leave the [Service] before the end of my current engagement/commission	17	17	19	18	18	10	12 **	11	13 **	9	11	13 **	12	14 **	10
	To leave the [Service] as soon as I can	4	3	2	3	3	8	10 **	10 **	8	6	7	9 **	9 **	7	6
	I have put in my notice to leave	2	2	2	1	3	4 **	5	6	6	6	3 **	5	5	5	5
	Don't know	12	15	13	14	14	20 **	20 **	22	22	24	19 **	20	21	21	22
	<i>Unweighted count</i>					293					1 283					1 576
Army	To stay serving as long as I can	28	24	26	29	28	39	37	35	35	36	37	35	33	34	35
	To stay serving to the end of current engagement/commission	31	31	32	29	30	21 **	22 **	23 **	25	28	22 **	23 **	24 **	26	28
	To leave the [Service] before the end of my current engagement/commission	20	23	22	19	20	9	11	11	11	9	11	13	12	12	11
	To leave the [Service] as soon as I can	2	4 **	3	3	2	9 **	7	9	7	6	8 **	7	8	7	5
	I have put in my notice to leave	4	3	3	2	3	5	5	5	4	5	5	5	5	4	5
	Don't know	16	15	15	17	18	18	18	18	18	16	17	17	18	18	16
	<i>Unweighted count</i>					940					1 715					2 655
RAF	To stay serving as long as I can	21	23	20	25	23	29	29	24 **	26	28	27	27	24 **	26	27
	To stay serving to the end of current engagement/commission	37	32	31	31	33	31	31	35	33	33	33	32	34	32	33
	To leave the [Service] before the end of my current engagement/commission	21	23	24	23	22	15	16	17	18	16	17	17	18	19	17
	To leave the [Service] as soon as I can	5	4	5	4	4	6	6	6	6	6	6	5	6	6	5
	I have put in my notice to leave	3	4	4	2 **	5	3	3	3	3	3	3	4	3	3	3
	Don't know	12	15	17	15	14	15	15	14	13	14	15	15	15	14	14
	<i>Unweighted count</i>					920					1 930					2 850

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.2 For how many more years do you plan on serving in the Army? (leave blank if undecided)

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	0-5 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	6-10 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	11-15 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	16-20 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	21-25 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	more than 25 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	0-5 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	6-10 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	11-15 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	16-20 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	21-25 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	more than 25 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	0-5 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	6-10 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	11-15 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	16-20 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	21-25 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	more than 25 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	0-5 years	..	55 **	51	46	46	..	39	40	41 **	35	..	41 **	42 **	42 **	37
	6-10 years	..	21 **	27	30	29	..	23	21	22	24	..	23	22	24	25
	11-15 years	..	11	9	10	11	..	14	15	12	14	..	13	14	12	13
	16-20 years	..	7	7	7	7	..	8	7	7	7	..	8	7	7	7
	21-25 years	..	3	3	3	4	..	14	14	15	17	..	12	13	13	14
	more than 25 years	..	3	3	4	4	..	2	2	3	3	..	2	2	3	3
	<i>Unweighted count</i>					640					1 231					1 871
RAF	0-5 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	6-10 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	11-15 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	16-20 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	21-25 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	more than 25 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2017. (2) Asked only of Army.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.3 How actively have you searched for a job outside the [Service] in the last 12 months?

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Very actively	9	9	9	7 **	9	13 **	14	15	14	15	12	13	14	13	14
	Quite actively	26	27 **	27 **	25	23	27	26	28	27	27	26	26	28	27	26
	Not very actively	34	34	35	37	37	27	27	26	27	27	28	29	28	29	29
	Not at all	31	30	28	31	31	34	32	31	32	31	33	31	30	32	31
	<i>Unweighted count</i>	3 082					6 826					9 908				
Royal Navy	Very actively	8	7	8	7	7	12	12	14	11	13	11	11	12	10	11
	Quite actively	23	24	27	22	22	26	27	28	27	27	25	26	28	26	26
	Not very actively	37	38	35	36	38	28	29	27	28	27	30	31	29	30	29
	Not at all	32	31	30	35	33	34	32	30	33	33	33	32	30	34	33
	<i>Unweighted count</i>	922					1 884					2 806				
Royal Marines	Very actively	6	7	7	6	7	12 **	16	17	18	16	11 **	15	16	16	15
	Quite actively	20	18	23	29 **	21	24 **	27	30	29	29	24 **	26	29	29	28
	Not very actively	39	39	37	36	39	28	27	27	27	29	29	28	28	28	30
	Not at all	35	36	33	30	33	36 **	29	27	27	26	36 **	30	27	27	27
	<i>Unweighted count</i>	295					1 286					1 581				
Army	Very actively	10	10	9	7	10	14 **	15	17	15	17	13 **	14	15	14	16
	Quite actively	28	29 **	28 **	25	23	27	26	27	27	26	27	26	27	26	26
	Not very actively	33	34	35	38	37	25	26	25	26	25	27	27	27	28	27
	Not at all	30	27	28	30	30	34	33	32	32	31	34	32	31	32	31
	<i>Unweighted count</i>	943					1 723					2 666				
RAF	Very actively	10	9	10	7	9	12	13	12	13	12	12	12	11	12	11
	Quite actively	24	26	26	25	25	27	27	31	29	27	27	27	30	28	26
	Not very actively	34	32	37	37	35	28	29	28	28	30	30	30	30	30	32
	Not at all	32	32	28	31	31	32	30	30	30	31	32	30	29	30	31
	<i>Unweighted count</i>	922					1 933					2 855				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.4 In the last year, have you been approached by industry with offers of employment?

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Yes	50	44	47	46	48	40	38	43 **	38	38	42	40	44 **	40	40
	No	50	56	53	54	52	60	62	57 **	62	62	58	60	56 **	60	60
	<i>Unweighted count</i>					920					1 883					2 803
Royal Marines	Yes	40	36	43	47	43	34 **	36	37	39	38	35 **	36	38	40	39
	No	60	64	57	53	57	66 **	64	63	61	62	65 **	64	62	60	61
	<i>Unweighted count</i>					294					1 280					1 574
Army	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RN/RM.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.5 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?

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes - up to 2 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - between 2-5 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - between 6-10 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - as long as I could	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Don't know	..	..	..	..	..	..	..	..	..	..	..	..	..	..
<i>Unweighted count</i>																
Royal Navy	Yes - up to 2 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - between 2-5 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - between 6-10 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - as long as I could	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Don't know	..	..	..	..	..	..	..	..	..	..	..	..	..	..
<i>Unweighted count</i>																
Royal Marines	Yes - up to 2 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - between 2-5 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - between 6-10 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - as long as I could	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Don't know	..	..	..	..	..	..	..	..	..	..	..	..	..	..
<i>Unweighted count</i>																
Army	Yes - up to 2 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - between 2-5 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - between 6-10 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - as long as I could	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Don't know	..	..	..	..	..	..	..	..	..	..	..	..	..	..
<i>Unweighted count</i>																
RAF	Yes - up to 2 years beyond	5	5	3	3	4	3
	Yes - between 2-5 years beyond	12	12	8	10	9	10
	Yes - between 6-10 years beyond	3	2	3	3	3	3
	Yes - as long as I could	11	9	14	16	13	15
	No	44	46	48 **	43	47	44
	Don't know	26	25	23	25	24	25
<i>Unweighted count</i>						922					1 930					2 852

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2019. (2) Supersedes A174. (3) Asked only of RAF.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.6 When you leave the [Service], would you consider joining the Volunteer Reserve Forces (RN/RM: Maritime Reserves, Army: Army Reserves, RAF: RAF Volunteer Reserves)? Full-time.

Percentages

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Yes	24	23	23	23	24	18	18	17 **	18	19	19	19	18 **	19	20		
	No	57 **	59 **	56 **	55	52	56 **	57 **	58 **	56 **	52	56 **	58 **	58 **	56 **	52		
	Don't know	19 **	19 **	20 **	22	24	26	24 **	25 **	25 **	29	25 **	23 **	24 **	25 **	28		
	<i>Unweighted count</i>						2 940						6 571						9 511
Royal Navy	Yes	20	21	20	23	22	13 **	14 **	15	19	17	15 **	16 **	16	20	18		
	No	59 **	59	55	53	53	61 **	62 **	61 **	57	54	61 **	61 **	59 **	56	54		
	Don't know	21	21	25	24	25	25	24 **	25	24 **	29	24 **	23 **	25	24 **	28		
	<i>Unweighted count</i>						887						1 823						2 710
Royal Marines	Yes	13 **	20	18	22	22	17	15	15	14	17	17	16	15	15	18		
	No	65 **	61	61	62	54	54	59 **	62 **	60 **	54	55	59 **	62 **	60 **	54		
	Don't know	22	19	21	16 **	24	29	26	23 **	26	29	28	25 **	23 **	24 **	28		
	<i>Unweighted count</i>						280						1 223						1 503
Army	Yes	23	19	22	21	24	20	20	18	19	20	21	20	19	19	21		
	No	59	63 **	61 **	59	55	52	54 **	55 **	54 **	48	53	56 **	56 **	55 **	49		
	Don't know	18	18	18	20	22	27	26 **	27	28	31	26	24 **	26 **	26	30		
	<i>Unweighted count</i>						880						1 628						2 508
RAF	Yes	30	30	29	25	28	16 **	18	17	18	19	19	20	19	19	21		
	No	51	50	49	48	46	62	62	65 **	62	59	60 **	59 **	61 **	59	56		
	Don't know	20 **	20 **	22	27	26	22	21	19 **	20	22	22	20	19 **	22	23		
	<i>Unweighted count</i>						893						1 897						2 790

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Not asked in 2007-2009. (2) Originally asked in section 5: your career prior to 2012. (3) Only asked of RAF prior to 2012. (4) Minor wording change in 2014 and 2015.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.7 When you leave the [Service], would you consider joining the Volunteer Reserve Forces (RN/RM: Maritime Reserves, Army: Army Reserves, RAF: RAF Volunteer Reserves)? Part-time.

Percentages

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Yes	39 **	39 **	41 **	43	46	24 **	25	25 **	26	28	27 **	28 **	28 **	29	31		
	No	40 **	41 **	37 **	34	31	49 **	49 **	48 **	46	43	47 **	47 **	46 **	44 **	41		
	Don't know	21 **	21	22	23	23	27	26 **	27	28	29	26	25 **	26	27	28		
	<i>Unweighted count</i>						3 035						6 603						9 638
Royal Navy	Yes	41	40	43	47	46	20 **	22 **	23	26	27	25 **	26 **	28	31	31		
	No	35 **	35 **	33	29	29	53 **	53 **	50 **	46	45	48 **	49 **	46 **	42	41		
	Don't know	24	25	25	24	25	27	25	27	28	28	26	25	26	27	28		
	<i>Unweighted count</i>						908						1 837						2 745
Royal Marines	Yes	36 **	42	45	48	48	30	29	28	28	28	30	31	30	30	31		
	No	41 **	34	32	31	30	42	45 **	47 **	46 **	40	41	43 **	45 **	44 **	39		
	Don't know	23	24	23	21	22	29	26 **	26 **	26 **	31	28	26 **	25 **	26 **	30		
	<i>Unweighted count</i>						290						1 238						1 528
Army	Yes	39 **	39 **	41 **	43	48	27	28	28	29	30	29 **	30	30	31	34		
	No	42 **	43 **	40 **	35 **	30	44 **	45 **	42	41	39	43 **	44 **	42 **	40	38		
	Don't know	19	18	19	21	22	29	27	30	30	31	27	26	28	28	29		
	<i>Unweighted count</i>						930						1 637						2 567
RAF	Yes	38	37	41	38	40	16 **	18 **	18 **	19	22	21 **	23 **	23 **	23	26		
	No	41 **	42 **	36	36	34	62 **	59 **	61 **	58 **	54	57 **	55 **	56 **	53 **	49		
	Don't know	21 **	21 **	23	26	26	23	23	21 **	23	24	22	22	21 **	23	25		
	<i>Unweighted count</i>						907						1 891						2 798

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Not asked in 2007-2009. (2) Originally asked in section 5: your career prior to 2012. (3) Only asked of RAF prior to 2012. (4) Minor wording change in 2014 and 2015.

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Source: Defence Statistics (Surveys)

Table B12.8 Which of the following Reserves options are of interest to you on leaving the RAF? FTRS (Full Commitment).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	58	57	60	59	57	52	55	54	52	51	54	55	56	54	53
	Ticked	42	43	40	41	43	48	45	46	48	49	46	45	44	46	47
	<i>Unweighted count</i>					616					936					1 552

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Asked only of RAF.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.9 Which of the following Reserves options are of interest to you on leaving the RAF? FTRS (Limited Commitment).

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	46	46	45	48	48	59	60	64 **	58	57	55	56	58	55	54
	Ticked	54	54	55	52	52	41	40	36 **	42	43	45	44	42	45	46
	<i>Unweighted count</i>					616					936					1 552

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Asked only of RAF.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.10 Which of the following Reserves options are of interest to you on leaving the RAF? FTRS (Home Commitment).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	40	40	40	42	40	50	50	52	52	49	47	47	49	49	47
	Ticked	60	60	60	58	60	50	50	48	48	51	53	53	51	51	53
	<i>Unweighted count</i>					616					936					1 552

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Asked only of RAF.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.11 Which of the following Reserves options are of interest to you on leaving the RAF? Additional Duties Commitment (ADC).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	60	62	61	57	59	84	86 **	88 **	86 **	81	77	80 **	79 **	77	75
	Ticked	40	38	39	43	41	16	14 **	12 **	14 **	19	23	20 **	21 **	23	25
	<i>Unweighted count</i>					616					936					1 552

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Asked only of RAF.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.12 Which of the following Reserves options are of interest to you on leaving the RAF? Volunteer Reserves (part-time with unlimited worldwide mobilisation liability).

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	..	..	..	65	63	..	..	..	72	70	..	..	..	70	68
	Ticked	..	..	..	35	37	..	..	..	28	30	..	..	..	30	32
	<i>Unweighted count</i>					616					936					1 552

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2019. (2) Supercedes A643. (3) Asked only of RAF.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.13 Which of the following Reserves options are of interest to you on leaving the RAF? Volunteer Reserves (part-time for home base support functions).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	..	..	..	58	56	..	..	..	66	67	..	..	..	64	64
	Ticked	..	..	..	42	44	..	..	..	34	33	..	..	..	36	36
	<i>Unweighted count</i>					616					936					1 552

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2019. (2) Supercedes A643. (3) Asked only of RAF.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.14 How do the following factors impact on your intention to stay or leave the [Service]? Impact of [Service] life on family and personal life.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	10	9	9	10	11	19	20	18	19	19	18	18	16	17	18
	Has no effect on my intentions to stay or leave	13	13	14	13	14	23	21	22	22	22	21	20	20	20	21
	Increases my intentions to leave	77	77	77	77	75	58	59	60	59	58	61	62	64	62	62
	<i>Unweighted count</i>	3 068					6 804					9 872				
Royal Navy	Increases my intentions to stay	8	8	7	7	8	11	10 **	11	13	13	10	9	10	12	11
	Has no effect on my intentions to stay or leave	13	13	13	13	13	18	18	18	19	18	17	17	17	18	17
	Increases my intentions to leave	79	78	80	79	79	71	72	71	68	69	73	74	73	71	71
	<i>Unweighted count</i>	919					1 884					2 803				
Royal Marines	Increases my intentions to stay	6	10	9	6	7	18 **	14	12	13	15	16 **	13	12	13	14
	Has no effect on my intentions to stay or leave	17	20	16	14	16	29 **	27	26	25	25	27 **	26	25	24	24
	Increases my intentions to leave	77	71	75	80	76	54 **	59	61	62	61	56 **	60	63	64	63
	<i>Unweighted count</i>	293					1 277					1 570				
Army	Increases my intentions to stay	9	9	10	11	12	22	23	20	22	21	20	21	19	20	19
	Has no effect on my intentions to stay or leave	15	13	16	14	15	25	22	24	24	25	23	21	23	22	23
	Increases my intentions to leave	76	78 **	74	75	73	53	54	55	54	54	57	58	58	58	57
	<i>Unweighted count</i>	937					1 720					2 657				
RAF	Increases my intentions to stay	11	11	10	11	12	19	19	16 **	18	20	17	17	15 **	16	18
	Has no effect on my intentions to stay or leave	11	13	11	12	12	20	20	17	17	19	18	18	16	16	17
	Increases my intentions to leave	77	77	79	77	75	61	61	67 **	65	61	64	64	70 **	68	64
	<i>Unweighted count</i>	919					1 923					2 842				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

Table B12.15 How do the following factors impact on your intention to stay or leave the [Service]? Opportunities outside the [Service]

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	10	9	9	9	10	21 **	20 **	18	18	18	19 **	18 **	16	17	16
	Has no effect on my intentions to stay or leave	25	26	25	27	26	30	30	29	28	30	29	29	28	28	29
	Increases my intentions to leave	65	65	66	64	64	49 **	50	54	54	53	52 **	53	56	56	55
	<i>Unweighted count</i>	3 067					6 804					9 871				
Royal Navy	Increases my intentions to stay	8	7	5	9	7	16	17	13	14	16	14	15	12	13	14
	Has no effect on my intentions to stay or leave	22	24	25	24	23	24	24	25	27	27	24	24	25	26	26
	Increases my intentions to leave	71	69	70	67	70	60	59	62 **	59	57	63	61	64 **	61	60
	<i>Unweighted count</i>	921					1 880					2 801				
Royal Marines	Increases my intentions to stay	9	10	12	8	11	23 **	18	17	16	16	22 **	17	17	15	15
	Has no effect on my intentions to stay or leave	26	25	22	27	26	31	29	24 **	24 **	29	30	29	24 **	24 **	28
	Increases my intentions to leave	65	65	66	66	63	46 **	52	58	61 **	55	48 **	54	59	61 **	56
	<i>Unweighted count</i>	293					1 279					1 572				
Army	Increases my intentions to stay	11	9	9	9	11	22 **	22 **	19	20	18	21 **	20	18	18	17
	Has no effect on my intentions to stay or leave	27	27	29	30	27	34	33	32	31	33	33	32	32	31	32
	Increases my intentions to leave	62	64	62	61	62	44 **	45	48	49	49	47 **	48	51	51	51
	<i>Unweighted count</i>	936					1 719					2 655				
RAF	Increases my intentions to stay	9	10	10	10	10	19	18	15	16	19	17	16	14	15	17
	Has no effect on my intentions to stay or leave	26	26	20 **	25	27	24	24	22	21	23	25	24	22	22	24
	Increases my intentions to leave	65	64	70 **	65	62	57	58	62	63 **	59	59	59	64 **	64 **	59
	<i>Unweighted count</i>	917					1 926					2 843				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.16 How do the following factors impact on your intention to stay or leave the [Service]? Current job satisfaction.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	46	45 **	44 **	48	49	33	33	33	34	35	36	35 **	35 **	37	38		
	Has no effect on my intentions to stay or leave	20	19	21	18	18	27 **	26	25	25	24	26 **	25	24	23	23		
	Increases my intentions to leave	34	35	35	34	32	39	41	42	41	41	38	40	41	40	39		
	<i>Unweighted count</i>						3 076						6 805						9 881
Royal Navy	Increases my intentions to stay	48	45	42	50	47	30 **	29 **	30	33	34	34	33 **	33 **	37	37		
	Has no effect on my intentions to stay or leave	20	21	21	18	18	28	28	25	26	25	26	26	24	24	24		
	Increases my intentions to leave	32	34	37	33	35	43	43	45 **	41	41	40	41	43 **	39	40		
	<i>Unweighted count</i>						921						1 880						2 801
Royal Marines	Increases my intentions to stay	53	52	48	47	45	35	28 **	27 **	30	33	37	31 **	29 **	32	34		
	Has no effect on my intentions to stay or leave	21	21	18	17	22	28	27	25	23	25	27	26	24	22	24		
	Increases my intentions to leave	26	27	34	36	33	37 **	45	48 **	48 **	43	36 **	43	47 **	46 **	41		
	<i>Unweighted count</i>						293						1 280						1 573
Army	Increases my intentions to stay	47 **	45 **	47 **	50	53	34	34	35	35	35	36	36	37	38	38		
	Has no effect on my intentions to stay or leave	19	19	20	17	19	28	26	25	25	25	27	25	24	24	24		
	Increases my intentions to leave	34 **	37 **	33	33	29	38	39	40	40	40	37	39	39	39	38		
	<i>Unweighted count</i>						941						1 720						2 661
RAF	Increases my intentions to stay	43	46	41	45	45	34	34	32 **	34	36	36	36	34 **	36	38		
	Has no effect on my intentions to stay or leave	21	20	21	20	18	25 **	24	24	23	22	25 **	23	23	23	21		
	Increases my intentions to leave	36	35	38	35	37	40	42	44	43	42	39	40	43	41	41		
	<i>Unweighted count</i>						921						1 925						2 846

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

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Source: Defence Statistics (Surveys)

Table B12.17 How do the following factors impact on your intention to stay or leave the [Service]? Job security.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	72 **	75 **	76 **	79	80	68 **	70 **	68 **	74	74	69 **	71 **	69 **	75	75		
	Has no effect on my intentions to stay or leave	21 **	20 **	18	17	17	24 **	23	23 **	21	20	24 **	22 **	22 **	20	20		
	Increases my intentions to leave	7 **	5 **	5 **	4	3	8 **	7	9 **	5	5	8 **	7 **	8 **	5	5		
	<i>Unweighted count</i>						3 078						6 814						9 892
Royal Navy	Increases my intentions to stay	77 **	82	79 **	82	84	72 **	74	72 **	77	77	73 **	76 **	74 **	78	78		
	Has no effect on my intentions to stay or leave	18 **	15	17	15	14	23 **	21	24 **	20	19	22 **	20	22 **	19	18		
	Increases my intentions to leave	5 **	3	4	3	2	5	5	4	3	4	5 **	4	4	3	4		
	<i>Unweighted count</i>						921						1 886						2 807
Royal Marines	Increases my intentions to stay	81	86	78 **	86	84	75	71 **	69 **	73	75	76	73 **	70 **	74	76		
	Has no effect on my intentions to stay or leave	15	12	17	12	13	20	23	21	20	21	20	22	21	19	20		
	Increases my intentions to leave	4	3	5	3	3	5	6	10 **	7 **	4	4	5	9 **	6 **	4		
	<i>Unweighted count</i>						294						1 282						1 576
Army	Increases my intentions to stay	68 **	72 **	75	79	79	65 **	68	65 **	73	71	65 **	69	66 **	74	72		
	Has no effect on my intentions to stay or leave	22	21	19	17	18	26	24	25	22	23	25 **	24	24	21	22		
	Increases my intentions to leave	9 **	7 **	6 **	4	3	9 **	8	11 **	5	7	9 **	7	10 **	5	6		
	<i>Unweighted count</i>						941						1 718						2 659
RAF	Increases my intentions to stay	73 **	74	76	77	79	72 **	73 **	73 **	77	80	72 **	73 **	74 **	77	80		
	Has no effect on my intentions to stay or leave	21	21	19	18	18	21 **	20 **	19	18	16	21 **	21 **	19	18	17		
	Increases my intentions to leave	6 **	4	5	5 **	3	7 **	7 **	8 **	5	4	7 **	6 **	7 **	5 **	4		
	<i>Unweighted count</i>						922						1 928						2 850

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.18 How do the following factors impact on your intention to stay or leave the [Service]? My morale.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	40 **	39 **	38 **	44	45	34	32 **	31 **	34	35	35	33 **	33 **	36	36		
	Has no effect on my intentions to stay or leave	20	19	21	20	20	26	25	24	25	25	25	24	24	24	24		
	Increases my intentions to leave	41 **	42 **	41 **	37	36	40	43	44 **	41	41	40	43 **	44 **	40	40		
	<i>Unweighted count</i>						3 076						6 817						9 893
Royal Navy	Increases my intentions to stay	39	39	35 **	43	42	28	28	27	31	31	31	31	29 **	34	33		
	Has no effect on my intentions to stay or leave	20	20	22	23	21	27	24	26	26	25	25	23	25	25	24		
	Increases my intentions to leave	41	41	42	34	37	45	48	47	43	44	44	46 **	46 **	41	42		
	<i>Unweighted count</i>						919						1 884						2 803
Royal Marines	Increases my intentions to stay	51	54	47	45	49	38 **	32	27 **	31	34	40 **	34	29 **	32	36		
	Has no effect on my intentions to stay or leave	24	21	20	19	21	29	27	27	25	28	29	26	26	25	27		
	Increases my intentions to leave	25	25	33	36	30	33 **	41	47 **	44 **	39	32 **	39	45 **	43 **	38		
	<i>Unweighted count</i>						294						1 283						1 577
Army	Increases my intentions to stay	40 **	37 **	40 **	45	47	35	32	33	36	36	36	33 **	34	37	38		
	Has no effect on my intentions to stay or leave	19	19	21	19	20	26	27	26	26	25	25	26	25	25	24		
	Increases my intentions to leave	41 **	44 **	40 **	36	33	39	41	42	38	39	39	42	41	38	38		
	<i>Unweighted count</i>						943						1 720						2 663
RAF	Increases my intentions to stay	38	41	36 **	41	42	32	33	31	33	35	33	35	32 **	35	36		
	Has no effect on my intentions to stay or leave	20	18	21	19	18	24	22	20	23	23	23	21	21	22	22		
	Increases my intentions to leave	42	41	43	40	40	44	45	49 **	44	42	43	44	47 **	43	42		
	<i>Unweighted count</i>						920						1 930						2 850

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.19 How do the following factors impact on your intention to stay or leave the [Service]? Service morale.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	24 **	21 **	20 **	24 **	28	26	23 **	22 **	24	26	25	23 **	22 **	24	26		
	Has no effect on my intentions to stay or leave	33 **	30 **	28 **	34	37	33	32	30 **	32	34	33	31 **	30 **	32	34		
	Increases my intentions to leave	43 **	48 **	52 **	42 **	35	41	45 **	47 **	44 **	41	41	46 **	48 **	43 **	39		
	<i>Unweighted count</i>						3 072						6 792						9 864
Royal Navy	Increases my intentions to stay	18 **	20 **	19 **	22	25	17 **	19	17 **	21	21	17 **	19 **	17 **	21	22		
	Has no effect on my intentions to stay or leave	34	28 **	30 **	36	35	33	30 **	31 **	33	36	33	30 **	31 **	34	36		
	Increases my intentions to leave	48 **	52 **	52 **	42	40	50 **	51 **	52 **	45	44	50 **	51 **	52 **	45	43		
	<i>Unweighted count</i>						921						1 878						2 799
Royal Marines	Increases my intentions to stay	38	36	23	29	30	33 **	24	19 **	20 **	24	33 **	25	19 **	21 **	25		
	Has no effect on my intentions to stay or leave	38	34	27 **	30 **	38	38	36	33	30 **	36	38	36	32 **	30 **	36		
	Increases my intentions to leave	24 **	30	50 **	41 **	32	29 **	40	48 **	49 **	40	29 **	39	48 **	48 **	39		
	<i>Unweighted count</i>						293						1 277						1 570
Army	Increases my intentions to stay	26	18 **	20 **	23 **	30	28	24	25	26	28	28	23 **	24 **	26	29		
	Has no effect on my intentions to stay or leave	32 **	30 **	26 **	34	37	33	32	30	32	32	33	32	29 **	32	33		
	Increases my intentions to leave	42 **	52 **	54 **	43 **	33	39	44	45 **	42	40	39	45 **	47 **	42	38		
	<i>Unweighted count</i>						940						1 714						2 654
RAF	Increases my intentions to stay	23	26	23	28	27	22	23	19 **	22	24	22	24	20 **	24	24		
	Has no effect on my intentions to stay or leave	33	34	30 **	34	36	33	29 **	30 **	31 **	35	33	30 **	30 **	31 **	36		
	Increases my intentions to leave	44 **	40	47 **	39	37	45	47 **	50 **	47 **	41	44 **	46 **	50 **	45 **	40		
	<i>Unweighted count</i>						918						1 923						2 841

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.20 How do the following factors impact on your intention to stay or leave the [Service]? Amount of pay.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	35 **	34 **	33 **	38	40	35	34 **	34 **	35	37	35 **	34 **	34 **	35 **	38		
	Has no effect on my intentions to stay or leave	26	26	25	24	24	24	23	21	22	23	25	24	22	22	23		
	Increases my intentions to leave	39	40 **	41 **	39	36	41	42 **	46 **	43 **	40	40	42 **	45 **	42 **	39		
	<i>Unweighted count</i>						3 080						6 814						9 894
Royal Navy	Increases my intentions to stay	36	35 **	35 **	40	41	30 **	34 **	28 **	34 **	39	32 **	34 **	29 **	35 **	40		
	Has no effect on my intentions to stay or leave	26	26	25	26	23	23	24	23	22	22	24	24	24	23	23		
	Increases my intentions to leave	38	38	40	35	36	47 **	42	49 **	43 **	38	45 **	41 **	47 **	41 **	38		
	<i>Unweighted count</i>						921						1 884						2 805
Royal Marines	Increases my intentions to stay	34	34	30	36	33	27	26	23 **	23 **	27	27	27	24 **	25 **	28		
	Has no effect on my intentions to stay or leave	25	26	25	21	25	23	22	20	19	21	23	23	20	19	22		
	Increases my intentions to leave	41	40	45	44	41	50	52	57 **	58 **	51	49	51	56 **	56 **	50		
	<i>Unweighted count</i>						294						1 282						1 576
Army	Increases my intentions to stay	33 **	31 **	33 **	37	40	37	35	36	36	37	36	34 **	36	36	38		
	Has no effect on my intentions to stay or leave	27	27	27	24	24	27	25	22	25	25	27	25	23	24	25		
	Increases my intentions to leave	40	42 **	40	39	35	36	41	42	39	37	37	41	41 **	39	37		
	<i>Unweighted count</i>						943						1 716						2 659
RAF	Increases my intentions to stay	38	39	34 **	38	41	35	37	33 **	34 **	38	36	37	33 **	35 **	39		
	Has no effect on my intentions to stay or leave	25	24	22	22	22	19	18	15	16	18	20	20	17	18	19		
	Increases my intentions to leave	37	37	44 **	40	37	46	45	51 **	49 **	43	44	43	50 **	47 **	42		
	<i>Unweighted count</i>						922						1 932						2 854

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.21 How do the following factors impact on your intention to stay or leave the [Service]? Amount of allowances.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	27 **	29 **	28 **	32	35	33 **	35 **	35 **	36 **	39	32 **	34 **	34 **	35 **	38		
	Has no effect on my intentions to stay or leave	40 **	37	39	37	36	37	36	35	35	35	38 **	36	36	35	35		
	Increases my intentions to leave	33 **	35 **	33 **	31	29	30 **	30 **	30 **	29 **	26	30 **	30 **	31 **	29 **	26		
	<i>Unweighted count</i>						3 078						6 804						9 882
Royal Navy	Increases my intentions to stay	29 **	30	31	33	35	33 **	35 **	33 **	37	40	32 **	34 **	32 **	36 **	39		
	Has no effect on my intentions to stay or leave	39	37	36	39	35	37	35	37	36	36	38	36	37	36	36		
	Increases my intentions to leave	32	32	33	28	30	30 **	30 **	30 **	27 **	24	31 **	31 **	31 **	28	25		
	<i>Unweighted count</i>						921						1 881						2 802
Royal Marines	Increases my intentions to stay	32	33	27	35	30	32	31	29	31	32	32	31	29	32	32		
	Has no effect on my intentions to stay or leave	33	35	38	31	37	34	36	33	33	36	34	35	34	33	36		
	Increases my intentions to leave	35	33	34	33	34	34	33	37 **	36	32	34	33	37 **	36	32		
	<i>Unweighted count</i>						294						1 280						1 574
Army	Increases my intentions to stay	28 **	29 **	30 **	34	37	34 **	35	37	37	39	33 **	35 **	36	36	39		
	Has no effect on my intentions to stay or leave	40 **	36	40	36	35	38	37	35	36	36	38	37	36	36	35		
	Increases my intentions to leave	32	34 **	31	30	28	28	28	28	27	25	28	29	28	27	26		
	<i>Unweighted count</i>						942						1 715						2 657
RAF	Increases my intentions to stay	24 **	26 **	23 **	28	31	31 **	34 **	32 **	35 **	40	30 **	32 **	30 **	33 **	38		
	Has no effect on my intentions to stay or leave	41	37	39	38	39	36	33	34	31	34	37	34	35	33	35		
	Increases my intentions to leave	35	37 **	39 **	34	30	33 **	33 **	34 **	34 **	26	33 **	34 **	35 **	34 **	27		
	<i>Unweighted count</i>						921						1 928						2 849

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.22 How do the following factors impact on your intention to stay or leave the [Service]? Opportunities for career development.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	38 **	40 **	39 **	44	45	40	41	40	43	42	40 **	41	40 **	43	43		
	Has no effect on my intentions to stay or leave	36 **	34	36 **	33	32	36 **	35 **	35	33	33	36 **	35 **	35 **	33	32		
	Increases my intentions to leave	27 **	27 **	25	23	23	23	24	25	24	25	24	25	25	24	25		
	<i>Unweighted count</i>						3 075						6 810						9 885
Royal Navy	Increases my intentions to stay	37 **	39	37 **	42	43	37 **	39	37 **	41	42	37 **	39	37 **	41	42		
	Has no effect on my intentions to stay or leave	35	32	35	32	32	37	36	36	35	35	36	35	36	35	34		
	Increases my intentions to leave	28	29	28	26	25	26	24	27 **	24	23	26	25	28 **	24	24		
	<i>Unweighted count</i>						920						1 882						2 802
Royal Marines	Increases my intentions to stay	40	41	39	40	42	35	30	28 **	31	33	35	31	30 **	32	34		
	Has no effect on my intentions to stay or leave	33	32	34	34	34	38	36	35	33	34	37	36	35	33	34		
	Increases my intentions to leave	27	27	27	26	24	28 **	34	37 **	35	33	28 **	33	36 **	34	32		
	<i>Unweighted count</i>						293						1 280						1 573
Army	Increases my intentions to stay	39 **	42 **	41 **	47	49	42	42	43	46	44	42	42	43	46	45		
	Has no effect on my intentions to stay or leave	37 **	34	37 **	33	31	36 **	36 **	35	32	31	36 **	36 **	35	32	31		
	Increases my intentions to leave	23	23	22	20	20	22	22	23	21	24	22	22	22	21	24		
	<i>Unweighted count</i>						941						1 718						2 659
RAF	Increases my intentions to stay	35	36	38	42	40	39	41	38	40	40	38	40	38	40	40		
	Has no effect on my intentions to stay or leave	34	34	34	33	33	36	32	34	34	34	36	33	34	34	33		
	Increases my intentions to leave	31	31	28	25	27	24	27	28	27	26	26	28	28	26	27		
	<i>Unweighted count</i>						921						1 930						2 851

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.23 How do the following factors impact on your intention to stay or leave the [Service]? Opportunities for personal development.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	41 **	43 **	43 **	47	48	43	43	42	45	45	43 **	43 **	42 **	45	45		
	Has no effect on my intentions to stay or leave	37	36	36	34	34	36 **	35	34	33	32	36 **	35 **	34	33	33		
	Increases my intentions to leave	22 **	22 **	21 **	20	18	21	23	24	22	23	21	23	23	22	22		
	<i>Unweighted count</i>						3 078						6 811						9 889
Royal Navy	Increases my intentions to stay	39	40	37	43	41	40	39	36 **	42	43	40	39	36 **	42	42		
	Has no effect on my intentions to stay or leave	37	37	38	34	37	37	37	38	35	35	37	37	38	35	36		
	Increases my intentions to leave	24	23	25	23	22	23	24	26	23	22	23	24	25 **	23	22		
	<i>Unweighted count</i>						921						1 883						2 804
Royal Marines	Increases my intentions to stay	41	43	38	39	42	38	34	31 **	34	36	38	35	32 **	34	36		
	Has no effect on my intentions to stay or leave	31	31	34	36	35	37	36	35	35	35	36	36	35	35	35		
	Increases my intentions to leave	28	25	27	25	23	25 **	29	33	31	29	25 **	29	33 **	30	29		
	<i>Unweighted count</i>						294						1 282						1 576
Army	Increases my intentions to stay	42 **	44 **	46 **	49	52	43	43	44	47	46	43 **	43 **	44	47	47		
	Has no effect on my intentions to stay or leave	37	35	35	33	33	35 **	35 **	33	31	30	35 **	35 **	33	31	31		
	Increases my intentions to leave	21 **	21 **	19	18	15	22	22	23	22	24	22	22	22	22	22		
	<i>Unweighted count</i>						942						1 718						2 660
RAF	Increases my intentions to stay	41	42	43	46	47	45	47	43	46	45	44	46	43	46	45		
	Has no effect on my intentions to stay or leave	38	37	35	35	35	37	32	35	34	34	38 **	33	35	34	34		
	Increases my intentions to leave	21	21	23	19	18	18 **	21	22	21	21	18	21	22	20	20		
	<i>Unweighted count</i>						921						1 928						2 849

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.24 How do the following factors impact on your intention to stay or leave the [Service]? Opportunities for sport.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	45 **	45 **	45 **	48	49	48	48	47	50	49	47	48	47	49	49		
	Has no effect on my intentions to stay or leave	46	47	45	46	44	43	42	42	42	42	44	43	43	43	42		
	Increases my intentions to leave	9 **	9 **	9 **	7	7	9	10	11	8	9	9	10	10 **	8	8		
	<i>Unweighted count</i>						3 080						6 810						9 890
Royal Navy	Increases my intentions to stay	43	39	39	40	43	44	41 **	43	45	45	44	40 **	42	44	45		
	Has no effect on my intentions to stay or leave	45	50	50	50	48	45	47	45	46	46	45	48	46	47	46		
	Increases my intentions to leave	11	12	11	10	9	11 **	12 **	12 **	10	9	11 **	12 **	12 **	10	9		
	<i>Unweighted count</i>						921						1 883						2 804
Royal Marines	Increases my intentions to stay	42	43	44	44	42	46 **	42	42	42	41	45 **	42	43	42	41		
	Has no effect on my intentions to stay or leave	43	45	42	44	48	41	43	41	43	44	41	44	41	43	44		
	Increases my intentions to leave	15	12	14	12	10	13	15	17	15	15	14	15	16	15	14		
	<i>Unweighted count</i>						294						1 279						1 573
Army	Increases my intentions to stay	48 **	47 **	50	51	55	48	50	48	51	52	48 **	50	48 **	51	52		
	Has no effect on my intentions to stay or leave	44	46 **	42	43	39	42	40	42	41	39	42	41	42	41	39		
	Increases my intentions to leave	8	7	8	6	6	10	10	11	8	9	9	10	10	8	9		
	<i>Unweighted count</i>						943						1 720						2 663
RAF	Increases my intentions to stay	39	46	43	48	43	49	50	50	51	48	46	49	48	50	47		
	Has no effect on my intentions to stay or leave	53	45	47	47	50	46	44	44	43	46	47	44	44	44	47		
	Increases my intentions to leave	8	9	10	6	7	6	6	7	6	6	6	7	8	6	6		
	<i>Unweighted count</i>						922						1 928						2 850

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.25 How do the following factors impact on your intention to stay or leave the [Service]? Opportunities for Adventurous Training.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	46 **	46 **	46 **	50	51	45	47	46	48	48	46 **	47	46	48	49		
	Has no effect on my intentions to stay or leave	45	45	43	43	42	43	42	42	42	41	44 **	42	42	42	41		
	Increases my intentions to leave	9 **	9 **	10 **	7	7	11	11	12	10	10	11	11	12 **	9	10		
	<i>Unweighted count</i>						3 077						6 804						9 881
Royal Navy	Increases my intentions to stay	43	39	39	40	43	42	40 **	42	44	45	43	40 **	42	43	44		
	Has no effect on my intentions to stay or leave	46	49	50	51	48	47	49	46	47	46	46	49	47	48	46		
	Increases my intentions to leave	11	11	11	9	10	11	11	12	9	10	11	11	12	9	10		
	<i>Unweighted count</i>						922						1 879						2 801
Royal Marines	Increases my intentions to stay	40	41	46	43	43	42	39	39	39	40	42	39	40	40	40		
	Has no effect on my intentions to stay or leave	44	46	40	44	44	42	43	41	42	42	42	44	41	42	42		
	Increases my intentions to leave	17	13	15	13	12	16	18	20	19	18	16	17	19	18	18		
	<i>Unweighted count</i>						293						1 281						1 574
Army	Increases my intentions to stay	50 **	49 **	50 **	54	57	46	49	47	49	50	47 **	49	47	49	51		
	Has no effect on my intentions to stay or leave	42	43	40	41	38	41	39	40	41	38	41	40	40	41	38		
	Increases my intentions to leave	8	9	10 **	6	6	12	12	13	11	12	12	11	13	10	11		
	<i>Unweighted count</i>						943						1 718						2 661
RAF	Increases my intentions to stay	42 **	46	44	50	48	46	50	49	50	49	45	49	48	50	49		
	Has no effect on my intentions to stay or leave	49	45	45	43	45	48	43	44	43	46	48	44	44	43	46		
	Increases my intentions to leave	9	9	11 **	7	7	6	7	7	6	5	7	8 **	8 **	6	6		
	<i>Unweighted count</i>						919						1 926						2 845

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012. (2) Minor wording change in 2019.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.26 How do the following factors impact on your intention to stay or leave the [Service]? Promotion prospects.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	36 **	39	37 **	41	41	41	43	41	42	41	40	42	40	42	41		
	Has no effect on my intentions to stay or leave	29	28	29	29	29	31	30	30	30	30	31	30	30	30	30		
	Increases my intentions to leave	36 **	34 **	34 **	30	29	27	27	29	27	29	29	28	30	28	29		
	<i>Unweighted count</i>						3 079						6 807						9 886
Royal Navy	Increases my intentions to stay	32	35	32	36	36	40	43	38	42	42	38	41	37	41	40		
	Has no effect on my intentions to stay or leave	25	24	26	28	29	35	33	36	33	35	32	31	33	32	34		
	Increases my intentions to leave	43 **	41 **	42 **	36	35	25	25	26	24	23	29	28	30 **	27	26		
	<i>Unweighted count</i>						921						1 881						2 802
Royal Marines	Increases my intentions to stay	41	38	39	43	44	35 **	30	28	31	31	36	31	30	33	33		
	Has no effect on my intentions to stay or leave	23	26	26	29	27	34	34	32	31	32	33	33	31	31	32		
	Increases my intentions to leave	36	36 **	35	28	29	31 **	36	40	37	36	31 **	36	39 **	36	35		
	<i>Unweighted count</i>						294						1 281						1 575
Army	Increases my intentions to stay	40 **	44	44	47	47	44	46	45	47	44	44	46	45	47	45		
	Has no effect on my intentions to stay or leave	31	29	29	29	29	31	30	30	30	28	31	30	30	30	28		
	Increases my intentions to leave	28	27	27	24	24	25	24	25	23 **	28	25	24	25	23 **	27		
	<i>Unweighted count</i>						943						1 719						2 662
RAF	Increases my intentions to stay	30	32	30	34	34	35	35	33	33	35	34	34	33	33	34		
	Has no effect on my intentions to stay or leave	27	28	32	30	32	29	28	28	28	29	28	28	29	29	29		
	Increases my intentions to leave	43 **	40 **	39	36	34	36	37	38	39	37	38	37	39	38	36		
	<i>Unweighted count</i>						921						1 926						2 847

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.27 How do the following factors impact on your intention to stay or leave the [Service]? Healthcare provision.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	61 **	58 **	62 **	63	66	67	68	68	68	69	66 **	66 **	67	67	68		
	Has no effect on my intentions to stay or leave	35	38 **	34	34	32	30	28	28	29	27	31 **	30	29	30	28		
	Increases my intentions to leave	4 **	4 **	4 **	3	3	4	4	4	3	4	4	4	4	3	3		
	<i>Unweighted count</i>						3 074						6 816						9 890
Royal Navy	Increases my intentions to stay	57	58	58	61	61	63 **	64 **	62 **	66	68	62 **	62 **	61 **	65	66		
	Has no effect on my intentions to stay or leave	39	39	39	36	36	34 **	33	34 **	31	30	35 **	34	35 **	32	31		
	Increases my intentions to leave	3	3	3	3	3	3	3	4	3	3	3	3	4	3	3		
	<i>Unweighted count</i>						921						1 882						2 803
Royal Marines	Increases my intentions to stay	63	63	64	67	61	66	65	66	66	65	66	65	65	66	64		
	Has no effect on my intentions to stay or leave	34	36	35	31 **	39	29	30	30	31	30	30	30	30	31	32		
	Increases my intentions to leave	3 **	2	1	2	1	4	5	5	4	4	4	5	4	4	4		
	<i>Unweighted count</i>						294						1 283						1 577
Army	Increases my intentions to stay	61	55 **	62	61	65	67	69	69	68	69	66	67	68	67	68		
	Has no effect on my intentions to stay or leave	36	40 **	34	37	33	29	26	26	28	27	30	29	27	30	28		
	Increases my intentions to leave	4	4 **	4	2	2	4	4	5	3	4	4	4	5	3	4		
	<i>Unweighted count</i>						943						1 720						2 663
RAF	Increases my intentions to stay	66 **	64 **	65 **	67	72	68	67 **	71	68	71	68 **	66 **	69	68 **	71		
	Has no effect on my intentions to stay or leave	29	32 **	31 **	29	25	29	29	26	30	26	29	30 **	27	30 **	26		
	Increases my intentions to leave	6 **	5	4	4	3	3	3	3	3	3	4	4	3	3	3		
	<i>Unweighted count</i>						916						1 931						2 847

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.28 How do the following factors impact on your intention to stay or leave the [Service]? Dental provision.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	63 **	61 **	64 **	65	68	68 **	69	70	70	71	67 **	68 **	69	69	70		
	Has no effect on my intentions to stay or leave	34 **	36 **	33 **	33	30	29 **	28	27	28	26	30 **	29	28	29	27		
	Increases my intentions to leave	3 **	3	3	2	2	3	3	3	2	3	3	3	3	2	3		
	<i>Unweighted count</i>						3 079						6 815						9 894
Royal Navy	Increases my intentions to stay	59	61	61	63	63	64 **	65 **	65 **	68	69	63 **	64 **	64 **	67	68		
	Has no effect on my intentions to stay or leave	38	37	36	34	35	33 **	32	33	30	29	35 **	33 **	34 **	31	30		
	Increases my intentions to leave	2	2	2	2	2	3	3	3	2	2	3	3	3	2	2		
	<i>Unweighted count</i>						922						1 883						2 805
Royal Marines	Increases my intentions to stay	64	62	64	67	62	67	66	67	68	66	67	66	67	67	65		
	Has no effect on my intentions to stay or leave	33	37	35	31	37	29	29	28	29	30	29	30	29	29	31		
	Increases my intentions to leave	3 **	1	1	2	1	4	4	4	4	4	4	4	4	4	3		
	<i>Unweighted count</i>						294						1 282						1 576
Army	Increases my intentions to stay	62 **	58 **	63	63	67	69	71	71	70	71	68	69	69	69	70		
	Has no effect on my intentions to stay or leave	35	39 **	34	35	31	29	26	26	27	26	30	28	27	29	27		
	Increases my intentions to leave	3	3 **	3	2	1	3	3	4	2	3	3	3	4	2	3		
	<i>Unweighted count</i>						943						1 719						2 662
RAF	Increases my intentions to stay	66 **	65 **	68	69	72	69	69 **	72	70	73	69 **	68 **	71	70	73		
	Has no effect on my intentions to stay or leave	29	31 **	29 **	28	24	28	29	25	28	26	28	29 **	26	28	25		
	Increases my intentions to leave	5	4	3	3	3	2	3	2	2	2	3	3	3	2	2		
	<i>Unweighted count</i>						920						1 931						2 851

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.29 How do the following factors impact on your intention to stay or leave the [Service]? Mental health provision.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	36	35 **	37	38	39	50	50	49	48	49	48	48	47	46	47		
	Has no effect on my intentions to stay or leave	59 **	60 **	57	57	55	45	43	44	44	42	47 **	46	47	47	45		
	Increases my intentions to leave	4 **	5	5	5	6	5 **	6 **	7 **	8	9	5 **	6 **	6 **	7	9		
	<i>Unweighted count</i>						3 071						6 804						9 875
Royal Navy	Increases my intentions to stay	30	33	28	32	32	42	43	43	44	44	39	41	39	41	41		
	Has no effect on my intentions to stay or leave	66	63	65	62	61	51 **	51 **	51 **	48	45	55 **	54 **	54 **	51	48		
	Increases my intentions to leave	4 **	4 **	7	6	7	7 **	6 **	6 **	8 **	11	6 **	6 **	6 **	8 **	10		
	<i>Unweighted count</i>						920						1 884						2 804
Royal Marines	Increases my intentions to stay	37	40	38	42	36	51 **	47	46	46	45	49 **	47	45	45	44		
	Has no effect on my intentions to stay or leave	59	59	59	52 **	60	43	46	46	46	47	45 **	47	47	47	48		
	Increases my intentions to leave	4	1	3	6	3	6 **	7	8	8	9	6 **	6	7	8	8		
	<i>Unweighted count</i>						294						1 277						1 571
Army	Increases my intentions to stay	39	33 **	38	40	40	53	53	51	48	50	51	50	49	47	48		
	Has no effect on my intentions to stay or leave	57	61 **	56	56	55	42	40	42	43	41	44	43	45	45	43		
	Increases my intentions to leave	5	6	6	4	6	5 **	7 **	7	9	10	5 **	7	7	8	9		
	<i>Unweighted count</i>						940						1 716						2 656
RAF	Increases my intentions to stay	37 **	39	42	41	43	49	50	50	50	51	46	47	48	48	49		
	Has no effect on my intentions to stay or leave	59 **	57	54	55	52	47 **	46	44	44	43	50 **	48 **	46	46	45		
	Increases my intentions to leave	5	5	5	5	6	3 **	5 **	6	6	7	4 **	5 **	5	6	6		
	<i>Unweighted count</i>						917						1 927						2 844

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.30 How do the following factors impact on your intention to stay or leave the [Service]? Pension

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	61 **	57 **	61 **	63	64	46	43 **	44 **	45 **	49	49 **	46 **	47 **	49 **	52		
	Has no effect on my intentions to stay or leave	18	20	18	19	18	25 **	24	23	24	22	24 **	24 **	22	23	21		
	Increases my intentions to leave	21 **	23 **	21 **	18	18	29	33 **	32 **	31	29	27	31 **	30 **	29	27		
	<i>Unweighted count</i>						3 077						6 800						9 877
Royal Navy	Increases my intentions to stay	62	60 **	62	66	66	46 **	43 **	44 **	49	52	49 **	47 **	48 **	53	55		
	Has no effect on my intentions to stay or leave	19	22	18	18	18	24	25	24	25	24	23	24	22	23	23		
	Increases my intentions to leave	19	18	20	17	16	30 **	32 **	33 **	26	24	28 **	29 **	30 **	24	22		
	<i>Unweighted count</i>						921						1 881						2 802
Royal Marines	Increases my intentions to stay	58	62	54	56	58	48	40 **	41 **	41 **	46	49	42 **	43 **	43 **	48		
	Has no effect on my intentions to stay or leave	23	18	23	22	19	28 **	28 **	25	24	23	27 **	27 **	25	24	23		
	Increases my intentions to leave	19	20	22	22	23	25 **	32	34	35 **	30	24 **	30	33	33 **	29		
	<i>Unweighted count</i>						294						1 278						1 572
Army	Increases my intentions to stay	60	53 **	59	62	63	45	42 **	43	44	47	47	43 **	45 **	47	50		
	Has no effect on my intentions to stay or leave	18	21	19	19	19	26	26	25	25	22	25	25	24	24	22		
	Increases my intentions to leave	23 **	26 **	22	19	18	29	33	32	32	31	28	32	31	30	29		
	<i>Unweighted count</i>						942						1 713						2 655
RAF	Increases my intentions to stay	62	61	64	64	66	49	47 **	49	48 **	53	52 **	50 **	52 **	52 **	56		
	Has no effect on my intentions to stay or leave	16	16	16	20	16	22	19	18	20	19	21	19	18	20	19		
	Increases my intentions to leave	21	22	20	17	18	29	33 **	32 **	32 **	28	27	31 **	30 **	29 **	25		
	<i>Unweighted count</i>						920						1 928						2 848

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.31 How do the following factors impact on your intention to stay or leave the [Service]? Opportunities for flexible working conditions.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	27 **	29 **	28 **	32	35	31	31	28 **	31	32	30	30	28 **	31	32		
	Has no effect on my intentions to stay or leave	51	50	53	51	51	43 **	43 **	49	50	49	44 **	44 **	50	50	50		
	Increases my intentions to leave	22 **	21 **	19 **	17 **	14	26 **	26 **	23 **	19	19	26 **	26 **	22 **	19	18		
	<i>Unweighted count</i>						3 071						6 797						9 868
Royal Navy	Increases my intentions to stay	29	29	28 **	30	34	28	27	26	31	29	29	28	26 **	31	30		
	Has no effect on my intentions to stay or leave	43	45	48	44	45	40 **	39 **	47	45	47	40 **	40 **	47	45	47		
	Increases my intentions to leave	27 **	26	25	27 **	21	32 **	34 **	28 **	24	23	31 **	32 **	27 **	25	23		
	<i>Unweighted count</i>						918						1 879						2 797
Royal Marines	Increases my intentions to stay	27	30	25 **	30	33	33 **	29	25	28	28	32 **	30	25 **	28	28		
	Has no effect on my intentions to stay or leave	42	43	50	50	43	39 **	39 **	42	41 **	45	39 **	39 **	43	42	45		
	Increases my intentions to leave	31	27	25	21	24	28	32 **	33 **	31 **	27	28	31 **	32 **	30	27		
	<i>Unweighted count</i>						293						1 278						1 571
Army	Increases my intentions to stay	23 **	26	25 **	28	31	31	31	28	31	30	30	30	27	30	30		
	Has no effect on my intentions to stay or leave	56	55	57	56	57	42 **	42 **	49	51	50	44 **	44 **	51	52	51		
	Increases my intentions to leave	21 **	19 **	18 **	16	13	27 **	27 **	23	18	20	26 **	26 **	22 **	18	18		
	<i>Unweighted count</i>						940						1 713						2 653
RAF	Increases my intentions to stay	32 **	35 **	35 **	41	43	32 **	33 **	31 **	32 **	38	32 **	33 **	32 **	34 **	39		
	Has no effect on my intentions to stay or leave	48	45	50	46	45	48	48	54	53	49	48	47	53 **	51	48		
	Increases my intentions to leave	19 **	20 **	16 **	13	12	20 **	19 **	15	16 **	12	20 **	20 **	15 **	15 **	12		
	<i>Unweighted count</i>						920						1 927						2 847

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.32 How do the following factors impact on your intention to stay or leave the [Service]? Excitement of the job.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	60	58 **	59	62	62	40	39	39	39	39	44	42	42	43	44		
	Has no effect on my intentions to stay or leave	28	29	28	26	27	36	36	34	35	35	34	35	33	34	33		
	Increases my intentions to leave	12	13	13	12	12	24	25	27	26	26	22	23	24	23	23		
	<i>Unweighted count</i>						3 076						6 815						9 891
Royal Navy	Increases my intentions to stay	58	56	57	58	60	35	34	34	37	36	41	39	40	42	42		
	Has no effect on my intentions to stay or leave	29	31	29	28	28	36	38	36	36	36	35	36	34	34	34		
	Increases my intentions to leave	13	13	14	13	12	28	28	30	27	28	25	25	26	24	24		
	<i>Unweighted count</i>						922						1 883						2 805
Royal Marines	Increases my intentions to stay	62	66	62	58	63	46	40	38 **	42	44	48	43	41 **	44	46		
	Has no effect on my intentions to stay or leave	28	22	23	26	24	33	34	33	30	31	32	32	32	30	30		
	Increases my intentions to leave	10	12	15	16	14	21 **	26	29 **	28	25	20 **	24	27 **	26	24		
	<i>Unweighted count</i>						293						1 283						1 576
Army	Increases my intentions to stay	60	57	57	63	62	41	40	40	40	39	44	43	43	44	43		
	Has no effect on my intentions to stay or leave	28	30	29	25	27	35	35	33	35	35	34	34	33	34	34		
	Increases my intentions to leave	12	13	14	12	11	24	25	27	25	26	22	23	25	23	23		
	<i>Unweighted count</i>						941						1 719						2 660
RAF	Increases my intentions to stay	60	60	62	64	62	41	40	39	38	41	45	45	44	44	46		
	Has no effect on my intentions to stay or leave	26	28	26	26	26	37	37	35	35	35	35	35	33	33	33		
	Increases my intentions to leave	13	12	11	10	11	22	23	25	27	24	20	21	22	23	21		
	<i>Unweighted count</i>						920						1 930						2 850

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.33 How do the following factors impact on your intention to stay or leave the [Service]? Financial Incentives available to me e.g. Commitment Bonus.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	34 **	44 **	44 **	46	49	43 **	47	47	46	48	42 **	47	46	46	49		
	Has no effect on my intentions to stay or leave	49 **	42	39	40	39	36 **	33	31	32	31	38 **	34	33	33	33		
	Increases my intentions to leave	17 **	14	16 **	14	12	21	20	22	22	20	20	19	21	21	19		
	<i>Unweighted count</i>						2 330						6 023						8 353
Royal Navy	Increases my intentions to stay	31 **	40	38	40	43	40 **	43	44	45	46	38 **	43	43	44	45		
	Has no effect on my intentions to stay or leave	52 **	45	42	43	43	36 **	32	31	32	32	39 **	35	33	34	34		
	Increases my intentions to leave	17	15	20 **	17	14	24	24	25	23	23	23	23	24 **	22	21		
	<i>Unweighted count</i>						684						1 675						2 359
Royal Marines	Increases my intentions to stay	21 **	33	33	30 **	40	39	35	33 **	34	38	38	35	33 **	34	38		
	Has no effect on my intentions to stay or leave	56 **	48	43	47	42	36 **	36 **	33	28	29	37 **	37 **	34	29	31		
	Increases my intentions to leave	23	19	25	23	18	25 **	28 **	34	38 **	33	25 **	28 **	33	37 **	31		
	<i>Unweighted count</i>						203						1 099						1 302
Army	Increases my intentions to stay	29 **	42	43	44	47	43	47	46	46	48	42 **	46	45	46	48		
	Has no effect on my intentions to stay or leave	54 **	46	45	44	42	37	34	34	34	33	39 **	35	36	35	34		
	Increases my intentions to leave	17 **	12	12	13	11	20	19	20	20	20	19	18	19	19	18		
	<i>Unweighted count</i>						711						1 553						2 264
RAF	Increases my intentions to stay	47 **	53	52	55	57	47 **	53	55	49 **	55	47 **	53	55	51 **	55		
	Has no effect on my intentions to stay or leave	37	32	27	30	31	31	28	23 **	25	27	32 **	29	24 **	26	28		
	Increases my intentions to leave	16	15	21 **	14	13	22 **	18	21 **	26 **	18	21 **	18	21 **	23 **	16		
	<i>Unweighted count</i>						732						1 696						2 428

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.34 How do the following factors impact on your intention to stay or leave the [Service]? Spouse/partner's career.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Increases my intentions to stay	8 **	9	8 **	10	11	17	19	17	18	19	16	17	15	16	17		
	Has no effect on my intentions to stay or leave	27 **	30	31	29	31	38	37	35	35	36	35	35	34	34	35		
	Increases my intentions to leave	65 **	61	61	61	59	45	45	47	47	45	49	48	50	50	48		
	<i>Unweighted count</i>						2 521						4 860						7 381
Royal Navy	Increases my intentions to stay	6	9	7	8	8	11	12	13	14	13	10	11	11	12	11		
	Has no effect on my intentions to stay or leave	35	38	37	35	37	46	44	42	42	42	43	42	40	40	40		
	Increases my intentions to leave	59	53	57	57	55	43	44	45	44	46	47	46	48	47	48		
	<i>Unweighted count</i>						732						1 307						2 039
Royal Marines	Increases my intentions to stay	4	6	8	5	5	14	13	11	12	13	13	12	11	11	12		
	Has no effect on my intentions to stay or leave	33	30	31	30	33	47	45	43	42	42	45	43	41	40	41		
	Increases my intentions to leave	63	64	61	65	62	39 **	43	45	46	44	42 **	46	47	49	47		
	<i>Unweighted count</i>						242						871						1 113
Army	Increases my intentions to stay	8	7	7	8	10	19	20	18	18	20	17	18	16	16	18		
	Has no effect on my intentions to stay or leave	24	27	30	27	29	36	36	35	35	35	34	34	34	33	33		
	Increases my intentions to leave	68 **	65	63	65	61	45	44	47	47	46	49	48	50	50	49		
	<i>Unweighted count</i>						781						1 253						2 034
RAF	Increases my intentions to stay	13	13	12	13	16	20	20	19	21	21	18	18	17	19	20		
	Has no effect on my intentions to stay or leave	25	28	28	29	28	33	32	32	30	34	31	31	31	30	32		
	Increases my intentions to leave	63 **	59	60	58	56	47	48	50	49	45	51	51	52 **	51	48		
	<i>Unweighted count</i>						766						1 429						2 195

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Filtered on those who are married/in a long-term relationship.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.35 How do the following factors impact on your intention to stay or leave the [Service]? Childcare.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	6	6	5	5	7	10	12	12	11	12	9	10	10	10	11
	Has no effect on my intentions to stay or leave	46	48	46	42	41	42 **	41	38	39	36	43 **	43 **	40	40	37
	Increases my intentions to leave	48	46	49	53	51	48	47	50	49	52	48	47 **	50	50	52
	<i>Unweighted count</i>					462					853					1 315
Royal Marines	Increases my intentions to stay	7	5	5	6	5	14	13	13	11	13	13	12	12	10	12
	Has no effect on my intentions to stay or leave	42	42	39	44	38	45 **	42 **	39	39	36	45 **	42 **	39	40	36
	Increases my intentions to leave	50	53	56	49	57	41 **	45	48	50	51	42 **	46 **	49	50	52
	<i>Unweighted count</i>					169					570					739
Army	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RN/RM. (3) Filtered on those who support any children financially.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.36 How do the following factors impact on your intention to stay or leave the [Service]? Work/life balance while at sea.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	9	8	7	8	7	12	11	11	13	13	11	11	10	12	12
	Has no effect on my intentions to stay or leave	38	37	39	39	40	30	28	32	32	31	32	30	33	34	33
	Increases my intentions to leave	53	55	54	53	53	58	60 **	58	55	56	57	59 **	57	54	55
	<i>Unweighted count</i>					768					1 765					2 533
Royal Marines	Increases my intentions to stay	8	6 **	9	9	12	15	10 **	11	11	14	14	10 **	11 **	11 **	14
	Has no effect on my intentions to stay or leave	46	47	48	45	48	50	48	48	46	46	49	48	48	46	47
	Increases my intentions to leave	45	47	43	45	41	35	42	41	43	40	36	42	42	43	40
	<i>Unweighted count</i>					223					985					1 208
Army	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RN/RM.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.37 How do the following factors impact on your intention to stay or leave the [Service]? Work/life balance while on shore

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	27	25	24	28	26	27 **	28 **	28 **	31	33	27 **	27 **	27 **	30	31
	Has no effect on my intentions to stay or leave	31	29	29	29	28	35	35	35	35	34	34	34	33	34	33
	Increases my intentions to leave	41	46	47	43	45	38 **	37 **	37 **	34	33	39	39	40 **	36	36
	<i>Unweighted count</i>					907					1 843					2 750
Royal Marines	Increases my intentions to stay	17	21	22	21	20	22	17 **	16 **	21	24	21	18 **	17 **	21	23
	Has no effect on my intentions to stay or leave	41	38	36	31	36	47 **	45	43	41	42	46 **	44	42	39	41
	Increases my intentions to leave	42	41	42	48	43	31 **	38	41 **	39 **	35	32 **	38	41 **	40 **	36
	<i>Unweighted count</i>					286					1 218					1 504
Army	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RN/RM.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.38 How do the following factors impact on your intention to stay or leave the [Service]? Management in my current unit.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	34	30	26 **	30	31	26	23 **	23 **	26	28	28	24 **	23 **	27	29
	Has no effect on my intentions to stay or leave	50	52	54	52	49	48	49	48	49	46	48	50 **	49	50 **	46
	Increases my intentions to leave	16 **	18	21	17	21	26	28	30	25	26	24	26	27	23	25
	<i>Unweighted count</i>					915					1 857					2 772
Royal Marines	Increases my intentions to stay	31	31	33	33	31	23	18 **	18 **	20 **	24	24	19 **	20 **	21 **	25
	Has no effect on my intentions to stay or leave	55	56	52	52	51	54 **	52 **	50	48	47	54 **	52 **	50	48	48
	Increases my intentions to leave	14	13	15	15	18	23 **	31	32	33	29	22 **	29	30	31	28
	<i>Unweighted count</i>					291					1 247					1 538
Army	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Dropped in 2015 but added back in 2016. (2) Asked only of RN/RM from 2016.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.39 How do the following factors impact on your intention to stay or leave the [Service]? Accommodation provision.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	..	..	29	32	31	..	..	34	35	36	..	..	33	34	35
	Has no effect on my intentions to stay or leave	..	..	35	35	36	..	..	37	38	39	..	..	37	38	39
	Increases my intentions to leave	..	..	36	34	33	..	..	29 **	27	24	..	..	30 **	28	26
	<i>Unweighted count</i>	2 854					6 257					9 111				
Royal Navy	Increases my intentions to stay	..	..	27	27	25	..	..	25	27	26	..	..	26	27	26
	Has no effect on my intentions to stay or leave	..	..	50	51	50	..	..	49	48	51	..	..	49	48	51
	Increases my intentions to leave	..	..	23	22	25	..	..	26	25	23	..	..	25	25	24
	<i>Unweighted count</i>	854					1 715					2 569				
Royal Marines	Increases my intentions to stay	..	..	25	32 **	22	..	..	21	23	25	..	..	22	24	24
	Has no effect on my intentions to stay or leave	..	..	44	37 **	49	..	..	45	42	43	..	..	45	41	44
	Increases my intentions to leave	..	..	31	31	29	..	..	33	35	32	..	..	33	35	32
	<i>Unweighted count</i>	267					1 172					1 439				
Army	Increases my intentions to stay	..	..	30	33	34	..	..	37	37	40	..	..	36	37	39
	Has no effect on my intentions to stay or leave	..	..	29	30	30	..	..	35	37	37	..	..	34	36	35
	Increases my intentions to leave	..	..	41	37	36	..	..	28	25	24	..	..	30 **	27	26
	<i>Unweighted count</i>	883					1 616					2 499				
RAF	Increases my intentions to stay	..	..	28	31	30	..	..	36	37	37	..	..	34	36	35
	Has no effect on my intentions to stay or leave	..	..	34	33	36	..	..	32 **	32 **	38	..	..	33 **	32 **	37
	Increases my intentions to leave	..	..	38	36	34	..	..	31 **	31 **	26	..	..	33 **	32 **	28
	<i>Unweighted count</i>	850					1 754					2 604				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2018

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.40 How would having the following options impact on your intention to stay or leave the [Service]? Opportunities to work part-time.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	..	36	33	35	34	..	31	26 **	29	31	..	32	27 **	30	31
	Has no effect on my intentions to stay or leave	..	61	62	61	63	..	63	66	65	64	..	63	65	64	64
	Increases my intentions to leave	..	3	5 **	4	3	..	6	8 **	6	5	..	5	8 **	5	5
	<i>Unweighted count</i>					3 028					6 689					9 717
Royal Navy	Increases my intentions to stay	..	35	37	37	37	..	32	30	31	31	..	33	32	32	33
	Has no effect on my intentions to stay or leave	..	63	60	60	60	..	64	64	65	65	..	64	63	64	64
	Increases my intentions to leave	..	2	3	3	3	..	4	6	4	4	..	3	5	3	4
	<i>Unweighted count</i>					902					1 835					2 737
Royal Marines	Increases my intentions to stay	..	32	31	36	32	..	27	24	26	27	..	27	25	27	28
	Has no effect on my intentions to stay or leave	..	65	65	59 **	67	..	67	67	67	66	..	67	67	66	66
	Increases my intentions to leave	..	3	4 **	5 **	1	..	6	9 **	8	7	..	6	9 **	7	6
	<i>Unweighted count</i>					288					1 248					1 536
Army	Increases my intentions to stay	..	33	28	30	29	..	32	25 **	30	31	..	32	25 **	30	30
	Has no effect on my intentions to stay or leave	..	62	65	65	66	..	61	65	63	63	..	61	65	63	64
	Increases my intentions to leave	..	5	7	5	5	..	7	10 **	7	6	..	7	10 **	6	6
	<i>Unweighted count</i>					936					1 709					2 645
RAF	Increases my intentions to stay	..	41	39	42	41	..	28	27 **	27 **	31	..	31	29 **	30	33
	Has no effect on my intentions to stay or leave	..	57	58	55	57	..	68	69	69	67	..	65	67	66	64
	Increases my intentions to leave	..	2	3	3	2	..	4	4 **	4	3	..	3	4 **	4	3
	<i>Unweighted count</i>					902					1 897					2 799

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2017

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.41 How would having the following options impact on your intention to stay or leave the [Service]? Opportunities for reduced separated Service (including operational deployment).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	..	37	33	34	34	..	32	29	30	31	..	33	29	30	31
	Has no effect on my intentions to stay or leave	..	60	62	62	62	..	61	64	64	64	..	61 **	64	64	64
	Increases my intentions to leave	..	3	5	4	3	..	6	8 **	6	6	..	6	7 **	6	5
	<i>Unweighted count</i>					3 021					6 683					9 704
Royal Navy	Increases my intentions to stay	..	40	35	37	35	..	48 **	40	39	40	..	46 **	39	39	39
	Has no effect on my intentions to stay or leave	..	59	61	61	62	..	49 **	55	57	56	..	51 **	57	58	57
	Increases my intentions to leave	..	1	4	2	3	..	4	4	4	5	..	3	4	3	4
	<i>Unweighted count</i>					898					1 834					2 732
Royal Marines	Increases my intentions to stay	..	31	25	26	28	..	22	19	21	21	..	23	20	21	22
	Has no effect on my intentions to stay or leave	..	65	70	69	70	..	71	72	72	73	..	71	72	72	72
	Increases my intentions to leave	..	4	5	5	3	..	6	8	7	6	..	6	8 **	7	6
	<i>Unweighted count</i>					288					1 248					1 536
Army	Increases my intentions to stay	..	31	28	29	30	..	28	24	27	27	..	29	24	27	28
	Has no effect on my intentions to stay or leave	..	65	66	66	66	..	64	66	65	66	..	64	66	65	66
	Increases my intentions to leave	..	5	6	5	4	..	8	10 **	8	7	..	7	9 **	8	6
	<i>Unweighted count</i>					935					1 705					2 640
RAF	Increases my intentions to stay	..	47	41	42	42	..	35	36	32	35	..	38	37	34	36
	Has no effect on my intentions to stay or leave	..	51	57	55	55	..	61	60	64	62	..	59	59	62	60
	Increases my intentions to leave	..	2	3	3	3	..	4	4	4	4	..	3	4	3	3
	<i>Unweighted count</i>					900					1 896					2 796

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2017

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.1 What are your plans for the future?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	To stay serving as long as I can	2.0	2.0	2.0	2.0	2.1	1.7	1.8	1.9	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	To stay serving to the end of current engagement/commission	2.1	2.1	2.1	2.0	2.2	1.3	1.4	1.6	1.5	1.8	1.1	1.2	1.3	1.3	1.5
	To leave the [Service] before the end of my current engagement/commission	1.8	2.0	1.9	1.8	1.9	1.0	1.2	1.3	1.3	1.2	0.9	1.0	1.1	1.1	1.0
	To leave the [Service] as soon as I can	0.8	0.9	0.9	0.8	0.8	1.0	1.0	1.2	1.1	1.2	0.9	0.9	1.0	0.9	1.0
	I have put in my notice to leave	0.8	0.8	0.8	0.7	0.9	0.8	0.9	0.9	0.8	1.0	0.7	0.7	0.8	0.7	0.8
	Don't know	1.6	1.7	1.7	1.7	1.8	1.4	1.5	1.6	1.6	1.7	1.2	1.2	1.4	1.3	1.4
	<i>Unweighted count</i>															
Royal Navy	To stay serving as long as I can	3.4	3.5	3.4	3.5	3.3	2.8	2.5	2.8	2.5	2.7	2.3	2.1	2.3	2.1	2.2
	To stay serving to the end of current engagement/commission	3.5	3.6	3.5	3.5	3.6	2.4	2.3	2.6	2.2	2.4	2.0	2.0	2.2	1.9	2.0
	To leave the [Service] before the end of my current engagement/commission	3.1	3.2	3.3	3.2	3.1	2.2	1.8	2.3	1.8	1.9	1.8	1.5	1.9	1.6	1.6
	To leave the [Service] as soon as I can	1.4	1.5	1.7	1.3	1.4	2.1	1.8	2.3	1.6	1.7	1.6	1.5	1.8	1.3	1.3
	I have put in my notice to leave	1.3	1.1	1.2	1.1	1.2	1.3	1.0	1.4	1.0	1.2	1.0	0.8	1.1	0.8	0.9
	Don't know	2.7	2.8	2.8	2.6	2.7	2.6	2.1	2.4	2.1	2.3	2.1	1.8	2.0	1.7	1.8
	<i>Unweighted count</i>															
Royal Marines	To stay serving as long as I can	5.3	5.0	5.0	4.8	5.4	1.9	1.9	2.3	2.3	3.0	1.8	1.8	2.2	2.1	2.7
	To stay serving to the end of current engagement/commission	5.4	5.1	5.4	5.2	5.4	1.5	1.5	1.9	1.9	2.5	1.4	1.5	1.8	1.8	2.3
	To leave the [Service] before the end of my current engagement/commission	4.3	4.2	4.4	4.2	4.5	1.2	1.4	1.6	1.7	1.8	1.1	1.3	1.5	1.6	1.7
	To leave the [Service] as soon as I can	2.2	1.8	1.5	1.7	2.0	1.0	1.2	1.6	1.4	1.6	1.0	1.1	1.4	1.2	1.4
	I have put in my notice to leave	1.7	1.3	1.6	0.8	2.0	0.7	0.9	1.3	1.2	1.6	0.7	0.9	1.1	1.1	1.4
	Don't know	3.7	4.0	3.8	3.6	4.2	1.6	1.6	2.2	2.1	2.8	1.4	1.5	2.0	1.9	2.5
	<i>Unweighted count</i>															
Army	To stay serving as long as I can	3.2	3.4	3.4	3.3	3.7	2.5	2.8	3.1	3.0	3.5	2.2	2.4	2.6	2.5	3.0
	To stay serving to the end of current engagement/commission	3.3	3.6	3.5	3.3	3.7	1.8	2.1	2.4	2.4	2.9	1.6	1.8	2.1	2.0	2.5
	To leave the [Service] before the end of my current engagement/commission	2.9	3.3	3.1	2.9	3.3	1.5	1.9	2.0	2.0	1.9	1.3	1.7	1.8	1.7	1.7
	To leave the [Service] as soon as I can	1.0	1.6	1.3	1.3	1.1	1.6	1.6	1.9	1.8	1.9	1.4	1.4	1.6	1.5	1.6
	I have put in my notice to leave	1.3	1.3	1.3	1.1	1.4	1.2	1.4	1.5	1.3	1.7	1.1	1.2	1.2	1.1	1.5
	Don't know	2.7	2.8	2.7	2.8	3.1	2.1	2.3	2.6	2.5	2.8	1.8	2.0	2.2	2.2	2.4
	<i>Unweighted count</i>															
RAF	To stay serving as long as I can	3.4	3.1	3.2	3.4	3.3	2.8	2.5	2.5	2.5	2.7	2.3	2.1	2.1	2.1	2.2
	To stay serving to the end of current engagement/commission	3.9	3.4	3.7	3.6	3.8	2.7	2.5	2.8	2.6	2.7	2.3	2.1	2.3	2.2	2.2
	To leave the [Service] before the end of my current engagement/commission	3.4	3.1	3.4	3.2	3.3	2.1	2.0	2.1	2.1	2.1	1.8	1.7	1.8	1.8	1.8
	To leave the [Service] as soon as I can	1.8	1.4	1.7	1.5	1.6	1.6	1.4	1.5	1.4	1.5	1.3	1.1	1.2	1.1	1.2
	I have put in my notice to leave	1.5	1.4	1.5	1.1	1.7	1.0	1.1	1.1	0.9	1.0	0.8	0.9	0.9	0.7	0.8
	Don't know	2.7	2.6	3.0	2.8	2.7	2.3	2.0	2.1	2.0	2.1	1.9	1.7	1.8	1.7	1.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.2 For how many more years do you plan on serving in the Army? (leave blank if undecided)

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	0-5 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	6-10 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	11-15 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	16-20 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	21-25 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	More than 25 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	0-5 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	6-10 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	11-15 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	16-20 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	21-25 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	More than 25 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	0-5 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	6-10 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	11-15 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	16-20 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	21-25 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	More than 25 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	0-5 years	..	4.8	4.6	4.4	4.9	..	3.5	3.8	3.7	3.9	..	3.0	3.3	3.2	3.3
	6-10 years	..	4.0	4.2	4.1	4.5	..	2.9	3.0	3.0	3.7	..	2.5	2.6	2.6	3.2
	11-15 years	..	3.0	2.7	2.7	3.1	..	2.4	2.9	2.4	3.0	..	2.1	2.4	2.0	2.5
	16-20 years	..	2.5	2.3	2.4	2.5	..	2.1	2.3	2.1	2.4	..	1.8	1.9	1.8	2.0
	21-25 years	..	1.7	1.6	1.5	1.9	..	2.5	2.7	2.7	3.3	..	2.1	2.3	2.2	2.7
	More than 25 years	..	1.7	1.7	1.7	1.9	..	0.9	0.9	1.3	1.4	..	0.8	0.8	1.1	1.2
	<i>Unweighted count</i>															
RAF	0-5 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	6-10 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	11-15 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	16-20 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	21-25 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	More than 25 years	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.3 How actively have you searched for a job outside the [Service] in the last 12 months?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Very actively	1.3	1.4	1.4	1.1	1.4	1.2	1.3	1.5	1.4	1.7	1.0	1.1	1.3	1.1	1.4
	Quite actively	2.0	2.1	2.1	1.9	2.0	1.5	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.5
	Not very actively	2.1	2.2	2.2	2.2	2.3	1.5	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Not at all	2.1	2.1	2.1	2.1	2.2	1.6	1.7	1.9	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Very actively	2.1	2.0	2.1	2.0	2.0	2.1	1.8	2.3	1.7	1.9	1.7	1.5	1.8	1.4	1.6
	Quite actively	3.2	3.3	3.5	3.2	3.2	2.7	2.5	2.9	2.4	2.6	2.2	2.0	2.4	2.0	2.1
	Not very actively	3.7	3.8	3.8	3.7	3.7	2.8	2.5	2.9	2.4	2.6	2.3	2.1	2.4	2.0	2.2
	Not at all	3.5	3.6	3.6	3.7	3.6	3.0	2.6	3.0	2.5	2.7	2.4	2.2	2.4	2.1	2.2
	<i>Unweighted count</i>															
Royal Marines	Very actively	2.8	2.8	2.9	2.4	3.0	1.2	1.5	2.0	1.9	2.4	1.1	1.4	1.8	1.7	2.1
	Quite actively	4.6	4.3	4.7	4.9	4.9	1.7	1.8	2.4	2.3	2.9	1.6	1.7	2.2	2.1	2.6
	Not very actively	5.6	5.4	5.4	5.1	5.7	1.7	1.8	2.3	2.2	3.0	1.6	1.7	2.1	2.1	2.7
	Not at all	5.4	5.2	5.3	4.9	5.6	1.8	1.8	2.3	2.2	2.9	1.7	1.7	2.1	2.0	2.6
	<i>Unweighted count</i>															
Army	Very actively	2.1	2.4	2.3	1.9	2.4	1.8	2.1	2.4	2.2	2.8	1.6	1.8	2.1	1.9	2.4
	Quite actively	3.2	3.6	3.4	3.2	3.4	2.3	2.5	2.8	2.7	3.0	2.0	2.2	2.4	2.3	2.6
	Not very actively	3.4	3.8	3.6	3.5	3.9	2.2	2.5	2.7	2.7	3.0	2.0	2.2	2.4	2.3	2.6
	Not at all	3.3	3.5	3.4	3.3	3.7	2.5	2.7	3.0	2.9	3.4	2.2	2.4	2.6	2.5	2.9
	<i>Unweighted count</i>															
RAF	Very actively	2.4	2.1	2.4	2.0	2.2	2.1	1.9	1.9	1.9	1.9	1.7	1.6	1.6	1.5	1.6
	Quite actively	3.5	3.2	3.5	3.4	3.4	2.7	2.5	2.7	2.5	2.6	2.3	2.0	2.2	2.1	2.1
	Not very actively	3.9	3.4	3.9	3.7	3.8	2.7	2.5	2.6	2.5	2.7	2.3	2.1	2.2	2.1	2.2
	Not at all	3.8	3.4	3.6	3.6	3.7	2.9	2.6	2.7	2.6	2.7	2.4	2.1	2.2	2.2	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.4 In the last year, have you been approached by industry with offers of employment?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Yes	3.8	3.9	3.9	3.8	3.8	3.0	2.6	3.2	2.5	2.7	2.5	2.2	2.6	2.1	2.3
	No	3.8	3.9	3.9	3.8	3.8	3.0	2.6	3.2	2.5	2.7	2.5	2.2	2.6	2.1	2.3
	<i>Unweighted count</i>															
Royal Marines	Yes	5.6	5.3	5.5	5.4	5.8	1.8	2.0	2.5	2.4	3.1	1.7	1.8	2.3	2.2	2.8
	No	5.6	5.3	5.5	5.4	5.8	1.8	2.0	2.5	2.4	3.1	1.7	1.8	2.3	2.2	2.8
	<i>Unweighted count</i>															
Army	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Yes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.5 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?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes - up to 2 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - between 2-5 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - between 6-10 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - as long as I could	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Don't know	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Yes - up to 2 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - between 2-5 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - between 6-10 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - as long as I could	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Don't know	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Yes - up to 2 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - between 2-5 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - between 6-10 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - as long as I could	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Don't know	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Yes - up to 2 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - between 2-5 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - between 6-10 years beyond	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Yes - as long as I could	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Don't know	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Yes - up to 2 years beyond	..	..	..	1.6	1.7	..	..	0.9	0.9	..	..	..	0.8	0.8	
	Yes - between 2-5 years beyond	..	..	..	2.5	2.5	..	..	1.4	1.6	..	..	..	1.2	1.3	
	Yes - between 6-10 years beyond	..	..	..	1.3	1.2	..	..	1.0	0.9	..	..	..	0.8	0.8	
	Yes - as long as I could	..	..	..	2.4	2.3	..	..	2.0	2.2	..	..	..	1.6	1.8	
	No	..	..	..	3.8	4.0	..	..	2.8	2.9	..	..	..	2.3	2.4	
	Don't know	..	..	..	3.4	3.5	..	..	2.4	2.6	..	..	..	2.0	2.1	
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.6 When you leave the [Service], would you consider joining the Volunteer Reserve Forces (RN/RM: Maritime Reserves, Army: Army Reserves, RAF: RAF Volunteer Reserves)? Full-time.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	2.0	2.0	2.0	1.9	2.1	1.4	1.5	1.5	1.5	1.7	1.2	1.2	1.3	1.2	1.4
	No	2.3	2.3	2.3	2.3	2.5	1.8	1.9	2.0	2.0	2.2	1.5	1.6	1.7	1.6	1.9
	Don't know	1.8	1.9	1.9	1.9	2.1	1.6	1.7	1.8	1.8	2.1	1.3	1.4	1.5	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Yes	3.1	3.2	3.2	3.3	3.2	2.1	1.9	2.2	2.1	2.2	1.7	1.7	1.8	1.8	1.8
	No	3.8	3.9	4.0	3.9	3.9	3.1	2.7	3.2	2.7	2.9	2.6	2.3	2.6	2.2	2.4
	Don't know	3.2	3.3	3.5	3.4	3.4	2.8	2.4	2.8	2.3	2.7	2.3	2.0	2.3	1.9	2.2
	<i>Unweighted count</i>															
Royal Marines	Yes	3.9	4.7	4.5	4.6	5.1	1.5	1.5	1.8	1.8	2.4	1.4	1.4	1.7	1.7	2.2
	No	5.5	5.6	5.7	5.4	5.9	2.0	2.1	2.6	2.5	3.3	1.9	2.0	2.4	2.3	3.0
	Don't know	4.9	4.6	4.7	4.1	5.3	1.8	1.9	2.3	2.3	3.0	1.7	1.7	2.1	2.1	2.7
	<i>Unweighted count</i>															
Army	Yes	3.1	3.2	3.3	3.1	3.6	2.1	2.3	2.5	2.4	2.9	1.9	2.0	2.1	2.1	2.5
	No	3.6	3.9	3.8	3.7	4.2	2.7	3.0	3.3	3.2	3.7	2.3	2.6	2.8	2.7	3.2
	Don't know	2.9	3.1	3.0	3.0	3.5	2.4	2.7	2.9	2.9	3.5	2.1	2.3	2.5	2.5	3.0
	<i>Unweighted count</i>															
RAF	Yes	3.8	3.4	3.7	3.4	3.6	2.2	2.1	2.1	2.1	2.3	1.9	1.8	1.8	1.8	1.9
	No	4.1	3.7	4.0	3.9	4.0	3.0	2.7	2.8	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Don't know	3.3	2.9	3.3	3.5	3.5	2.6	2.3	2.3	2.3	2.5	2.1	1.9	1.9	1.9	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.7 When you leave the [Service], would you consider joining the Volunteer Reserve Forces (RN/RM: Maritime Reserves, Army: Army Reserves, RAF: RAF Volunteer Reserves)? Part-time.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	2.2	2.3	2.3	2.2	2.4	1.5	1.7	1.8	1.8	2.0	1.3	1.4	1.5	1.5	1.7
	No	2.2	2.3	2.3	2.1	2.2	1.7	1.9	2.0	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	Don't know	1.8	1.9	1.9	1.9	2.0	1.6	1.7	1.9	1.8	2.1	1.3	1.4	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Yes	3.8	3.9	3.9	3.9	3.8	2.6	2.3	2.7	2.3	2.6	2.1	2.0	2.3	2.0	2.2
	No	3.6	3.7	3.7	3.5	3.5	3.2	2.8	3.3	2.7	2.9	2.6	2.3	2.6	2.2	2.4
	Don't know	3.3	3.4	3.4	3.3	3.3	2.8	2.4	2.9	2.4	2.6	2.3	2.0	2.4	2.0	2.2
	<i>Unweighted count</i>															
Royal Marines	Yes	5.4	5.4	5.6	5.3	5.7	1.8	1.9	2.3	2.3	3.0	1.7	1.8	2.2	2.1	2.7
	No	5.5	5.1	5.2	4.9	5.2	1.9	2.1	2.6	2.6	3.2	1.8	1.9	2.4	2.3	2.9
	Don't know	4.9	4.7	4.8	4.4	4.8	1.8	1.9	2.3	2.3	3.1	1.7	1.7	2.1	2.1	2.8
	<i>Unweighted count</i>															
Army	Yes	3.6	3.9	3.8	3.7	4.1	2.4	2.7	3.0	2.9	3.4	2.1	2.4	2.6	2.5	2.9
	No	3.6	3.9	3.8	3.5	3.7	2.7	3.0	3.3	3.1	3.6	2.3	2.6	2.8	2.7	3.0
	Don't know	2.9	3.1	3.1	3.1	3.4	2.5	2.7	3.0	2.9	3.5	2.1	2.3	2.6	2.5	2.9
	<i>Unweighted count</i>															
RAF	Yes	4.0	3.5	4.0	3.8	3.9	2.2	2.2	2.3	2.2	2.4	2.0	1.9	2.0	1.9	2.1
	No	4.1	3.6	3.9	3.7	3.8	3.0	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Don't know	3.3	3.0	3.4	3.4	3.5	2.6	2.4	2.4	2.4	2.6	2.2	2.0	2.0	2.0	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.8 Which of the following Reserves options are of interest to you on leaving the RAF? FTRS (Full Commitment).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	5.1	4.6	4.8	4.6	4.8	4.8	4.1	4.3	4.2	4.2	3.6	3.2	3.4	3.3	3.3
	Ticked	5.1	4.6	4.8	4.6	4.8	4.8	4.1	4.3	4.2	4.2	3.6	3.2	3.4	3.3	3.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.9 Which of the following Reserves options are of interest to you on leaving the RAF? FTRS (Limited Commitment).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	5.1	4.6	4.9	4.7	4.9	4.6	3.9	4.1	4.1	4.1	3.6	3.1	3.3	3.2	3.3
	Ticked	5.1	4.6	4.9	4.7	4.9	4.6	3.9	4.1	4.1	4.1	3.6	3.1	3.3	3.2	3.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.10 Which of the following Reserves options are of interest to you on leaving the RAF? FTRS (Home Commitment).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	5.1	4.5	4.8	4.7	4.8	4.7	4.1	4.3	4.2	4.2	3.6	3.2	3.3	3.2	3.3
	Ticked	5.1	4.5	4.8	4.7	4.8	4.7	4.1	4.3	4.2	4.2	3.6	3.2	3.3	3.2	3.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.11 Which of the following Reserves options are of interest to you on leaving the RAF? Additional Duties Commitment (ADC).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	5.0	4.4	4.6	4.5	4.7	3.3	2.7	2.8	2.8	3.2	2.8	2.3	2.4	2.5	2.7
	Ticked	5.0	4.4	4.6	4.5	4.7	3.3	2.7	2.8	2.8	3.2	2.8	2.3	2.4	2.5	2.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.12 Which of the following Reserves options are of interest to you on leaving the RAF? Volunteer Reserves (part-time with unlimited worldwide mobilisation liability).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	..	..	..	4.5	4.7	..	..	..	3.8	3.9	..	..	..	3.0	3.1
	Ticked	..	..	..	4.5	4.7	..	..	..	3.8	3.9	..	..	..	3.0	3.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.13 Which of the following Reserves options are of interest to you on leaving the RAF? Volunteer Reserves (part-time for home base support functions).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Not ticked	..	..	..	4.7	4.8	..	..	..	4.0	4.0	..	..	..	3.1	3.1
	Ticked	..	..	..	4.7	4.8	..	..	..	4.0	4.0	..	..	..	3.1	3.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.14 How do the following factors impact on your intention to stay or leave the [Service]? Impact of [Service] life on family and personal life.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	1.3	1.3	1.4	1.4	1.5	1.4	1.5	1.6	1.6	1.8	1.2	1.3	1.3	1.3	1.5
	Has no effect on my intentions to stay or leave	1.5	1.6	1.6	1.5	1.7	1.5	1.6	1.8	1.7	1.9	1.2	1.3	1.5	1.4	1.6
	Increases my intentions to leave	1.9	1.9	2.0	1.9	2.1	1.7	1.8	2.0	1.9	2.2	1.4	1.5	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	2.1	2.2	1.9	2.0	2.0	2.0	1.6	2.0	1.8	1.9	1.6	1.4	1.6	1.5	1.5
	Has no effect on my intentions to stay or leave	2.5	2.6	2.6	2.6	2.6	2.4	2.1	2.5	2.1	2.2	1.9	1.7	2.0	1.7	1.8
	Increases my intentions to leave	3.1	3.2	3.1	3.1	3.1	2.9	2.5	2.9	2.5	2.7	2.3	2.0	2.4	2.1	2.2
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	2.6	3.2	3.3	2.6	3.1	1.5	1.4	1.7	1.7	2.3	1.3	1.3	1.5	1.5	2.1
	Has no effect on my intentions to stay or leave	4.2	4.4	4.1	3.8	4.5	1.7	1.8	2.3	2.2	2.8	1.6	1.7	2.1	2.0	2.5
	Increases my intentions to leave	4.7	5.0	4.9	4.3	5.1	1.9	2.0	2.5	2.4	3.2	1.8	1.9	2.3	2.2	2.9
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	2.1	2.2	2.3	2.3	2.6	2.2	2.5	2.6	2.6	3.0	1.9	2.1	2.2	2.2	2.5
	Has no effect on my intentions to stay or leave	2.6	2.7	2.8	2.5	2.9	2.3	2.5	2.8	2.7	3.2	2.0	2.1	2.4	2.3	2.7
	Increases my intentions to leave	3.1	3.3	3.4	3.2	3.6	2.6	2.9	3.2	3.1	3.6	2.2	2.5	2.7	2.6	3.0
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	2.6	2.3	2.4	2.4	2.6	2.4	2.2	2.2	2.2	2.4	2.0	1.8	1.8	1.8	1.9
	Has no effect on my intentions to stay or leave	2.6	2.4	2.5	2.5	2.6	2.5	2.2	2.2	2.1	2.3	2.0	1.8	1.8	1.8	1.9
	Increases my intentions to leave	3.4	3.1	3.3	3.3	3.4	3.0	2.7	2.8	2.7	2.9	2.5	2.2	2.3	2.2	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.15 How do the following factors impact on your intention to stay or leave the [Service]? Opportunities outside the [Service]

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	1.4	1.3	1.3	1.3	1.5	1.4	1.5	1.6	1.6	1.7	1.2	1.3	1.3	1.3	1.4
	Has no effect on my intentions to stay or leave	2.0	2.1	2.0	2.0	2.1	1.6	1.7	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	Increases my intentions to leave	2.2	2.2	2.2	2.2	2.3	1.7	1.8	2.0	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	2.1	2.0	1.8	2.2	2.0	2.4	2.1	2.3	1.9	2.1	1.9	1.7	1.8	1.5	1.7
	Has no effect on my intentions to stay or leave	3.1	3.3	3.4	3.3	3.2	2.7	2.4	2.8	2.4	2.6	2.2	2.0	2.3	2.0	2.1
	Increases my intentions to leave	3.5	3.6	3.6	3.6	3.5	3.1	2.7	3.2	2.6	2.9	2.5	2.3	2.6	2.2	2.4
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	3.2	3.3	3.6	2.9	3.6	1.6	1.6	2.0	1.8	2.4	1.5	1.5	1.8	1.7	2.1
	Has no effect on my intentions to stay or leave	5.0	4.7	4.7	4.7	5.2	1.8	1.9	2.2	2.1	2.9	1.7	1.7	2.0	2.0	2.6
	Increases my intentions to leave	5.4	5.2	5.3	5.1	5.7	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	2.3	2.3	2.2	2.1	2.5	2.2	2.4	2.6	2.5	2.9	1.9	2.1	2.2	2.1	2.4
	Has no effect on my intentions to stay or leave	3.2	3.5	3.5	3.4	3.6	2.5	2.7	3.0	2.9	3.4	2.1	2.4	2.6	2.5	2.9
	Increases my intentions to leave	3.5	3.8	3.7	3.6	4.0	2.6	2.9	3.2	3.1	3.6	2.3	2.5	2.8	2.7	3.1
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	2.4	2.2	2.4	2.3	2.4	2.4	2.2	2.2	2.1	2.3	2.0	1.8	1.8	1.7	1.9
	Has no effect on my intentions to stay or leave	3.6	3.2	3.2	3.3	3.5	2.6	2.3	2.4	2.3	2.4	2.2	1.9	2.0	1.9	2.0
	Increases my intentions to leave	3.9	3.5	3.7	3.7	3.9	3.0	2.7	2.8	2.7	2.9	2.5	2.3	2.4	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.16 How do the following factors impact on your intention to stay or leave the [Service]? Current job satisfaction.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	2.2	2.3	2.3	2.2	2.4	1.6	1.7	1.9	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	Has no effect on my intentions to stay or leave	1.8	1.8	1.9	1.7	1.9	1.5	1.6	1.7	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Increases my intentions to leave	2.1	2.2	2.2	2.1	2.2	1.7	1.8	2.0	1.9	2.2	1.4	1.5	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.8	3.9	3.9	3.8	3.8	2.8	2.5	2.9	2.5	2.7	2.4	2.1	2.4	2.1	2.3
	Has no effect on my intentions to stay or leave	3.0	3.2	3.2	2.9	3.0	2.7	2.5	2.7	2.3	2.5	2.2	2.0	2.2	1.9	2.0
	Increases my intentions to leave	3.6	3.7	3.8	3.6	3.7	3.1	2.7	3.2	2.6	2.8	2.5	2.3	2.6	2.2	2.4
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.6	5.5	5.6	5.3	5.9	1.8	1.8	2.2	2.3	3.0	1.7	1.7	2.1	2.1	2.8
	Has no effect on my intentions to stay or leave	4.6	4.4	4.3	3.9	4.8	1.7	1.8	2.2	2.1	2.8	1.6	1.7	2.0	1.9	2.5
	Increases my intentions to leave	5.0	4.9	5.3	5.1	5.6	1.9	2.0	2.6	2.5	3.2	1.7	1.9	2.3	2.3	2.9
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	3.6	3.9	3.8	3.7	4.1	2.4	2.7	3.0	2.9	3.4	2.1	2.4	2.6	2.5	2.9
	Has no effect on my intentions to stay or leave	2.8	3.1	3.1	2.8	3.2	2.3	2.5	2.8	2.7	3.1	2.0	2.2	2.4	2.3	2.6
	Increases my intentions to leave	3.4	3.8	3.6	3.5	3.7	2.5	2.9	3.2	3.0	3.6	2.2	2.5	2.7	2.6	3.0
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	4.1	3.6	3.9	3.8	3.9	2.9	2.6	2.7	2.7	2.8	2.4	2.2	2.3	2.2	2.3
	Has no effect on my intentions to stay or leave	3.4	2.9	3.3	3.1	3.1	2.6	2.3	2.5	2.4	2.4	2.2	1.9	2.0	2.0	2.0
	Increases my intentions to leave	3.9	3.5	3.9	3.7	3.8	3.0	2.7	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.17 How do the following factors impact on your intention to stay or leave the [Service]? Job security.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	2.0	2.0	2.0	1.8	1.9	1.6	1.7	1.9	1.7	2.0	1.4	1.5	1.6	1.5	1.7
	Has no effect on my intentions to stay or leave	1.8	1.9	1.8	1.7	1.8	1.5	1.6	1.8	1.6	1.8	1.3	1.3	1.5	1.4	1.5
	Increases my intentions to leave	1.2	1.1	1.1	0.9	0.8	1.0	1.0	1.3	0.9	1.2	0.8	0.8	1.0	0.7	0.9
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.1	3.0	3.2	2.9	2.8	2.9	2.4	3.0	2.3	2.4	2.3	2.0	2.4	1.9	2.0
	Has no effect on my intentions to stay or leave	2.8	2.8	2.9	2.7	2.6	2.7	2.3	2.8	2.1	2.3	2.1	1.9	2.3	1.7	1.8
	Increases my intentions to leave	1.7	1.3	1.6	1.2	1.2	1.5	1.2	1.3	1.0	1.1	1.2	1.0	1.1	0.8	0.9
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	4.5	3.8	4.5	3.7	4.2	1.7	1.9	2.4	2.3	2.8	1.6	1.7	2.2	2.0	2.5
	Has no effect on my intentions to stay or leave	4.1	3.5	4.1	3.3	3.8	1.6	1.7	2.1	2.1	2.7	1.5	1.6	2.0	1.9	2.4
	Increases my intentions to leave	2.1	1.7	2.5	1.8	2.2	0.8	1.0	1.6	1.3	1.4	0.8	0.9	1.4	1.1	1.2
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	3.3	3.5	3.3	3.0	3.3	2.5	2.7	3.1	2.8	3.3	2.2	2.4	2.7	2.4	2.8
	Has no effect on my intentions to stay or leave	3.0	3.2	3.0	2.8	3.1	2.3	2.5	2.8	2.6	3.1	2.0	2.2	2.4	2.2	2.6
	Increases my intentions to leave	2.1	2.0	1.9	1.3	1.4	1.5	1.6	2.1	1.4	2.0	1.3	1.4	1.7	1.2	1.6
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	3.6	3.2	3.4	3.2	3.2	2.7	2.4	2.6	2.3	2.3	2.3	2.0	2.1	2.0	1.9
	Has no effect on my intentions to stay or leave	3.3	3.0	3.2	2.9	3.1	2.5	2.2	2.3	2.1	2.1	2.1	1.8	1.9	1.8	1.8
	Increases my intentions to leave	1.9	1.5	1.7	1.7	1.3	1.6	1.4	1.6	1.2	1.1	1.3	1.1	1.3	1.0	0.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.18 How do the following factors impact on your intention to stay or leave the [Service]? My morale.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	2.2	2.3	2.3	2.2	2.4	1.6	1.7	1.9	1.8	2.1	1.4	1.5	1.6	1.6	1.8
	Has no effect on my intentions to stay or leave	1.8	1.8	1.9	1.8	1.9	1.5	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Increases my intentions to leave	2.2	2.3	2.3	2.1	2.3	1.7	1.8	2.0	1.9	2.2	1.4	1.6	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.7	3.8	3.7	3.8	3.8	2.8	2.5	2.9	2.5	2.6	2.3	2.1	2.4	2.1	2.2
	Has no effect on my intentions to stay or leave	3.0	3.1	3.3	3.2	3.1	2.8	2.3	2.8	2.3	2.5	2.2	1.9	2.3	1.9	2.1
	Increases my intentions to leave	3.7	3.8	3.9	3.7	3.7	3.1	2.7	3.2	2.6	2.9	2.6	2.3	2.6	2.2	2.4
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.7	5.4	5.5	5.3	5.9	1.8	1.9	2.2	2.3	3.0	1.8	1.8	2.1	2.1	2.8
	Has no effect on my intentions to stay or leave	4.9	4.4	4.5	4.0	4.9	1.8	1.8	2.3	2.2	2.9	1.7	1.7	2.1	2.0	2.6
	Increases my intentions to leave	5.0	4.7	5.1	5.1	5.4	1.8	2.0	2.6	2.5	3.2	1.7	1.9	2.3	2.3	2.9
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	3.5	3.8	3.8	3.7	4.1	2.5	2.7	3.0	3.0	3.5	2.2	2.3	2.6	2.6	2.9
	Has no effect on my intentions to stay or leave	2.8	3.1	3.1	2.9	3.3	2.3	2.6	2.8	2.7	3.1	2.0	2.2	2.4	2.3	2.6
	Increases my intentions to leave	3.5	3.9	3.8	3.5	3.8	2.5	2.9	3.2	3.0	3.5	2.2	2.5	2.7	2.6	3.0
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	4.0	3.6	3.8	3.8	3.9	2.9	2.6	2.7	2.6	2.8	2.4	2.2	2.3	2.2	2.3
	Has no effect on my intentions to stay or leave	3.3	2.8	3.3	3.0	3.0	2.6	2.3	2.3	2.4	2.5	2.2	1.9	2.0	2.0	2.0
	Increases my intentions to leave	4.0	3.6	4.0	3.8	3.9	3.0	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

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AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.19 How do the following factors impact on your intention to stay or leave the [Service]? Service morale.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	1.9	1.9	1.9	1.9	2.2	1.5	1.6	1.7	1.7	2.0	1.3	1.3	1.4	1.4	1.7
	Has no effect on my intentions to stay or leave	2.1	2.1	2.1	2.1	2.3	1.6	1.7	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	Increases my intentions to leave	2.2	2.3	2.3	2.2	2.3	1.7	1.8	2.0	1.9	2.2	1.4	1.6	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	2.9	3.1	3.1	3.2	3.3	2.4	2.1	2.4	2.2	2.3	1.9	1.8	2.0	1.8	1.9
	Has no effect on my intentions to stay or leave	3.6	3.5	3.6	3.7	3.7	2.9	2.5	3.0	2.5	2.8	2.4	2.1	2.4	2.1	2.3
	Increases my intentions to leave	3.8	3.9	3.9	3.8	3.8	3.2	2.8	3.2	2.7	2.9	2.6	2.3	2.6	2.2	2.4
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.5	5.2	4.7	4.8	5.4	1.8	1.7	2.0	2.0	2.7	1.7	1.6	1.8	1.8	2.5
	Has no effect on my intentions to stay or leave	5.5	5.2	5.0	4.8	5.8	1.9	2.0	2.4	2.3	3.1	1.8	1.8	2.2	2.1	2.8
	Increases my intentions to leave	4.9	5.0	5.6	5.3	5.5	1.8	2.0	2.6	2.5	3.2	1.7	1.9	2.4	2.3	2.9
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	3.2	3.1	3.1	3.1	3.7	2.4	2.5	2.8	2.8	3.3	2.1	2.1	2.4	2.4	2.8
	Has no effect on my intentions to stay or leave	3.4	3.6	3.4	3.5	3.9	2.4	2.7	2.9	2.9	3.3	2.1	2.4	2.5	2.5	2.8
	Increases my intentions to leave	3.6	4.0	3.8	3.6	3.8	2.5	2.9	3.2	3.0	3.6	2.2	2.5	2.8	2.6	3.0
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	3.5	3.2	3.4	3.4	3.5	2.5	2.3	2.3	2.4	2.5	2.1	2.0	1.9	2.0	2.1
	Has no effect on my intentions to stay or leave	3.9	3.4	3.7	3.6	3.8	2.9	2.5	2.7	2.6	2.8	2.4	2.1	2.2	2.2	2.3
	Increases my intentions to leave	4.1	3.6	4.0	3.8	3.8	3.1	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

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AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.20 How do the following factors impact on your intention to stay or leave the [Service]? Amount of pay.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	2.1	2.2	2.2	2.2	2.4	1.6	1.7	1.9	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	Has no effect on my intentions to stay or leave	2.0	2.0	2.0	1.9	2.0	1.5	1.6	1.7	1.6	1.9	1.3	1.3	1.4	1.4	1.6
	Increases my intentions to leave	2.2	2.3	2.3	2.2	2.3	1.7	1.8	2.0	1.9	2.1	1.4	1.6	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.7	3.7	3.8	3.8	3.8	2.9	2.6	2.9	2.5	2.8	2.4	2.2	2.4	2.1	2.3
	Has no effect on my intentions to stay or leave	3.3	3.4	3.4	3.4	3.2	2.6	2.3	2.7	2.2	2.4	2.2	2.0	2.2	1.9	2.0
	Increases my intentions to leave	3.7	3.8	3.8	3.7	3.6	3.2	2.7	3.2	2.7	2.8	2.6	2.3	2.6	2.2	2.3
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.4	5.2	5.1	5.1	5.6	1.6	1.7	2.0	2.0	2.8	1.6	1.6	1.9	1.9	2.5
	Has no effect on my intentions to stay or leave	5.0	4.8	4.8	4.2	5.1	1.6	1.7	2.0	2.0	2.6	1.5	1.6	1.9	1.8	2.4
	Increases my intentions to leave	5.6	5.4	5.5	5.3	5.8	1.9	2.0	2.5	2.4	3.2	1.8	1.9	2.3	2.2	2.9
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	3.4	3.7	3.6	3.6	4.0	2.4	2.7	3.0	2.9	3.4	2.1	2.3	2.6	2.5	2.9
	Has no effect on my intentions to stay or leave	3.2	3.5	3.4	3.1	3.5	2.3	2.5	2.6	2.7	3.1	2.0	2.2	2.3	2.3	2.7
	Increases my intentions to leave	3.5	3.9	3.8	3.6	3.9	2.5	2.9	3.2	3.1	3.5	2.2	2.5	2.7	2.6	3.0
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	4.0	3.6	3.8	3.7	3.9	2.9	2.7	2.8	2.7	2.8	2.4	2.2	2.3	2.2	2.4
	Has no effect on my intentions to stay or leave	3.6	3.1	3.3	3.2	3.3	2.3	2.1	2.0	2.1	2.2	2.0	1.8	1.7	1.8	1.9
	Increases my intentions to leave	3.9	3.5	4.0	3.8	3.8	3.1	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.21 How do the following factors impact on your intention to stay or leave the [Service]? Amount of allowances.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	2.0	2.1	2.1	2.1	2.3	1.6	1.8	2.0	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	Has no effect on my intentions to stay or leave	2.2	2.2	2.3	2.2	2.3	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.7
	Increases my intentions to leave	2.1	2.2	2.2	2.1	2.2	1.6	1.7	1.9	1.7	2.0	1.3	1.4	1.6	1.5	1.6
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.5	3.6	3.6	3.6	3.6	3.0	2.7	3.1	2.6	2.8	2.4	2.2	2.5	2.2	2.3
	Has no effect on my intentions to stay or leave	3.7	3.8	3.8	3.7	3.6	3.1	2.6	3.1	2.6	2.8	2.5	2.2	2.6	2.1	2.3
	Increases my intentions to leave	3.5	3.7	3.7	3.5	3.5	2.9	2.5	3.0	2.4	2.5	2.4	2.1	2.5	2.0	2.1
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.3	5.1	4.9	5.1	5.4	1.8	1.9	2.3	2.3	3.0	1.7	1.8	2.1	2.2	2.7
	Has no effect on my intentions to stay or leave	5.3	5.1	5.4	5.0	5.6	1.8	2.0	2.4	2.4	3.1	1.7	1.8	2.2	2.2	2.8
	Increases my intentions to leave	5.4	5.1	5.2	5.0	5.6	1.8	1.9	2.5	2.4	3.1	1.7	1.8	2.3	2.2	2.8
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	3.2	3.6	3.5	3.5	3.9	2.5	2.8	3.1	3.0	3.5	2.1	2.4	2.7	2.6	3.0
	Has no effect on my intentions to stay or leave	3.5	3.8	3.8	3.5	3.9	2.5	2.8	3.1	3.0	3.4	2.2	2.5	2.7	2.6	2.9
	Increases my intentions to leave	3.3	3.8	3.5	3.4	3.7	2.3	2.6	2.9	2.7	3.2	2.1	2.3	2.5	2.4	2.7
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	3.5	3.2	3.4	3.5	3.7	2.9	2.7	2.8	2.7	2.9	2.4	2.2	2.3	2.2	2.4
	Has no effect on my intentions to stay or leave	4.0	3.5	3.9	3.7	3.9	2.9	2.6	2.7	2.6	2.7	2.4	2.2	2.3	2.2	2.3
	Increases my intentions to leave	3.9	3.5	3.9	3.7	3.6	2.9	2.6	2.8	2.7	2.5	2.4	2.2	2.3	2.2	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.22 How do the following factors impact on your intention to stay or leave the [Service]? Opportunities for career development.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.2	1.4	1.5	1.7	1.6	1.8
	Has no effect on my intentions to stay or leave	2.2	2.2	2.2	2.1	2.2	1.7	1.8	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	Increases my intentions to leave	1.9	2.0	2.0	1.8	2.0	1.5	1.6	1.8	1.6	1.9	1.3	1.3	1.5	1.4	1.6
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.7	3.8	3.8	3.8	3.8	3.1	2.7	3.1	2.6	2.8	2.5	2.3	2.6	2.2	2.4
	Has no effect on my intentions to stay or leave	3.6	3.6	3.7	3.6	3.6	3.0	2.6	3.1	2.5	2.7	2.4	2.2	2.5	2.1	2.2
	Increases my intentions to leave	3.4	3.6	3.5	3.4	3.3	2.8	2.4	2.9	2.3	2.5	2.3	2.0	2.4	1.9	2.0
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.6	5.3	5.4	5.2	5.8	1.8	1.9	2.3	2.3	3.0	1.7	1.8	2.1	2.2	2.8
	Has no effect on my intentions to stay or leave	5.4	5.0	5.3	5.0	5.5	1.9	2.0	2.4	2.4	3.1	1.8	1.8	2.2	2.2	2.8
	Increases my intentions to leave	5.1	4.8	5.0	4.7	4.9	1.7	1.9	2.5	2.4	3.1	1.6	1.8	2.3	2.2	2.8
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	3.5	3.9	3.7	3.6	4.0	2.5	2.8	3.1	3.1	3.6	2.2	2.5	2.7	2.7	3.0
	Has no effect on my intentions to stay or leave	3.5	3.8	3.7	3.4	3.8	2.5	2.8	3.1	2.9	3.3	2.2	2.4	2.6	2.5	2.8
	Increases my intentions to leave	3.0	3.3	3.1	2.9	3.2	2.2	2.5	2.8	2.6	3.2	1.9	2.1	2.4	2.2	2.7
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	3.9	3.5	3.9	3.8	3.9	3.0	2.7	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Has no effect on my intentions to stay or leave	3.9	3.5	3.8	3.6	3.7	2.9	2.5	2.7	2.6	2.7	2.4	2.1	2.3	2.2	2.3
	Increases my intentions to leave	3.8	3.4	3.6	3.3	3.6	2.6	2.5	2.6	2.5	2.6	2.2	2.1	2.2	2.1	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.23 How do the following factors impact on your intention to stay or leave the [Service]? Opportunities for personal development.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	Has no effect on my intentions to stay or leave	2.2	2.2	2.2	2.1	2.3	1.6	1.8	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	Increases my intentions to leave	1.8	1.9	1.9	1.8	1.8	1.4	1.6	1.8	1.6	1.9	1.2	1.3	1.5	1.4	1.6
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.7	3.8	3.8	3.8	3.7	3.1	2.7	3.1	2.6	2.9	2.5	2.3	2.6	2.2	2.4
	Has no effect on my intentions to stay or leave	3.6	3.7	3.8	3.6	3.7	3.0	2.6	3.1	2.5	2.7	2.4	2.2	2.6	2.1	2.2
	Increases my intentions to leave	3.3	3.3	3.4	3.3	3.2	2.7	2.4	2.9	2.3	2.4	2.2	2.0	2.4	1.9	2.0
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.6	5.4	5.4	5.2	5.8	1.9	1.9	2.4	2.4	3.1	1.8	1.8	2.2	2.2	2.8
	Has no effect on my intentions to stay or leave	5.3	5.0	5.2	5.1	5.6	1.9	2.0	2.5	2.4	3.1	1.8	1.8	2.3	2.2	2.8
	Increases my intentions to leave	5.2	4.8	5.0	4.6	4.9	1.7	1.9	2.5	2.4	3.0	1.6	1.7	2.2	2.2	2.7
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	3.5	3.9	3.8	3.6	4.0	2.6	2.9	3.2	3.1	3.6	2.2	2.5	2.7	2.7	3.1
	Has no effect on my intentions to stay or leave	3.5	3.8	3.7	3.4	3.8	2.5	2.8	3.0	2.9	3.2	2.2	2.4	2.6	2.5	2.8
	Increases my intentions to leave	2.9	3.2	3.0	2.8	2.9	2.2	2.5	2.8	2.6	3.2	1.9	2.2	2.4	2.2	2.7
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	4.0	3.6	4.0	3.8	3.9	3.0	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Has no effect on my intentions to stay or leave	4.0	3.5	3.8	3.7	3.8	2.9	2.5	2.7	2.6	2.7	2.4	2.1	2.3	2.2	2.3
	Increases my intentions to leave	3.3	3.0	3.3	3.0	3.1	2.3	2.3	2.5	2.3	2.4	2.0	1.9	2.1	1.9	2.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.24 How do the following factors impact on your intention to stay or leave the [Service]? Opportunities for sport.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	Has no effect on my intentions to stay or leave	2.2	2.3	2.3	2.2	2.3	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.7
	Increases my intentions to leave	1.3	1.3	1.3	1.1	1.2	1.0	1.1	1.3	1.1	1.3	0.9	1.0	1.1	0.9	1.1
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.8	3.8	3.8	3.8	3.8	3.1	2.7	3.2	2.6	2.9	2.6	2.3	2.6	2.2	2.4
	Has no effect on my intentions to stay or leave	3.8	3.9	3.9	3.8	3.8	3.1	2.8	3.2	2.6	2.9	2.5	2.3	2.6	2.2	2.4
	Increases my intentions to leave	2.5	2.5	2.5	2.3	2.2	2.1	1.8	2.2	1.6	1.7	1.7	1.5	1.8	1.4	1.4
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.6	5.4	5.5	5.3	5.8	1.9	2.0	2.6	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Has no effect on my intentions to stay or leave	5.6	5.4	5.4	5.2	5.8	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Increases my intentions to leave	4.0	3.6	3.9	3.6	3.5	1.3	1.5	2.0	1.8	2.4	1.3	1.4	1.8	1.7	2.1
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	3.6	3.9	3.8	3.7	4.0	2.6	2.9	3.2	3.1	3.6	2.3	2.5	2.8	2.7	3.1
	Has no effect on my intentions to stay or leave	3.5	3.9	3.8	3.6	3.9	2.5	2.8	3.1	3.0	3.4	2.2	2.5	2.7	2.6	2.9
	Increases my intentions to leave	2.0	2.1	2.1	1.7	1.9	1.6	1.8	2.1	1.7	2.3	1.4	1.6	1.8	1.5	1.9
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	4.0	3.6	4.0	3.8	3.9	3.0	2.7	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Has no effect on my intentions to stay or leave	4.1	3.6	4.0	3.8	3.9	3.0	2.7	2.8	2.7	2.9	2.5	2.3	2.4	2.3	2.4
	Increases my intentions to leave	2.2	2.1	2.4	1.8	2.0	1.4	1.4	1.5	1.4	1.4	1.2	1.2	1.3	1.1	1.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

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AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.25 How do the following factors impact on your intention to stay or leave the [Service]? Opportunities for Adventurous Training.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	Has no effect on my intentions to stay or leave	2.2	2.3	2.3	2.2	2.3	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.7
	Increases my intentions to leave	1.3	1.3	1.4	1.1	1.2	1.1	1.2	1.4	1.2	1.5	1.0	1.0	1.2	1.0	1.2
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.8	3.8	3.8	3.7	3.8	3.1	2.7	3.2	2.6	2.9	2.5	2.3	2.6	2.2	2.4
	Has no effect on my intentions to stay or leave	3.7	3.9	3.8	3.8	3.8	3.1	2.7	3.2	2.6	2.9	2.5	2.3	2.6	2.2	2.4
	Increases my intentions to leave	2.4	2.5	2.5	2.2	2.2	2.0	1.8	2.2	1.6	1.7	1.6	1.5	1.8	1.3	1.4
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.6	5.4	5.6	5.3	5.9	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Has no effect on my intentions to stay or leave	5.7	5.4	5.4	5.2	5.8	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Increases my intentions to leave	4.3	3.7	4.0	3.6	4.0	1.4	1.6	2.1	2.0	2.6	1.4	1.5	1.9	1.8	2.3
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	3.6	3.9	3.8	3.7	4.0	2.6	2.9	3.2	3.1	3.6	2.3	2.5	2.8	2.7	3.1
	Has no effect on my intentions to stay or leave	3.5	3.9	3.7	3.6	3.9	2.5	2.8	3.1	3.0	3.4	2.2	2.4	2.7	2.6	2.9
	Increases my intentions to leave	2.0	2.2	2.3	1.7	1.9	1.8	1.9	2.3	2.0	2.5	1.5	1.7	1.9	1.7	2.1
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	4.0	3.6	4.0	3.8	3.9	3.0	2.7	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Has no effect on my intentions to stay or leave	4.0	3.6	4.0	3.8	3.9	3.0	2.7	2.8	2.7	2.8	2.5	2.2	2.4	2.3	2.4
	Increases my intentions to leave	2.3	2.1	2.5	1.9	2.0	1.4	1.4	1.5	1.4	1.3	1.2	1.2	1.3	1.2	1.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.26 How do the following factors impact on your intention to stay or leave the [Service]? Promotion prospects.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	2.1	2.3	2.2	2.2	2.4	1.7	1.8	2.0	1.9	2.2	1.4	1.6	1.7	1.6	1.8
	Has no effect on my intentions to stay or leave	2.0	2.1	2.1	2.0	2.2	1.6	1.7	1.9	1.8	1.9	1.4	1.4	1.6	1.5	1.6
	Increases my intentions to leave	2.0	2.1	2.1	2.0	2.1	1.5	1.6	1.8	1.7	2.0	1.3	1.4	1.5	1.4	1.7
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.6	3.7	3.6	3.7	3.7	3.1	2.7	3.2	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	Has no effect on my intentions to stay or leave	3.3	3.3	3.4	3.4	3.5	3.0	2.5	3.0	2.4	2.7	2.4	2.1	2.5	2.0	2.2
	Increases my intentions to leave	3.7	3.8	3.8	3.7	3.7	2.7	2.4	2.9	2.3	2.4	2.3	2.0	2.4	1.9	2.1
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.6	5.3	5.4	5.2	5.9	1.8	1.9	2.3	2.3	3.0	1.7	1.8	2.1	2.2	2.7
	Has no effect on my intentions to stay or leave	4.8	4.8	4.9	4.8	5.3	1.8	1.9	2.4	2.3	3.0	1.7	1.8	2.2	2.1	2.7
	Increases my intentions to leave	5.4	4.9	5.2	4.7	5.2	1.8	2.0	2.5	2.5	3.1	1.7	1.8	2.3	2.2	2.8
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	3.5	3.9	3.8	3.6	4.0	2.6	2.9	3.2	3.1	3.6	2.2	2.5	2.7	2.7	3.0
	Has no effect on my intentions to stay or leave	3.3	3.6	3.5	3.3	3.7	2.4	2.7	2.9	2.8	3.2	2.1	2.3	2.5	2.4	2.7
	Increases my intentions to leave	3.1	3.4	3.3	3.1	3.4	2.3	2.5	2.8	2.6	3.3	2.0	2.2	2.4	2.3	2.8
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	3.8	3.4	3.7	3.7	3.8	2.9	2.7	2.8	2.7	2.8	2.4	2.2	2.3	2.2	2.3
	Has no effect on my intentions to stay or leave	3.6	3.3	3.7	3.5	3.7	2.8	2.5	2.5	2.5	2.6	2.3	2.0	2.1	2.1	2.2
	Increases my intentions to leave	4.1	3.6	3.9	3.7	3.8	2.9	2.7	2.8	2.7	2.8	2.4	2.2	2.4	2.3	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.27 How do the following factors impact on your intention to stay or leave the [Service]? Healthcare provision.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	2.2	2.3	2.2	2.2	2.3	1.6	1.7	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	Has no effect on my intentions to stay or leave	2.1	2.2	2.2	2.1	2.2	1.6	1.6	1.8	1.8	1.9	1.3	1.4	1.5	1.5	1.6
	Increases my intentions to leave	0.9	0.9	0.9	0.7	0.7	0.7	0.8	0.9	0.7	0.9	0.6	0.7	0.8	0.6	0.8
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.8	3.9	3.9	3.7	3.7	3.0	2.6	3.1	2.5	2.7	2.5	2.2	2.6	2.1	2.2
	Has no effect on my intentions to stay or leave	3.7	3.8	3.8	3.6	3.7	3.0	2.6	3.1	2.4	2.6	2.4	2.2	2.5	2.0	2.2
	Increases my intentions to leave	1.4	1.4	1.4	1.3	1.4	1.2	1.0	1.3	0.9	0.9	1.0	0.9	1.0	0.7	0.8
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.5	5.1	5.1	4.8	5.7	1.8	2.0	2.5	2.4	3.1	1.7	1.8	2.3	2.2	2.8
	Has no effect on my intentions to stay or leave	5.4	5.1	5.1	4.7	5.7	1.8	1.9	2.4	2.3	3.0	1.7	1.8	2.2	2.1	2.7
	Increases my intentions to leave	2.0	1.3	1.1	1.5	1.0	0.8	0.9	1.1	1.0	1.4	0.8	0.8	1.0	0.9	1.2
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	3.5	3.9	3.7	3.6	3.9	2.5	2.7	3.0	2.9	3.4	2.1	2.3	2.6	2.5	2.9
	Has no effect on my intentions to stay or leave	3.4	3.8	3.6	3.5	3.8	2.4	2.5	2.8	2.8	3.2	2.1	2.2	2.4	2.4	2.7
	Increases my intentions to leave	1.3	1.6	1.4	1.1	1.2	1.1	1.2	1.5	1.1	1.6	0.9	1.1	1.3	1.0	1.3
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	3.9	3.5	3.8	3.6	3.6	2.8	2.6	2.6	2.6	2.6	2.4	2.2	2.2	2.2	2.2
	Has no effect on my intentions to stay or leave	3.7	3.3	3.7	3.5	3.4	2.7	2.5	2.5	2.5	2.5	2.3	2.1	2.1	2.1	2.1
	Increases my intentions to leave	2.0	1.5	1.6	1.5	1.4	1.0	1.0	1.0	0.9	1.0	0.9	0.9	0.9	0.8	0.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.28 How do the following factors impact on your intention to stay or leave the [Service]? Dental provision.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	2.2	2.3	2.2	2.1	2.2	1.6	1.7	1.9	1.8	2.0	1.4	1.4	1.6	1.5	1.7
	Has no effect on my intentions to stay or leave	2.1	2.2	2.2	2.1	2.2	1.6	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.5	1.6
	Increases my intentions to leave	0.8	0.8	0.7	0.7	0.7	0.6	0.7	0.8	0.6	0.9	0.5	0.6	0.7	0.5	0.7
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.7	3.8	3.8	3.7	3.7	3.0	2.6	3.1	2.4	2.6	2.5	2.2	2.5	2.1	2.2
	Has no effect on my intentions to stay or leave	3.7	3.8	3.7	3.6	3.6	2.9	2.6	3.0	2.4	2.6	2.4	2.1	2.5	2.0	2.1
	Increases my intentions to leave	1.2	1.2	1.2	1.1	1.2	1.0	0.9	1.1	0.8	0.9	0.8	0.8	0.9	0.7	0.8
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.4	5.2	5.1	4.8	5.7	1.8	1.9	2.4	2.4	3.1	1.7	1.8	2.2	2.2	2.8
	Has no effect on my intentions to stay or leave	5.3	5.2	5.1	4.7	5.7	1.7	1.9	2.3	2.3	3.0	1.7	1.8	2.1	2.1	2.7
	Increases my intentions to leave	2.0	1.0	0.8	1.6	1.0	0.8	0.9	1.1	1.0	1.3	0.7	0.8	1.0	0.9	1.1
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	3.5	3.9	3.7	3.5	3.8	2.4	2.6	2.9	2.8	3.3	2.1	2.3	2.5	2.4	2.8
	Has no effect on my intentions to stay or leave	3.4	3.8	3.6	3.5	3.8	2.4	2.5	2.8	2.8	3.2	2.1	2.2	2.4	2.4	2.7
	Increases my intentions to leave	1.2	1.4	1.2	1.0	1.0	0.9	1.1	1.3	0.9	1.5	0.8	0.9	1.1	0.8	1.2
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	3.9	3.4	3.7	3.5	3.5	2.8	2.5	2.6	2.5	2.6	2.3	2.1	2.2	2.1	2.1
	Has no effect on my intentions to stay or leave	3.7	3.3	3.6	3.4	3.4	2.7	2.5	2.5	2.5	2.5	2.3	2.1	2.1	2.1	2.1
	Increases my intentions to leave	1.8	1.4	1.4	1.3	1.5	0.9	0.9	0.9	0.8	0.7	0.8	0.8	0.8	0.7	0.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.29 How do the following factors impact on your intention to stay or leave the [Service]? Mental health provision.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	2.1	2.2	2.3	2.2	2.3	1.7	1.8	2.0	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	Has no effect on my intentions to stay or leave	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.1	1.5	1.5	1.7	1.6	1.8
	Increases my intentions to leave	0.9	1.1	1.1	0.9	1.1	0.8	1.0	1.1	1.1	1.4	0.7	0.8	0.9	0.9	1.1
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.5	3.7	3.5	3.6	3.6	3.1	2.8	3.2	2.6	2.9	2.5	2.3	2.6	2.2	2.4
	Has no effect on my intentions to stay or leave	3.6	3.8	3.7	3.7	3.7	3.2	2.8	3.2	2.6	2.8	2.6	2.3	2.6	2.2	2.4
	Increases my intentions to leave	1.5	1.5	1.9	1.9	2.0	1.6	1.3	1.6	1.5	1.9	1.3	1.1	1.3	1.3	1.5
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.4	5.3	5.4	5.3	5.7	1.9	2.1	2.6	2.5	3.2	1.8	1.9	2.4	2.3	2.9
	Has no effect on my intentions to stay or leave	5.5	5.3	5.5	5.3	5.8	1.9	2.0	2.6	2.5	3.2	1.8	1.9	2.4	2.3	2.9
	Increases my intentions to leave	2.1	1.2	1.8	2.6	2.1	0.9	1.1	1.5	1.4	1.9	0.9	0.9	1.3	1.3	1.7
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	3.5	3.7	3.7	3.6	4.0	2.6	2.9	3.2	3.1	3.6	2.3	2.5	2.8	2.7	3.1
	Has no effect on my intentions to stay or leave	3.5	3.8	3.8	3.6	4.0	2.6	2.8	3.2	3.1	3.5	2.2	2.5	2.7	2.6	3.0
	Increases my intentions to leave	1.5	1.9	1.8	1.5	1.9	1.2	1.5	1.7	1.8	2.3	1.0	1.3	1.5	1.5	1.9
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	3.9	3.5	3.9	3.8	3.9	3.0	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Has no effect on my intentions to stay or leave	4.0	3.6	4.0	3.8	4.0	3.0	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Increases my intentions to leave	1.7	1.5	1.7	1.6	1.8	1.1	1.2	1.4	1.4	1.5	0.9	1.0	1.1	1.1	1.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.30 How do the following factors impact on your intention to stay or leave the [Service]? Pension

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	2.2	2.3	2.3	2.2	2.3	1.7	1.8	2.0	1.9	2.2	1.4	1.5	1.7	1.6	1.8
	Has no effect on my intentions to stay or leave	1.7	1.9	1.8	1.8	1.9	1.5	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Increases my intentions to leave	1.8	2.0	1.9	1.7	1.8	1.6	1.7	1.9	1.8	2.0	1.3	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.7	3.8	3.8	3.7	3.6	3.1	2.7	3.2	2.7	2.9	2.5	2.3	2.6	2.2	2.4
	Has no effect on my intentions to stay or leave	3.0	3.2	3.0	2.9	2.9	2.7	2.4	2.8	2.3	2.5	2.2	2.0	2.3	1.9	2.0
	Increases my intentions to leave	3.0	3.0	3.1	2.9	2.8	2.9	2.6	3.1	2.3	2.5	2.3	2.1	2.5	1.9	2.0
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.7	5.3	5.6	5.3	5.8	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Has no effect on my intentions to stay or leave	4.8	4.3	4.7	4.4	4.7	1.7	1.8	2.3	2.2	2.8	1.6	1.7	2.1	2.0	2.5
	Increases my intentions to leave	4.5	4.4	4.7	4.4	5.0	1.7	1.9	2.5	2.4	3.0	1.6	1.8	2.2	2.2	2.7
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	3.5	3.9	3.8	3.6	3.9	2.5	2.8	3.1	3.0	3.5	2.2	2.4	2.7	2.6	3.0
	Has no effect on my intentions to stay or leave	2.8	3.2	3.0	2.9	3.2	2.3	2.6	2.9	2.8	3.1	2.0	2.2	2.4	2.4	2.6
	Increases my intentions to leave	3.0	3.5	3.2	2.9	3.1	2.4	2.7	3.0	2.9	3.4	2.1	2.4	2.6	2.5	2.9
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	4.0	3.6	3.8	3.7	3.8	3.0	2.7	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Has no effect on my intentions to stay or leave	3.0	2.7	3.0	3.1	2.9	2.6	2.2	2.3	2.3	2.4	2.1	1.8	1.9	1.9	1.9
	Increases my intentions to leave	3.3	3.1	3.2	2.9	3.1	2.8	2.6	2.8	2.7	2.6	2.3	2.2	2.3	2.2	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

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AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.31 How do the following factors impact on your intention to stay or leave the [Service]? Opportunities for flexible working conditions.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	2.0	2.1	2.1	2.1	2.3	1.6	1.7	1.8	1.8	2.0	1.4	1.5	1.5	1.5	1.7
	Has no effect on my intentions to stay or leave	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.8
	Increases my intentions to leave	1.8	1.9	1.8	1.7	1.6	1.5	1.7	1.7	1.5	1.8	1.3	1.4	1.5	1.3	1.5
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.5	3.5	3.5	3.5	3.6	2.9	2.5	2.8	2.5	2.6	2.3	2.1	2.3	2.1	2.2
	Has no effect on my intentions to stay or leave	3.8	3.9	3.9	3.8	3.8	3.0	2.7	3.2	2.6	2.9	2.5	2.2	2.6	2.2	2.4
	Increases my intentions to leave	3.4	3.4	3.4	3.4	3.1	3.0	2.6	3.0	2.3	2.5	2.4	2.2	2.4	2.0	2.0
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.1	5.1	4.9	4.9	5.6	1.8	1.9	2.2	2.3	2.9	1.7	1.7	2.0	2.1	2.6
	Has no effect on my intentions to stay or leave	5.7	5.4	5.6	5.3	5.8	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Increases my intentions to leave	5.3	4.9	4.9	4.3	5.1	1.7	1.9	2.4	2.4	2.9	1.7	1.8	2.2	2.2	2.6
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	3.0	3.5	3.3	3.3	3.8	2.4	2.7	2.9	2.9	3.4	2.1	2.3	2.5	2.5	2.9
	Has no effect on my intentions to stay or leave	3.6	3.9	3.8	3.6	4.0	2.5	2.8	3.2	3.1	3.5	2.2	2.5	2.8	2.6	3.0
	Increases my intentions to leave	3.0	3.1	3.0	2.7	2.7	2.3	2.6	2.8	2.5	3.1	2.0	2.3	2.4	2.1	2.6
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	3.8	3.5	3.8	3.8	3.9	2.9	2.6	2.7	2.6	2.9	2.4	2.2	2.3	2.2	2.4
	Has no effect on my intentions to stay or leave	4.1	3.6	4.0	3.8	4.0	3.0	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.4	2.4
	Increases my intentions to leave	3.2	2.9	2.9	2.6	2.6	2.5	2.3	2.2	2.1	2.0	2.1	1.9	1.8	1.7	1.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

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AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.32 How do the following factors impact on your intention to stay or leave the [Service]? Excitement of the job.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	2.2	2.3	2.3	2.2	2.3	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.8
	Has no effect on my intentions to stay or leave	2.0	2.1	2.1	1.9	2.1	1.6	1.8	1.9	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	Increases my intentions to leave	1.5	1.6	1.6	1.4	1.5	1.5	1.6	1.8	1.7	2.0	1.3	1.4	1.5	1.4	1.6
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.7	3.9	3.9	3.8	3.8	3.0	2.6	3.1	2.6	2.8	2.5	2.2	2.5	2.2	2.3
	Has no effect on my intentions to stay or leave	3.4	3.6	3.5	3.5	3.4	3.0	2.7	3.1	2.5	2.7	2.4	2.2	2.5	2.1	2.3
	Increases my intentions to leave	2.6	2.6	2.7	2.6	2.5	2.9	2.5	3.0	2.4	2.6	2.3	2.0	2.4	1.9	2.1
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.6	5.2	5.3	5.3	5.7	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Has no effect on my intentions to stay or leave	5.1	4.5	4.5	4.6	4.9	1.8	1.9	2.4	2.3	3.0	1.7	1.8	2.2	2.1	2.7
	Increases my intentions to leave	3.4	3.5	4.0	4.0	4.1	1.6	1.8	2.4	2.3	2.9	1.5	1.7	2.2	2.1	2.6
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	3.5	3.9	3.8	3.5	4.0	2.5	2.8	3.1	3.0	3.5	2.2	2.5	2.7	2.6	3.0
	Has no effect on my intentions to stay or leave	3.2	3.6	3.5	3.2	3.6	2.5	2.8	3.0	3.0	3.4	2.2	2.4	2.6	2.5	2.9
	Increases my intentions to leave	2.3	2.7	2.7	2.4	2.6	2.3	2.6	2.9	2.7	3.2	1.9	2.2	2.5	2.3	2.7
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	4.0	3.6	3.9	3.7	3.9	3.0	2.7	2.8	2.7	2.9	2.5	2.3	2.4	2.3	2.4
	Has no effect on my intentions to stay or leave	3.7	3.3	3.5	3.4	3.5	2.9	2.7	2.8	2.7	2.8	2.4	2.2	2.3	2.2	2.3
	Increases my intentions to leave	2.8	2.4	2.6	2.4	2.5	2.6	2.4	2.6	2.5	2.5	2.1	1.9	2.1	2.0	2.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.33 How do the following factors impact on your intention to stay or leave the [Service]? Financial Incentives available to me e.g. Commitment Bonus.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	2.6	2.8	2.8	2.6	2.7	1.8	2.0	2.2	2.0	2.3	1.6	1.7	1.9	1.8	2.0
	Has no effect on my intentions to stay or leave	2.7	2.8	2.7	2.6	2.7	1.8	1.9	2.0	1.9	2.1	1.6	1.6	1.8	1.7	1.8
	Increases my intentions to leave	2.0	1.9	2.0	1.8	1.8	1.5	1.6	1.8	1.7	1.9	1.3	1.4	1.6	1.5	1.6
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	4.4	4.8	4.7	4.5	4.4	3.4	2.9	3.5	2.9	3.1	2.9	2.6	3.0	2.5	2.6
	Has no effect on my intentions to stay or leave	4.7	4.8	4.7	4.5	4.3	3.3	2.7	3.2	2.7	2.8	2.8	2.4	2.8	2.3	2.4
	Increases my intentions to leave	3.7	3.5	3.9	3.5	3.0	3.0	2.6	3.1	2.5	2.6	2.5	2.2	2.6	2.1	2.2
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.6	6.5	6.6	6.0	7.0	2.0	2.1	2.6	2.6	3.4	1.9	2.0	2.4	2.4	3.1
	Has no effect on my intentions to stay or leave	6.9	6.8	6.9	6.5	7.0	1.9	2.1	2.6	2.4	3.1	1.8	2.0	2.4	2.2	2.9
	Increases my intentions to leave	5.9	5.4	6.1	5.5	5.6	1.7	1.9	2.6	2.6	3.3	1.7	1.8	2.4	2.4	3.0
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	4.0	4.8	4.5	4.3	4.6	2.7	3.1	3.3	3.2	3.8	2.4	2.8	3.0	2.9	3.3
	Has no effect on my intentions to stay or leave	4.3	4.8	4.5	4.3	4.6	2.6	2.9	3.2	3.1	3.5	2.4	2.6	2.9	2.8	3.0
	Increases my intentions to leave	3.3	3.2	2.9	2.9	2.9	2.2	2.5	2.8	2.7	3.2	2.0	2.2	2.4	2.4	2.8
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	4.9	4.3	4.6	4.4	4.4	3.4	3.0	3.2	3.1	3.1	2.9	2.6	2.7	2.6	2.6
	Has no effect on my intentions to stay or leave	4.7	4.0	4.1	4.0	4.1	3.1	2.7	2.6	2.6	2.8	2.7	2.3	2.3	2.2	2.4
	Increases my intentions to leave	3.6	3.1	3.8	3.1	3.0	2.8	2.3	2.7	2.7	2.4	2.4	2.0	2.3	2.2	2.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.34 How do the following factors impact on your intention to stay or leave the [Service]? Spouse/partner's career.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	1.4	1.5	1.4	1.5	1.7	1.6	1.7	1.8	1.7	2.0	1.3	1.4	1.5	1.4	1.6
	Has no effect on my intentions to stay or leave	2.2	2.4	2.4	2.3	2.5	2.0	2.1	2.3	2.2	2.4	1.6	1.7	1.9	1.8	2.0
	Increases my intentions to leave	2.4	2.5	2.5	2.4	2.6	2.1	2.2	2.4	2.2	2.5	1.7	1.8	1.9	1.8	2.1
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	2.0	2.5	2.2	2.4	2.3	2.5	2.3	2.6	2.3	2.4	1.9	1.8	2.0	1.8	1.9
	Has no effect on my intentions to stay or leave	4.1	4.3	4.2	4.2	4.2	3.7	3.3	3.8	3.2	3.5	2.9	2.7	3.0	2.6	2.8
	Increases my intentions to leave	4.2	4.4	4.4	4.3	4.4	3.7	3.4	3.9	3.2	3.5	3.0	2.7	3.1	2.6	2.8
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	2.5	3.2	3.8	2.8	3.0	1.8	1.9	2.1	2.1	2.8	1.6	1.7	1.9	1.9	2.4
	Has no effect on my intentions to stay or leave	6.4	6.0	6.2	5.9	6.5	2.6	2.8	3.3	3.3	4.1	2.4	2.5	3.0	2.9	3.6
	Increases my intentions to leave	6.5	6.2	6.6	6.1	6.7	2.6	2.8	3.3	3.3	4.1	2.4	2.5	3.0	3.0	3.6
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	2.2	2.4	2.2	2.3	2.7	2.5	2.8	3.0	2.7	3.4	2.1	2.3	2.4	2.2	2.7
	Has no effect on my intentions to stay or leave	3.5	4.0	3.9	3.7	4.1	3.0	3.4	3.7	3.5	4.0	2.6	2.9	3.1	2.9	3.3
	Increases my intentions to leave	3.8	4.3	4.1	4.0	4.4	3.1	3.5	3.9	3.6	4.2	2.7	3.0	3.2	3.0	3.5
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	3.0	2.8	2.9	3.0	3.2	2.9	2.6	2.7	2.7	2.8	2.3	2.1	2.2	2.2	2.3
	Has no effect on my intentions to stay or leave	4.0	3.6	4.1	3.9	4.0	3.4	3.0	3.1	3.0	3.2	2.7	2.4	2.6	2.5	2.6
	Increases my intentions to leave	4.5	4.0	4.4	4.3	4.4	3.6	3.2	3.4	3.3	3.4	2.9	2.6	2.8	2.7	2.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.35 How do the following factors impact on your intention to stay or leave the [Service]? Childcare.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	2.5	2.6	2.6	2.5	2.9	2.9	2.8	3.3	2.7	3.0	2.2	2.2	2.5	2.1	2.3
	Has no effect on my intentions to stay or leave	5.3	5.6	5.7	5.4	5.5	4.5	4.1	4.5	3.8	4.1	3.5	3.4	3.6	3.1	3.3
	Increases my intentions to leave	5.3	5.6	5.7	5.5	5.6	4.6	4.2	4.8	4.1	4.4	3.6	3.4	3.8	3.3	3.6
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	4.6	3.8	3.6	4.0	3.7	2.6	2.6	2.9	2.7	3.6	2.3	2.3	2.5	2.4	3.0
	Has no effect on my intentions to stay or leave	8.8	8.4	8.3	8.0	8.1	3.6	3.7	4.1	4.1	4.8	3.3	3.4	3.7	3.7	4.2
	Increases my intentions to leave	8.8	8.5	8.4	8.1	8.3	3.6	3.8	4.3	4.3	5.1	3.3	3.5	3.9	3.8	4.5
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.36 How do the following factors impact on your intention to stay or leave the [Service]? Work/life balance while at sea.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	2.4	2.3	2.2	2.3	2.2	2.2	1.8	2.1	1.9	2.0	1.8	1.5	1.7	1.6	1.7
	Has no effect on my intentions to stay or leave	4.0	4.0	4.1	4.0	4.1	3.0	2.5	3.1	2.6	2.7	2.5	2.2	2.6	2.2	2.3
	Increases my intentions to leave	4.2	4.1	4.2	4.1	4.2	3.2	2.8	3.3	2.7	2.9	2.7	2.4	2.8	2.3	2.5
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	3.8	2.9	3.7	3.6	4.4	1.5	1.4	1.9	1.8	2.6	1.4	1.3	1.7	1.7	2.3
	Has no effect on my intentions to stay or leave	6.7	6.2	6.5	6.1	6.7	2.1	2.3	2.9	2.9	3.7	2.0	2.1	2.7	2.6	3.3
	Increases my intentions to leave	6.7	6.2	6.4	6.1	6.7	2.0	2.2	2.9	2.8	3.6	1.9	2.1	2.7	2.6	3.3
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.37 How do the following factors impact on your intention to stay or leave the [Service]? Work/life balance while on shore

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.4	3.4	3.4	3.5	3.4	2.8	2.5	2.9	2.5	2.7	2.3	2.1	2.4	2.1	2.3
	Has no effect on my intentions to stay or leave	3.6	3.6	3.6	3.5	3.5	3.0	2.7	3.1	2.6	2.7	2.5	2.2	2.5	2.1	2.3
	Increases my intentions to leave	3.8	3.9	4.0	3.8	3.8	3.1	2.7	3.2	2.6	2.8	2.6	2.3	2.6	2.2	2.3
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	4.4	4.6	4.7	4.4	4.9	1.7	1.6	2.0	2.1	2.8	1.5	1.5	1.8	1.9	2.6
	Has no effect on my intentions to stay or leave	5.7	5.4	5.4	5.0	5.8	2.0	2.1	2.6	2.6	3.3	1.9	2.0	2.4	2.3	3.0
	Increases my intentions to leave	5.7	5.5	5.6	5.4	5.9	1.8	2.0	2.6	2.5	3.2	1.8	1.9	2.4	2.3	2.9
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

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AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.38 How do the following factors impact on your intention to stay or leave the [Service]? Management in my current unit.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	3.6	3.6	3.5	3.6	3.6	2.8	2.3	2.7	2.4	2.6	2.3	2.0	2.3	2.0	2.2
	Has no effect on my intentions to stay or leave	3.8	3.9	3.9	3.9	3.8	3.2	2.8	3.3	2.7	2.9	2.6	2.3	2.7	2.2	2.4
	Increases my intentions to leave	2.9	3.0	3.2	3.0	3.1	2.9	2.5	3.0	2.4	2.6	2.3	2.1	2.4	1.9	2.1
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	5.4	5.1	5.3	5.1	5.5	1.7	1.6	2.0	2.0	2.8	1.6	1.5	1.8	1.9	2.5
	Has no effect on my intentions to stay or leave	5.8	5.5	5.6	5.3	5.9	2.0	2.1	2.6	2.6	3.3	1.9	2.0	2.4	2.3	3.0
	Increases my intentions to leave	4.1	3.8	4.0	3.9	4.6	1.7	1.9	2.5	2.4	3.0	1.6	1.8	2.2	2.2	2.7
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Has no effect on my intentions to stay or leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Increases my intentions to leave	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

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AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.39 How do the following factors impact on your intention to stay or leave the [Service]? Accommodation provision.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	..	..	2.2	2.2	2.3	..	..	2.0	2.0	2.2	..	..	1.7	1.6	1.9
	Has no effect on my intentions to stay or leave	..	..	2.2	2.2	2.3	..	..	2.0	1.9	2.2	..	..	1.7	1.6	1.8
	Increases my intentions to leave	..	..	2.3	2.2	2.4	..	..	1.9	1.7	2.0	..	..	1.6	1.5	1.6
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	..	..	3.6	3.6	3.4	..	..	3.0	2.5	2.7	..	..	2.5	2.1	2.2
	Has no effect on my intentions to stay or leave	..	..	4.1	4.1	4.0	..	..	3.4	2.8	3.0	..	..	2.8	2.3	2.5
	Increases my intentions to leave	..	..	3.5	3.4	3.5	..	..	3.1	2.5	2.6	..	..	2.5	2.1	2.1
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	..	..	5.0	5.2	5.2	..	..	2.2	2.2	2.9	..	..	2.1	2.1	2.7
	Has no effect on my intentions to stay or leave	..	..	5.7	5.3	6.1	..	..	2.7	2.6	3.3	..	..	2.5	2.4	3.0
	Increases my intentions to leave	..	..	5.3	5.1	5.7	..	..	2.6	2.6	3.2	..	..	2.4	2.3	2.9
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	..	..	3.6	3.6	4.0	..	..	3.2	3.1	3.7	..	..	2.8	2.7	3.1
	Has no effect on my intentions to stay or leave	..	..	3.6	3.5	3.9	..	..	3.1	3.1	3.5	..	..	2.7	2.7	3.0
	Increases my intentions to leave	..	..	3.9	3.6	4.0	..	..	3.0	2.7	3.2	..	..	2.6	2.3	2.7
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	..	..	3.7	3.7	3.8	..	..	3.0	2.9	3.0	..	..	2.5	2.4	2.4
	Has no effect on my intentions to stay or leave	..	..	3.9	3.8	3.9	..	..	2.8	2.7	2.9	..	..	2.3	2.3	2.4
	Increases my intentions to leave	..	..	4.0	3.8	3.9	..	..	2.9	2.8	2.7	..	..	2.4	2.3	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.40 How would having the following options impact on your intention to stay or leave the [Service]? Opportunities to work part-time.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	..	2.2	2.2	2.1	2.3	..	1.8	1.8	1.8	2.1	..	1.5	1.5	1.5	1.7
	Has no effect on my intentions to stay or leave	..	2.3	2.3	2.2	2.3	..	1.8	2.0	1.9	2.1	..	1.6	1.7	1.6	1.8
	Increases my intentions to leave	..	0.9	1.1	0.9	0.9	..	1.0	1.2	1.0	1.0	..	0.8	1.0	0.8	0.9
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	..	3.8	3.9	3.8	3.7	..	2.6	3.0	2.5	2.7	..	2.2	2.5	2.1	2.3
	Has no effect on my intentions to stay or leave	..	3.9	3.9	3.8	3.8	..	2.7	3.2	2.6	2.8	..	2.3	2.6	2.2	2.3
	Increases my intentions to leave	..	1.0	1.4	1.2	1.3	..	1.1	1.6	1.0	1.2	..	0.9	1.3	0.8	1.0
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	..	5.3	5.3	5.3	5.5	..	1.8	2.3	2.2	2.9	..	1.7	2.1	2.1	2.7
	Has no effect on my intentions to stay or leave	..	5.4	5.5	5.4	5.6	..	2.0	2.5	2.4	3.1	..	1.9	2.3	2.2	2.8
	Increases my intentions to leave	..	2.0	2.4	2.5	1.4	..	1.0	1.6	1.4	1.7	..	0.9	1.4	1.3	1.5
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	..	3.8	3.5	3.4	3.7	..	2.8	2.8	2.9	3.4	..	2.4	2.4	2.5	2.9
	Has no effect on my intentions to stay or leave	..	3.9	3.7	3.5	3.9	..	2.9	3.1	3.0	3.5	..	2.5	2.7	2.6	3.0
	Increases my intentions to leave	..	1.8	2.0	1.6	1.7	..	1.6	2.0	1.6	1.8	..	1.4	1.7	1.4	1.5
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	..	3.6	3.9	3.9	3.9	..	2.5	2.6	2.5	2.7	..	2.1	2.2	2.2	2.3
	Has no effect on my intentions to stay or leave	..	3.6	4.0	3.9	4.0	..	2.6	2.7	2.6	2.8	..	2.2	2.3	2.2	2.3
	Increases my intentions to leave	..	1.1	1.4	1.3	1.2	..	1.1	1.3	1.1	0.9	..	0.9	1.0	0.9	0.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 12 - Your Future Plans

Source: Defence Statistics (Surveys)

Table B12.41 How would having the following options impact on your intention to stay or leave the [Service]? Opportunities for reduced separated Service (including operational deployment).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Increases my intentions to stay	..	2.2	2.2	2.1	2.3	..	1.7	1.8	1.7	2.0	..	1.4	1.5	1.5	1.7
	Has no effect on my intentions to stay or leave	..	2.3	2.3	2.2	2.3	..	1.8	2.0	1.9	2.1	..	1.5	1.6	1.6	1.8
	Increases my intentions to leave	..	0.9	1.1	0.9	0.9	..	1.0	1.2	1.1	1.1	..	0.9	1.0	0.9	0.9
	<i>Unweighted count</i>															
Royal Navy	Increases my intentions to stay	..	3.9	3.8	3.7	3.7	..	2.8	3.2	2.6	2.9	..	2.3	2.6	2.2	2.4
	Has no effect on my intentions to stay or leave	..	3.9	3.9	3.8	3.7	..	2.8	3.3	2.7	2.9	..	2.3	2.7	2.2	2.4
	Increases my intentions to leave	..	1.0	1.5	1.2	1.3	..	1.1	1.4	1.0	1.3	..	0.9	1.1	0.9	1.0
	<i>Unweighted count</i>															
Royal Marines	Increases my intentions to stay	..	5.2	5.0	4.8	5.2	..	1.7	2.1	2.1	2.7	..	1.7	1.9	1.9	2.4
	Has no effect on my intentions to stay or leave	..	5.4	5.3	5.1	5.4	..	1.9	2.4	2.3	2.9	..	1.8	2.2	2.1	2.7
	Increases my intentions to leave	..	2.3	2.6	2.5	2.1	..	1.0	1.5	1.3	1.6	..	0.9	1.4	1.2	1.5
	<i>Unweighted count</i>															
Army	Increases my intentions to stay	..	3.7	3.4	3.4	3.7	..	2.6	2.7	2.7	3.2	..	2.3	2.3	2.4	2.7
	Has no effect on my intentions to stay or leave	..	3.8	3.6	3.5	3.9	..	2.8	3.1	3.0	3.4	..	2.5	2.6	2.6	2.9
	Increases my intentions to leave	..	1.7	1.9	1.6	1.7	..	1.7	2.0	1.8	1.9	..	1.4	1.7	1.5	1.6
	<i>Unweighted count</i>															
RAF	Increases my intentions to stay	..	3.7	4.0	3.9	4.0	..	2.7	2.8	2.7	2.8	..	2.2	2.4	2.3	2.4
	Has no effect on my intentions to stay or leave	..	3.7	4.0	3.9	4.0	..	2.7	2.9	2.8	2.9	..	2.3	2.4	2.3	2.4
	Increases my intentions to leave	..	1.1	1.3	1.3	1.3	..	1.1	1.2	1.1	1.1	..	0.9	1.0	0.9	0.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.1 How strongly do you agree or disagree with the following statement regarding fairness and equality in the [Service]? I am treated fairly at work.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	87	87	87	88	87	70	67 **	67 **	68	70	73	71 **	71 **	72	73		
	Neutral	8	8	7	7	7	18	18	19	18	16	17 **	16	17 **	16	15		
	Disagree	5	6	6	5	6	12	15	14	14	13	11	13	13	12	12		
	<i>Unweighted count</i>						3 068						6 780						9 848
Royal Navy	Agree	88	87	85	88	86	73	70	70	72	73	77	74	74	75	76		
	Neutral	8	8	8	7	8	18	16	18	17	16	16	14	16	15	14		
	Disagree	4 **	5	6	6	6	9	14 **	12	12	11	8	12	11	10	10		
	<i>Unweighted count</i>						915						1 867						2 782
Royal Marines	Agree	92	90	93	90	91	72	67 **	67	68	71	74	69 **	70	71	73		
	Neutral	6	7	4	6	6	21	22	20	20	19	19	20	19	18	17		
	Disagree	2	3	3	4	3	7 **	12	13	12	10	7 **	11	11	11	9		
	<i>Unweighted count</i>						292						1 276						1 568
Army	Agree	88	87	87	88	88	66	63	63	65	67	69	66 **	67	68	71		
	Neutral	7	7	7	8	6	20	20	20	19	17	18	18	18	17	15		
	Disagree	5	6	6	5	6	14	17	17	16	16	13	15	15	14	14		
	<i>Unweighted count</i>						942						1 721						2 663
RAF	Agree	84	85	86	87	85	77	77	76	76	76	79	79	79	78	78		
	Neutral	10	8	8	7	9	14	13	14	14	14	13	12	13	13	13		
	Disagree	6	6	6	6	6	9	11	9	10	10	8	10	9	9	9		
	<i>Unweighted count</i>						919						1 916						2 835

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A091 prior to 2015 but substantial wording change required new question.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.2 Do you feel that the [Service] discipline system is...?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Fair	87 **	85 **	85 **	85 **	82	62 **	57	57	59	60	67 **	62	62	64	64
	Neutral	9 **	11	10 **	11	12	23	25	25	24	24	21	22	22	22	22
	Unfair	4 **	5	5	5	6	14	18	18	17	16	13	16	15	14	14
	<i>Unweighted count</i>					3 067					6 767					9 834
Royal Navy	Fair	89	88	88	86	86	60	61	60	60	60	67	67	67	66	66
	Neutral	7	9	8	10	9	27	22	25	23	24	22	19	21	20	21
	Unfair	4	3	4	4	4	12	16	15	17	15	10 **	13	13	14	13
	<i>Unweighted count</i>					918					1 864					2 782
Royal Marines	Fair	94	89	94	93	93	71	60 **	64	65	68	73	63 **	68	68	71
	Neutral	4	8 **	4	4	4	20	23	20	22	21	18	21	18	20	19
	Unfair	2	3	2	3	3	9	17 **	16 **	13	11	9	16 **	14 **	12	10
	<i>Unweighted count</i>					293					1 274					1 567
Army	Fair	87 **	84	84	85	81	60	53	53	58	56	64 **	58	58	62	60
	Neutral	9	11	10	10	12	22	26	26	24	25	20	23	23	22	23
	Unfair	4 **	5	7	5	7	17	21	21	18	19	15	19	19	16	17
	<i>Unweighted count</i>					938					1 711					2 649
RAF	Fair	83	84 **	84 **	82	79	68	65	65	61 **	66	71	69	70	66	69
	Neutral	12	11	11	12	14	23	24	24	26	22	21	21	21	23	20
	Unfair	5	4	4	6	7	9 **	12	11	14	12	8 **	10	9	12	11
	<i>Unweighted count</i>					918					1 918					2 836

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.3 Do you believe you have been the subject of bullying, discrimination or harassment in the last 12 months?

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Yes	10	11	10	9	10	12	13	12	11	13	11	13	12	11	12		
	No	90	89	90	91	90	88	87	88	89	87	89	87	88	89	88		
	<i>Unweighted count</i>						2 967						6 529						9 496
Royal Navy	Yes	9	10	12	9 **	12	11	14	13	12	12	11	13	13	11	12		
	No	91	90	88	91 **	88	89	86	87	88	88	89	87	87	89	88		
	<i>Unweighted count</i>						897						1 811						2 708
Royal Marines	Yes	3	4	4	6 **	2	5	6	6	5	5	4	6	6	6	5		
	No	97	96	96	94 **	98	95	94	94	95	95	96	94	94	94	95		
	<i>Unweighted count</i>						275						1 200						1 475
Army	Yes	9	10	9	7	9	13	14	13	12	15	12	14	12	11	14		
	No	91	90	91	93	91	87	86	87	88	85	88	86	88	89	86		
	<i>Unweighted count</i>						904						1 668						2 572
RAF	Yes	13	12	11	12	12	10	12	12	11	11	11	12	11	11	11		
	No	87	88	89	88	88	90	88	88	89	89	89	88	89	89	89		
	<i>Unweighted count</i>						891						1 850						2 741

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) prior to 2015 this question was asked directly as A095. (2) From 2015, it is derived from those ticking any of A645, A646, A647.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.4 Do you believe you have been subject to any of the following in a Service environment in the last 12 months? Bullying.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	96	95	95	96	95	95	93	94	95	94	95	94	94	95	94
	Ticked	4	5	5	4	5	5	7	6	5	6	5	6	6	5	6
	<i>Unweighted count</i>	2 967					6 529					9 496				
Royal Navy	Not ticked	96 **	95	94	96 **	93	95	93	93	94	94	95	94	93	94	94
	Ticked	4 **	5	6	4 **	7	5	7	7	6	6	5	6	7	6	6
	<i>Unweighted count</i>	897					1 811					2 708				
Royal Marines	Not ticked	99	98	98	98	99	98	97	97	97	98	98	97	97	97	98
	Ticked	1	2	2	2	1	2	3	3	3	2	2	3	3	3	2
	<i>Unweighted count</i>	275					1 200					1 475				
Army	Not ticked	96	96	95	97	96	94	93	94	95	94	95	93	94	96	94
	Ticked	4	4	5	3	4	6	7	6	5	6	5	7	6	4	6
	<i>Unweighted count</i>	904					1 668					2 572				
RAF	Not ticked	94	94	95	94	94	96	94	95	95	95	96	94	95	95	95
	Ticked	6	6	5	6	6	4	6	5	5	5	4	6	5	5	5
	<i>Unweighted count</i>	891					1 850					2 741				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, this question was not asked directly but derived.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.5 Do you believe you have been subject to any of the following in a Service environment in the last 12 months? Discrimination.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	94	94	95	95	94	92	92	92	93 **	91	93	92	92	93 **	92
	Ticked	6	6	5	5	6	8	8	8	7 **	9	7	8	8	7 **	8
	<i>Unweighted count</i>	2 967					6 529					9 496				
Royal Navy	Not ticked	94	96	93	96	94	93	92	91	93	94	93	93	91 **	93	94
	Ticked	6	4	7	4	6	7	8	9	7	6	7	7	9 **	7	6
	<i>Unweighted count</i>	897					1 811					2 708				
Royal Marines	Not ticked	97	98	98	95 **	98	97	96	96	96	97	97	96	96	96	97
	Ticked	3	2	2	5 **	2	3	4	4	4	3	3	4	4	4	3
	<i>Unweighted count</i>	275					1 200					1 475				
Army	Not ticked	95	94	95	96	95	91	91	91	92 **	89	92	91	92	93 **	90
	Ticked	5	6	5	4	5	9	9	9	8 **	11	8	9	8	7 **	10
	<i>Unweighted count</i>	904					1 668					2 572				
RAF	Not ticked	92	93	94	93	93	93	93	93	93	93	93	93	93	93	93
	Ticked	8	7	6	7	7	7	7	7	7	7	7	7	7	7	7
	<i>Unweighted count</i>	891					1 850					2 741				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, this question was not asked directly but derived.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.6 Do you believe you have been subject to any of the following in a Service environment in the last 12 months? Harassment.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	98	98	98	98	98	96	96	96	97	96	97	96	96	97	97		
	Ticked	2	2	2	2	2	4	4	4	3	4	3	4	4	3	3		
	<i>Unweighted count</i>						2 967						6 529						9 496
Royal Navy	Not ticked	98	98	97	99	98	97	96	97	97	96	97	96	97	97	96		
	Ticked	2	2	3	1	2	3	4	3	3	4	3	4	3	3	4		
	<i>Unweighted count</i>						897						1 811						2 708
Royal Marines	Not ticked	99	99	100	100	99	99	99	98	98	99	99	99	99	99	99		
	Ticked	1	1	0	..	1	1	1	2	2	1	1	1	1	1	1		
	<i>Unweighted count</i>						275						1 200						1 475
Army	Not ticked	98	97	98	99	98	96	95	95	97	96	96	96	96	98	96		
	Ticked	2	3	2	1	2	4	5	5	3	4	4	4	4	2	4		
	<i>Unweighted count</i>						904						1 668						2 572
RAF	Not ticked	97	98	97	98	98	96	97	98	97	97	97	97	98	97	97		
	Ticked	3	2	3	2	2	4	3	2	3	3	3	3	2	3	3		
	<i>Unweighted count</i>						891						1 850						2 741

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Prior to 2015, this question was not asked directly but derived.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.7 Do you believe you have been subject to any of the following in a Service environment in the last 12 months? None of the above. (i.e. Not subject to bullying, discrimination and/or Harassment.)

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	10	11	10	9	10	12	13	12	11	13	11	13	12	11	12
	Ticked	90	89	90	91	90	88	87	88	89	87	89	87	88	89	88
	<i>Unweighted count</i>	2 967					6 529					9 496				
Royal Navy	Not ticked	9	10	12	9 **	12	11	14	13	12	12	11	13	13	11	12
	Ticked	91	90	88	91 **	88	89	86	87	88	88	89	87	87	89	88
	<i>Unweighted count</i>	897					1 811					2 708				
Royal Marines	Not ticked	3	4	4	6 **	2	5	6	6	5	5	4	6	6	6	5
	Ticked	97	96	96	94 **	98	95	94	94	95	95	96	94	94	94	95
	<i>Unweighted count</i>	275					1 200					1 475				
Army	Not ticked	9	10	9	7	9	13	14	13	12	15	12	14	12	11	14
	Ticked	91	90	91	93	91	87	86	87	88	85	88	86	88	89	86
	<i>Unweighted count</i>	904					1 668					2 572				
RAF	Not ticked	13	12	11	12	12	10	12	12	11	11	11	12	11	11	11
	Ticked	87	88	89	88	88	90	88	88	89	89	89	88	89	89	89
	<i>Unweighted count</i>	891					1 850					2 741				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.8 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds: Gender.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	98.1	98.2	98.2	98.2	97.6	98.0	98.3	98.0	98.0	98.0	98.0	98.3	98.0	98.1	97.9		
	Ticked	1.9	1.8	1.8	1.8	2.4	2.0	1.7	2.0	2.0	2.0	2.0	1.7	2.0	1.9	2.1		
	<i>Unweighted count</i>						2 942						6 423						9 365
Royal Navy	Not ticked	98.3 **	98.7 **	97.3	98.1	96.4	98.3	97.9	97.3	97.1	98.0	98.3	98.1	97.3	97.4	97.6		
	Ticked	1.7 **	1.3 **	2.7	1.9	3.6	1.7	2.1	2.7	2.9	2.0	1.7	1.9	2.7	2.6	2.4		
	<i>Unweighted count</i>						894						1 786						2 680
Royal Marines	Not ticked	100.0	100.0	99.7	99.7	100.0	99.5	99.1	98.8	99.4	99.4	99.5	99.2	98.9	99.4	99.5		
	Ticked	..	..	0.3	0.3	..	0.5	0.9	1.2	0.6	0.6	0.5	0.8	1.1	0.6	0.5
	<i>Unweighted count</i>						274						1 180						1 454
Army	Not ticked	98.4	97.9	98.7	98.8	98.5	97.9	98.5	98.3	98.2	98.1	98.0	98.4	98.4	98.3	98.2		
	Ticked	1.6	2.1	1.3	1.2	1.5	2.1	1.5	1.7	1.8	1.9	2.0	1.6	1.6	1.7	1.8		
	<i>Unweighted count</i>						893						1 634						2 527
RAF	Not ticked	97.3	98.1	97.9	97.1	96.6	97.6	97.9	97.4	97.8	97.6	97.6	98.0	97.5	97.6	97.3		
	Ticked	2.7	1.9	2.1	2.9	3.4	2.4	2.1	2.6	2.2	2.4	2.4	2.0	2.5	2.4	2.7		
	<i>Unweighted count</i>						881						1 823						2 704

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A096 prior to 2015 but substantial wording and format change required new question. (2) Excludes those who indicated discrimination in the last 12 months but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.9 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds: Gender reassignment.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	99.9	99.9	99.9	99.9	99.9	99.7	100.0	99.7	99.8	99.7	99.8	100.0	99.8	99.8	99.8		
	Ticked	0.1	0.1	0.1	0.1	0.1	0.3	0.0	0.3	0.2	0.3	0.2	0.0	0.2	0.2	0.2		
	<i>Unweighted count</i>						2 942						6 423						9 365
Royal Navy	Not ticked	100.0	100.0	100.0	100.0	100.0	99.9	99.9	99.8	99.7	99.8	99.9	100.0	99.9	99.7	99.9		
	Ticked	..	..	..	..	..	0.1	0.1	0.2	0.3	0.2	0.1	0.0	0.1	0.3	0.1
	<i>Unweighted count</i>						894						1 786						2 680
Royal Marines	Not ticked	100.0	100.0	100.0	100.0	100.0	99.7	99.8	99.7	99.9	99.9	99.7	99.8	99.7	99.9	99.9		
	Ticked	..	..	..	..	..	0.3	0.2	0.3	0.1	0.1	0.3	0.2	0.3	0.1	0.1
	<i>Unweighted count</i>						274						1 180						1 454
Army	Not ticked	99.9	99.9	99.9	99.9	99.9	99.6	100.0	99.6	99.7	99.6	99.6	99.9	99.6	99.8	99.7		
	Ticked	0.1	0.1	0.1	0.1	0.1	0.4	0.0	0.4	0.3	0.4	0.4	0.1	0.4	0.2	0.3		
	<i>Unweighted count</i>						893						1 634						2 527
RAF	Not ticked	99.9	100.0	100.0	99.9	99.9	99.9	100.0	99.9	100.0	99.9	99.9	100.0	99.9	100.0	99.9		
	Ticked	0.1	..	..	0.1	0.1	0.1	..	0.1	..	0.1	0.1	..	0.1	0.0	0.1
	<i>Unweighted count</i>						881						1 823						2 704

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A096 prior to 2015 but substantial wording and format change required new question. (2) Excludes those who indicated discrimination in the last 12 months but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.10 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds: Race, colour, nationality, ethnic or national origin.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	99.6	99.4	99.1	99.5	99.0	97.7	98.2 **	97.2	98.0 **	96.6	98.1	98.4 **	97.5	98.3 **	97.1
	Ticked	0.4	0.6	0.9	0.5	1.0	2.3	1.8 **	2.8	2.0 **	3.4	1.9	1.6 **	2.5	1.7 **	2.9
	<i>Unweighted count</i>	2 942					6 423					9 365				
Royal Navy	Not ticked	99.5	99.5	99.4	99.7	99.2	98.8	98.3	98.3	98.3	98.3	99.0	98.6	98.6	98.6	98.5
	Ticked	0.5	0.5	0.6	0.3	0.8	1.2	1.7	1.7	1.7	1.7	1.0	1.4	1.4	1.4	1.5
	<i>Unweighted count</i>	894					1 786					2 680				
Royal Marines	Not ticked	99.6	99.7	99.7	99.4	99.7	99.3	99.3	99.7	99.4	99.5	99.3	99.4	99.7	99.4	99.6
	Ticked	0.4	0.3	0.3	0.6	0.3	0.7	0.7	0.3	0.6	0.5	0.7	0.6	0.3	0.6	0.4
	<i>Unweighted count</i>	274					1 180					1 454				
Army	Not ticked	99.6	99.3	99.0	99.5	98.8	96.7	97.6 **	95.9	97.4 **	94.9	97.2	97.9 **	96.4	97.8 **	95.6
	Ticked	0.4	0.7	1.0	0.5	1.2	3.3	2.4 **	4.1	2.6 **	5.1	2.8	2.1 **	3.6	2.2 **	4.4
	<i>Unweighted count</i>	893					1 634					2 527				
RAF	Not ticked	99.6	99.4	99.1	99.2	99.1	99.5	99.3	99.2	99.0	99.1	99.5	99.3	99.2	99.1	99.1
	Ticked	0.4	0.6	0.9	0.8	0.9	0.5	0.7	0.8	1.0	0.9	0.5	0.7	0.8	0.9	0.9
	<i>Unweighted count</i>	881					1 823					2 704				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A097 prior to 2015 but substantial wording and format change required new question. (2) Excludes those who indicated discrimination in the last 12 months but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.11 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds: Marriage/civil partnership.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	99.3	99.3	99.1	99.1	98.9	99.0	99.3	98.8	99.1	98.6	99.1	99.3	98.8	99.1	98.7		
	Ticked	0.7	0.7	0.9	0.9	1.1	1.0	0.7	1.2	0.9	1.4	0.9	0.7	1.2	0.9	1.3		
	<i>Unweighted count</i>						2 942						6 423						9 365
Royal Navy	Not ticked	99.5	99.8 **	98.6	99.0	98.5	99.5	99.1	99.2	99.2	98.9	99.5 **	99.3	99.1	99.2	98.8		
	Ticked	0.5	0.2 **	1.4	1.0	1.5	0.5	0.9	0.8	0.8	1.1	0.5 **	0.7	0.9	0.8	1.2		
	<i>Unweighted count</i>						894						1 786						2 680
Royal Marines	Not ticked	99.3	100.0	98.7	98.4	99.7	99.7	99.2	99.6	99.5	99.7	99.6	99.3	99.5	99.4	99.7		
	Ticked	0.7	..	1.3	1.6	0.3	0.3	0.8	0.4	0.5	0.3	0.4	0.7	0.5	0.6	0.3		
	<i>Unweighted count</i>						274						1 180						1 454
Army	Not ticked	99.2	99.1	99.3	99.3	99.1	98.9	99.6 **	98.8	99.2	98.5	99.0	99.5	98.8	99.2	98.6		
	Ticked	0.8	0.9	0.7	0.7	0.9	1.1	0.4 **	1.2	0.8	1.5	1.0	0.5	1.2	0.8	1.4		
	<i>Unweighted count</i>						893						1 634						2 527
RAF	Not ticked	99.2	99.2	99.3	98.8	98.8	98.9	99.0	98.3	98.7	98.6	98.9	99.0	98.5	98.7	98.6		
	Ticked	0.8	0.8	0.7	1.2	1.2	1.1	1.0	1.7	1.3	1.4	1.1	1.0	1.5	1.3	1.4		
	<i>Unweighted count</i>						881						1 823						2 704

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Excludes those who indicated discrimination in the last 12 months but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.12 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds: Religion or beliefs.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	99.6	99.7	99.4	99.9	99.7	99.3	99.4 **	98.9	99.4 **	98.5	99.3	99.5 **	99.0	99.5 **	98.8		
	Ticked	0.4	0.3	0.6	0.1	0.3	0.7	0.6 **	1.1	0.6 **	1.5	0.7	0.5 **	1.0	0.5 **	1.2		
	<i>Unweighted count</i>						2 942						6 423						9 365
Royal Navy	Not ticked	99.6	99.9	99.8	99.9	99.5	99.2	99.5	99.4	99.5	99.5	99.3	99.6	99.5	99.6	99.5		
	Ticked	0.4	0.1	0.2	0.1	0.5	0.8	0.5	0.6	0.5	0.5	0.7	0.4	0.5	0.4	0.5		
	<i>Unweighted count</i>						894						1 786						2 680
Royal Marines	Not ticked	99.6	100.0	100.0	100.0	100.0	99.6	99.5	99.8	99.4	99.9	99.6 **	99.6	99.8	99.5	99.9		
	Ticked	0.4	..	..	..	..	0.4	0.5	0.2	0.6	0.1	0.4 **	0.4	0.2	0.5	0.1
	<i>Unweighted count</i>						274						1 180						1 454
Army	Not ticked	99.5	99.9	99.2	100.0	99.9	99.1	99.3 **	98.6	99.2	97.9	99.2	99.4 **	98.7	99.4 **	98.2		
	Ticked	0.5	0.1	0.8	..	0.1	0.9	0.7 **	1.4	0.8	2.1	0.8	0.6 **	1.3	0.6 **	1.8		
	<i>Unweighted count</i>						893						1 634						2 527
RAF	Not ticked	99.9	99.3	99.6	99.6	99.6	99.7	99.5	99.3	99.5	99.2	99.8	99.5	99.4	99.5	99.3		
	Ticked	0.1	0.7	0.4	0.4	0.4	0.3	0.5	0.7	0.5	0.8	0.2	0.5	0.6	0.5	0.7		
	<i>Unweighted count</i>						881						1 823						2 704

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A099 prior to 2015 but substantial wording and format change required new question. (2) Excludes those who indicated discrimination in the last 12 months but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.13 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds: Sexual orientation.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	99.8	99.9	99.7	99.7	99.7	99.5	99.6	99.4	99.5	99.5	99.5	99.6	99.4	99.6	99.6
	Ticked	0.2	0.1	0.3	0.3	0.3	0.5	0.4	0.6	0.5	0.5	0.5	0.4	0.6	0.4	0.4
	<i>Unweighted count</i>	2 942					6 423					9 365				
Royal Navy	Not ticked	99.9	100.0	99.5	99.4	99.8	99.8 **	99.5	99.3	99.1	99.1	99.8 **	99.6	99.3	99.2	99.2
	Ticked	0.1	..	0.5	0.6	0.2	0.2 **	0.5	0.7	0.9	0.9	0.2 **	0.4	0.7	0.8	0.8
	<i>Unweighted count</i>	894					1 786					2 680				
Royal Marines	Not ticked	100.0	100.0	99.7	99.7	100.0	99.7	99.5	99.7	99.7	99.8	99.7	99.6	99.7	99.7	99.9
	Ticked	..	..	0.3	0.3	..	0.3	0.5	0.3	0.3	0.2	0.3	0.4	0.3	0.3	0.1
	<i>Unweighted count</i>	274					1 180					1 454				
Army	Not ticked	99.8	99.9	99.9	99.9	99.9	99.3	99.6	99.3	99.6	99.6	99.4	99.6	99.4	99.6	99.7
	Ticked	0.2	0.1	0.1	0.1	0.1	0.7	0.4	0.7	0.4	0.4	0.6	0.4	0.6	0.4	0.3
	<i>Unweighted count</i>	893					1 634					2 527				
RAF	Not ticked	99.6	99.8	99.7	99.4	99.2	99.8	99.8	99.7	99.7	99.6	99.8	99.8	99.7	99.7	99.5
	Ticked	0.4	0.2	0.3	0.6	0.8	0.2	0.2	0.3	0.3	0.4	0.2	0.2	0.3	0.3	0.5
	<i>Unweighted count</i>	881					1 823					2 704				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A100 prior to 2015 but substantial wording and format change required new question. (2) Excludes those who indicated discrimination in the last 12 months but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.14 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds: Age.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	98.4	98.6	98.1	98.3	98.0	98.7	98.7	98.4	98.8 **	97.9	98.7 **	98.7 **	98.4	98.7 **	97.9		
	Ticked	1.6	1.4	1.9	1.7	2.0	1.3	1.3	1.6	1.2 **	2.1	1.3 **	1.3 **	1.6	1.3 **	2.1		
	<i>Unweighted count</i>						2 942						6 423						9 365
Royal Navy	Not ticked	97.5	98.3	97.2	98.5	97.5	98.5	98.1	98.9	98.2	98.5	98.3	98.2	98.5	98.2	98.3		
	Ticked	2.5	1.7	2.8	1.5	2.5	1.5	1.9	1.1	1.8	1.5	1.7	1.8	1.5	1.8	1.7		
	<i>Unweighted count</i>						894						1 786						2 680
Royal Marines	Not ticked	98.9	99.4	98.7	96.8 **	99.0	99.6	99.4	99.3	99.1	99.3	99.5	99.4	99.2	98.9	99.2		
	Ticked	1.1	0.6	1.3	3.2 **	1.0	0.4	0.6	0.7	0.9	0.7	0.5	0.6	0.8	1.1	0.8		
	<i>Unweighted count</i>						274						1 180						1 454
Army	Not ticked	99.2	99.6	98.8	99.0	99.0	98.6	98.6	98.2	99.0 **	97.3	98.7	98.8	98.3	99.0 **	97.6		
	Ticked	0.8	0.4	1.2	1.0	1.0	1.4	1.4	1.8	1.0 **	2.7	1.3	1.2	1.7	1.0 **	2.4		
	<i>Unweighted count</i>						893						1 634						2 527
RAF	Not ticked	97.5	97.0	97.3	97.0	96.7	99.0	99.2	98.7	98.8	98.4	98.7	98.7	98.4	98.4	98.0		
	Ticked	2.5	3.0	2.7	3.0	3.3	1.0	0.8	1.3	1.2	1.6	1.3	1.3	1.6	1.6	2.0		
	<i>Unweighted count</i>						881						1 823						2 704

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) similar to A359 prior to 2015 but substantial wording and format change required new question. (2) Excludes those who indicated discrimination in the last 12 months but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.15 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds: Disability.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	99.6	99.6	99.6	99.7	99.7	98.5	98.7	98.5	98.9	98.6	98.7	98.9	98.7	99.0	98.8
	Ticked	0.4	0.4	0.4	0.3	0.3	1.5	1.3	1.5	1.1	1.4	1.3	1.1	1.3	1.0	1.2
	<i>Unweighted count</i>	2 942					6 423					9 365				
Royal Navy	Not ticked	99.7	99.8	99.4	99.9	99.4	99.1	99.2	98.9	99.3	99.4	99.2	99.3	99.0	99.5	99.4
	Ticked	0.3	0.2	0.6	0.1	0.6	0.9	0.8	1.1	0.7	0.6	0.8	0.7	1.0	0.5	0.6
	<i>Unweighted count</i>	894					1 786					2 680				
Royal Marines	Not ticked	100.0	99.6	100.0	99.6	99.7	99.5	99.5	99.5	99.4	99.5	99.5	99.5	99.6	99.5	99.5
	Ticked	..	0.4	..	0.4	0.3	0.5	0.5	0.5	0.6	0.5	0.5	0.5	0.4	0.5	0.5
	<i>Unweighted count</i>	274					1 180					1 454				
Army	Not ticked	99.6	99.5	99.4	99.6	99.6	98.4	98.6	98.2	98.7	98.3	98.6	98.7	98.4	98.9	98.5
	Ticked	0.4	0.5	0.6	0.4	0.4	1.6	1.4	1.8	1.3	1.7	1.4	1.3	1.6	1.1	1.5
	<i>Unweighted count</i>	893					1 634					2 527				
RAF	Not ticked	99.5	99.7	100.0	99.8	99.9	98.4	98.7	99.0	98.8	98.8	98.7	98.9	99.2	99.0	99.1
	Ticked	0.5	0.3	..	0.2	0.1	1.6	1.3	1.0	1.2	1.2	1.3	1.1	0.8	1.0	0.9
	<i>Unweighted count</i>	881					1 823					2 704				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A360 prior to 2015 but substantial wording and format change required new question. (2) Excludes those who indicated discrimination in the last 12 months but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.16 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds: Pregnancy or maternity.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	99.5	99.7	99.6	99.7	99.5	99.4	99.7	99.6	99.3	99.4	99.4	99.7	99.6	99.4	99.4
	Ticked	0.5	0.3	0.4	0.3	0.5	0.6	0.3	0.4	0.7	0.6	0.6	0.3	0.4	0.6	0.6
	<i>Unweighted count</i>	2 942					6 423					9 365				
Royal Navy	Not ticked	99.4	99.9	99.3	99.4	99.4	99.6	99.8	99.7	99.5	99.6	99.5	99.9	99.6	99.5	99.5
	Ticked	0.6	0.1	0.7	0.6	0.6	0.4	0.2	0.3	0.5	0.4	0.5	0.1	0.4	0.5	0.5
	<i>Unweighted count</i>	894					1 786					2 680				
Royal Marines	Not ticked	100.0	100.0	100.0	99.7	100.0	99.7	99.7	99.8	99.6	99.7	99.8	99.7	99.8	99.6	99.8
	Ticked	..	..	..	0.3	..	0.3	0.3	0.2	0.4	0.3	0.2	0.3	0.2	0.4	0.2
	<i>Unweighted count</i>	274					1 180					1 454				
Army	Not ticked	99.6	99.7	99.7	99.6	99.5	99.4	99.7	99.5	99.2	99.2	99.5	99.7	99.5	99.3	99.3
	Ticked	0.4	0.3	0.3	0.4	0.5	0.6	0.3	0.5	0.8	0.8	0.5	0.3	0.5	0.7	0.7
	<i>Unweighted count</i>	893					1 634					2 527				
RAF	Not ticked	99.2	99.4	99.5	100.0	99.5	99.1	99.4	99.6	99.5	99.5	99.1	99.4	99.5	99.6	99.5
	Ticked	0.8	0.6	0.5	..	0.5	0.9	0.6	0.4	0.5	0.5	0.9	0.6	0.5	0.4	0.5
	<i>Unweighted count</i>	881					1 823					2 704				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A503 prior to 2015 but substantial wording and format change required new question. (2) excludes those who indicated discrimination in the last 12 months (A646 refers) but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.17 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Gender.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	99.2	99.0	99.1	99.2	99.4	99.5	99.3	99.2	99.5	99.1	99.5	99.2	99.2	99.4	99.1		
	Ticked	0.8	1.0	0.9	0.8	0.6	0.5	0.7	0.8	0.5	0.9	0.5	0.8	0.8	0.6	0.9		
	<i>Unweighted count</i>						2 936						6 437						9 373
Royal Navy	Not ticked	99.4	99.0	98.6	98.9	99.0	99.3	99.2	99.3	99.4	98.9	99.3	99.1	99.2	99.3	98.9		
	Ticked	0.6	1.0	1.4	1.1	1.0	0.7	0.8	0.7	0.6	1.1	0.7	0.9	0.8	0.7	1.1		
	<i>Unweighted count</i>						890						1 777						2 667
Royal Marines	Not ticked	100.0	100.0	100.0	100.0	100.0	100.0	99.8	99.8	99.9	99.8	100.0	99.8	99.8	99.9	99.9		
	Ticked	..	..	..	..	..	0.0	0.2	0.2	0.1	0.2	0.0	0.2	0.2	0.1	0.1
	<i>Unweighted count</i>						274						1 192						1 466
Army	Not ticked	99.4	98.8	99.5	99.5	99.4	99.6	99.2	99.1	99.5	98.8	99.5	99.1	99.1	99.5	98.9		
	Ticked	0.6	1.2	0.5	0.5	0.6	0.4	0.8	0.9	0.5	1.2	0.5	0.9	0.9	0.5	1.1		
	<i>Unweighted count</i>						894						1 643						2 537
RAF	Not ticked	98.8	99.2	98.7	98.6	99.5	99.4	99.5	99.3	99.2	99.7	99.3	99.4	99.2	99.1 **	99.7		
	Ticked	1.2	0.8	1.3	1.4	0.5	0.6	0.5	0.7	0.8	0.3	0.7	0.6	0.8	0.9 **	0.3		
	<i>Unweighted count</i>						878						1 825						2 703

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A103 prior to 2015 but substantial wording and format change required new question. (2) Excludes those who indicated harassment in the last 12 months but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.18 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Gender reassignment.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	100.0	100.0	100.0	100.0	100.0	99.9	99.8	99.8	100.0	100.0	99.9	99.8	99.9	100.0	100.0
	Ticked	..	..	..	..	..	0.1	0.2	0.2	0.0	0.0	0.1	0.2	0.1	0.0	0.0
	<i>Unweighted count</i>					2 936					6 437					9 373
Royal Navy	Not ticked	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	99.9	99.9	100.0	100.0	100.0	99.9	99.9
	Ticked	..	..	..	..	..	..	..	..	0.1	0.1	..	..	..	0.1	0.1
	<i>Unweighted count</i>					890					1 777					2 667
Royal Marines	Not ticked	100.0	100.0	100.0	100.0	100.0	99.9	99.9	99.8	99.9	100.0	99.9	99.9	99.8	99.9	100.0
	Ticked	..	..	..	..	..	0.1	0.1	0.2	0.1	..	0.1	0.1	0.2	0.1	..
	<i>Unweighted count</i>					274					1 192					1 466
Army	Not ticked	100.0	100.0	100.0	100.0	100.0	99.9	99.7	99.7	100.0	100.0	99.9	99.7	99.8	100.0	100.0
	Ticked	..	..	..	..	..	0.1	0.3	0.3	0.0	0.0	0.1	0.3	0.2	0.0	0.0
	<i>Unweighted count</i>					894					1 643					2 537
RAF	Not ticked	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>					878					1 825					2 703

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A103 prior to 2015 but substantial wording and format change required new question. (2) Excludes those who indicated harassment in the last 12 months but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.19 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Race, colour, nationality, ethnic or national origin.

Percentages

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	99.9	99.7	99.7	99.9	99.8	99.4	99.3	99.3	99.6	99.1	99.5	99.4	99.4	99.7 **	99.3		
	Ticked	0.1	0.3	0.3	0.1	0.2	0.6	0.7	0.7	0.4	0.9	0.5	0.6	0.6	0.3 **	0.7		
	<i>Unweighted count</i>						2 936						6 437						9 373
Royal Navy	Not ticked	100.0	99.9	100.0	99.9	99.6	99.8	99.4	99.5	99.5	99.5	99.9	99.5	99.6	99.6	99.5		
	Ticked	..	0.1	..	0.1	0.4	0.2	0.6	0.5	0.5	0.5	0.1	0.5	0.4	0.4	0.5		
	<i>Unweighted count</i>						890						1 777						2 667
Royal Marines	Not ticked	100.0	99.7	100.0	100.0	100.0	99.9	99.8	99.6	99.9	99.7	99.9	99.8	99.7	99.9	99.7		
	Ticked	..	0.3	..	..	..	0.1	0.2	0.4	0.1	0.3	0.1	0.2	0.3	0.1	0.3
	<i>Unweighted count</i>						274						1 192						1 466
Army	Not ticked	99.8	99.6	99.7	100.0	99.9	99.1	99.1	99.0	99.6	98.9	99.2	99.2	99.1	99.7	99.0		
	Ticked	0.2	0.4	0.3	..	0.1	0.9	0.9	1.0	0.4	1.1	0.8	0.8	0.9	0.3	1.0		
	<i>Unweighted count</i>						894						1 643						2 537
RAF	Not ticked	99.9	99.8	99.5	99.8	99.9	99.8	99.6	99.8	99.6	99.5	99.9	99.7	99.7	99.6	99.6		
	Ticked	0.1	0.2	0.5	0.2	0.1	0.2	0.4	0.2	0.4	0.5	0.1	0.3	0.3	0.4	0.4		
	<i>Unweighted count</i>						878						1 825						2 703

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A104 prior to 2015 but substantial wording and format change required new question. (2) Excludes those who indicated harassment in the last 12 months but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.20 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Marriage/civil partnership.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	100.0	99.9	100.0	99.9	99.9	99.7	99.6	99.6	99.8	99.6	99.8	99.7	99.7	99.9	99.7		
	Ticked	0.0	0.1	..	0.1	0.1	0.3	0.4	0.4	0.2	0.4	0.2	0.3	0.3	0.1	0.3		
	<i>Unweighted count</i>						2 936						6 437						9 373
Royal Navy	Not ticked	99.9	100.0	100.0	99.9	99.8	99.8	99.7	100.0	99.6	99.7	99.8	99.7	100.0	99.7	99.7		
	Ticked	0.1	..	..	0.1	0.2	0.2	0.3	0.0	0.4	0.3	0.2	0.3	0.0	0.3	0.3
	<i>Unweighted count</i>						890						1 777						2 667
Royal Marines	Not ticked	100.0	100.0	100.0	100.0	100.0	99.9	99.9	99.7	99.7	100.0	99.9	99.9	99.7	99.8	100.0		
	Ticked	..	..	..	..	..	0.1	0.1	0.3	0.3	..	0.1	0.1	0.3	0.2	..
	<i>Unweighted count</i>						274						1 192						1 466
Army	Not ticked	100.0	99.8	100.0	99.9	99.9	99.7	99.5	99.5	99.9	99.4	99.7	99.5	99.6	99.9	99.5		
	Ticked	..	0.2	..	0.1	0.1	0.3	0.5	0.5	0.1	0.6	0.3	0.5	0.4	0.1	0.5		
	<i>Unweighted count</i>						894						1 643						2 537
RAF	Not ticked	100.0	99.9	100.0	100.0	99.9	99.8	99.8	99.8	99.8	99.9	99.8	99.9	99.8	99.8	99.9		
	Ticked	..	0.1	..	..	0.1	0.2	0.2	0.2	0.2	0.1	0.2	0.1	0.2	0.2	0.1
	<i>Unweighted count</i>						878						1 825						2 703

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Excludes those who indicated harassment in the last 12 months but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.21 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Religion or beliefs.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	99.8	99.7	99.9	99.9	99.9	99.7	99.7	99.4	99.7	99.7	99.7	99.7	99.5	99.7	99.7
	Ticked	0.2	0.3	0.1	0.1	0.1	0.3	0.3	0.6	0.3	0.3	0.3	0.3	0.5	0.3	0.3
	<i>Unweighted count</i>	2 936					6 437					9 373				
Royal Navy	Not ticked	99.9	99.9	99.9	100.0	99.8	99.9	99.7	99.8	99.3	99.8	99.9	99.7	99.8	99.5	99.8
	Ticked	0.1	0.1	0.1	..	0.2	0.1	0.3	0.2	0.7	0.2	0.1	0.3	0.2	0.5	0.2
	<i>Unweighted count</i>	890					1 777					2 667				
Royal Marines	Not ticked	100.0	100.0	100.0	100.0	100.0	99.8	99.9	99.6	100.0	99.9	99.8	99.9	99.7	100.0	99.9
	Ticked	..	..	..	..	..	0.2	0.1	0.4	0.0	0.1	0.2	0.1	0.3	0.0	0.1
	<i>Unweighted count</i>	274					1 192					1 466				
Army	Not ticked	99.7	99.7	100.0	99.8	99.9	99.6	99.6	99.1	99.8	99.7	99.6	99.6	99.3	99.8	99.7
	Ticked	0.3	0.3	..	0.2	0.1	0.4	0.4	0.9	0.2	0.3	0.4	0.4	0.7	0.2	0.3
	<i>Unweighted count</i>	894					1 643					2 537				
RAF	Not ticked	99.8	99.7	99.6	99.9	99.9	99.9	99.7	99.7	99.6	99.6	99.9	99.7	99.7	99.7	99.6
	Ticked	0.2	0.3	0.4	0.1	0.1	0.1	0.3	0.3	0.4	0.4	0.1	0.3	0.3	0.3	0.4
	<i>Unweighted count</i>	878					1 825					2 703				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A106 prior to 2015 but substantial wording and format change required new question. (2) Excludes those who indicated harassment in the last 12 months but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.22 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Sexual orientation.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	99.8	99.8	99.8	99.9	99.9	99.7	99.6	99.6	99.7	99.5	99.7	99.6	99.6	99.8	99.6		
	Ticked	0.2	0.2	0.2	0.1	0.1	0.3	0.4	0.4	0.3	0.5	0.3	0.4	0.4	0.2	0.4		
	<i>Unweighted count</i>						2 936						6 437						9 373
Royal Navy	Not ticked	100.0	99.6	99.8	99.9	99.9	99.8	99.8	99.7	99.7	99.5	99.8	99.7	99.7	99.7	99.6		
	Ticked	..	0.4	0.2	0.1	0.1	0.2	0.2	0.3	0.3	0.5	0.2	0.3	0.3	0.3	0.4		
	<i>Unweighted count</i>						890						1 777						2 667
Royal Marines	Not ticked	100.0	99.7	100.0	100.0	100.0	99.9	99.9	99.7	99.9	99.9	99.9	99.8	99.8	99.9	99.9		
	Ticked	..	0.3	..	..	..	0.1	0.1	0.3	0.1	0.1	0.1	0.2	0.2	0.1	0.1
	<i>Unweighted count</i>						274						1 192						1 466
Army	Not ticked	99.8	99.8	99.6	100.0	100.0	99.7	99.5	99.4	99.7	99.5	99.7	99.5	99.4	99.7	99.6		
	Ticked	0.2	0.2	0.4	..	..	0.3	0.5	0.6	0.3	0.5	0.3	0.5	0.6	0.3	0.4
	<i>Unweighted count</i>						894						1 643						2 537
RAF	Not ticked	99.8	100.0	100.0	99.8	99.9	99.9	99.7	100.0	99.8	99.5	99.8	99.8	100.0	99.8	99.6		
	Ticked	0.2	..	..	0.2	0.1	0.1	0.3	..	0.2	0.5	0.2	0.2	..	0.2	0.4
	<i>Unweighted count</i>						878						1 825						2 703

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A107 prior to 2015 but substantial wording and format change required new question. (2) Excludes those who indicated harassment in the last 12 months but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.23 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Age.

												Percentages						
		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	99.9	99.8	99.7	99.6	99.8	99.7	99.5	99.6	99.8	99.4	99.7	99.5	99.6	99.8	99.5		
	Ticked	0.1	0.2	0.3	0.4	0.2	0.3	0.5	0.4	0.2	0.6	0.3	0.5	0.4	0.2	0.5		
	<i>Unweighted count</i>						2 936						6 437						9 373
Royal Navy	Not ticked	100.0	100.0	99.5	100.0	99.6	99.5	99.4	99.5	99.5	99.3	99.7	99.6	99.5	99.6	99.4		
	Ticked	..	..	0.5	..	0.4	0.5	0.6	0.5	0.5	0.7	0.3	0.4	0.5	0.4	0.6
	<i>Unweighted count</i>						890						1 777						2 667
Royal Marines	Not ticked	100.0	100.0	100.0	100.0	100.0	99.9	99.9	99.7	99.8	99.9	99.9	99.9	99.7	99.8	99.9		
	Ticked	..	..	..	..	..	0.1	0.1	0.3	0.2	0.1	0.1	0.1	0.3	0.2	0.1
	<i>Unweighted count</i>						274						1 192						1 466
Army	Not ticked	99.9	99.8	99.7	99.8	100.0	99.7	99.3	99.4	99.8	99.3	99.8	99.4	99.5	99.8	99.4		
	Ticked	0.1	0.2	0.3	0.2	..	0.3	0.7	0.6	0.2	0.7	0.2	0.6	0.5	0.2	0.6		
	<i>Unweighted count</i>						894						1 643						2 537
RAF	Not ticked	99.9	99.8	99.7	98.9	99.7	99.6	99.8	100.0	99.9	99.7	99.7	99.8	99.9	99.7	99.7		
	Ticked	0.1	0.2	0.3	1.1	0.3	0.4	0.2	0.0	0.1	0.3	0.3	0.2	0.1	0.3	0.3		
	<i>Unweighted count</i>						878						1 825						2 703

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A361 prior to 2015 but substantial wording and format change required new question. (2) Excludes those who indicated harassment in the last 12 months but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.24 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Disability.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	99.8	100.0	99.7	99.9	99.9	99.7	99.5	99.5	99.8	99.5	99.7	99.6	99.5	99.8	99.6		
	Ticked	0.2	0.0	0.3	0.1	0.1	0.3	0.5	0.5	0.2	0.5	0.3	0.4	0.5	0.2	0.4		
	<i>Unweighted count</i>						2 936						6 437						9 373
Royal Navy	Not ticked	99.9	100.0	99.9	99.9	99.7	99.8	99.8	99.7	99.7	99.8	99.8	99.8	99.7	99.7	99.8		
	Ticked	0.1	..	0.1	0.1	0.3	0.2	0.2	0.3	0.3	0.2	0.2	0.2	0.3	0.3	0.2		
	<i>Unweighted count</i>						890						1 777						2 667
Royal Marines	Not ticked	100.0	100.0	100.0	100.0	99.7	99.8	99.8	99.6	99.9	99.9	99.8	99.8	99.7	99.9	99.9		
	Ticked	..	..	..	..	0.3	0.2	0.2	0.4	0.1	0.1	0.2	0.2	0.3	0.1	0.1
	<i>Unweighted count</i>						274						1 192						1 466
Army	Not ticked	99.8	100.0	99.6	99.8	100.0	99.6	99.4	99.3	99.9	99.4	99.7	99.5	99.4	99.9	99.5		
	Ticked	0.2	..	0.4	0.2	..	0.4	0.6	0.7	0.1	0.6	0.3	0.5	0.6	0.1	0.5		
	<i>Unweighted count</i>						894						1 643						2 537
RAF	Not ticked	99.8	99.9	99.8	100.0	99.9	99.7	99.6	99.8	99.4	99.5	99.7	99.7	99.8	99.6	99.6		
	Ticked	0.2	0.1	0.2	..	0.1	0.3	0.4	0.2	0.6	0.5	0.3	0.3	0.2	0.4	0.4		
	<i>Unweighted count</i>						878						1 825						2 703

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A362 prior to 2015 but substantial wording and format change required new question. (2) Excludes those who indicated harassment in the last 12 months but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.25 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Pregnancy or maternity.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	99.9	100.0	99.9	100.0	100.0	99.9	99.8	99.9	99.9	99.8	99.9	99.8	99.9	100.0	99.8		
	Ticked	0.1	0.0	0.1	..	0.0	0.1	0.2	0.1	0.1	0.2	0.1	0.2	0.1	0.0	0.2		
	<i>Unweighted count</i>						2 936						6 437						9 373
Royal Navy	Not ticked	99.7	99.9	100.0	100.0	100.0	99.9	100.0	99.8	99.9	99.9	99.9	100.0	99.9	99.9	100.0		
	Ticked	0.3	0.1	..	..	..	0.1	..	0.2	0.1	0.1	0.1	0.0	0.1	0.1	0.0
	<i>Unweighted count</i>						890						1 777						2 667
Royal Marines	Not ticked	100.0	100.0	100.0	100.0	100.0	100.0	99.9	99.7	100.0	100.0	100.0	99.9	99.7	100.0	100.0		
	Ticked	..	..	..	..	..	..	0.1	0.3	..	..	..	0.1	0.3	..	..
	<i>Unweighted count</i>						274						1 192						1 466
Army	Not ticked	100.0	100.0	100.0	100.0	100.0	99.9	99.7	99.9	99.9	99.8	99.9	99.7	99.9	99.9	99.8		
	Ticked	..	..	..	..	..	0.1	0.3	0.1	0.1	0.2	0.1	0.3	0.1	0.1	0.2
	<i>Unweighted count</i>						894						1 643						2 537
RAF	Not ticked	99.9	100.0	99.8	100.0	99.9	99.8	100.0	100.0	100.0	99.8	99.8	100.0	99.9	100.0	99.8		
	Ticked	0.1	..	0.2	..	0.1	0.2	0.0	0.0	..	0.2	0.2	0.0	0.1	..	0.2		
	<i>Unweighted count</i>						878						1 825						2 703

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A504 prior to 2015 but substantial wording and format change required new question. (2) Excludes those who indicated harassment in the last 12 months but did not specify on what grounds.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.26 Did you make a formal written complaint within the last 12 months about this discrimination, harassment and/or bullying?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	9	9	3 **	9	..	10	5 **	8	11	..	10	6	7	10
	No	..	91	91	97 **	91	..	90	95 **	92	89	..	90	94	93	90
	<i>Unweighted count</i>					302					642					944
Royal Navy	Yes	..	7	7	4	10	..	9	6	8	9	..	8	6	8	9
	No	..	93	93	96	90	..	91	94	92	91	..	92	94	92	91
	<i>Unweighted count</i>					109					188					297
Royal Marines	Yes	..	~	~	~	~	..	11	11	4 **	17	..	10	11	4 **	16
	No	..	~	~	~	~	..	89	89	96 **	83	..	90	89	96 **	84
	<i>Unweighted count</i>					7					59					66
Army	Yes	..	11	10	1	10	..	11	5	8	13	..	11	6	7	12
	No	..	89	90	99	90	..	89	95	92	87	..	89	94	93	88
	<i>Unweighted count</i>					78					206					284
RAF	Yes	..	6	9	3	6	..	6	5	8	5	..	6	6	7	5
	No	..	94	91	97	94	..	94	95	92	95	..	94	94	93	95
	<i>Unweighted count</i>					108					189					297

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Asked as A668 in 2015 and 2016 as substantial wording and format change required new question (2) In 2017, A124 was reintroduced to replace A668, therefore results for 2015 and 2016 not comparable with other years. (3) Filtered on those who experienced bullying, discrimination and/or harassment in the last 12 months.

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Source: Defence Statistics (Surveys)

Table B13.27 If you did make a formal written complaint, how satisfied were/are you with the following aspects of your complaint? The objectivity and fairness with which my complaint was handled/is being handled.

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	~	~	~	~	~	44	23	25	40	23	44	23	22	40	23
	Neutral	~	~	~	~	~	16	31	24	7	23	16	28	24	6	23
	Dissatisfied	~	~	~	~	~	40	46	51	54	54	39	48	54	53	53
	<i>Unweighted count</i>					21					60					
Royal Navy	Satisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Neutral	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Dissatisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	<i>Unweighted count</i>					10					16					
Royal Marines	Satisfied	~	..	~	~	..	~	~	~	~	~	~	~	~	~	~
	Neutral	~	..	~	~	..	~	~	~	~	~	~	~	~	~	~
	Dissatisfied	~	..	~	~	..	~	~	~	~	~	~	~	~	~	~
	<i>Unweighted count</i>										10					
Army	Satisfied	~	~	~	..	~	~	~	~	~	~	44	20	~	~	~
	Neutral	~	~	~	..	~	~	~	~	~	18	35	~	~	~	~
	Dissatisfied	~	~	~	..	~	~	~	~	~	37	45	~	~	~	~
	<i>Unweighted count</i>					5					24					
RAF	Satisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Neutral	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Dissatisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	<i>Unweighted count</i>					6					10					

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Minor wording change in 2011 and 2015. (2) N/A option added in 2015 but excluded from the analysis. (3) Filtered on those who did make a formal written complaint. (4) Results for 2007 to 2009 not comparable with other years due to a substantial filtering change in 2010.

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Source: Defence Statistics (Surveys)

Table B13.28 If you did make a formal written complaint, how satisfied were/are you with the following aspects of your complaint? The amount of time taken/it is taking to resolve my complaint.

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	~	~	~	~	~	20	16	18	30	21	22	18	17	30	21
	Neutral	~	~	~	~	~	20	18	20	15	18	19	18	18	15	17
	Dissatisfied	~	~	~	~	~	60	65	62	54	62	60	64	65	55	63
	<i>Unweighted count</i>					20					61					81
Royal Navy	Satisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Neutral	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Dissatisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	<i>Unweighted count</i>					9					16					25
Royal Marines	Satisfied	~	..	~	..	..	~	~	~	~	~	~	~	~	~	~
	Neutral	~	..	~	..	..	~	~	~	~	~	~	~	~	~	~
	Dissatisfied	~	..	~	..	..	~	~	~	~	~	~	~	~	~	~
	<i>Unweighted count</i>										10					10
Army	Satisfied	~	~	~	~	~	~	~	~	~	~	~	13	~	~	19
	Neutral	~	~	~	~	~	~	~	~	~	~	~	21	~	~	18
	Dissatisfied	~	~	~	~	~	~	~	~	~	~	~	66	~	~	64
	<i>Unweighted count</i>					5					25					30
RAF	Satisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Neutral	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Dissatisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	<i>Unweighted count</i>					6					10					16

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Minor wording change in 2011 and 2015. (2) N/A option added in 2015 but excluded from the analysis. (3) Filtered on those who did make a formal written complaint. (4) Results for 2007 to 2009 not comparable with other years due to a substantial filtering change in 2010.

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Source: Defence Statistics (Surveys)

Table B13.29 If you did make a formal written complaint, how satisfied were/are you with the following aspects of your complaint? How well I was/am being kept informed about the progress of my complaint.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	~	~	~	~	~	32	22	24	46 **	19	31	23	25	46 **	19
	Neutral	~	~	~	~	~	20	28	20	15	18	22	25	18	14	16
	Dissatisfied	~	~	~	~	~	48	50	56	39	63	47	51	57	40	64
	<i>Unweighted count</i>					20					60					80
Royal Navy	Satisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Neutral	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Dissatisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	<i>Unweighted count</i>					9					15					24
Royal Marines	Satisfied	~	..	~	..	..	~	~	~	~	~	~	~	~	~	~
	Neutral	~	..	~	..	..	~	~	~	~	~	~	~	~	~	~
	Dissatisfied	~	..	~	..	..	~	~	~	~	~	~	~	~	~	~
	<i>Unweighted count</i>										10					10
Army	Satisfied	~	~	~	~	~	~	~	~	~	~	28	19	~	~	16
	Neutral	~	~	~	~	~	~	~	~	~	~	21	31	~	~	20
	Dissatisfied	~	~	~	~	~	~	~	~	~	~	51	51	~	~	64
	<i>Unweighted count</i>					5					25					30
RAF	Satisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Neutral	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Dissatisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	<i>Unweighted count</i>					6					10					16

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Minor wording change in 2011 and 2015. (2) N/A option added in 2015 but excluded from the analysis. (3) Filtered on those who did make a formal written complaint. (4) Results for 2007 to 2009 not comparable with other years due to a substantial filtering change in 2010.

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Source: Defence Statistics (Surveys)

Table B13.30 If you did make a formal written complaint, how satisfied were/are you with the following aspects of your complaint? The support provided by my Assisting Officers.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	~	~	~	~	~	36	33	29	49	23	39	35	37	50	27
	Neutral	~	~	~	~	~	24	29	28	21	23	23	27	25	21	22
	Dissatisfied	~	~	~	~	~	40	39	43	30	54	38	38	39	29	51
	<i>Unweighted count</i>					12					51					63
Royal Navy	Satisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Neutral	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Dissatisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	<i>Unweighted count</i>					7					10					17
Royal Marines	Satisfied	..	..	..	..	..	~	~	~	~	~	~	~	~	~	~
	Neutral	..	..	..	..	..	~	~	~	~	~	~	~	~	~	~
	Dissatisfied	..	..	..	..	..	~	~	~	~	~	~	~	~	~	~
	<i>Unweighted count</i>										10					10
Army	Satisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Neutral	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Dissatisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	<i>Unweighted count</i>					3					22					25
RAF	Satisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Neutral	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Dissatisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	<i>Unweighted count</i>					2					9					11

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Not asked in 2007. (2) "Not allocated an Assisting Officers" option added in 2010 but dropped in 2015. (3) Minor wording change in 2011 and 2015. (4) Filtered on those who did make a formal written complaint. (5) Results for 2007 to 2009 not comparable with other years due to a substantial filtering change in 2010. (6) N/A option excluded from the analysis.

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Source: Defence Statistics (Surveys)

Table B13.31 If you did make a formal written complaint, how satisfied were/are you with the following aspects of your complaint? The outcome of my complaint.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	~	~	~	~	~	19	18	17	19	8	22	19	17	19	10
	Neutral	~	~	~	~	~	26	23	28	18	19	24	22	27	17	18
	Dissatisfied	~	~	~	~	~	54	59	55	64	73	54	59	56	64	72
	<i>Unweighted count</i>					13					42					55
Royal Navy	Satisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Neutral	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Dissatisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	<i>Unweighted count</i>					6					12					18
Royal Marines	Satisfied	~	..	~	..	..	~	~	~	~	~	~	~	~	~	~
	Neutral	~	..	~	..	..	~	~	~	~	~	~	~	~	~	~
	Dissatisfied	~	..	~	..	..	~	~	~	~	~	~	~	~	~	~
	<i>Unweighted count</i>										8					8
Army	Satisfied	~	~	~	..	~	~	~	~	~	~	~	~	~	~	~
	Neutral	~	~	~	..	~	~	~	~	~	~	~	~	~	~	~
	Dissatisfied	~	~	~	..	~	~	~	~	~	~	~	~	~	~	~
	<i>Unweighted count</i>					3					15					18
RAF	Satisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Neutral	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	Dissatisfied	~	~	~	~	~	~	~	~	~	~	~	~	~	~	~
	<i>Unweighted count</i>					4					7					11

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Not asked in 2007. (2) Minor wording change in 2011 and 2015. (3) Filtered on those who did make a formal written complaint. (4) Results for 2007 to 2009 not comparable with other years due to a substantial filtering change in 2010. (5) N/A option excluded from the analysis.

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Source: Defence Statistics (Surveys)

Table B13.32 If you did NOT make a formal written complaint, why was this? I was not aware of the Service Complaints process.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	98	98	99	100	..	91	92	91	91	..	92	93	92	93
	Ticked	..	2	2	1	0	..	9	8	9	9	..	8	7	8	7
	<i>Unweighted count</i>					272					564					836
Royal Navy	Not ticked	..	100	100	100	100	..	93	95	89	92	..	95	96	91	94
	Ticked	..	..	..	..	..	..	7	5	11	8	..	5	4	9	6
	<i>Unweighted count</i>					97					165					262
Royal Marines	Not ticked	..	~	~	~	~	..	87	90	91	87	..	88	90	92	88
	Ticked	..	~	~	~	~	..	13	10	9	13	..	12	10	8	12
	<i>Unweighted count</i>					7					48					55
Army	Not ticked	..	98	97	100	100	..	90	91	90	90	..	91	91	91	91
	Ticked	..	2	3	..	..	..	10	9	10	10	..	9	9	9	9
	<i>Unweighted count</i>					70					175					245
RAF	Not ticked	..	98	99	97	99	..	94	93	96	95	..	95	95	96	96
	Ticked	..	2	1	3	1	..	6	7	4	5	..	5	5	4	4
	<i>Unweighted count</i>					98					176					274

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) New question in 2015. (2) Due to a question format change in 2017 and the re-introduction of the A124 filter question, results for 2015 and 2016 not comparable with other years. (3) Filtered on those who did NOT make a formal written complaint.

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Source: Defence Statistics (Surveys)

Table B13.33 If you did NOT make a formal written complaint, why was this? I considered the incident(s) to be too minor to report.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	82	80	74	76	..	72	76	78	77	..	74	76	77	77
	Ticked	..	18	20	26	24	..	28	24	22	23	..	26	24	23	23
	<i>Unweighted count</i>					272					564					836
Royal Navy	Not ticked	..	78	82	73	73	..	73	79	79	69	..	74	80	78	70
	Ticked	..	22	18	27	27	..	27	21	21	31	..	26	20	22	30
	<i>Unweighted count</i>					97					165					262
Royal Marines	Not ticked	..	~	~	~	~	..	79	73	83	71	..	80	73	82	71
	Ticked	..	~	~	~	~	..	21	27	17	29	..	20	27	18	29
	<i>Unweighted count</i>					7					48					55
Army	Not ticked	..	83	79	73	71	..	72	76	76	81	..	74	76	75	80
	Ticked	..	17	21	27	29	..	28	24	24	19	..	26	24	25	20
	<i>Unweighted count</i>					70					175					245
RAF	Not ticked	..	83	81	76	83	..	71	73	81	72	..	74	74	80	75
	Ticked	..	17	19	24	17	..	29	27	19	28	..	26	26	20	25
	<i>Unweighted count</i>					98					176					274

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Asked as A670 in 2015 and 2016 as substantial wording and format change required new question. (2) In 2017, A131 was re-introduced to replace A670 as previous filtering scheme was reinstated and due to this change, results for 2015 and 2016 not comparable with other years. (3) Filtered on those who did NOT make a formal written complaint. (4) Results for 2007 to 2009 not comparable with other years due to a substantial wording and filtering change in 2010.

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Source: Defence Statistics (Surveys)

Table B13.34 If you did NOT make a formal written complaint, why was this? The incident(s) was/were resolved informally.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	90	86	86	92	..	85	87	86	90	..	86	87	86	90
	Ticked	..	10	14	14	8	..	15	13	14	10	..	14	13	14	10
	<i>Unweighted count</i>					272					564					836
Royal Navy	Not ticked	..	82	88	86	91	..	88	84	87	87	..	87	85	87	88
	Ticked	..	18	12	14	9	..	12	16	13	13	..	13	15	13	12
	<i>Unweighted count</i>					97					165					262
Royal Marines	Not ticked	..	~	~	~	~	..	91	86	91	91	..	91	88	92	91
	Ticked	..	~	~	~	~	..	9	14	9	9	..	9	12	8	9
	<i>Unweighted count</i>					7					48					55
Army	Not ticked	..	91	87	84	91	..	83	88	85	91	..	84	88	85	91
	Ticked	..	9	13	16	9	..	17	12	15	9	..	16	12	15	9
	<i>Unweighted count</i>					70					175					245
RAF	Not ticked	..	95	83	87	93	..	89	86	87	89	..	90	85	87	90
	Ticked	..	5	17	13	7	..	11	14	13	11	..	10	15	13	10
	<i>Unweighted count</i>					98					176					274

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Asked as A671 in 2015 and 2016 as substantial wording and format change required new question. (2) In 2017, A132 was reintroduced to replace A671 as previous filtering scheme was reinstated and due to this change, results for 2015 and 2016 not comparable with other years. (3) Filtered on those who did NOT make a formal written complaint. (4) Results for 2007 to 2009 not comparable with other years due to a substantial wording and filtering change in 2010.

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Source: Defence Statistics (Surveys)

Table B13.35 If you did NOT make a formal written complaint, why was this? The incident(s) was/were resolved through mediation.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	96	99	100	99	..	96	98	96	97	..	96	98	96	98
	Ticked	..	4	1	0	1	..	4	2	4	3	..	4	2	4	2
	<i>Unweighted count</i>					272					564					836
Royal Navy	Not ticked	..	96	100	100	99	..	96	99	97	95	..	96	99	98	96
	Ticked	..	4	..	..	1	..	4	1	3	5	..	4	1	2	4
	<i>Unweighted count</i>					97					165					262
Royal Marines	Not ticked	..	~	~	~	~	..	97	99	98	100	..	97	99	99	100
	Ticked	..	~	~	~	~	..	3	1	2	..	..	3	1	1	..
	<i>Unweighted count</i>					7					48					55
Army	Not ticked	..	94	100	100	98	..	96	98	95	98	..	96	98	96	98
	Ticked	..	6	..	..	2	..	4	2	5	2	..	4	2	4	2
	<i>Unweighted count</i>					70					175					245
RAF	Not ticked	..	99	97	99	99	..	97	98	95	97	..	97	98	96	98
	Ticked	..	1	3	1	1	..	3	2	5	3	..	3	2	4	2
	<i>Unweighted count</i>					98					176					274

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Asked as A672 in 2015 and 2016 as substantial wording and format change required new question. (2) In 2017, A133 was reintroduced to replace A672 as previous filtering scheme was reinstated and due to this change, results for 2015 and 2016 not comparable with other years. (3) Filtered on those who did NOT make a formal written complaint. (4) Results for 2007 to 2009 not comparable with other years due to a substantial wording and filtering change in 2010.

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Source: Defence Statistics (Surveys)

Table B13.36 If you did NOT make a formal written complaint, why was this? I did not believe anything would be done if I did complain.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	46	42	48	41	..	40	36	41	40	..	41	37	43	40
	Ticked	..	54	58	52	59	..	60	64	59	60	..	59	63	57	60
	<i>Unweighted count</i>					272					564					836
Royal Navy	Not ticked	..	58	36	53	45	..	42	39	39	46	..	46	38	41	45
	Ticked	..	42	64	47	55	..	58	61	61	54	..	54	62	59	55
	<i>Unweighted count</i>					97					165					262
Royal Marines	Not ticked	..	~	~	~	~	..	39	39	42	37	..	40	38	40	37
	Ticked	..	~	~	~	~	..	61	61	58	63	..	60	62	60	63
	<i>Unweighted count</i>					7					48					55
Army	Not ticked	..	47	44	54	43	..	37	33	40	37	..	38	34	42	38
	Ticked	..	53	56	46	57	..	63	67	60	63	..	62	66	58	62
	<i>Unweighted count</i>					70					175					245
RAF	Not ticked	..	38	45	41	35	..	48	42	46	45	..	45	42	45	42
	Ticked	..	62	55	59	65	..	52	58	54	55	..	55	58	55	58
	<i>Unweighted count</i>					98					176					274

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Asked as A673 in 2015 and 2016 as substantial wording and format change required new question. (2) In 2017, A134 was reintroduced to replace A673 as previous filtering scheme was reinstated and due to this change, results for 2015 and 2016 not comparable with other years. (3) Filtered on those who did NOT make a formal written complaint. (4) Results for 2007 to 2009 not comparable with other years due to a substantial wording and filtering change in 2010.

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Source: Defence Statistics (Surveys)

Table B13.37 If you did NOT make a formal written complaint, why was this? I did not want to go through the complaints procedure.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	65	71	67	66	..	71	69	70	67	..	70	70	70	67
	Ticked	..	35	29	33	34	..	29	31	30	33	..	30	30	30	33
	<i>Unweighted count</i>					272					564					836
Royal Navy	Not ticked	..	69	69	70	66	..	72	76	72	75	..	72	74	72	73
	Ticked	..	31	31	30	34	..	28	24	28	25	..	28	26	28	27
	<i>Unweighted count</i>					97					165					262
Royal Marines	Not ticked	..	~	~	~	~	..	66	74	67	79	..	64	76	67	77
	Ticked	..	~	~	~	~	..	34	26	33	21	..	36	24	33	23
	<i>Unweighted count</i>					7					48					55
Army	Not ticked	..	64	79	66	65	..	70	68	70	64	..	70	70	70	64
	Ticked	..	36	21	34	35	..	30	32	30	36	..	30	30	30	36
	<i>Unweighted count</i>					70					175					245
RAF	Not ticked	..	64	62	68	67	..	71	67	68	71	..	69	66	68	70
	Ticked	..	36	38	32	33	..	29	33	32	29	..	31	34	32	30
	<i>Unweighted count</i>					98					176					274

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Asked as A674 in 2015 and 2016 as substantial wording and format change required new question. (2) In 2017, A135 was reintroduced to replace A674 as previous filtering scheme was reinstated and due to this change, results for 2015 and 2016 not comparable with other years. (3) Filtered on those who did NOT make a formal written complaint. (4) Results for 2007 to 2009 not comparable with other years due to a substantial wording and filtering change in 2010.

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Source: Defence Statistics (Surveys)

Table B13.38 If you did NOT make a formal written complaint, why was this? I believed it might adversely affect my career.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	50	46	52	47	..	47	50	50	48	..	48	50	50	48
	Ticked	..	50	54	48	53	..	53	50	50	52	..	52	50	50	52
	<i>Unweighted count</i>					272					564					836
Royal Navy	Not ticked	..	56	45	48	44	..	56	53	53	58	..	56	51	52	54
	Ticked	..	44	55	52	56	..	44	47	47	42	..	44	49	48	46
	<i>Unweighted count</i>					97					165					262
Royal Marines	Not ticked	..	~	~	~	~	..	46	44	44	45	..	45	45	46	44
	Ticked	..	~	~	~	~	..	54	56	56	55	..	55	55	54	56
	<i>Unweighted count</i>					7					48					55
Army	Not ticked	..	51	44	47	44	..	44	49	46	43	..	44	48	46	43
	Ticked	..	49	56	53	56	..	56	51	54	57	..	56	52	54	57
	<i>Unweighted count</i>					70					175					245
RAF	Not ticked	..	44	51	59	52	..	53	53	59	58	..	51	53	59	57
	Ticked	..	56	49	41	48	..	47	47	41	42	..	49	47	41	43
	<i>Unweighted count</i>					98					176					274

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Similar to A136 prior to 2015 but substantial wording and format change required new question. (2) Due to a question format change in 2017 and the re-introduction of the A124 filter question, results for 2015 and 2016 not comparable with other years. (3) Filtered on those who did NOT make a formal written complaint.

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Source: Defence Statistics (Surveys)

Table B13.39 If you did NOT make a formal written complaint, why was this? I believed it might adversely affect another work colleague or the working environment.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	82	83	70 **	83	..	76	78	75	75	..	77	79	74	77
	Ticked	..	18	17	30 **	17	..	24	22	25	25	..	23	21	26	23
	<i>Unweighted count</i>					272					564					836
Royal Navy	Not ticked	..	74	79	79	80	..	72	75	73	73	..	72	76	74	75
	Ticked	..	26	21	21	20	..	28	25	27	27	..	28	24	26	25
	<i>Unweighted count</i>					97					165					262
Royal Marines	Not ticked	..	~	~	~	~	..	74	86	73	86	..	75	85	74	86
	Ticked	..	~	~	~	~	..	26	14	27	14	..	25	15	26	14
	<i>Unweighted count</i>					7					48					55
Army	Not ticked	..	84	85	58 **	90	..	76	77	74	77	..	77	78	72	78
	Ticked	..	16	15	42 **	10	..	24	23	26	23	..	23	22	28	22
	<i>Unweighted count</i>					70					175					245
RAF	Not ticked	..	86	84	77	78	..	79	81	78	73	..	81	82	78	74
	Ticked	..	14	16	23	22	..	21	19	22	27	..	19	18	22	26
	<i>Unweighted count</i>					98					176					274

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Similar to A136 prior to 2015 but substantial wording and format change required new question. (2) Due to a question format change in 2017 and the re-introduction of the A124 filter question, results for 2015 and 2016 not comparable with other years. (3) Filtered on those who did NOT make a formal written complaint.

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Source: Defence Statistics (Surveys)

Table B13.40 If you did NOT make a formal written complaint, why was this? I was worried that there would be recriminations from the perpetrators.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	73	73	71	75	..	67 **	71	70	76	..	68 **	72	70	76
	Ticked	..	27	27	29	25	..	33 **	29	30	24	..	32 **	28	30	24
	<i>Unweighted count</i>					272					564					836
Royal Navy	Not ticked	..	76	72	76	67	..	71	69	67	73	..	72	70	69	71
	Ticked	..	24	28	24	33	..	29	31	33	27	..	28	30	31	29
	<i>Unweighted count</i>					97					165					262
Royal Marines	Not ticked	..	~	~	~	~	..	67	68	70	75	..	67	67	73	75
	Ticked	..	~	~	~	~	..	33	32	30	25	..	33	33	27	25
	<i>Unweighted count</i>					7					48					55
Army	Not ticked	..	69	72	70	80	..	66	72	69	79	..	67 **	72	70	79
	Ticked	..	31	28	30	20	..	34	28	31	21	..	33 **	28	30	21
	<i>Unweighted count</i>					70					175					245
RAF	Not ticked	..	77	77	69	76	..	67	72	75	71	..	69	73	73	72
	Ticked	..	23	23	31	24	..	33	28	25	29	..	31	27	27	28
	<i>Unweighted count</i>					98					176					274

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Asked as A677 in 2015 and 2016 as substantial wording and format change required new question. (2) In 2017, A137 was reintroduced to replace A677 as previous filtering scheme was reinstated and due to this change, results for 2015 and 2016 not comparable with other years. (3) Filtered on those who did NOT make a formal written complaint. (4) Results for 2007 to 2009 not comparable with other years due to a substantial wording and filtering change in 2010.

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Source: Defence Statistics (Surveys)

Table B13.41 If you did NOT make a formal written complaint, why was this? I was discouraged from doing so.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	89	86	91	89	..	83	84	83	84	..	84	84	85	85
	Ticked	..	11	14	9	11	..	17	16	17	16	..	16	16	15	15
	<i>Unweighted count</i>					272					564					836
Royal Navy	Not ticked	..	96	86	84	87	..	85	91	86	86	..	87	90	85	86
	Ticked	..	4	14	16	13	..	15	9	14	14	..	13	10	15	14
	<i>Unweighted count</i>					97					165					262
Royal Marines	Not ticked	..	~	~	~	~	..	84	76	83	86	..	85	78	85	86
	Ticked	..	~	~	~	~	..	16	24	17	14	..	15	22	15	14
	<i>Unweighted count</i>					7					48					55
Army	Not ticked	..	90	84	97	93	..	81	81	82	83	..	82	82	84	84
	Ticked	..	10	16	3	7	..	19	19	18	17	..	18	18	16	16
	<i>Unweighted count</i>					70					175					245
RAF	Not ticked	..	83	89	89	86	..	86	85	85	87	..	86	86	86	87
	Ticked	..	17	11	11	14	..	14	15	15	13	..	14	14	14	13
	<i>Unweighted count</i>					98					176					274

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Asked as A678 in 2015 and 2016 as substantial wording and format change required new question. (2) In 2017, A138 was reintroduced to replace A678 as previous filtering scheme was reinstated and due to this change, results for 2015 and 2016 not comparable with other years. (3) Filtered on those who did NOT make a formal written complaint. (4) Results for 2007 to 2009 not comparable with other years due to a substantial wording and filtering change in 2010.

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Source: Defence Statistics (Surveys)

Table B13.42 If you did NOT make a formal written complaint, why was this? Other reason(s).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	80	79	74	76	..	86	90 **	81	83	..	85	89 **	80	82
	Ticked	..	20	21	26	24	..	14	10 **	19	17	..	15	11 **	20	18
	<i>Unweighted count</i>					272					564					836
Royal Navy	Not ticked	..	81	81	76	75	..	88	87	83	79	..	87 **	85	82	78
	Ticked	..	19	19	24	25	..	12	13	17	21	..	13 **	15	18	22
	<i>Unweighted count</i>					97					165					262
Royal Marines	Not ticked	..	~	~	~	~	..	89 **	95	90	97	..	87 **	92	88 **	96
	Ticked	..	~	~	~	~	..	11 **	5	10	3	..	13 **	8	12 **	4
	<i>Unweighted count</i>					7					48					55
Army	Not ticked	..	78	82	74	73	..	87	94	81	88	..	86	92	81	86
	Ticked	..	22	18	26	27	..	13	6	19	12	..	14	8	19	14
	<i>Unweighted count</i>					70					175					245
RAF	Not ticked	..	81	75	72	81	..	79	83	76	72	..	80	81	75	74
	Ticked	..	19	25	28	19	..	21	17	24	28	..	20	19	25	26
	<i>Unweighted count</i>					98					176					274

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Asked as A679 in 2015 and 2016 as substantial wording and format change required new question. (2) In 2017, A139 was reintroduced to replace A679 as previous filtering scheme was reinstated and due to this change, results for 2015 and 2016 not comparable with other years. (3) Filtered on those who did NOT make a formal written complaint. (4) Results for 2007 to 2009 not comparable with other years due to a substantial wording and filtering change in 2010.

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Source: Defence Statistics (Surveys)

Table B13.43 Do you know how the Service Complaints Ombudsman (SCO) can help you with a discrimination, harassment and/or bullying complaint?

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Yes, fully	48	47	46	48	47	25	23	23	23	23	29	28	27	28	28		
	To some extent	41	41	42	41	43	45 **	41	43	44	42	44	41	42	43	42		
	No, not at all	6	6	7	6	5	16	15	15	15	16	14	14	14	13	14		
	Haven't heard of the Service Complaints Ombudsman	5	6	5	5	5	14 **	20	19	18	19	13 **	18	17	16	16		
	<i>Unweighted count</i>						3 037						6 632						9 669
Royal Navy	Yes, fully	46	46	45	47	46	27	24	22	26	26	31	29	28	31	30		
	To some extent	45	45	44	44	45	45	44	47	45	44	45	44	47	44	44		
	No, not at all	5	4	5	6	5	14	12	12	13	14	12	10	11	11	12		
	Haven't heard of the Service Complaints Ombudsman	4	4	5	4	4	14	20	18	17	17	12	16	15	14	14		
	<i>Unweighted count</i>						904						1 818						2 722
Royal Marines	Yes, fully	46	49	51	49	47	28	24	25	24	26	30	27	28	27	28		
	To some extent	45	43	39	41	46	44	44	44	45	43	44	43	43	45	44		
	No, not at all	7	5	6	6	5	17	16	16	17	17	16	14	15	15	15		
	Haven't heard of the Service Complaints Ombudsman	2	3	3	3	1	11 **	16	15	15	14	10	15	14	13	13		
	<i>Unweighted count</i>						290						1 227						1 517
Army	Yes, fully	56	54	55	56	56	26	25	24	25	24	31	29	29	30	30		
	To some extent	37	37	37	35	37	44	39	40	43	41	43	38	40	42	40		
	No, not at all	4	4	5	5	3	16	16	17	15	17	14	14	15	13	15		
	Haven't heard of the Service Complaints Ombudsman	3	5	4	4	3	13 **	20	19	17	18	12 **	18	16	15	15		
	<i>Unweighted count</i>						934						1 691						2 625
RAF	Yes, fully	37	33	31	34	33	19	19	19	18	19	23	22	22	22	22		
	To some extent	44 **	46	48	48	51	47	46	45	45	44	46	46	46	46	45		
	No, not at all	10	11	11	9	9	16	14	14	14	14	14	13	13	13	13		
	Haven't heard of the Service Complaints Ombudsman	10	9	9	9	8	18 **	21	22	23	22	16 **	19	19	20	19		
	<i>Unweighted count</i>						909						1 896						2 805

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Not asked in 2007 (2) "Haven't heard of the Service Complaints Commissioner (now Ombudsman)" option added in 2010, therefore results for 2008 and 2009 not comparable with other years.

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Source: Defence Statistics (Surveys)

Table B13.1 How strongly do you agree or disagree with the following statement regarding fairness and equality in the [Service]? I am treated fairly at work.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.5	1.6	1.6	1.5	1.6	1.6	1.8	2.0	1.9	2.1	1.4	1.5	1.6	1.5	1.7
	Neutral	1.2	1.2	1.2	1.2	1.2	1.4	1.5	1.7	1.5	1.7	1.2	1.2	1.4	1.3	1.4
	Disagree	1.0	1.1	1.1	1.0	1.2	1.2	1.4	1.6	1.5	1.6	1.0	1.2	1.3	1.2	1.3
	<i>Unweighted count</i>															
Royal Navy	Agree	2.5	2.6	2.8	2.5	2.7	2.9	2.5	3.0	2.4	2.6	2.3	2.1	2.4	2.0	2.1
	Neutral	2.1	2.2	2.2	1.9	2.0	2.5	2.1	2.5	2.0	2.2	2.0	1.7	2.0	1.6	1.7
	Disagree	1.5	1.7	1.9	1.8	1.9	1.9	1.9	2.2	1.8	1.9	1.5	1.5	1.8	1.4	1.5
	<i>Unweighted count</i>															
Royal Marines	Agree	3.2	3.3	2.8	3.2	3.4	1.7	1.9	2.4	2.4	3.0	1.6	1.7	2.2	2.1	2.7
	Neutral	2.8	2.8	2.2	2.5	2.9	1.6	1.7	2.1	2.0	2.6	1.4	1.5	1.9	1.8	2.3
	Disagree	1.6	1.8	1.8	2.1	2.0	1.0	1.3	1.8	1.7	2.0	0.9	1.2	1.6	1.5	1.8
	<i>Unweighted count</i>															
Army	Agree	2.3	2.7	2.6	2.4	2.6	2.5	2.8	3.1	3.0	3.5	2.1	2.4	2.7	2.6	2.9
	Neutral	1.8	2.1	1.9	2.0	1.9	2.1	2.4	2.6	2.5	2.8	1.8	2.1	2.2	2.1	2.3
	Disagree	1.6	1.8	1.8	1.5	2.0	1.9	2.3	2.5	2.4	2.7	1.6	2.0	2.1	2.0	2.3
	<i>Unweighted count</i>															
RAF	Agree	3.0	2.6	2.8	2.6	2.8	2.6	2.4	2.5	2.4	2.5	2.2	1.9	2.1	2.0	2.1
	Neutral	2.4	2.0	2.2	2.0	2.3	2.2	1.9	2.1	2.0	2.1	1.8	1.5	1.7	1.6	1.7
	Disagree	2.0	1.8	1.9	1.8	1.9	1.8	1.8	1.8	1.7	1.8	1.5	1.4	1.5	1.4	1.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

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Source: Defence Statistics (Surveys)

Table B13.2 Do you feel that the [Service] discipline system is...?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Fair	1.5	1.7	1.7	1.6	1.9	1.7	1.8	2.0	1.9	2.2	1.4	1.5	1.7	1.6	1.8
	Neutral	1.3	1.5	1.4	1.4	1.6	1.5	1.6	1.8	1.7	1.9	1.2	1.4	1.5	1.4	1.6
	Unfair	0.9	1.0	1.1	1.0	1.2	1.3	1.5	1.7	1.5	1.8	1.1	1.3	1.4	1.3	1.4
	<i>Unweighted count</i>															
Royal Navy	Fair	2.4	2.6	2.6	2.7	2.6	3.1	2.7	3.2	2.6	2.8	2.5	2.2	2.5	2.1	2.3
	Neutral	1.9	2.3	2.1	2.3	2.2	2.9	2.3	2.8	2.3	2.5	2.2	1.9	2.2	1.8	2.0
	Unfair	1.5	1.4	1.6	1.5	1.5	2.2	2.1	2.4	2.0	2.1	1.7	1.6	1.9	1.6	1.7
	<i>Unweighted count</i>															
Royal Marines	Fair	2.7	3.5	2.6	2.8	3.1	1.8	2.0	2.5	2.4	3.1	1.6	1.8	2.2	2.2	2.7
	Neutral	2.4	3.0	2.2	2.2	2.3	1.6	1.7	2.1	2.1	2.7	1.4	1.6	1.9	1.9	2.4
	Unfair	1.4	1.9	1.5	1.8	2.1	1.2	1.6	2.0	1.8	2.1	1.0	1.4	1.7	1.6	1.9
	<i>Unweighted count</i>															
Army	Fair	2.4	2.9	2.8	2.6	3.2	2.5	2.9	3.2	3.1	3.6	2.2	2.5	2.7	2.6	3.0
	Neutral	2.1	2.5	2.3	2.2	2.6	2.2	2.6	2.9	2.7	3.2	1.9	2.2	2.4	2.3	2.7
	Unfair	1.4	1.8	1.9	1.6	2.1	2.0	2.5	2.7	2.5	2.9	1.7	2.1	2.3	2.1	2.5
	<i>Unweighted count</i>															
RAF	Fair	3.0	2.7	2.9	3.0	3.2	2.9	2.7	2.8	2.8	2.8	2.4	2.2	2.3	2.2	2.3
	Neutral	2.6	2.3	2.6	2.5	2.8	2.7	2.4	2.5	2.5	2.5	2.1	1.9	2.1	2.0	2.0
	Unfair	1.8	1.5	1.6	1.8	2.0	1.8	1.9	1.9	2.0	2.0	1.5	1.5	1.5	1.6	1.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

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Source: Defence Statistics (Surveys)

Table B13.3 Do you believe you have been the subject of bullying, discrimination or harassment in the last 12 months?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	1.4	1.5	1.4	1.3	1.5	1.2	1.3	1.4	1.3	1.6	1.0	1.1	1.2	1.1	1.4
	No	1.4	1.5	1.4	1.3	1.5	1.2	1.3	1.4	1.3	1.6	1.0	1.1	1.2	1.1	1.4
	<i>Unweighted count</i>															
Royal Navy	Yes	2.3	2.4	2.6	2.2	2.5	2.1	2.0	2.3	1.8	2.0	1.7	1.6	1.9	1.5	1.6
	No	2.3	2.4	2.6	2.2	2.5	2.1	2.0	2.3	1.8	2.0	1.7	1.6	1.9	1.5	1.6
	<i>Unweighted count</i>															
Royal Marines	Yes	2.1	2.2	2.2	2.7	1.8	0.9	1.0	1.3	1.2	1.5	0.8	0.9	1.2	1.1	1.3
	No	2.1	2.2	2.2	2.7	1.8	0.9	1.0	1.3	1.2	1.5	0.8	0.9	1.2	1.1	1.3
	<i>Unweighted count</i>															
Army	Yes	2.1	2.5	2.3	1.9	2.4	1.9	2.1	2.3	2.1	2.7	1.6	1.8	1.9	1.8	2.3
	No	2.1	2.5	2.3	1.9	2.4	1.9	2.1	2.3	2.1	2.7	1.6	1.8	1.9	1.8	2.3
	<i>Unweighted count</i>															
RAF	Yes	2.9	2.4	2.6	2.5	2.6	2.0	1.9	1.9	1.8	1.9	1.7	1.6	1.6	1.5	1.6
	No	2.9	2.4	2.6	2.5	2.6	2.0	1.9	1.9	1.8	1.9	1.7	1.6	1.6	1.5	1.6
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.4 Do you believe you have been subject to any of the following in a Service environment in the last 12 months? Bullying.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	1.0	1.0	1.0	0.9	1.0	0.8	1.0	1.0	0.9	1.2	0.7	0.9	0.8	0.7	1.0
	Ticked	1.0	1.0	1.0	0.9	1.0	0.8	1.0	1.0	0.9	1.2	0.7	0.9	0.8	0.7	1.0
	<i>Unweighted count</i>															
Royal Navy	Not ticked	1.5	1.8	1.9	1.6	2.0	1.6	1.4	1.7	1.4	1.4	1.3	1.2	1.4	1.1	1.2
	Ticked	1.5	1.8	1.9	1.6	2.0	1.6	1.4	1.7	1.4	1.4	1.3	1.2	1.4	1.1	1.2
	<i>Unweighted count</i>															
Royal Marines	Not ticked	1.3	1.5	1.6	1.5	1.2	0.6	0.7	0.9	0.9	1.0	0.5	0.7	0.8	0.8	0.9
	Ticked	1.3	1.5	1.6	1.5	1.2	0.6	0.7	0.9	0.9	1.0	0.5	0.7	0.8	0.8	0.9
	<i>Unweighted count</i>															
Army	Not ticked	1.4	1.7	1.7	1.3	1.6	1.3	1.6	1.6	1.4	2.0	1.1	1.4	1.4	1.2	1.7
	Ticked	1.4	1.7	1.7	1.3	1.6	1.3	1.6	1.6	1.4	2.0	1.1	1.4	1.4	1.2	1.7
	<i>Unweighted count</i>															
RAF	Not ticked	2.1	1.8	1.7	1.8	1.8	1.3	1.4	1.4	1.3	1.3	1.1	1.1	1.1	1.1	1.1
	Ticked	2.1	1.8	1.7	1.8	1.8	1.3	1.4	1.4	1.3	1.3	1.1	1.1	1.1	1.1	1.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.5 Do you believe you have been subject to any of the following in a Service environment in the last 12 months? Discrimination.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	1.1	1.1	1.1	0.9	1.1	1.0	1.1	1.2	1.0	1.4	0.9	0.9	1.0	0.9	1.2
	Ticked	1.1	1.1	1.1	0.9	1.1	1.0	1.1	1.2	1.0	1.4	0.9	0.9	1.0	0.9	1.2
	<i>Unweighted count</i>															
Royal Navy	Not ticked	1.9	1.6	2.1	1.6	1.9	1.7	1.6	1.9	1.5	1.5	1.4	1.3	1.6	1.2	1.2
	Ticked	1.9	1.6	2.1	1.6	1.9	1.7	1.6	1.9	1.5	1.5	1.4	1.3	1.6	1.2	1.2
	<i>Unweighted count</i>															
Royal Marines	Not ticked	1.9	1.5	1.5	2.3	1.5	0.6	0.8	1.0	1.0	1.2	0.6	0.8	0.9	0.9	1.0
	Ticked	1.9	1.5	1.5	2.3	1.5	0.6	0.8	1.0	1.0	1.2	0.6	0.8	0.9	0.9	1.0
	<i>Unweighted count</i>															
Army	Not ticked	1.6	1.9	1.6	1.4	1.8	1.6	1.8	1.9	1.7	2.4	1.3	1.5	1.7	1.4	2.0
	Ticked	1.6	1.9	1.6	1.4	1.8	1.6	1.8	1.9	1.7	2.4	1.3	1.5	1.7	1.4	2.0
	<i>Unweighted count</i>															
RAF	Not ticked	2.3	1.9	2.0	2.0	2.1	1.6	1.5	1.6	1.4	1.5	1.4	1.2	1.3	1.2	1.3
	Ticked	2.3	1.9	2.0	2.0	2.1	1.6	1.5	1.6	1.4	1.5	1.4	1.2	1.3	1.2	1.3
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.6 Do you believe you have been subject to any of the following in a Service environment in the last 12 months? Harassment.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.7	0.8	0.7	0.6	0.7	0.7	0.8	0.9	0.7	0.9	0.6	0.7	0.7	0.5	0.8
	Ticked	0.7	0.8	0.7	0.6	0.7	0.7	0.8	0.9	0.7	0.9	0.6	0.7	0.7	0.5	0.8
	<i>Unweighted count</i>															
Royal Navy	Not ticked	1.1	1.2	1.4	1.0	1.1	1.1	1.2	1.2	1.0	1.2	0.9	1.0	1.0	0.8	1.0
	Ticked	1.1	1.2	1.4	1.0	1.1	1.1	1.2	1.2	1.0	1.2	0.9	1.0	1.0	0.8	1.0
	<i>Unweighted count</i>															
Royal Marines	Not ticked	1.0	0.8	0.6	..	1.1	0.5	0.5	0.7	0.7	0.8	0.4	0.5	0.6	0.6	0.7
	Ticked	1.0	0.8	0.6	..	1.1	0.5	0.5	0.7	0.7	0.8	0.4	0.5	0.6	0.6	0.7
	<i>Unweighted count</i>															
Army	Not ticked	1.1	1.3	1.2	0.9	1.2	1.1	1.3	1.4	1.1	1.6	0.9	1.1	1.2	0.9	1.3
	Ticked	1.1	1.3	1.2	0.9	1.2	1.1	1.3	1.4	1.1	1.6	0.9	1.1	1.2	0.9	1.3
	<i>Unweighted count</i>															
RAF	Not ticked	1.5	1.1	1.3	1.1	1.2	1.3	1.0	0.9	1.0	1.1	1.0	0.8	0.8	0.8	0.9
	Ticked	1.5	1.1	1.3	1.1	1.2	1.3	1.0	0.9	1.0	1.1	1.0	0.8	0.8	0.8	0.9
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.7 Do you believe you have been subject to any of the following in a Service environment in the last 12 months? None of the above. (i.e. Not subject to bullying, discrimination and/or Harassment.)

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	1.4	1.5	1.4	1.3	1.5	1.2	1.3	1.4	1.3	1.6	1.0	1.1	1.2	1.1	1.4
	Ticked	1.4	1.5	1.4	1.3	1.5	1.2	1.3	1.4	1.3	1.6	1.0	1.1	1.2	1.1	1.4
	<i>Unweighted count</i>															
Royal Navy	Not ticked	2.3	2.4	2.6	2.2	2.5	2.1	2.0	2.3	1.8	2.0	1.7	1.6	1.9	1.5	1.6
	Ticked	2.3	2.4	2.6	2.2	2.5	2.1	2.0	2.3	1.8	2.0	1.7	1.6	1.9	1.5	1.6
	<i>Unweighted count</i>															
Royal Marines	Not ticked	2.1	2.2	2.2	2.7	1.8	0.9	1.0	1.3	1.2	1.5	0.8	0.9	1.2	1.1	1.3
	Ticked	2.1	2.2	2.2	2.7	1.8	0.9	1.0	1.3	1.2	1.5	0.8	0.9	1.2	1.1	1.3
	<i>Unweighted count</i>															
Army	Not ticked	2.1	2.5	2.3	1.9	2.4	1.9	2.1	2.3	2.1	2.7	1.6	1.8	1.9	1.8	2.3
	Ticked	2.1	2.5	2.3	1.9	2.4	1.9	2.1	2.3	2.1	2.7	1.6	1.8	1.9	1.8	2.3
	<i>Unweighted count</i>															
RAF	Not ticked	2.9	2.4	2.6	2.5	2.6	2.0	1.9	1.9	1.8	1.9	1.7	1.6	1.6	1.5	1.6
	Ticked	2.9	2.4	2.6	2.5	2.6	2.0	1.9	1.9	1.8	1.9	1.7	1.6	1.6	1.5	1.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.8 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds: Gender.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.6	0.7	0.6	0.6	0.7	0.5	0.5	0.6	0.6	0.6	0.4	0.4	0.5	0.5	0.5
	Ticked	0.6	0.7	0.6	0.6	0.7	0.5	0.5	0.6	0.6	0.6	0.4	0.4	0.5	0.5	0.5
	<i>Unweighted count</i>															
Royal Navy	Not ticked	1.0	0.9	1.3	1.1	1.4	0.9	0.8	1.2	1.0	0.9	0.7	0.7	0.9	0.8	0.7
	Ticked	1.0	0.9	1.3	1.1	1.4	0.9	0.8	1.2	1.0	0.9	0.7	0.7	0.9	0.8	0.7
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	0.6	0.5	..	0.3	0.4	0.6	0.4	0.5	0.3	0.4	0.5	0.4	0.4
	Ticked	..	..	0.6	0.5	..	0.3	0.4	0.6	0.4	0.5	0.3	0.4	0.5	0.4	0.4
	<i>Unweighted count</i>															
Army	Not ticked	1.0	1.2	0.9	0.8	1.0	0.8	0.7	0.9	0.9	1.0	0.7	0.6	0.7	0.7	0.9
	Ticked	1.0	1.2	0.9	0.8	1.0	0.8	0.7	0.9	0.9	1.0	0.7	0.6	0.7	0.7	0.9
	<i>Unweighted count</i>															
RAF	Not ticked	1.4	1.0	1.2	1.3	1.5	1.0	0.8	1.0	0.9	1.0	0.8	0.7	0.8	0.7	0.8
	Ticked	1.4	1.0	1.2	1.3	1.5	1.0	0.8	1.0	0.9	1.0	0.8	0.7	0.8	0.7	0.8
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

**Table B13.9 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds:
Gender reassignment.**

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.2	0.1	0.1	0.1	0.2	0.2	0.1	0.3	0.2	0.3	0.2	0.1	0.2	0.2	0.3
	Ticked	0.2	0.1	0.1	0.1	0.2	0.2	0.1	0.3	0.2	0.3	0.2	0.1	0.2	0.2	0.3
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	..	..	0.2	0.1	0.2	0.3	0.3	0.1	0.1	0.2	0.3	0.2
	Ticked	..	..	..	..	..	0.2	0.1	0.2	0.3	0.3	0.1	0.1	0.2	0.3	0.2
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	0.2	0.2	0.3	0.2	0.1	0.2	0.2	0.3	0.2	0.1
	Ticked	..	..	..	..	..	0.2	0.2	0.3	0.2	0.1	0.2	0.2	0.3	0.2	0.1
	<i>Unweighted count</i>															
Army	Not ticked	0.3	0.3	0.3	0.2	0.3	0.3	0.1	0.5	0.4	0.6	0.3	0.1	0.4	0.3	0.5
	Ticked	0.3	0.3	0.3	0.2	0.3	0.3	0.1	0.5	0.4	0.6	0.3	0.1	0.4	0.3	0.5
	<i>Unweighted count</i>															
RAF	Not ticked	0.3	..	..	0.3	0.3	0.2	..	0.2	..	0.2	0.1	0.0	0.2	0.1	0.2
	Ticked	0.3	..	..	0.3	0.3	0.2	..	0.2	..	0.2	0.1	..	0.2	0.1	0.2
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.10 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds: Race, colour, nationality, ethnic or national origin.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.3	0.4	0.5	0.3	0.5	0.6	0.6	0.9	0.6	1.0	0.5	0.5	0.7	0.5	0.8
	Ticked	0.3	0.4	0.5	0.3	0.5	0.6	0.6	0.9	0.6	1.0	0.5	0.5	0.7	0.5	0.8
	<i>Unweighted count</i>															
Royal Navy	Not ticked	0.5	0.6	0.6	0.5	0.7	0.8	0.8	0.9	0.7	0.8	0.6	0.6	0.7	0.6	0.6
	Ticked	0.5	0.6	0.6	0.5	0.7	0.8	0.8	0.9	0.7	0.8	0.6	0.6	0.7	0.6	0.6
	<i>Unweighted count</i>															
Royal Marines	Not ticked	0.7	0.6	0.6	0.8	0.6	0.4	0.4	0.3	0.4	0.4	0.3	0.3	0.3	0.4	0.4
	Ticked	0.7	0.6	0.6	0.8	0.6	0.4	0.4	0.3	0.4	0.4	0.3	0.3	0.3	0.4	0.4
	<i>Unweighted count</i>															
Army	Not ticked	0.5	0.7	0.8	0.5	0.9	1.0	1.0	1.4	1.0	1.8	0.9	0.9	1.2	0.8	1.5
	Ticked	0.5	0.7	0.8	0.5	0.9	1.0	1.0	1.4	1.0	1.8	0.9	0.9	1.2	0.8	1.5
	<i>Unweighted count</i>															
RAF	Not ticked	0.6	0.5	0.8	0.7	0.8	0.5	0.5	0.6	0.6	0.6	0.4	0.4	0.5	0.5	0.5
	Ticked	0.6	0.5	0.8	0.7	0.8	0.5	0.5	0.6	0.6	0.6	0.4	0.4	0.5	0.5	0.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.11 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds: Marriage/civil partnership.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.4	0.4	0.4	0.4	0.5	0.4	0.3	0.5	0.4	0.6	0.3	0.2	0.4	0.3	0.5
	Ticked	0.4	0.4	0.4	0.4	0.5	0.4	0.3	0.5	0.4	0.6	0.3	0.2	0.4	0.3	0.5
	<i>Unweighted count</i>															
Royal Navy	Not ticked	0.6	0.3	1.0	0.8	1.0	0.4	0.5	0.6	0.5	0.6	0.4	0.4	0.5	0.4	0.5
	Ticked	0.6	0.3	1.0	0.8	1.0	0.4	0.5	0.6	0.5	0.6	0.4	0.4	0.5	0.4	0.5
	<i>Unweighted count</i>															
Royal Marines	Not ticked	1.0	..	1.2	1.3	0.6	0.2	0.4	0.4	0.4	0.4	0.2	0.3	0.4	0.4	0.3
	Ticked	1.0	..	1.2	1.3	0.6	0.2	0.4	0.4	0.4	0.4	0.2	0.3	0.4	0.4	0.3
	<i>Unweighted count</i>															
Army	Not ticked	0.7	0.8	0.7	0.6	0.8	0.5	0.4	0.8	0.6	0.9	0.5	0.3	0.7	0.5	0.8
	Ticked	0.7	0.8	0.7	0.6	0.8	0.5	0.4	0.8	0.6	0.9	0.5	0.3	0.7	0.5	0.8
	<i>Unweighted count</i>															
RAF	Not ticked	0.7	0.7	0.7	0.9	0.9	0.7	0.6	0.8	0.7	0.7	0.6	0.5	0.7	0.6	0.6
	Ticked	0.7	0.7	0.7	0.9	0.9	0.7	0.6	0.8	0.7	0.7	0.6	0.5	0.7	0.6	0.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.12 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds: Religion or beliefs.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.3	0.2	0.4	0.1	0.2	0.3	0.3	0.5	0.3	0.7	0.3	0.3	0.4	0.3	0.6
	Ticked	0.3	0.2	0.4	0.1	0.2	0.3	0.3	0.5	0.3	0.7	0.3	0.3	0.4	0.3	0.6
	<i>Unweighted count</i>															
Royal Navy	Not ticked	0.5	0.3	0.4	0.3	0.5	0.6	0.4	0.5	0.4	0.5	0.5	0.3	0.4	0.3	0.4
	Ticked	0.5	0.3	0.4	0.3	0.5	0.6	0.4	0.5	0.4	0.5	0.5	0.3	0.4	0.3	0.4
	<i>Unweighted count</i>															
Royal Marines	Not ticked	0.7	..	..	..	..	0.3	0.3	0.3	0.4	0.2	0.3	0.3	0.2	0.3	0.2
	Ticked	0.7	..	..	..	..	0.3	0.3	0.3	0.4	0.2	0.3	0.3	0.2	0.3	0.2
	<i>Unweighted count</i>															
Army	Not ticked	0.5	0.3	0.7	..	0.3	0.5	0.5	0.9	0.6	1.2	0.5	0.4	0.8	0.5	1.0
	Ticked	0.5	0.3	0.7	..	0.3	0.5	0.5	0.9	0.6	1.2	0.5	0.4	0.8	0.5	1.0
	<i>Unweighted count</i>															
RAF	Not ticked	0.3	0.6	0.6	0.5	0.5	0.4	0.4	0.5	0.4	0.6	0.3	0.3	0.4	0.3	0.4
	Ticked	0.3	0.6	0.6	0.5	0.5	0.4	0.4	0.5	0.4	0.6	0.3	0.3	0.4	0.3	0.4
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.13 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds: Sexual orientation.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.2	0.2	0.2	0.2	0.3	0.3	0.3	0.4	0.3	0.3	0.3	0.2	0.3	0.2	0.2
	Ticked	0.2	0.2	0.2	0.2	0.3	0.3	0.3	0.4	0.3	0.3	0.3	0.2	0.3	0.2	0.2
	<i>Unweighted count</i>															
Royal Navy	Not ticked	0.2	..	0.6	0.6	0.4	0.3	0.4	0.6	0.5	0.6	0.2	0.3	0.5	0.4	0.5
	Ticked	0.2	..	0.6	0.6	0.4	0.3	0.4	0.6	0.5	0.6	0.2	0.3	0.5	0.4	0.5
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	0.6	0.5	..	0.2	0.3	0.3	0.3	0.3	0.2	0.3	0.3	0.3	0.2
	Ticked	..	..	0.6	0.5	..	0.2	0.3	0.3	0.3	0.3	0.2	0.3	0.3	0.3	0.2
	<i>Unweighted count</i>															
Army	Not ticked	0.3	0.3	0.3	0.2	0.3	0.5	0.4	0.6	0.4	0.4	0.4	0.4	0.5	0.4	0.3
	Ticked	0.3	0.3	0.3	0.2	0.3	0.5	0.4	0.6	0.4	0.4	0.4	0.4	0.5	0.4	0.3
	<i>Unweighted count</i>															
RAF	Not ticked	0.5	0.4	0.5	0.6	0.8	0.2	0.3	0.3	0.3	0.4	0.2	0.2	0.3	0.3	0.3
	Ticked	0.5	0.4	0.5	0.6	0.8	0.2	0.3	0.3	0.3	0.4	0.2	0.2	0.3	0.3	0.3
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.14 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds: Age.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.5	0.5	0.6	0.6	0.6	0.4	0.5	0.6	0.4	0.8	0.4	0.4	0.5	0.3	0.7
	Ticked	0.5	0.5	0.6	0.6	0.6	0.4	0.5	0.6	0.4	0.8	0.4	0.4	0.5	0.3	0.7
	<i>Unweighted count</i>															
Royal Navy	Not ticked	1.2	1.0	1.3	1.0	1.2	0.8	0.8	0.8	0.7	0.7	0.7	0.7	0.7	0.6	0.6
	Ticked	1.2	1.0	1.3	1.0	1.2	0.8	0.8	0.8	0.7	0.7	0.7	0.7	0.7	0.6	0.6
	<i>Unweighted count</i>															
Royal Marines	Not ticked	1.2	0.9	1.2	1.9	1.0	0.3	0.3	0.5	0.5	0.6	0.3	0.3	0.4	0.5	0.5
	Ticked	1.2	0.9	1.2	1.9	1.0	0.3	0.3	0.5	0.5	0.6	0.3	0.3	0.4	0.5	0.5
	<i>Unweighted count</i>															
Army	Not ticked	0.6	0.5	0.8	0.7	0.8	0.6	0.7	0.9	0.6	1.4	0.6	0.6	0.8	0.5	1.1
	Ticked	0.6	0.5	0.8	0.7	0.8	0.6	0.7	0.9	0.6	1.4	0.6	0.6	0.8	0.5	1.1
	<i>Unweighted count</i>															
RAF	Not ticked	1.3	1.3	1.4	1.3	1.4	0.6	0.5	0.7	0.6	0.8	0.6	0.5	0.7	0.6	0.7
	Ticked	1.3	1.3	1.4	1.3	1.4	0.6	0.5	0.7	0.6	0.8	0.6	0.5	0.7	0.6	0.7
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.15 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds: Disability.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.3	0.3	0.3	0.3	0.3	0.5	0.5	0.5	0.4	0.7	0.4	0.4	0.5	0.3	0.5
	Ticked	0.3	0.3	0.3	0.3	0.3	0.5	0.5	0.5	0.4	0.7	0.4	0.4	0.5	0.3	0.5
	<i>Unweighted count</i>															
Royal Navy	Not ticked	0.5	0.4	0.6	0.3	0.6	0.6	0.5	0.7	0.4	0.5	0.5	0.4	0.5	0.3	0.4
	Ticked	0.5	0.4	0.6	0.3	0.6	0.6	0.5	0.7	0.4	0.5	0.5	0.4	0.5	0.3	0.4
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	0.7	..	0.7	0.6	0.3	0.3	0.4	0.4	0.5	0.3	0.3	0.3	0.4	0.4
	Ticked	..	0.7	..	0.7	0.6	0.3	0.3	0.4	0.4	0.5	0.3	0.3	0.3	0.4	0.4
	<i>Unweighted count</i>															
Army	Not ticked	0.5	0.6	0.6	0.5	0.5	0.7	0.7	0.9	0.7	1.1	0.6	0.6	0.8	0.6	0.9
	Ticked	0.5	0.6	0.6	0.5	0.5	0.7	0.7	0.9	0.7	1.1	0.6	0.6	0.8	0.6	0.9
	<i>Unweighted count</i>															
RAF	Not ticked	0.6	0.4	..	0.4	0.3	0.8	0.7	0.6	0.7	0.6	0.6	0.5	0.5	0.5	0.5
	Ticked	0.6	0.4	..	0.4	0.3	0.8	0.7	0.6	0.7	0.6	0.6	0.5	0.5	0.5	0.5
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.16 If you believe that you have been subject to discrimination in a Service environment in the last 12 months, please specify on what grounds: Pregnancy or maternity.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.3	0.3	0.3	0.3	0.3	0.3	0.2	0.3	0.4	0.4	0.2	0.2	0.3	0.3	0.3
	Ticked	0.3	0.3	0.3	0.3	0.3	0.3	0.2	0.3	0.4	0.4	0.2	0.2	0.3	0.3	0.3
	<i>Unweighted count</i>															
Royal Navy	Not ticked	0.6	0.3	0.7	0.6	0.6	0.5	0.2	0.4	0.4	0.4	0.4	0.2	0.3	0.3	0.3
	Ticked	0.6	0.3	0.7	0.6	0.6	0.5	0.2	0.4	0.4	0.4	0.4	0.2	0.3	0.3	0.3
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	0.5	..	0.2	0.2	0.3	0.3	0.4	0.2	0.2	0.2	0.3	0.3
	Ticked	..	..	..	0.5	..	0.2	0.2	0.3	0.3	0.4	0.2	0.2	0.2	0.3	0.3
	<i>Unweighted count</i>															
Army	Not ticked	0.5	0.5	0.4	0.5	0.6	0.4	0.3	0.5	0.6	0.7	0.3	0.3	0.4	0.5	0.5
	Ticked	0.5	0.5	0.4	0.5	0.6	0.4	0.3	0.5	0.6	0.7	0.3	0.3	0.4	0.5	0.5
	<i>Unweighted count</i>															
RAF	Not ticked	0.7	0.6	0.6	..	0.6	0.7	0.5	0.4	0.5	0.5	0.5	0.4	0.3	0.3	0.4
	Ticked	0.7	0.6	0.6	..	0.6	0.7	0.5	0.4	0.5	0.5	0.5	0.4	0.3	0.3	0.4
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.17 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Gender.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.4	0.5	0.4	0.4	0.4	0.2	0.4	0.4	0.3	0.5	0.2	0.3	0.4	0.2	0.4
	Ticked	0.4	0.5	0.4	0.4	0.4	0.2	0.4	0.4	0.3	0.5	0.2	0.3	0.4	0.2	0.4
	<i>Unweighted count</i>															
Royal Navy	Not ticked	0.7	0.8	1.0	0.8	0.8	0.6	0.5	0.6	0.4	0.7	0.5	0.5	0.5	0.4	0.5
	Ticked	0.7	0.8	1.0	0.8	0.8	0.6	0.5	0.6	0.4	0.7	0.5	0.5	0.5	0.4	0.5
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	0.1	0.2	0.3	0.2	0.3	0.1	0.2	0.2	0.2	0.2
	Ticked	..	..	..	..	..	0.1	0.2	0.3	0.2	0.3	0.1	0.2	0.2	0.2	0.2
	<i>Unweighted count</i>															
Army	Not ticked	0.6	0.9	0.6	0.5	0.6	0.3	0.6	0.7	0.4	0.9	0.3	0.6	0.6	0.4	0.8
	Ticked	0.6	0.9	0.6	0.5	0.6	0.3	0.6	0.7	0.4	0.9	0.3	0.6	0.6	0.4	0.8
	<i>Unweighted count</i>															
RAF	Not ticked	0.9	0.7	1.0	0.9	0.6	0.5	0.4	0.5	0.5	0.4	0.5	0.4	0.4	0.5	0.3
	Ticked	0.9	0.7	1.0	0.9	0.6	0.5	0.4	0.5	0.5	0.4	0.5	0.4	0.4	0.5	0.3
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.18 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Gender reassignment.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	..	..	..	0.1	0.3	0.2	0.1	0.1	0.1	0.2	0.2	0.0	0.0
	Ticked	..	..	..	..	..	0.1	0.3	0.2	0.1	0.1	0.1	0.2	0.2	0.0	0.0
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	..	..	..	..	..	0.2	0.2	..	0.0	..	0.1	0.1
	Ticked	..	..	..	..	..	..	..	..	0.2	0.2	..	..	..	0.1	0.1
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	0.1	0.2	0.3	0.1	..	0.1	0.1	0.3	0.1	0.0
	Ticked	..	..	..	..	..	0.1	0.2	0.3	0.1	..	0.1	0.1	0.3	0.1	..
	<i>Unweighted count</i>															
Army	Not ticked	..	..	..	..	..	0.2	0.4	0.4	0.1	0.1	0.2	0.4	0.3	0.1	0.1
	Ticked	..	..	..	..	..	0.2	0.4	0.4	0.1	0.1	0.2	0.4	0.3	0.1	0.1
	<i>Unweighted count</i>															
RAF	Not ticked	..	..	..	..	..	..	..	..	..	..	..	..	0.0	0.0	0.0
	Ticked	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.19 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Race, colour, nationality, ethnic or national origin.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.2	0.3	0.3	0.1	0.2	0.3	0.4	0.4	0.2	0.4	0.3	0.3	0.4	0.2	0.4
	Ticked	0.2	0.3	0.3	0.1	0.2	0.3	0.4	0.4	0.2	0.4	0.3	0.3	0.4	0.2	0.4
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	0.3	..	0.3	0.5	0.3	0.5	0.5	0.4	0.5	0.2	0.4	0.4	0.3	0.4
	Ticked	..	0.3	..	0.3	0.5	0.3	0.5	0.5	0.4	0.5	0.2	0.4	0.4	0.3	0.4
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	0.6	..	..	..	0.2	0.2	0.3	0.2	0.4	0.1	0.2	0.3	0.1	0.3
	Ticked	..	0.6	..	..	..	0.2	0.2	0.3	0.2	0.4	0.1	0.2	0.3	0.1	0.3
	<i>Unweighted count</i>															
Army	Not ticked	0.4	0.5	0.5	..	0.3	0.6	0.6	0.7	0.3	0.7	0.5	0.5	0.6	0.3	0.6
	Ticked	0.4	0.5	0.5	..	0.3	0.6	0.6	0.7	0.3	0.7	0.5	0.5	0.6	0.3	0.6
	<i>Unweighted count</i>															
RAF	Not ticked	0.3	0.3	0.6	0.3	0.3	0.3	0.4	0.3	0.4	0.5	0.2	0.3	0.3	0.3	0.4
	Ticked	0.3	0.3	0.6	0.3	0.3	0.3	0.4	0.3	0.4	0.5	0.2	0.3	0.3	0.3	0.4
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.20 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Marriage/civil partnership.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.1	0.2	..	0.1	0.2	0.2	0.3	0.3	0.1	0.3	0.2	0.2	0.3	0.1	0.3
	Ticked	0.1	0.2	..	0.1	0.2	0.2	0.3	0.3	0.1	0.3	0.2	0.2	0.3	0.1	0.3
	<i>Unweighted count</i>															
Royal Navy	Not ticked	0.3	..	..	0.3	0.4	0.3	0.3	0.1	0.4	0.3	0.2	0.3	0.1	0.3	0.3
	Ticked	0.3	..	..	0.3	0.4	0.3	0.3	0.1	0.4	0.3	0.2	0.3	0.1	0.3	0.3
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	0.1	0.2	0.3	0.3	..	0.1	0.1	0.3	0.3	0.0
	Ticked	..	..	..	..	..	0.1	0.2	0.3	0.3	..	0.1	0.1	0.3	0.3	..
	<i>Unweighted count</i>															
Army	Not ticked	..	0.4	..	0.2	0.3	0.3	0.5	0.5	0.1	0.6	0.3	0.4	0.4	0.1	0.5
	Ticked	..	0.4	..	0.2	0.3	0.3	0.5	0.5	0.1	0.6	0.3	0.4	0.4	0.1	0.5
	<i>Unweighted count</i>															
RAF	Not ticked	..	0.2	..	..	0.3	0.3	0.2	0.3	0.3	0.1	0.2	0.2	0.2	0.2	0.1
	Ticked	..	0.2	..	..	0.3	0.3	0.2	0.3	0.3	0.1	0.2	0.2	0.2	0.2	0.1
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.21 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Religion or beliefs.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.2	0.3	0.2	0.2	0.2	0.2	0.2	0.4	0.2	0.2	0.2	0.2	0.3	0.2	0.2
	Ticked	0.2	0.3	0.2	0.2	0.2	0.2	0.2	0.4	0.2	0.2	0.2	0.2	0.3	0.2	0.2
	<i>Unweighted count</i>															
Royal Navy	Not ticked	0.3	0.3	0.3	..	0.4	0.3	0.3	0.4	0.5	0.2	0.2	0.3	0.3	0.4	0.2
	Ticked	0.3	0.3	0.3	..	0.4	0.3	0.3	0.4	0.5	0.2	0.2	0.3	0.3	0.4	0.2
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	0.2	0.2	0.4	0.1	0.2	0.2	0.1	0.3	0.1	0.2
	Ticked	..	..	..	..	..	0.2	0.2	0.4	0.1	0.2	0.2	0.1	0.3	0.1	0.2
	<i>Unweighted count</i>															
Army	Not ticked	0.4	0.5	..	0.3	0.3	0.4	0.4	0.7	0.3	0.4	0.3	0.3	0.6	0.2	0.3
	Ticked	0.4	0.5	..	0.3	0.3	0.4	0.4	0.7	0.3	0.4	0.3	0.3	0.6	0.2	0.3
	<i>Unweighted count</i>															
RAF	Not ticked	0.4	0.4	0.6	0.3	0.3	0.2	0.4	0.3	0.4	0.4	0.2	0.3	0.3	0.3	0.3
	Ticked	0.4	0.4	0.6	0.3	0.3	0.2	0.4	0.3	0.4	0.4	0.2	0.3	0.3	0.3	0.3
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.22 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Sexual orientation.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.2	0.2	0.3	0.1	0.1	0.2	0.3	0.3	0.2	0.4	0.2	0.2	0.3	0.2	0.3
	Ticked	0.2	0.2	0.3	0.1	0.1	0.2	0.3	0.3	0.2	0.4	0.2	0.2	0.3	0.2	0.3
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	0.5	0.4	0.3	0.3	0.3	0.3	0.4	0.3	0.5	0.3	0.3	0.3	0.3	0.4
	Ticked	..	0.5	0.4	0.3	0.3	0.3	0.3	0.4	0.3	0.5	0.3	0.3	0.3	0.3	0.4
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	0.6	..	..	..	0.1	0.2	0.3	0.1	0.2	0.1	0.2	0.3	0.1	0.2
	Ticked	..	0.6	..	..	..	0.1	0.2	0.3	0.1	0.2	0.1	0.2	0.3	0.1	0.2
	<i>Unweighted count</i>															
Army	Not ticked	0.4	0.4	0.5	..	..	0.4	0.5	0.6	0.4	0.6	0.3	0.4	0.5	0.3	0.5
	Ticked	0.4	0.4	0.5	..	..	0.4	0.5	0.6	0.4	0.6	0.3	0.4	0.5	0.3	0.5
	<i>Unweighted count</i>															
RAF	Not ticked	0.4	..	..	0.4	0.3	0.3	0.3	..	0.3	0.5	0.2	0.3	0.0	0.2	0.4
	Ticked	0.4	..	..	0.4	0.3	0.3	0.3	..	0.3	0.5	0.2	0.3	..	0.2	0.4
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.23 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Age.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.1	0.2	0.3	0.3	0.2	0.2	0.3	0.3	0.2	0.4	0.2	0.3	0.3	0.2	0.4
	Ticked	0.1	0.2	0.3	0.3	0.2	0.2	0.3	0.3	0.2	0.4	0.2	0.3	0.3	0.2	0.4
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	0.6	..	0.5	0.5	0.4	0.5	0.4	0.5	0.4	0.3	0.4	0.3	0.4
	Ticked	..	..	0.6	..	0.5	0.5	0.4	0.5	0.4	0.5	0.4	0.3	0.4	0.3	0.4
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	0.1	0.2	0.3	0.2	0.2	0.1	0.1	0.3	0.2	0.2
	Ticked	..	..	..	..	..	0.1	0.2	0.3	0.2	0.2	0.1	0.1	0.3	0.2	0.2
	<i>Unweighted count</i>															
Army	Not ticked	0.2	0.4	0.5	0.3	..	0.3	0.5	0.6	0.3	0.7	0.3	0.5	0.5	0.3	0.6
	Ticked	0.2	0.4	0.5	0.3	..	0.3	0.5	0.6	0.3	0.7	0.3	0.5	0.5	0.3	0.6
	<i>Unweighted count</i>															
RAF	Not ticked	0.3	0.3	0.5	0.8	0.4	0.4	0.2	0.1	0.1	0.4	0.4	0.2	0.1	0.2	0.3
	Ticked	0.3	0.3	0.5	0.8	0.4	0.4	0.2	0.1	0.1	0.4	0.4	0.2	0.1	0.2	0.3
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.24 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Disability.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.2	0.1	0.3	0.2	0.1	0.2	0.3	0.4	0.1	0.4	0.2	0.3	0.3	0.1	0.3
	Ticked	0.2	0.1	0.3	0.2	0.1	0.2	0.3	0.4	0.1	0.4	0.2	0.3	0.3	0.1	0.3
	<i>Unweighted count</i>															
Royal Navy	Not ticked	0.3	..	0.3	0.3	0.4	0.3	0.3	0.4	0.3	0.2	0.2	0.2	0.3	0.3	0.2
	Ticked	0.3	..	0.3	0.3	0.4	0.3	0.3	0.4	0.3	0.2	0.2	0.2	0.3	0.3	0.2
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	0.6	0.2	0.2	0.4	0.2	0.2	0.2	0.2	0.3	0.2	0.2
	Ticked	..	..	..	..	0.6	0.2	0.2	0.4	0.2	0.2	0.2	0.2	0.3	0.2	0.2
	<i>Unweighted count</i>															
Army	Not ticked	0.4	..	0.5	0.3	..	0.4	0.5	0.6	0.1	0.6	0.3	0.4	0.5	0.1	0.5
	Ticked	0.4	..	0.5	0.3	..	0.4	0.5	0.6	0.1	0.6	0.3	0.4	0.5	0.1	0.5
	<i>Unweighted count</i>															
RAF	Not ticked	0.4	0.3	0.4	..	0.3	0.4	0.4	0.2	0.5	0.4	0.3	0.3	0.2	0.4	0.3
	Ticked	0.4	0.3	0.4	..	0.3	0.4	0.4	0.2	0.5	0.4	0.3	0.3	0.2	0.4	0.3
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.25 If you believe that you have been subject to harassment in a Service environment in the last 12 months, please specify on what grounds: Pregnancy or maternity.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.1	0.1	0.1	..	0.1	0.1	0.3	0.2	0.1	0.3	0.1	0.2	0.1	0.1	0.2
	Ticked	0.1	0.1	0.1	..	0.1	0.1	0.3	0.2	0.1	0.3	0.1	0.2	0.1	0.1	0.2
	<i>Unweighted count</i>															
Royal Navy	Not ticked	0.5	0.3	..	..	..	0.3	..	0.3	0.2	0.1	0.2	0.1	0.2	0.1	0.1
	Ticked	0.5	0.3	..	..	..	0.3	..	0.3	0.2	0.1	0.2	0.1	0.2	0.1	0.1
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	0.2	0.3	..	..	0.0	0.1	0.3	0.0	0.0
	Ticked	..	..	..	..	..	..	0.2	0.3	..	..	..	0.1	0.3	..	..
	<i>Unweighted count</i>															
Army	Not ticked	..	..	..	..	..	0.2	0.4	0.3	0.2	0.4	0.1	0.4	0.2	0.1	0.4
	Ticked	..	..	..	..	..	0.2	0.4	0.3	0.2	0.4	0.1	0.4	0.2	0.1	0.4
	<i>Unweighted count</i>															
RAF	Not ticked	0.3	..	0.4	..	0.3	0.3	0.1	0.1	..	0.3	0.3	0.1	0.1	0.0	0.2
	Ticked	0.3	..	0.4	..	0.3	0.3	0.1	0.1	..	0.3	0.3	0.1	0.1	..	0.2
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.26 Did you make a formal written complaint within the last 12 months about this discrimination, harassment and/or bullying?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	4.6	4.5	2.2	4.3	..	3.9	2.6	3.3	4.6	..	3.4	2.3	2.9	3.9
	No	..	4.6	4.5	2.2	4.3	..	3.9	2.6	3.3	4.6	..	3.4	2.3	2.9	3.9
	Unweighted count															
Royal Navy	Yes	..	6.7	6.3	5.8	6.6	..	4.7	4.6	4.7	5.1	..	4.0	3.9	4.0	4.2
	No	..	6.7	6.3	5.8	6.6	..	4.7	4.6	4.7	5.1	..	4.0	3.9	4.0	4.2
	Unweighted count															
Royal Marines	Yes	..	..	..	..	..	..	6.1	7.7	3.9	11.5	..	5.6	7.1	3.7	10.8
	No	..	..	..	..	..	..	6.1	7.7	3.9	11.5	..	5.6	7.1	3.7	10.8
	Unweighted count															
Army	Yes	..	8.9	8.1	3.3	8.6	..	6.0	3.8	5.2	7.0	..	5.4	3.5	4.7	6.3
	No	..	8.9	8.1	3.3	8.6	..	6.0	3.8	5.2	7.0	..	5.4	3.5	4.7	6.3
	Unweighted count															
RAF	Yes	..	5.4	7.4	3.6	5.6	..	3.9	4.0	4.7	3.6	..	3.2	3.5	3.7	3.1
	No	..	5.4	7.4	3.6	5.6	..	3.9	4.0	4.7	3.6	..	3.2	3.5	3.7	3.1
	Unweighted count															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.27 If you did make a formal written complaint, how satisfied were/are you with the following aspects of your complaint? The objectivity and fairness with which my complaint was handled/is being handled.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	21.7	18.1	19.1	21.5	19.2	19.6	16.0	14.8	20.8	17.3
	Neutral	..	..	..	..	..	16.0	20.9	25.0	7.4	22.8	14.5	18.5	19.4	7.1	20.3
	Dissatisfied	..	..	..	..	..	21.3	20.9	26.1	21.9	24.3	19.1	18.8	20.3	21.2	21.7
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	24.6	21.6	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	18.8	25.2	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	24.1	25.2	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.28 If you did make a formal written complaint, how satisfied were/are you with the following aspects of your complaint? The amount of time taken/it is taking to resolve my complaint.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	16.3	15.2	16.6	20.2	19.0	15.0	13.6	13.2	19.3	17.1
	Neutral	..	..	..	..	..	19.2	19.2	21.6	16.9	19.4	17.1	16.8	16.6	16.2	17.2
	Dissatisfied	..	..	..	..	..	22.0	21.3	24.9	22.3	23.3	19.8	18.8	19.2	21.4	20.9
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	17.4	..	..	23.3
	Neutral	..	..	..	..	..	..	..	..	..	..	..	22.9	..	..	23.9
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	25.3	..	..	28.8
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.29 If you did make a formal written complaint, how satisfied were/are you with the following aspects of your complaint? How well I was/am being kept informed about the progress of my complaint.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	20.1	16.9	18.3	22.3	13.9	18.0	15.0	14.8	21.4	12.6
	Neutral	..	..	..	..	..	18.2	21.1	20.5	13.9	20.2	16.6	18.5	16.0	13.3	17.9
	Dissatisfied	..	..	..	..	..	22.3	21.8	24.7	22.7	22.2	20.2	19.2	19.4	21.7	19.7
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	21.9	19.7	..	..	15.5
	Neutral	..	..	..	..	..	..	..	..	..	..	20.8	25.5	..	..	24.9
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	25.2	26.3	..	..	27.0
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.30 If you did make a formal written complaint, how satisfied were/are you with the following aspects of your complaint? The support provided by my Assisting Officers.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	20.8	20.8	20.7	24.1	16.0	19.8	19.2	18.8	23.4	16.3
	Neutral	..	..	..	..	..	21.7	20.7	26.2	19.4	21.8	20.1	19.0	21.2	18.7	20.1
	Dissatisfied	..	..	..	..	..	23.2	21.4	26.6	24.1	25.2	21.6	19.7	21.7	23.4	23.9
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.31 If you did make a formal written complaint, how satisfied were/are you with the following aspects of your complaint? The outcome of my complaint.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	17.5	17.3	17.1	14.8	11.1	16.7	15.9	14.5	14.7	11.0
	Neutral	..	..	..	..	..	21.6	21.7	29.0	23.2	25.6	19.8	19.5	23.5	22.6	23.0
	Dissatisfied	..	..	..	..	..	24.0	23.7	29.5	24.8	26.4	22.2	21.5	24.0	24.2	23.8
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.32 If you did NOT make a formal written complaint, why was this? I was not aware of the Service Complaints process.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	2.1	2.2	1.6	0.9	..	4.3	4.4	4.7	4.8	..	3.7	3.7	3.9	4.0
	Ticked	..	2.1	2.2	1.6	0.9	..	4.3	4.4	4.7	4.8	..	3.7	3.7	3.9	4.0
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	..	..	..	..	4.9	5.0	5.9	5.5	..	3.9	3.9	4.8	4.2
	Ticked	..	..	..	..	..	..	4.9	5.0	5.9	5.5	..	3.9	3.9	4.8	4.2
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	7.1	8.2	7.5	12.1	..	6.7	7.5	6.4	11.1
	Ticked	..	..	..	..	..	..	7.1	8.2	7.5	12.1	..	6.7	7.5	6.4	11.1
	<i>Unweighted count</i>															
Army	Not ticked	..	3.9	4.8	..	..	..	6.6	6.8	7.6	7.3	..	5.8	6.1	6.7	6.4
	Ticked	..	3.9	4.8	..	..	..	6.6	6.8	7.6	7.3	..	5.8	6.1	6.7	6.4
	<i>Unweighted count</i>															
RAF	Not ticked	..	3.5	2.5	4.3	2.7	..	5.2	5.1	3.7	4.4	..	4.1	4.1	3.0	3.4
	Ticked	..	3.5	2.5	4.3	2.7	..	5.2	5.1	3.7	4.4	..	4.1	4.1	3.0	3.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.33 If you did NOT make a formal written complaint, why was this? I considered the incident(s) to be too minor to report.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	6.4	6.5	7.0	6.9	..	6.0	5.8	5.8	6.1	..	5.2	5.0	5.0	5.2
	Ticked	..	6.4	6.5	7.0	6.9	..	6.0	5.8	5.8	6.1	..	5.2	5.0	5.0	5.2
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	11.5	9.7	12.5	10.5	..	8.4	8.6	7.4	9.1	..	7.1	7.1	6.4	7.3
	Ticked	..	11.5	9.7	12.5	10.5	..	8.4	8.6	7.4	9.1	..	7.1	7.1	6.4	7.3
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	8.7	11.7	9.6	15.6	..	8.1	11.0	8.7	14.5
	Ticked	..	..	..	..	..	..	8.7	11.7	9.6	15.6	..	8.1	11.0	8.7	14.5
	<i>Unweighted count</i>															
Army	Not ticked	..	11.3	11.7	13.0	13.3	..	8.9	8.8	9.2	9.0	..	8.0	7.9	8.3	8.1
	Ticked	..	11.3	11.7	13.0	13.3	..	8.9	8.8	9.2	9.0	..	8.0	7.9	8.3	8.1
	<i>Unweighted count</i>															
RAF	Not ticked	..	8.9	10.5	10.2	9.2	..	9.1	8.8	7.6	8.8	..	7.3	7.3	6.2	7.0
	Ticked	..	8.9	10.5	10.2	9.2	..	9.1	8.8	7.6	8.8	..	7.3	7.3	6.2	7.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.34 If you did NOT make a formal written complaint, why was this? The incident(s) was/were resolved informally.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	4.8	5.6	5.6	4.4	..	4.7	4.5	4.8	4.7	..	4.1	3.9	4.1	4.0
	Ticked	..	4.8	5.6	5.6	4.4	..	4.7	4.5	4.8	4.7	..	4.1	3.9	4.1	4.0
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	10.6	8.2	9.8	6.8	..	6.3	7.9	6.4	6.5	..	5.5	6.4	5.5	5.2
	Ticked	..	10.6	8.2	9.8	6.8	..	6.3	7.9	6.4	6.5	..	5.5	6.4	5.5	5.2
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	6.1	8.8	7.2	10.2	..	5.8	8.0	6.2	9.4
	Ticked	..	..	..	..	..	..	6.1	8.8	7.2	10.2	..	5.8	8.0	6.2	9.4
	<i>Unweighted count</i>															
Army	Not ticked	..	8.4	9.6	10.6	8.4	..	7.2	6.7	7.7	7.0	..	6.4	6.1	6.9	6.3
	Ticked	..	8.4	9.6	10.6	8.4	..	7.2	6.7	7.7	7.0	..	6.4	6.1	6.9	6.3
	<i>Unweighted count</i>															
RAF	Not ticked	..	5.3	10.1	7.9	6.5	..	6.1	6.5	6.6	6.1	..	4.9	5.6	5.4	4.8
	Ticked	..	5.3	10.1	7.9	6.5	..	6.1	6.5	6.6	6.1	..	4.9	5.6	5.4	4.8
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.35 If you did NOT make a formal written complaint, why was this? The incident(s) was/were resolved through mediation.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	3.4	1.3	0.8	1.9	..	2.6	2.2	3.2	1.8	..	2.3	1.9	2.7	1.5
	Ticked	..	3.4	1.3	0.8	1.9	..	2.6	2.2	3.2	1.8	..	2.3	1.9	2.7	1.5
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	5.7	..	..	2.3	..	3.8	2.6	3.0	4.3	..	3.3	2.0	2.5	3.3
	Ticked	..	5.7	..	..	2.3	..	3.8	2.6	3.0	4.3	..	3.3	2.0	2.5	3.3
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	3.8	3.0	3.2	..	..	3.5	2.7	2.8	0.0
	Ticked	..	..	..	..	..	..	3.8	3.0	3.2	..	..	3.5	2.7	2.8	..
	<i>Unweighted count</i>															
Army	Not ticked	..	6.9	..	..	3.8	..	3.9	3.4	5.1	2.4	..	3.6	3.0	4.5	2.2
	Ticked	..	6.9	..	..	3.8	..	3.9	3.4	5.1	2.4	..	3.6	3.0	4.5	2.2
	<i>Unweighted count</i>															
RAF	Not ticked	..	2.2	4.3	2.2	2.7	..	3.2	2.6	4.4	3.3	..	2.5	2.2	3.4	2.6
	Ticked	..	2.2	4.3	2.2	2.7	..	3.2	2.6	4.4	3.3	..	2.5	2.2	3.4	2.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.36 If you did NOT make a formal written complaint, why was this? I did not believe anything would be done if I did complain.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	8.3	8.0	8.0	7.8	..	6.3	6.3	6.4	7.3	..	5.5	5.5	5.5	6.2
	Ticked	..	8.3	8.0	8.0	7.8	..	6.3	6.3	6.4	7.3	..	5.5	5.5	5.5	6.2
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	13.7	12.1	14.1	11.8	..	9.2	10.0	8.8	9.7	..	7.9	8.2	7.7	7.8
	Ticked	..	13.7	12.1	14.1	11.8	..	9.2	10.0	8.8	9.7	..	7.9	8.2	7.7	7.8
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	10.3	12.4	12.4	16.1	..	9.8	11.5	11.0	15.1
	Ticked	..	..	..	..	..	..	10.3	12.4	12.4	16.1	..	9.8	11.5	11.0	15.1
	<i>Unweighted count</i>															
Army	Not ticked	..	15.0	14.1	14.6	14.7	..	9.3	9.5	10.0	11.0	..	8.4	8.5	9.0	9.8
	Ticked	..	15.0	14.1	14.6	14.7	..	9.3	9.5	10.0	11.0	..	8.4	8.5	9.0	9.8
	<i>Unweighted count</i>															
RAF	Not ticked	..	11.6	13.3	11.7	11.6	..	9.8	9.3	9.5	9.7	..	8.0	7.9	7.7	7.9
	Ticked	..	11.6	13.3	11.7	11.6	..	9.8	9.3	9.5	9.7	..	8.0	7.9	7.7	7.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.37 If you did NOT make a formal written complaint, why was this? I did not want to go through the complaints procedure.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	8.0	7.2	7.5	7.6	..	6.0	6.4	6.1	7.3	..	5.2	5.5	5.3	6.2
	Ticked	..	8.0	7.2	7.5	7.6	..	6.0	6.4	6.1	7.3	..	5.2	5.5	5.3	6.2
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	12.9	11.7	13.0	11.2	..	8.4	9.0	8.1	8.5	..	7.2	7.4	7.0	7.0
	Ticked	..	12.9	11.7	13.0	11.2	..	8.4	9.0	8.1	8.5	..	7.2	7.4	7.0	7.0
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	10.1	11.0	11.9	14.0	..	9.7	10.2	10.6	13.3
	Ticked	..	..	..	..	..	..	10.1	11.0	11.9	14.0	..	9.7	10.2	10.6	13.3
	<i>Unweighted count</i>															
Army	Not ticked	..	14.4	11.7	13.9	14.2	..	9.0	9.7	9.6	11.0	..	8.1	8.7	8.6	9.9
	Ticked	..	14.4	11.7	13.9	14.2	..	9.0	9.7	9.6	11.0	..	8.1	8.7	8.6	9.9
	<i>Unweighted count</i>															
RAF	Not ticked	..	11.6	13.0	11.1	11.4	..	8.9	9.1	8.9	8.9	..	7.4	7.7	7.2	7.3
	Ticked	..	11.6	13.0	11.1	11.4	..	8.9	9.1	8.9	8.9	..	7.4	7.7	7.2	7.3
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.38 If you did NOT make a formal written complaint, why was this? I believed it might adversely affect my career.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	8.3	8.0	7.9	7.9	..	6.5	6.8	6.6	7.4	..	5.6	5.8	5.7	6.3
	Ticked	..	8.3	8.0	7.9	7.9	..	6.5	6.8	6.6	7.4	..	5.6	5.8	5.7	6.3
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	13.8	12.5	14.1	11.7	..	9.3	10.3	9.0	9.6	..	7.9	8.5	7.8	7.8
	Ticked	..	13.8	12.5	14.1	11.7	..	9.3	10.3	9.0	9.6	..	7.9	8.5	7.8	7.8
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	10.6	12.6	12.5	16.6	..	10.0	11.8	11.2	15.5
	Ticked	..	..	..	..	..	..	10.6	12.6	12.5	16.6	..	10.0	11.8	11.2	15.5
	<i>Unweighted count</i>															
Army	Not ticked	..	15.0	14.1	14.6	14.7	..	9.6	10.2	10.4	11.0	..	8.7	9.2	9.3	9.8
	Ticked	..	15.0	14.1	14.6	14.7	..	9.6	10.2	10.4	11.0	..	8.7	9.2	9.3	9.8
	<i>Unweighted count</i>															
RAF	Not ticked	..	11.9	13.3	11.8	12.1	..	9.8	9.6	9.5	9.6	..	8.0	8.0	7.7	7.8
	Ticked	..	11.9	13.3	11.8	12.1	..	9.8	9.6	9.5	9.6	..	8.0	8.0	7.7	7.8
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.39 If you did NOT make a formal written complaint, why was this? I believed it might adversely affect another work colleague or the working environment.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	6.3	6.0	7.5	5.7	..	5.6	5.9	6.0	6.4	..	4.9	5.0	5.1	5.5
	Ticked	..	6.3	6.0	7.5	5.7	..	5.6	5.9	6.0	6.4	..	4.9	5.0	5.1	5.5
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	12.3	10.2	11.5	9.5	..	8.5	8.9	8.2	8.6	..	7.2	7.3	7.0	6.9
	Ticked	..	12.3	10.2	11.5	9.5	..	8.5	8.9	8.2	8.6	..	7.2	7.3	7.0	6.9
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	9.2	8.8	11.3	12.1	..	8.7	8.5	10.0	11.4
	Ticked	..	..	..	..	..	..	9.2	8.8	11.3	12.1	..	8.7	8.5	10.0	11.4
	<i>Unweighted count</i>															
Army	Not ticked	..	11.1	10.5	14.5	9.2	..	8.4	9.0	9.4	9.6	..	7.5	8.0	8.5	8.6
	Ticked	..	11.1	10.5	14.5	9.2	..	8.4	9.0	9.4	9.6	..	7.5	8.0	8.5	8.6
	<i>Unweighted count</i>															
RAF	Not ticked	..	8.4	9.8	10.1	10.1	..	8.1	7.5	8.0	8.8	..	6.5	6.3	6.5	7.1
	Ticked	..	8.4	9.8	10.1	10.1	..	8.1	7.5	8.0	8.8	..	6.5	6.3	6.5	7.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.40 If you did NOT make a formal written complaint, why was this? I was worried that there would be recriminations from the perpetrators.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	7.6	7.2	7.3	6.7	..	6.2	6.2	6.3	6.0	..	5.3	5.3	5.4	5.1
	Ticked	..	7.6	7.2	7.3	6.7	..	6.2	6.2	6.3	6.0	..	5.3	5.3	5.4	5.1
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	12.0	11.2	12.1	11.1	..	8.5	9.6	8.6	8.7	..	7.2	7.9	7.3	7.1
	Ticked	..	12.0	11.2	12.1	11.1	..	8.5	9.6	8.6	8.7	..	7.2	7.9	7.3	7.1
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	10.0	12.2	11.7	14.9	..	9.5	11.5	10.2	14.0
	Ticked	..	..	..	..	..	..	10.0	12.2	11.7	14.9	..	9.5	11.5	10.2	14.0
	<i>Unweighted count</i>															
Army	Not ticked	..	14.0	12.9	13.4	12.0	..	9.2	9.4	10.0	8.7	..	8.3	8.4	8.9	7.8
	Ticked	..	14.0	12.9	13.4	12.0	..	9.2	9.4	10.0	8.7	..	8.3	8.4	8.9	7.8
	<i>Unweighted count</i>															
RAF	Not ticked	..	10.1	11.3	11.1	10.5	..	9.3	8.7	8.4	9.1	..	7.5	7.3	6.9	7.3
	Ticked	..	10.1	11.3	11.1	10.5	..	9.3	8.7	8.4	9.1	..	7.5	7.3	6.9	7.3
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.41 If you did NOT make a formal written complaint, why was this? I was discouraged from doing so.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	5.1	5.7	4.2	4.8	..	5.3	5.3	5.5	5.7	..	4.5	4.6	4.7	4.8
	Ticked	..	5.1	5.7	4.2	4.8	..	5.3	5.3	5.5	5.7	..	4.5	4.6	4.7	4.8
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	5.5	8.8	10.5	8.0	..	6.8	5.6	6.5	6.8	..	5.6	4.8	5.7	5.5
	Ticked	..	5.5	8.8	10.5	8.0	..	6.8	5.6	6.5	6.8	..	5.6	4.8	5.7	5.5
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	7.9	11.3	9.7	12.4	..	7.2	10.4	8.4	11.6
	Ticked	..	..	..	..	..	..	7.9	11.3	9.7	12.4	..	7.2	10.4	8.4	11.6
	<i>Unweighted count</i>															
Army	Not ticked	..	9.0	10.6	5.1	7.9	..	8.0	8.2	8.8	8.6	..	7.1	7.4	7.9	7.6
	Ticked	..	9.0	10.6	5.1	7.9	..	8.0	8.2	8.8	8.6	..	7.1	7.4	7.9	7.6
	<i>Unweighted count</i>															
RAF	Not ticked	..	9.0	8.5	7.7	8.5	..	6.9	6.9	6.8	6.8	..	5.7	5.7	5.4	5.5
	Ticked	..	9.0	8.5	7.7	8.5	..	6.9	6.9	6.8	6.8	..	5.7	5.7	5.4	5.5
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.42 If you did NOT make a formal written complaint, why was this? Other reason(s).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	6.8	6.3	7.0	6.8	..	4.3	3.2	5.1	5.4	..	3.8	2.9	4.4	4.6
	Ticked	..	6.8	6.3	7.0	6.8	..	4.3	3.2	5.1	5.4	..	3.8	2.9	4.4	4.6
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	10.9	9.9	12.1	10.2	..	5.8	6.7	6.5	7.7	..	5.1	5.7	5.8	6.3
	Ticked	..	10.9	9.9	12.1	10.2	..	5.8	6.7	6.5	7.7	..	5.1	5.7	5.8	6.3
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	..	..	..	..	6.3	4.8	7.1	3.5	..	6.4	5.4	6.7	3.8
	Ticked	..	..	..	..	..	..	6.3	4.8	7.1	3.5	..	6.4	5.4	6.7	3.8
	<i>Unweighted count</i>															
Army	Not ticked	..	12.4	10.7	12.8	13.2	..	6.2	4.2	7.9	7.8	..	5.7	4.0	7.1	7.1
	Ticked	..	12.4	10.7	12.8	13.2	..	6.2	4.2	7.9	7.8	..	5.7	4.0	7.1	7.1
	<i>Unweighted count</i>															
RAF	Not ticked	..	9.4	11.4	10.7	9.4	..	8.1	7.0	7.9	8.7	..	6.6	6.0	6.5	6.9
	Ticked	..	9.4	11.4	10.7	9.4	..	8.1	7.0	7.9	8.7	..	6.6	6.0	6.5	6.9
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 13 - Fairness at Work

Source: Defence Statistics (Surveys)

Table B13.43 Do you know how the Service Complaints Ombudsman (SCO) can help you with a discrimination, harassment and/or bullying complaint?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes, fully	2.3	2.3	2.3	2.2	2.4	1.5	1.5	1.7	1.6	1.8	1.3	1.3	1.4	1.3	1.5
	To some extent	2.2	2.3	2.3	2.2	2.4	1.8	1.8	2.0	1.9	2.1	1.5	1.6	1.7	1.6	1.8
	No, not at all	1.0	1.1	1.1	1.1	1.0	1.3	1.4	1.6	1.4	1.8	1.1	1.2	1.3	1.2	1.4
	Haven't heard of the Service Complaints Ombudsman	1.0	1.1	1.0	1.0	1.0	1.3	1.6	1.7	1.6	1.8	1.1	1.3	1.4	1.3	1.5
	<i>Unweighted count</i>															
Royal Navy	Yes, fully	3.9	4.0	3.9	3.9	3.8	2.7	2.3	2.5	2.3	2.4	2.3	2.0	2.2	2.0	2.1
	To some extent	3.9	4.0	3.9	3.9	3.8	3.2	2.8	3.3	2.7	2.9	2.6	2.3	2.7	2.2	2.4
	No, not at all	1.7	1.6	1.8	1.8	1.7	2.3	1.9	2.2	1.9	2.1	1.8	1.5	1.8	1.5	1.6
	Haven't heard of the Service Complaints Ombudsman	1.5	1.6	1.8	1.5	1.6	2.4	2.3	2.7	2.1	2.3	1.9	1.8	2.1	1.7	1.8
	<i>Unweighted count</i>															
Royal Marines	Yes, fully	5.8	5.6	5.7	5.4	5.9	1.7	1.7	2.2	2.1	2.7	1.7	1.7	2.0	2.0	2.5
	To some extent	5.8	5.6	5.6	5.4	5.9	2.0	2.1	2.7	2.6	3.3	1.9	2.0	2.4	2.4	3.0
	No, not at all	3.0	2.5	2.8	2.8	2.7	1.5	1.6	2.0	2.0	2.5	1.4	1.4	1.8	1.8	2.2
	Haven't heard of the Service Complaints Ombudsman	1.7	2.1	2.1	2.0	1.5	1.3	1.6	2.0	1.9	2.4	1.2	1.4	1.8	1.7	2.1
	<i>Unweighted count</i>															
Army	Yes, fully	3.6	4.0	3.9	3.7	4.1	2.2	2.4	2.7	2.5	3.0	2.0	2.1	2.4	2.2	2.6
	To some extent	3.5	3.9	3.8	3.5	4.0	2.6	2.9	3.2	3.1	3.4	2.3	2.5	2.7	2.7	2.9
	No, not at all	1.4	1.6	1.6	1.6	1.5	2.0	2.3	2.5	2.4	2.9	1.7	1.9	2.1	2.0	2.4
	Haven't heard of the Service Complaints Ombudsman	1.3	1.8	1.5	1.4	1.4	1.9	2.5	2.7	2.5	3.0	1.6	2.1	2.3	2.1	2.5
	<i>Unweighted count</i>															
RAF	Yes, fully	4.0	3.4	3.7	3.6	3.7	2.3	2.1	2.2	2.0	2.2	2.0	1.8	1.9	1.8	1.9
	To some extent	4.2	3.7	4.1	3.9	4.0	3.1	2.8	2.9	2.8	2.9	2.6	2.3	2.5	2.4	2.4
	No, not at all	2.5	2.3	2.6	2.2	2.3	2.3	2.0	2.1	2.0	2.1	1.9	1.7	1.7	1.6	1.7
	Haven't heard of the Service Complaints Ombudsman	2.4	2.2	2.3	2.3	2.2	2.5	2.4	2.5	2.4	2.5	2.0	1.9	2.0	1.9	2.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.1 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?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not been away	9	9	8	8	9	11 **	10 **	11	12	13	10 **	10 **	11	11	12
	Up to 1 month	25	22	24	24	23	14 **	14 **	14 **	16	17	16	16 **	16	17	18
	Between 1-3 months	33	33	33	32	33	30	28	28	27	28	30	29	29	28	29
	Between 4-6 months	19	21	18	21	19	26	27 **	27 **	26	24	25 **	26 **	25	25 **	23
	Between 7-9 months	9 **	12	12	11	13	14	16 **	15	14	14	13	15	14	14	14
	Between 10-12 months	4	4	4	3	4	5	4	5	5	5	5	4	5	4	5
	<i>Unweighted count</i>	2 954					6 434					9 388				
Royal Navy	Not been away	10	12	9	10	11	15	13	14	14	15	14	13	13	13	14
	Up to 1 month	25 **	21	23	20	20	12	10	12	13	11	15	13	15	15	13
	Between 1-3 months	25	21	24	23	22	21	18	20	19	19	22	19	21	20	20
	Between 4-6 months	20	22	20	24	21	23	28	27	26	25	22	26	25	26	24
	Between 7-9 months	15 **	19	18	18	20	22	25	21	21	23	20	24	21	20	23
	Between 10-12 months	5	5	6	4	5	7	6	6	6	7	6	6	6	6	6
	<i>Unweighted count</i>	873					1 774					2 647				
Royal Marines	Not been away	8	6	8	6	8	8	8	9	10	8	8	8	9	9	8
	Up to 1 month	18	12	16	16	18	10	10 **	12	11	12	11	10 **	12	11	13
	Between 1-3 months	31	32	28	33	26	27	25	28	27	25	28	26	28	28	25
	Between 4-6 months	28	32	29	28	26	33	34	32	29	31	33	33	32	29	31
	Between 7-9 months	12 **	14	17	14	20	18	20	17	19	20	17	20	17 **	19	20
	Between 10-12 months	3	3	2	3	2	3	3	3	4	3	3	3	3	4	3
	<i>Unweighted count</i>	285					1 226					1 511				
Army	Not been away	7	7	7	6	7	8 **	7 **	9	10	11	8 **	7 **	8	9	10
	Up to 1 month	24	21	25	24	21	13 **	12 **	13 **	15	16	14 **	14 **	15	16	17
	Between 1-3 months	37	38	38	36	37	33	32	31	31	32	34	33	32	32	33
	Between 4-6 months	20	21	17	21	19	27 **	28 **	28 **	26	23	26 **	27 **	26	25	22
	Between 7-9 months	8	10	10	9	11	14	16	15	15	12	13	15	14	14	12
	Between 10-12 months	4	4	4	3	4	6	5	5	5	5	5	5	5	4	5
	<i>Unweighted count</i>	914					1 605					2 519				
RAF	Not been away	11	10	10	11	9	17	16	18	17	18	16	15	16	16	16
	Up to 1 month	29	27	24	29	27	22	23	22	22	22	23	24	23	23	24
	Between 1-3 months	34	34	33	31	35	27	25	26	25	24	28	27	28	26	27
	Between 4-6 months	17	17	17	18	17	24	25	22	25	23	23	23	21	23	22
	Between 7-9 months	7	10	11	10	9	8	9	9	8	9	7	9	9	8	9
	Between 10-12 months	2	2	4 **	2	2	3	2	3	3	3	3	2	3	3	3
	<i>Unweighted count</i>	882					1 829					2 711				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012. (2) N/A option excluded from the analysis.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.2 In the past 12 months, how satisfied were you with the following? The ability to plan my own life - short term e.g. work/weekend leave.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	66 **	67 **	68 **	69 **	72	46 **	45 **	47 **	50	52	49 **	49 **	51 **	54	56
	Neutral	12 **	10	11	9	10	17	17	16	17	17	16	16	15	15	15
	Dissatisfied	21 **	23 **	21	22 **	18	37 **	38 **	37 **	33	31	34 **	35 **	34 **	31	29
	<i>Unweighted count</i>					3 072					6 768					9 840
Royal Navy	Satisfied	71	68	64	65	67	48	45 **	45 **	49	51	54	50 **	50 **	53	54
	Neutral	10	10	10	10	9	15	15	13	14	14	14	14	13	13	13
	Dissatisfied	18 **	22	25	25	24	37	41 **	41 **	37	36	33	36 **	38 **	34	33
	<i>Unweighted count</i>					917					1 863					2 780
Royal Marines	Satisfied	68	64 **	66	66	71	38 **	35 **	38 **	39 **	44	41 **	39 **	41 **	42 **	47
	Neutral	16	14	12	13	11	22 **	21 **	19	18	16	22 **	20 **	18	18	16
	Dissatisfied	16	22	22	21	18	39	44	43	43	40	37	41 **	41	40	37
	<i>Unweighted count</i>					292					1 277					1 569
Army	Satisfied	63 **	64 **	70	69	73	40 **	41 **	43 **	47	49	43 **	45 **	47 **	50	53
	Neutral	13	10	11	10	11	18	18	17	19	19	18	17	16	18	17
	Dissatisfied	24 **	25 **	19	20 **	16	42 **	41 **	40 **	34	33	39 **	38 **	37 **	32	30
	<i>Unweighted count</i>					943					1 713					2 656
RAF	Satisfied	69	71	69	72	74	62	61 **	62	64	65	64 **	63 **	64 **	66	67
	Neutral	11	10	11	7	8	14	14	15	12	13	13	13	14	11	12
	Dissatisfied	21	19	20	21	18	23	25 **	23	24	21	23	24 **	22	23 **	20
	<i>Unweighted count</i>					920					1 915					2 835

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011 and 2015.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.3 In the past 12 months, how satisfied were you with the following? The ability to plan my own life - long term e.g. holidays/career training.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	51 **	50 **	51 **	55	58	34 **	34 **	36 **	39	41	37 **	37 **	39 **	42 **	44
	Neutral	14	15	16 **	14	14	19	19	18	18	19	18	18	18	18	18
	Dissatisfied	35 **	35 **	32 **	31	28	48 **	48 **	46 **	43	40	45 **	45 **	44 **	41 **	38
	<i>Unweighted count</i>					3 073					6 760					9 833
Royal Navy	Satisfied	55	52	49	50	51	34 **	33 **	35	37	39	39	37 **	38 **	40	42
	Neutral	11	12	12	11	13	15	14	14	15	16	14	14	13	14	15
	Dissatisfied	34	36	39	38	36	51 **	52 **	51 **	47	45	47 **	49 **	48 **	45	43
	<i>Unweighted count</i>					917					1 863					2 780
Royal Marines	Satisfied	50	50	49	52	53	28	26 **	27 **	28	31	30 **	29 **	30 **	31	34
	Neutral	19	15	14	13	14	22 **	19	20	17	18	21 **	19	19	17	18
	Dissatisfied	31	35	36	34	33	50	55 **	53	55 **	51	48	52 **	51	53 **	48
	<i>Unweighted count</i>					293					1 275					1 568
Army	Satisfied	47 **	47 **	51 **	56	59	28 **	29 **	31 **	35	37	31 **	32 **	34 **	39	41
	Neutral	15	16	18	14	14	20	20	19	20	21	19	20	19	19	20
	Dissatisfied	38 **	37 **	31	30	26	52 **	51 **	50 **	44	42	50 **	49 **	47 **	42	39
	<i>Unweighted count</i>					943					1 709					2 652
RAF	Satisfied	55 **	54 **	55 **	57	62	49 **	50	51	51	54	51 **	51 **	52 **	53	56
	Neutral	14	14	17 **	14	13	19	17	17	16	16	18 **	16	17	16	15
	Dissatisfied	31	31 **	28	28	25	32	33	32	32	30	31	33 **	31	31	29
	<i>Unweighted count</i>					920					1 913					2 833

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011 and 2015.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.4 In the past 12 months, how satisfied were you with the following? The opportunity for me to work flexibly (e.g. variable start/finish times, Compressed Hours, Working from home).

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	43 **	50	..	..	..	26 **	29	..	..	..	29 **	33
	Neutral	..	..	..	32 **	28	..	..	..	41	39	..	..	..	39	37
	Dissatisfied	..	..	..	25 **	22	..	..	..	33	31	..	..	..	32 **	29
	<i>Unweighted count</i>					3 071					6 757					9 828
Royal Navy	Satisfied	..	..	..	44 **	49	..	..	..	28	29	..	..	..	32	33
	Neutral	..	..	..	28	24	..	..	..	31	32	..	..	..	30	30
	Dissatisfied	..	..	..	28	27	..	..	..	41	40	..	..	..	38	37
	<i>Unweighted count</i>					917					1 861					2 778
Royal Marines	Satisfied	..	..	..	46 **	55	..	..	..	24	25	..	..	..	26	29
	Neutral	..	..	..	28 **	20	..	..	..	34	35	..	..	..	33	33
	Dissatisfied	..	..	..	26	25	..	..	..	42	40	..	..	..	40	38
	<i>Unweighted count</i>					293					1 274					1 567
Army	Satisfied	..	..	..	41 **	48	..	..	..	24	27	..	..	..	27 **	31
	Neutral	..	..	..	33	31	..	..	..	43	42	..	..	..	42	40
	Dissatisfied	..	..	..	26	21	..	..	..	33	31	..	..	..	32	29
	<i>Unweighted count</i>					942					1 709					2 651
RAF	Satisfied	..	..	..	47 **	54	..	..	..	29 **	36	..	..	..	33 **	40
	Neutral	..	..	..	31	27	..	..	..	43	40	..	..	..	40	37
	Dissatisfied	..	..	..	21	19	..	..	..	28 **	23	..	..	..	26 **	22
	<i>Unweighted count</i>					919					1 913					2 832

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2019 (2) Previously asked as A269 but due to a substantial wording change required a new question.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.5 In the past 12 months, how satisfied were you with the following? The amount of time away from my usual place of duty.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	51 **	56 **	57 **	60	63	38 **	42 **	41 **	44 **	47	40 **	44 **	44 **	47 **	50
	Neutral	35 **	31 **	31 **	29	26	43 **	40	40	40	38	42 **	38 **	38 **	38 **	35
	Dissatisfied	14 **	14 **	11	11	11	19 **	19 **	19 **	16	15	18 **	18 **	18 **	15	15
	<i>Unweighted count</i>					2 999					6 447					9 446
Royal Navy	Satisfied	57	57	56	58	60	39	39	37	42	41	44	44	41 **	46	45
	Neutral	30	31	34 **	31	27	40	40	42	39	39	38	38	40	37	36
	Dissatisfied	13	11	11	10	13	20	21	21	19	20	18	18	19	17	18
	<i>Unweighted count</i>					878					1 753					2 631
Royal Marines	Satisfied	56	53	60	57	59	36	35	36	33 **	38	38	37 **	38	36 **	41
	Neutral	35	36	27	31	30	45	44	45	46 **	41	44 **	43	43	44 **	40
	Dissatisfied	10	11	13	12	10	20	21	20	21	20	19	20	19	20	19
	<i>Unweighted count</i>					289					1 237					1 526
Army	Satisfied	47 **	55 **	57 **	59	64	37 **	40 **	40 **	43	46	38 **	43 **	43 **	46	49
	Neutral	38 **	30	32 **	29	25	44 **	40	39	42	39	43 **	39	38	40	37
	Dissatisfied	15 **	15 **	11	12	11	19 **	19 **	20 **	15	15	18 **	19 **	19 **	14	14
	<i>Unweighted count</i>					927					1 649					2 576
RAF	Satisfied	53 **	56 **	59	62	63	42 **	48 **	48 **	50 **	56	44 **	50 **	50 **	53 **	57
	Neutral	33 **	30	29	27	27	41 **	37 **	39 **	36	32	39 **	36 **	37 **	34	31
	Dissatisfied	14	13	12	11	11	17 **	14	13	14	12	16 **	14	13	13	12
	<i>Unweighted count</i>					905					1 808					2 713

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012. (2) Minor wording and format change in 2015. (3) N/A option added in 2015. (4) N/A option excluded from the analysis.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.6 In the past 12 months, how satisfied were you with the following? The amount of time away from my family and friends.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	35 **	38 **	39 **	42	44	28 **	29 **	28 **	31	33	29 **	30 **	30 **	33	35
	Neutral	30 **	25	28 **	25	24	33	31	31	33	32	32	30	31	31	30
	Dissatisfied	35 **	37 **	33	33	32	40 **	40 **	41 **	36	36	39 **	40 **	39 **	36	35
	<i>Unweighted count</i>					3 027					6 558					9 585
Royal Navy	Satisfied	39	39	35	40	37	28	25	24	27	27	30	28	27	30	30
	Neutral	25	22	25	20	24	28	26	27	28	27	27	25	27	27	26
	Dissatisfied	35	39	39	39	39	45	49	48	44	46	42	47	46	43	44
	<i>Unweighted count</i>					907					1 811					2 718
Royal Marines	Satisfied	32	34	42 **	39	33	25	23	23	22	25	26	24	26	24	26
	Neutral	28	29	22 **	25	31	36	35	36	37	33	35	34	34	35	33
	Dissatisfied	40	37	36	36	36	39	42	41	41	42	39	42	40	41	41
	<i>Unweighted count</i>					290					1 251					1 541
Army	Satisfied	33 **	36 **	40 **	42 **	48	26 **	29	27 **	31	32	27 **	30 **	29 **	33	35
	Neutral	31 **	26	31 **	27	22	33	31	32	35	33	33	31	32	33	31
	Dissatisfied	36 **	38 **	30	32	29	41 **	40 **	40 **	35	34	40 **	40 **	39 **	34	34
	<i>Unweighted count</i>					928					1 660					2 588
RAF	Satisfied	37 **	41	39	44	44	32 **	34 **	34 **	36	39	33 **	35 **	35 **	38	40
	Neutral	31	26	27	25	26	34	32	31	30	30	33 **	31	30	29	29
	Dissatisfied	32	34	34	31	30	34	34	35 **	33	31	34	34	35 **	33	31
	<i>Unweighted count</i>					902					1 836					2 738

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) N/A option excluded from the analysis.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.7 In the past 12 months, how satisfied were you with the following? The effect of Service life on my children's education.

												Percentages						
		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Satisfied	32	34	33	34	35	28	28	27 **	30	31	29	29	28 **	31	32		
	Neutral	35	34	37	33	37	43	41	43	40	39	41	40	41	39	38		
	Dissatisfied	33	32	31	32	29	29	30	31	30	30	30	31	31	31	30		
	<i>Unweighted count</i>						1 577						3 142						4 719
Royal Navy	Satisfied	32	37	33	33	33	28	27	22 **	27	28	29	30	25	29	29		
	Neutral	39	42	38	41	41	42	44	47	43	44	41	43	45	42	43		
	Dissatisfied	29	21	28	25	26	30	29	31	31	28	29	27	30	29	27		
	<i>Unweighted count</i>						445						796						1 241
Royal Marines	Satisfied	29	24	22	28	21	24	23	22	20	25	25	23	22	21	25		
	Neutral	37	39	38	37	42	46	45	47	49	47	45	44	45	47	46		
	Dissatisfied	34	37	40	35	37	30	32	31	31	27	31	33	32	31	29		
	<i>Unweighted count</i>						167						547						714
Army	Satisfied	30	32	34	34	36	28	27	26	30	30	28	28	28	31	31		
	Neutral	33	32	35	30	32	42	40	42	39	38	40	39	41	37	37		
	Dissatisfied	37	37	31	35	31	30	33	31	31	32	31	33	31	32	32		
	<i>Unweighted count</i>						490						947						1 437
RAF	Satisfied	35	35	32	36	35	29 **	32	32	32	36	31 **	33	32	33	36		
	Neutral	36	34	38	32 **	40	44 **	42 **	40	42	36	42 **	40	39	39	37		
	Dissatisfied	29	31	30	32	25	26	26	28	26	28	27	27	29	28	27		
	<i>Unweighted count</i>						475						852						1 327

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011 and 2015. (2) Filtered by those who support any children financially. (3) N/A option excluded from the analysis.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.8 In the past 12 months, how satisfied were you with the following? The effect of Service life on my spouse/partner's career.

												Percentages						
		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Satisfied	19 **	21	19 **	22	23	19 **	20	19 **	21	22	19 **	20 **	19 **	21	22		
	Neutral	32	34	35	33	35	38	36	38	37	37	37	36	38	36	36		
	Dissatisfied	49 **	46	45	45	42	43	44	43	43	41	44 **	45 **	43	43	41		
	<i>Unweighted count</i>						2 300						4 356						6 656
Royal Navy	Satisfied	23	25	20	24	22	18	17	17	19	20	20	19	18	20	21		
	Neutral	36	37	39	38	38	41	41	38	38	37	39	40	39	38	37		
	Dissatisfied	41	38	41	39	40	41	42	44	43	43	41	41	43	42	42		
	<i>Unweighted count</i>						669						1 165						1 834
Royal Marines	Satisfied	14	14	15	16	16	17	16	15	16	16	17	16	15	16	16		
	Neutral	37	37	37	34	34	42	41	40	42	41	41	41	40	41	40		
	Dissatisfied	49	49	48	50	50	41	42	45	43	43	42	43	46	44	44		
	<i>Unweighted count</i>						228						780						1 008
Army	Satisfied	16 **	18 **	18	20	23	19	19	18	20	22	19	19	18	20	22		
	Neutral	30	31	34	30	33	36	34	38	36	36	35	33	37	35	36		
	Dissatisfied	54 **	51 **	48	50 **	43	45	47	43	44	42	47	47 **	44	45	42		
	<i>Unweighted count</i>						701						1 152						1 853
RAF	Satisfied	21	24	22	25	24	21 **	22	21 **	24	26	21 **	23	21 **	24	25		
	Neutral	34	35	34	34	36	40	37	38	37	38	39	37	37	36	37		
	Dissatisfied	45	41	44	42	39	39	41	40	40	37	41	41	41	40	37		
	<i>Unweighted count</i>						702						1 259						1 961

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011 and 2015. (2) Filtered by those who are married/in a long-term relationship. (3) N/A option excluded from the analysis.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.9 How strongly do you agree or disagree with the following? I am able to maintain a balance between my personal and working life.

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	45 **	45 **	47 **	49	50	39 **	39 **	38 **	42	44	40 **	40 **	40 **	44	45
	Neutral	19 **	16	17	16	16	26 **	23	25	23	23	25 **	22	23	22	21
	Disagree	36	39 **	36	35	33	34	38 **	37 **	34	34	35	38 **	37 **	34	34
	<i>Unweighted count</i>					3 072					6 757					9 829
Royal Navy	Agree	50 **	46	43	46	44	41	34 **	33 **	39	38	43 **	37	36 **	40	39
	Neutral	17	16	17	17	16	22	20	23	20	22	21	19	22	19	20
	Disagree	34 **	37	40	37	40	37	46 **	43	42	40	36 **	44 **	42	41	40
	<i>Unweighted count</i>					917					1 859					2 776
Royal Marines	Agree	42	46	51	46	48	36	34	34	36	35	37	35	36	37	37
	Neutral	27 **	17	13	16	16	32 **	27	26	25	26	32 **	26	25	24	25
	Disagree	31	36	36	38	36	31 **	39	39	39	39	31 **	39	39	39	38
	<i>Unweighted count</i>					293					1 274					1 567
Army	Agree	42 **	42 **	49	49	53	36 **	38 **	35 **	41	43	37 **	38 **	37 **	42	45
	Neutral	21 **	16	18	16	16	27	24	27	25	24	26 **	23	25	24	22
	Disagree	37 **	42 **	33	34	31	37	38	38 **	34	34	37	38 **	37 **	34	33
	<i>Unweighted count</i>					942					1 711					2 653
RAF	Agree	46	48	46	51	51	48 **	49	51	51	53	48 **	49 **	49	51	52
	Neutral	19	17	17	16	17	24 **	21	20	20	20	23 **	20	19	19	19
	Disagree	36	35	37 **	33	32	27	30	30	29	27	29	31	31	30	28
	<i>Unweighted count</i>					920					1 913					2 833

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.10 How satisfied were/are you with the following? The impact of my state of readiness on my domestic/personal life.

												Percentages				
		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	37	36	41	41	42	32	31	29	32	32	33	32	30	34	34
	Neutral	40	39	41	41	42	40	41	43	46	45	40	41	43	45	44
	Dissatisfied	22 **	24 **	19	18	16	28	28	28 **	22	23	27 **	27 **	27 **	21	22
	<i>Unweighted count</i>					581					1 147					1 728
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Asked only of Army.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.11 How strongly do you agree or disagree with the following? My state of readiness was/is justified.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Agree	65	62	63	64	62	51	46	48	48	46	53	48	50	51	48
	Neutral	21	22	23	23	27	34 **	38	37	38	40	32 **	36	35	35	38
	Disagree	14	16	15	13	11	15	16	15	14	14	15	16	15	14	13
	<i>Unweighted count</i>					571					1 140					1 711
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Asked only of Army.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.12 How strongly do you agree or disagree with the following? The NTM (Notice to Move) that I received was in accordance with my state of readiness

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Agree	66	64	63	71	67	54	54	52	52	52	55	55	54	55	54
	Neutral	21	23	23	19 **	26	33	35	35	36	38	32	33	33	34	36
	Disagree	13 **	13 **	14 **	10	7	13	11	13	11	10	13 **	11	13 **	11	9
	<i>Unweighted count</i>					464					1 018					1 482
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) N/A option excluded from the analysis. (3) Asked only of Army.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.1 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?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not been away	1.2	1.3	1.3	1.2	1.3	1.0	1.0	1.2	1.2	1.4	0.9	0.9	1.0	1.0	1.2
	Up to 1 month	2.0	1.9	2.0	1.9	2.0	1.2	1.2	1.3	1.4	1.6	1.0	1.1	1.1	1.2	1.4
	Between 1-3 months	2.2	2.3	2.3	2.1	2.3	1.6	1.7	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	Between 4-6 months	1.8	1.9	1.8	1.9	1.9	1.6	1.7	1.9	1.8	2.0	1.3	1.4	1.6	1.5	1.6
	Between 7-9 months	1.3	1.5	1.5	1.4	1.6	1.3	1.4	1.5	1.5	1.5	1.1	1.2	1.3	1.2	1.3
	Between 10-12 months	0.9	0.9	0.9	0.8	0.9	0.9	0.8	1.0	0.9	1.1	0.7	0.7	0.8	0.7	0.9
	<i>Unweighted count</i>															
Royal Navy	Not been away	2.3	2.6	2.3	2.4	2.5	2.3	1.9	2.3	1.9	2.1	1.8	1.6	1.8	1.6	1.7
	Up to 1 month	3.3	3.2	3.3	3.1	3.1	2.0	1.6	2.1	1.7	1.8	1.8	1.4	1.8	1.5	1.5
	Between 1-3 months	3.4	3.2	3.4	3.3	3.3	2.6	2.2	2.6	2.2	2.3	2.1	1.8	2.2	1.8	1.9
	Between 4-6 months	3.1	3.3	3.2	3.3	3.2	2.7	2.6	3.0	2.4	2.6	2.2	2.1	2.4	2.0	2.1
	Between 7-9 months	2.8	3.1	3.1	3.0	3.1	2.7	2.5	2.8	2.3	2.5	2.2	2.0	2.3	1.9	2.1
	Between 10-12 months	1.7	1.7	1.9	1.6	1.8	1.7	1.4	1.6	1.4	1.5	1.4	1.1	1.3	1.1	1.2
	<i>Unweighted count</i>															
Royal Marines	Not been away	3.1	2.6	3.0	2.4	3.0	1.1	1.1	1.4	1.5	1.7	1.0	1.0	1.3	1.3	1.5
	Up to 1 month	4.3	3.5	4.1	3.8	4.3	1.1	1.2	1.7	1.5	2.1	1.1	1.1	1.5	1.4	1.9
	Between 1-3 months	5.4	5.2	5.1	5.1	5.3	1.8	1.8	2.4	2.3	2.8	1.7	1.7	2.2	2.1	2.6
	Between 4-6 months	5.1	5.1	5.2	4.9	5.3	1.9	2.0	2.5	2.4	3.1	1.8	1.9	2.3	2.2	2.8
	Between 7-9 months	3.8	3.8	4.3	3.8	4.9	1.5	1.7	2.0	2.1	2.7	1.4	1.6	1.9	1.9	2.4
	Between 10-12 months	1.9	1.9	1.6	1.9	1.9	0.7	0.8	0.9	1.1	1.2	0.7	0.7	0.8	1.0	1.1
	<i>Unweighted count</i>															
Army	Not been away	1.8	2.0	2.0	1.7	2.1	1.4	1.5	1.7	1.9	2.3	1.2	1.3	1.5	1.6	1.9
	Up to 1 month	3.1	3.3	3.4	3.2	3.3	1.7	1.9	2.0	2.2	2.7	1.5	1.6	1.8	1.9	2.3
	Between 1-3 months	3.6	4.0	3.8	3.6	4.0	2.5	2.8	3.0	2.8	3.4	2.2	2.4	2.6	2.4	2.9
	Between 4-6 months	2.9	3.3	3.0	3.1	3.3	2.4	2.7	3.1	2.9	3.2	2.1	2.4	2.6	2.4	2.7
	Between 7-9 months	2.0	2.4	2.4	2.2	2.6	1.9	2.2	2.5	2.4	2.5	1.7	1.9	2.1	2.0	2.1
	Between 10-12 months	1.4	1.6	1.5	1.2	1.6	1.3	1.4	1.6	1.4	1.8	1.1	1.2	1.4	1.2	1.5
	<i>Unweighted count</i>															
RAF	Not been away	2.6	2.2	2.5	2.4	2.4	2.4	2.1	2.4	2.3	2.3	2.0	1.7	1.9	1.8	1.9
	Up to 1 month	3.8	3.3	3.5	3.5	3.6	2.5	2.4	2.4	2.3	2.4	2.1	2.0	2.1	2.0	2.0
	Between 1-3 months	4.0	3.5	3.8	3.7	3.9	2.8	2.5	2.6	2.5	2.6	2.3	2.1	2.2	2.1	2.2
	Between 4-6 months	3.1	2.9	3.1	3.1	3.1	2.7	2.5	2.5	2.6	2.6	2.2	2.0	2.1	2.1	2.1
	Between 7-9 months	2.2	2.2	2.6	2.3	2.3	1.7	1.7	1.7	1.6	1.8	1.4	1.4	1.5	1.3	1.5
	Between 10-12 months	1.3	1.2	1.7	1.2	1.2	1.1	0.9	1.0	1.1	1.0	0.9	0.7	0.8	0.9	0.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.2 In the past 12 months, how satisfied were you with the following? The ability to plan my own life - short term e.g. work/weekend leave.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.1	2.2	2.1	2.1	2.1	1.7	1.8	1.9	1.9	2.2	1.4	1.5	1.6	1.6	1.8
	Neutral	1.5	1.4	1.5	1.3	1.5	1.3	1.4	1.5	1.5	1.7	1.1	1.2	1.3	1.3	1.4
	Dissatisfied	1.8	2.0	1.9	1.8	1.8	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.5	3.6	3.8	3.6	3.6	3.1	2.7	3.2	2.6	2.9	2.5	2.2	2.6	2.2	2.4
	Neutral	2.3	2.3	2.4	2.3	2.3	2.3	2.0	2.2	1.9	2.0	1.8	1.6	1.8	1.5	1.6
	Dissatisfied	3.0	3.2	3.4	3.3	3.2	3.1	2.7	3.2	2.6	2.8	2.5	2.2	2.6	2.1	2.3
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.3	5.1	5.3	5.1	5.4	1.8	1.9	2.4	2.4	3.1	1.7	1.8	2.2	2.2	2.8
	Neutral	4.2	3.8	3.6	3.6	3.7	1.6	1.7	2.0	2.0	2.4	1.5	1.5	1.9	1.8	2.2
	Dissatisfied	4.2	4.5	4.7	4.4	4.6	1.9	2.0	2.5	2.5	3.1	1.7	1.8	2.3	2.2	2.8
	<i>Unweighted count</i>															
Army	Satisfied	3.4	3.7	3.5	3.4	3.6	2.5	2.8	3.0	3.0	3.6	2.2	2.4	2.6	2.6	3.0
	Neutral	2.5	2.4	2.4	2.2	2.5	2.0	2.3	2.4	2.5	2.9	1.8	2.0	2.1	2.1	2.4
	Dissatisfied	3.1	3.4	3.0	3.0	3.0	2.6	2.9	3.2	3.0	3.4	2.2	2.5	2.7	2.6	2.9
	<i>Unweighted count</i>															
RAF	Satisfied	3.8	3.3	3.7	3.5	3.5	3.0	2.7	2.9	2.7	2.8	2.5	2.2	2.4	2.2	2.3
	Neutral	2.6	2.2	2.5	2.0	2.2	2.2	2.0	2.1	1.8	2.0	1.8	1.6	1.8	1.5	1.7
	Dissatisfied	3.2	2.9	3.2	3.1	3.0	2.7	2.4	2.5	2.5	2.4	2.2	2.0	2.1	2.0	2.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.3 In the past 12 months, how satisfied were you with the following? The ability to plan my own life - long term e.g. holidays/career training.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.3	2.2	2.4	1.5	1.6	1.8	1.8	2.1	1.3	1.4	1.5	1.5	1.7
	Neutral	1.6	1.7	1.7	1.6	1.7	1.4	1.5	1.6	1.6	1.8	1.2	1.3	1.3	1.3	1.5
	Dissatisfied	2.1	2.2	2.1	2.0	2.1	1.7	1.8	2.0	1.9	2.2	1.4	1.6	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.8	3.9	3.9	3.8	3.8	2.9	2.5	3.0	2.5	2.8	2.4	2.1	2.5	2.1	2.3
	Neutral	2.4	2.5	2.5	2.4	2.6	2.2	1.9	2.2	1.9	2.1	1.8	1.6	1.8	1.6	1.7
	Dissatisfied	3.6	3.7	3.7	3.7	3.6	3.1	2.7	3.2	2.6	2.9	2.5	2.2	2.6	2.2	2.4
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.7	5.4	5.5	5.3	5.9	1.7	1.7	2.1	2.1	2.8	1.6	1.6	2.0	2.0	2.6
	Neutral	4.5	3.8	3.9	3.6	4.1	1.6	1.6	2.1	1.9	2.5	1.5	1.5	1.9	1.7	2.3
	Dissatisfied	5.2	5.2	5.4	5.1	5.6	1.9	2.0	2.5	2.4	3.2	1.8	1.9	2.3	2.2	2.9
	<i>Unweighted count</i>															
Army	Satisfied	3.5	3.9	3.8	3.6	4.0	2.3	2.5	2.8	2.8	3.3	2.0	2.2	2.4	2.4	2.9
	Neutral	2.5	2.9	2.9	2.6	2.9	2.1	2.4	2.5	2.5	3.1	1.8	2.1	2.2	2.2	2.6
	Dissatisfied	3.4	3.7	3.5	3.3	3.6	2.6	2.9	3.2	3.1	3.6	2.2	2.5	2.7	2.6	3.0
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.6	4.0	3.8	3.9	3.1	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Neutral	2.9	2.6	3.0	2.7	2.6	2.4	2.1	2.2	2.1	2.2	2.0	1.7	1.8	1.7	1.8
	Dissatisfied	3.7	3.4	3.6	3.5	3.5	2.9	2.6	2.8	2.7	2.7	2.4	2.2	2.3	2.2	2.2
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.4 In the past 12 months, how satisfied were you with the following? The opportunity for me to work flexibly (e.g. variable start/finish times, Compressed Hours, Working from home).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	2.2	2.4	..	..	..	1.6	1.9	..	..	..	1.4	1.6
	Neutral	..	..	..	2.1	2.2	..	..	..	1.9	2.2	..	..	..	1.6	1.8
	Dissatisfied	..	..	..	1.9	2.0	..	..	..	1.8	2.1	..	..	..	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	3.8	3.8	..	..	..	2.3	2.5	..	..	..	2.0	2.1
	Neutral	..	..	..	3.5	3.3	..	..	..	2.5	2.7	..	..	..	2.1	2.2
	Dissatisfied	..	..	..	3.4	3.4	..	..	..	2.6	2.8	..	..	..	2.2	2.3
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	5.4	5.9	..	..	..	2.0	2.6	..	..	..	1.9	2.4
	Neutral	..	..	..	4.8	4.6	..	..	..	2.4	3.1	..	..	..	2.2	2.8
	Dissatisfied	..	..	..	4.7	5.2	..	..	..	2.5	3.2	..	..	..	2.3	2.9
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	3.6	4.0	..	..	..	2.6	3.1	..	..	..	2.2	2.7
	Neutral	..	..	..	3.5	3.7	..	..	..	3.1	3.6	..	..	..	2.6	3.0
	Dissatisfied	..	..	..	3.2	3.3	..	..	..	3.0	3.4	..	..	..	2.5	2.9
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	3.8	4.0	..	..	..	2.5	2.7	..	..	..	2.1	2.3
	Neutral	..	..	..	3.6	3.5	..	..	..	2.8	2.9	..	..	..	2.3	2.4
	Dissatisfied	..	..	..	3.2	3.2	..	..	..	2.6	2.5	..	..	..	2.1	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.5 In the past 12 months, how satisfied were you with the following? The amount of time away from my usual place of duty.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.3	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.2	1.4	1.6	1.7	1.6	1.9
	Neutral	2.2	2.2	2.2	2.0	2.1	1.8	1.9	2.0	2.0	2.2	1.5	1.6	1.7	1.6	1.8
	Dissatisfied	1.6	1.6	1.5	1.5	1.5	1.4	1.5	1.7	1.5	1.6	1.2	1.3	1.4	1.2	1.3
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.9	3.9	4.0	3.9	3.8	3.2	2.8	3.2	2.7	2.9	2.6	2.3	2.6	2.3	2.4
	Neutral	3.6	3.7	3.8	3.6	3.5	3.2	2.8	3.3	2.7	2.9	2.6	2.3	2.7	2.2	2.4
	Dissatisfied	2.7	2.5	2.5	2.4	2.6	2.7	2.4	2.8	2.2	2.4	2.1	1.9	2.2	1.8	2.0
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.7	5.5	5.5	5.3	5.9	1.8	1.9	2.5	2.4	3.1	1.8	1.8	2.3	2.2	2.8
	Neutral	5.5	5.3	5.0	5.0	5.5	1.9	2.1	2.6	2.6	3.3	1.8	1.9	2.4	2.3	2.9
	Dissatisfied	3.4	3.5	3.8	3.6	3.7	1.6	1.7	2.2	2.1	2.7	1.5	1.6	2.0	1.9	2.4
	<i>Unweighted count</i>															
Army	Satisfied	3.6	3.9	3.8	3.6	3.9	2.5	2.9	3.2	3.1	3.6	2.2	2.5	2.7	2.7	3.1
	Neutral	3.5	3.7	3.6	3.3	3.6	2.6	2.9	3.2	3.1	3.6	2.3	2.5	2.7	2.7	3.0
	Dissatisfied	2.6	2.9	2.4	2.4	2.5	2.1	2.4	2.8	2.3	2.6	1.8	2.1	2.3	2.0	2.2
	<i>Unweighted count</i>															
RAF	Satisfied	4.1	3.6	4.0	3.8	3.9	3.1	2.8	3.0	2.9	3.0	2.6	2.3	2.5	2.4	2.5
	Neutral	3.9	3.4	3.7	3.5	3.6	3.1	2.8	3.0	2.8	2.8	2.6	2.3	2.4	2.3	2.3
	Dissatisfied	2.9	2.5	2.7	2.4	2.5	2.5	2.1	2.1	2.1	2.1	2.0	1.7	1.7	1.7	1.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.6 In the past 12 months, how satisfied were you with the following? The amount of time away from my family and friends.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.1	2.3	2.3	2.2	2.4	1.5	1.7	1.8	1.8	2.0	1.3	1.4	1.5	1.5	1.7
	Neutral	2.1	2.1	2.1	2.0	2.1	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.8
	Dissatisfied	2.2	2.3	2.2	2.1	2.2	1.7	1.8	2.0	1.9	2.1	1.5	1.6	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.8	3.8	3.8	3.8	3.7	2.8	2.3	2.7	2.3	2.5	2.3	2.0	2.2	2.0	2.1
	Neutral	3.3	3.2	3.4	3.1	3.3	2.9	2.5	3.0	2.5	2.6	2.3	2.0	2.4	2.0	2.1
	Dissatisfied	3.7	3.8	3.9	3.8	3.8	3.2	2.8	3.3	2.7	2.9	2.6	2.3	2.7	2.2	2.4
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.4	5.1	5.6	5.2	5.5	1.6	1.7	2.1	2.1	2.7	1.6	1.6	2.0	1.9	2.5
	Neutral	5.2	5.0	4.7	4.6	5.5	1.9	2.0	2.5	2.5	3.1	1.8	1.8	2.3	2.2	2.8
	Dissatisfied	5.6	5.3	5.5	5.1	5.7	1.9	2.0	2.6	2.5	3.2	1.8	1.9	2.4	2.3	2.9
	<i>Unweighted count</i>															
Army	Satisfied	3.4	3.8	3.8	3.6	4.1	2.3	2.6	2.8	2.8	3.4	2.0	2.3	2.4	2.4	2.9
	Neutral	3.4	3.5	3.6	3.3	3.4	2.5	2.8	3.1	3.0	3.5	2.2	2.4	2.6	2.6	3.0
	Dissatisfied	3.5	3.9	3.5	3.4	3.7	2.6	2.9	3.2	3.0	3.5	2.3	2.5	2.8	2.6	3.0
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.6	3.9	3.9	4.0	2.9	2.6	2.8	2.7	2.9	2.4	2.2	2.3	2.3	2.4
	Neutral	3.9	3.2	3.6	3.4	3.5	3.0	2.7	2.8	2.7	2.8	2.5	2.2	2.3	2.2	2.3
	Dissatisfied	3.9	3.5	3.8	3.6	3.7	3.0	2.7	2.9	2.7	2.8	2.5	2.2	2.4	2.3	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.7 In the past 12 months, how satisfied were you with the following? The effect of Service life on my children's education.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	3.1	3.2	3.1	3.1	3.3	2.3	2.4	2.5	2.5	2.8	1.9	2.0	2.1	2.1	2.3
	Neutral	3.1	3.2	3.2	3.0	3.3	2.5	2.7	2.9	2.7	3.1	2.1	2.2	2.4	2.2	2.5
	Dissatisfied	3.1	3.2	3.1	3.0	3.1	2.3	2.5	2.7	2.6	2.9	1.9	2.1	2.2	2.1	2.4
	<i>Unweighted count</i>															
Royal Navy	Satisfied	5.1	5.6	5.5	5.3	5.4	4.2	3.9	4.0	3.7	4.0	3.4	3.2	3.3	3.1	3.3
	Neutral	5.3	5.7	5.7	5.5	5.7	4.7	4.4	5.0	4.2	4.5	3.7	3.6	4.0	3.4	3.6
	Dissatisfied	4.9	4.8	5.3	4.9	5.0	4.4	4.0	4.7	3.9	4.1	3.4	3.2	3.7	3.1	3.3
	<i>Unweighted count</i>															
Royal Marines	Satisfied	8.3	7.0	7.1	7.2	6.8	3.1	3.2	3.6	3.4	4.4	2.9	2.9	3.2	3.1	3.9
	Neutral	8.8	8.1	8.4	7.7	8.3	3.7	3.9	4.4	4.4	5.3	3.4	3.5	4.0	3.9	4.6
	Dissatisfied	8.6	8.0	8.5	7.6	8.2	3.5	3.7	4.1	4.1	4.8	3.2	3.3	3.7	3.6	4.2
	<i>Unweighted count</i>															
Army	Satisfied	4.7	5.3	5.0	5.1	5.5	3.3	3.6	3.8	3.7	4.3	2.9	3.1	3.3	3.2	3.6
	Neutral	4.9	5.3	5.1	5.0	5.4	3.7	4.1	4.4	4.0	4.7	3.2	3.5	3.7	3.4	4.0
	Dissatisfied	5.0	5.5	5.0	5.1	5.3	3.4	3.9	4.2	3.9	4.5	2.9	3.4	3.5	3.3	3.8
	<i>Unweighted count</i>															
RAF	Satisfied	6.1	5.1	5.3	5.5	5.4	3.9	4.0	3.9	4.0	4.2	3.3	3.2	3.2	3.3	3.4
	Neutral	6.1	5.0	5.6	5.3	5.6	4.4	4.2	4.2	4.3	4.3	3.7	3.4	3.4	3.5	3.5
	Dissatisfied	5.8	4.9	5.2	5.3	4.9	4.0	3.7	3.9	3.9	4.0	3.3	3.0	3.2	3.2	3.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.8 In the past 12 months, how satisfied were you with the following? The effect of Service life on my spouse/partner's career.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.0	2.2	2.1	2.2	2.4	1.7	1.7	1.9	1.8	2.2	1.4	1.5	1.5	1.5	1.7
	Neutral	2.5	2.6	2.6	2.5	2.7	2.1	2.2	2.4	2.3	2.6	1.7	1.8	2.0	1.9	2.1
	Dissatisfied	2.6	2.7	2.7	2.6	2.8	2.1	2.3	2.5	2.3	2.6	1.8	1.9	2.0	1.9	2.1
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.8	4.0	3.7	3.9	3.8	3.0	2.6	3.0	2.6	2.9	2.4	2.2	2.4	2.2	2.4
	Neutral	4.3	4.5	4.5	4.5	4.5	3.9	3.6	4.0	3.4	3.6	3.1	2.9	3.2	2.7	2.9
	Dissatisfied	4.4	4.5	4.6	4.5	4.5	3.9	3.6	4.1	3.5	3.7	3.1	2.9	3.2	2.8	3.0
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.0	4.6	5.0	4.8	5.2	2.0	2.1	2.3	2.4	3.0	1.9	1.9	2.1	2.2	2.7
	Neutral	6.8	6.4	6.8	6.3	6.7	2.7	2.9	3.4	3.4	4.3	2.5	2.7	3.1	3.1	3.8
	Dissatisfied	7.1	6.7	7.0	6.6	7.1	2.7	2.9	3.5	3.4	4.3	2.5	2.7	3.2	3.1	3.8
	<i>Unweighted count</i>															
Army	Satisfied	3.1	3.6	3.5	3.6	4.0	2.5	2.8	2.9	2.9	3.5	2.2	2.3	2.5	2.4	2.9
	Neutral	3.9	4.4	4.3	4.0	4.5	3.1	3.5	3.9	3.6	4.2	2.7	3.0	3.3	3.0	3.5
	Dissatisfied	4.2	4.7	4.5	4.4	4.7	3.3	3.6	4.0	3.7	4.3	2.8	3.1	3.3	3.1	3.6
	<i>Unweighted count</i>															
RAF	Satisfied	3.9	3.7	3.9	3.9	4.0	2.9	2.8	2.9	3.0	3.1	2.4	2.3	2.4	2.4	2.5
	Neutral	4.6	4.1	4.5	4.3	4.4	3.7	3.3	3.5	3.4	3.5	3.0	2.7	2.9	2.8	2.8
	Dissatisfied	4.8	4.2	4.7	4.5	4.5	3.7	3.3	3.6	3.5	3.5	3.0	2.7	2.9	2.8	2.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.9 How strongly do you agree or disagree with the following? I am able to maintain a balance between my personal and working life.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.2	2.3	2.3	2.2	2.4	1.7	1.8	1.9	1.9	2.2	1.4	1.5	1.6	1.6	1.8
	Neutral	1.8	1.7	1.8	1.7	1.8	1.5	1.6	1.8	1.7	1.9	1.3	1.3	1.5	1.4	1.6
	Disagree	2.2	2.3	2.2	2.1	2.2	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.7
	<i>Unweighted count</i>															
Royal Navy	Agree	3.8	3.9	3.9	3.8	3.8	3.1	2.6	3.0	2.6	2.8	2.5	2.2	2.5	2.2	2.3
	Neutral	2.8	2.9	3.0	2.9	2.8	2.6	2.2	2.8	2.1	2.4	2.1	1.8	2.2	1.8	2.0
	Disagree	3.6	3.8	3.9	3.7	3.8	3.1	2.7	3.2	2.6	2.9	2.5	2.3	2.6	2.2	2.4
	<i>Unweighted count</i>															
Royal Marines	Agree	5.7	5.5	5.6	5.4	5.9	1.8	1.9	2.4	2.4	3.0	1.7	1.8	2.2	2.2	2.8
	Neutral	5.1	4.1	3.7	4.0	4.3	1.8	1.8	2.3	2.2	2.9	1.7	1.7	2.1	2.0	2.6
	Disagree	5.3	5.3	5.4	5.2	5.7	1.8	2.0	2.5	2.5	3.2	1.7	1.9	2.3	2.3	2.9
	<i>Unweighted count</i>															
Army	Agree	3.6	3.9	3.8	3.7	4.1	2.5	2.8	2.9	3.0	3.5	2.2	2.4	2.5	2.6	3.0
	Neutral	2.9	2.9	3.0	2.7	3.0	2.3	2.5	2.9	2.7	3.1	2.0	2.2	2.5	2.3	2.6
	Disagree	3.5	3.9	3.6	3.5	3.8	2.5	2.8	3.2	3.0	3.4	2.2	2.5	2.7	2.6	2.9
	<i>Unweighted count</i>															
RAF	Agree	4.1	3.6	4.0	3.9	4.0	3.1	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.4	2.4
	Neutral	3.2	2.7	3.0	2.8	3.0	2.7	2.3	2.3	2.3	2.4	2.2	1.9	1.9	1.9	2.0
	Disagree	3.9	3.5	3.9	3.7	3.7	2.8	2.6	2.7	2.6	2.6	2.3	2.1	2.3	2.2	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.10 How satisfied were/are you with the following? The impact of my state of readiness on my domestic/personal life.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	4.9	5.1	4.9	4.7	5.1	3.1	3.3	3.5	3.7	4.1	2.8	3.0	3.1	3.2	3.6
	Neutral	4.9	5.2	5.0	4.7	5.1	3.3	3.5	3.9	3.9	4.4	2.9	3.1	3.4	3.4	3.8
	Dissatisfied	4.2	4.6	3.9	3.7	3.8	3.0	3.2	3.5	3.3	3.8	2.7	2.9	3.1	2.9	3.3
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.11 How strongly do you agree or disagree with the following? My state of readiness was/is justified.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Agree	4.8	5.2	4.9	4.6	5.1	3.4	3.6	3.9	4.0	4.4	3.0	3.2	3.4	3.4	3.8
	Neutral	4.2	4.4	4.2	4.0	4.7	3.2	3.5	3.8	3.8	4.3	2.8	3.1	3.3	3.3	3.7
	Disagree	3.5	3.9	3.6	3.3	3.3	2.5	2.6	2.9	2.7	3.1	2.2	2.4	2.5	2.4	2.7
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 14 - Your Work-Life Balance

Source: Defence Statistics (Surveys)

Table B14.12 How strongly do you agree or disagree with the following? The NTM (Notice to Move) that I received was in accordance with my state of readiness

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Agree	5.1	5.5	5.2	4.9	5.4	3.5	3.7	4.1	4.2	4.7	3.1	3.3	3.6	3.7	4.1
	Neutral	4.4	4.8	4.6	4.2	5.1	3.3	3.6	3.9	4.1	4.6	2.9	3.2	3.5	3.5	4.0
	Disagree	3.6	3.8	3.8	3.2	2.9	2.4	2.3	2.8	2.6	2.8	2.1	2.1	2.5	2.3	2.5
	<i>Unweighted count</i>															
RAF	Agree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Disagree	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.1 How satisfied are you with the following? My overall leave allowance i.e. annual leave, post operational leave (POL), post operational tour leave (POTL) for Army, Sea-Goers Leave (SGL) for RN/RM, leave carried over from previous years.

Percentages

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Satisfied	84	84	83	84	85	67 **	67 **	68	71	70	70 **	70 **	71	73	73		
	Neutral	9	10	9	9	8	20 **	19	18	17	17	18 **	17 **	17	16	15		
	Dissatisfied	7	7	8	6	7	13	14	13	12	13	12	12	12	11	12		
	<i>Unweighted count</i>						3 058						6 732						9 790
Royal Navy	Satisfied	83	80	79	80	81	66	63	66	68	66	70	66	69	71	69		
	Neutral	10	11	11	11	10	20	20	20	19	20	17	18	17	17	18		
	Dissatisfied	7	9	10	9	10	15	17 **	15	13	14	13	16 **	14	12	13		
	<i>Unweighted count</i>						917						1 854						2 771
Royal Marines	Satisfied	78	79	82	82	81	55 **	55 **	60	58	60	57 **	58 **	63	61	63		
	Neutral	14	13	10	10	10	26 **	26 **	24	24	23	25 **	25 **	23	22	21		
	Dissatisfied	9	8	7	8	9	19	19	16	18	17	18	18	15	17	16		
	<i>Unweighted count</i>						290						1 274						1 564
Army	Satisfied	84	85	85	86	87	64 **	65	66	69	68	67 **	69	69	72	71		
	Neutral	8	9	8	8	6	22 **	20	20	18	18	20 **	19	18	17	16		
	Dissatisfied	7	6	8	5	6	15	14	15	12	14	13	13	13	11	13		
	<i>Unweighted count</i>						934						1 694						2 628
RAF	Satisfied	84	84	84	84	85	79	79	80	80	81	80	80	81	81	82		
	Neutral	10	9	10	9	10	13	13	12	11	10	13	12	11	11	10		
	Dissatisfied	6	6	6	7	5	8	8	8	9	8	7	7	8	9	8		
	<i>Unweighted count</i>						917						1 910						2 827

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) "Don't know" option added in 2009 and then dropped in 2010. (2) Minor wording change in 2011. (3) Sea Goers Leave (SGL) added to RN/RM in 2012.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.2 How satisfied are you with the following? The opportunity to take leave when I want to.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	54 **	56 **	58 **	59 **	62	42 **	43 **	45 **	48 **	51	44 **	45 **	47 **	50 **	53
	Neutral	19 **	17	16	17	15	22 **	20	20	20	19	21 **	20	20	20	18
	Dissatisfied	27 **	27 **	26 **	24	23	36 **	37 **	35 **	32	30	35 **	35 **	33 **	31 **	28
	<i>Unweighted count</i>					3 063					6 739					9 802
Royal Navy	Satisfied	56	53	52	50	51	43	38 **	39 **	43	45	46	41 **	42 **	45	46
	Neutral	18	15	17	18	17	23 **	20	22	21	19	22 **	19	21	20	18
	Dissatisfied	26 **	32	31	31	32	34	43 **	40	36	36	32	40 **	38	35	35
	<i>Unweighted count</i>					917					1 859					2 776
Royal Marines	Satisfied	44	44 **	46	46	52	27 **	27 **	27 **	28 **	32	29 **	29 **	29 **	31 **	35
	Neutral	20	20	19	19	17	28 **	25	26	23	23	27 **	24	26	22	22
	Dissatisfied	36	36	35	35	31	45	48	47	49 **	45	44	47 **	46	47 **	43
	<i>Unweighted count</i>					292					1 276					1 568
Army	Satisfied	53 **	54 **	58 **	61	64	37 **	39 **	41 **	44 **	49	39 **	41 **	43 **	46 **	52
	Neutral	18	18	16	17	15	22	21	21	22	20	21	21	20	21	19
	Dissatisfied	29 **	28 **	26 **	22	21	42 **	40 **	38 **	34	30	40 **	38 **	36 **	32	29
	<i>Unweighted count</i>					936					1 694					2 630
RAF	Satisfied	57 **	63 **	63	63 **	68	62 **	62	65	66	66	60 **	62 **	64	66	66
	Neutral	19 **	17	16	16	13	19 **	18	17	14	15	19 **	17 **	16	14	15
	Dissatisfied	25 **	21	21	21	19	19	20	19	20	19	20	20	19	20	19
	<i>Unweighted count</i>					918					1 910					2 828

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) "Don't know" option added in 2009 and then dropped in 2010. (2) Minor wording change in 2011

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.3 How satisfied are you with the following? The amount of leave I was able to take in the last 12 months.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	68 **	68	69	70	71	61 **	59 **	63	65	65	62 **	61 **	64	66	67
	Neutral	14	13	15	13	13	24 **	25 **	22	21	21	22 **	23 **	20	20	20
	Dissatisfied	19 **	18 **	16	16	16	15	16 **	15	14	13	16 **	17 **	15	14	14
	<i>Unweighted count</i>	3 062					6 728					9 790				
Royal Navy	Satisfied	70 **	69	66	66	65	62	56 **	58	61	61	64	59	60	62	62
	Neutral	13	13	14	15	13	21	22	23	21	20	19	20	21	20	18
	Dissatisfied	17 **	18	20	19	22	17	22	19	19	20	17 **	21	19	19	20
	<i>Unweighted count</i>	917					1 857					2 774				
Royal Marines	Satisfied	65	69	71	69	69	51 **	51 **	55	56	57	53 **	53 **	57	58	59
	Neutral	20	17	15	14	15	32 **	31 **	30	27	27	31 **	29 **	28	25	26
	Dissatisfied	15	14	14	17	17	16	19 **	15	17	16	16	18	15	17	16
	<i>Unweighted count</i>	291					1 274					1 565				
Army	Satisfied	67 **	67 **	70	74	73	57 **	56 **	61	63	64	58 **	58 **	62	65	66
	Neutral	14	13	15	12	14	26	28 **	23	23	23	24	25 **	22	21	22
	Dissatisfied	19 **	20 **	15	14	13	17 **	17 **	16	14	13	17 **	17 **	16 **	14	13
	<i>Unweighted count</i>	937					1 691					2 628				
RAF	Satisfied	68	70	69	68	72	73	73	75	73	75	72	72	74	72	74
	Neutral	13	14	14	14	13	17	17	15	16	15	16	17	15	15	14
	Dissatisfied	19	16	17	18	15	9	10	10	11	11	12	11	11	12	12
	<i>Unweighted count</i>	917					1 906					2 823				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) "Don't know" option added in 2009 and then dropped in 2010. (2) Minor wording change in 2011.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.4 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Operational tour.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	85 **	84	84	81	82	85 **	83	85 **	81	82	85 **	84 **	85 **	81	82
	Ticked	15 **	16	16	19	18	15 **	17	15 **	19	18	15 **	16 **	15 **	19	18
	<i>Unweighted count</i>					2 163					4 475					6 638
Royal Navy	Not ticked	78 **	70	75	72	70	70	63	72 **	69	66	72 **	65	73 **	70	67
	Ticked	22 **	30	25	28	30	30	37	28 **	31	34	28 **	35	27 **	30	33
	<i>Unweighted count</i>					650					1 264					1 914
Royal Marines	Not ticked	87	83	81	79	83	88	87 **	89	88	91	88	87 **	87	86 **	90
	Ticked	13	17	19	21	17	12	13 **	11	12	9	12	13 **	13	14 **	10
	<i>Unweighted count</i>					194					690					884
Army	Not ticked	90	91	90	87	88	90	91 **	91	87	87	90	91 **	90	87	88
	Ticked	10	9	10	13	12	10	9 **	9	13	13	10	9 **	10	13	12
	<i>Unweighted count</i>					663					1 182					1 845
RAF	Not ticked	81	82	80	77	78	79	76	79	75	77	79	77	79	76	77
	Ticked	19	18	20	23	22	21	24	21	25	23	21	23	21	24	23
	<i>Unweighted count</i>					656					1 339					1 995

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A279 prior to 2015 but substantial wording change required new question.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.5 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Not allowed.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	89 **	89 **	91	91	92	82 **	82 **	83	84	85	83 **	83 **	84	85	87		
	Ticked	11 **	11 **	9	9	8	18 **	18 **	17	16	15	17 **	17 **	16	15	13		
	<i>Unweighted count</i>						2 163						4 475						6 638
Royal Navy	Not ticked	91	87	91	88	87	80	76	78	80	80	83	79	81	82	82		
	Ticked	9	13	9	12	13	20	24	22	20	20	17	21	19	18	18		
	<i>Unweighted count</i>						650						1 264						1 914
Royal Marines	Not ticked	92	93	93	87	90	82	79 **	80	82	84	83	81 **	82	83	85		
	Ticked	8	7	7	13	10	18	21 **	20	18	16	17	19 **	18	17	15		
	<i>Unweighted count</i>						194						690						884
Army	Not ticked	90 **	89 **	90 **	93	94	80 **	81	82	84	85	82 **	82 **	84	86	87		
	Ticked	10 **	11 **	10 **	7	6	20 **	19	18	16	15	18 **	18 **	16	14	13		
	<i>Unweighted count</i>						663						1 182						1 845
RAF	Not ticked	88 **	89 **	92	89 **	93	88	88	88	87	89	88	88	89	87	90		
	Ticked	12 **	11 **	8	11 **	7	12	12	12	13	11	12	12	11	13	10		
	<i>Unweighted count</i>						656						1 339						1 995

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A280 prior to 2015 but substantial wording change required new question.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.6 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Courses/training.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	77	74 **	77	74	77	71	70	71	70	72	72	70 **	72	71	73
	Ticked	23	26 **	23	26	23	29	30	29	30	28	28	30 **	28	29	27
	<i>Unweighted count</i>	2 163					4 475					6 638				
Royal Navy	Not ticked	82	77	77	73 **	81	79	78	74	75	75	80	78	75	74	76
	Ticked	18	23	23	27 **	19	21	22	26	25	25	20	22	25	26	24
	<i>Unweighted count</i>	650					1 264					1 914				
Royal Marines	Not ticked	77	76	78	81	75	68	68	69	68	71	69	69	70	70	71
	Ticked	23	24	22	19	25	32	32	31	32	29	31	31	30	30	29
	<i>Unweighted count</i>	194					690					884				
Army	Not ticked	75	70	76	74	75	69	66	68	67	70	70	66 **	70	69	71
	Ticked	25	30	24	26	25	31	34	32	33	30	30	34 **	30	31	29
	<i>Unweighted count</i>	663					1 182					1 845				
RAF	Not ticked	75	77	78	75	78	72 **	75	77	74	76	73 **	75	77	74	77
	Ticked	25	23	22	25	22	28 **	25	23	26	24	27 **	25	23	26	23
	<i>Unweighted count</i>	656					1 339					1 995				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A281 prior to 2015 but substantial wording change required new question.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.7 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Workload.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	28 **	30 **	31	33	35	55	54	55	57	57	50	49 **	50	52	52
	Ticked	72 **	70 **	69	67	65	45	46	45	43	43	50	51 **	50	48	48
	<i>Unweighted count</i>					2 163					4 475					6 638
Royal Navy	Not ticked	30	35	34	33	35	57	51	52	56	55	50	47	48	51	50
	Ticked	70	65	66	67	65	43	49	48	44	45	50	53	52	49	50
	<i>Unweighted count</i>					650					1 264					1 914
Royal Marines	Not ticked	25	27	26	26	29	55 **	52	52	51	48	51 **	48	48	48	46
	Ticked	75	73	74	74	71	45 **	48	48	49	52	49 **	52	52	52	54
	<i>Unweighted count</i>					194					690					884
Army	Not ticked	25 **	25 **	27	32	32	54	52	52	56	55	49	48	48	52	51
	Ticked	75 **	75 **	73	68	68	46	48	48	44	45	51	52	52	48	49
	<i>Unweighted count</i>					663					1 182					1 845
RAF	Not ticked	33 **	34 **	38	36	41	59	61	65	62	63	53 **	55	59	56	58
	Ticked	67 **	66 **	62	64	59	41	39	35	38	37	47 **	45	41	44	42
	<i>Unweighted count</i>					656					1 339					1 995

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A283 prior to 2015 but substantial wording change required new question.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.8 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Undermanning.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	64	64 **	66	66	67	66	63	62 **	66	65	66	63 **	62 **	66	66		
	Ticked	36	36 **	34	34	33	34	37	38 **	34	35	34	37 **	38 **	34	34		
	<i>Unweighted count</i>						2 163						4 475						6 638
Royal Navy	Not ticked	68	70	72	71	68	64	59	60	65	62	65	62	63	66	63		
	Ticked	32	30	28	29	32	36	41	40	35	38	35	38	37	34	37		
	<i>Unweighted count</i>						650						1 264						1 914
Royal Marines	Not ticked	82	81	76	76	80	81 **	77 **	74	72	69	81 **	78 **	74	72	71		
	Ticked	18	19	24	24	20	19 **	23 **	26	28	31	19 **	22 **	26	28	29		
	<i>Unweighted count</i>						194						690						884
Army	Not ticked	65	65	66	71	71	70	66	63 **	69	70	69	66	64 **	69	70		
	Ticked	35	35	34	29	29	30	34	37 **	31	30	31	34	36 **	31	30		
	<i>Unweighted count</i>						663						1 182						1 845
RAF	Not ticked	59	54	62	54	60	55	55	56	56	56	56	55	57	56	57		
	Ticked	41	46	38	46	40	45	45	44	44	44	44	45	43	44	43		
	<i>Unweighted count</i>						656						1 339						1 995

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A284 prior to 2015 but substantial wording change required new question.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.9 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? I wanted to carry days over to the next leave year.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	84 **	82 **	79 **	77	76	70 **	69 **	67 **	67	63	73 **	72 **	70 **	69 **	66
	Ticked	16 **	18 **	21 **	23	24	30 **	31 **	33 **	33	37	27 **	28 **	30 **	31 **	34
	<i>Unweighted count</i>					2 163					4 475					6 638
Royal Navy	Not ticked	84	82	81	80	79	73	77 **	75	71	70	76	78 **	76	73	72
	Ticked	16	18	19	20	21	27	23 **	25	29	30	24	22 **	24	27	28
	<i>Unweighted count</i>					650					1 264					1 914
Royal Marines	Not ticked	90 **	87	81	84	83	80 **	76	75	75	72	81 **	77 **	76	76	73
	Ticked	10 **	13	19	16	17	20 **	24	25	25	28	19 **	23 **	24	24	27
	<i>Unweighted count</i>					194					690					884
Army	Not ticked	86 **	84 **	81	78	78	73 **	71 **	69	69	64	75 **	74 **	71 **	70	67
	Ticked	14 **	16 **	19	22	22	27 **	29 **	31	31	36	25 **	26 **	29 **	30	33
	<i>Unweighted count</i>					663					1 182					1 845
RAF	Not ticked	81 **	76 **	75	74	69	61 **	58	55	57	55	66 **	62 **	60	61	58
	Ticked	19 **	24 **	25	26	31	39 **	42	45	43	45	34 **	38 **	40	39	42
	<i>Unweighted count</i>					656					1 339					1 995

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A285 prior to 2015 but substantial wording change required new question.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.10 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Other.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	93	94 **	94 **	93	92	94	94	94	94	93	94	94	94	94	93		
	Ticked	7	6 **	6 **	7	8	6	6	6	6	7	6	6	6	6	7		
	<i>Unweighted count</i>						2 163						4 475						6 638
Royal Navy	Not ticked	91	93 **	92	91	88	92	94	92	93	92	92	94 **	92	92	91		
	Ticked	9	7 **	8	9	12	8	6	8	7	8	8	6 **	8	8	9		
	<i>Unweighted count</i>						650						1 264						1 914
Royal Marines	Not ticked	94	94	94	95	91	93	95	96	95	94	93	95	95	95	94		
	Ticked	6	6	6	5	9	7	5	4	5	6	7	5	5	5	6		
	<i>Unweighted count</i>						194						690						884
Army	Not ticked	94	95	95	93	93	94	93	93	94	93	94	93	93	94	93		
	Ticked	6	5	5	7	7	6	7	7	6	7	6	7	7	6	7		
	<i>Unweighted count</i>						663						1 182						1 845
RAF	Not ticked	94	94	94	94	93	95	95	96	96	94	95	95	96	95	94		
	Ticked	6	6	6	6	7	5	5	4	4	6	5	5	4	5	6		
	<i>Unweighted count</i>						656						1 339						1 995

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A286 prior to 2015 but substantial wording change required new question.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.11 Did you take all of your annual leave allowance within the last leave year?

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Used	30	29	30	30	31	39	36	37	38	38	37	35	36	37	37		
	Not Used	70	71	70	70	69	61	64	63	62	62	63	65	64	63	63		
	<i>Unweighted count</i>						3 169						7 264						10 433
Royal Navy	Used	35	33	32	33	32	41	36	38	38	37	39 **	36	37	36	36		
	Not Used	65	67	68	67	68	59	64	62	62	63	61 **	64	63	64	64		
	<i>Unweighted count</i>						953						2 002						2 955
Royal Marines	Used	50 **	41	41	39	35	55 **	53 **	52 **	50	48	54 **	52 **	51 **	48	46		
	Not Used	50 **	59	59	61	65	45 **	47 **	48 **	50	52	46 **	48 **	49 **	52	54		
	<i>Unweighted count</i>						302						1 325						1 627
Army	Used	29	27 **	29	30	32	38	35	36	39	39	37	34 **	35	38	38		
	Not Used	71	73 **	71	70	68	62	65	64	61	61	63	66 **	65	62	62		
	<i>Unweighted count</i>						979						1 889						2 868
RAF	Used	26	29	27	27	30	35	34	35	34	35	33	33	34	32	34		
	Not Used	74	71	73	73	70	65	66	65	66	65	67	67	66	68	66		
	<i>Unweighted count</i>						935						2 048						2 983

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) This question was not asked directly in the Service questionnaires but is derived from those personnel who ticked at least one box for A687 to A693 in Section 15 - Your Leave. (2) Due to the limitations posed by the removal of the filter question in 2015, those who did not tick any box for A687 to A693 may either have used all their leave or be a non-respondent to these questions.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.1 How satisfied are you with the following? My overall leave allowance i.e. annual leave, post operational leave (POL), post operational tour leave (POTL) for Army, Sea-Goers Leave (SGL) for RN/RM, leave carried over from previous years.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	1.6	1.7	1.7	1.6	1.7	1.6	1.8	1.9	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	Neutral	1.3	1.4	1.3	1.3	1.3	1.4	1.5	1.7	1.6	1.7	1.2	1.3	1.4	1.3	1.4
	Dissatisfied	1.1	1.2	1.2	1.1	1.2	1.2	1.3	1.5	1.3	1.6	1.0	1.1	1.2	1.1	1.3
	<i>Unweighted count</i>															
Royal Navy	Satisfied	2.9	3.1	3.2	3.1	3.0	3.0	2.7	3.1	2.5	2.8	2.4	2.2	2.5	2.1	2.3
	Neutral	2.2	2.4	2.4	2.4	2.3	2.6	2.3	2.6	2.1	2.4	2.0	1.8	2.1	1.7	1.9
	Dissatisfied	2.0	2.3	2.4	2.2	2.3	2.3	2.1	2.4	1.9	2.1	1.8	1.7	1.9	1.5	1.7
	<i>Unweighted count</i>															
Royal Marines	Satisfied	4.7	4.5	4.3	4.2	4.7	1.9	2.0	2.6	2.5	3.2	1.8	1.9	2.3	2.3	2.8
	Neutral	3.9	3.7	3.5	3.3	3.6	1.7	1.8	2.2	2.2	2.8	1.6	1.7	2.0	2.0	2.5
	Dissatisfied	3.2	3.0	3.0	3.0	3.5	1.5	1.6	1.9	2.0	2.5	1.4	1.5	1.7	1.8	2.3
	<i>Unweighted count</i>															
Army	Satisfied	2.6	2.8	2.8	2.5	2.7	2.5	2.8	3.1	2.9	3.5	2.2	2.4	2.6	2.5	2.9
	Neutral	2.0	2.3	2.0	2.1	2.0	2.2	2.4	2.7	2.5	2.9	1.9	2.1	2.3	2.2	2.4
	Dissatisfied	1.9	1.9	2.1	1.7	2.0	1.9	2.1	2.4	2.1	2.7	1.6	1.8	2.0	1.8	2.3
	<i>Unweighted count</i>															
RAF	Satisfied	3.0	2.7	2.9	2.8	2.9	2.5	2.3	2.3	2.3	2.3	2.1	1.9	1.9	1.9	1.9
	Neutral	2.5	2.1	2.4	2.2	2.4	2.1	1.9	1.9	1.8	1.8	1.7	1.5	1.6	1.5	1.5
	Dissatisfied	1.9	1.8	1.9	1.9	1.8	1.7	1.5	1.6	1.7	1.7	1.4	1.2	1.3	1.4	1.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.2 How satisfied are you with the following? The opportunity to take leave when I want to.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.3	2.2	2.3	1.6	1.7	1.9	1.8	2.2	1.4	1.5	1.6	1.6	1.8
	Neutral	1.7	1.8	1.7	1.7	1.7	1.4	1.5	1.7	1.6	1.8	1.2	1.3	1.4	1.4	1.5
	Dissatisfied	2.0	2.1	2.0	1.9	2.0	1.7	1.8	2.0	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.8	3.8	3.9	3.8	3.8	3.1	2.7	3.1	2.6	2.9	2.5	2.2	2.5	2.2	2.4
	Neutral	2.9	2.8	2.9	3.0	2.9	2.7	2.2	2.7	2.2	2.3	2.2	1.8	2.2	1.8	1.9
	Dissatisfied	3.4	3.6	3.6	3.5	3.5	3.0	2.7	3.2	2.6	2.8	2.4	2.3	2.6	2.2	2.3
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.7	5.4	5.5	5.3	5.9	1.7	1.8	2.2	2.2	2.9	1.6	1.7	2.0	2.0	2.7
	Neutral	4.6	4.4	4.5	4.2	4.4	1.7	1.8	2.3	2.1	2.8	1.6	1.7	2.1	1.9	2.5
	Dissatisfied	5.5	5.2	5.3	5.1	5.5	1.9	2.0	2.6	2.5	3.2	1.8	1.9	2.4	2.3	2.9
	<i>Unweighted count</i>															
Army	Satisfied	3.6	3.9	3.8	3.6	3.9	2.4	2.7	3.0	2.9	3.6	2.1	2.4	2.6	2.5	3.1
	Neutral	2.8	3.1	2.8	2.8	3.0	2.2	2.4	2.7	2.6	3.0	1.9	2.1	2.3	2.3	2.5
	Dissatisfied	3.3	3.5	3.4	3.0	3.3	2.6	2.9	3.2	3.0	3.4	2.2	2.5	2.7	2.6	2.9
	<i>Unweighted count</i>															
RAF	Satisfied	4.1	3.5	3.9	3.7	3.7	3.0	2.7	2.8	2.7	2.8	2.5	2.3	2.4	2.2	2.3
	Neutral	3.2	2.7	2.9	2.8	2.7	2.4	2.1	2.2	1.9	2.1	2.0	1.8	1.9	1.6	1.7
	Dissatisfied	3.5	3.0	3.3	3.2	3.1	2.5	2.3	2.3	2.3	2.4	2.1	1.9	1.9	1.9	1.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.3 How satisfied are you with the following? The amount of leave I was able to take in the last 12 months.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.1	2.2	2.2	2.0	2.2	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.8
	Neutral	1.5	1.6	1.7	1.5	1.6	1.5	1.7	1.7	1.7	1.9	1.3	1.4	1.4	1.4	1.6
	Dissatisfied	1.8	1.8	1.7	1.6	1.7	1.3	1.4	1.6	1.4	1.5	1.1	1.2	1.3	1.2	1.3
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.5	3.6	3.7	3.7	3.6	3.1	2.8	3.2	2.6	2.9	2.5	2.3	2.6	2.2	2.3
	Neutral	2.5	2.6	2.7	2.8	2.5	2.6	2.3	2.8	2.2	2.4	2.1	1.9	2.2	1.8	1.9
	Dissatisfied	2.9	3.0	3.2	3.0	3.2	2.4	2.3	2.6	2.1	2.3	2.0	1.9	2.1	1.8	1.9
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.5	5.0	5.1	5.0	5.5	1.9	2.0	2.6	2.5	3.2	1.8	1.9	2.4	2.3	2.9
	Neutral	4.6	4.1	4.0	3.7	4.2	1.8	1.9	2.4	2.3	2.9	1.7	1.8	2.2	2.1	2.6
	Dissatisfied	4.1	3.9	3.9	4.1	4.5	1.4	1.6	1.9	1.9	2.4	1.4	1.5	1.8	1.8	2.2
	<i>Unweighted count</i>															
Army	Satisfied	3.4	3.7	3.5	3.3	3.6	2.6	2.9	3.2	3.0	3.5	2.2	2.5	2.7	2.6	3.0
	Neutral	2.5	2.6	2.7	2.4	2.8	2.3	2.7	2.8	2.7	3.2	2.0	2.3	2.4	2.3	2.7
	Dissatisfied	2.9	3.2	2.7	2.6	2.8	2.0	2.2	2.5	2.2	2.5	1.8	2.0	2.1	1.9	2.1
	<i>Unweighted count</i>															
RAF	Satisfied	3.8	3.3	3.7	3.6	3.6	2.8	2.5	2.6	2.5	2.6	2.3	2.1	2.2	2.1	2.2
	Neutral	2.8	2.5	2.8	2.7	2.7	2.3	2.1	2.1	2.1	2.1	1.9	1.7	1.8	1.7	1.7
	Dissatisfied	3.2	2.7	3.0	3.0	2.8	1.8	1.7	1.8	1.8	1.8	1.6	1.4	1.5	1.5	1.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.4 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Operational tour.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	1.8	1.8	1.9	2.0	2.1	1.4	1.5	1.6	1.7	1.9	1.2	1.2	1.3	1.4	1.5
	Ticked	1.8	1.8	1.9	2.0	2.1	1.4	1.5	1.6	1.7	1.9	1.2	1.2	1.3	1.4	1.5
	<i>Unweighted count</i>															
Royal Navy	Not ticked	3.9	4.3	4.0	4.1	4.1	3.6	3.3	3.5	3.1	3.4	2.9	2.7	2.9	2.5	2.7
	Ticked	3.9	4.3	4.0	4.1	4.1	3.6	3.3	3.5	3.1	3.4	2.9	2.7	2.9	2.5	2.7
	<i>Unweighted count</i>															
Royal Marines	Not ticked	5.3	5.4	5.7	5.6	5.5	1.9	2.0	2.3	2.3	2.5	1.8	1.9	2.2	2.2	2.3
	Ticked	5.3	5.4	5.7	5.6	5.5	1.9	2.0	2.3	2.3	2.5	1.8	1.9	2.2	2.2	2.3
	<i>Unweighted count</i>															
Army	Not ticked	2.5	2.6	2.7	2.9	3.1	1.8	2.0	2.3	2.5	2.9	1.6	1.7	2.0	2.1	2.4
	Ticked	2.5	2.6	2.7	2.9	3.1	1.8	2.0	2.3	2.5	2.9	1.6	1.7	2.0	2.1	2.4
	<i>Unweighted count</i>															
RAF	Not ticked	3.6	3.3	3.7	3.8	3.9	3.0	2.9	2.9	2.9	3.0	2.4	2.4	2.4	2.4	2.5
	Ticked	3.6	3.3	3.7	3.8	3.9	3.0	2.9	2.9	2.9	3.0	2.4	2.4	2.4	2.4	2.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.5 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Not allowed.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	1.6	1.7	1.6	1.5	1.4	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.6	1.5	1.7
	Ticked	1.6	1.7	1.6	1.5	1.4	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Not ticked	2.7	3.1	2.8	3.0	3.0	3.2	2.9	3.3	2.7	2.9	2.5	2.4	2.6	2.2	2.3
	Ticked	2.7	3.1	2.8	3.0	3.0	3.2	2.9	3.3	2.7	2.9	2.5	2.4	2.6	2.2	2.3
	<i>Unweighted count</i>															
Royal Marines	Not ticked	4.4	3.7	3.7	4.6	4.3	2.2	2.4	3.0	2.7	3.3	2.0	2.1	2.7	2.5	2.9
	Ticked	4.4	3.7	3.7	4.6	4.3	2.2	2.4	3.0	2.7	3.3	2.0	2.1	2.7	2.5	2.9
	<i>Unweighted count</i>															
Army	Not ticked	2.6	2.9	2.7	2.2	2.3	2.6	2.9	3.2	3.0	3.4	2.2	2.5	2.7	2.5	2.8
	Ticked	2.6	2.9	2.7	2.2	2.3	2.6	2.9	3.2	3.0	3.4	2.2	2.5	2.7	2.5	2.8
	<i>Unweighted count</i>															
RAF	Not ticked	3.0	2.7	2.6	2.9	2.4	2.4	2.2	2.4	2.3	2.3	2.0	1.8	1.9	1.9	1.9
	Ticked	3.0	2.7	2.6	2.9	2.4	2.4	2.2	2.4	2.3	2.3	2.0	1.8	1.9	1.9	1.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.6 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Courses/training.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	2.3	2.4	2.3	2.3	2.4	2.0	2.1	2.3	2.2	2.4	1.6	1.8	1.9	1.8	2.0
	Ticked	2.3	2.4	2.3	2.3	2.4	2.0	2.1	2.3	2.2	2.4	1.6	1.8	1.9	1.8	2.0
	<i>Unweighted count</i>															
Royal Navy	Not ticked	3.6	3.9	3.8	4.0	3.5	3.2	2.8	3.4	2.9	3.1	2.6	2.3	2.8	2.4	2.5
	Ticked	3.6	3.9	3.8	4.0	3.5	3.2	2.8	3.4	2.9	3.1	2.6	2.3	2.8	2.4	2.5
	<i>Unweighted count</i>															
Royal Marines	Not ticked	6.6	6.0	6.0	5.4	6.4	2.6	2.7	3.4	3.3	4.0	2.4	2.5	3.0	2.9	3.6
	Ticked	6.6	6.0	6.0	5.4	6.4	2.6	2.7	3.4	3.3	4.0	2.4	2.5	3.0	2.9	3.6
	<i>Unweighted count</i>															
Army	Not ticked	3.6	4.1	3.8	3.7	4.2	2.9	3.4	3.6	3.6	4.0	2.5	2.9	3.1	3.1	3.3
	Ticked	3.6	4.1	3.8	3.7	4.2	2.9	3.4	3.6	3.6	4.0	2.5	2.9	3.1	3.1	3.3
	<i>Unweighted count</i>															
RAF	Not ticked	4.0	3.6	3.8	3.9	3.8	3.3	2.9	3.0	3.0	3.0	2.7	2.4	2.5	2.5	2.5
	Ticked	4.0	3.6	3.8	3.9	3.8	3.3	2.9	3.0	3.0	3.0	2.7	2.4	2.5	2.5	2.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.7 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Workload.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	2.4	2.5	2.5	2.5	2.7	2.1	2.2	2.5	2.3	2.6	1.7	1.9	2.0	1.9	2.1
	Ticked	2.4	2.5	2.5	2.5	2.7	2.1	2.2	2.5	2.3	2.6	1.7	1.9	2.0	1.9	2.1
	<i>Unweighted count</i>															
Royal Navy	Not ticked	4.3	4.5	4.4	4.3	4.3	3.8	3.4	3.9	3.2	3.4	3.1	2.8	3.2	2.7	2.8
	Ticked	4.3	4.5	4.4	4.3	4.3	3.8	3.4	3.9	3.2	3.4	3.1	2.8	3.2	2.7	2.8
	<i>Unweighted count</i>															
Royal Marines	Not ticked	6.9	6.3	6.3	6.0	6.7	2.8	2.9	3.6	3.5	4.4	2.6	2.7	3.2	3.1	3.9
	Ticked	6.9	6.3	6.3	6.0	6.7	2.8	2.9	3.6	3.5	4.4	2.6	2.7	3.2	3.1	3.9
	<i>Unweighted count</i>															
Army	Not ticked	3.7	4.0	4.0	4.0	4.5	3.1	3.4	3.9	3.7	4.2	2.7	3.0	3.3	3.2	3.6
	Ticked	3.7	4.0	4.0	4.0	4.5	3.1	3.4	3.9	3.7	4.2	2.7	3.0	3.3	3.2	3.6
	<i>Unweighted count</i>															
RAF	Not ticked	4.4	4.1	4.4	4.3	4.6	3.5	3.2	3.3	3.2	3.3	2.9	2.7	2.7	2.7	2.8
	Ticked	4.4	4.1	4.4	4.3	4.6	3.5	3.2	3.3	3.2	3.3	2.9	2.7	2.7	2.7	2.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.8 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Undermanning.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	2.5	2.6	2.6	2.5	2.7	2.0	2.2	2.4	2.2	2.4	1.7	1.8	2.0	1.8	2.0
	Ticked	2.5	2.6	2.6	2.5	2.7	2.0	2.2	2.4	2.2	2.4	1.7	1.8	2.0	1.8	2.0
	<i>Unweighted count</i>															
Royal Navy	Not ticked	4.4	4.3	4.2	4.2	4.2	3.7	3.3	3.9	3.2	3.4	3.0	2.7	3.1	2.6	2.8
	Ticked	4.4	4.3	4.2	4.2	4.2	3.7	3.3	3.9	3.2	3.4	3.0	2.7	3.1	2.6	2.8
	<i>Unweighted count</i>															
Royal Marines	Not ticked	6.2	5.6	6.1	5.9	5.8	2.2	2.5	3.2	3.2	4.1	2.1	2.3	2.9	2.8	3.6
	Ticked	6.2	5.6	6.1	5.9	5.8	2.2	2.5	3.2	3.2	4.1	2.1	2.3	2.9	2.8	3.6
	<i>Unweighted count</i>															
Army	Not ticked	4.0	4.4	4.3	3.9	4.4	2.9	3.3	3.8	3.5	3.9	2.5	2.8	3.2	2.9	3.3
	Ticked	4.0	4.4	4.3	3.9	4.4	2.9	3.3	3.8	3.5	3.9	2.5	2.8	3.2	2.9	3.3
	<i>Unweighted count</i>															
RAF	Not ticked	4.6	4.2	4.5	4.5	4.6	3.6	3.4	3.5	3.4	3.5	3.0	2.8	2.9	2.8	2.9
	Ticked	4.6	4.2	4.5	4.5	4.6	3.6	3.4	3.5	3.4	3.5	3.0	2.8	2.9	2.8	2.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.9 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? I wanted to carry days over to the next leave year.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	1.9	2.1	2.2	2.2	2.4	2.0	2.1	2.3	2.2	2.6	1.6	1.7	1.9	1.8	2.1
	Ticked	1.9	2.1	2.2	2.2	2.4	2.0	2.1	2.3	2.2	2.6	1.6	1.7	1.9	1.8	2.1
	<i>Unweighted count</i>															
Royal Navy	Not ticked	3.5	3.6	3.7	3.7	3.7	3.5	2.9	3.5	3.0	3.2	2.8	2.3	2.8	2.5	2.6
	Ticked	3.5	3.6	3.7	3.7	3.7	3.5	2.9	3.5	3.0	3.2	2.8	2.3	2.8	2.5	2.6
	<i>Unweighted count</i>															
Royal Marines	Not ticked	4.6	4.9	5.6	5.0	5.6	2.2	2.5	3.1	3.0	4.0	2.1	2.3	2.8	2.7	3.5
	Ticked	4.6	4.9	5.6	5.0	5.6	2.2	2.5	3.1	3.0	4.0	2.1	2.3	2.8	2.7	3.5
	<i>Unweighted count</i>															
Army	Not ticked	3.0	3.3	3.5	3.6	4.0	2.9	3.2	3.6	3.5	4.2	2.4	2.7	3.1	3.0	3.6
	Ticked	3.0	3.3	3.5	3.6	4.0	2.9	3.2	3.6	3.5	4.2	2.4	2.7	3.1	3.0	3.6
	<i>Unweighted count</i>															
RAF	Not ticked	3.6	3.6	4.0	4.0	4.4	3.6	3.3	3.5	3.4	3.5	2.9	2.7	2.9	2.7	2.9
	Ticked	3.6	3.6	4.0	4.0	4.4	3.6	3.3	3.5	3.4	3.5	2.9	2.7	2.9	2.7	2.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.10 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? Other.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	1.3	1.3	1.3	1.4	1.5	1.0	1.1	1.2	1.1	1.4	0.9	0.9	1.0	0.9	1.2
	Ticked	1.3	1.3	1.3	1.4	1.5	1.0	1.1	1.2	1.1	1.4	0.9	0.9	1.0	0.9	1.2
	<i>Unweighted count</i>															
Royal Navy	Not ticked	2.6	2.4	2.6	2.7	2.9	2.2	1.6	2.2	1.7	1.9	1.8	1.4	1.7	1.4	1.6
	Ticked	2.6	2.4	2.6	2.7	2.9	2.2	1.6	2.2	1.7	1.9	1.8	1.4	1.7	1.4	1.6
	<i>Unweighted count</i>															
Royal Marines	Not ticked	3.9	3.3	3.3	3.0	4.2	1.4	1.2	1.5	1.5	2.1	1.3	1.2	1.4	1.4	1.9
	Ticked	3.9	3.3	3.3	3.0	4.2	1.4	1.2	1.5	1.5	2.1	1.3	1.2	1.4	1.4	1.9
	<i>Unweighted count</i>															
Army	Not ticked	2.0	2.0	2.0	2.2	2.6	1.5	1.8	2.0	1.8	2.3	1.3	1.5	1.7	1.6	2.0
	Ticked	2.0	2.0	2.0	2.2	2.6	1.5	1.8	2.0	1.8	2.3	1.3	1.5	1.7	1.6	2.0
	<i>Unweighted count</i>															
RAF	Not ticked	2.2	2.0	2.2	2.2	2.4	1.7	1.5	1.3	1.4	1.6	1.4	1.2	1.2	1.2	1.3
	Ticked	2.2	2.0	2.2	2.2	2.4	1.7	1.5	1.3	1.4	1.6	1.4	1.2	1.2	1.2	1.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section15 - Your Leave

Source: Defence Statistics (Surveys)

Table B15.11 Did you take all of your annual leave allowance within the last leave year?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Used	2.0	2.1	2.1	2.0	2.2	1.6	1.7	1.9	1.8	2.1	1.4	1.5	1.6	1.6	1.7
	Not Used	2.0	2.1	2.1	2.0	2.2	1.6	1.7	1.9	1.8	2.1	1.4	1.5	1.6	1.6	1.7
	<i>Unweighted count</i>															
Royal Navy	Used	3.5	3.6	3.6	3.6	3.5	3.0	2.6	3.1	2.5	2.7	2.5	2.2	2.5	2.1	2.2
	Not Used	3.5	3.6	3.6	3.6	3.5	3.0	2.6	3.1	2.5	2.7	2.5	2.2	2.5	2.1	2.2
	<i>Unweighted count</i>															
Royal Marines	Used	5.6	5.3	5.4	5.0	5.6	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	Not Used	5.6	5.3	5.4	5.0	5.6	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	<i>Unweighted count</i>															
Army	Used	3.2	3.5	3.4	3.3	3.7	2.5	2.7	3.0	2.9	3.4	2.1	2.4	2.6	2.5	2.9
	Not Used	3.2	3.5	3.4	3.3	3.7	2.5	2.7	3.0	2.9	3.4	2.1	2.4	2.6	2.5	2.9
	<i>Unweighted count</i>															
RAF	Used	3.5	3.3	3.5	3.4	3.6	2.8	2.6	2.7	2.6	2.7	2.4	2.1	2.3	2.2	2.3
	Not Used	3.5	3.3	3.5	3.4	3.6	2.8	2.6	2.7	2.6	2.7	2.4	2.1	2.3	2.2	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.1 If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with: Being able to access the medical care when I needed it.

Percentages

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Satisfied	85	85	85	86	86	79 **	79 **	78 **	81	83	80 **	80 **	80 **	82	83		
	Neutral	5	6	6	6	5	13 **	11 **	12 **	10	9	12 **	11 **	10 **	9	9		
	Dissatisfied	9	8	9	8	8	8	10	10 **	8	8	9	9	10 **	8	8		
	<i>Unweighted count</i>						2 770						6 051						8 821
Royal Navy	Satisfied	86	87	86	86	87	78	78	79	82	81	80	80	81	83	82		
	Neutral	5	5	6	7	5	13	13	12	10	11	11	11	10	9	9		
	Dissatisfied	9	7	8	7	7	9	10	9	8	8	9	9	9	8	8		
	<i>Unweighted count</i>						826						1 664						2 490
Royal Marines	Satisfied	91	89	89	87	89	78	77 **	77	80	80	79	78 **	79	81	81		
	Neutral	4	6	7	7	5	15	16 **	15	13	12	14 **	15 **	14	12	11		
	Dissatisfied	5	5	4	6	7	7	7	8	7	8	7	7	8	7	7		
	<i>Unweighted count</i>						259						1 132						1 391
Army	Satisfied	84	85	87	87	87	79 **	79 **	79 **	82	84	80 **	80 **	80 **	82	84		
	Neutral	6	6	5	6	6	14 **	11	12	10	9	12 **	10	11	10	8		
	Dissatisfied	10	10	9	8	8	7	9	9	8	7	8	9	9	8	7		
	<i>Unweighted count</i>						855						1 542						2 397
RAF	Satisfied	86	86	82	84	85	79	79	77 **	81	81	81	81	78 **	81	82		
	Neutral	5	7	7	6	5	10	10	10	9	8	9	10 **	9	8	8		
	Dissatisfied	9	7	10	10	10	11	10	14	10	11	11	10	13	10	11		
	<i>Unweighted count</i>						830						1 713						2 543

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2010. (2) Minor wording change in 2011 and 2015 (3) N/A option excluded from the analysis.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.2 If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with: The medical treatment.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Satisfied	86	85	85	87	85	74 **	74 **	74 **	78	78	76 **	76 **	76 **	80	80		
	Neutral	8	8	8	8	8	16 **	14 **	15 **	13	12	14 **	13 **	13 **	12	11		
	Dissatisfied	6	7	6	5	7	11	12 **	11	9	10	10	11 **	10	8	9		
	<i>Unweighted count</i>						2 747						6 034						8 781
Royal Navy	Satisfied	85	86	86	86	86	72 **	73 **	73 **	77	78	75 **	76 **	76 **	79	80		
	Neutral	9	8	8	9	8	15	16	16	13	14	14	14	14	12	13		
	Dissatisfied	7	6	6	5	6	12 **	11 **	11 **	10	8	11 **	10 **	10 **	9	8		
	<i>Unweighted count</i>						819						1 665						2 484
Royal Marines	Satisfied	87	90	86	87	88	74	73	73	77	76	75	75	74	78	77		
	Neutral	6	6	9	8	8	17	18	16	14	16	16	17	16	13	15		
	Dissatisfied	7	4	5	6	4	9	9	11	9	8	9	8	10	9	8		
	<i>Unweighted count</i>						257						1 133						1 390
Army	Satisfied	87	85	86	87	86	73 **	74 **	74	78	78	75 **	76 **	76	79	80		
	Neutral	7	7	8	8	7	17 **	14	15 **	13	11	15 **	13	14 **	12	11		
	Dissatisfied	6	8	6	6	7	10	12	11	9	10	10	11	10	9	10		
	<i>Unweighted count</i>						849						1 534						2 383
RAF	Satisfied	86	85	83	88	84	76	75	76	80	78	78	77	78	82	80		
	Neutral	8	8	9	7	8	13	13	13	11	12	12	12	12	10	11		
	Dissatisfied	6	7	7	5	8	11	12	11	9	10	10	11	10	8	10		
	<i>Unweighted count</i>						822						1 702						2 524

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) N/A option excluded from the analysis.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.3 If you have received Service-provided dental treatment in the last 2 years, how satisfied were you with: Being able to access the dental care when I needed it.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	85 **	87	86	85	87	83 **	83 **	83 **	85	86	83 **	84 **	83 **	85	86
	Neutral	6	6	6	5	6	11 **	10	11 **	9	9	10 **	10	10 **	9	8
	Dissatisfied	9 **	7	8	9 **	7	6	7	6	6	6	7	7	7	7	6
	<i>Unweighted count</i>	2 891					6 399					9 290				
Royal Navy	Satisfied	85	86	86	84	85	83 **	82 **	81 **	84	86	83	83 **	82 **	84	86
	Neutral	7	8	6	5	7	10	12 **	11 **	9	8	9	11 **	10 **	9	8
	Dissatisfied	8	6	8	11	8	8	7	7	7	6	8	7	8	8	7
	<i>Unweighted count</i>	869					1 764					2 633				
Royal Marines	Satisfied	88	91	91	91	89	80	80	80	82	82	81	81	81	83	83
	Neutral	6	6	5	4	4	14 **	14 **	13	12	11	13 **	13 **	12	11	10
	Dissatisfied	5	3	4	4	6	6	6	7	6	7	6	6	7	6	7
	<i>Unweighted count</i>	272					1 224					1 496				
Army	Satisfied	85	87	87	86	88	83 **	83 **	83 **	85	87	83 **	84 **	84 **	85	87
	Neutral	6	5	5	5	6	12 **	10	12 **	9	8	11 **	10	11 **	9	8
	Dissatisfied	10 **	8	8	8	6	5	7	5	6	5	6	7	6	6	5
	<i>Unweighted count</i>	891					1 624					2 515				
RAF	Satisfied	84	86	84	84	86	82	85	84	85	84	82	85	84	85	84
	Neutral	7	7	7	6	7	9	8	8	8	9	9	7	8	7	8
	Dissatisfied	9	8	9	10 **	7	9	8	7	7	7	9	8	8	8	7
	<i>Unweighted count</i>	859					1 787					2 646				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) N/A option excluded from the analysis.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.4 If you have received Service-provided dental treatment in the last 2 years, how satisfied were you with: The dental treatment

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	91	91	91	92	92	85 **	85 **	86 **	88	88	86 **	86 **	87 **	89	89
	Neutral	6	6	6	5	5	11 **	10 **	10 **	9	8	10 **	9 **	9 **	8	7
	Dissatisfied	4	3	3	3	3	4	5 **	4	4	4	4	5 **	4	4	4
	<i>Unweighted count</i>	2 859					6 352					9 211				
Royal Navy	Satisfied	91	89	90	93	92	85 **	84 **	84 **	88	89	86 **	86 **	86 **	89	90
	Neutral	7	7	5	5	5	10 **	10 **	11 **	9	7	9 **	10 **	10 **	8	7
	Dissatisfied	3	4	5	3	3	5	5	4	3	3	5	5	4	3	3
	<i>Unweighted count</i>	860					1 752					2 612				
Royal Marines	Satisfied	92	92	90	91	91	81	80 **	81	83	83	82	81 **	82	84	84
	Neutral	5	6	4	4	6	14	14	13	12	12	13	14 **	12	11	11
	Dissatisfied	3	2	5	4	3	5	6	7	5	5	5	6	6 **	5	5
	<i>Unweighted count</i>	268					1 220					1 488				
Army	Satisfied	91	91	91	92	92	85 **	85 **	85 **	88	89	86 **	86 **	86 **	88	89
	Neutral	6	6	5	5	5	11 **	9	11 **	9	8	10 **	9	10 **	8	7
	Dissatisfied	4	3	3	3	3	4	6	4	4	4	4	5	4	4	4
	<i>Unweighted count</i>	882					1 613					2 495				
RAF	Satisfied	90	91	91	92	90	88	87	89	89	88	89	88	89	90	89
	Neutral	6	5	7	5	7	8	8	7	7	8	7	8	7	7	8
	Dissatisfied	4	3	3	3	3	4	4	4	3	3	4	4	3	3	3
	<i>Unweighted count</i>	849					1 767					2 616				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording and format change in 2015. (2) N/A option excluded from the analysis.

Table B16.5 Overall, how satisfied are you with your life nowadays?

		Officers					Other Ranks/Rates					Total					Percentages					
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	
Tri-Service	Not at all	0	0	0	0	0	2	2	3	2	2	1	2	2**	1	1	2	2**	1	1	1	
	1	0	1**	1**	0	0	2	2	2	1	1	1	1	2	1	1	1	2	1	1	1	
	2	2	2	2	2	2	4	4	4	4	4	4	4	3	3	4	4	3	3	3	3	
	3	5	5	5	5	4	8	8	9**	7	7	7	7	8**	6	8	7	8**	6	6	8	
	4	6	6	6	6	5	9	9	8	8	8	9	8	8	7	8	9	8	8	7	8	
	5	8	8	8	8	7	13	13	13	13	13	12	12	13	12	13	12	12	13	12	12	12
	6	16	16	15	15	15	17	17	16	17	17	17	17	16	17	17	17	17	16	17	17	17
	7	27	27	26	26	27	22	22	22	24	22	23	23	23	24	22	23	23	23	24	23	23
	8	26	25	25	27	27	17	16	16**	17	18	19	18**	17**	19	18	19	18**	17**	19	20	20
	9	8**	8	8	9	10	5	5	5	5	5	5	5	5	6	5	5	5	5	6	6	6
	Completely	2	2	2	2	2	3	2**	3	3	4	3	2**	3	3	3	3	2**	3	3	3	
	<i>Unweighted count</i>	3 051					6 716					9 767										
Royal Navy	Not at all	0	1	0	0	0	2	2**	2	2	1	2	2**	2	2	1	2	2**	2	2	1	
	1	0	1	1	1	0	1	2	2	1	1	1	1	2**	1	1	1	2	1	1	1	
	2	2	1	3	2	2	4	5	5	4	3	4	4	4	4	3	4	4	4	4	3	
	3	6	5	6	5	6	8	8	9	7	8	7	7	8	6	7	7	7	8	6	7	
	4	5	6	6	7	6	10	9	9	8	10	9	9	8	8	9	9	8	8	8	9	
	5	7	8	7	7	8	12	12	13	14	13	11	11	12	12	12	11	11	12	12	12	
	6	15	17	16	17	16	17	18	15	15	16	16	17	16	16	16	16	17	16	16	16	
	7	28	28	28	24	28	21	22	22	23	22	23	23	23	23	23	23	23	23	23	23	
	8	27	24	24	26	25	16	16	17	18	19	19	18	18	20	20	19	18	18	20	20	
	9	8	8	7	8	8	6	4**	4	4	6	6	5	5	5	5	6	5	5	5	6	
	Completely	1	2	2	2	2	2	3	3	3	2	2	2	3	3	2	2	2	3	3		
	<i>Unweighted count</i>	911					1 845					2 756										
Royal Marines	Not at all	0	..	..	..	..	2	3	3	2	2	2	3	3	2	2	3	3	2	2
	1	..	1	..	..	..	2	2	2	2	2	1	2	2	1	1	2	2	1	1
	2	2	1	2	1	2	4	5	6**	4	4	4	5	6**	4	4	5	6**	4	4		
	3	5	3	4	5	2	7	9	9	8	7	6	8	8	8	7	6	8	8	8		
	4	5	7	4	6	5	7	7	8	7	8	7	7	7	7	8	7	7	7	7		
	5	8	5	11	7	8	15**	15**	14	15**	12	14**	14	14	14	11	14**	14	14	14	11	
	6	15	13	14	16	15	16	14	15	16	14	16	14	14	15	14	16	14	15	16	14	
	7	22	24	24	27	28	21	22	20	21	21	21	22	21	22	22	21	22	21	22	22	
	8	29	34	22**	23	30	18	16**	16**	18	20	19	18**	17**	18**	21	19	18**	17**	18**	21	
	9	10	10	15**	13	8	5	5**	4**	4**	6	6	5	6	5	7	6	5	6	5	7	
	Completely	4	3	4	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3		
	<i>Unweighted count</i>	290					1 274					1 564										
Army	Not at all	0	0	1	0	0	2	3	3	2	2	2	2	3	1	2	2	3	1	2		
	1	0	1**	0	0	0	2	1	2	1	2	2	1	2	1	1	2	1	2	1		
	2	2	3	2	2	2	4	4	4	3	4	4	4	4	3	3	4	4	3	3		
	3	5	4	5	5	4	8	8	9	7	7	8	7	8	6	7	8	7	8	6		
	4	6	6	6	6	5	10	10	9	8	8	9	9	8	7	8	9	9	8	7		
	5	9	8	8	8	6	14	14	14	14	13	13	13	13	13	12	13	13	13	12		
	6	16	16	15	14	16	16	17	16	17	18	16	17	16	16	17	16	17	16	16		
	7	27	27	26	26	26	21	20	21	23	21	22	21	22	24	22	22	21	22	24		
	8	24	24	26	27	27	16	15	14	16	17	17	16	16	17	18	17	16	16	17		
	9	8	8	9	10	11	4	5	5	5	5	5	5	5	6	5	5	5	5	6		
	Completely	2	2	3	3	3	4	2**	3	4	5	3	2**	3	4	5	3	2**	3	4		
	<i>Unweighted count</i>	936					1 695					2 631										
RAF	Not at all	0	0	0	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
	1	0	0	1	0	0	1	2	1	1	1	1	1	1	1	1	1	1	1	1		
	2	2	2	2	1	2	3	3	2	3	3	3	3	2	3	3	3	2	3	3		
	3	5	5	6**	6**	3	7	6	8	6	7	6	6	8**	6	6	6	6	8**	6		
	4	8	6	8	5	6	7	7	8	8	8	7	7	8	7	7	7	7	8	7		
	5	7	7	11	6	7	10	11	11	11	11	9	10	11	10	10	9	10	11	10		
	6	17	14	15	17	14	20	18	18	18	18	19	17	18	18	17	19	17	18	18		
	7	27	27	26	26	28	24	25	26	25	23	25	25	26	26	24	25	25	26	26		
	8	26	26	23**	28	28	20	19	19	19	20	22	21	20	21	22	22	21	20	21		
	9	6	9	7	9	9	5	6	4	6	6	6	7	5**	7	6	6	7	5**	7		
	Completely	2	1	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2		
	<i>Unweighted count</i>	914					1 902					2 816										

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.6 Overall, how happy did you feel yesterday?

Percentages

		Officers					Other Ranks/Rates					Total					
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	
Tri-Service	Not at all	1	1	1	1	0	3 **	3 **	4 **	3	2	3 **	3 **	3 **	2	2	
	1	1	1	1	1	1	3	3	3	2	2	2	3	3	2	2	
	2	3	3	3	3	3	5	6	6	4	5	5	5	5	4	5	
	3	6	6	6	6	5	8	8	8	8	8	8	8	8	8	8	7
	4	7	7	8	7	7	9	9	9	8 **	10	9	9	9	8 **	9	
	5	9	10	10	9	9	15	13	14	14	13	14	13	14	13	12	
	6	16	16	14	15	14	14	15	14	14	14	14	15	14	14	14	
	7	24	23	22	23	22	16	16	16	19	17	18	18	17	20	18	
	8	21	21	21	22	23	15	15	14	16	16	16	16	16	17	17	
	9	9 **	9 **	10	10	11	6	6	6	7	6	7	6	7	8	7	
	Completely	4	3	4	4	4	5	5	5	5	6	5	4	4	5	6	
	<i>Unweighted count</i>					3 051					6 713					9 764	
Royal Navy	Not at all	1	1	1	1	0	4 **	4 **	3	3	2	3 **	3 **	3	2	2	
	1	1	1	1	1	2	3	4 **	4 **	2	2	2	3	3	2	2	
	2	3	4	4	3	3	5	6	6	7	6	5	6	6	6	5	
	3	6	7	6	8	7	9	9	8	8	9	8	9	8	8	8	
	4	6	7	8	7	8	10	10	9	9	10	9	10	9	8	9	
	5	9	10	11	9	10	13	13	13	14	15	12	12	12	13	13	
	6	16	15	15	15	17	12	14	13	13	14	13	14	14	13	15	
	7	23	24	22	23	22	16	17	17	18	17	18	19	19	19	18	
	8	23	20	18	21	19	16	14	14	15	16	18	16	15	17	17	
	9	9	8	10	8	9	7	4	6	6	6	8	5	7	6	7	
	Completely	3	3	2	4	3	5	4	5	5	4	5	4	5	4	4	
	<i>Unweighted count</i>					911					1 845					2 756	
Royal Marines	Not at all	1	..	..	0	1	4 **	4 **	4 **	3	2	3 **	3 **	3 **	3	2
	1	1	1	1	1	1	3	3	5	3	4	3	3	4	2	3	
	2	2	2	3	2	2	5	6 **	6	5	4	5	6 **	6	5	4	
	3	6	3	4	7	3	8	9	8	7	8	7	8	8	7	7	
	4	6	6	5	6	5	9	9	8	8	8	8	8	8	8	8	
	5	11	7	14 **	9	9	15	15	14	14	14	15	14	14	14	14	
	6	12	14	11	15	15	13	13	13	13	12	13	13	12	13	12	
	7	21	22	21	24	26	15 **	17	16	18	18	16 **	17	17	19	19	
	8	24	27	21	20	24	17	14	15	17	16	18	16	16	18	17	
	9	9	13	16	15	10	6 **	6 **	6 **	6	8	6 **	7 **	7	7	9	
	Completely	7	5	5	2	4	6	5	5	5	5	6	5	5	5	5	
	<i>Unweighted count</i>					290					1 273					1 563	
Army	Not at all	1	1	1	0	0	3	3	4 **	3	2	3	3	4 **	2	2	
	1	1	2	1	1	1	3	3	4	2	3	3	3	3	2	2	
	2	3	3	2	2	3	5	6	6	4	5	5	5	6	4	4	
	3	6	5	6	5	5	9	8	8	8	7	8	8	8	7	7	
	4	7	7	8	8	7	10	9	9	7 **	11	9	9	9	7 **	10	
	5	9	10	10	9	9	16	13	15	15	14	15	13	14	14	13	
	6	15	16	14	14	14	14	16	13	14	15	14	16	14	14	14	
	7	24	23	21	24	22	16	15	14	19	16	17	16	15	20	17	
	8	21	21	23	22	24	14	15	14	15	15	15	16	15	16	17	
	9	9	9 **	10	10	12	6	6	6	7	6	6	7	7	8	7	
	Completely	4	3	5	5	4	6	5	5	6	7	5	5	5	5	7	
	<i>Unweighted count</i>					936					1 694					2 630	
RAF	Not at all	0	1	0	1	0	2	2	2	1	2	2	2	1	1	1	
	1	1	1	1	1	1	2 **	2 **	2	3 **	1	2 **	2	2	2 **	1	
	2	3	3	4	2	3	5	5	4	3 **	6	5	4	4	3 **	5	
	3	6	6	7	6	5	7	7	8	8	8	7	7	8	8	7	
	4	8	8	10	6	7	7	9	10	9	8	7	9	10	8	8	
	5	8	9	10	9	10	13	13	13	12	11	12	12	13	11	11	
	6	17	15	15	16	14	16	15	16	15	15	16	15	16	15	15	
	7	24	24	22	22	22	19	19	19	20	19	20	20	20	20	20	
	8	21	20	20	24	23	17	17	16	17	18	18	18	17	19	19	
	9	9	10	8 **	12	12	7	6	6	7	8	8	7 **	7 **	8	9	
	Completely	3	3	2	3	4	4	4	3 **	5	5	4	4	3 **	4	5	
	<i>Unweighted count</i>					914					1 901					2 815	

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.7 Overall, how anxious did you feel yesterday?

		Officers					Other Ranks/Rates					Total					Percentages
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	
Tri-Service	Not at all	19	18	18	19	17	24	24	25	24	25	23	23	23	23	24	
	1	11	11	10	12	12	7	7	8	7	7	8	8	8	8	8	
	2	15	17	17	17	16	11	11	12	11	11	11	12	13	12	12	
	3	13	13	14	13	13	10	10	10	11	10	11	11	11	11	11	
	4	8	8	7	8	8	9	9	7	7	7	9	8	7	7	8	
	5	9	10	8	8	9	14	14	14	13	12	13	**	13	13	12	11
	6	8	8	10	8	9	8	8	8	8	9	8	8	8	8	8	9
	7	9	8	8	9	9	8	8	9	8	8	8	8	9	8	8	8
	8	6	5	6	5	5	5	5	6	5	6	5	5	6	5	5	6
	9	1	2	2	1	2	2	2	2	2	2	3	**	2	2	2	2
	Completely	0	1	1	0	1	2	2	2	2	2	2	1	1	2	1	1
<i>Unweighted count</i>		3 052					6 702					9 754					
Royal Navy	Not at all	17	17	16	18	17	26	25	26	25	24	24	23	23	23	22	
	1	12	11	11	11	11	8	7	9	9	7	9	8	9	9	8	
	2	15	18	15	17	16	12	13	14	12	13	13	14	14	13	13	
	3	12	13	14	12	12	11	12	10	12	11	11	12	11	12	11	
	4	8	9	6	10	8	8	8	8	7	7	8	8	7	8	8	
	5	10	9	9	9	11	12	12	12	12	11	11	11	12	11	11	
	6	9	8	10	9	9	7	8	7	8	8	8	8	8	8	9	
	7	9	8	10	9	10	8	8	7	6	8	8	8	8	7	9	
	8	6	5	7	5	5	5	6	4	6	6	5	6	5	5	5	
	9	2	2	1	1	1	2	1	2	2	2	2	1	2	2	2	
	Completely	1	0 **	1	0	1	2	1	1	1	1	1	1	1	1	1	1
<i>Unweighted count</i>		911					1 839					2 750					
Royal Marines	Not at all	25	27	25	23	24	32	31	32	35	32	31	31	31	34	31	
	1	13	11	14	14	12	8 **	8 **	8 **	8	10	9	8 **	8	9	11	
	2	17	18	17	16	19	11	11	11	12	12	12	12	12	12	13	
	3	13	15	10	12	12	8	10	9	10	10	9	10	10	10	10	
	4	8	4	7	6	6	7	6	7	7	6	7	6	7	7	6	
	5	9	8	7	7	9	14 **	14 **	14	10	12	14 **	14 **	13	9	11	
	6	5	6	8	10	9	6	6	7	6	6	6	6	7	7	7	
	7	4	7	7	6	6	6	6	5	5	6	6	6	6	5	6	
	8	3	3	5	4	3	4	4	4	4	4	4	4	4	4	4	
	9	1	1	..	1	1	1	1	1	2	1	1	1	1	2	1	
	Completely	1	..	..	0	..	2	1	2	1	1	2	**	1	1	1
<i>Unweighted count</i>		290					1 267					1 557					
Army	Not at all	20	17	20	21	18	22	24	24	23	25	22	23	23	22	24	
	1	11	11	8 **	12	13	6	6	7	6	6	7	7	7	7	7	
	2	15	17	17	17	17	9	10	10	11	10	10	11	12	12	11	
	3	13	14	14	14	13	10	9	10	11	10	11	10	11	11	10	
	4	8	7	7	7	7	9	9	7	7	8	9	9	7	7		
	5	9	10	8	8	8	16	15	15	15	13	15	14	14	14	12	
	6	8	9	9	6	8	9	8	7	8	10	9	8	8	8	9	
	7	9	8	8	9	8	9	8	10	9	8	9	8	9	9	8	
	8	6	4	6	6	6	6	5	6	6	6	6	5	6	6	6	
	9	1	2	2	1	2	2	2	2	3	3	2	2	2	2	3	
	Completely	0	1	1	0	1	2	2	2	2	2	2	2	2	2	2	
<i>Unweighted count</i>		936					1 694					2 630					
RAF	Not at all	19	18	15	15	15	24	23	24	25	25	22	22	22	23	22	
	1	10	11	11	11	11	8	9	9	9 **	7	9	9	9	10 **	8	
	2	15	16	18	18	15	13	14	13	13	13	14	14	14	14	14	
	3	13	12	13	14	14	12	11	10	10	11	12	12	11	11	12	
	4	7	7	9	7	9	9	8	8	9	8	8	8	8	8	8	
	5	9	10	8	8	9	11	11	12	9	10	11	11	11	9	10	
	6	9	8	11	9	9	8	7	8	8	9	8	7	9	8	9	
	7	11	10	8	10	10	7	8	8	9	8	8	9	8	9	9	
	8	6	5	6	6	5	5	5	6	5 **	7	5	5	6	5	6	
	9	1	2	1	2	2	2	2	2	2	2	2	2	2	2	2	
	Completely	1	0	1	0	1	1	1	1	1	1	1	1	1	1	1	
<i>Unweighted count</i>		915					1 902					2 817					

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012.

Table B16.8 Overall, to what extent do you feel the things you do in your life are worthwhile?

		Officers					Other Ranks/Rates					Total					Percentages
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	
Tri-Service	Not at all	0	0	0	0	0	2	2	3	2	2	2	2	2	2	2	
	1	1	1	0	0	1	2	2	2	2	2	2	2	2	2	1	
	2	1	2	2	1	1	4	4	4	4	4	3	4	4	3	4	
	3	4	4	4	4	4	6	7	8	6	6	6	7	7	6	6	
	4	5	5	6	4	5	8	7	7	7	7	7	7	7	7	7	
	5	9	9	10	10	9	15	17	16	16	16	14	15	15	15	14	
	6	13	14	14	13	14	15	14	14	14	14	14	14	14	14	14	
	7	23	23	24	22	22	19	18	18	18	17	19	19	19	19	18	
	8	26	24	22	27 **	23	17	16 **	16 **	18	18	19	17 **	17 **	19	19	
	9	12	12	12	11 **	14	7	7	7	7	7	8	8	8	8	8	
	Completely	6	6	6	6	7	6	5 **	6	6	7	6	5 **	6	6	7	
	Unweighted count	3 049					6 713					9 762					
Royal Navy	Not at all	0	0	0	0	0	2	2	3	2	2	2	2	2	1	1	
	1	1	1	1	0	1	2	2	2	1	2	1	2	2	1	2	
	2	1	2	2	2	1	4	4	5	5	4	3	4	4	4	3	
	3	5	2	5	5	4	6	7	7	6	7	6	6	6	6	6	
	4	4	5	6	5	5	8	8	8	9 **	7	7	8	8	8	6	
	5	8	9	9	10	10	15	16	14	14	17	13	14	13	13	15	
	6	14	15	15	13	14	14	14	14	14	13	14	15	14	13	13	
	7	22	22	23	22	21	19	18	19	18	18	20	19	20	19	19	
	8	27	26	21	25	24	18	16	17	19	18	20	18	18	20	19	
	9	13	12	12	11	14	6	6	6	6	8	8	7 **	7	7 **	9	
	Completely	6	5	6	6	5	5	5	6	7	6	5	6	7	6		
	Unweighted count	911					1 845					2 756					
Royal Marines	Not at all	1	1	0	0	..	3	4	5	3	3	3	4	4	3	3	
	1	0	1	..	1	1	3	3	3	3	3	2	2	2	2	2	
	2	2	3 **	3 **	1	1	5	5	4	4	4	4	5	4	4	4	
	3	2	2	4	3	4	6	8	8	7	6	6	7	7	7	6	
	4	4	6	5	5	4	6	7	7	7	7	6	7	7	7	7	
	5	10	9	10	11	11	18	18	18	16	16	17	17	17	16	16	
	6	10	14	15	14	14	12	12	11	13	13	12	12	12	13	13	
	7	24	20	22	22	23	17	16	14	16	15	17	17	15	17	16	
	8	25	23	18	23	22	18	15	16	17	17	18	16	16	18	18	
	9	14	16	17	13	14	7	5	6	5	6	7	7	8	6	7	
	Completely	8	6	7	7	6	6 **	7	7	7	8	6	7	7	7		
	Unweighted count	290					1 274					1 564					
Army	Not at all	0	1	1	0	0	3	2	3	2	2	2	2	3	2	2	
	1	1	1	0	0	0	2	2	3	2	2	2	2	2	1	2	
	2	1	3	1	1	1	4	4	5	4	4	3	4	4	4	4	
	3	4	4	3	4	4	6	8	8	7	6	6	7	8	6	6	
	4	6	5	6	4	5	8	7	7	7	7	8	7	7	7	7	
	5	9	9	10	11	8	16	18	17	16	16	15	17	15	16	15	
	6	13	15	14	13	15	15	14	12	14	14	15	14	13	14	14	
	7	22	24	25	22	21	17	17	16	18	16	18	18	18	18	17	
	8	26	23	24	27	23	16	14	14	17	18	17	16 **	16	18	19	
	9	11	11	11	11	14	7	7	8	7	7	7	8	9	8	8	
	Completely	6	6	7	7	8	6	5	6	6	7	6	5 **	6	7		
	Unweighted count	935					1 693					2 628					
RAF	Not at all	0	0	0	0	0	1	1	1	2	1	1	1	1	1	1	
	1	1	0	1	1	0	2	1	1	1	1	2	1	1	1	1	
	2	2	2	2	1	1	2	3	3	2	3	2	3	3	2	3	
	3	3	4	4	3	3	6	6	6	6	6	5	6	5	5	6	
	4	6	6	6	5	5	7	6	7	7	7	6	6	7	7	6	
	5	9	8	12	9	10	12	13	14	14	13	12	12	13	13	12	
	6	12	12	15	14	13	15	15	17	14	14	14	14	16 **	14	14	
	7	23	22	23	24	24	21	22	23	21	21	22	22	23	21	22	
	8	25	24	21	27	23	21	19	18	20	20	22	20	19	21	21	
	9	14	14	13	12	13	8	8	6	8	8	9	9	8	9	9	
	Completely	6	7	5 **	6	8	5	5	4 **	5	6	5	5	4 **	5		
	Unweighted count	913					1 901					2 814					

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.5a Overall, how satisfied are you with your life nowadays?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not at all, 1, 2, 3, 4	14	14	15 **	13	12	24	25 **	25 **	21	22	22 **	23 **	23 **	19	20
	5, 6	24	24	23	23	22	30	30	30	30	30	29	29	28	29	28
	7, 8	53	52	51	52	54	39	38	38	40	40	41	40	40	43	42
	9, Completely	9 **	10	11	12	12	8	7 **	7	9	9	8 **	8 **	8 **	9	9
	<i>Unweighted count</i>	3 051					6 716					9 767				
Royal Navy	Not at all, 1, 2, 3, 4	13	13	17	15	14	26	26	26	23	23	23	23	24 **	21	21
	5, 6	23	25	23	24	24	28	29	29	29	29	27	28	27	28	28
	7, 8	54	52	52	50	52	38	38	38	41	41	42	41	41	43	43
	9, Completely	9	10	9	11	9	8	6	7	8	8	9	7	7	8	8
	<i>Unweighted count</i>	911					1 845					2 756				
Royal Marines	Not at all, 1, 2, 3, 4	13	11	10	12	9	22	26	28 **	23	23	21	24 **	26 **	21	21
	5, 6	22	18	25	23	23	31 **	29	29	31 **	26	30 **	28	28	30 **	26
	7, 8	51	58	46 **	51	58	39	38 **	36 **	39	42	40 **	40 **	37 **	40	44
	9, Completely	14	13	19 **	14	10	9	8	8	7 **	10	9	8	9	8	10
	<i>Unweighted count</i>	290					1 274					1 564				
Army	Not at all, 1, 2, 3, 4	14	15	14	12	11	26	26	27 **	21	22	24 **	24 **	25 **	20	20
	5, 6	25	24	22	22	22	30	31	30	31	31	29	30	29	30	29
	7, 8	51	51	52	53	53	37	35	35	39	37	39	38	38	41	40
	9, Completely	10 **	10 **	12	12	14	8	7	8	9	9	8 **	7 **	8	10	10
	<i>Unweighted count</i>	936					1 695					2 631				
RAF	Not at all, 1, 2, 3, 4	15	15	17 **	13	12	18	19	20	19	20	18	18	19	17	18
	5, 6	24	22	26	23	22	30	28	29	29	28	28	27	28	27	27
	7, 8	54	53	49 **	54	56	45	44	45	45	44	47	46	46	47	47
	9, Completely	8	10	8	10	11	8	8	6	8	8	8	8	7	9	8
	<i>Unweighted count</i>	914					1 902					2 816				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.6a Overall, how happy did you feel yesterday?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not at all, 1, 2, 3, 4	17	18	19 **	17	17	28	29	30 **	25	27	26	27 **	28 **	23	25
	5, 6	25	25	25	24	24	28	28	28	29	28	28	28	28	28	27
	7, 8	45	44	43	45	45	31	32	30 **	35	33	34	34	32 **	37	35
	9, Completely	13	12 **	13	14	15	12	11	11	12	12	12	11 **	11	12	13
	<i>Unweighted count</i>	3 051					6 713					9 764				
Royal Navy	Not at all, 1, 2, 3, 4	17	20	21	20	20	31	34 **	31	29	29	27	30 **	29	27	27
	5, 6	25	25	26	24	27	25	27	26	27	28	25 **	26	26	27	28
	7, 8	47	45	40	44	41	32	31	31	33	33	36	34	33	35	35
	9, Completely	12	11	13	12	12	12	8	12	11	10	12	9	12	11	10
	<i>Unweighted count</i>	911					1 845					2 756				
Royal Marines	Not at all, 1, 2, 3, 4	15	12	13	15	12	28	30 **	31 **	26	26	26	28 **	29 **	25	24
	5, 6	23	21	25	24	23	28	28	27	27	26	28	27	26	27	26
	7, 8	46	49	42 **	44	50	33	31 **	31	36	35	34	33 **	32 **	37	37
	9, Completely	16	18	20 **	18	14	11	11 **	11	11	13	12	12	12	12	13
	<i>Unweighted count</i>	290					1 273					1 563				
Army	Not at all, 1, 2, 3, 4	17	18	17	17	16	30	30	32	24	27	28	28	30 **	23	25
	5, 6	25	26	24	23	23	29	29	29	29	28	29	29	28	28	27
	7, 8	45	44	44	46	46	30	30	28	34	32	32	32	31	36	34
	9, Completely	13	12 **	15	15	16	12	11	11	13	13	12	11	12	13	13
	<i>Unweighted count</i>	936					1 694					2 630				
RAF	Not at all, 1, 2, 3, 4	18	19	22 **	16	16	24	25	26	24	24	23	24	25	22	22
	5, 6	25	24	25	24	23	29	28	30	27	26	28	27	29 **	26	26
	7, 8	45	44	42	46	45	36	37	35	37	37	38	38	37	39	39
	9, Completely	12	12	10 **	14	16	11	11	10 **	12	13	11	11 **	10 **	12	14
	<i>Unweighted count</i>	914					1 901					2 815				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.7a Overall, how anxious did you feel yesterday?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not at all, 1, 2, 3, 4	66	66	66	68	66	60	61	61	61	61	61	62	62	62	62
	5, 6	17	18	18	16	17	23	22	21	21	21	22	21	21	20	20
	7, 8	15	13	14	14	14	14	14	14	14	14	14	14	14	14	14
	9, Completely	2	2	2	2	2	3	4	4	4	4	3	4	3	3	4
	<i>Unweighted count</i>	3 052					6 702					9 754				
Royal Navy	Not at all, 1, 2, 3, 4	64	68	63	67	63	65	64	66	65	63	65	65	65	65	63
	5, 6	19	17	19	18	20	19	20	19	20	20	19	20	19	19	20
	7, 8	15	13	16	13	15	13	14	11	12	14	13	13	13	12	14
	9, Completely	2	2	2	2	2	3	2	4	4	4	3	2	3	3	3
	<i>Unweighted count</i>	911					1 839					2 750				
Royal Marines	Not at all, 1, 2, 3, 4	77	75	73	71	72	66	66	67	72	70	67	67	67	72	70
	5, 6	14	15	15	18	18	20	21	21	16	18	20	20	20	16	18
	7, 8	8	10	12	10	9	10	11	10	9	10	10	10	10	10	10
	9, Completely	2	1	..	1	1	3	3	3	3	2	3	2	2	2	2
	<i>Unweighted count</i>	290					1 267					1 557				
Army	Not at all, 1, 2, 3, 4	67	66	66	69	67	57	58	58	57	58	58	59	60	59	60
	5, 6	17	18	17	15	16	25	24	22	24	23	24	23	21	22	22
	7, 8	15	13	14	14	14	14	14	16	15	14	14	14	15	15	14
	9, Completely	2	3	3	2	3	4	4	4	4	5	4	4	4	4	5
	<i>Unweighted count</i>	936					1 694					2 630				
RAF	Not at all, 1, 2, 3, 4	64	65	66	66	65	66	65	63	67	63	65	65	64	67	64
	5, 6	18	18	19	17	18	19	18	20	17	19	19	18	20	17	18
	7, 8	16	15	13	15	15	13	14	13	13	15	13	14	13	14	15
	9, Completely	2	2	2	2	2	3	3	3	3	3	2	3	3	3	3
	<i>Unweighted count</i>	915					1 902					2 817				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.8a Overall, to what extent do you feel the things you do in your life are worthwhile?

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not at all, 1, 2, 3, 4	12	12	12	10	11	22	23	24 **	21	21	20	21	22 **	19	19		
	5, 6	22	23	24	23	23	30	31	29	29	30	28	30	28	28	28		
	7, 8	48 **	47	46	49 **	45	36	34	33	36	36	38	36	36	39	37		
	9, Completely	18 **	18 **	18 **	18 **	21	13	12	13	13	14	14 **	13 **	14	14	15		
	<i>Unweighted count</i>						3 049						6 713						9 762
Royal Navy	Not at all, 1, 2, 3, 4	11	11	14	13	13	22	24	25 **	22	21	20	21	22 **	20	19		
	5, 6	22	24	24	23	24	29	31	28	28	30	27	29	27	27	28		
	7, 8	49	49	44	47	44	37	34	35	37	36	40	37	37	39	38		
	9, Completely	18	17	18	17	19	12	11	12	13	14	13	13	13	14	15		
	<i>Unweighted count</i>						911						1 845						2 756
Royal Marines	Not at all, 1, 2, 3, 4	10	12	13	11	9	23	26	27	25	24	21	25	26 **	23	22		
	5, 6	20	23	25	25	25	30	30	29	30	29	29	30	29	29	29		
	7, 8	48	43	39	45	46	34	31	30	34	32	36	33	31	35	34		
	9, Completely	22	23	24	19	20	13	12	14	12	14	14	13	15	13	15		
	<i>Unweighted count</i>						290						1 274						1 564
Army	Not at all, 1, 2, 3, 4	12	13	11	10	11	23	24	26 **	22	22	22	22	24 **	20	20		
	5, 6	22	24	23	24	22	31	32	29	30	31	29	31	28	29	29		
	7, 8	48	47	48	50	44	33	31	31	34	34	36	34	34	37	36		
	9, Completely	17 **	17 **	18 **	17 **	22	13	12	14	14	14	14	13	15	15	15		
	<i>Unweighted count</i>						935						1 693						2 628
RAF	Not at all, 1, 2, 3, 4	11	12	12	9	9	17	18	18	19	19	16	17	17	17	17		
	5, 6	21	21	26	22	23	27	28	31 **	28	27	26	26	30 **	27	26		
	7, 8	48	46	44	50	47	43	41	41	41	41	44	42	41	43	42		
	9, Completely	19	21	18	18	21	13	13	10 **	12	14	14	14	12 **	14	15		
	<i>Unweighted count</i>						913						1 901						2 814

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.1 If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with: Being able to access the medical care when I needed it.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	1.7	1.8	1.7	1.6	1.8	1.5	1.6	1.8	1.6	1.7	1.3	1.4	1.5	1.4	1.4
	Neutral	1.1	1.2	1.1	1.1	1.2	1.3	1.3	1.4	1.3	1.3	1.1	1.1	1.2	1.1	1.1
	Dissatisfied	1.4	1.4	1.4	1.3	1.4	1.0	1.2	1.3	1.1	1.2	0.8	1.0	1.1	0.9	1.0
	<i>Unweighted count</i>															
Royal Navy	Satisfied	2.9	2.8	2.9	2.9	2.7	2.8	2.5	2.9	2.2	2.4	2.3	2.0	2.3	1.8	2.0
	Neutral	1.8	1.9	2.0	2.1	1.8	2.3	2.0	2.3	1.7	1.9	1.8	1.6	1.8	1.4	1.5
	Dissatisfied	2.3	2.2	2.3	2.2	2.1	2.0	1.8	2.1	1.6	1.7	1.6	1.5	1.7	1.3	1.4
	<i>Unweighted count</i>															
Royal Marines	Satisfied	3.6	3.7	3.8	3.8	4.0	1.7	1.9	2.4	2.2	2.8	1.6	1.7	2.2	2.0	2.5
	Neutral	2.6	2.8	3.1	2.8	2.6	1.5	1.7	2.0	1.9	2.3	1.4	1.5	1.8	1.7	2.1
	Dissatisfied	2.7	2.5	2.3	2.8	3.2	1.1	1.1	1.6	1.4	1.8	1.0	1.0	1.4	1.3	1.7
	<i>Unweighted count</i>															
Army	Satisfied	2.8	3.0	2.7	2.6	2.9	2.3	2.5	2.8	2.5	2.8	2.0	2.2	2.4	2.2	2.4
	Neutral	1.7	2.0	1.7	1.8	2.0	1.9	2.0	2.3	2.1	2.2	1.7	1.7	1.9	1.8	1.9
	Dissatisfied	2.3	2.4	2.3	2.1	2.3	1.4	1.8	1.9	1.7	1.9	1.2	1.6	1.7	1.5	1.6
	<i>Unweighted count</i>															
RAF	Satisfied	3.0	2.7	3.2	3.0	3.0	2.6	2.4	2.6	2.3	2.4	2.1	1.9	2.2	1.9	2.0
	Neutral	2.0	2.0	2.2	1.9	1.8	2.0	1.8	1.8	1.7	1.7	1.6	1.5	1.5	1.4	1.4
	Dissatisfied	2.4	2.0	2.6	2.4	2.6	2.0	1.8	2.2	1.8	1.9	1.7	1.5	1.8	1.5	1.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.2 If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with: The medical treatment.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	1.6	1.8	1.8	1.6	1.8	1.6	1.8	1.9	1.7	1.9	1.4	1.5	1.6	1.4	1.6
	Neutral	1.3	1.3	1.4	1.3	1.4	1.4	1.4	1.6	1.4	1.4	1.1	1.2	1.3	1.2	1.2
	Dissatisfied	1.1	1.3	1.2	1.1	1.3	1.1	1.3	1.4	1.2	1.4	0.9	1.1	1.1	1.0	1.2
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.0	3.0	2.9	2.9	2.9	3.1	2.7	3.2	2.4	2.6	2.5	2.2	2.5	2.0	2.1
	Neutral	2.3	2.3	2.3	2.3	2.2	2.5	2.3	2.6	1.9	2.2	2.0	1.8	2.1	1.6	1.8
	Dissatisfied	2.1	2.1	2.1	1.8	2.0	2.3	1.9	2.3	1.7	1.7	1.8	1.6	1.8	1.4	1.4
	<i>Unweighted count</i>															
Royal Marines	Satisfied	4.2	3.6	4.2	3.8	4.2	1.8	2.0	2.5	2.4	3.0	1.7	1.8	2.3	2.1	2.7
	Neutral	2.9	2.9	3.6	2.9	3.4	1.6	1.7	2.1	2.0	2.6	1.4	1.6	1.9	1.8	2.3
	Dissatisfied	3.2	2.3	2.5	2.7	2.6	1.2	1.3	1.8	1.6	2.0	1.1	1.2	1.6	1.5	1.7
	<i>Unweighted count</i>															
Army	Satisfied	2.6	3.0	2.8	2.7	3.0	2.5	2.7	3.0	2.7	3.1	2.1	2.3	2.6	2.3	2.7
	Neutral	2.0	2.2	2.2	2.1	2.2	2.1	2.1	2.5	2.2	2.3	1.8	1.8	2.1	1.9	2.0
	Dissatisfied	1.8	2.2	1.9	1.8	2.2	1.7	2.0	2.1	1.8	2.4	1.4	1.7	1.8	1.6	2.0
	<i>Unweighted count</i>															
RAF	Satisfied	2.9	2.8	3.2	2.7	3.1	2.8	2.6	2.7	2.4	2.6	2.3	2.1	2.2	1.9	2.1
	Neutral	2.4	2.1	2.5	2.1	2.3	2.2	1.9	2.1	1.9	2.0	1.8	1.6	1.7	1.5	1.6
	Dissatisfied	1.9	2.0	2.2	1.8	2.2	2.1	2.0	2.0	1.7	1.9	1.7	1.6	1.6	1.4	1.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.3 If you have received Service-provided dental treatment in the last 2 years, how satisfied were you with: Being able to access the dental care when I needed it.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	1.7	1.6	1.7	1.6	1.6	1.4	1.5	1.6	1.5	1.5	1.2	1.2	1.3	1.2	1.3
	Neutral	1.1	1.1	1.1	1.0	1.2	1.2	1.2	1.4	1.2	1.2	1.0	1.0	1.2	1.0	1.0
	Dissatisfied	1.4	1.3	1.3	1.3	1.2	0.8	0.9	0.9	0.9	1.0	0.7	0.8	0.8	0.8	0.8
	<i>Unweighted count</i>															
Royal Navy	Satisfied	2.8	2.8	2.8	2.9	2.8	2.5	2.2	2.7	2.0	2.1	2.0	1.8	2.1	1.7	1.7
	Neutral	2.0	2.2	1.9	1.7	2.0	2.0	1.8	2.2	1.6	1.6	1.6	1.5	1.7	1.3	1.3
	Dissatisfied	2.2	2.0	2.3	2.5	2.2	1.7	1.5	1.7	1.4	1.4	1.4	1.2	1.4	1.2	1.2
	<i>Unweighted count</i>															
Royal Marines	Satisfied	3.8	3.2	3.3	3.1	3.8	1.6	1.7	2.2	2.1	2.6	1.5	1.6	2.0	1.8	2.3
	Neutral	2.9	2.6	2.6	2.1	2.5	1.4	1.5	1.8	1.7	2.1	1.3	1.4	1.6	1.5	1.9
	Dissatisfied	2.7	1.9	2.2	2.3	3.1	0.9	1.0	1.4	1.3	1.7	0.9	1.0	1.3	1.2	1.5
	<i>Unweighted count</i>															
Army	Satisfied	2.6	2.7	2.7	2.6	2.7	2.0	2.3	2.5	2.3	2.5	1.8	2.0	2.2	2.0	2.1
	Neutral	1.7	1.8	1.7	1.7	1.9	1.8	1.9	2.2	1.9	2.0	1.5	1.6	1.9	1.6	1.7
	Dissatisfied	2.2	2.2	2.1	2.1	2.0	1.2	1.5	1.4	1.5	1.5	1.0	1.3	1.2	1.3	1.3
	<i>Unweighted count</i>															
RAF	Satisfied	3.2	2.6	3.1	2.9	2.8	2.5	2.1	2.2	2.1	2.2	2.1	1.7	1.8	1.8	1.8
	Neutral	2.2	1.9	2.1	1.8	2.1	1.9	1.5	1.7	1.6	1.8	1.5	1.3	1.4	1.3	1.4
	Dissatisfied	2.5	2.0	2.4	2.5	2.1	1.8	1.5	1.6	1.5	1.6	1.5	1.2	1.3	1.3	1.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.4 If you have received Service-provided dental treatment in the last 2 years, how satisfied were you with: The dental treatment

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	1.4	1.4	1.4	1.3	1.4	1.3	1.4	1.5	1.3	1.4	1.1	1.2	1.3	1.1	1.2
	Neutral	1.1	1.1	1.1	1.0	1.1	1.1	1.1	1.3	1.1	1.2	1.0	1.0	1.1	0.9	1.0
	Dissatisfied	0.9	0.9	0.9	0.8	0.9	0.7	0.9	0.9	0.8	0.9	0.6	0.8	0.7	0.6	0.7
	<i>Unweighted count</i>															
Royal Navy	Satisfied	2.3	2.5	2.5	2.1	2.2	2.4	2.1	2.5	1.8	1.9	1.9	1.7	2.0	1.5	1.5
	Neutral	2.0	2.1	1.8	1.6	1.7	2.0	1.8	2.2	1.6	1.6	1.6	1.4	1.7	1.3	1.3
	Dissatisfied	1.3	1.5	1.7	1.4	1.4	1.5	1.3	1.4	1.0	1.1	1.2	1.1	1.2	0.8	0.9
	<i>Unweighted count</i>															
Royal Marines	Satisfied	3.2	3.2	3.5	3.1	3.7	1.6	1.7	2.2	2.0	2.5	1.5	1.6	2.0	1.8	2.3
	Neutral	2.7	2.8	2.4	2.1	3.1	1.4	1.5	1.8	1.8	2.2	1.3	1.4	1.7	1.6	2.0
	Dissatisfied	1.9	1.6	2.7	2.4	2.3	0.9	1.0	1.4	1.2	1.5	0.8	0.9	1.2	1.1	1.3
	<i>Unweighted count</i>															
Army	Satisfied	2.1	2.4	2.2	2.1	2.2	2.0	2.2	2.4	2.1	2.3	1.7	1.9	2.1	1.8	2.0
	Neutral	1.7	1.9	1.8	1.7	1.7	1.7	1.8	2.1	1.8	1.9	1.5	1.5	1.8	1.6	1.6
	Dissatisfied	1.4	1.5	1.4	1.4	1.5	1.1	1.5	1.4	1.2	1.4	0.9	1.3	1.2	1.1	1.2
	<i>Unweighted count</i>															
RAF	Satisfied	2.6	2.1	2.5	2.3	2.5	2.1	1.9	1.9	1.8	2.0	1.7	1.6	1.6	1.5	1.6
	Neutral	2.0	1.6	2.1	1.8	2.1	1.7	1.6	1.6	1.5	1.7	1.4	1.3	1.3	1.3	1.4
	Dissatisfied	1.8	1.4	1.4	1.4	1.5	1.3	1.2	1.1	1.1	1.1	1.1	1.0	0.9	0.9	0.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

Table B16.5 Overall, how satisfied are you with your life nowadays?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not at all	0.3	0.3	0.3	0.2	0.3	0.5	0.6	0.8	0.5	0.7	0.4	0.5	0.6	0.4	0.5
	1	0.3	0.4	0.3	0.3	0.2	0.5	0.5	0.6	0.5	0.6	0.4	0.4	0.5	0.4	0.5
	2	0.7	0.7	0.7	0.6	0.7	0.7	0.8	0.8	0.7	0.8	0.6	0.7	0.7	0.6	0.7
	3	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.2	1.0	1.1	0.8	0.9	1.0	0.8	0.9
	4	1.1	1.1	1.1	1.0	1.1	1.0	1.1	1.2	1.0	1.3	0.9	0.9	1.0	0.9	1.0
	5	1.2	1.3	1.3	1.2	1.2	1.2	1.3	1.4	1.3	1.5	1.0	1.1	1.2	1.1	1.3
	6	1.7	1.7	1.7	1.6	1.8	1.3	1.4	1.5	1.5	1.7	1.1	1.2	1.3	1.2	1.4
	7	2.0	2.1	2.0	2.0	2.1	1.4	1.5	1.6	1.6	1.7	1.2	1.3	1.4	1.4	1.5
	8	2.0	2.0	2.0	2.0	2.1	1.3	1.3	1.4	1.4	1.6	1.1	1.1	1.2	1.2	1.3
	9	1.2	1.3	1.3	1.3	1.5	0.7	0.8	0.8	0.8	0.9	0.6	0.7	0.7	0.7	0.8
	Completely	0.6	0.6	0.7	0.7	0.7	0.6	0.5	0.7	0.8	1.0	0.5	0.5	0.6	0.6	0.8
	Unweighted count															
Royal Navy	Not at all	0.4	0.6	0.3	0.4	0.5	1.0	0.9	1.1	0.8	0.7	0.8	0.7	0.8	0.6	0.5
	1	0.3	0.5	0.9	0.6	0.5	0.8	0.7	0.9	0.7	0.6	0.6	0.6	0.7	0.5	0.4
	2	1.1	0.9	1.4	1.0	1.1	1.4	1.2	1.4	1.1	1.1	1.1	1.0	1.1	0.9	0.9
	3	1.7	1.6	2.0	1.6	1.8	1.8	1.5	2.0	1.4	1.6	1.4	1.2	1.6	1.1	1.3
	4	1.7	1.8	1.8	2.0	1.8	2.0	1.6	1.9	1.5	1.8	1.6	1.3	1.5	1.2	1.4
	5	2.0	2.2	2.0	2.0	2.1	2.1	1.8	2.2	1.9	2.0	1.7	1.5	1.8	1.5	1.6
	6	2.8	2.9	2.9	2.9	2.8	2.4	2.1	2.4	1.9	2.1	1.9	1.8	1.9	1.6	1.8
	7	3.4	3.5	3.5	3.3	3.4	2.5	2.3	2.6	2.2	2.4	2.1	1.9	2.2	1.9	2.0
	8	3.4	3.3	3.3	3.4	3.3	2.2	2.0	2.4	2.0	2.2	1.9	1.7	2.0	1.7	1.9
	9	2.0	2.1	2.0	2.1	2.1	1.4	1.0	1.2	1.0	1.3	1.2	0.9	1.0	0.9	1.1
	Completely	0.8	1.0	1.0	1.1	0.9	0.9	0.8	1.1	0.9	0.9	0.7	0.7	0.8	0.8	0.7
	Unweighted count															
Royal Marines	Not at all	0.7	..	..	..	..	0.6	0.7	1.0	0.7	1.0	0.5	0.6	0.9	0.7	0.9
	1	..	0.9	..	..	..	0.5	0.6	0.8	0.7	0.8	0.4	0.5	0.7	0.6	0.7
	2	1.6	1.0	1.6	1.1	1.5	0.8	0.9	1.3	1.0	1.3	0.7	0.8	1.2	0.9	1.2
	3	2.6	1.8	2.1	2.3	1.9	1.0	1.2	1.5	1.4	1.7	0.9	1.1	1.3	1.3	1.5
	4	2.5	2.7	2.0	2.6	2.6	1.0	1.0	1.4	1.3	1.8	0.9	1.0	1.3	1.2	1.6
	5	3.0	2.4	3.5	2.6	3.2	1.4	1.5	1.8	1.8	2.1	1.3	1.3	1.7	1.6	1.9
	6	4.1	3.7	3.9	4.0	4.3	1.4	1.4	1.9	1.9	2.3	1.3	1.4	1.7	1.7	2.1
	7	4.8	4.7	4.8	4.8	5.3	1.6	1.7	2.1	2.1	2.7	1.5	1.6	1.9	1.9	2.4
	8	5.3	5.2	4.7	4.5	5.4	1.5	1.5	1.8	1.9	2.6	1.4	1.4	1.7	1.8	2.4
	9	3.4	3.3	4.1	3.6	3.2	0.8	0.8	1.0	1.0	1.5	0.8	0.8	1.0	1.0	1.4
	Completely	2.2	1.8	2.2	1.4	1.6	0.7	0.7	0.9	0.8	1.1	0.6	0.6	0.8	0.8	1.0
	Unweighted count															
Army	Not at all	0.5	0.4	0.6	0.4	0.4	0.8	1.0	1.3	0.9	1.2	0.6	0.9	1.1	0.8	1.0
	1	0.4	0.8	0.4	0.4	0.3	0.7	0.7	1.0	0.8	1.0	0.6	0.6	0.9	0.7	0.8
	2	1.1	1.3	1.1	1.0	1.1	1.1	1.2	1.3	1.2	1.4	0.9	1.1	1.1	1.0	1.2
	3	1.6	1.6	1.6	1.6	1.6	1.5	1.6	1.9	1.6	1.8	1.3	1.4	1.6	1.4	1.6
	4	1.6	1.9	1.9	1.7	1.8	1.6	1.8	1.8	1.7	2.1	1.4	1.5	1.6	1.4	1.7
	5	2.0	2.2	2.0	2.1	2.0	1.8	2.1	2.3	2.1	2.5	1.6	1.8	2.0	1.8	2.1
	6	2.7	2.9	2.7	2.5	3.0	1.9	2.2	2.4	2.4	2.8	1.6	1.9	2.0	2.0	2.3
	7	3.2	3.5	3.4	3.3	3.6	2.1	2.3	2.5	2.6	2.8	1.9	2.0	2.2	2.2	2.4
	8	3.1	3.4	3.4	3.3	3.6	1.9	2.0	2.2	2.2	2.5	1.6	1.8	1.9	1.9	2.2
	9	2.0	2.1	2.2	2.2	2.6	1.0	1.2	1.3	1.3	1.5	0.9	1.1	1.1	1.2	1.3
	Completely	0.9	1.0	1.3	1.2	1.3	1.0	0.8	1.1	1.3	1.8	0.8	0.7	1.0	1.1	1.5
	Unweighted count															
RAF	Not at all	0.2	0.3	0.2	0.5	0.5	0.6	0.6	0.6	0.5	0.6	0.5	0.5	0.5	0.4	0.5
	1	0.5	0.5	0.7	0.5	0.4	0.5	0.8	0.6	0.6	0.5	0.4	0.6	0.5	0.4	0.4
	2	1.1	1.0	1.1	0.9	1.0	1.1	1.0	0.8	1.0	1.1	0.9	0.8	0.7	0.8	0.9
	3	1.7	1.7	2.0	1.8	1.4	1.6	1.4	1.7	1.4	1.5	1.3	1.2	1.4	1.1	1.2
	4	2.2	1.8	2.1	1.7	2.0	1.6	1.4	1.7	1.5	1.7	1.3	1.2	1.4	1.2	1.4
	5	2.1	1.9	2.5	1.9	2.1	1.8	1.7	1.8	1.8	1.9	1.5	1.4	1.5	1.4	1.5
	6	3.1	2.6	2.9	2.9	2.8	2.5	2.2	2.3	2.2	2.2	2.0	1.8	1.9	1.8	1.8
	7	3.7	3.3	3.5	3.4	3.6	2.6	2.4	2.6	2.4	2.5	2.2	2.0	2.2	2.0	2.1
	8	3.7	3.2	3.4	3.5	3.6	2.5	2.2	2.3	2.2	2.4	2.1	1.8	1.9	1.9	2.0
	9	1.9	2.1	2.1	2.2	2.3	1.3	1.3	1.1	1.3	1.3	1.1	1.1	1.0	1.1	1.2
	Completely	1.0	0.9	0.9	0.9	1.0	0.9	0.8	0.8	0.8	0.8	0.7	0.6	0.6	0.6	0.6
	Unweighted count															

Key
 Margin of error less than 3%
 Margin of error 3% - 5%
 Margin of error 5% +
 Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

Table B16.6 Overall, how happy did you feel yesterday?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not at all	0.4	0.4	0.5	0.3	0.3	0.7	0.7	0.9	0.7	0.7	0.6	0.6	0.7	0.6	0.6
	1	0.5	0.6	0.4	0.4	0.4	0.6	0.7	0.8	0.6	0.8	0.5	0.6	0.7	0.5	0.6
	2	0.8	0.8	0.8	0.7	0.8	0.8	0.9	1.0	0.8	1.0	0.7	0.7	0.8	0.6	0.8
	3	1.0	1.1	1.1	1.0	1.1	1.0	1.0	1.1	1.1	1.2	0.8	0.9	0.9	0.9	1.0
	4	1.1	1.2	1.3	1.2	1.2	1.0	1.1	1.2	1.0	1.4	0.9	0.9	1.0	0.9	1.1
	5	1.3	1.4	1.4	1.3	1.4	1.3	1.3	1.5	1.4	1.5	1.1	1.1	1.2	1.2	1.3
	6	1.6	1.7	1.6	1.6	1.7	1.2	1.4	1.4	1.4	1.6	1.0	1.2	1.2	1.2	1.3
	7	1.9	2.0	1.9	1.9	2.0	1.3	1.3	1.4	1.5	1.6	1.1	1.1	1.2	1.3	1.3
	8	1.8	1.9	1.9	1.9	2.0	1.2	1.3	1.4	1.3	1.5	1.0	1.1	1.2	1.1	1.3
	9	1.3	1.3	1.4	1.4	1.6	0.8	0.9	1.0	1.0	1.0	0.7	0.7	0.8	0.8	0.8
	Completely	0.8	0.8	0.9	0.9	0.9	0.8	0.8	0.9	0.9	1.2	0.7	0.7	0.7	0.7	1.0
	<i>Unweighted count</i>															
Royal Navy	Not at all	0.6	0.7	0.7	0.6	0.5	1.4	1.1	1.3	0.9	0.9	1.1	0.9	1.0	0.7	0.7
	1	0.7	0.8	0.8	0.8	1.0	1.1	1.1	1.3	0.9	0.9	0.8	0.9	1.0	0.7	0.7
	2	1.4	1.5	1.6	1.4	1.4	1.4	1.4	1.7	1.5	1.4	1.1	1.1	1.3	1.2	1.1
	3	1.8	2.0	1.9	2.1	2.0	1.8	1.6	1.8	1.5	1.7	1.5	1.3	1.5	1.3	1.4
	4	1.9	2.1	2.2	2.0	2.1	2.0	1.7	1.9	1.5	1.8	1.6	1.4	1.6	1.2	1.5
	5	2.2	2.3	2.4	2.2	2.3	2.1	1.9	2.2	1.9	2.1	1.7	1.5	1.8	1.5	1.7
	6	2.8	2.8	2.8	2.7	2.9	2.0	1.9	2.2	1.8	2.0	1.7	1.6	1.8	1.5	1.7
	7	3.2	3.3	3.3	3.2	3.2	2.3	2.1	2.4	2.0	2.1	1.9	1.8	2.0	1.7	1.8
	8	3.2	3.1	3.0	3.2	3.0	2.2	1.9	2.2	1.9	2.1	1.9	1.6	1.8	1.6	1.8
	9	2.1	2.1	2.4	2.0	2.2	1.6	1.1	1.5	1.2	1.3	1.3	1.0	1.3	1.1	1.1
	Completely	1.3	1.3	1.2	1.5	1.2	1.4	1.0	1.4	1.1	1.2	1.1	0.9	1.1	0.9	0.9
	<i>Unweighted count</i>															
Royal Marines	Not at all	0.9	..	..	0.5	1.1	0.7	0.8	1.1	0.9	1.0	0.7	0.7	0.9	0.8	0.9
	1	1.3	1.1	0.8	1.0	0.8	0.6	0.7	1.2	0.8	1.3	0.6	0.7	1.1	0.7	1.1
	2	1.5	1.5	1.8	1.4	1.7	0.9	1.0	1.3	1.2	1.4	0.8	0.9	1.2	1.1	1.2
	3	2.7	1.9	2.1	2.7	2.2	1.0	1.2	1.5	1.3	1.7	1.0	1.1	1.3	1.2	1.6
	4	2.7	2.6	2.5	2.4	2.5	1.1	1.2	1.4	1.4	1.7	1.0	1.1	1.3	1.2	1.6
	5	3.5	2.8	3.9	3.1	3.3	1.4	1.5	1.8	1.8	2.3	1.3	1.4	1.7	1.6	2.1
	6	3.7	3.8	3.4	3.8	4.3	1.3	1.4	1.7	1.7	2.1	1.2	1.3	1.6	1.6	1.9
	7	4.7	4.6	4.6	4.6	5.3	1.4	1.5	1.9	2.0	2.5	1.3	1.5	1.8	1.8	2.3
	8	5.0	4.8	4.6	4.2	5.0	1.4	1.4	1.8	1.9	2.4	1.4	1.4	1.7	1.8	2.2
	9	3.4	3.8	4.1	4.0	3.6	0.8	0.9	1.1	1.2	1.8	0.8	0.9	1.1	1.2	1.6
	Completely	2.9	2.3	2.4	1.5	2.2	0.9	0.9	1.1	1.1	1.4	0.8	0.8	1.0	1.0	1.3
	<i>Unweighted count</i>															
Army	Not at all	0.7	0.8	0.8	0.5	0.6	1.0	1.2	1.5	1.1	1.2	0.9	1.0	1.2	1.0	1.0
	1	0.8	1.0	0.6	0.6	0.6	0.9	1.1	1.3	1.0	1.3	0.8	0.9	1.1	0.8	1.1
	2	1.3	1.4	1.2	1.1	1.3	1.2	1.4	1.6	1.2	1.6	1.0	1.2	1.4	1.0	1.3
	3	1.6	1.8	1.8	1.6	1.8	1.5	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.5	1.6
	4	1.8	2.0	2.1	2.0	2.1	1.5	1.7	1.9	1.6	2.3	1.3	1.5	1.7	1.4	1.9
	5	2.1	2.4	2.3	2.1	2.3	1.9	2.0	2.4	2.2	2.5	1.7	1.7	2.0	1.9	2.1
	6	2.6	2.9	2.6	2.6	2.8	1.8	2.2	2.2	2.2	2.6	1.6	1.9	1.9	1.9	2.2
	7	3.1	3.3	3.1	3.1	3.4	1.9	2.0	2.1	2.4	2.6	1.6	1.8	1.9	2.1	2.2
	8	2.9	3.2	3.2	3.1	3.5	1.8	2.0	2.1	2.1	2.4	1.6	1.8	1.8	1.9	2.1
	9	2.1	2.2	2.3	2.2	2.7	1.2	1.4	1.5	1.5	1.5	1.1	1.2	1.3	1.3	1.4
	Completely	1.4	1.4	1.6	1.5	1.6	1.2	1.3	1.4	1.4	2.1	1.0	1.1	1.2	1.2	1.8
	<i>Unweighted count</i>															
RAF	Not at all	0.5	0.6	0.5	0.6	0.6	1.0	0.9	0.8	0.7	0.8	0.8	0.7	0.6	0.6	0.6
	1	0.9	0.7	0.9	0.6	0.8	0.9	0.9	0.8	0.9	0.6	0.7	0.7	0.7	0.7	0.5
	2	1.4	1.4	1.6	1.2	1.3	1.4	1.2	1.2	1.1	1.4	1.1	1.0	1.0	0.9	1.1
	3	1.9	1.7	2.0	1.9	1.7	1.6	1.4	1.6	1.6	1.6	1.3	1.2	1.4	1.3	1.3
	4	2.2	2.0	2.4	1.8	2.0	1.5	1.6	1.8	1.6	1.7	1.3	1.3	1.5	1.3	1.4
	5	2.3	2.1	2.4	2.2	2.4	2.1	1.9	2.0	1.8	1.9	1.7	1.6	1.7	1.5	1.5
	6	3.1	2.6	2.8	2.8	2.7	2.3	2.0	2.2	2.0	2.1	1.9	1.7	1.8	1.7	1.8
	7	3.5	3.1	3.3	3.2	3.3	2.4	2.1	2.3	2.3	2.3	2.0	1.8	1.9	1.9	1.9
	8	3.3	2.9	3.2	3.3	3.4	2.2	2.1	2.1	2.1	2.2	1.9	1.7	1.8	1.8	1.9
	9	2.4	2.1	2.2	2.5	2.5	1.6	1.3	1.4	1.4	1.6	1.3	1.1	1.2	1.3	1.3
	Completely	1.3	1.2	1.2	1.2	1.6	1.2	1.2	1.0	1.2	1.2	1.0	1.0	0.8	1.0	1.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

Table B16.7 Overall, how anxious did you feel yesterday?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not at all	1.8	1.8	1.8	1.8	1.8	1.5	1.6	1.8	1.6	1.9	1.2	1.3	1.5	1.4	1.6
	1	1.4	1.4	1.4	1.4	1.6	0.9	0.9	1.1	0.9	1.1	0.8	0.8	0.9	0.8	0.9
	2	1.6	1.8	1.8	1.7	1.8	1.0	1.1	1.3	1.2	1.2	0.9	1.0	1.1	1.0	1.0
	3	1.5	1.6	1.6	1.5	1.6	1.1	1.1	1.2	1.2	1.3	0.9	0.9	1.0	1.0	1.1
	4	1.2	1.2	1.2	1.2	1.3	1.0	1.1	1.0	1.0	1.2	0.9	0.9	0.8	0.8	1.0
	5	1.3	1.4	1.3	1.2	1.3	1.3	1.3	1.4	1.4	1.5	1.1	1.1	1.2	1.1	1.3
	6	1.2	1.3	1.4	1.2	1.3	1.0	1.0	1.1	1.1	1.3	0.8	0.9	0.9	0.9	1.1
	7	1.3	1.3	1.3	1.3	1.4	1.0	1.0	1.2	1.1	1.2	0.8	0.9	1.0	1.0	1.0
	8	1.0	1.0	1.1	1.0	1.1	0.8	0.8	1.0	0.9	1.0	0.7	0.7	0.8	0.7	0.8
	9	0.5	0.7	0.6	0.5	0.7	0.5	0.6	0.5	0.6	0.8	0.4	0.5	0.4	0.5	0.6
	Completely	0.3	0.4	0.3	0.3	0.4	0.5	0.5	0.6	0.5	0.7	0.4	0.4	0.5	0.4	0.5
	Unweighted count															
Royal Navy	Not at all	2.8	3.0	2.9	3.0	2.9	2.8	2.4	2.8	2.3	2.5	2.2	2.0	2.3	1.9	2.0
	1	2.4	2.5	2.5	2.4	2.4	1.8	1.4	1.8	1.5	1.5	1.5	1.2	1.5	1.3	1.3
	2	2.7	3.0	2.8	2.9	2.8	2.0	1.8	2.3	1.7	1.9	1.7	1.6	1.8	1.5	1.6
	3	2.5	2.7	2.8	2.5	2.5	1.9	1.8	2.0	1.7	1.8	1.6	1.5	1.6	1.5	1.5
	4	2.1	2.2	1.8	2.3	2.1	1.7	1.5	1.7	1.4	1.5	1.4	1.3	1.4	1.2	1.3
	5	2.3	2.3	2.3	2.3	2.4	2.1	1.8	2.2	1.8	1.9	1.7	1.5	1.8	1.4	1.6
	6	2.2	2.1	2.4	2.2	2.2	1.7	1.6	1.7	1.4	1.6	1.4	1.3	1.4	1.2	1.4
	7	2.3	2.1	2.3	2.2	2.3	1.7	1.5	1.7	1.3	1.6	1.4	1.3	1.4	1.1	1.3
	8	1.8	1.7	2.0	1.6	1.6	1.4	1.3	1.3	1.3	1.4	1.1	1.1	1.1	1.0	1.1
	9	0.9	1.1	0.9	0.8	0.8	0.8	0.7	1.0	0.8	0.9	0.7	0.6	0.8	0.6	0.7
	Completely	0.6	0.3	0.6	0.5	0.8	0.9	0.6	0.8	0.6	0.7	0.7	0.4	0.6	0.5	0.6
	Unweighted count															
Royal Marines	Not at all	5.0	4.9	4.9	4.6	5.1	1.8	1.9	2.4	2.4	3.0	1.7	1.8	2.2	2.2	2.7
	1	3.9	3.5	3.9	3.8	3.8	1.1	1.1	1.4	1.4	2.0	1.0	1.1	1.3	1.3	1.8
	2	4.3	4.2	4.3	3.9	4.6	1.2	1.3	1.6	1.7	2.2	1.2	1.2	1.5	1.5	2.0
	3	3.9	3.9	3.4	3.4	3.9	1.1	1.2	1.5	1.5	1.9	1.1	1.2	1.4	1.4	1.8
	4	3.1	2.2	2.9	2.6	2.9	1.0	1.0	1.3	1.3	1.5	0.9	0.9	1.2	1.1	1.3
	5	3.2	3.1	2.7	2.8	3.5	1.4	1.5	1.9	1.5	2.1	1.3	1.3	1.7	1.4	1.9
	6	2.5	2.7	3.1	3.3	3.3	0.9	1.0	1.3	1.3	1.6	0.9	0.9	1.2	1.2	1.4
	7	2.4	2.7	2.8	2.5	2.7	0.9	1.0	1.2	1.1	1.6	0.9	0.9	1.1	1.0	1.4
	8	2.0	1.9	2.5	2.2	2.1	0.8	0.8	1.0	1.0	1.3	0.7	0.8	1.0	1.0	1.1
	9	1.0	0.9	..	1.1	1.0	0.5	0.5	0.5	0.6	0.8	0.4	0.4	0.4	0.6	0.7
	Completely	1.1	..	..	0.7	..	0.5	0.4	0.6	0.5	0.7	0.5	0.4	0.6	0.4	0.6
	Unweighted count															
Army	Not at all	2.9	3.0	3.1	3.0	3.2	2.2	2.5	2.8	2.6	3.2	1.9	2.2	2.4	2.2	2.7
	1	2.2	2.4	2.1	2.4	2.7	1.3	1.4	1.7	1.5	1.7	1.1	1.2	1.5	1.3	1.5
	2	2.6	3.0	2.9	2.8	3.0	1.4	1.7	2.0	1.9	1.9	1.3	1.5	1.7	1.7	1.7
	3	2.5	2.7	2.6	2.5	2.7	1.6	1.6	1.9	1.9	2.1	1.4	1.4	1.7	1.7	1.8
	4	1.9	2.1	2.0	1.9	2.1	1.5	1.7	1.5	1.6	1.9	1.3	1.5	1.3	1.4	1.6
	5	2.0	2.3	2.1	2.0	2.2	1.9	2.1	2.3	2.3	2.5	1.7	1.8	2.0	1.9	2.1
	6	2.0	2.2	2.2	1.8	2.2	1.5	1.6	1.7	1.7	2.2	1.3	1.4	1.4	1.5	1.9
	7	2.0	2.2	2.1	2.1	2.3	1.5	1.6	1.9	1.8	1.9	1.3	1.4	1.7	1.6	1.7
	8	1.7	1.6	1.8	1.7	1.9	1.2	1.3	1.5	1.4	1.6	1.1	1.1	1.3	1.2	1.4
	9	0.9	1.2	1.1	0.8	1.1	0.7	0.9	0.8	1.0	1.3	0.6	0.8	0.7	0.8	1.1
	Completely	0.4	0.8	0.6	0.4	0.7	0.8	0.9	1.0	0.9	1.1	0.6	0.7	0.9	0.8	0.9
	Unweighted count															
RAF	Not at all	3.2	2.8	2.9	2.8	2.9	2.7	2.3	2.5	2.5	2.5	2.2	1.9	2.1	2.0	2.1
	1	2.4	2.3	2.5	2.4	2.5	1.7	1.6	1.6	1.7	1.5	1.4	1.3	1.4	1.4	1.3
	2	2.9	2.7	3.1	2.9	2.9	2.1	1.9	2.0	1.9	2.0	1.7	1.6	1.7	1.6	1.7
	3	2.8	2.4	2.7	2.7	2.8	1.9	1.7	1.7	1.7	1.8	1.6	1.5	1.5	1.5	1.6
	4	2.1	1.9	2.3	2.0	2.3	1.8	1.5	1.6	1.6	1.6	1.4	1.3	1.3	1.3	1.3
	5	2.4	2.2	2.2	2.1	2.3	2.0	1.8	1.9	1.6	1.8	1.6	1.5	1.6	1.4	1.5
	6	2.3	2.0	2.5	2.2	2.3	1.7	1.5	1.6	1.5	1.7	1.4	1.2	1.4	1.3	1.4
	7	2.6	2.2	2.1	2.3	2.3	1.6	1.6	1.6	1.6	1.6	1.4	1.3	1.3	1.3	1.3
	8	1.9	1.6	1.9	1.8	1.8	1.4	1.3	1.4	1.2	1.5	1.1	1.0	1.1	1.0	1.2
	9	0.9	1.0	0.9	0.9	1.0	0.8	0.8	0.8	0.7	0.9	0.6	0.7	0.7	0.6	0.7
	Completely	0.6	0.3	0.6	0.4	0.6	0.6	0.6	0.7	0.7	0.6	0.5	0.5	0.6	0.5	0.5
	Unweighted count															

Key
 Margin of error less than 3%
 Margin of error 3% - 5%
 Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.8 Overall, to what extent do you feel the things you do in your life are worthwhile?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not at all	0.2	0.3	0.3	0.3	0.2	0.6	0.6	0.8	0.6	0.7	0.5	0.5	0.7	0.5	0.6
	1	0.4	0.4	0.3	0.3	0.3	0.5	0.6	0.7	0.5	0.6	0.4	0.5	0.6	0.4	0.5
	2	0.5	0.7	0.6	0.5	0.6	0.7	0.8	0.9	0.8	0.9	0.6	0.7	0.8	0.7	0.7
	3	0.8	0.9	0.9	0.8	0.9	0.9	1.0	1.2	1.0	1.1	0.7	0.9	1.0	0.9	0.9
	4	1.0	1.0	1.1	0.9	1.1	1.0	1.0	1.1	1.0	1.1	0.8	0.8	0.9	0.8	0.9
	5	1.3	1.3	1.4	1.4	1.3	1.3	1.4	1.5	1.4	1.7	1.1	1.2	1.3	1.2	1.4
	6	1.5	1.6	1.6	1.5	1.7	1.3	1.3	1.4	1.3	1.6	1.1	1.1	1.1	1.1	1.3
	7	1.9	2.0	2.0	1.9	2.0	1.3	1.4	1.5	1.5	1.6	1.1	1.2	1.3	1.2	1.3
	8	2.0	2.0	1.9	2.0	2.0	1.2	1.3	1.4	1.4	1.6	1.1	1.1	1.2	1.2	1.4
	9	1.5	1.5	1.5	1.4	1.7	0.8	0.9	1.1	1.0	1.0	0.7	0.8	0.9	0.9	0.9
	Completely	1.1	1.1	1.1	1.1	1.3	0.8	0.8	0.9	0.9	1.2	0.7	0.7	0.8	0.8	1.0
	<i>Unweighted count</i>															
Royal Navy	Not at all	0.5	0.5	0.4	0.5	0.4	1.1	0.9	1.1	0.8	0.8	0.8	0.7	0.9	0.6	0.7
	1	0.6	0.7	0.7	0.5	0.9	0.9	0.8	1.0	0.6	0.8	0.7	0.7	0.8	0.5	0.6
	2	0.6	1.0	1.1	1.1	0.9	1.3	1.2	1.5	1.2	1.2	1.0	0.9	1.2	1.0	1.0
	3	1.6	1.2	1.8	1.6	1.6	1.6	1.4	1.7	1.3	1.5	1.3	1.1	1.4	1.1	1.2
	4	1.6	1.8	1.9	1.7	1.7	1.8	1.6	1.8	1.5	1.5	1.4	1.3	1.5	1.2	1.2
	5	2.1	2.2	2.3	2.3	2.3	2.3	2.1	2.3	1.9	2.2	1.8	1.7	1.8	1.6	1.8
	6	2.7	2.8	2.8	2.6	2.6	2.2	2.0	2.3	1.8	2.0	1.8	1.6	1.9	1.5	1.6
	7	3.2	3.3	3.3	3.2	3.1	2.4	2.1	2.5	2.0	2.2	2.0	1.8	2.0	1.7	1.8
	8	3.4	3.4	3.2	3.3	3.3	2.3	2.0	2.3	2.0	2.1	1.9	1.7	1.9	1.8	1.8
	9	2.5	2.5	2.5	2.4	2.7	1.4	1.3	1.5	1.2	1.5	1.2	1.1	1.3	1.1	1.3
	Completely	1.7	1.7	1.8	1.8	1.6	1.4	1.2	1.6	1.4	1.4	1.2	1.0	1.3	1.1	1.1
	<i>Unweighted count</i>															
Royal Marines	Not at all	0.9	0.8	0.6	0.7	..	0.7	0.8	1.2	0.9	1.2	0.6	0.8	1.1	0.8	1.1
	1	0.7	0.9	..	1.0	1.2	0.6	0.7	0.9	0.8	1.1	0.6	0.6	0.8	0.7	1.0
	2	1.7	1.8	1.9	1.3	0.8	0.8	0.9	1.1	1.1	1.4	0.8	0.8	1.0	0.9	1.2
	3	1.7	1.4	2.2	2.0	2.2	1.0	1.1	1.4	1.3	1.6	0.9	1.0	1.3	1.2	1.4
	4	2.4	2.7	2.5	2.4	2.4	0.9	1.0	1.4	1.3	1.7	0.9	1.0	1.3	1.2	1.5
	5	3.4	3.1	3.4	3.3	3.8	1.5	1.6	2.0	1.9	2.4	1.4	1.5	1.8	1.7	2.2
	6	3.4	3.8	4.0	3.8	4.2	1.3	1.3	1.6	1.7	2.2	1.2	1.3	1.5	1.6	2.0
	7	4.9	4.4	4.7	4.4	5.0	1.4	1.5	1.8	1.9	2.3	1.4	1.4	1.7	1.7	2.1
	8	4.9	4.6	4.3	4.5	4.9	1.4	1.4	1.8	1.9	2.4	1.4	1.4	1.7	1.8	2.2
	9	4.0	4.1	4.2	3.6	4.2	0.9	0.9	1.2	1.1	1.5	0.9	0.9	1.2	1.1	1.4
	Completely	3.2	2.7	2.9	2.7	2.7	0.9	1.0	1.3	1.3	1.8	0.9	0.9	1.2	1.2	1.6
	<i>Unweighted count</i>															
Army	Not at all	0.4	0.6	0.6	0.4	0.4	0.9	1.0	1.3	0.9	1.2	0.8	0.9	1.1	0.8	1.0
	1	0.8	0.8	0.4	0.4	0.6	0.8	0.9	1.2	0.9	1.0	0.7	0.8	1.0	0.7	0.9
	2	0.9	1.3	0.9	0.8	1.0	1.0	1.3	1.5	1.3	1.5	0.9	1.1	1.3	1.1	1.2
	3	1.4	1.5	1.4	1.4	1.6	1.3	1.6	1.9	1.7	1.8	1.1	1.4	1.6	1.4	1.5
	4	1.7	1.7	1.8	1.5	1.8	1.5	1.5	1.7	1.6	1.8	1.3	1.3	1.5	1.4	1.6
	5	2.1	2.3	2.3	2.3	2.2	1.9	2.3	2.4	2.3	2.8	1.7	2.0	2.1	2.0	2.4
	6	2.5	2.8	2.6	2.5	2.9	1.9	2.0	2.1	2.1	2.6	1.6	1.8	1.8	1.8	2.2
	7	3.0	3.4	3.3	3.1	3.3	1.9	2.1	2.3	2.3	2.5	1.7	1.9	2.0	2.0	2.2
	8	3.2	3.3	3.2	3.3	3.4	1.8	2.0	2.1	2.3	2.6	1.6	1.8	1.9	2.0	2.2
	9	2.2	2.4	2.4	2.3	2.8	1.2	1.5	1.7	1.6	1.7	1.1	1.3	1.5	1.4	1.5
	Completely	1.7	1.8	1.9	1.8	2.2	1.2	1.2	1.5	1.5	2.0	1.1	1.1	1.3	1.3	1.7
	<i>Unweighted count</i>															
RAF	Not at all	0.2	0.3	0.2	0.5	0.4	0.7	0.7	0.7	0.8	0.7	0.5	0.5	0.6	0.6	0.5
	1	0.6	0.5	0.7	0.6	0.3	0.9	0.6	0.6	0.7	0.6	0.7	0.5	0.5	0.5	0.5
	2	1.2	0.9	1.0	0.8	1.0	1.0	1.1	1.1	0.9	1.1	0.8	0.8	0.9	0.7	0.9
	3	1.3	1.5	1.6	1.3	1.3	1.5	1.4	1.4	1.4	1.5	1.2	1.1	1.2	1.1	1.2
	4	1.9	1.7	1.8	1.6	1.7	1.6	1.4	1.6	1.5	1.5	1.3	1.1	1.3	1.2	1.2
	5	2.4	2.0	2.6	2.2	2.4	2.0	1.9	2.1	2.0	2.0	1.7	1.6	1.7	1.6	1.6
	6	2.6	2.4	2.9	2.7	2.7	2.2	2.0	2.2	2.0	2.1	1.8	1.6	1.8	1.6	1.7
	7	3.5	3.1	3.4	3.3	3.4	2.5	2.3	2.5	2.3	2.4	2.1	1.9	2.1	1.9	2.0
	8	3.6	3.1	3.2	3.4	3.4	2.5	2.1	2.2	2.2	2.3	2.1	1.8	1.8	1.9	1.9
	9	2.9	2.5	2.7	2.5	2.7	1.6	1.4	1.4	1.5	1.5	1.4	1.3	1.2	1.3	1.3
	Completely	1.9	1.8	1.8	1.8	2.2	1.3	1.2	1.1	1.2	1.4	1.1	1.0	0.9	1.0	1.2
	<i>Unweighted count</i>															

Key
 Margin of error less than 3%
 Margin of error 3% - 5%
 Margin of error 5% +
 Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.5a Overall, how satisfied are you with your life nowadays?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not at all, 1, 2, 3, 4	1.6	1.6	1.7	1.5	1.6	1.5	1.7	1.8	1.6	1.9	1.3	1.4	1.5	1.3	1.5
	5, 6	1.9	2.0	2.0	1.9	2.0	1.6	1.7	1.9	1.8	2.1	1.3	1.5	1.6	1.5	1.7
	7, 8	2.2	2.3	2.3	2.2	2.4	1.7	1.8	1.9	1.9	2.1	1.4	1.5	1.6	1.6	1.7
	9, Completely	1.3	1.4	1.4	1.4	1.6	0.9	0.9	1.0	1.1	1.3	0.8	0.8	0.9	0.9	1.1
	<i>Unweighted count</i>															
Royal Navy	Not at all, 1, 2, 3, 4	2.6	2.6	3.0	2.7	2.7	2.8	2.5	2.9	2.3	2.5	2.3	2.0	2.4	1.9	2.0
	5, 6	3.2	3.4	3.3	3.3	3.3	2.9	2.5	3.0	2.5	2.7	2.3	2.1	2.4	2.0	2.2
	7, 8	3.8	3.9	3.9	3.9	3.8	3.0	2.7	3.1	2.6	2.8	2.5	2.2	2.6	2.2	2.3
	9, Completely	2.2	2.3	2.2	2.3	2.2	1.6	1.3	1.6	1.4	1.5	1.4	1.1	1.3	1.2	1.3
	<i>Unweighted count</i>															
Royal Marines	Not at all, 1, 2, 3, 4	3.9	3.4	3.2	3.5	3.5	1.6	1.8	2.4	2.2	2.8	1.5	1.6	2.1	1.9	2.5
	5, 6	4.8	4.2	4.8	4.5	5.0	1.8	1.9	2.4	2.4	2.9	1.7	1.7	2.2	2.2	2.6
	7, 8	5.8	5.4	5.6	5.4	5.9	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	9, Completely	4.0	3.7	4.5	3.8	3.5	1.0	1.0	1.3	1.3	1.9	1.0	1.0	1.3	1.2	1.7
	<i>Unweighted count</i>															
Army	Not at all, 1, 2, 3, 4	2.5	2.8	2.7	2.4	2.6	2.3	2.6	2.9	2.6	3.1	2.0	2.3	2.5	2.2	2.6
	5, 6	3.1	3.4	3.2	3.1	3.4	2.4	2.7	3.0	2.9	3.4	2.1	2.4	2.6	2.5	2.9
	7, 8	3.6	4.0	3.8	3.7	4.1	2.5	2.7	3.0	3.0	3.4	2.2	2.4	2.6	2.6	2.9
	9, Completely	2.1	2.3	2.5	2.4	2.8	1.3	1.5	1.7	1.8	2.3	1.2	1.3	1.5	1.5	1.9
	<i>Unweighted count</i>															
RAF	Not at all, 1, 2, 3, 4	2.9	2.6	3.0	2.6	2.6	2.4	2.2	2.4	2.2	2.4	2.0	1.8	2.0	1.8	1.9
	5, 6	3.5	3.0	3.5	3.3	3.3	2.8	2.5	2.7	2.6	2.7	2.3	2.1	2.2	2.1	2.2
	7, 8	4.1	3.6	4.0	3.9	3.9	3.1	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	9, Completely	2.2	2.2	2.2	2.4	2.4	1.6	1.5	1.3	1.5	1.5	1.3	1.2	1.2	1.3	1.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.6a Overall, how happy did you feel yesterday?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not at all, 1, 2, 3, 4	1.7	1.8	1.8	1.7	1.8	1.6	1.7	1.9	1.7	2.0	1.3	1.4	1.6	1.4	1.7
	5, 6	1.9	2.0	2.0	1.9	2.1	1.6	1.7	1.9	1.8	2.0	1.3	1.4	1.6	1.5	1.7
	7, 8	2.2	2.3	2.3	2.2	2.4	1.6	1.7	1.8	1.8	2.0	1.4	1.4	1.5	1.5	1.7
	9, Completely	1.5	1.5	1.6	1.6	1.8	1.1	1.1	1.3	1.3	1.5	0.9	1.0	1.1	1.1	1.3
	<i>Unweighted count</i>															
Royal Navy	Not at all, 1, 2, 3, 4	2.9	3.1	3.2	3.1	3.1	3.0	2.6	3.1	2.5	2.7	2.4	2.1	2.5	2.0	2.2
	5, 6	3.3	3.4	3.5	3.3	3.4	2.7	2.5	2.9	2.4	2.6	2.2	2.0	2.3	2.0	2.2
	7, 8	3.8	3.9	3.9	3.8	3.8	2.9	2.5	3.0	2.5	2.7	2.4	2.1	2.5	2.1	2.2
	9, Completely	2.4	2.4	2.6	2.5	2.5	2.1	1.5	2.0	1.6	1.7	1.7	1.3	1.7	1.4	1.4
	<i>Unweighted count</i>															
Royal Marines	Not at all, 1, 2, 3, 4	4.1	3.6	3.7	3.9	3.8	1.7	1.9	2.4	2.2	2.9	1.6	1.7	2.2	2.0	2.6
	5, 6	4.7	4.5	4.8	4.6	5.1	1.8	1.9	2.3	2.3	2.9	1.6	1.7	2.1	2.1	2.6
	7, 8	5.7	5.5	5.5	5.3	6.0	1.8	1.9	2.4	2.4	3.1	1.7	1.8	2.2	2.2	2.8
	9, Completely	4.2	4.2	4.6	4.2	4.1	1.2	1.2	1.6	1.6	2.2	1.1	1.2	1.5	1.5	2.0
	<i>Unweighted count</i>															
Army	Not at all, 1, 2, 3, 4	2.7	3.0	2.9	2.7	3.0	2.4	2.7	3.1	2.7	3.3	2.1	2.3	2.6	2.3	2.8
	5, 6	3.1	3.5	3.3	3.1	3.4	2.4	2.7	2.9	2.9	3.3	2.1	2.3	2.5	2.4	2.8
	7, 8	3.6	3.9	3.8	3.7	4.1	2.3	2.6	2.8	2.9	3.2	2.1	2.3	2.4	2.5	2.8
	9, Completely	2.5	2.6	2.7	2.6	3.0	1.6	1.8	2.0	2.0	2.5	1.4	1.6	1.7	1.7	2.2
	<i>Unweighted count</i>															
RAF	Not at all, 1, 2, 3, 4	3.2	2.9	3.3	2.8	2.9	2.6	2.4	2.6	2.4	2.6	2.2	2.0	2.2	2.0	2.1
	5, 6	3.6	3.1	3.5	3.3	3.4	2.8	2.5	2.7	2.5	2.6	2.3	2.1	2.2	2.1	2.2
	7, 8	4.1	3.6	4.0	3.8	4.0	2.9	2.7	2.8	2.7	2.8	2.4	2.2	2.3	2.3	2.4
	9, Completely	2.6	2.4	2.4	2.7	2.9	2.0	1.7	1.7	1.8	1.9	1.6	1.4	1.4	1.6	1.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.7a Overall, how anxious did you feel yesterday?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not at all, 1, 2, 3, 4	2.1	2.2	2.2	2.1	2.3	1.7	1.8	2.0	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	5, 6	1.7	1.8	1.8	1.6	1.8	1.5	1.6	1.7	1.6	1.9	1.3	1.3	1.4	1.4	1.6
	7, 8	1.6	1.6	1.6	1.6	1.7	1.2	1.3	1.5	1.4	1.5	1.0	1.1	1.2	1.2	1.2
	9, Completely	0.6	0.8	0.7	0.6	0.8	0.7	0.8	0.8	0.8	1.0	0.6	0.6	0.7	0.7	0.8
	<i>Unweighted count</i>															
Royal Navy	Not at all, 1, 2, 3, 4	3.7	3.6	3.8	3.6	3.7	3.0	2.7	3.1	2.6	2.8	2.5	2.2	2.5	2.1	2.3
	5, 6	3.0	2.9	3.1	3.0	3.1	2.5	2.2	2.6	2.1	2.4	2.1	1.9	2.1	1.8	2.0
	7, 8	2.8	2.6	2.9	2.6	2.7	2.1	1.9	2.1	1.8	2.0	1.7	1.6	1.7	1.5	1.7
	9, Completely	1.1	1.1	1.0	1.0	1.1	1.2	0.9	1.2	1.0	1.1	0.9	0.7	1.0	0.8	0.9
	<i>Unweighted count</i>															
Royal Marines	Not at all, 1, 2, 3, 4	4.9	4.8	4.9	4.9	5.3	1.8	1.9	2.5	2.3	3.0	1.7	1.8	2.3	2.1	2.7
	5, 6	4.0	3.9	3.9	4.1	4.6	1.6	1.7	2.1	1.9	2.5	1.5	1.5	1.9	1.7	2.3
	7, 8	3.0	3.3	3.7	3.3	3.4	1.2	1.3	1.5	1.5	2.0	1.1	1.2	1.4	1.4	1.8
	9, Completely	1.5	0.9	..	1.3	1.0	0.7	0.6	0.8	0.8	1.0	0.6	0.6	0.7	0.7	0.9
	<i>Unweighted count</i>															
Army	Not at all, 1, 2, 3, 4	3.4	3.8	3.6	3.4	3.8	2.6	2.9	3.2	3.1	3.6	2.3	2.5	2.7	2.6	3.1
	5, 6	2.7	3.1	2.9	2.6	3.0	2.3	2.5	2.7	2.7	3.1	2.0	2.2	2.3	2.3	2.6
	7, 8	2.5	2.6	2.7	2.6	2.9	1.8	2.0	2.4	2.2	2.4	1.6	1.7	2.0	1.9	2.1
	9, Completely	0.9	1.4	1.2	0.9	1.3	1.0	1.2	1.3	1.3	1.7	0.9	1.1	1.1	1.1	1.4
	<i>Unweighted count</i>															
RAF	Not at all, 1, 2, 3, 4	4.0	3.5	3.8	3.7	3.8	2.9	2.7	2.8	2.7	2.8	2.4	2.2	2.4	2.2	2.4
	5, 6	3.2	2.8	3.1	2.9	3.1	2.4	2.2	2.4	2.1	2.3	2.0	1.8	2.0	1.8	1.9
	7, 8	3.1	2.6	2.7	2.8	2.8	2.0	1.9	2.0	1.9	2.1	1.7	1.6	1.7	1.6	1.7
	9, Completely	1.1	1.0	1.0	1.0	1.2	1.0	1.0	1.1	1.0	1.1	0.8	0.8	0.9	0.8	0.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 16 - Your Health and Well-Being

Source: Defence Statistics (Surveys)

Table B16.8a Overall, to what extent do you feel the things you do in your life are worthwhile?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not at all, 1, 2, 3, 4	1.4	1.5	1.5	1.3	1.5	1.5	1.6	1.8	1.6	1.8	1.2	1.4	1.5	1.4	1.5
	5, 6	1.9	2.0	2.0	1.9	2.0	1.6	1.7	1.9	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	7, 8	2.2	2.3	2.3	2.2	2.4	1.6	1.7	1.8	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	9, Completely	1.7	1.7	1.8	1.7	2.0	1.1	1.2	1.4	1.3	1.5	1.0	1.0	1.2	1.1	1.3
	<i>Unweighted count</i>															
Royal Navy	Not at all, 1, 2, 3, 4	2.4	2.4	2.8	2.6	2.5	2.7	2.4	2.9	2.3	2.4	2.2	1.9	2.3	1.9	1.9
	5, 6	3.2	3.3	3.4	3.2	3.3	2.9	2.6	3.0	2.4	2.7	2.4	2.1	2.4	2.0	2.2
	7, 8	3.8	3.9	3.9	3.8	3.8	3.0	2.6	3.0	2.6	2.7	2.4	2.2	2.5	2.2	2.3
	9, Completely	2.9	2.9	3.0	2.9	3.0	1.9	1.7	2.1	1.8	2.0	1.6	1.5	1.7	1.5	1.7
	<i>Unweighted count</i>															
Royal Marines	Not at all, 1, 2, 3, 4	3.4	3.5	3.8	3.4	3.5	1.6	1.8	2.3	2.2	2.8	1.5	1.7	2.1	2.0	2.5
	5, 6	4.6	4.6	4.8	4.7	5.2	1.8	1.9	2.4	2.3	3.0	1.7	1.8	2.2	2.1	2.7
	7, 8	5.8	5.4	5.5	5.3	5.9	1.8	1.9	2.3	2.4	3.0	1.7	1.8	2.2	2.2	2.7
	9, Completely	4.7	4.6	4.8	4.3	4.7	1.3	1.3	1.7	1.6	2.2	1.2	1.3	1.6	1.5	2.0
	<i>Unweighted count</i>															
Army	Not at all, 1, 2, 3, 4	2.4	2.7	2.4	2.2	2.6	2.2	2.6	2.9	2.7	3.0	1.9	2.2	2.5	2.3	2.6
	5, 6	3.0	3.4	3.3	3.1	3.4	2.4	2.7	2.9	2.9	3.4	2.1	2.4	2.5	2.4	2.9
	7, 8	3.6	3.9	3.8	3.7	4.1	2.4	2.7	2.9	2.9	3.3	2.1	2.3	2.5	2.5	2.8
	9, Completely	2.7	2.9	2.9	2.8	3.4	1.7	1.9	2.2	2.1	2.5	1.5	1.6	1.9	1.8	2.2
	<i>Unweighted count</i>															
RAF	Not at all, 1, 2, 3, 4	2.6	2.4	2.6	2.3	2.3	2.4	2.2	2.4	2.3	2.4	2.0	1.8	1.9	1.8	1.9
	5, 6	3.3	3.0	3.5	3.2	3.3	2.8	2.5	2.7	2.6	2.6	2.3	2.1	2.3	2.1	2.2
	7, 8	4.1	3.6	4.0	3.9	4.0	3.0	2.7	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	9, Completely	3.3	2.9	3.1	3.0	3.2	2.0	1.8	1.7	1.8	2.0	1.7	1.5	1.5	1.6	1.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 17 - Fitness, Sport and Adventurous Training

Source: Defence Statistics (Surveys)

Table B17.1 How satisfied are you with the following? [Service] sport, exercise and fitness facilities in general.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	78	77	75 **	76	78	74	74	72 **	74	75	74	75	73 **	74	76
	Neutral	12	12	15 **	13	12	17	16	17	16	15	16	15	16 **	15	15
	Dissatisfied	10	11	10	11	10	10	10	11	11	9	10	10	11	11	9
	<i>Unweighted count</i>					3 056					6 731					9 787
Royal Navy	Satisfied	81	78	75	80	79	77	75	76	78	76	78	76	76	79	76
	Neutral	12	14	15	14	13	15	16	15	15	17	14	15	15	15	16
	Dissatisfied	7	8	10	7	8	7	9	9	7	7	7	8	9	7	7
	<i>Unweighted count</i>					912					1 855					2 767
Royal Marines	Satisfied	84	83	83	81	84	72	72	72	71	73	73	74	73	72	74
	Neutral	10	11	10	9	10	17	17	16	17	15	16	17	16	16	15
	Dissatisfied	6	6	7	9	6	11	10	12	12	12	10	10	11	12	11
	<i>Unweighted count</i>					292					1 277					1 569
Army	Satisfied	78	77	77	77	81	72 **	73	70 **	73	76	73 **	74	71 **	74	77
	Neutral	11	11	14 **	12	10	18 **	17	18 **	16	14	17 **	16	17 **	15	14
	Dissatisfied	11	13	9	11	9	10	10	12	10	9	11	10	11	11	9
	<i>Unweighted count</i>					934					1 697					2 631
RAF	Satisfied	76	75	71	72	73	77	76	74	71	74	77 **	76	74	71	73
	Neutral	14	15	17	15	14	14	13 **	15	15	16	14	13	15	15	16
	Dissatisfied	10	10	12	13	13	9	11	11	14 **	10	10	11	11	14 **	11
	<i>Unweighted count</i>					918					1 902					2 820

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 17 - Fitness, Sport and Adventurous Training

Source: Defence Statistics (Surveys)

Table B17.2 How satisfied are you with the following? My opportunities to undertake fitness activities (e.g. to meet fitness standards).

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Satisfied	66 **	66	65 **	68	69	69	68	67 **	71	70	68	67 **	66 **	70	70		
	Neutral	13	14	15 **	12	12	17	17	17	16	16	16	16	17	15	15		
	Dissatisfied	21	21	20	20	20	14	16	16 **	14	14	15	16 **	17 **	15	15		
	<i>Unweighted count</i>						3 056						6 729						9 785
Royal Navy	Satisfied	60	57 **	59	60	63	62	62	60	65	64	62	61	60 **	64	63		
	Neutral	14	16	16 **	14	12	19	17	17	17	17	18	17	17	16	16		
	Dissatisfied	26	27	25	26	25	19	21	23 **	18	19	21	22	23 **	20	20		
	<i>Unweighted count</i>						912						1 853						2 765
Royal Marines	Satisfied	69	75	72	67	69	69	69	67	67	67	69	69	68	67	67		
	Neutral	14	13	10	12	9	18	18	17	18	16	18	17	17	17	15		
	Dissatisfied	17	13 **	18	21	22	12 **	13 **	16	15	17	13 **	13 **	16	16	17		
	<i>Unweighted count</i>						292						1 276						1 568
Army	Satisfied	71	71	71	73	74	72	69	68 **	74	73	71	70 **	69 **	74	73		
	Neutral	11	12	14	11	11	17	18	18	16	16	16	17	18	15	15		
	Dissatisfied	18	17	15	16	15	11	13	13	10	11	13	13	14	11	11		
	<i>Unweighted count</i>						934						1 697						2 631
RAF	Satisfied	60	61	58	64	63	66	66	68	68	68	65	65	66	67	67		
	Neutral	16	15	15	13	14	15	14	15	13	16	15	14	15	13	15		
	Dissatisfied	24	24	27	24	23	18	20	17	19	17	20	20	19	20	18		
	<i>Unweighted count</i>						918						1 903						2 821

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2009. (2) Minor wording change in 2011 and 2015.

AFCAS 2020 Section 17 - Fitness, Sport and Adventurous Training

Source: Defence Statistics (Surveys)

Table B17.3 How satisfied are you with the following? My opportunities to take part in sport.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	53	52 **	51 **	55	57	60	59	59	61	61	59	58	57 **	60	60
	Neutral	22	25	25	23	23	23	23	24	23	24	23	24	24	23	24
	Dissatisfied	24 **	23	24 **	22	20	16	18	17	15	16	18	19 **	18 **	17	16
	<i>Unweighted count</i>	3 057					6 725					9 782				
Royal Navy	Satisfied	52	47	46	50	51	58	56	54	58	55	57	54	52	56	54
	Neutral	22	27	25	25	23	24	24	26	24	26	24	25	26	24	25
	Dissatisfied	25	27	28	24	26	18	20	20	18	19	20	22	22	20	21
	<i>Unweighted count</i>	914					1 851					2 765				
Royal Marines	Satisfied	50	51	50	51	48	55 **	54 **	53	49	49	55 **	53 **	53	50	49
	Neutral	23	23	25	21	26	25	25	25	27	26	25	25	25	26	26
	Dissatisfied	27	25	26	27	26	20 **	21	22	24	24	21 **	22 **	23	24	25
	<i>Unweighted count</i>	291					1 276					1 567				
Army	Satisfied	56	56	56	58	61	61	60	59	64	64	60	59 **	59 **	63	63
	Neutral	21	23	23	22	22	23	23	24	22	22	23	23	23	22	22
	Dissatisfied	23 **	21	21	20	17	16	18	17	14	15	17	18 **	18	15	15
	<i>Unweighted count</i>	934					1 697					2 631				
RAF	Satisfied	50	51	47 **	53	54	61	62	63	60	60	58	59	59	59	59
	Neutral	25	26	29	24	25	24	23	23	24	26	24	24	25	24	26
	Dissatisfied	25	23	24	23	21	15	15	14	16	13	17	17	16	17	15
	<i>Unweighted count</i>	918					1 901					2 819				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011. (2) Only asked of RAF prior to 2015.

AFCAS 2020 Section 17 - Fitness, Sport and Adventurous Training

Source: Defence Statistics (Surveys)

Table B17.4 How satisfied are you with the following? My opportunities to take part in Adventurous Training.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Satisfied	43 **	43 **	41 **	46	47	46	45 **	45 **	48	48	45 **	45 **	44 **	47	48		
	Neutral	24	25	26	24	24	27	26	25	26	27	26	25	25	26	26		
	Dissatisfied	34 **	33 **	34 **	31	28	27	29 **	29 **	26	25	28 **	30 **	30 **	27	26		
	<i>Unweighted count</i>						3 053						6 726						9 779
Royal Navy	Satisfied	39	36	36	38	36	46	43	41	47	44	45	41	40	45	43		
	Neutral	23	24	23	26	26	28	27	26	26	29	27	26	25	26	28		
	Dissatisfied	37	39	41	37	37	26	30	33 **	27	27	29	32	35 **	29	29		
	<i>Unweighted count</i>						912						1 850						2 762
Royal Marines	Satisfied	38	35	40	42	36	39 **	36	36	34	35	39 **	36	37	35	35		
	Neutral	23	23	22	20	25	26	25	25	24	27	26	25	24	24	27		
	Dissatisfied	39	42	38	38	39	35	39	39	42 **	38	36	40	39	42 **	38		
	<i>Unweighted count</i>						292						1 276						1 568
Army	Satisfied	45 **	45 **	44 **	50	53	44 **	43 **	44 **	46	49	44 **	44 **	44 **	47	50		
	Neutral	23	25	26	23	23	27	25	25	27	25	26	25	25	26	25		
	Dissatisfied	32 **	30 **	30 **	27	24	29	32 **	31 **	27	26	30 **	32 **	31 **	27	25		
	<i>Unweighted count</i>						933						1 697						2 630
RAF	Satisfied	41 **	44	38 **	44	47	52	54	53	54	52	49	52	50	52	51		
	Neutral	26	25	27	25	25	28	26	27	26	29	27	26	27	26	28		
	Dissatisfied	33 **	31	34 **	31	28	20	20	20	20	19	23	22	23	22	21		
	<i>Unweighted count</i>						916						1 903						2 819

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2009. (2) Minor wording change in 2011, 2015 and 2019.

AFCAS 2020 Section 17 - Fitness, Sport and Adventurous Training

Source: Defence Statistics (Surveys)

Table B17.5 How satisfied are you with the following? My opportunities to take part in Force Development Activities.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	34	37	..	..	..	39	39	..	..	..	38	39
	Neutral	..	..	..	43	42	..	..	..	41	41	..	..	..	41	41
	Dissatisfied	..	..	..	23	21	..	..	..	20	20	..	..	..	20	20
	<i>Unweighted count</i>					3 050					6 715					9 765
Royal Navy	Satisfied	..	..	..	23	23	..	..	..	34	32	..	..	..	32	30
	Neutral	..	..	..	50	50	..	..	..	44	47	..	..	..	46	48
	Dissatisfied	..	..	..	26	27	..	..	..	21	21	..	..	..	22	22
	<i>Unweighted count</i>					911					1 850					2 761
Royal Marines	Satisfied	..	..	..	24	26	..	..	..	23	24	..	..	..	23	24
	Neutral	..	..	..	49	49	..	..	..	48	48	..	..	..	48	48
	Dissatisfied	..	..	..	27	26	..	..	..	29	27	..	..	..	29	27
	<i>Unweighted count</i>					290					1 270					1 560
Army	Satisfied	..	..	..	34	37	..	..	..	36	37	..	..	..	36	37
	Neutral	..	..	..	47	46	..	..	..	45	44	..	..	..	45	44
	Dissatisfied	..	..	..	19	17	..	..	..	19	19	..	..	..	19	19
	<i>Unweighted count</i>					931					1 693					2 624
RAF	Satisfied	..	..	..	44	48	..	..	..	55	54	..	..	..	53	52
	Neutral	..	..	..	29	28	..	..	..	26	29	..	..	..	27	29
	Dissatisfied	..	..	..	27	24	..	..	..	18	17	..	..	..	20	19
	<i>Unweighted count</i>					918					1 902					2 820

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2019.

AFCAS 2020 Section 17 - Fitness, Sport and Adventurous Training

Source: Defence Statistics (Surveys)

Table B17.1 How satisfied are you with the following? [Service] sport, exercise and fitness facilities in general.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	1.9	2.0	2.0	1.9	2.0	1.6	1.7	1.9	1.7	1.9	1.3	1.4	1.6	1.5	1.6
	Neutral	1.4	1.5	1.6	1.5	1.5	1.3	1.4	1.6	1.4	1.5	1.1	1.2	1.3	1.2	1.3
	Dissatisfied	1.4	1.5	1.4	1.4	1.5	1.0	1.1	1.3	1.2	1.3	0.9	0.9	1.1	1.0	1.1
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.0	3.2	3.4	3.1	3.2	2.7	2.4	2.8	2.2	2.5	2.2	2.0	2.3	1.8	2.1
	Neutral	2.5	2.7	2.8	2.6	2.6	2.3	2.1	2.4	1.9	2.2	1.9	1.7	1.9	1.6	1.8
	Dissatisfied	1.9	2.1	2.4	1.9	2.1	1.7	1.6	1.9	1.4	1.6	1.4	1.3	1.6	1.2	1.3
	<i>Unweighted count</i>															
Royal Marines	Satisfied	4.3	4.1	4.2	4.2	4.3	1.7	1.8	2.4	2.3	2.9	1.6	1.7	2.1	2.1	2.6
	Neutral	3.5	3.4	3.4	3.1	3.3	1.5	1.6	2.0	1.9	2.4	1.4	1.4	1.8	1.7	2.1
	Dissatisfied	2.7	2.6	2.9	3.2	2.9	1.2	1.3	1.7	1.7	2.1	1.1	1.2	1.6	1.5	1.9
	<i>Unweighted count</i>															
Army	Satisfied	3.0	3.4	3.2	3.1	3.2	2.4	2.6	3.0	2.8	3.1	2.0	2.3	2.6	2.4	2.6
	Neutral	2.2	2.4	2.6	2.4	2.4	2.0	2.2	2.5	2.3	2.5	1.7	1.9	2.2	2.0	2.1
	Dissatisfied	2.3	2.6	2.2	2.3	2.4	1.6	1.7	2.2	1.9	2.2	1.4	1.5	1.8	1.6	1.8
	<i>Unweighted count</i>															
RAF	Satisfied	3.5	3.2	3.6	3.5	3.5	2.6	2.4	2.6	2.6	2.6	2.2	2.0	2.2	2.1	2.2
	Neutral	2.8	2.6	3.0	2.7	2.8	2.1	1.8	2.1	2.0	2.1	1.8	1.5	1.7	1.7	1.8
	Dissatisfied	2.5	2.2	2.6	2.6	2.7	1.8	1.8	1.9	2.0	1.8	1.5	1.5	1.5	1.6	1.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 17 - Fitness, Sport and Adventurous Training

Source: Defence Statistics (Surveys)

Table B17.2 How satisfied are you with the following? My opportunities to undertake fitness activities (e.g. to meet fitness standards).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.1	2.2	2.2	2.0	2.2	1.6	1.7	1.9	1.7	2.0	1.4	1.5	1.6	1.5	1.7
	Neutral	1.5	1.6	1.6	1.5	1.5	1.3	1.4	1.6	1.5	1.6	1.1	1.2	1.3	1.2	1.4
	Dissatisfied	1.8	1.8	1.8	1.7	1.8	1.2	1.3	1.5	1.2	1.4	1.0	1.1	1.2	1.0	1.2
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.7	3.9	3.9	3.8	3.7	3.1	2.7	3.2	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	Neutral	2.6	2.8	2.9	2.6	2.5	2.5	2.1	2.5	2.0	2.2	2.0	1.7	2.0	1.6	1.8
	Dissatisfied	3.3	3.5	3.4	3.4	3.3	2.5	2.3	2.8	2.1	2.3	2.1	1.9	2.3	1.8	1.9
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.3	4.8	5.0	5.0	5.4	1.8	1.9	2.5	2.4	3.1	1.7	1.8	2.2	2.2	2.8
	Neutral	3.9	3.7	3.4	3.5	3.3	1.5	1.6	2.0	2.0	2.4	1.4	1.5	1.8	1.8	2.2
	Dissatisfied	4.4	3.6	4.2	4.3	4.8	1.3	1.4	1.9	1.8	2.4	1.2	1.3	1.7	1.7	2.2
	<i>Unweighted count</i>															
Army	Satisfied	3.2	3.6	3.4	3.2	3.5	2.4	2.7	3.1	2.8	3.3	2.1	2.4	2.6	2.4	2.8
	Neutral	2.2	2.6	2.6	2.3	2.5	2.0	2.3	2.6	2.4	2.7	1.7	2.0	2.2	2.0	2.3
	Dissatisfied	2.8	2.9	2.7	2.7	2.9	1.6	2.0	2.3	1.8	2.3	1.5	1.7	2.0	1.6	2.0
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.5	4.0	3.7	3.8	2.9	2.6	2.7	2.7	2.8	2.4	2.2	2.3	2.2	2.3
	Neutral	3.0	2.6	2.9	2.6	2.7	2.2	2.0	2.1	1.9	2.1	1.8	1.6	1.7	1.6	1.7
	Dissatisfied	3.6	3.1	3.5	3.2	3.4	2.4	2.2	2.2	2.2	2.2	2.0	1.9	1.9	1.9	1.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 17 - Fitness, Sport and Adventurous Training

Source: Defence Statistics (Surveys)

Table B17.3 How satisfied are you with the following? My opportunities to take part in sport.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.1	1.4	1.6	1.7	1.6	1.8
	Neutral	1.9	2.0	2.0	1.9	2.0	1.5	1.5	1.8	1.6	1.8	1.2	1.3	1.5	1.3	1.5
	Dissatisfied	1.9	1.9	2.0	1.8	1.9	1.3	1.4	1.6	1.4	1.6	1.1	1.2	1.3	1.2	1.3
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.8	3.9	3.9	3.9	3.9	3.1	2.8	3.3	2.6	2.9	2.6	2.3	2.7	2.2	2.4
	Neutral	3.1	3.4	3.4	3.3	3.3	2.7	2.4	2.9	2.3	2.6	2.2	2.0	2.3	1.9	2.1
	Dissatisfied	3.3	3.5	3.6	3.3	3.4	2.5	2.3	2.7	2.1	2.3	2.1	1.9	2.2	1.8	1.9
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.8	5.5	5.6	5.4	5.9	1.9	2.1	2.6	2.5	3.2	1.8	1.9	2.4	2.3	2.9
	Neutral	4.9	4.6	4.8	4.4	5.1	1.7	1.8	2.2	2.3	2.9	1.6	1.7	2.1	2.1	2.6
	Dissatisfied	5.1	4.8	4.9	4.8	5.3	1.6	1.7	2.2	2.2	2.8	1.5	1.6	2.0	2.0	2.6
	<i>Unweighted count</i>															
Army	Satisfied	3.6	3.9	3.8	3.6	4.0	2.5	2.9	3.2	3.0	3.5	2.2	2.5	2.7	2.6	3.0
	Neutral	2.9	3.3	3.2	3.0	3.4	2.2	2.4	2.8	2.6	2.9	1.9	2.1	2.4	2.2	2.5
	Dissatisfied	3.0	3.2	3.1	2.9	3.1	1.9	2.3	2.5	2.2	2.6	1.7	2.0	2.2	1.9	2.3
	<i>Unweighted count</i>															
RAF	Satisfied	4.1	3.6	4.0	3.8	3.9	3.0	2.7	2.8	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Neutral	3.6	3.2	3.6	3.3	3.3	2.6	2.3	2.4	2.4	2.6	2.2	2.0	2.1	2.0	2.1
	Dissatisfied	3.6	3.1	3.4	3.2	3.3	2.2	2.0	2.1	2.1	2.0	1.9	1.7	1.8	1.8	1.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 17 - Fitness, Sport and Adventurous Training

Source: Defence Statistics (Surveys)

Table B17.4 How satisfied are you with the following? My opportunities to take part in Adventurous Training.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	Neutral	1.9	2.0	2.0	1.9	2.0	1.5	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Dissatisfied	2.1	2.2	2.2	2.0	2.1	1.6	1.7	1.9	1.7	1.9	1.3	1.5	1.6	1.5	1.6
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.7	3.8	3.8	3.7	3.7	3.2	2.7	3.2	2.7	2.9	2.6	2.3	2.6	2.2	2.4
	Neutral	3.2	3.3	3.3	3.3	3.4	2.8	2.5	2.9	2.3	2.6	2.3	2.1	2.3	2.0	2.2
	Dissatisfied	3.7	3.8	3.9	3.7	3.7	2.8	2.6	3.1	2.4	2.6	2.3	2.2	2.5	2.0	2.2
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.6	5.2	5.5	5.3	5.7	1.9	2.0	2.5	2.4	3.1	1.8	1.8	2.3	2.2	2.8
	Neutral	4.8	4.6	4.7	4.3	5.1	1.7	1.8	2.2	2.2	2.9	1.6	1.7	2.0	2.0	2.6
	Dissatisfied	5.6	5.4	5.4	5.2	5.8	1.9	2.0	2.5	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	<i>Unweighted count</i>															
Army	Satisfied	3.6	4.0	3.8	3.7	4.1	2.6	2.9	3.2	3.1	3.6	2.3	2.5	2.7	2.7	3.1
	Neutral	3.0	3.4	3.4	3.1	3.4	2.3	2.5	2.8	2.7	3.1	2.0	2.2	2.4	2.4	2.7
	Dissatisfied	3.4	3.6	3.5	3.3	3.5	2.4	2.7	3.0	2.8	3.2	2.1	2.4	2.6	2.4	2.7
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.6	3.9	3.8	3.9	3.1	2.8	2.9	2.8	2.9	2.6	2.3	2.4	2.4	2.4
	Neutral	3.6	3.1	3.6	3.3	3.4	2.8	2.4	2.6	2.5	2.6	2.3	2.0	2.1	2.1	2.2
	Dissatisfied	3.9	3.4	3.8	3.6	3.6	2.5	2.2	2.4	2.3	2.3	2.1	1.9	2.0	1.9	2.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 17 - Fitness, Sport and Adventurous Training

Source: Defence Statistics (Surveys)

Table B17.5 How satisfied are you with the following? My opportunities to take part in Force Development Activities.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	2.1	2.3	..	..	..	1.9	2.1	..	..	..	1.6	1.8
	Neutral	..	..	..	2.2	2.4	..	..	..	1.9	2.2	..	..	..	1.6	1.8
	Dissatisfied	..	..	..	1.8	1.9	..	..	..	1.6	1.8	..	..	..	1.3	1.5
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	3.3	3.3	..	..	..	2.5	2.7	..	..	..	2.1	2.2
	Neutral	..	..	..	3.8	3.8	..	..	..	2.7	2.9	..	..	..	2.2	2.4
	Dissatisfied	..	..	..	3.4	3.4	..	..	..	2.2	2.4	..	..	..	1.9	2.0
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	4.6	5.1	..	..	..	2.1	2.8	..	..	..	1.9	2.5
	Neutral	..	..	..	5.4	5.9	..	..	..	2.6	3.3	..	..	..	2.3	2.9
	Dissatisfied	..	..	..	4.8	5.2	..	..	..	2.3	2.9	..	..	..	2.1	2.7
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	3.5	4.0	..	..	..	3.0	3.5	..	..	..	2.6	3.0
	Neutral	..	..	..	3.7	4.1	..	..	..	3.1	3.6	..	..	..	2.6	3.0
	Dissatisfied	..	..	..	2.9	3.1	..	..	..	2.5	3.0	..	..	..	2.1	2.5
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	3.8	4.0	..	..	..	2.8	2.9	..	..	..	2.4	2.4
	Neutral	..	..	..	3.5	3.6	..	..	..	2.5	2.7	..	..	..	2.1	2.2
	Dissatisfied	..	..	..	3.4	3.4	..	..	..	2.2	2.2	..	..	..	1.9	1.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.1 How satisfied are you with the following? The welfare support provided by the [Service] (RN/RM: RNRM Welfare) for me.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	60	58	58 ||	59	60	55	53	54 ||	55	57	56	54	54 ||	56	57
	Neutral	31	32	32 ||	32	30	33	32	34 ||	33 **	29	33	32	34 ||	33 **	30
	Dissatisfied	9	10	9 ||	9	10	12	15	12 ||	12	14	12	14	12 ||	12	13
	<i>Unweighted count</i>	2 457					5 637					8 094				
Royal Navy	Satisfied	56	56	53 ||	50	46	47	45	47 ||	48	48	49	47	48 ||	48	48
	Neutral	36	36	37 ||	40	45	37	37	39 ||	41	39	37	37	39 ||	40	40
	Dissatisfied	8	8	10 ||	10	10	15	18	14 ||	12	13	13	16	13 ||	11	12
	<i>Unweighted count</i>	586					1 375					1 961				
Royal Marines	Satisfied	65	69	65 ||	61	62	56	52	56 ||	50	51	57	54	57 ||	51	52
	Neutral	31	27	27 ||	34	31	37	39	35 ||	43	40	36	37	34 ||	42	39
	Dissatisfied	4	4	8 ||	5	6	7	10	9 ||	7	9	7	9	9 ||	7	9
	<i>Unweighted count</i>	213					985					1 198				
Army	Satisfied	63	59	61	64	63	56	54 **	54 **	57	60	57	55 **	55 **	58	60
	Neutral	28	29	30	28	27	32 **	31 **	34 **	30	26	31 **	31 **	33 **	29	26
	Dissatisfied	9	12	8	8	10	12	15	12	13	15	12	14	11	12	14
	<i>Unweighted count</i>	820					1 537					2 357				
RAF	Satisfied	58	57	55	57	61	54	55	56	53	57	55	55	56	54 **	58
	Neutral	33	34	34	34	29	34	31	32	35	31	33	31	33	35 **	31
	Dissatisfied	9	10	11	9	10	12	14	11	12	12	12	13	11	11	11
	<i>Unweighted count</i>	838					1 740					2 578				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2009. (2) Minor wording change in 2011. (3) || Denotes a discontinuity in the time series due to a change in question wording. RN/RM surveys now ask about support from 'RN/RM Welfare' instead of support from 'RN/RM'. (4) Only asked of RAF 2009-2011, but analysis included n/a option hence significance tests and figures not possible for these years. (4) N/A option excluded from the analysis.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.2 How satisfied are you with the following? The welfare support provided by the [Service] (RN/RM: RNRM Welfare) for my family.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Satisfied	46	45	43 ||	45	46	46	45	44 ||	46	49	46	45	44 ||	46	48		
	Neutral	37	35	36 ||	36	35	35	34	37 ||	36 **	32	35	34	37 ||	36 **	33		
	Dissatisfied	17	20	20 ||	19	19	19	21	19 ||	18	19	19	21	19 ||	18	19		
	<i>Unweighted count</i>						2 231						5 186						7 417
Royal Navy	Satisfied	41	44	38 ||	43	40	39	37	38 ||	42	44	40	39	38 ||	42	43		
	Neutral	43	38	42 ||	42	43	39	40	39 ||	41	40	40	39	40 ||	42	41		
	Dissatisfied	15	18	20 ||	15	17	22	23	22 ||	16	16	21	22	22 ||	16	16		
	<i>Unweighted count</i>						557						1 318						1 875
Royal Marines	Satisfied	52	52	49 ||	52	50	49	43	47 ||	45	45	49	44	47 ||	46	46		
	Neutral	35	34	36 ||	38	37	40	43	40 ||	45	42	40	42	39 ||	44	41		
	Dissatisfied	13	14	14 ||	10	13	11	13	13 ||	10	13	11	13	14 ||	10	13		
	<i>Unweighted count</i>						201						952						1 153
Army	Satisfied	49	47	46	49	48	49	47	46 **	49	52	49	47	46 **	49	52		
	Neutral	34	32	34	32	31	33 **	32	36 **	34 **	28	33 **	32	35 **	33 **	28		
	Dissatisfied	17	21	21	19	20	18	21	18	18	20	18	21	19	18	20		
	<i>Unweighted count</i>						739						1 383						2 122
RAF	Satisfied	42	41	42	39 **	46	42	43	43	42	44	42	42	43	42	45		
	Neutral	38	39	37	39	35	36	34	36	36	36	36	35	37	37	36		
	Dissatisfied	20	20	22	22	19	22	23	20	21	20	22	22	21	22	19		
	<i>Unweighted count</i>						734						1 533						2 267

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2009. (2) Minor wording change in 2011. (3) || Denotes a discontinuity in the time series due to a change in question wording. RN/RM surveys now ask about support from 'RN/RM Welfare' instead of support from 'RN/RM'. (4) Only asked of RAF 2009-2011, but analysis included n/a option hence significance tests and figures not possible for these years. (4) N/A option excluded from the analysis.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.3 How satisfied are you with the following? The support my spouse/partner gets from the [Service] (RN/RM: RNRM Welfare) when I am absent.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	32	33	29 ||	33	32	34	33	32 ||	34	37	34	33	32 ||	34	36
	Neutral	39	37	40 ||	38	39	37	37	38 ||	39	37	37	37	38 ||	39	37
	Dissatisfied	29	30	31 ||	29	29	29	30	30 ||	27	27	29	30	30 ||	28	27
	<i>Unweighted count</i>	1 917					3 957					5 874				
Royal Navy	Satisfied	24	28	20 ||	29	26	24	23	23 ||	32	33	24	25	22 ||	31	31
	Neutral	46	44	47 ||	49	52	40	40	41 ||	44	43	41	41	43 ||	45	45
	Dissatisfied	30	28	33 ||	22	23	37	37	36 ||	24	24	35	34	35 ||	23	24
	<i>Unweighted count</i>	469					975					1 444				
Royal Marines	Satisfied	36	38	34 ||	36	36	37	32	34 ||	33	36	37	32	34 ||	33	36
	Neutral	42	36	43 ||	45	43	44	45	43 ||	48	45	44	44	43 ||	47	45
	Dissatisfied	22	26	23 ||	19	21	19	24	23 ||	19	19	20	24	23 ||	19	19
	<i>Unweighted count</i>	174					656					830				
Army	Satisfied	37	37	33	36	33	38	36	35	36	39	38	36	35	36	38
	Neutral	35	33	38	33	36	35	36	36	36	34	35	35	36	35	34
	Dissatisfied	28	30	30	31	31	27	28	29	28	27	27	29	29	29	28
	<i>Unweighted count</i>	634					1 094					1 728				
RAF	Satisfied	29	29	30	29	33	29	32	32	31	33	29	31	31	30	33
	Neutral	38	40	38	39	38	39	35	38	41	38	39	36	38	40	38
	Dissatisfied	33	31	32	33	29	32	33	30	29	29	32	33 **	31	30	29
	<i>Unweighted count</i>	640					1 232					1 872				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Filtered by those who are married/in a long-term relationship. (2) N/A option excluded from the analysis. (3) Minor wording change in 2011. (4) || Denotes a discontinuity in the time series due to a change in question wording. RN/RM surveys now ask about support from 'RN/RM Welfare' instead of support from 'RN/RM'.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.4 How satisfied are you with the following? The Operational/Deployment Welfare Package.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	48 **	45	41	42	43	42	40	39 **	41	42	43	41	39 **	41	43
	Neutral	38	38	42	41	40	42	42	44	42	40	41	41	43 **	42	40
	Dissatisfied	14 **	17	17	17	17	17	18	17	17	17	16	18	17	17	17
	<i>Unweighted count</i>					2 123					4 959					7 082
Royal Navy	Satisfied	41	43	35 **	39	43	31 **	30 **	31 **	39	38	34 **	33 **	32 **	39	39
	Neutral	41	39	43	44	39	44	45	46	42	42	43	44	45	43	42
	Dissatisfied	18	18	22	16	19	25 **	25 **	23	19	20	23 **	23 **	23 **	18	20
	<i>Unweighted count</i>					600					1 378					1 978
Royal Marines	Satisfied	45	44	42	37	36	39 **	35	37	34	34	39 **	36	38	34	34
	Neutral	41	39	42	43	44	48 **	50	49	52	52	47 **	49	48	51	51
	Dissatisfied	15	16	16	20	20	14	15	14	14	14	14	15	14	15	14
	<i>Unweighted count</i>					202					871					1 073
Army	Satisfied	55 **	50	46	48	46	46	44	42	44	46	48	45	42	45	46
	Neutral	36	35	42	38	39	40	42	44 **	41	38	39	41	44 **	40	38
	Dissatisfied	10 **	15	13	14	15	13	14	14	15	16	13	14	14	15	16
	<i>Unweighted count</i>					657					1 222					1 879
RAF	Satisfied	41	37	37	36	40	37	38	38	36	39	38	38	38	36	40
	Neutral	40	42	42	42	40	42	39	40	43	42	42	40	41	43	41
	Dissatisfied	19	21	21	22	19	20	23 **	22	21	19	20	23 **	22	21	19
	<i>Unweighted count</i>					664					1 488					2 152

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question from 2015 as previous operational deployment filter question has gone. (4) N/A option excluded from the analysis.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.5 How satisfied are you with the following? My Divisional Officer.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	74	74	71	71	71	67	68	68	69	71	69	69	69	69	71
	Neutral	13	13	13	15	15	19	19	19	17	16	17	18	17	16	16
	Dissatisfied	7	7	10	9	9	11	10	9	10	9	10	9	10	10	9
	Not used	5	5	5	5	4	2	3	3	3	3	3	3	4	3	3
	Not heard of	0	0	1	0	0	0	0	1	1	1	0	0	1	1	1
	<i>Unweighted count</i>					913					1 852					2 765
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RN.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.6 How satisfied are you with the following? The Regimental system.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	65	69	63	63	63	37 **	32	33	31	32	40 **	36	36	35	36
	Neutral	22	19	19	21	20	38 **	37 **	35	36 **	31	37 **	35 **	33	34 **	30
	Dissatisfied	2 **	2 **	4	6	6	7 **	10	11	9	11	6 **	9	10	9	10
	Not used	7	7	10	8	10	7 **	10	12	10	13	7 **	10 **	12	10 **	12
	Not heard of	3	3	4	2	2	11	10 **	10 **	13	13	10	9 **	9	12	12
	<i>Unweighted count</i>					291					1 265					1 556
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RM.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.7 How satisfied are you with the following? My Unit Welfare Officer.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	43	43	45	43	44	43	40	40	43	44	43	41	40	43	44
	Neutral	16	17	16	14	14	25 **	23	25 **	21	21	24 **	22	24 **	20	20
	Dissatisfied	5	6	4	5	5	7	8	8	7	8	7	8	8	7	8
	Not used	32	30	30	33	33	21	24	24	25	24	23	25	25	26	26
	Not heard of	4	5	5	4	4	3	4	3	3	3	3	4	3	3	3
	<i>Unweighted count</i>					935					1 687					2 622
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2009 (2) Dropped in 2015 but re-introduced in 2016 with slight wording change from "Unit Welfare Officers" to "My Unit Welfare Officers" and allocated new question number [A785] (3) A300 reinstated in 2017 to show earlier years for this question (4) Caution advised in analysing this question as the introduction of the "My" wording (see Note (2) above) has had an impact on the "Not heard of" response levels (5) Asked only of Army.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.8 How satisfied are you with the following? The chaplaincy support provided by the [Service].

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	47	46	46	45	47	42	41	39	40	40	43	42	41	41	42
	Neutral	16	16	16	15	14	24 **	22	23	22	21	23 **	21	22	20	20
	Dissatisfied	3	2	3	3	3	2	3	3	2	3	2 **	3	3	2 **	3
	Not used	34	35	35	36	35	29 **	32	33	34	33	30 **	33	33	35	34
	Not heard of	1	1	1	1	0	2	2	2	2	2	2	2	1	2	2
	<i>Unweighted count</i>					3 057					6 702					9 759
Royal Navy	Satisfied	42	42	40	41	43	41	41	42	42	40	41	41	41	42	40
	Neutral	18	15	16	17	16	26	24	23	22	24	24	22	21	20	22
	Dissatisfied	2	3	3	2	4	2 **	3	2	2 **	3	2 **	3	2	2 **	3
	Not used	38	39	41	40	37	31	32	33	33	32	32	33	35	35	33
	Not heard of	0	1	0	0	1	1	0	1	1	1	1	0	0	1	1
	<i>Unweighted count</i>					912					1 847					2 759
Royal Marines	Satisfied	49	51	42	49	49	38	34	34	34	35	39	36	35	36	37
	Neutral	22	22	22	19	21	36 **	35 **	33 **	32	29	35 **	33 **	32 **	30	28
	Dissatisfied	2	3	5	3	3	3	3	3	3	4	3	3	4	3	4
	Not used	26	24	30	29	27	21 **	25 **	27	29	29	21 **	25 **	28	29	29
	Not heard of	0	..	..	..	..	2	3	2	2	2	2	3	2	2	2
	<i>Unweighted count</i>					291					1 269					1 560
Army	Satisfied	49	47	48	46	46	44	43	39	40	41	45	43	41	41	42
	Neutral	15	15	16	15	14	25	22	24	23	21	23 **	21	23	21	20
	Dissatisfied	3	3	3	3	4	3	3	4	2	4	3	3	4	2	4
	Not used	32	33	32	35	35	26 **	30	30	32	32	27 **	30	31	32	32
	Not heard of	1	2	1	1	1	2	2	2	3	3	2	2	2	3	2
	<i>Unweighted count</i>					935					1 689					2 624
RAF	Satisfied	46	47	46	46	51	39	37	39	39	40	41	39 **	41	40	43
	Neutral	15	16	15	14	13	18	17	16	16	17	17	17	16	16	16
	Dissatisfied	2	2	4	2	2	2	2	2	3	2	2	2	3	3	2
	Not used	37	35	36	37	33	40	43	41	42	40	39	41	40	41	38
	Not heard of	0	0	0	0	0	2 **	1	1	1	0	1 **	1	1	1	0
	<i>Unweighted count</i>					919					1 897					2 816

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.9 How satisfied are you with the following? The [Service] Welfare, Personal Support. (RN/RM: The RNRMW, Specialist Welfare Support (e.g. the Portal and casework))

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	31	31	29 ||	24	21	32	30	32 ||	26	26	32	31	31 ||	25	25
	Neutral	20	19	18 ||	19	20	27	30	24 ||	27	27	25	27	22 ||	25	25
	Dissatisfied	4	5	6 ||	4	6	9	8	8 ||	5	6	8	8	8 ||	5	6
	Not used	44	43	46 ||	48	49	30	30	33 ||	36	35	33	33	36 ||	39	38
	Not heard of	2	1	1 ||	4	4	2	1	2 ||	7	7	2	1	2 ||	6	6
	<i>Unweighted count</i>					912					1 847					2 759
Royal Marines	Satisfied	47	43	41 ||	29	30	39	34	37 ||	25	27	40	35	37 ||	25	27
	Neutral	21	26	20 ||	24	28	34	33	30 ||	34	29	33	32	29 ||	33	29
	Dissatisfied	3	2	2 ||	2	3	5	6	5 ||	4	5	5	6	5 ||	4	5
	Not used	29	28	35 ||	36	36	20	24	26 ||	28	29	21	24	27 ||	29	30
	Not heard of	..	2	1 ||	9	3	2	3	2 ||	10	10	2	3	2 ||	10	9
	<i>Unweighted count</i>					290					1 270					1 560
Army	Satisfied	32	27	30	28	31	39	35 **	36	37	40	38	34 **	35	36	39
	Neutral	21	22	21	19	19	26 **	26 **	26 **	24	21	25 **	25 **	25 **	23	21
	Dissatisfied	3	3	4	4	4	5	5	5	5	6	5	5	5	5	5
	Not used	42	43	43	46	44	27	30	30	31	30	29	32	32	34	33
	Not heard of	3	4 **	2	2	2	3	3	3	3	3	3	4	3	3	3
	<i>Unweighted count</i>					933					1 688					2 621
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RN/RM/Army. (3) Slight wording difference for Army. (4) || Denotes a discontinuity in the time series due to a change in question wording. RN/RM surveys now ask about the RNRMW, Specialist Welfare Support instead of 'RN/RM Welfare, Personal Support'.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.10 How satisfied are you with the following? SSAFA Personal Support & Social Work Service.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	37	38	37	37	41	38	37	38	37	40	38	37	38	37	40
	Neutral	16	18 **	17 **	16 **	12	17	17	17	16	16	17	17	17	16	15
	Dissatisfied	2	2	2	3	3	3	4	3	4	4	3	3	3	3	4
	Not used	44	42	43	44	43	40	42	41	42	39	41	42	41	43	40
	Not heard of	1	1	0	1	1	1	1	1	1	1	1	1	1	1	1
	<i>Unweighted count</i>					918					1 894					2 812

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Tri-service question prior to 2016. (3) Asked only of RAF.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.11 How satisfied are you with the following? The [Service] Welfare, Community Support. (RN/RM: The RNRMW, Community Support)

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	23	22	19 ||	19	15	24	24	23 ||	22	20	24	23	22 ||	21	19
	Neutral	22	20	21 ||	19	20	30	30	25 ||	27	29	28	28	24 ||	25	27
	Dissatisfied	4	6	5 ||	4	5	8	7	7 ||	4	5	7	7	7 ||	4	5
	Not used	49	50	52 ||	53	54	34	36	40 ||	39	39	37	39	43 ||	43	42
	Not heard of	3	3	2 ||	5	6	4	3	5 ||	8	8	4	3	4 ||	7	8
	<i>Unweighted count</i>					912					1 849					
Royal Marines	Satisfied	36	32	35 ||	25	24	34	29	31 ||	21	23	34	30	31 ||	21	23
	Neutral	29	29	23 ||	25	27	36	35	32 ||	34	30	36	34	31 ||	33	30
	Dissatisfied	3	5	3 ||	2	4	5	6	5 ||	4	4	5	6	5 ||	3	4
	Not used	31	30	37 ||	39	42	21	26	29 ||	30	31	22	27	30 ||	32	32
	Not heard of	1	4	3 ||	9	4	3	4	3 ||	11	12	3	4	3 ||	10	11
	<i>Unweighted count</i>					291					1 268					
Army	Satisfied	29	25	28	26	28	37	32	32	33	35	36	31	32	32	34
	Neutral	22	22	21	20	19	26 **	26	27 **	24	22	26 **	25 **	26 **	24	22
	Dissatisfied	3	4	4	3	5	5	5	5	4	5	4	5	5	4	5
	Not used	42	44	44	47	45	28 **	32	32	34	34	30 **	34	34	36	36
	Not heard of	3	4	3	4	2	4	5	4	4	5	4	5	4	4	4
	<i>Unweighted count</i>					934					1 685					
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RN/RM/Army. (3) Slight wording difference for Army. (4)|| Denotes a discontinuity in the time series due to a change in question wording. RN/RM surveys now ask about support from 'RNRMW, Community Support' instead of 'RN/RM Welfare, Community Support'.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.12 How satisfied are you with the following? The HIVE. (Army: The Army Welfare Service, The HIVE; RAF: The HIVE)

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	32	32	31	..	..	38	33	34	..	..	37	33	33	..	..
	Neutral	22	21	22	..	..	27	27	26	..	..	26	26	25	..	..
	Dissatisfied	4	4	4	..	..	4	4	5	..	..	4	4	5	..	..
	Not used	41	41	42	..	..	30	34	33	..	..	32	35	35	..	..
	Not heard of	1	1	1	..	..	2	2	2	..	..	2	2	2	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	24	26	22	..	..	29	26	26	..	..	28	26	25	..	..
	Neutral	24	20	22	..	..	29	31	28	..	..	28	29	27	..	..
	Dissatisfied	5	5	5	..	..	7	6	6	..	..	6	6	6	..	..
	Not used	46	48	50	..	..	33	35	37	..	..	36	38	40	..	..
	Not heard of	1	1	1	..	..	2	2	3	..	..	2	2	3	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	39	31	37	..	..	37	31	33	..	..	37	31	33	..	..
	Neutral	26	29	23	..	..	36	36	32	..	..	35	35	31	..	..
	Dissatisfied	4	5	3	..	..	5	5	5	..	..	5	5	5	..	..
	Not used	31	33	37	..	..	21	25	28	..	..	22	26	29	..	..
	Not heard of	0	2	1	..	..	2	3	2	..	..	2	2	2	..	..
	<i>Unweighted count</i>															
Army	Satisfied	33	31	30	28	28	39 **	33	34	34	34	38 **	33	33	33	33
	Neutral	22	22	22	21	20	27 **	27 **	27	25	23	26 **	27 **	27 **	24	23
	Dissatisfied	4	4	4	4	5	4	4	5	4	4	4	4	5	4	4
	Not used	40	41	43	45	45	28 **	32	32	35	35	30 **	34	34	36	37
	Not heard of	1	2	2	2	1	2	3	2	3	4	2	3	2	3	3
	<i>Unweighted count</i>					933					1 685					2 618
RAF	Satisfied	37	37	38	37	38	41	37	40	37	38	40	37	40	37	38
	Neutral	21	21	22	19	17	20	20	20	19	19	20	20	20	19	19
	Dissatisfied	3	4	4	3	4	2	3	4	3	3	3	3	4	3	4
	Not used	39	38	37	40	41	36	39	36	40	39	37	39	36	40	40
	Not heard of	0	0	0	1	1	1	0	0	0	1	1	0	0 **	0	1
	<i>Unweighted count</i>					919					1 894					2 813

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2009. (2) The wording of the "never heard of it" option changed to "not heard of it" in 2012, but significance tests carried out as wording change comparable to latter years. (3) Only asked of Army prior to 2015. (4) From 2016, slight wording differences between services. (5) Asked only of Army/RAF from 2019. (6) RN/RM asked this question as A830 from 2019 but not including the HIVE.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.13 How satisfied are you with the following? The RNRMW Information Services.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	21 **	16	..	..	..	23	22	..	..	..	22	20
	Neutral	..	..	..	20	21	..	..	..	27	29	..	..	..	25	27
	Dissatisfied	..	..	..	4	4	..	..	..	4	5	..	..	..	4	5
	Not used	..	..	..	51	52	..	..	..	38	37	..	..	..	41	40
	Not heard of	..	..	..	5	6	..	..	..	8	8	..	..	..	7	8
	<i>Unweighted count</i>					914					1 845					2 759
Royal Marines	Satisfied	..	..	..	24	25	..	..	..	21	24	..	..	..	21	24
	Neutral	..	..	..	25	27	..	..	..	35 **	30	..	..	..	33 **	29
	Dissatisfied	..	..	..	2	3	..	..	..	4	5	..	..	..	4	5
	Not used	..	..	..	38	40	..	..	..	29	30	..	..	..	31	31
	Not heard of	..	..	..	10 **	4	..	..	..	11	12	..	..	..	11	11
	<i>Unweighted count</i>					290					1 269					1 559
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2019 superceding A302 for the RN/RM. (2) Asked of RN/RM only.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.14 How satisfied are you with the following? The [Service] Families Federation.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	26	27	26	24	26	28	25	26	26	27	27	26	26	26	27
	Neutral	23 **	23	21	21	20	26 **	26 **	25	24	23	26 **	25 **	24	23	23
	Dissatisfied	3	2	3	3	3	3	4	3	3	3	3	3	3	3	3
	Not used	46	46	47	49	48	35 **	38	38	39	39	37 **	39	40	41	41
	Not heard of	3	2	3	3	3	8	7	7	8	8	7	6	6	7	7
	<i>Unweighted count</i>					3 053					6 694					9 747
Royal Navy	Satisfied	24	27 **	23	24	20	25 **	21	22	21	21	25 **	23	22	22	21
	Neutral	22	20	21	19	21	28	31	25 **	27	29	27	28	24	25	27
	Dissatisfied	3	2	3	2	3	5	5	5	3	4	4	4	4	3	4
	Not used	50	50	51	52	54	37	38	43	41	39	40	41	45	43	43
	Not heard of	1	1	1	2	2	5 **	6	6	9	7	4 **	5	5	7	6
	<i>Unweighted count</i>					912					1 848					2 760
Royal Marines	Satisfied	30 **	26	25	24	23	25 **	21	22	19	22	26 **	21	22	19	22
	Neutral	28	29	25	25	27	37 **	36 **	34	34	30	36 **	35 **	33	33	30
	Dissatisfied	3	4	1	2	3	4	4	4	3	4	4	4	4	3	4
	Not used	34	36	41	39	42	22 **	26 **	29	30	30	23 **	27 **	31	31	32
	Not heard of	5	6	8	9	5	12	13	11	14	14	11	12	11	13	13
	<i>Unweighted count</i>					291					1 269					1 560
Army	Satisfied	28	29	29	24	28	30	27	27	28	30	30	27	27	28	30
	Neutral	23	24	21	22	21	27 **	26	26	23	23	26 **	26	25	23	22
	Dissatisfied	3	2	3	4	4	3	4	4	3	3	3	4	4	3	3
	Not used	42	43	44	46	44	30 **	35	34	35	35	32 **	36	36	37	37
	Not heard of	4	3	3	4	3	9	9	9	10	9	8	8	8	9	8
	<i>Unweighted count</i>					935					1 687					2 622
RAF	Satisfied	22	24	25	24	27	23	25	25	25	26	23	24	25	25	26
	Neutral	23 **	23 **	21	22 **	17	20	20	21	20	20	21	20	21	20	19
	Dissatisfied	2	2	2	1	2	2	2	2	2	1	2	2	2	2	1
	Not used	51	50	50	51	51	49	50	50	51	50	50	50	50	51	50
	Not heard of	3	2	2	2	3	5 **	4	2	3	3	5 **	3	2	3	3
	<i>Unweighted count</i>					915					1 890					2 805

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.15 How satisfied are you with the following? RNRMW Digital Communications (e.g. RN Forum).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	13	13	..	..	..	17	17	..	..	..	16	16
	Neutral	..	..	..	21	22	..	..	..	27	29	..	..	..	25	27
	Dissatisfied	..	..	..	2	3	..	..	..	3	4	..	..	..	3	3
	Not used	..	..	..	55	54	..	..	..	40	39	..	..	..	44	42
	Not heard of	..	..	..	9	9	..	..	..	14	12	..	..	..	13	11
	<i>Unweighted count</i>					911					1 851					2 762
Royal Marines	Satisfied	..	..	..	15	19	..	..	..	16	18	..	..	..	16	19
	Neutral	..	..	..	29	26	..	..	..	34 **	30	..	..	..	34 **	30
	Dissatisfied	..	..	..	2	3	..	..	..	3	4	..	..	..	3	4
	Not used	..	..	..	41	44	..	..	..	30	31	..	..	..	31	32
	Not heard of	..	..	..	13	8	..	..	..	16	17	..	..	..	16	16
	<i>Unweighted count</i>					291					1 270					1 561
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2019 superceding A788. (2) Asked of RN/RM only.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.16 How satisfied are you with the following? The Community Development Officer/Worker.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	21 **	23	28	24	27	25	24	25	24	26	24	23	26	24	26
	Neutral	22	22 **	22	21	18	21	19	21	19	20	21	20	21	20	19
	Dissatisfied	4	5	2	4	4	3	3	3	3	3	3	3	3	3	3
	Not used	48	46	44	47	47	45	48	46	49	47	46	48	45	48	47
	Not heard of	6	3	4	4	4	7	6	5	5	5	7	6	5	5	5
	<i>Unweighted count</i>					919					1 894					2 813

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Tri-service question prior to 2016. (3) Asked only of RAF.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.17 How satisfied are you with the following? Naval Service Welfare social media (e.g. Facebook).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	14	17	13	15	13	19	18	18	20	20	18	18	17	19	18
	Neutral	22	20	21	21	21	29	31	27	27	30	28	28	25	26	28
	Dissatisfied	3	3	3	2	3	5 **	4	4	3	3	5	4	4	3	3
	Not used	53	52	55	55	54	38	40	43	40	38	42	43	46 **	43	42
	Not heard of	8	8	8	7	8	8	7	8	10	9	8	8	8	9	9
	<i>Unweighted count</i>					913					1 851					
Royal Marines	Satisfied	20	18	20	17	20	23	19	20	18	20	22	19	20	18	20
	Neutral	34 **	28	25	29	26	38 **	37 **	34	34 **	30	37 **	36 **	32	34 **	30
	Dissatisfied	2	3	2	2	3	3	5	4	4	4	3	4	4	3	4
	Not used	40	43	47	42	46	26 **	30 **	33	32	33	28 **	31 **	35	34	35
	Not heard of	4	8	7	10 **	5	10	10	9 **	12	12	9	10	9	11	11
	<i>Unweighted count</i>					290					1 269					
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RN/RM.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.18 How satisfied are you with the following? My Unit's Service Community Support Officer (SCSO).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	24	25	27	24	27	27	26	26	25	26	26	26	26	25	26
	Neutral	21	21	21	21	17	20	19	20	18	19	21	19	20	19	18
	Dissatisfied	4	4	3	5	4	3	4	4	3	4	3	4	4	3	4
	Not used	43	44	42	44	46	42	45	44	46	45	42	45	44	46	45
	Not heard of	8	7	6	7	6	8	7	6	7	7	8	7	6	7	7
	<i>Unweighted count</i>					918					1 895					2 813

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Tri-service question prior to 2016. (3) Asked only of RAF.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.19 How satisfied are you with the following? My Unit's Welfare staffs.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	28 **	31	32	30	35	29	28	30	29	31	29	29	30	29	32
	Neutral	24 **	21	22	20	19	22	20	21	21	20	23 **	20	21	21	20
	Dissatisfied	5	3	5	5	4	3 **	5	4	4	6	4 **	5	4	5	5
	Not used	39	41	38	41	39	40	43	42	42	40	40	43	41	42	40
	Not heard of	4	3	3	3	3	5	4	3	4	4	5	4	3	4	4
	<i>Unweighted count</i>					918					1 893					2 811

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016. (2) Asked only of RAF.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.1 How satisfied are you with the following? The welfare support provided by the [Service] (RN/RM: RNRM Welfare) for me.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.3	2.5	2.5	2.4	2.6	1.8	1.9	2.2	2.1	2.3	1.6	1.7	1.8	1.8	2.0
	Neutral	2.2	2.3	2.3	2.3	2.4	1.7	1.8	2.1	1.9	2.1	1.5	1.6	1.7	1.6	1.7
	Dissatisfied	1.4	1.6	1.4	1.4	1.6	1.2	1.4	1.4	1.4	1.7	1.0	1.2	1.2	1.2	1.4
	<i>Unweighted count</i>															
Royal Navy	Satisfied	4.2	4.2	4.4	4.8	4.8	3.4	2.9	3.5	3.1	3.4	2.8	2.5	2.9	2.7	2.9
	Neutral	4.0	4.0	4.2	4.7	4.8	3.3	2.9	3.5	3.1	3.3	2.7	2.4	2.9	2.6	2.8
	Dissatisfied	2.3	2.4	2.6	2.9	2.8	2.5	2.3	2.5	2.1	2.3	2.0	1.9	2.0	1.7	1.9
	<i>Unweighted count</i>															
Royal Marines	Satisfied	6.0	5.5	6.0	6.2	6.7	2.1	2.2	2.8	2.9	3.7	2.0	2.1	2.6	2.6	3.4
	Neutral	5.8	5.3	5.6	6.0	6.5	2.0	2.2	2.7	2.9	3.6	1.9	2.0	2.5	2.6	3.3
	Dissatisfied	2.5	2.3	3.4	2.6	3.3	1.1	1.3	1.7	1.5	2.2	1.0	1.2	1.6	1.4	1.9
	<i>Unweighted count</i>															
Army	Satisfied	3.7	4.2	4.0	3.8	4.2	2.7	3.1	3.4	3.2	3.7	2.4	2.7	2.9	2.8	3.2
	Neutral	3.4	3.9	3.8	3.6	3.8	2.5	2.8	3.2	3.0	3.2	2.2	2.5	2.8	2.6	2.8
	Dissatisfied	2.2	2.7	2.3	2.2	2.7	1.7	2.2	2.2	2.2	2.8	1.5	1.9	1.9	1.9	2.4
	<i>Unweighted count</i>															
RAF	Satisfied	4.4	3.8	4.2	4.0	4.1	3.2	2.9	3.0	3.0	3.1	2.7	2.4	2.5	2.5	2.5
	Neutral	4.1	3.6	4.0	3.9	3.8	3.0	2.7	2.8	2.8	2.8	2.5	2.2	2.4	2.4	2.3
	Dissatisfied	2.5	2.3	2.6	2.4	2.5	2.1	2.0	2.0	1.9	2.0	1.8	1.7	1.6	1.6	1.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.2 How satisfied are you with the following? The welfare support provided by the [Service] (RN/RM: RNRM Welfare) for my family.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.5	2.6	2.6	2.6	2.8	1.9	2.0	2.3	2.2	2.5	1.6	1.7	1.9	1.9	2.1
	Neutral	2.4	2.5	2.5	2.5	2.6	1.8	1.9	2.2	2.1	2.2	1.6	1.6	1.9	1.8	1.9
	Dissatisfied	1.9	2.1	2.1	2.1	2.2	1.5	1.7	1.7	1.6	2.0	1.3	1.4	1.5	1.4	1.6
	<i>Unweighted count</i>															
Royal Navy	Satisfied	4.3	4.4	4.4	4.9	4.8	3.4	3.0	3.6	3.2	3.4	2.8	2.5	2.9	2.7	2.9
	Neutral	4.3	4.3	4.5	4.8	4.9	3.5	3.0	3.7	3.2	3.4	2.9	2.5	3.0	2.7	2.9
	Dissatisfied	3.2	3.4	3.6	3.6	3.7	3.0	2.6	3.1	2.4	2.5	2.4	2.2	2.5	2.0	2.2
	<i>Unweighted count</i>															
Royal Marines	Satisfied	6.4	6.1	6.5	6.4	7.1	2.1	2.3	2.9	2.9	3.7	2.0	2.1	2.7	2.7	3.4
	Neutral	6.1	5.7	6.3	6.2	6.9	2.1	2.3	2.9	2.9	3.7	2.0	2.1	2.6	2.7	3.4
	Dissatisfied	4.3	4.2	4.5	3.8	4.8	1.3	1.6	2.0	1.8	2.5	1.3	1.5	1.9	1.6	2.3
	<i>Unweighted count</i>															
Army	Satisfied	4.0	4.5	4.3	4.2	4.6	2.9	3.2	3.5	3.4	4.0	2.5	2.8	3.1	3.0	3.4
	Neutral	3.8	4.2	4.1	3.9	4.3	2.7	3.0	3.4	3.3	3.6	2.4	2.7	3.0	2.8	3.0
	Dissatisfied	3.0	3.7	3.5	3.3	3.7	2.2	2.6	2.6	2.5	3.2	1.9	2.3	2.3	2.2	2.7
	<i>Unweighted count</i>															
RAF	Satisfied	4.7	4.0	4.4	4.3	4.4	3.4	3.0	3.2	3.1	3.3	2.8	2.5	2.7	2.6	2.7
	Neutral	4.6	3.9	4.3	4.2	4.2	3.3	2.9	3.1	3.1	3.2	2.7	2.4	2.6	2.6	2.6
	Dissatisfied	3.7	3.2	3.6	3.6	3.5	2.8	2.6	2.6	2.6	2.6	2.3	2.1	2.2	2.2	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.3 How satisfied are you with the following? The support my spouse/partner gets from the [Service] (RN/RM: RNRM Welfare) when I am absent.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.6	2.7	2.6	2.7	2.9	2.1	2.2	2.4	2.4	2.7	1.7	1.9	2.0	2.0	2.2
	Neutral	2.6	2.7	2.8	2.7	3.0	2.1	2.2	2.5	2.4	2.6	1.8	1.9	2.0	2.0	2.2
	Dissatisfied	2.5	2.6	2.6	2.6	2.8	2.0	2.1	2.3	2.2	2.5	1.6	1.8	1.9	1.8	2.0
	<i>Unweighted count</i>															
Royal Navy	Satisfied	4.1	4.3	3.9	4.9	4.8	3.4	3.1	3.5	3.5	3.8	2.7	2.5	2.8	2.9	3.1
	Neutral	4.8	4.8	4.8	5.4	5.5	3.9	3.6	4.2	3.8	4.0	3.2	2.9	3.4	3.2	3.4
	Dissatisfied	4.4	4.3	4.6	4.5	4.6	3.9	3.5	4.1	3.3	3.6	3.1	2.9	3.3	2.7	2.9
	<i>Unweighted count</i>															
Royal Marines	Satisfied	7.1	6.6	6.9	7.0	7.7	2.7	2.8	3.4	3.4	4.5	2.5	2.6	3.1	3.1	4.0
	Neutral	7.3	6.6	7.3	7.3	8.0	2.8	3.1	3.7	3.7	4.7	2.6	2.8	3.3	3.3	4.2
	Dissatisfied	6.1	6.1	6.2	5.7	6.5	2.2	2.6	3.2	3.0	3.7	2.1	2.4	2.9	2.7	3.3
	<i>Unweighted count</i>															
Army	Satisfied	4.2	4.7	4.4	4.4	4.7	3.2	3.6	4.0	3.7	4.4	2.7	3.1	3.3	3.1	3.7
	Neutral	4.1	4.6	4.5	4.3	4.8	3.2	3.6	4.0	3.7	4.2	2.7	3.0	3.3	3.1	3.5
	Dissatisfied	3.8	4.5	4.2	4.2	4.6	2.9	3.3	3.7	3.4	3.9	2.5	2.8	3.1	2.9	3.3
	<i>Unweighted count</i>															
RAF	Satisfied	4.6	4.0	4.4	4.2	4.5	3.4	3.2	3.4	3.3	3.5	2.8	2.6	2.8	2.7	2.8
	Neutral	4.9	4.3	4.7	4.6	4.7	3.7	3.3	3.5	3.5	3.6	3.0	2.7	2.9	2.9	2.9
	Dissatisfied	4.7	4.1	4.5	4.4	4.4	3.5	3.2	3.3	3.3	3.3	2.9	2.6	2.8	2.7	2.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.4 How satisfied are you with the following? The Operational/Deployment Welfare Package.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.6	2.7	2.7	2.7	2.9	1.9	2.0	2.3	2.2	2.5	1.6	1.7	1.9	1.9	2.1
	Neutral	2.5	2.6	2.7	2.6	2.8	1.9	2.1	2.3	2.2	2.5	1.6	1.7	1.9	1.9	2.1
	Dissatisfied	1.7	2.0	2.0	2.0	2.1	1.4	1.5	1.6	1.6	1.8	1.2	1.3	1.4	1.3	1.6
	<i>Unweighted count</i>															
Royal Navy	Satisfied	4.4	4.3	4.4	4.6	4.7	3.2	2.8	3.4	3.1	3.2	2.7	2.4	2.8	2.6	2.7
	Neutral	4.5	4.3	4.6	4.7	4.6	3.5	3.1	3.7	3.1	3.3	2.9	2.6	3.1	2.6	2.8
	Dissatisfied	3.5	3.4	3.9	3.5	3.7	3.0	2.7	3.2	2.4	2.7	2.5	2.2	2.6	2.1	2.3
	<i>Unweighted count</i>															
Royal Marines	Satisfied	6.4	6.1	6.4	6.2	6.8	2.1	2.2	2.9	2.9	3.7	2.0	2.1	2.7	2.6	3.3
	Neutral	6.4	6.0	6.4	6.3	7.1	2.2	2.4	3.1	3.1	3.9	2.0	2.2	2.8	2.8	3.5
	Dissatisfied	4.6	4.6	4.8	5.1	5.7	1.5	1.7	2.1	2.1	2.7	1.4	1.6	2.0	2.0	2.5
	<i>Unweighted count</i>															
Army	Satisfied	4.0	4.6	4.6	4.5	4.9	2.9	3.3	3.7	3.6	4.3	2.6	2.9	3.2	3.1	3.6
	Neutral	3.8	4.4	4.5	4.4	4.8	2.9	3.3	3.7	3.6	4.1	2.5	2.9	3.2	3.1	3.5
	Dissatisfied	2.4	3.3	3.1	3.1	3.5	2.0	2.3	2.5	2.5	3.1	1.7	2.0	2.2	2.2	2.6
	<i>Unweighted count</i>															
RAF	Satisfied	4.7	4.1	4.4	4.3	4.6	3.3	3.0	3.2	3.1	3.3	2.8	2.5	2.6	2.6	2.7
	Neutral	4.7	4.1	4.5	4.4	4.6	3.3	3.0	3.2	3.2	3.3	2.8	2.5	2.7	2.7	2.7
	Dissatisfied	3.7	3.4	3.7	3.7	3.7	2.7	2.6	2.7	2.6	2.6	2.2	2.2	2.2	2.2	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.5 How satisfied are you with the following? My Divisional Officer.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.3	3.4	3.6	3.5	3.5	3.0	2.6	3.1	2.5	2.7	2.4	2.2	2.5	2.1	2.2
	Neutral	2.6	2.7	2.7	2.7	2.8	2.5	2.2	2.5	2.0	2.1	2.0	1.8	2.0	1.7	1.8
	Dissatisfied	2.0	2.0	2.4	2.3	2.2	2.0	1.7	2.0	1.7	1.7	1.6	1.4	1.6	1.4	1.4
	Not used	1.6	1.6	1.7	1.6	1.6	1.0	0.9	1.2	0.9	1.0	0.8	0.8	1.0	0.8	0.9
	Not heard of	0.5	0.5	0.7	0.5	0.4	0.5	0.2	0.6	0.4	0.5	0.4	0.2	0.5	0.4	0.4
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.6 How satisfied are you with the following? The Regimental system.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.4	5.0	5.4	5.1	5.8	1.8	1.8	2.3	2.2	2.9	1.7	1.7	2.1	2.1	2.6
	Neutral	4.7	4.3	4.4	4.4	4.7	1.9	2.0	2.5	2.5	3.0	1.8	1.8	2.3	2.2	2.7
	Dissatisfied	1.6	1.6	2.1	2.5	2.9	1.0	1.3	1.7	1.5	2.1	0.9	1.1	1.5	1.4	1.9
	Not used	3.0	2.8	3.5	2.9	3.6	1.0	1.3	1.7	1.6	2.2	1.0	1.2	1.6	1.4	2.0
	Not heard of	2.0	1.8	2.2	1.7	1.6	1.2	1.3	1.7	1.8	2.3	1.1	1.1	1.5	1.6	2.0
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.7 How satisfied are you with the following? My Unit Welfare Officer.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	3.6	3.9	3.8	3.6	4.0	2.6	2.9	3.1	3.1	3.6	2.3	2.5	2.7	2.6	3.1
	Neutral	2.6	3.0	2.8	2.6	2.8	2.3	2.5	2.8	2.6	3.0	1.9	2.1	2.4	2.2	2.5
	Dissatisfied	1.6	1.8	1.6	1.7	1.8	1.3	1.6	1.8	1.5	2.0	1.2	1.3	1.5	1.3	1.7
	Not used	3.3	3.6	3.5	3.5	3.8	2.1	2.5	2.8	2.7	3.1	1.9	2.2	2.4	2.3	2.7
	Not heard of	1.5	1.7	1.6	1.4	1.6	0.9	1.2	1.1	1.2	1.3	0.8	1.0	0.9	1.0	1.1
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.8 How satisfied are you with the following? The chaplaincy support provided by the [Service].

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	Neutral	1.6	1.7	1.7	1.6	1.7	1.5	1.5	1.7	1.6	1.8	1.2	1.3	1.4	1.3	1.5
	Dissatisfied	0.7	0.7	0.8	0.8	0.9	0.5	0.6	0.8	0.5	0.9	0.5	0.5	0.6	0.5	0.7
	Not used	2.1	2.2	2.2	2.2	2.3	1.5	1.7	1.9	1.8	2.0	1.3	1.5	1.6	1.5	1.7
	Not heard of	0.4	0.5	0.4	0.4	0.3	0.5	0.6	0.6	0.7	0.7	0.5	0.5	0.5	0.5	0.6
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.7	3.8	3.9	3.8	3.8	3.1	2.7	3.2	2.7	2.9	2.6	2.3	2.6	2.2	2.4
	Neutral	2.9	2.8	2.9	2.9	2.9	2.8	2.4	2.7	2.2	2.5	2.2	1.9	2.2	1.8	2.0
	Dissatisfied	1.1	1.3	1.3	1.0	1.4	0.9	1.0	0.9	0.8	1.1	0.7	0.8	0.8	0.7	0.9
	Not used	3.7	3.8	3.9	3.8	3.7	2.9	2.6	3.1	2.5	2.7	2.4	2.2	2.5	2.1	2.3
	Not heard of	0.5	0.6	0.3	0.5	0.6	0.6	0.4	0.5	0.6	0.5	0.4	0.3	0.4	0.4	0.4
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.7	5.5	5.6	5.3	5.9	1.9	1.9	2.5	2.4	3.1	1.8	1.8	2.3	2.2	2.8
	Neutral	4.8	4.5	4.7	4.2	4.9	1.9	2.0	2.5	2.4	3.0	1.7	1.8	2.2	2.2	2.7
	Dissatisfied	1.7	1.9	2.5	1.8	2.0	0.7	0.7	1.0	0.8	1.3	0.6	0.7	0.9	0.8	1.2
	Not used	5.0	4.7	5.2	4.9	5.3	1.6	1.8	2.3	2.3	3.0	1.5	1.7	2.2	2.1	2.7
	Not heard of	0.7	..	..	..	..	0.6	0.7	0.8	0.7	1.1	0.5	0.6	0.7	0.6	0.9
	<i>Unweighted count</i>															
Army	Satisfied	3.6	4.0	3.8	3.7	4.1	2.6	2.9	3.1	3.1	3.6	2.3	2.5	2.7	2.6	3.0
	Neutral	2.6	2.8	2.8	2.6	2.8	2.3	2.4	2.8	2.6	3.0	1.9	2.1	2.4	2.2	2.5
	Dissatisfied	1.3	1.3	1.3	1.3	1.6	0.8	1.0	1.3	0.8	1.5	0.7	0.9	1.1	0.7	1.2
	Not used	3.3	3.7	3.6	3.5	3.9	2.3	2.7	3.0	2.9	3.3	2.0	2.3	2.6	2.5	2.8
	Not heard of	0.7	1.0	0.8	0.8	0.6	0.9	1.0	1.0	1.1	1.3	0.7	0.8	0.9	0.9	1.1
	<i>Unweighted count</i>															
RAF	Satisfied	4.1	3.6	4.0	3.9	4.0	3.0	2.7	2.9	2.8	2.9	2.5	2.2	2.4	2.3	2.4
	Neutral	3.0	2.7	2.9	2.6	2.7	2.3	2.1	2.1	2.0	2.2	1.9	1.7	1.8	1.7	1.8
	Dissatisfied	1.2	1.0	1.5	1.2	1.3	0.9	0.8	0.9	0.9	0.9	0.7	0.7	0.8	0.7	0.8
	Not used	3.9	3.5	3.8	3.7	3.8	3.0	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Not heard of	0.4	0.5	0.4	0.5	0.3	0.8	0.6	0.6	0.5	0.4	0.6	0.4	0.5	0.4	0.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.9 How satisfied are you with the following? The [Service] Welfare, Personal Support. (RN/RM: The RNRMW, Specialist Welfare Support (e.g. the Portal and casework))

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.5	3.6	3.6	3.3	3.2	2.9	2.6	3.0	2.3	2.5	2.4	2.1	2.5	2.0	2.1
	Neutral	3.1	3.0	3.0	3.0	3.1	2.8	2.6	2.8	2.4	2.6	2.3	2.1	2.3	1.9	2.1
	Dissatisfied	1.5	1.8	1.9	1.6	1.8	1.8	1.5	1.8	1.2	1.4	1.4	1.3	1.4	1.0	1.1
	Not used	3.8	3.9	3.9	3.8	3.8	2.9	2.6	3.1	2.6	2.8	2.4	2.2	2.5	2.2	2.3
	Not heard of	1.0	0.8	0.8	1.6	1.5	1.0	0.7	1.1	1.4	1.6	0.8	0.5	0.9	1.2	1.3
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.8	5.4	5.5	4.8	5.5	1.9	1.9	2.5	2.1	2.8	1.8	1.8	2.3	2.0	2.6
	Neutral	4.7	4.7	4.5	4.6	5.3	1.8	1.9	2.4	2.4	3.0	1.7	1.8	2.2	2.2	2.7
	Dissatisfied	2.0	1.4	1.7	1.5	2.0	0.9	1.0	1.2	1.0	1.5	0.8	0.9	1.1	0.9	1.3
	Not used	5.2	4.9	5.4	5.2	5.7	1.5	1.8	2.3	2.3	3.0	1.5	1.7	2.1	2.1	2.7
	Not heard of	..	1.5	1.2	3.2	2.1	0.5	0.7	0.7	1.5	2.1	0.5	0.6	0.7	1.4	1.8
	<i>Unweighted count</i>															
Army	Satisfied	3.4	3.5	3.5	3.3	3.8	2.6	2.8	3.1	3.0	3.6	2.2	2.4	2.7	2.6	3.0
	Neutral	2.9	3.3	3.1	2.9	3.2	2.3	2.6	2.8	2.6	2.9	2.0	2.2	2.4	2.3	2.5
	Dissatisfied	1.2	1.5	1.4	1.4	1.7	1.1	1.3	1.4	1.2	1.7	1.0	1.1	1.2	1.1	1.5
	Not used	3.5	3.9	3.8	3.7	4.1	2.3	2.7	3.0	2.9	3.3	2.0	2.3	2.6	2.5	2.8
	Not heard of	1.2	1.5	1.2	1.1	1.0	0.9	1.1	1.1	1.2	1.3	0.8	1.0	0.9	1.0	1.1
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.10 How satisfied are you with the following? SSAFA Personal Support & Social Work Service.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.6	3.9	3.7	3.9	3.0	2.7	2.9	2.7	2.9	2.5	2.2	2.4	2.3	2.4
	Neutral	3.1	2.8	3.1	2.8	2.6	2.3	2.0	2.1	2.1	2.1	1.9	1.7	1.8	1.7	1.8
	Dissatisfied	1.2	1.0	1.2	1.3	1.4	1.1	1.1	1.0	1.0	1.1	0.9	0.9	0.8	0.9	0.9
	Not used	4.1	3.6	4.0	3.8	3.9	3.0	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Not heard of	0.7	0.6	0.4	0.6	0.7	0.7	0.5	0.7	0.4	0.7	0.6	0.4	0.5	0.4	0.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.11 How satisfied are you with the following? The [Service] Welfare, Community Support. (RN/RM: The RNRMW, Community Support)

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.2	3.2	3.1	3.0	2.8	2.7	2.4	2.7	2.2	2.3	2.2	2.0	2.2	1.9	1.9
	Neutral	3.1	3.1	3.2	3.0	3.1	2.9	2.6	2.8	2.3	2.6	2.3	2.1	2.3	1.9	2.1
	Dissatisfied	1.4	1.8	1.8	1.4	1.7	1.7	1.4	1.7	1.0	1.3	1.4	1.2	1.4	0.9	1.0
	Not used	3.8	3.9	3.9	3.8	3.8	3.0	2.7	3.2	2.6	2.8	2.5	2.2	2.6	2.2	2.4
	Not heard of	1.2	1.3	1.2	1.7	1.9	1.4	1.0	1.5	1.5	1.7	1.1	0.9	1.2	1.2	1.4
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.5	5.1	5.3	4.6	5.1	1.8	1.9	2.4	2.0	2.7	1.7	1.7	2.2	1.9	2.4
	Neutral	5.2	4.9	4.7	4.7	5.3	1.9	2.0	2.4	2.4	3.0	1.8	1.8	2.2	2.2	2.7
	Dissatisfied	2.1	2.5	1.7	1.5	2.2	0.9	0.9	1.2	1.0	1.3	0.8	0.9	1.1	0.9	1.2
	Not used	5.3	5.0	5.4	5.3	5.9	1.6	1.8	2.4	2.4	3.0	1.5	1.7	2.2	2.2	2.7
	Not heard of	1.2	2.1	2.0	3.1	2.3	0.7	0.8	1.0	1.6	2.2	0.6	0.8	0.9	1.5	1.9
	<i>Unweighted count</i>															
Army	Satisfied	3.3	3.5	3.5	3.3	3.7	2.5	2.7	3.0	2.9	3.5	2.2	2.4	2.6	2.5	3.0
	Neutral	3.0	3.3	3.1	3.0	3.2	2.3	2.6	2.9	2.7	3.0	2.0	2.2	2.4	2.3	2.5
	Dissatisfied	1.3	1.6	1.4	1.3	1.8	1.1	1.3	1.4	1.2	1.6	0.9	1.1	1.2	1.0	1.3
	Not used	3.6	3.9	3.8	3.7	4.1	2.3	2.7	3.0	2.9	3.4	2.0	2.4	2.6	2.5	2.9
	Not heard of	1.3	1.6	1.4	1.4	1.2	1.1	1.3	1.3	1.4	1.7	1.0	1.1	1.1	1.2	1.4
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.12 How satisfied are you with the following? The HIVE. (Army: The Army Welfare Service, The HIVE; RAF: The HIVE)

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.1	2.2	2.2	..	..	1.7	1.8	1.9	..	..	1.4	1.5	1.6	..	..
	Neutral	1.9	1.9	1.9	..	..	1.5	1.6	1.8	..	..	1.3	1.4	1.5	..	..
	Dissatisfied	0.9	1.0	0.9	..	..	0.7	0.7	0.9	..	..	0.6	0.6	0.7	..	..
	Not used	2.2	2.3	2.3	..	..	1.6	1.8	1.9	..	..	1.3	1.5	1.6	..	..
	Not heard of	0.4	0.5	0.5	..	..	0.5	0.7	0.6	..	..	0.4	0.5	0.5	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.3	3.4	3.3	..	..	2.9	2.4	2.8	..	..	2.3	2.0	2.3	..	..
	Neutral	3.3	3.1	3.3	..	..	2.9	2.6	2.9	..	..	2.3	2.1	2.4	..	..
	Dissatisfied	1.6	1.8	1.8	..	..	1.6	1.3	1.6	..	..	1.3	1.1	1.3	..	..
	Not used	3.8	3.9	3.9	..	..	3.0	2.7	3.2	..	..	2.5	2.2	2.6	..	..
	Not heard of	0.8	0.8	0.8	..	..	0.9	0.8	1.3	..	..	0.7	0.6	1.0	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.6	5.1	5.4	..	..	1.9	1.9	2.4	..	..	1.8	1.8	2.2	..	..
	Neutral	5.1	5.0	4.7	..	..	1.9	2.0	2.4	..	..	1.8	1.8	2.2	..	..
	Dissatisfied	2.2	2.3	1.9	..	..	0.8	0.9	1.2	..	..	0.8	0.9	1.1	..	..
	Not used	5.3	5.2	5.4	..	..	1.6	1.8	2.4	..	..	1.5	1.7	2.2	..	..
	Not heard of	0.7	1.4	1.2	..	..	0.6	0.7	0.8	..	..	0.5	0.6	0.7	..	..
	<i>Unweighted count</i>															
Army	Satisfied	3.4	3.7	3.5	3.3	3.7	2.5	2.8	3.0	3.0	3.5	2.2	2.4	2.6	2.6	2.9
	Neutral	3.0	3.3	3.1	3.0	3.3	2.3	2.6	2.9	2.7	3.0	2.0	2.3	2.5	2.3	2.6
	Dissatisfied	1.4	1.6	1.4	1.5	1.8	1.0	1.1	1.4	1.1	1.5	0.9	1.0	1.2	0.9	1.2
	Not used	3.5	3.9	3.8	3.7	4.1	2.3	2.7	3.0	3.0	3.4	2.0	2.4	2.6	2.5	2.9
	Not heard of	0.8	1.0	1.0	1.0	0.9	0.8	1.1	1.1	1.1	1.6	0.7	0.9	0.9	0.9	1.3
	<i>Unweighted count</i>															
RAF	Satisfied	4.0	3.5	3.9	3.7	3.9	3.0	2.7	2.9	2.7	2.9	2.5	2.2	2.4	2.3	2.4
	Neutral	3.4	2.9	3.3	3.0	3.0	2.4	2.2	2.3	2.1	2.3	2.0	1.8	1.9	1.8	1.9
	Dissatisfied	1.4	1.5	1.5	1.4	1.5	0.9	1.0	1.1	1.1	1.1	0.8	0.8	0.9	0.9	0.9
	Not used	4.0	3.5	3.9	3.8	3.9	3.0	2.7	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Not heard of	0.6	0.3	0.2	0.6	0.7	0.5	0.4	0.3	0.3	0.6	0.4	0.3	0.2	0.3	0.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.13 How satisfied are you with the following? The RNRMW Information Services.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	3.1	2.8	..	..	..	2.3	2.4	..	..	..	1.9	2.0
	Neutral	..	..	..	3.1	3.1	..	..	..	2.3	2.6	..	..	..	1.9	2.1
	Dissatisfied	..	..	..	1.4	1.6	..	..	..	1.1	1.3	..	..	..	0.9	1.1
	Not used	..	..	..	3.8	3.8	..	..	..	2.6	2.8	..	..	..	2.2	2.3
	Not heard of	..	..	..	1.7	1.9	..	..	..	1.5	1.7	..	..	..	1.2	1.4
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	4.6	5.2	..	..	..	2.0	2.7	..	..	..	1.9	2.5
	Neutral	..	..	..	4.7	5.3	..	..	..	2.4	3.0	..	..	..	2.2	2.7
	Dissatisfied	..	..	..	1.6	1.9	..	..	..	1.0	1.4	..	..	..	0.9	1.2
	Not used	..	..	..	5.2	5.8	..	..	..	2.3	3.0	..	..	..	2.2	2.7
	Not heard of	..	..	..	3.2	2.4	..	..	..	1.6	2.2	..	..	..	1.5	1.9
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.14 How satisfied are you with the following? The [Service] Families Federation.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.0	2.1	2.1	1.9	2.1	1.6	1.6	1.8	1.7	2.0	1.3	1.4	1.5	1.5	1.7
	Neutral	1.9	2.0	1.9	1.8	1.9	1.5	1.6	1.8	1.6	1.8	1.3	1.4	1.5	1.4	1.5
	Dissatisfied	0.7	0.7	0.8	0.8	0.9	0.6	0.7	0.8	0.6	0.8	0.5	0.6	0.7	0.5	0.6
	Not used	2.2	2.3	2.3	2.2	2.4	1.6	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.8
	Not heard of	0.9	0.7	0.8	0.8	0.8	1.0	1.1	1.2	1.2	1.4	0.8	0.9	1.0	1.0	1.1
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.2	3.5	3.3	3.3	3.1	2.7	2.3	2.7	2.2	2.3	2.2	1.9	2.2	1.8	1.9
	Neutral	3.2	3.1	3.2	3.0	3.1	2.8	2.6	2.8	2.3	2.6	2.3	2.1	2.3	1.9	2.2
	Dissatisfied	1.2	1.2	1.4	1.1	1.3	1.4	1.2	1.4	0.9	1.2	1.1	1.0	1.1	0.8	0.9
	Not used	3.8	3.9	3.9	3.8	3.8	3.1	2.7	3.2	2.6	2.8	2.5	2.3	2.6	2.2	2.4
	Not heard of	0.9	0.8	0.9	1.1	1.1	1.5	1.3	1.7	1.6	1.6	1.2	1.1	1.3	1.3	1.2
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.2	4.7	4.8	4.5	5.0	1.7	1.6	2.1	1.9	2.6	1.6	1.5	1.9	1.8	2.4
	Neutral	5.2	4.9	4.9	4.7	5.2	1.9	2.0	2.5	2.4	3.0	1.8	1.8	2.3	2.2	2.7
	Dissatisfied	1.9	2.0	1.2	1.5	1.8	0.8	0.9	1.0	0.9	1.3	0.7	0.8	0.9	0.8	1.2
	Not used	5.4	5.3	5.5	5.2	5.9	1.6	1.8	2.4	2.4	3.0	1.5	1.7	2.2	2.2	2.7
	Not heard of	2.3	2.7	3.1	3.1	2.9	1.3	1.4	1.7	1.8	2.3	1.2	1.3	1.6	1.6	2.0
	<i>Unweighted count</i>															
Army	Satisfied	3.2	3.6	3.5	3.2	3.7	2.4	2.6	2.8	2.8	3.4	2.1	2.3	2.4	2.4	2.8
	Neutral	3.0	3.4	3.2	3.1	3.3	2.3	2.5	2.8	2.6	3.0	2.0	2.2	2.4	2.2	2.5
	Dissatisfied	1.2	1.2	1.3	1.4	1.6	0.9	1.2	1.3	1.0	1.3	0.8	1.0	1.1	0.9	1.1
	Not used	3.6	3.9	3.8	3.7	4.1	2.4	2.8	3.1	3.0	3.4	2.1	2.4	2.7	2.5	2.9
	Not heard of	1.5	1.3	1.3	1.4	1.5	1.6	1.8	2.0	2.0	2.3	1.4	1.5	1.7	1.7	1.9
	<i>Unweighted count</i>															
RAF	Satisfied	3.4	3.1	3.5	3.3	3.5	2.6	2.4	2.5	2.4	2.6	2.2	2.0	2.1	2.0	2.1
	Neutral	3.5	3.0	3.3	3.2	3.0	2.4	2.2	2.3	2.2	2.3	2.0	1.8	2.0	1.8	1.9
	Dissatisfied	1.0	1.0	1.0	0.9	1.1	0.7	0.7	0.7	0.7	0.6	0.6	0.6	0.6	0.6	0.5
	Not used	4.1	3.7	4.0	3.9	4.0	3.1	2.8	2.9	2.8	3.0	2.6	2.3	2.5	2.3	2.4
	Not heard of	1.4	1.0	1.2	1.1	1.3	1.5	1.1	1.0	1.1	1.1	1.2	0.9	0.8	0.9	0.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.15 How satisfied are you with the following? RNRMW Digital Communications (e.g. RN Forum).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	2.6	2.6	..	..	..	2.0	2.1	..	..	..	1.7	1.8
	Neutral	..	..	..	3.1	3.2	..	..	..	2.3	2.6	..	..	..	1.9	2.2
	Dissatisfied	..	..	..	1.0	1.3	..	..	..	0.9	1.1	..	..	..	0.7	0.9
	Not used	..	..	..	3.8	3.8	..	..	..	2.6	2.8	..	..	..	2.2	2.4
	Not heard of	..	..	..	2.2	2.2	..	..	..	1.9	2.0	..	..	..	1.5	1.6
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	3.9	4.7	..	..	..	1.8	2.5	..	..	..	1.7	2.3
	Neutral	..	..	..	4.9	5.2	..	..	..	2.4	3.0	..	..	..	2.2	2.7
	Dissatisfied	..	..	..	1.6	1.9	..	..	..	0.9	1.3	..	..	..	0.8	1.2
	Not used	..	..	..	5.3	5.9	..	..	..	2.3	3.0	..	..	..	2.2	2.7
	Not heard of	..	..	..	3.6	3.2	..	..	..	1.9	2.5	..	..	..	1.7	2.2
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.16 How satisfied are you with the following? The Community Development Officer/Worker.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	3.3	3.1	3.6	3.3	3.5	2.7	2.4	2.5	2.4	2.6	2.2	2.0	2.1	2.0	2.1
	Neutral	3.4	3.0	3.3	3.1	3.0	2.5	2.1	2.4	2.2	2.3	2.1	1.8	2.0	1.8	1.9
	Dissatisfied	1.6	1.5	1.3	1.6	1.5	0.9	0.9	0.9	0.9	0.9	0.8	0.8	0.8	0.8	0.8
	Not used	4.1	3.7	4.0	3.9	4.0	3.1	2.8	2.9	2.8	2.9	2.6	2.3	2.4	2.3	2.4
	Not heard of	1.9	1.3	1.6	1.5	1.6	1.7	1.4	1.4	1.3	1.4	1.4	1.1	1.1	1.1	1.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.17 How satisfied are you with the following? Naval Service Welfare social media (e.g. Facebook).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	2.7	2.9	2.6	2.7	2.6	2.5	2.2	2.5	2.2	2.3	2.0	1.8	2.0	1.8	1.9
	Neutral	3.2	3.1	3.2	3.1	3.1	2.9	2.6	2.9	2.4	2.7	2.3	2.1	2.3	2.0	2.2
	Dissatisfied	1.2	1.3	1.3	1.1	1.4	1.4	1.1	1.3	0.9	1.0	1.1	0.9	1.1	0.7	0.9
	Not used	3.8	3.9	3.9	3.8	3.8	3.1	2.7	3.2	2.6	2.8	2.5	2.3	2.6	2.2	2.4
	Not heard of	2.1	2.2	2.2	1.9	2.1	1.8	1.5	1.8	1.6	1.7	1.4	1.2	1.5	1.3	1.4
	<i>Unweighted count</i>															
Royal Marines	Satisfied	4.6	4.3	4.4	4.0	4.8	1.6	1.6	2.1	1.9	2.6	1.5	1.5	1.9	1.8	2.3
	Neutral	5.4	4.9	4.9	4.8	5.2	1.9	2.0	2.5	2.4	3.0	1.8	1.8	2.2	2.2	2.7
	Dissatisfied	1.6	1.8	1.3	1.5	2.1	0.7	0.9	1.0	1.0	1.4	0.7	0.8	0.9	0.9	1.2
	Not used	5.6	5.4	5.6	5.3	5.9	1.7	1.9	2.5	2.4	3.0	1.6	1.8	2.3	2.2	2.8
	Not heard of	2.3	2.9	2.8	3.3	2.7	1.2	1.3	1.5	1.6	2.2	1.1	1.2	1.4	1.5	1.9
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.18 How satisfied are you with the following? My Unit's Service Community Support Officer (SCSO).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	3.5	3.2	3.6	3.3	3.6	2.7	2.4	2.5	2.4	2.6	2.3	2.0	2.1	2.0	2.1
	Neutral	3.4	3.0	3.3	3.1	3.0	2.5	2.1	2.3	2.1	2.2	2.1	1.8	1.9	1.8	1.9
	Dissatisfied	1.6	1.4	1.4	1.6	1.5	0.9	1.0	1.1	1.0	1.0	0.8	0.9	0.9	0.8	0.9
	Not used	4.1	3.6	4.0	3.8	4.0	3.1	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Not heard of	2.3	1.8	1.9	1.9	1.9	1.7	1.5	1.5	1.5	1.6	1.4	1.2	1.3	1.3	1.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 18 - Welfare

Source: Defence Statistics (Surveys)

Table B18.19 How satisfied are you with the following? My Unit's Welfare staffs.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Navy	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Royal Marines	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
Army	Satisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Neutral	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Dissatisfied	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not used	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	Not heard of	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Satisfied	3.7	3.4	3.7	3.5	3.8	2.8	2.5	2.6	2.5	2.7	2.3	2.1	2.2	2.1	2.3
	Neutral	3.6	3.0	3.3	3.1	3.1	2.5	2.2	2.4	2.3	2.3	2.1	1.8	2.0	1.9	1.9
	Dissatisfied	1.7	1.3	1.8	1.7	1.6	1.0	1.2	1.1	1.2	1.3	0.9	1.0	1.0	1.0	1.1
	Not used	4.0	3.6	3.9	3.8	3.9	3.0	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Not heard of	1.6	1.3	1.3	1.3	1.3	1.4	1.1	1.1	1.1	1.2	1.1	0.9	0.9	0.9	1.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.1 What kind of accommodation do you live in at present during the working week?

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Service Family Accommodation (SFA)	37 **	36	36	35	34	31	32	31	32	30	32	33	32	32	31
	Substitute Service Family Accommodation (SSFA)	2	2	2	2	2	1	1	1	1	1	1	1	1	1	1
	Single Living Accommodation of any type (SLA)	23	24	24	24	24	44	43	43	42	42	40	39	40	39	39
	Substitute Service Single Accommodation (SSSA)	5	6	6	6	7	2	3	3	2	2	3	3	3	3	3
	Property I own	27	27	27	28	28	15 **	15 **	16 **	17 **	18	17 **	17 **	18 **	19 **	20
	Privately rented accommodation	2	2	1	2	2	3 **	3 **	2	2	2	3 **	3 **	2	2	2
	Relative's home	0.2	0.1	0.2	0.1	0.1	0.5	0.7	0.6	0.5	0.4	0.4	0.6	0.5	0.4	0.4
	Other	1.3	1.1	1.2	1.4	1.4	1.3	0.8	1.2	0.8	1.0	1.3	0.8	1.2	0.9	1.1
	Onboard a ship or submarine	1.0	1.5	1.4	1.8	1.4	2.0 **	2.5 **	2.7	2.7	3.1	1.9 **	2.3 **	2.5	2.6	2.8
	<i>Unweighted count</i>					3 049					6 656					9 705
Royal Navy	Service Family Accommodation (SFA)	21	21	18	20	18	16	15	16	14	15	17	16	17	15	16
	Substitute Service Family Accommodation (SSFA)	3	1	2	2	2	2	1	0	0	1	2 **	1	1	1	1
	Single Living Accommodation of any type (SLA)	22	22	22	21	24	32	31	31	34	30	30	29	29	31	29
	Substitute Service Single Accommodation (SSSA)	8 **	8 **	11	9	12	3	4	3	4	3	4	5	5	5	5
	Property I own	37	36	36	36	33	25	26	25	25	27	28	28	28	28	28
	Privately rented accommodation	2	2	2	2	2	5	4	4	3	3	4	4	3	3	3
	Relative's home	0.1	0.1	0.5	0.1	0.3	1.5	1.7	1.6	1.5	1.5	1.2	1.4	1.3	1.2	1.3
	Other	2.7	1.5	0.7	1.2	1.6	2.7	1.6	1.7	1.7	1.5	2.7 **	1.6	1.4	1.6	1.5
	Onboard a ship or submarine	4.8	7.3	6.9	8.8	7.1	13.0 **	15.6	17.0	17.1	18.2	11.1 **	13.7	14.6	15.2	15.7
	<i>Unweighted count</i>					908					1 844					2 752
Royal Marines	Service Family Accommodation (SFA)	25	24	22	25	24	14	14	14	14	13	15	15	15	16	14
	Substitute Service Family Accommodation (SSFA)	2	3	4	3	3	2 **	1 **	1 **	0	0	2 **	1 **	1 **	1	0
	Single Living Accommodation of any type (SLA)	35	36	35	34	35	52	53	52	54	53	50	51	50	52	51
	Substitute Service Single Accommodation (SSSA)	4	4	4	6	6	4	3	3	4	3	4	3	3	4	3
	Property I own	30	30	32	29	30	19 **	21 **	23	23	24	21 **	22 **	24	23	25
	Privately rented accommodation	2	1	1	2	1	4 **	3	3	2	2	3 **	3	2	2	2
	Relative's home	0.3	0.3	..	..	..	0.5	0.7	0.5	0.2	0.8	0.4	0.7	0.4	0.2	0.7
	Other	0.4	1.3	0.6	1.0	0.6	2.5	1.8	1.3	1.6	1.7	2.3	1.7	1.3	1.5	1.6
	Onboard a ship or submarine	1.0	0.7	0.7	0.3	..	2.4	2.7	2.3	0.3 **	1.9	2.2	2.5	2.1	0.3 **	1.6
	<i>Unweighted count</i>					292					1 247					1 539
Army	Service Family Accommodation (SFA)	45	43	46	42	41	36	38	36	39	37	38	39	38	39	37
	Substitute Service Family Accommodation (SSFA)	2	2	2	2	2	1	1	1	1	1	1	1	1	2	1
	Single Living Accommodation of any type (SLA)	26	26	24	27	25	49	47	48	46	47	45	44	44	43	43
	Substitute Service Single Accommodation (SSSA)	5	5	5	5	6	2	2	3	2	2	3	3	3	2	2
	Property I own	20	21	21	21	23	7 **	8 **	9	10	11	9 **	10 **	11 **	12	13
	Privately rented accommodation	2	2	1	1	2	2	2	1	2	2	2	2	1	2	2
	Relative's home	0.1	..	0.2	..	0.1	0.4	0.5	0.5	0.4	0.2	0.3	0.4	0.4	0.3	0.2
	Other	1.2	1.2	1.4	1.4	1.2	1.2	0.5	1.3	0.4	1.0	1.2	0.6	1.3	0.5	1.1
	Onboard a ship or submarine	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>					932					1 676					2 608
RAF	Service Family Accommodation (SFA)	37	37	34	34	34	30	33	30	31	29	32	33 **	31	32	30
	Substitute Service Family Accommodation (SSFA)	2	3	4	3	2	1 **	1	1	1	1	1	1	2	1	2
	Single Living Accommodation of any type (SLA)	19	22	24	20	22	37	36	37	36	37	33	33	34	33	33
	Substitute Service Single Accommodation (SSSA)	5	6	5	6	5	2	2	2	1	2	2	3	3	2	3
	Property I own	33	30	30	32	34	27	24 **	27	26	28	28	26 **	27	27	30
	Privately rented accommodation	3	2	2	2	2	4 **	3	3	3 **	2	4 **	3	3	3 **	2
	Relative's home	0.3	0.1	..	0.2	..	0.0	0.4	0.1	0.2	0.2	0.1	0.3	0.1	0.2	0.1
	Other	0.7	0.5	1.3	1.6	1.6	0.2	0.7	0.5	1.0	0.6	0.3 **	0.7	0.6	1.2	0.8
	Onboard a ship or submarine	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>					917					1 889					2 806

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) RN/RM only asked 'onboard a ship or submarine' option. (2) Options changed in 2012. (3) SSLA (Substitute Single Living Accommodation) changed to SSSA (Substitute Service Single Accommodation) in 2017.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.2 If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? Posting requirement.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	17	19	16	18	17	33	32	34	33	32	31	30	31	31	30
	Ticked	83	81	84	82	83	67	68	66	67	68	69	70	69	69	70
	<i>Unweighted count</i>	648					1 558					2 206				
Royal Navy	Not ticked	12	14	13	14	12	24	26	25	27	26	21	23	23	24	23
	Ticked	88	86	87	86	88	76	74	75	73	74	79	77	77	76	77
	<i>Unweighted count</i>	220					474					694				
Royal Marines	Not ticked	22	26 **	17	15	10	34 **	32	29	27	26	33 **	31 **	28	26	24
	Ticked	78	74 **	83	85	90	66 **	68	71	73	74	67 **	69 **	72	74	76
	<i>Unweighted count</i>	78					310					388				
Army	Not ticked	19	21	16	23	23	37	34	38	36	35	35	32	35	34	33
	Ticked	81	79	84	77	77	63	66	62	64	65	65	68	65	66	67
	<i>Unweighted count</i>	167					455					622				
RAF	Not ticked	18	20	18	10	14	29	30	29	33	33	27	28	26	28	28
	Ticked	82	80	82	90	86	71	70	71	67	67	73	72	74	72	72
	<i>Unweighted count</i>	183					319					502				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012. (2) Minor wording change in 2015. (3) Filtered by those who live in Service Accommodation of any type.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.3 If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? Economy.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	96	97	95	96	97	92	90	91	92	93	93	91	92	93	93
	Ticked	4	3	5	4	3	8	10	9	8	7	7	9	8	7	7
	<i>Unweighted count</i>	648					1 558					2 206				
Royal Navy	Not ticked	96	96	95	94	98	94	93	92	94	95	94	94	93	94	95
	Ticked	4	4	5	6	2	6	7	8	6	5	6	6	7	6	5
	<i>Unweighted count</i>	220					474					694				
Royal Marines	Not ticked	94	96	92	95	95	86	88	90	89	91	87	89	90	90	91
	Ticked	6	4	8	5	5	14	12	10	11	9	13	11	10	10	9
	<i>Unweighted count</i>	78					310					388				
Army	Not ticked	95	97	96	97	97	92	89	90	92	93	93	90	91	93	93
	Ticked	5	3	4	3	3	8	11	10	8	7	7	10	9	7	7
	<i>Unweighted count</i>	167					455					622				
RAF	Not ticked	97	96	95	96	97	92	92	92	94	91	93	93	93	95	93
	Ticked	3	4	5	4	3	8	8	8	6	9	7	7	7	5	7
	<i>Unweighted count</i>	183					319					502				

Percentages

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012. (2) Minor wording change in 2015. (3) Filtered by those who live in Service Accommodation of any type.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.4 If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? Personal circumstance e.g. marriage, separation, divorce.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	84	86	89	85	86	78	77	78	79	81	79	78	80	80	82
	Ticked	16	14	11	15	14	22	23	22	21	19	21	22	20	20	18
	<i>Unweighted count</i>	648					1 558					2 206				
Royal Navy	Not ticked	91	87	91	90	90	84	82	83	82	83	85	83	84	84	84
	Ticked	9	13	9	10	10	16	18	17	18	17	15	17	16	16	16
	<i>Unweighted count</i>	220					474					694				
Royal Marines	Not ticked	86	76 **	87	87	90	82	79	82	85	81	82	79	83	85	82
	Ticked	14	24 **	13	13	10	18	21	18	15	19	18	21	17	15	18
	<i>Unweighted count</i>	78					310					388				
Army	Not ticked	81	85	89	79	83	76	76	76	79	80	76	77	78	79	81
	Ticked	19	15	11	21	17	24	24	24	21	20	24	23	22	21	19
	<i>Unweighted count</i>	167					455					622				
RAF	Not ticked	84	86	88	91	87	77	77	78	73 **	82	79	79	81	78	83
	Ticked	16	14	12	9	13	23	23	22	27 **	18	21	21	19	22	17
	<i>Unweighted count</i>	183					319					502				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Filtered by those who live in Service Accommodation of any type.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.5 If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? Other.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	95	92	94	95	94	92	93 **	90	90	88	92	93 **	91	91	89
	Ticked	5	8	6	5	6	8	7 **	10	10	12	8	7 **	9	9	11
	<i>Unweighted count</i>	648					1 558					2 206				
Royal Navy	Not ticked	95	95	94	93	93	92	93	94	92	92	93	94	94	93	92
	Ticked	5	5	6	7	7	8	7	6	8	8	7	6	6	7	8
	<i>Unweighted count</i>	220					474					694				
Royal Marines	Not ticked	91	95	96	97	97	93	95	94	95	94	93	95	94	95	95
	Ticked	9	5	4	3	3	7	5	6	5	6	7	5	6	5	5
	<i>Unweighted count</i>	78					310					388				
Army	Not ticked	94	91	93	95	93	91	93 **	89	89	86	91	93 **	89	90	87
	Ticked	6	9	7	5	7	9	7 **	11	11	14	9	7 **	11	10	13
	<i>Unweighted count</i>	167					455					622				
RAF	Not ticked	96	92	94	97	95	94	91	92	92	88	94 **	92	93	93	89
	Ticked	4	8	6	3	5	6	9	8	8	12	6 **	8	7	7	11
	<i>Unweighted count</i>	183					319					502				

Percentages

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012. (2) Minor wording change in 2015. (3) Filtered by those who live in Service Accommodation of any type.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.6 With regard to your current Service Accommodation, how satisfied are you with the following? The overall standard.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	58	58	59	59	55	52	47	49	51	50	53	49	51	52	51
	Neutral	14 **	13	12	11	11	16	15	16	15	16	16	15	15	15	16
	Dissatisfied	28 **	29 **	29 **	30	33	32	38 **	35	34	34	31	36	34	33	34
	<i>Unweighted count</i>					1 981					4 541					6 522
Royal Navy	Satisfied	61	59	63	64	60	52	53	50	54	55	54	54	53	56	56
	Neutral	12	14	12	12	12	15	17	17	16	16	15	16	15	15	15
	Dissatisfied	27	27	25	25	28	33	30	34	30	30	31	30	32	29	29
	<i>Unweighted count</i>					542					1 116					1 658
Royal Marines	Satisfied	56	61	51	55	57	44	39	38	39	42	46	42	40	41	44
	Neutral	14	8	11	9	9	16	17	16	13	14	16	16	15	12	13
	Dissatisfied	30	31	38	36	34	39	44	46	48	44	39	43	45	46	43
	<i>Unweighted count</i>					194					828					1 022
Army	Satisfied	56	58	58	59	56	52	47	49	51	49	52	49	50	52	50
	Neutral	15	12	12	11	11	17	15	17	16	18	16	14	16	15	17
	Dissatisfied	30	30	29	30	33	31	38 **	34	33	33	31	37	34	33	33
	<i>Unweighted count</i>					680					1 363					2 043
RAF	Satisfied	61 **	56	57	55	51	54	47	51	49	49	55 **	49	52	51	49
	Neutral	15	15	12	13	12	15	13	12	14	13	15	14	12	14	13
	Dissatisfied	23 **	29 **	31	32	37	31 **	39	37	37	38	30 **	37	36	36	38
	<i>Unweighted count</i>					565					1 234					1 799

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011, 2012, 2013 and 2015. (2) "N/A / don't know" option added in 2011. (3) Filtered by those who live in Service Accommodation of any type. (4) N/A / don't know option excluded from the analysis.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.7 With regard to your current Service Family Accommodation, how satisfied are you with the following? The overall standard.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	51	52	54	56	54	49	45	50	50	50	50	46	51	51	51
	Neutral	16 **	14	14	13	11	18	17	16	16	18	18	17	16	16	17
	Dissatisfied	33	35	33	31	35	32	38 **	34	34	32	32	37 **	33	34	33
	<i>Unweighted count</i>					923					1 698					2 621
Royal Navy	Satisfied	50	46	45	66 **	49	40	47	37	48	44	43	47	39	53	45
	Neutral	12	13	17	10	12	19	14	13	14	15	17	14	14	13	15
	Dissatisfied	38	41	38	24 **	39	41	39	50	38	41	40	40	47	34	40
	<i>Unweighted count</i>					161					273					434
Royal Marines	Satisfied	52	49	41 **	55	62	48	46	45	46	47	49	47	44	48	50
	Neutral	14	9	17	10	10	16	18	19	20	16	16	16	19	18	15
	Dissatisfied	34	43	42	34	28	36	36	36	34	37	35	37	37	34	35
	<i>Unweighted count</i>					71					170					241
Army	Satisfied	50	53	55	56	54	50	45	52	50	51	50	47	52	51	51
	Neutral	17	13	14	13	11	19	19	18	16	20	19	18	17	16	18
	Dissatisfied	33	34	31	31	34	32	36	31	34	30	32	35	31	33	30
	<i>Unweighted count</i>					387					683					1 070
RAF	Satisfied	54	51	53	53	53	53	44	52	50	50	53	46	52	50	51
	Neutral	17 **	16	12	14	10	16	14	12	16	15	16	14	12	15	13
	Dissatisfied	29	33	34	33	37	31	43 **	36	35	35	30	40	36	34	36
	<i>Unweighted count</i>					304					572					876

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) The response options for SFA were considerably different prior to 2012. (2) Minor wording change in 2013 and 2015. (3) Filtered by those who live in Service Family Accommodation (excluding Substitute Service Family Accommodation). (4) N/A / don't know option excluded from the analysis.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.8 With regard to your current Single Living Accommodation, how satisfied are you with the following? The overall standard.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	63 **	61 **	58	57	52	54	49	48	51	49	55 **	50	49	52	49
	Neutral	11	12	11	9	11	14	12	15	14	15	14	12	14	14	14
	Dissatisfied	25 **	27 **	30 **	34	38	32	39	37	35	36	31 **	37	37	34	36
	<i>Unweighted count</i>					728					2 367					3 095
Royal Navy	Satisfied	63	66	67	59	63	62	61	64	61	66	63	62	65	61	65
	Neutral	11	13	9	11	11	12	13	11	14	11	12	13	11	13	11
	Dissatisfied	26	21	23	30	26	25	26	24	25	23	25	25	24	26	23
	<i>Unweighted count</i>					219					531					750
Royal Marines	Satisfied	56	64 **	51	52	44	44	38	37	38	42	45	41	38	39	43
	Neutral	14	8	8	8	10	15	17	16	11	13	15	16	15	10	13
	Dissatisfied	30	28 **	41	39	46	40	45	47	51 **	45	40	43	47	50	45
	<i>Unweighted count</i>					96					603					699
Army	Satisfied	62	60	58	59	54	53	48	46	52	47	54	49	47	52	48
	Neutral	11	12	12	10	9	15	11	16	15	16	14	11	16	15	16
	Dissatisfied	27	28	30	32	37	32	40	38	33	37	32	39	37	33	37
	<i>Unweighted count</i>					222					630					852
RAF	Satisfied	68 **	56 **	53 **	51	39	55 **	49	49	48	47	57 **	50	49	48	46
	Neutral	12	15	14	8	13	13	13	11	13	12	13	14	11	12	12
	Dissatisfied	20 **	29 **	33 **	41	47	32 **	38	41	39	41	30 **	37	39	39	42
	<i>Unweighted count</i>					191					603					794

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011, 2012, 2013 and 2015. (2) "N/A / don't know" option added in 2011. (3) Comparative analysis has indicated that a change to the wording of the response options in 2011 has resulted in some respondents ticking 'SFA - inside the base/camp' when they should have ticked 'SLA of any type'. Therefore, no reliable figures can be given for 2011. (4) Filtered by those who live in Single Living Accommodation (excluding Substitute Service Single Accommodation and On board Ship or Submarine). (5) N/A / don't know option excluded from the analysis.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.9 With regard to your current Service Accommodation, how satisfied are you with the following? The value for money.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	65	66	63	62	62	60	59	58	58	58	61	60	58	59	59
	Neutral	18	17	17	17	17	19	19	19	19	19	19	19	19	19	19
	Dissatisfied	17 **	18 **	20	21	22	20	22	23	23	23	20 **	21	23	22	22
	<i>Unweighted count</i>					1 894					4 406					6 300
Royal Navy	Satisfied	66	67	64	68	66	62	59	57	59	63	63	60	59	61	64
	Neutral	19	18	18	17	17	20	22	23	21	19	20	21	22	20	19
	Dissatisfied	14	15	18	15	17	18	20	19	20	18	17	19	19	19	18
	<i>Unweighted count</i>					495					1 051					1 546
Royal Marines	Satisfied	63	63	57	58	62	52 **	47	47	48	46	53 **	48	48	49	48
	Neutral	17	13	17	15	13	24	24	21	22	25	24	22	21	21	23
	Dissatisfied	20	24	26	27	25	24 **	30	32	30	30	24 **	29	32	30	29
	<i>Unweighted count</i>					183					794					977
Army	Satisfied	62	65	64	62	62	59	58	57	58	55	59	59	58	59	56
	Neutral	18	16	16	16	15	19	19	19	19	20	19	18	19	19	19
	Dissatisfied	20	19	20	22	24	22	23	24	23	24	22	22	23	23	24
	<i>Unweighted count</i>					670					1 345					2 015
RAF	Satisfied	70 **	67 **	60	60	59	68	64	61	62	65	69 **	65	61	62	64
	Neutral	17	18	18	19	21	16	16	18	16	15	16	17	18	17	17
	Dissatisfied	12 **	15	22	21	20	16	20	21	22	19	15 **	19	21	21	19
	<i>Unweighted count</i>					546					1 216					1 762

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011, 2012, 2013 and 2015. (2) "N/A / don't know" option added in 2011. (3) Filtered by those who live in Service Accommodation of any type. (4) N/A / don't know option excluded from the analysis.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.10 With regard to your current Service Family Accommodation, how satisfied are you with the following? The value for money.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	64	64	60	60	59	63	63	60	60	61	63	63	60	60	60
	Neutral	18	17	17	18	17	18	18	19	17	16	18	18	18	17	17
	Dissatisfied	18 **	19 **	23	23	24	19	19	22	23	23	19 **	19 **	22	23	23
	<i>Unweighted count</i>					920					1 689					2 609
Royal Navy	Satisfied	62	66	55	73	63	63	65	61	66	67	63	65	59	68	66
	Neutral	21	16	20	16	14	19	18	21	19	16	19	17	21	18	15
	Dissatisfied	18	18	25	10 **	23	18	17	18	15	17	18	18	20	14	19
	<i>Unweighted count</i>					161					272					433
Royal Marines	Satisfied	63	64	61	59	69	60	61	63	60	56	61	61	62	60	59
	Neutral	18	9	17	16	11	25	19	17	17	24	24	17	17	17	21
	Dissatisfied	19	27	22	26	20	15	20	20	22	20	16	22	20	23	20
	<i>Unweighted count</i>					70					170					240
Army	Satisfied	64	64	63	59	59	61	63	59	58	59	61	63	60	58	59
	Neutral	17	16	16	17	15	18	18	19	17	16	18	18	18	17	16
	Dissatisfied	19	19	21	25	26	21	19	22	24	25	21	19 **	22	24	25
	<i>Unweighted count</i>					387					678					1 065
RAF	Satisfied	67 **	63	54	56	56	72 **	63	61	62	63	71 **	63	59	60	61
	Neutral	18	20	20	20	23	15	17	18	15	16	16	18	19	16	18
	Dissatisfied	15	17	26	24	21	13 **	20	21	23	20	14 **	19	22	23	21
	<i>Unweighted count</i>					302					569					871

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) The response options for SFA were considerably different prior to 2012. (2) Minor wording change in 2013 and 2015. (3) Filtered by those who live in Service Family Accommodation (excluding Substitute Service Family Accommodation). (4) N/A / don't know option excluded from the analysis.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.11 With regard to your current Single Living Accommodation, how satisfied are you with the following? The value for money.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	64	64	62	61	62	59	56	56	58	55	59	57	56	58	56
	Neutral	18	17	16	16	16	19	19	19	20	21	19	19	19	20	21
	Dissatisfied	18	19	22	22	22	22	25	25	22	23	22	24	24	22	23
	<i>Unweighted count</i>					693					2 299					2 992
Royal Navy	Satisfied	67	64	63	58	67	65	59	61	60	66	65	60	61	59 **	66
	Neutral	18	19	17	18	18	17	21	21	18	17	17	20	20	18	17
	Dissatisfied	15	17	20	24	16	18	20	18	22	17	18	20	19	22 **	17
	<i>Unweighted count</i>					207					514					721
Royal Marines	Satisfied	62	59	51	58	50	50 **	44	41	44	44	51 **	45	42	45	44
	Neutral	16	17	19	13	15	24	25	22	23	25	23	24	22	23	24
	Dissatisfied	22	24	31	29	35	26	32	37	33	31	26 **	31	37	32	32
	<i>Unweighted count</i>					89					576					665
Army	Satisfied	58	62	62	63	63	57	54	55	57	51	57	55	56	58	53
	Neutral	19	16	17	15	14	20	19	19	21	24	20	19	19	20	23
	Dissatisfied	23	22	22	22	23	23	26	26	22	25	23	26	25	22	24
	<i>Unweighted count</i>					216					619					835
RAF	Satisfied	75 **	69	64	60	58	66	64	60	62	66	67	64	61	62	65
	Neutral	15	18	16	19	21	16	16	18	17	15	16	16	18	18	16
	Dissatisfied	10 **	14	21	21	22	18	21	22	21	19	17	20	22	21	19
	<i>Unweighted count</i>					181					590					771

Percentages

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011, 2012, 2013 and 2015. (2) "N/A / don't know" option added in 2011. (3) Comparative analysis has indicated that a change to the wording of the response options in 2011 has resulted in some respondents ticking 'SFA - inside the base/camp' when they should have ticked 'SLA of any type'. Therefore, no reliable figures can be given for 2011. (4) Filtered by those who live in Single Living Accommodation (excluding Substitute Service Single Accommodation and On board Ship or Submarine). (5) N/A / don't know option excluded from the analysis.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.12 With regard to your current Service Accommodation, how satisfied are you with the following? The response to requests for maintenance/repair to my current accommodation.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	34	32	33	34	33	34	28 **	28 **	32	33	34	29 **	29 **	32	33
	Neutral	15	15	15	16	16	18	18	18	18	19	18	17	18	17	19
	Dissatisfied	51	53	51	50	51	48	54 **	54 **	50	48	49	54 **	53 **	50	48
	<i>Unweighted count</i>	1 854					4 329					6 183				
Royal Navy	Satisfied	38	36	36	41	39	33	31	29	34	32	34	32	31	36	33
	Neutral	14	15	17	17	15	18	19	22	20	20	17	18	21	20	19
	Dissatisfied	48	49	48	41	46	49	50	49	46	48	49	50	49	45	48
	<i>Unweighted count</i>	481					1 022					1 503				
Royal Marines	Satisfied	30	30	28	28	28	27	23	19	23	23	27	24	20	24	24
	Neutral	14	15	15	15	20	19	19	17	16	17	19	18	16	16	18
	Dissatisfied	55	55	57	57	52	54 **	58	64	61	59	54	58	63	60	59
	<i>Unweighted count</i>	182					805					987				
Army	Satisfied	34	31	33	33	33	34	29 **	28 **	34	35	34	30 **	29 **	33	34
	Neutral	14	16	15	16	15	18	17	19	18	20	18	17	18	17	20
	Dissatisfied	52	54	52	52	52	47	53 **	53 **	49	45	48	53 **	53 **	49	46
	<i>Unweighted count</i>	651					1 324					1 975				
RAF	Satisfied	34	31	33	34	29	33	24 **	28	28	32	33	26 **	29	29	31
	Neutral	16	15	15	15	17	17	18	15	16	16	17	17	15	16	16
	Dissatisfied	50	54	52	51	54	50	58	57	56	53	50	57	56	55	53
	<i>Unweighted count</i>	540					1 178					1 718				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011. (2) Minor wording change in 2012, 2013 and 2015. (3) Filtered by those who live in Service Accommodation of any type. (4) N/A / don't know option excluded from the analysis.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.13 With regard to your current Service Family Accommodation, how satisfied are you with the following? The response to requests for maintenance/repair to my current accommodation.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	30	27	31	33	32	33	28 **	29 **	33	38	32 **	28 **	29 **	33	37
	Neutral	13	12	13	14	14	16	15	17	17	16	16	15	16	16	16
	Dissatisfied	57	61 **	56	53	53	51	57 **	54 **	50	46	52	58 **	54 **	51	48
	<i>Unweighted count</i>	906					1 667					2 573				
Royal Navy	Satisfied	26	21 **	21 **	39	36	22	20	23	33	29	24	20 **	23	35	31
	Neutral	10	9	10	12	12	14	10	12	15	13	13	10	11	14	13
	Dissatisfied	63	69 **	69 **	49	52	63	70 **	65	51	57	63	70 **	66 **	51	56
	<i>Unweighted count</i>	158					266					424				
Royal Marines	Satisfied	27	27	19	26	33	31	28	27	34	31	30	27	26	32	32
	Neutral	7 **	1 **	13	12	23	15	15	15	14	19	14	12 **	15	13	20
	Dissatisfied	66 **	72 **	68 **	62 **	43	54	58	57	52	49	57	61 **	59 **	54	48
	<i>Unweighted count</i>	68					168					236				
Army	Satisfied	29	27	31	32	33	35	30 **	30 **	34	39	34	30 **	30 **	34	38
	Neutral	13	13	14	14	13	17	16	19	18	17	16	15	18	17	16
	Dissatisfied	58	60	54	54	54	49	54 **	52 **	49	44	50	55 **	52 **	49	46
	<i>Unweighted count</i>	383					670					1 053				
RAF	Satisfied	33	29	33	33	29	32	22 **	30	31	36	32	24 **	31	31	34
	Neutral	14	11	13	13	17	16	15	14	15	14	16	14	14	15	15
	Dissatisfied	52	60	54	54	54	52	62 **	56	54	49	52	62 **	56	54	50
	<i>Unweighted count</i>	297					563					860				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Not asked prior to 2011. (2) The response options for SFA were considerably different prior to 2012. (2) Minor wording change in 2013 and 2015. (3) Filtered by those who live in Service Family Accommodation (excluding Substitute Service Family Accommodation). (4) N/A / don't know option excluded from the analysis.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.14 With regard to your current Single Living Accommodation, how satisfied are you with the following? The response to requests for maintenance/repair to my current accommodation.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	36	33	30	27	29	33	28	26	31	30	33	28	26	30	30
	Neutral	16	19	17	18	16	19	18	18	18	20	19	18	18	18	20
	Dissatisfied	48	48	53	55	55	48	54	56 **	52	50	48	53	56 **	52	50
	<i>Unweighted count</i>					663					2 232					2 895
Royal Navy	Satisfied	36	42	34	32	38	36	35	31	34	35	36	36	32	34	35
	Neutral	16	18	16	20	14	16	17	21	18	18	16	18	20	18	17
	Dissatisfied	47	39	50	47	48	47	48	48	48	48	47	46	48	48	48
	<i>Unweighted count</i>					191					482					673
Royal Marines	Satisfied	28	26	29	27	17	26	22	16 **	20	22	26	22	17	20	21
	Neutral	18	24	13	15	16	20	20	17	17	17	20	20	17	17	17
	Dissatisfied	54	51 **	57	58	67	55 **	58	67	64	61	54 **	58	66	63	62
	<i>Unweighted count</i>					91					584					675
Army	Satisfied	38	35	31	27	31	33	28	26	33	31	33	29	26	32	31
	Neutral	15	18	17	17	16	20	18	19	18	22	19	18	18	18	22
	Dissatisfied	47	48	52	56	53	48	54	56 **	49	47	48	53	55 **	50	47
	<i>Unweighted count</i>					205					607					812
RAF	Satisfied	31	24	26	23	22	34	25	25	25	27	34 **	25	25	24	26
	Neutral	18	20	17	18	15	18	19	15	16	17	18	20	15	16	17
	Dissatisfied	51	56	57	59	63	48 **	55	60	59	57	48 **	55	59	59	58
	<i>Unweighted count</i>					176					559					735

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Not asked prior to 2011 (2) Minor wording change in 2012, 2013 and 2015. (3) Comparative analysis has indicated that a change to the wording of the response options in 2011 has resulted in some respondents ticking 'SFA - inside the base/camp' when they should have ticked 'SLA of any type'. Therefore, no reliable figures can be given for 2011. (4) Filtered by those who live in Single Living Accommodation (excluding Substitute Service Single Accommodation and On board Ship or Submarine). (5) N/A / don't know option excluded from the analysis.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.15 With regard to your current Service Accommodation, how satisfied are you with the following? The quality of maintenance/repair work to my current accommodation.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	31	31	31	32	29	33	29	28 **	33	32	33	29	28	32	31
	Neutral	19	19	18	19	19	22	21	22	21	23	22	21	21	21	22
	Dissatisfied	49	50	51	49	52	44	50 **	50 **	46	45	45	50 **	50 **	47	46
	<i>Unweighted count</i>	1 861					4 341					6 202				
Royal Navy	Satisfied	38	36	36	39	35	32	31	31	34	33	33	32	32	35	33
	Neutral	17	19	22	20	22	23	22	24	25	24	22	21	24	24	24
	Dissatisfied	45	45	42	41	43	45	47	45	41	43	45	46	45	41	43
	<i>Unweighted count</i>	487					1 029					1 516				
Royal Marines	Satisfied	29	34	30	29	25	28 **	24	21	22	23	28 **	25	22	23	23
	Neutral	19	18	20	16	25	24	23	20	22	20	23	22	20	21	21
	Dissatisfied	52	48	50	54	51	48 **	53	59	56	56	49 **	53	58	56	56
	<i>Unweighted count</i>	183					799					982				
Army	Satisfied	29	30	32	30	29	35	30	28	34	33	34	30	29	34	32
	Neutral	18	19	16	19	18	22	21	23	21	24	21	21	22	21	23
	Dissatisfied	52	51	52	51	53	43	49 **	49 **	45	43	45	50 **	50 **	46	45
	<i>Unweighted count</i>	648					1 326					1 974				
RAF	Satisfied	32	30	28	30	26	32	25	26	28	29	32	26	27	28	28
	Neutral	23	18	19	19	19	22	20	18	18	20	23	20	19	18	20
	Dissatisfied	45 **	52	53	51	56	46	54	55	54	51	46 **	54	55	53	52
	<i>Unweighted count</i>	543					1 187					1 730				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011. (2) Minor wording change in 2012, 2013 and 2015. (3) Filtered by those who live in Service Accommodation of any type. (4) N/A / don't know option excluded from the analysis.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.16 With regard to your current Service Family Accommodation, how satisfied are you with the following? The quality of maintenance/repair work to my current accommodation.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Satisfied	24	23	26	28	24	30	27 **	27 **	31	33	29	26 **	27	30	31		
	Neutral	17	16	15	17	16	20	17	20	18	19	19	17	19	18	18		
	Dissatisfied	59	62	58	56	60	50	56 **	53	51	48	52	57 **	54	52	51		
	<i>Unweighted count</i>						903						1 668						2 571
Royal Navy	Satisfied	23	18	19	33	24	21	19	23	31	26	22	19	22	31	25		
	Neutral	12	14	14	12	17	18	14	14	15	16	17	14	14	14	16		
	Dissatisfied	64	69	66	55	59	60	67	62	54	59	62	67 **	64	54	59		
	<i>Unweighted count</i>						157						267						424
Royal Marines	Satisfied	24	21	22	20	23	28	25	25	26	27	27	24	24	25	26		
	Neutral	12	16	12	12	21	21	17	20	17	20	20	17	19	16	20		
	Dissatisfied	64	62	66	68	56	51	58	55	57	54	53	59	57	59	54		
	<i>Unweighted count</i>						67						167						234
Army	Satisfied	22	23	28	27	24	32	30	29	32	35	30	29	29	31	33		
	Neutral	16	16	15	18	16	20	18	22	19	21	19	18	20	19	20		
	Dissatisfied	62	60	57	55	61	48	52 **	49	49	44	51	53	50	50	47		
	<i>Unweighted count</i>						380						670						1 050
RAF	Satisfied	28	24	25	27	26	27	21 **	23 **	27	31	27	21 **	23 **	27	30		
	Neutral	20	14	16	16	16	20 **	15	16	16	13	20 **	15	16	16	14		
	Dissatisfied	52	62	58	57	59	53	64 **	61	57	56	53	63 **	61	57	56		
	<i>Unweighted count</i>						299						564						863

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Not asked prior to 2011. (2) The response options for SFA were considerably different prior to 2012. (2) Minor wording change in 2013 and 2015. (3) Filtered by those who live in Service Family Accommodation (excluding Substitute Service Family Accommodation). (4) N/A / don't know option excluded from the analysis.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.17 With regard to your current Single Living Accommodation, how satisfied are you with the following? The quality of maintenance/repair work to my current accommodation.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	36	36	32	29	31	35	29	27	34	30	35 **	30	28	33	30
	Neutral	23	23	21	21	20	23	23	22	22	25	23	23	22	22	25
	Dissatisfied	41 **	41 **	47	50	49	41	48	50 **	44	44	41	47	50 **	45	45
	<i>Unweighted count</i>					675					2 245					2 920
Royal Navy	Satisfied	38	45	38	35	39	36	36	36	35	39	36	38	36	35	39
	Neutral	24	23	23	22	22	23	21	24	27	24	23	21	24	26	24
	Dissatisfied	38	32	40	44	39	41	43	40	38	37	41	41	40	39	38
	<i>Unweighted count</i>					200					487					687
Royal Marines	Satisfied	30	37 **	30	31	19	28	23	20	20	23	28 **	24	21	21	23
	Neutral	22	19	23	17	26	24	24	19	23	21	24	24	20	23	21
	Dissatisfied	48	44	47	52	55	48 **	53	61	56	56	48 **	52	60	56	56
	<i>Unweighted count</i>					92					579					671
Army	Satisfied	36	36	33	28	34	36	28	26	36	31	36	29	27	36	31
	Neutral	21	23	19	20	19	23	23	23	22	26	23	23	23	22	26
	Dissatisfied	42	41	48	52	46	41	48	51	42	43	41	48	50	43	43
	<i>Unweighted count</i>					204					609					813
RAF	Satisfied	33 **	27	27	25	18	35 **	28	28	27	27	35 **	28	28	27	25
	Neutral	27	23	22	23	18	24	24	20	21	25	25	24	21	21	24
	Dissatisfied	40 **	50 **	51	53	63	40 **	47	52	52	48	40 **	48	52	52	51
	<i>Unweighted count</i>					179					570					749

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Not asked prior to 2011 (2) Minor wording change in 2012, 2013 and 2015. (3) Comparative analysis has indicated that a change to the wording of the response options in 2011 has resulted in some respondents ticking 'SFA - inside the base/camp' when they should have ticked 'SLA of any type'. Therefore, no reliable figures can be given for 2011. (4) Filtered by those who live in Single Living Accommodation (excluding Substitute Service Single Accommodation and On board Ship or Submarine). (5) N/A / don't know option excluded from the analysis.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.18 With regard to your current Service Accommodation, how satisfied are you with the following? How fairly Service Accommodation is allocated.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	48	46	45	47	48	45	42	43	45	45	45	42 **	43	46	46
	Neutral	30	29	30	30	29	29	32	32	30	31	29	32	32	30	30
	Dissatisfied	22	25	24	24	24	26	26	25	25	24	25	26	25	25	24
	<i>Unweighted count</i>	1 822					4 231					6 053				
Royal Navy	Satisfied	44	46	43	47	47	43	42	41	46	45	43	43	41	46	45
	Neutral	29	30	34	30	30	32	31	34	31	32	32	31	34	31	31
	Dissatisfied	27	24	23	22	23	25	27	26	24	23	25	26	25	23	23
	<i>Unweighted count</i>	476					1 011					1 487				
Royal Marines	Satisfied	40	43	45	41	41	37	36	36	36	36	37	37	37	36	37
	Neutral	37	31	33	28	37	38	37	36	37	33	37	37	35	36	33
	Dissatisfied	23	25	22	30	23	25 **	27	29	27	31	25 **	27	28	27	30
	<i>Unweighted count</i>	177					761					938				
Army	Satisfied	48	48	47	47	49	45	42	44	47	46	46	43	44	47	46
	Neutral	30	26	29	30	28	29	33	32	30	31	29	32	31	30	30
	Dissatisfied	21	26	24	23	23	26	25	24	23	24	25	25	24	23	23
	<i>Unweighted count</i>	642					1 307					1 949				
RAF	Satisfied	50	43	43	46	47	46	41	43	42	45	47	42	43	43	45
	Neutral	29	32	32	29	29	26	31	30	29	31	26	31	31	29	30
	Dissatisfied	21	25	25	25	24	28	28	27	29	25	26	27	27	28	25
	<i>Unweighted count</i>	527					1 152					1 679				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011, 2012, 2013 and 2015. (2) "N/A / don't know" option added in 2011. (3) Filtered by those who live in Service Accommodation of any type. (4) N/A / don't know option excluded from the analysis.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.19 With regard to your current Service Family Accommodation, how satisfied are you with the following? How fairly Service Family Accommodation is allocated.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	43	44	44	45	48	41	41	42	42	45	42	41	43	42	46
	Neutral	31	29	29	29	27	28	31 **	30	28	25	28	31 **	30	28	26
	Dissatisfied	26	27	27	26	25	31	28	28	30	29	30	28	28	29	28
	<i>Unweighted count</i>	885					1 645					2 530				
Royal Navy	Satisfied	34 **	44	35	49	49	37	37	39	43	44	37	39	38	45	45
	Neutral	28	34	36	26	33	34	30	26	28	29	33	31	29	27	30
	Dissatisfied	37 **	22	29	25	18	28	33	35	29	27	31	30	33	28	25
	<i>Unweighted count</i>	152					266					418				
Royal Marines	Satisfied	39	34	34	43	43	36	39	37	39	39	37	38	36	40	40
	Neutral	35	25	33	20 **	42	30	30	28	27	24	31	29	29	26	28
	Dissatisfied	25	41 **	33 **	38 **	15	33	31	35	34	37	32	33	35	34	32
	<i>Unweighted count</i>	68					165					233				
Army	Satisfied	44	47	46	46	47	42	43	44	42	47	42	43	44	43	47
	Neutral	31	26	27	29	25	27	31 **	30	29	25	28	30 **	29	29	25
	Dissatisfied	25	27	27	25	27	31	26	26	29	29	30	26	26	28	29
	<i>Unweighted count</i>	376					669					1 045				
RAF	Satisfied	46	40 **	44	43	51	42	37	40	39	41	43	37 **	41	40	44
	Neutral	30	34	30	31	27	26	30	30	27	27	27	31	30	28	27
	Dissatisfied	24	26	25	25	22	32	33	30	33	31	30	31	29	31	29
	<i>Unweighted count</i>	289					545					834				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) The response options for SFA were considerably different prior to 2012. (2) Minor wording change in 2013 and 2015. (3) Filtered by those who live in Service Family Accommodation (excluding Substitute Service Family Accommodation). (4) N/A / don't know option excluded from the analysis.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.20 With regard to your current Single Living Accommodation, how satisfied are you with the following? How fairly Service Accommodation is allocated.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	55	50	45	49	51	47	42	44	49	46	48	43	44	49	46
	Neutral	28	29	32	32	30	30	33	33	31	35	30	33	33	31	34
	Dissatisfied	16	20	22	19	19	23	25 **	23	21	20	22	24 **	23	20	20
	<i>Unweighted count</i>					649					2 178					2 827
Royal Navy	Satisfied	48	52	47	47	53	47	45	45	50	50	47	47	46	49	51
	Neutral	31	28	33	33	27	32	29	36	30	30	32	29	35	30	29
	Dissatisfied	21	20	21	20	21	21	26	19	21	20	21	25	19	21	20
	<i>Unweighted count</i>					194					486					680
Royal Marines	Satisfied	39	50	52	43	36	38	35	36	35	37	38	37	37	36	37
	Neutral	41	34	35	35	35	39	40	38	40	36	39	39	38	40	36
	Dissatisfied	19	15	12 **	22	29	23	25	26	25	28	22 **	24	25	25	28
	<i>Unweighted count</i>					85					546					631
Army	Satisfied	59	51	45	50	56	47	41	44	51	45	48	42	44	51	46
	Neutral	27	27	33	34	28	30	34	33	30	36	30	33	33	31	35
	Dissatisfied	14	21	22	15	16	22	25	23	19	19	22	24	23	18	19
	<i>Unweighted count</i>					198					589					787
RAF	Satisfied	56 **	47	43	49	41	51	45	45	45	47	51	46	45	46	46
	Neutral	27	33	31	26	34	25 **	32	31	31	34	26 **	32	31	30	34
	Dissatisfied	16	20	26	25	24	24	23	24	25	19	23	23	25	25	20
	<i>Unweighted count</i>					172					557					729

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2011, 2012, 2013 and 2015. (2) "N/A / don't know" option added in 2011. (3) Comparative analysis has indicated that a change to the wording of the response options in 2011 has resulted in some respondents ticking 'SFA - inside the base/camp' when they should have ticked 'SLA of any type'. Therefore, no reliable figures can be given for 2011. (4) Filtered by those who live in Single Living Accommodation (excluding Substitute Service Single Accommodation and On board Ship or Submarine). (5) N/A / don't know option excluded from the analysis.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.21 Do you currently own your own home? Please answer this question whether you live in this property or not.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	76	76	76	77	76	40 **	43 **	44	43 **	46	47 **	49 **	50	50 **	52
	No	12	11	11	10	10	34 **	31 **	30 **	30 **	25	30 **	27 **	26 **	27 **	22
	No, but saving to buy in the future	12	13	13	14	14	26 **	25 **	26	26	29	24 **	23 **	24 **	24	26
	<i>Unweighted count</i>					3 040					6 612					9 652
Royal Navy	Yes	84	83	84	84	83	54	55	55	56	56	61	62	62	62	62
	No	8	6	7	7	7	23	21	19	18	20	19	18	16	16	17
	No, but saving to buy in the future	8	11	8	9	10	24	24	26	26	25	20	21	22	22	21
	<i>Unweighted count</i>					907					1 825					2 732
Royal Marines	Yes	81	79	78	78	81	49 **	53 **	58	58	57	52 **	56 **	60	60	60
	No	11	10	10	11	12	31	28	26	22 **	28	29	26	24	21 **	26
	No, but saving to buy in the future	8	11	13 **	10	7	20 **	19 **	17	20 **	15	19 **	18 **	16	19 **	14
	<i>Unweighted count</i>					291					1 246					1 537
Army	Yes	70	71	71	72	70	32 **	35 **	35	35 **	39	38 **	41 **	41	41	45
	No	14	13	14	12	12	41 **	39 **	37 **	38 **	28	37 **	35 **	33 **	34 **	26
	No, but saving to buy in the future	16	16	15	17	18	28 **	26 **	28	26 **	32	26 **	25 **	26	25 **	30
	<i>Unweighted count</i>					930					1 659					2 589
RAF	Yes	81	79	79	79	79	52	54	55	52	54	59	60	61	58	60
	No	9	10	10	9	9	23 **	20	21	21	19	20 **	18	18	18	16
	No, but saving to buy in the future	10	11	11	12	12	25	26	24	27	27	22	22	21	23	24
	<i>Unweighted count</i>					912					1 882					2 794

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) "No" options changed in 2010. (2) Minor wording change in 2011 to option 3 in 2011. (3) A213 is amended to include those respondents who stated they live in their own property.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.22 Please indicate whether each of the following is a reason why you do not own your own home. I don't want to own a home at this stage in my life/career.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	85	87 **	83	83	81	82	82	83	83	83	82	82	83	83	83		
	Ticked	15	13 **	17	17	19	18	18	17	17	17	18	18	17	17	17		
	<i>Unweighted count</i>						643						2 696						3 339
Royal Navy	Not ticked	81	90	91	83	85	82	84	86	82	83	82	84	86	82	83		
	Ticked	19	10	9	17	15	18	16	14	18	17	18	16	14	18	17		
	<i>Unweighted count</i>						153						680						833
Royal Marines	Not ticked	77	87	81	80	76	78	81	83	81	80	78	81	83	81	80		
	Ticked	23	13	19	20	24	22	19	17	19	20	22	19	17	19	20		
	<i>Unweighted count</i>						51						448						499
Army	Not ticked	86	88	80	83	82	82	81	82	83	84	82	81	82	83	83		
	Ticked	14	12	20	17	18	18	19	18	17	16	18	19	18	17	17		
	<i>Unweighted count</i>						262						814						1 076
RAF	Not ticked	88	85	86	84	79	84	85	87 **	85	81	85	85	87 **	85	81		
	Ticked	12	15	14	16	21	16	15	13 **	15	19	15	15	13 **	15	19		
	<i>Unweighted count</i>						177						754						931

Percentages

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Format changed from "yes/no" to "not ticked / ticked" in 2012. (2) Format changed from "5pt agree with n/a" to "yes/no" in 2010. (3) Not asked 2007-2008. (4) Filtered by those who indicated that they don't own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.23 Please indicate whether each of the following is a reason why you do not own your own home. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	69	68	66	68	70	85	85	84	82	84	83	83	83	81	82
	Ticked	31	32	34	32	30	15	15	16	18	16	17	17	17	19	18
	<i>Unweighted count</i>					643					2 696					3 339
Royal Navy	Not ticked	70	73	69	66	71	87	84	86	85	86	86	83	84	83	85
	Ticked	30	27	31	34	29	13	16	14	15	14	14	17	16	17	15
	<i>Unweighted count</i>					153					680					833
Royal Marines	Not ticked	73	64	72	69	59	88	88	89	87	88	87	87	88	86	86
	Ticked	27	36	28	31	41	12	12	11	13	12	13	13	12	14	14
	<i>Unweighted count</i>					51					448					499
Army	Not ticked	68	69	65	67	71	86	85	86	83	85	84	84	84	82	84
	Ticked	32	31	35	33	29	14	15	14	17	15	16	16	16	18	16
	<i>Unweighted count</i>					262					814					1 076
RAF	Not ticked	70	61	68	70	67	78	81	77	76	76	77	79	76	76	75
	Ticked	30	39	32	30	33	22	19	23	24	24	23	21	24	24	25
	<i>Unweighted count</i>					177					754					931

Percentages

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Format changed from "yes/no" to "not ticked / ticked" in 2012. (2) Format changed from "5pt agree with n/a" to "yes/no" in 2010. (3) Not asked 2007-2008. (4) Filtered by those who indicated that they don't own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.24 Please indicate whether each of the following is a reason why you do not own your own home. I want to be able to move about/move my family with me when I am posted.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	75	69	70	70	73	88	87	87	87	87	87	85	85	85	85		
	Ticked	25	31	30	30	27	12	13	13	13	13	13	15	15	15	15		
	<i>Unweighted count</i>						643						2 696						3 339
Royal Navy	Not ticked	79	81	76 **	78 **	89	93	93	95	94	93	92	92	93	93	93		
	Ticked	21	19	24 **	22 **	11	7	7	5	6	7	8	8	7	7	7		
	<i>Unweighted count</i>						153						680						833
Royal Marines	Not ticked	86	91	90	81	79	94	94	94	94	96	93	94	94	93	95		
	Ticked	14	9	10	19	21	6	6	6	6	4	7	6	6	7	5		
	<i>Unweighted count</i>						51						448						499
Army	Not ticked	72	69	65	70	71	88	87	87	86	86	87	85	86	84	84		
	Ticked	28	31	35	30	29	12	13	13	14	14	13	15	14	16	16		
	<i>Unweighted count</i>						262						814						1 076
RAF	Not ticked	76	59	77	65	69	83	82	78	83	83	82	80	78	81	81		
	Ticked	24	41	23	35	31	17	18	22	17	17	18	20	22	19	19		
	<i>Unweighted count</i>						177						754						931

Percentages

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Format changed from "yes/no" to "not ticked / ticked" in 2012. (2) Format changed from "5pt agree with n/a" to "yes/no" in 2010. (3) Not asked 2007-2008. (4) Filtered by those who indicated that they don't own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.25 Please indicate whether each of the following is a reason why you do not own your own home. I don't want to buy a home where I am currently located.

		Officers					Other Ranks/Rates					Total					Percentages				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	69	67	65	64	68	75	72	72	74	75	75	72	71	73	75	75	72	71	73	75
	Ticked	31	33	35	36	32	25	28	28	26	25	25	28	29	27	25	25	28	29	27	25
	<i>Unweighted count</i>						643						2 696						3 339		
Royal Navy	Not ticked	66	73	69	70	67	72	73	70	77	72	72	73	70	77	72	72	73	70	77	72
	Ticked	34	27	31	30	33	28	27	30	23	28	28	27	30	23	28	28	27	30	23	28
	<i>Unweighted count</i>						153						680						833		
Royal Marines	Not ticked	71	71	78	72	75	81	80	79	78	80	81	80	79	78	80	81	80	79	78	80
	Ticked	29	29	22	28	25	19	20	21	22	20	19	20	21	22	20	19	20	21	22	20
	<i>Unweighted count</i>						51						448						499		
Army	Not ticked	70	69	61	64	69	77	73	74	75	78	77	73	73	74	77	77	73	73	74	77
	Ticked	30	31	39	36	31	23	27	26	25	22	23	27	27	26	23	23	27	27	26	23
	<i>Unweighted count</i>						262						814						1 076		
RAF	Not ticked	68	58	69	60	64	67	64	64	64	70	67	63	64	64	69	67	63	64	64	69
	Ticked	32	42	31	40	36	33	36	36	36	30	33	37	36	36	31	33	37	36	36	31
	<i>Unweighted count</i>						177						754						931		

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Format changed from "yes/no" to "not ticked / ticked" in 2012. (2) Format changed from "5pt agree with n/a" to "yes/no" in 2010. (3) Not asked 2007-2008. (4) Filtered by those who indicated that they don't own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.26 Please indicate whether each of the following is a reason why you do not own your own home. I can't afford to buy a suitable home at the moment.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	50	47	45	47	47	37	35	36	35	36	38	36	36	36	37
	Ticked	50	53	55	53	53	63	65	64	65	64	62	64	64	64	63
	<i>Unweighted count</i>	643					2 696					3 339				
Royal Navy	Not ticked	53	49	44	50	53	33	32	28	33	34	35	34	29 **	35	36
	Ticked	47	51	56	50	47	67	68	72	67	66	65	66	71 **	65	64
	<i>Unweighted count</i>	153					680					833				
Royal Marines	Not ticked	50	53	45	43	51	35	33	29	31	35	36	34	30	32	36
	Ticked	50	47	55	57	49	65	67	71	69	65	64	66	70	68	64
	<i>Unweighted count</i>	51					448					499				
Army	Not ticked	50	48	46	47	46	39	35	38	37	37	40	36	39	38	38
	Ticked	50	52	54	53	54	61	65	62	63	63	60	64	61	62	62
	<i>Unweighted count</i>	262					814					1 076				
RAF	Not ticked	47	42	42	46	45	31	35	33	32	32	33	36	34	34	34
	Ticked	53	58	58	54	55	69	65	67	68	68	67	64	66	66	66
	<i>Unweighted count</i>	177					754					931				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Format changed from "yes/no" to "not ticked / ticked" in 2012. (2) Format changed from "5pt agree with n/a" to "yes/no" in 2010. (3) Not asked 2007-2008. (4) Filtered by those who indicated that they don't own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.27 Please indicate whether each of the following is a reason why you do not own your own home. I don't want to risk losing money.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	93	91	91	90	91	94	93	94	93	94	94	93	94	93	93
	Ticked	7	9	9	10	9	6	7	6	7	6	6	7	6	7	7
	<i>Unweighted count</i>					643					2 696					3 339
Royal Navy	Not ticked	94	95	91	93	95	94	96	94	95	94	94	96	93	95	94
	Ticked	6	5	9	7	5	6	4	6	5	6	6	4	7	5	6
	<i>Unweighted count</i>					153					680					833
Royal Marines	Not ticked	94	98	96	97	95	94	93	93	92	95	94	93	94	93	95
	Ticked	6	2	4	3	5	6	7	7	8	5	6	7	6	7	5
	<i>Unweighted count</i>					51					448					499
Army	Not ticked	93	90	91	90	91	93	92	95	94	94	93	92	94	93	93
	Ticked	7	10	9	10	9	7	8	5	6	6	7	8	6	7	7
	<i>Unweighted count</i>					262					814					1 076
RAF	Not ticked	93	88	92	89	89	94	94	95	90	93	94	93	94	90	93
	Ticked	7	12	8	11	11	6	6	5	10	7	6	7	6	10	7
	<i>Unweighted count</i>					177					754					931

Percentages

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Format changed from "yes/no" to "not ticked / ticked" in 2012. (2) Format changed from "5pt agree with n/a" to "yes/no" in 2010. (3) Not asked 2007-2008. (4) Filtered by those who indicated that they don't own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.28 Please indicate whether each of the following is a reason why you do not own your own home. I wouldn't be able to live in the home.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	68	64	62	68	67	78	75	75	77	77	77	74	74	77	76
	Ticked	32	36	38	32	33	22	25	25	23	23	23	26	26	23	24
	<i>Unweighted count</i>					643					2 696					3 339
Royal Navy	Not ticked	71	75	76	78	68	78	78	75	77	76	77	78	76	77	75
	Ticked	29	25	24	22	32	22	22	25	23	24	23	22	24	23	25
	<i>Unweighted count</i>					153					680					833
Royal Marines	Not ticked	77	71	78	71	78	82	80	81	77	77	82	79	81	76	77
	Ticked	23	29	22	29	22	18	20	19	23	23	18	21	19	24	23
	<i>Unweighted count</i>					51					448					499
Army	Not ticked	67	60	58	70	65	78	75	76	78	78	77	73	74	77	77
	Ticked	33	40	42	30	35	22	25	24	22	22	23	27	26	23	23
	<i>Unweighted count</i>					262					814					1 076
RAF	Not ticked	71	66	63	59	68	75	75	70	75	73	74	74	69	73	73
	Ticked	29	34	37	41	32	25	25	30	25	27	26	26	31	27	27
	<i>Unweighted count</i>					177					754					931

Percentages

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Format changed from "yes/no" to "not ticked / ticked" in 2012. (2) Format changed from "5pt agree with n/a" to "yes/no" in 2010. (3) not asked 2007-2008. (4) Filtered by those who indicated that they don't own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.29 Please indicate whether each of the following is a reason why you do not own your own home. Other.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	89	90	90	88	89	92	94 **	93	92	91	92	94 **	92	92	90
	Ticked	11	10	10	12	11	8	6 **	7	8	9	8	6 **	8	8	10
	<i>Unweighted count</i>					643					2 696					3 339
Royal Navy	Not ticked	85	88	85	90	86	92	91	92	92	91	91	90	91	91	90
	Ticked	15	12	15	10	14	8	9	8	8	9	9	10	9	9	10
	<i>Unweighted count</i>					153					680					833
Royal Marines	Not ticked	92	92	91	91	96	95	94	95	95	93	95	94	95	95	93
	Ticked	8	8	9	9	4	5	6	5	5	7	5	6	5	5	7
	<i>Unweighted count</i>					51					448					499
Army	Not ticked	90	91	92	89	91	92	95 **	93	92	91	92	95 **	93	92	91
	Ticked	10	9	8	11	9	8	5 **	7	8	9	8	5 **	7	8	9
	<i>Unweighted count</i>					262					814					1 076
RAF	Not ticked	86	89	88	84	86	93 **	93 **	91	91	89	92 **	92 **	90	90	88
	Ticked	14	11	12	16	14	7 **	7 **	9	9	11	8 **	8 **	10	10	12
	<i>Unweighted count</i>					177					754					931

Percentages

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(1) Format changed from "yes/no" to "not ticked / ticked" in 2012. (2) Format changed from "5pt agree with n/a" to "yes/no" in 2010. (3) Not asked 2007-2008. (4) Filtered by those who indicated that they don't own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.30 Please indicate whether each of the following was a reason why you bought your own home. To give stability for myself and my family.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	30	31 **	31 **	29	27	24	24	22	23	23	26	26	24	25	24
	Ticked	70	69 **	69 **	71	73	76	76	78	77	77	74	74	76	75	76
	<i>Unweighted count</i>	2 353					3 778					6 131				
Royal Navy	Not ticked	15	18	15	15	15	15	15	16	17	15	15	16	16	16	15
	Ticked	85	82	85	85	85	85	85	84	83	85	85	84	84	84	85
	<i>Unweighted count</i>	741					1 110					1 851				
Royal Marines	Not ticked	19	23	22	18	18	21	19	17	17	17	20	20	18	17	17
	Ticked	81	77	78	82	82	79	81	83	83	83	80	80	82	83	83
	<i>Unweighted count</i>	234					761					995				
Army	Not ticked	37	40	38	37	34	29	29	24	26	27	31	32	28	30	29
	Ticked	63	60	62	63	66	71	71	76	74	73	69	68	72	70	71
	<i>Unweighted count</i>	654					814					1 468				
RAF	Not ticked	31	28	32	28	26	23	25	24	23	21	26	26	26	25	23
	Ticked	69	72	68	72	74	77	75	76	77	79	74	74	74	75	77
	<i>Unweighted count</i>	724					1 093					1 817				

Percentages

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Format changed from "yes/no" to "not ticked / ticked" in 2012. (2) In 2007-2009, respondent asked to tick only one option from A224 to A231 (excluding A225 which was not asked). (3) Filtered by those who indicated they own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.31 Please indicate whether each of the following was a reason why you bought your own home. The allowances for living in my own home.

		Officers					Other Ranks/Rates					Total					
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	
Tri-Service	Not ticked	98	98	98	98	98	94 **	93	92	91	91	95 **	94	94	93	93	
	Ticked	2	2	2	2	2	6 **	7	8	9	9	5 **	6	6	7	7	
	<i>Unweighted count</i>						2 353						3 778				
Royal Navy	Not ticked	98	98	97	97	97	93	92	92	90	90	94	94	94	93	92	
	Ticked	2	2	3	3	3	7	8	8	10	10	6	6	6	7	8	
	<i>Unweighted count</i>						741						1 110				
Royal Marines	Not ticked	97	95	94	95	95	90	89	89	91	89	91	90	90	92	90	
	Ticked	3	5	6	5	5	10	11	11	9	11	9	10	10	8	10	
	<i>Unweighted count</i>						234						761				
Army	Not ticked	97	98	98	98	99	94	92	91	90	90	95	94	93	93	92	
	Ticked	3	2	2	2	1	6	8	9	10	10	5	6	7	7	8	
	<i>Unweighted count</i>						654						814				
RAF	Not ticked	99	98	99	98	99	95	95	95	93	94	96	96	96	95	96	
	Ticked	1	2	1	2	1	5	5	5	7	6	4	4	4	5	4	
	<i>Unweighted count</i>						724						1 093				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Not asked in 2007-2009. (2) Format changed from "yes/no" to "not ticked / ticked" in 2012. (3) Filtered by those who indicated they own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.32 Please indicate whether each of the following was a reason why you bought your own home. To rent it out.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	82	80 **	83	83	85	88	88	89	89	88	86	86	88	88	87		
	Ticked	18	20 **	17	17	15	12	12	11	11	12	14	14	12	12	13		
	<i>Unweighted count</i>						2 353						3 778						6 131
Royal Navy	Not ticked	94	91	95	94	95	96	96	97	97	96	96	94	96	96	95		
	Ticked	6	9	5	6	5	4	4	3	3	4	4	6	4	4	5		
	<i>Unweighted count</i>						741						1 110						1 851
Royal Marines	Not ticked	86	89	86	88	90	92	92	93	92	92	91	92	92	91	92		
	Ticked	14	11	14	12	10	8	8	7	8	8	9	8	8	9	8		
	<i>Unweighted count</i>						234						761						995
Army	Not ticked	75	71 **	75	76	78	81	82	85	85	83	79	79	82	82	81		
	Ticked	25	29 **	25	24	22	19	18	15	15	17	21	21	18	18	19		
	<i>Unweighted count</i>						654						814						1 468
RAF	Not ticked	85	85 **	87	85	89	91	91	92	91	92	89	89	90	90	91		
	Ticked	15	15 **	13	15	11	9	9	8	9	8	11	11	10	10	9		
	<i>Unweighted count</i>						724						1 093						1 817

Percentages

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Format changed from "yes/no" to "not ticked / ticked" in 2012. (2) In 2007-2009, respondent asked to tick only one option from A224 to A231 (excluding A225 which was not asked). (3) Filtered by those who indicated they own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.33 Please indicate whether each of the following was a reason why you bought your own home. Poor standards of SLA or SFA.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	80 **	76	75	75	74	83 **	77	77	76	78	82 **	77	76	76	77
	Ticked	20 **	24	25	25	26	17 **	23	23	24	22	18 **	23	24	24	23
	<i>Unweighted count</i>					2 353					3 778					6 131
Royal Navy	Not ticked	84	82	79	81	80	88 **	86	83	84	83	86 **	84	82	83	82
	Ticked	16	18	21	19	20	12 **	14	17	16	17	14 **	16	18	17	18
	<i>Unweighted count</i>					741					1 110					1 851
Royal Marines	Not ticked	82	80	77	78	79	88 **	82	80	81	81	87 **	82	80	81	80
	Ticked	18	20	23	22	21	12 **	18	20	19	19	13 **	18	20	19	20
	<i>Unweighted count</i>					234					761					995
Army	Not ticked	82	78	78	78	77	87 **	79	81	79	80	86 **	79	80	78	79
	Ticked	18	22	22	22	23	13 **	21	19	21	20	14 **	21	20	22	21
	<i>Unweighted count</i>					654					814					1 468
RAF	Not ticked	75 **	69	68	64	65	71	67	66	64	67	72 **	67	67	64	66
	Ticked	25 **	31	32	36	35	29	33	34	36	33	28 **	33	33	36	34
	<i>Unweighted count</i>					724					1 093					1 817

Percentages

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Format changed from "yes/no" to "not ticked / ticked" in 2012. (2) In 2007-2009, respondent asked to tick only one option from A224 to A231 (excluding A225 which was not asked). (3) Filtered by those who indicated they own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.34 Please indicate whether each of the following was a reason why you bought your own home. Poor location of SLA or SFA.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	91 **	89	89	90	88	93	92	91	91	92	92	91	90	91	91
	Ticked	9 **	11	11	10	12	7	8	9	9	8	8	9	10	9	9
	<i>Unweighted count</i>					2 353					3 778					6 131
Royal Navy	Not ticked	93	91	90	92	93	95	94	92	93	94	94	93	92	93	93
	Ticked	7	9	10	8	7	5	6	8	7	6	6	7	8	7	7
	<i>Unweighted count</i>					741					1 110					1 851
Royal Marines	Not ticked	92	94	91	93	90	95	93	92	94	94	94	93	92	94	93
	Ticked	8	6	9	7	10	5	7	8	6	6	6	7	8	6	7
	<i>Unweighted count</i>					234					761					995
Army	Not ticked	90	88	89	90	88	94	92	92	92	93	93	91	91	92	92
	Ticked	10	12	11	10	12	6	8	8	8	7	7	9	9	8	8
	<i>Unweighted count</i>					654					814					1 468
RAF	Not ticked	91	89	88	89	87	90	89	89	88	90	90	89	89	88	89
	Ticked	9	11	12	11	13	10	11	11	12	10	10	11	11	12	11
	<i>Unweighted count</i>					724					1 093					1 817

Percentages

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(1) Format changed from "yes/no" to "not ticked / ticked" in 2012. (2) In 2007-2009, respondent asked to tick only one option from A224 to A231 (excluding A225 which was not asked). (3) Filtered by those who indicated they own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.35 Please indicate whether each of the following was a reason why you bought your own home. The cost of SLA or SFA.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	96 **	94	93	91	92	97	96	96	94 **	96	97 **	95	95	93 **	95
	Ticked	4 **	6	7	9	8	3	4	4	6 **	4	3 **	5	5	7 **	5
	<i>Unweighted count</i>					2 353					3 778					6 131
Royal Navy	Not ticked	96	96	95	96	95	99	97	98	97	97	98	97	97	97	97
	Ticked	4	4	5	4	5	1	3	2	3	3	2	3	3	3	3
	<i>Unweighted count</i>					741					1 110					1 851
Royal Marines	Not ticked	97	96	95	96	96	98	98	97	97	97	98	97	97	97	97
	Ticked	3	4	5	4	4	2	2	3	3	3	2	3	3	3	3
	<i>Unweighted count</i>					234					761					995
Army	Not ticked	95	93	93	92	92	97	96	96	94 **	97	97	95	95	93 **	96
	Ticked	5	7	7	8	8	3	4	4	6 **	3	3	5	5	7 **	4
	<i>Unweighted count</i>					654					814					1 468
RAF	Not ticked	96 **	93	91	87	90	96	95	94	92	94	96 **	95	93	91	93
	Ticked	4 **	7	9	13	10	4	5	6	8	6	4 **	5	7	9	7
	<i>Unweighted count</i>					724					1 093					1 817

Percentages

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Format changed from "yes/no" to "not ticked / ticked" in 2012. (2) In 2007-2009, respondent asked to tick only one option from A224 to A231 (excluding A225 which was not asked). (3) Filtered by those who indicated they own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.36 Please indicate whether each of the following was a reason why you bought your own home. I wanted to live with my partner.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	79	79	79	78	78	70	67	69	67	70	73	71	71	70	72
	Ticked	21	21	21	22	22	30	33	31	33	30	27	29	29	30	28
	<i>Unweighted count</i>	2 353					3 778					6 131				
Royal Navy	Not ticked	71	72	71	69	73	65	62	61	62	64	67	66	65	64	67
	Ticked	29	28	29	31	27	35	38	39	38	36	33	34	35	36	33
	<i>Unweighted count</i>	741					1 110					1 851				
Royal Marines	Not ticked	73	74	67	69	75	64 **	62	61	62	59	65	64	62	63	61
	Ticked	27	26	33	31	25	36 **	38	39	38	41	35	36	38	37	39
	<i>Unweighted count</i>	234					761					995				
Army	Not ticked	85	82	84	83	81	76	70	74	72	75	78	74	77	75	77
	Ticked	15	18	16	17	19	24	30	26	28	25	22	26	23	25	23
	<i>Unweighted count</i>	654					814					1 468				
RAF	Not ticked	78	80	77	77	76	66	67	67	65	69	70	71	70	69	71
	Ticked	22	20	23	23	24	34	33	33	35	31	30	29	30	31	29
	<i>Unweighted count</i>	724					1 093					1 817				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Format changed from "yes/no" to "not ticked / ticked" in 2012. (2) In 2007-2009, respondent asked to tick only one option from A224 to A231 (excluding A225 which was not asked). (3) Filtered by those who indicated they own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.37 Please indicate whether each of the following was a reason why you bought your own home. Other

		Officers					Other Ranks/Rates					Total					
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	
Tri-Service	Not ticked	83	82	81	83	82	88	88	88	88	88	86	86	86	87	86	
	Ticked	17	18	19	17	18	12	12	12	12	12	14	14	14	13	14	
	<i>Unweighted count</i>						2 353						3 778				
Royal Navy	Not ticked	84	84	87	87	85	89	91	90	91	90	87	89	89	89	88	
	Ticked	16	16	13	13	15	11	9	10	9	10	13	11	11	11	12	
	<i>Unweighted count</i>						741						1 110				
Royal Marines	Not ticked	92	89	92	89	89	92	94	94	95	93	92	93	94	94	92	
	Ticked	8	11	8	11	11	8	6	6	5	7	8	7	6	6	8	
	<i>Unweighted count</i>						234						761				
Army	Not ticked	82	81	78	81	82	86	88	88	88	87	85	86	85	86	85	
	Ticked	18	19	22	19	18	14	12	12	12	13	15	14	15	14	15	
	<i>Unweighted count</i>						654						814				
RAF	Not ticked	82	81	80	83	81	89	86	85	85	86	87	85	83	85	85	
	Ticked	18	19	20	17	19	11	14	15	15	14	13	15	17	15	15	
	<i>Unweighted count</i>						724						1 093				

Percentages

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Format changed from "yes/no" to "not ticked / ticked" in 2012. (2) In 2007-2009, respondent asked to tick only one option from A224 to A231 (excluding A225 which was not asked). (3) Filtered by those who indicated they own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.38 If you currently own a home, how satisfied are you with the following? The opportunity to live in my own home.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	44	42 **	44	44	47	48 **	47 **	48 **	51	52	47 **	46 **	47 **	49	51
	Neutral	22	24	23	21	22	20	18	19	17	17	21	20	20	18	19
	Dissatisfied	34	34	33	35 **	31	32	34 **	34	31	30	33	34 **	34 **	32	31
	<i>Unweighted count</i>	2 152					3 595					5 747				
Royal Navy	Satisfied	49	51	51	49	50	56	54	53	57	55	54	53	52	54	53
	Neutral	19	20	19	18	17	18	18	18	15	17	18	19	18	16	17
	Dissatisfied	31	29	30	33	33	27	28	29	28	28	28	28	29	30	30
	<i>Unweighted count</i>	706					1 078					1 784				
Royal Marines	Satisfied	42	38	45	44	43	44 **	45 **	45 **	45 **	51	44 **	44 **	45	45	50
	Neutral	20	26	21	19	22	22 **	18	17	18	15	21 **	19	18	18	16
	Dissatisfied	38	37	34	37	35	34	37	38	38	34	35	37	37	37	34
	<i>Unweighted count</i>	219					734					953				
Army	Satisfied	38	35 **	42	41	45	38 **	40	41	47	46	38 **	38 **	41	45	46
	Neutral	24	28	24	24	25	23	21	21	20	20	24	23	22	21	22
	Dissatisfied	37 **	37	34	35	30	38	39	38	33	33	38 **	38 **	37	34	33
	<i>Unweighted count</i>	559					735					1 294				
RAF	Satisfied	47	44	43 **	45	50	58	55 **	55 **	57	61	55	52 **	51 **	53	57
	Neutral	21	21	23	19	21	15	14	15	13	13	17	16	18	15	16
	Dissatisfied	32	35 **	34	36 **	29	27	31	30	30	26	28	32 **	31 **	32 **	27
	<i>Unweighted count</i>	668					1 048					1 716				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Not asked in 2007-2009. (2) Minor wording change in 2011. (3) Filtered by those who indicated they own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.39 If you currently own a home, how satisfied are you with the following? The allowances for living in my own home.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	21	19	20	19	20	32	30	33	34	31	29	27	29	30	28
	Neutral	37	38 **	33	35	34	31	30	30	28	29	33	32	31	30	30
	Dissatisfied	42 **	43	47	46	46	37	40	38	38	40	38 **	41	40	40	42
	<i>Unweighted count</i>	1 808					3 153					4 961				
Royal Navy	Satisfied	23	23	21	21	22	31	33	30	34	31	29	30	27	30	28
	Neutral	37	42 **	35	41 **	34	30	27	31	27	30	32	32	32	31	31
	Dissatisfied	40	35 **	44	38	45	39	40	40	40	39	39	38	41	39	41
	<i>Unweighted count</i>	605					929					1 534				
Royal Marines	Satisfied	21	20	22	24	27	32	34	33	30	34	30	32	31	29	33
	Neutral	36	37	26	29	30	28	25	27	26	25	29	27	27	27	26
	Dissatisfied	43	43	52	47	43	41	41	40	44	41	41	41	42	44	41
	<i>Unweighted count</i>	196					675					871				
Army	Satisfied	19	16	20	20	18	34	31	35	38 **	31	30	27	31	34 **	28
	Neutral	36	37	33	33	35	30	31	30	27	29	31	32	30	29	31
	Dissatisfied	45	47	47	47	47	36	38	35	34	40	39	41	38	38	41
	<i>Unweighted count</i>	457					652					1 109				
RAF	Satisfied	20	18	19	16	19	31	27	31	28	29	27	25	27	25	26
	Neutral	41 **	38	33	35	33	34	32	30	30	29	36 **	34	31	32	30
	Dissatisfied	39 **	44	47	49	48	36 **	41	40	42	42	37 **	42	42	44	44
	<i>Unweighted count</i>	550					897					1 447				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Not asked in 2007-2009. (2) Minor wording change in 2011. (3) Filtered by those who indicated they own their own home.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.40 Which of the following statements apply to you? In the last year, I have used Forces Help to Buy (FHTB) for my home purchase.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	96	95	95	95	95	95	94	94	94	94	95	94	94	94	95
	Ticked	4	5	5	5	5	5	6	6	6	6	5	6	6	6	5
	<i>Unweighted count</i>	2 965					6 391					9 356				
Royal Navy	Not ticked	96	96	95	96	95	95	92	92	94	94	95	93	93	95	94
	Ticked	4	4	5	4	5	5	8	8	6	6	5	7	7	5	6
	<i>Unweighted count</i>	890					1 772					2 662				
Royal Marines	Not ticked	91 **	95	95	95	96	93 **	92 **	91 **	93 **	95	93 **	92 **	91 **	93 **	95
	Ticked	9 **	5	5	5	4	7 **	8 **	9 **	7 **	5	7 **	8 **	9 **	7 **	5
	<i>Unweighted count</i>	278					1 183					1 461				
Army	Not ticked	96	94	95	95	95	95	95	93	94	94	95	95	94	94	94
	Ticked	4	6	5	5	5	5	5	7	6	6	5	5	6	6	6
	<i>Unweighted count</i>	906					1 600					2 506				
RAF	Not ticked	96	96	97	96	97	95	94	95	94	95	95	94	96	94	96
	Ticked	4	4	3	4	3	5	6	5	6	5	5	6	4	6	4
	<i>Unweighted count</i>	891					1 836					2 727				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016 (2) In previous years, question covered by the generic A235.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.41 Which of the following statements apply to you? In the last year, I have used Forces Help to Buy (FHTB) to extend my home.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	99.9	100.0	99.9	99.9	99.8	99.7	99.6	99.8	99.8	99.7	99.7	99.7	99.9	99.8	99.7		
	Ticked	0.1	0.0	0.1	0.1	0.2	0.3	0.4	0.2	0.2	0.3	0.3	0.3	0.1	0.2	0.3		
	<i>Unweighted count</i>						2 965						6 391						9 356
Royal Navy	Not ticked	100.0	99.9	99.9	100.0	100.0	100.0	99.9	99.9	99.8	99.9	100.0	99.9	99.9	99.9	99.9		
	Ticked	..	0.1	0.1	..	..	0.0	0.1	0.1	0.2	0.1	0.0	0.1	0.1	0.1	0.1
	<i>Unweighted count</i>						890						1 772						2 662
Royal Marines	Not ticked	100.0	99.4	100.0	100.0	100.0	99.1 **	99.2 **	99.7	99.7	99.8	99.2 **	99.2 **	99.8	99.8	99.8		
	Ticked	..	0.6	..	..	..	0.9 **	0.8 **	0.3	0.3	0.2	0.8 **	0.8 **	0.2	0.2	0.2
	<i>Unweighted count</i>						278						1 183						1 461
Army	Not ticked	99.8	100.0	99.9	99.8	99.7	99.6	99.5	99.8	99.8	99.5	99.6	99.6	99.8	99.8	99.5		
	Ticked	0.2	..	0.1	0.2	0.3	0.4	0.5	0.2	0.2	0.5	0.4	0.4	0.2	0.2	0.5		
	<i>Unweighted count</i>						906						1 600						2 506
RAF	Not ticked	99.8	100.0	100.0	100.0	100.0	100.0	99.9	100.0	99.9	100.0	99.9	99.9	100.0	99.9	100.0		
	Ticked	0.2	..	..	..	..	0.0	0.1	..	0.1	..	0.1	0.1	..	0.1	..
	<i>Unweighted count</i>						891						1 836						2 727

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016 (2) In previous years, question covered by the generic A235.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.42 Which of the following statements apply to you? I am considering using Forces Help to Buy (FHTB) for a future home purchase.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	87	86	88	86	86	77	77	77	78	79	79	79 **	79	80	81
	Ticked	13	14	12	14	14	23	23	23	22	21	21	21 **	21	20	19
	<i>Unweighted count</i>	2 965					6 391					9 356				
Royal Navy	Not ticked	91	90	91	89	89	81	79	79	80	79	83	81	82	82	81
	Ticked	9	10	9	11	11	19	21	21	20	21	17	19	18	18	19
	<i>Unweighted count</i>	890					1 772					2 662				
Royal Marines	Not ticked	92	87	86	84	87	79	80	81	80	81	81	80	82	81	82
	Ticked	8	13	14	16	13	21	20	19	20	19	19	20	18	19	18
	<i>Unweighted count</i>	278					1 183					1 461				
Army	Not ticked	84	83	86	83	84	76	76	75	77	79	77	77	77	78	80
	Ticked	16	17	14	17	16	24	24	25	23	21	23	23	23	22	20
	<i>Unweighted count</i>	906					1 600					2 506				
RAF	Not ticked	89	88	89	88	88	80	78	79	81	81	82	80	81	82	82
	Ticked	11	12	11	12	12	20	22	21	19	19	18	20	19	18	18
	<i>Unweighted count</i>	891					1 836					2 727				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016 (2) In previous years, question covered by the generic A235.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.43 Which of the following statements apply to you? In the last year, I purchased my own home without the use of FHTB or the Government Affordable Housing Schemes.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	88 **	92	93	93	94	93 **	95	95	95	95	92 **	94	94	95	95
	Ticked	12 **	8	7	7	6	7 **	5	5	5	5	8 **	6	6	5	5
	<i>Unweighted count</i>					2 965					6 391					9 356
Royal Navy	Not ticked	74 **	93	93	94	95	85 **	95	95	95	95	82 **	94	94	95	95
	Ticked	26 **	7	7	6	5	15 **	5	5	5	5	18 **	6	6	5	5
	<i>Unweighted count</i>					890					1 772					2 662
Royal Marines	Not ticked	83 **	93	93	94	96	87 **	94	93	94	95	87 **	94	93	94	95
	Ticked	17 **	7	7	6	4	13 **	6	7	6	5	13 **	6	7	6	5
	<i>Unweighted count</i>					278					1 183					1 461
Army	Not ticked	91	93	93	93	93	94	95	95	96	95	94	94	95	95	95
	Ticked	9	7	7	7	7	6	5	5	4	5	6	6	5	5	5
	<i>Unweighted count</i>					906					1 600					2 506
RAF	Not ticked	91 **	92 **	93	93	95	94	95	94	94	94	94	94	94	94	94
	Ticked	9 **	8 **	7	7	5	6	5	6	6	6	6	6	6	6	6
	<i>Unweighted count</i>					891					1 836					2 727

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016 (2) In previous years, question covered by the generic A235. (3) Minor wording change in 2019.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.44 Which of the following statements apply to you? 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).

		Officers					Other Ranks/Rates					Total					
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	
Tri-Service	Not ticked	99	99	98	99	98	98 **	98 **	98	97	97	98 **	98 **	98	97	97	
	Ticked	1	1	2	1	2	2 **	2 **	2	3	3	2 **	2 **	2	3	3	
	<i>Unweighted count</i>						2 965						6 391				
Royal Navy	Not ticked	99	99	99	99	99	98	98	98	97	97	98	98	98	98	97	
	Ticked	1	1	1	1	1	2	2	2	3	3	2	2	2	2	3	
	<i>Unweighted count</i>						890						1 772				
Royal Marines	Not ticked	100	99	99	98	98	98	98	97	98	97	99	98	97	98	98	
	Ticked	0	1	1	2	2	2	2	3	2	3	1	2	3	2	2	
	<i>Unweighted count</i>						278						1 183				
Army	Not ticked	98	99	98	99	98	98 **	98 **	98	97	97	98 **	98 **	98	97	97	
	Ticked	2	1	2	1	2	2 **	2 **	2	3	3	2 **	2 **	2	3	3	
	<i>Unweighted count</i>						906						1 600				
RAF	Not ticked	99	99	99	98	98	99 **	97	97	98	96	99 **	98	98	98	97	
	Ticked	1	1	1	2	2	1 **	3	3	2	4	1 **	2	2	2	3	
	<i>Unweighted count</i>						891						1 836				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016 (2) In previous years, question covered by the generic A235.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.45 Which of the following statements apply to you? None of the above. (i.e. in the last 12 months, not purchasing a home independently or using FHTB or Government Affordable Housing Schemes nor considering using FHTB in the future.)

Percentages

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	30 **	27	25	26	25	35	35	36 **	34	33	34 **	34 **	34 **	32	31
	Ticked	70 **	73	75	74	75	65	65	64 **	66	67	66 **	66 **	66 **	68	69
	<i>Unweighted count</i>					2 965					6 391					9 356
Royal Navy	Not ticked	39 **	21	22	21	22	40 **	35	34	32	34	40 **	32	31	29	31
	Ticked	61 **	79	78	79	78	60 **	65	66	68	66	60 **	68	69	71	69
	<i>Unweighted count</i>					890					1 772					2 662
Royal Marines	Not ticked	34 **	25	27	27	22	41 **	35 **	35 **	33	30	40 **	34 **	34 **	32	29
	Ticked	66 **	75	73	73	78	59 **	65 **	65 **	67	70	60 **	66 **	66 **	68	71
	<i>Unweighted count</i>					278					1 183					1 461
Army	Not ticked	30	31	27	29	30	35	35	38 **	36	33	34	34	36	34	32
	Ticked	70	69	73	71	70	65	65	62 **	64	67	66	66	64	66	68
	<i>Unweighted count</i>					906					1 600					2 506
RAF	Not ticked	24	25	22	25	21	32	35	33	32	33	30	33	30	30	30
	Ticked	76	75	78	75	79	68	65	67	68	67	70	67	70	70	70
	<i>Unweighted count</i>					891					1 836					2 727

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016 (2) In previous years, question covered by the generic A235. (3) Minor wording change in 2019.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.1 What kind of accommodation do you live in at present during the working week?

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Service Family Accommodation (SFA)	2.2	2.2	2.2	2.1	2.3	1.5	1.7	1.8	1.7	2.0	1.3	1.5	1.6	1.5	1.7
	Substitute Service Family Accommodation (SSFA)	0.6	0.6	0.7	0.7	0.6	0.4	0.3	0.4	0.4	0.3	0.3	0.3	0.3	0.4	0.3
	Single Living Accommodation of any type (SLA)	1.9	2.0	1.9	1.9	2.0	1.6	1.8	2.0	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	Substitute Service Single Accommodation (SSSA)	1.0	1.1	1.1	1.0	1.1	0.5	0.5	0.6	0.5	0.5	0.4	0.5	0.5	0.5	0.5
	Property I own	1.9	2.0	2.0	1.9	2.1	0.9	1.0	1.1	1.1	1.3	0.8	0.9	1.0	0.9	1.1
	Privately rented accommodation	0.7	0.7	0.6	0.5	0.6	0.6	0.6	0.5	0.5	0.6	0.5	0.5	0.4	0.4	0.5
	Relative's home	0.2	0.1	0.2	0.1	0.2	0.3	0.3	0.3	0.3	0.2	0.2	0.3	0.3	0.2	0.2
	Other	0.5	0.5	0.5	0.5	0.5	0.4	0.3	0.5	0.3	0.4	0.4	0.3	0.4	0.2	0.4
	Onboard a ship or submarine	0.4	0.4	0.4	0.5	0.4	0.3	0.3	0.4	0.3	0.4	0.3	0.3	0.3	0.3	0.3
	<i>Unweighted count</i>															
Royal Navy	Service Family Accommodation (SFA)	3.1	3.2	3.0	3.1	3.0	2.2	2.0	2.3	1.8	2.1	1.9	1.7	1.9	1.6	1.7
	Substitute Service Family Accommodation (SSFA)	1.3	0.8	1.2	1.1	1.0	0.9	0.5	0.4	0.3	0.5	0.7	0.4	0.4	0.4	0.4
	Single Living Accommodation of any type (SLA)	3.2	3.2	3.3	3.2	3.3	3.0	2.6	3.1	2.6	2.7	2.4	2.1	2.5	2.1	2.2
	Substitute Service Single Accommodation (SSSA)	2.1	2.1	2.4	2.1	2.5	1.1	1.1	1.2	1.0	0.9	0.9	1.0	1.1	0.9	0.9
	Property I own	3.6	3.7	3.8	3.7	3.6	2.4	2.2	2.4	2.1	2.3	2.0	1.9	2.1	1.8	2.0
	Privately rented accommodation	1.1	1.2	1.1	1.0	1.0	1.4	1.2	1.3	0.9	1.1	1.1	0.9	1.0	0.7	0.8
	Relative's home	0.3	0.3	0.5	0.3	0.4	0.9	0.8	0.9	0.7	0.8	0.7	0.6	0.7	0.6	0.6
	Other	1.2	1.0	0.7	0.8	0.9	1.1	0.7	1.0	0.8	0.7	0.9	0.6	0.7	0.6	0.6
	Onboard a ship or submarine	1.7	2.0	2.0	2.2	1.9	2.2	2.1	2.6	2.1	2.3	1.8	1.6	2.0	1.7	1.8
	<i>Unweighted count</i>															
Royal Marines	Service Family Accommodation (SFA)	4.8	4.6	4.6	4.6	5.0	1.3	1.4	1.8	1.8	2.2	1.3	1.4	1.7	1.7	2.0
	Substitute Service Family Accommodation (SSFA)	1.8	1.7	2.1	1.9	1.7	0.5	0.4	0.4	0.2	0.1	0.5	0.4	0.4	0.3	0.3
	Single Living Accommodation of any type (SLA)	5.3	5.1	5.2	5.0	5.5	1.9	2.0	2.6	2.5	3.2	1.8	1.9	2.4	2.3	2.9
	Substitute Service Single Accommodation (SSSA)	2.2	2.2	2.3	2.6	2.8	0.8	0.7	0.9	1.0	1.1	0.7	0.7	0.8	0.9	1.0
	Property I own	5.2	5.0	5.2	4.8	5.2	1.4	1.6	2.1	2.0	2.5	1.4	1.5	1.9	1.8	2.3
	Privately rented accommodation	1.5	1.0	1.1	1.4	1.4	0.7	0.7	0.9	0.8	0.9	0.7	0.6	0.8	0.7	0.8
	Relative's home	0.7	0.6	..	..	..	0.3	0.4	0.4	0.2	0.6	0.3	0.3	0.4	0.2	0.6
	Other	0.7	1.2	0.8	1.1	0.8	0.6	0.6	0.6	0.7	0.9	0.6	0.5	0.6	0.6	0.8
	Onboard a ship or submarine	1.1	1.0	1.0	0.7	..	0.6	0.7	0.8	0.2	1.0	0.6	0.6	0.7	0.2	0.8
	<i>Unweighted count</i>															
Army	Service Family Accommodation (SFA)	3.6	3.9	3.8	3.6	4.0	2.3	2.7	3.0	2.8	3.3	2.1	2.4	2.5	2.4	2.8
	Substitute Service Family Accommodation (SSFA)	0.9	1.1	1.0	1.1	1.1	0.6	0.5	0.6	0.7	0.5	0.5	0.4	0.5	0.6	0.4
	Single Living Accommodation of any type (SLA)	3.1	3.4	3.2	3.2	3.4	2.5	2.8	3.1	2.9	3.4	2.1	2.4	2.6	2.5	2.9
	Substitute Service Single Accommodation (SSSA)	1.5	1.8	1.7	1.6	1.8	0.7	0.8	0.9	0.8	0.8	0.7	0.7	0.8	0.7	0.8
	Property I own	2.8	3.2	3.0	3.0	3.4	1.2	1.4	1.5	1.5	1.9	1.1	1.3	1.4	1.4	1.7
	Privately rented accommodation	1.1	1.1	0.8	0.8	1.1	0.8	0.9	0.7	0.7	0.9	0.7	0.8	0.6	0.6	0.8
	Relative's home	0.2	..	0.3	..	0.3	0.4	0.5	0.5	0.4	0.3	0.3	0.4	0.5	0.3	0.2
	Other	0.8	0.8	0.9	0.9	0.9	0.6	0.5	0.8	0.4	0.7	0.6	0.4	0.7	0.3	0.6
	Onboard a ship or submarine	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															
RAF	Service Family Accommodation (SFA)	4.0	3.5	3.8	3.7	3.8	2.8	2.6	2.7	2.6	2.6	2.3	2.2	2.2	2.2	2.2
	Substitute Service Family Accommodation (SSFA)	1.2	1.1	1.5	1.3	1.1	0.4	0.4	0.5	0.5	0.6	0.4	0.4	0.5	0.5	0.6
	Single Living Accommodation of any type (SLA)	3.2	3.0	3.4	3.1	3.3	2.9	2.6	2.8	2.7	2.7	2.3	2.1	2.3	2.2	2.2
	Substitute Service Single Accommodation (SSSA)	1.9	1.6	1.8	1.7	1.7	0.8	0.8	0.7	0.7	0.7	0.7	0.7	0.7	0.7	0.7
	Property I own	3.9	3.4	3.7	3.6	3.8	2.4	2.2	2.4	2.3	2.4	2.1	1.8	2.0	2.0	2.1
	Privately rented accommodation	1.2	1.1	1.1	1.2	1.1	1.2	1.0	1.0	1.0	0.8	1.0	0.8	0.8	0.8	0.7
	Relative's home	0.4	0.2	..	0.4	..	0.1	0.4	0.2	0.3	0.3	0.1	0.3	0.2	0.2	0.2
	Other	0.7	0.5	0.9	0.9	1.0	0.2	0.4	0.4	0.6	0.5	0.2	0.4	0.3	0.5	0.4
	Onboard a ship or submarine	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.2 If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? Posting requirement.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	3.7	4.1	3.8	3.8	4.3	3.4	3.8	4.1	4.0	4.5	2.9	3.3	3.5	3.4	3.8
	Ticked	3.7	4.1	3.8	3.8	4.3	3.4	3.8	4.1	4.0	4.5	2.9	3.3	3.5	3.4	3.8
	<i>Unweighted count</i>															
Royal Navy	Not ticked	5.3	5.7	5.7	5.4	5.1	5.6	5.3	5.7	5.0	5.2	4.4	4.2	4.7	4.0	4.2
	Ticked	5.3	5.7	5.7	5.4	5.1	5.6	5.3	5.7	5.0	5.2	4.4	4.2	4.7	4.0	4.2
	<i>Unweighted count</i>															
Royal Marines	Not ticked	10.8	11.1	9.9	8.5	7.7	4.1	4.2	4.8	4.7	6.0	3.8	3.9	4.4	4.3	5.3
	Ticked	10.8	11.1	9.9	8.5	7.7	4.1	4.2	4.8	4.7	6.0	3.8	3.9	4.4	4.3	5.3
	<i>Unweighted count</i>															
Army	Not ticked	6.5	7.5	6.7	6.9	8.3	4.8	5.6	6.2	6.1	6.7	4.3	5.1	5.6	5.4	6.0
	Ticked	6.5	7.5	6.7	6.9	8.3	4.8	5.6	6.2	6.1	6.7	4.3	5.1	5.6	5.4	6.0
	<i>Unweighted count</i>															
RAF	Not ticked	7.2	6.8	6.9	5.5	6.4	6.8	6.2	6.5	6.4	6.9	5.5	5.0	5.2	5.1	5.4
	Ticked	7.2	6.8	6.9	5.5	6.4	6.8	6.2	6.5	6.4	6.9	5.5	5.0	5.2	5.1	5.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.3 If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? Economy.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	2.1	1.9	2.2	1.8	1.9	2.0	2.6	2.6	2.4	2.5	1.7	2.2	2.2	2.0	2.1
	Ticked	2.1	1.9	2.2	1.8	1.9	2.0	2.6	2.6	2.4	2.5	1.7	2.2	2.2	2.0	2.1
	<i>Unweighted count</i>															
Royal Navy	Not ticked	3.2	3.1	3.9	3.7	2.5	3.2	3.1	3.5	2.7	2.7	2.6	2.4	2.9	2.2	2.2
	Ticked	3.2	3.1	3.9	3.7	2.5	3.2	3.1	3.5	2.7	2.7	2.6	2.4	2.9	2.2	2.2
	<i>Unweighted count</i>															
Royal Marines	Not ticked	5.9	4.7	7.1	5.0	5.6	3.0	2.9	3.3	3.4	4.0	2.7	2.7	3.0	3.0	3.5
	Ticked	5.9	4.7	7.1	5.0	5.6	3.0	2.9	3.3	3.4	4.0	2.7	2.7	3.0	3.0	3.5
	<i>Unweighted count</i>															
Army	Not ticked	3.8	3.2	3.6	2.6	3.4	2.8	3.8	3.9	3.6	3.8	2.5	3.4	3.5	3.2	3.4
	Ticked	3.8	3.2	3.6	2.6	3.4	2.8	3.8	3.9	3.6	3.8	2.5	3.4	3.5	3.2	3.4
	<i>Unweighted count</i>															
RAF	Not ticked	2.8	3.3	3.9	3.6	3.2	4.1	4.0	4.0	3.3	4.3	3.2	3.2	3.2	2.6	3.3
	Ticked	2.8	3.3	3.9	3.6	3.2	4.1	4.0	4.0	3.3	4.3	3.2	3.2	3.2	2.6	3.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.4 If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? Personal circumstance e.g. marriage, separation, divorce.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	3.7	3.7	3.3	3.6	3.9	3.0	3.5	3.6	3.3	3.5	2.6	3.0	3.1	2.8	3.0
	Ticked	3.7	3.7	3.3	3.6	3.9	3.0	3.5	3.6	3.3	3.5	2.6	3.0	3.1	2.8	3.0
	<i>Unweighted count</i>															
Royal Navy	Not ticked	4.6	5.4	4.9	4.8	4.8	4.8	4.6	5.0	4.3	4.4	3.9	3.7	4.1	3.5	3.6
	Ticked	4.6	5.4	4.9	4.8	4.8	4.8	4.6	5.0	4.3	4.4	3.9	3.7	4.1	3.5	3.6
	<i>Unweighted count</i>															
Royal Marines	Not ticked	8.7	10.9	8.7	8.0	8.0	3.3	3.7	4.1	3.8	5.3	3.1	3.5	3.8	3.5	4.7
	Ticked	8.7	10.9	8.7	8.0	8.0	3.3	3.7	4.1	3.8	5.3	3.1	3.5	3.8	3.5	4.7
	<i>Unweighted count</i>															
Army	Not ticked	6.7	6.6	5.7	6.6	7.5	4.2	5.1	5.5	5.0	5.3	3.8	4.6	4.9	4.4	4.8
	Ticked	6.7	6.6	5.7	6.6	7.5	4.2	5.1	5.5	5.0	5.3	3.8	4.6	4.9	4.4	4.8
	<i>Unweighted count</i>															
RAF	Not ticked	6.9	6.1	5.9	5.2	6.3	6.2	5.6	6.0	6.0	5.6	5.0	4.6	4.7	4.8	4.5
	Ticked	6.9	6.1	5.9	5.2	6.3	6.2	5.6	6.0	6.0	5.6	5.0	4.6	4.7	4.8	4.5
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.5 If you have moved from your own home into Service Accommodation in the last 12 months, what was/were the reason(s) for this? Other.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	2.2	2.8	2.6	2.1	2.7	2.0	2.0	2.5	2.5	3.3	1.7	1.8	2.2	2.1	2.8
	Ticked	2.2	2.8	2.6	2.1	2.7	2.0	2.0	2.5	2.5	3.3	1.7	1.8	2.2	2.1	2.8
	<i>Unweighted count</i>															
Royal Navy	Not ticked	3.4	3.5	3.9	3.9	4.2	3.6	3.0	3.0	3.0	3.2	2.9	2.4	2.5	2.5	2.7
	Ticked	3.4	3.5	3.9	3.9	4.2	3.6	3.0	3.0	3.0	3.2	2.9	2.4	2.5	2.5	2.7
	<i>Unweighted count</i>															
Royal Marines	Not ticked	7.4	5.6	5.4	4.2	4.4	2.3	2.0	2.4	2.3	3.2	2.2	1.9	2.3	2.1	2.8
	Ticked	7.4	5.6	5.4	4.2	4.4	2.3	2.0	2.4	2.3	3.2	2.2	1.9	2.3	2.1	2.8
	<i>Unweighted count</i>															
Army	Not ticked	3.8	5.2	4.8	3.5	5.0	2.8	3.0	3.9	3.9	5.0	2.5	2.7	3.5	3.4	4.5
	Ticked	3.8	5.2	4.8	3.5	5.0	2.8	3.0	3.9	3.9	5.0	2.5	2.7	3.5	3.4	4.5
	<i>Unweighted count</i>															
RAF	Not ticked	3.8	4.7	4.2	3.2	4.0	3.7	3.8	3.5	3.7	4.8	3.0	3.1	2.8	2.9	3.7
	Ticked	3.8	4.7	4.2	3.2	4.0	3.7	3.8	3.5	3.7	4.8	3.0	3.1	2.8	2.9	3.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.6 With regard to your current Service Accommodation, how satisfied are you with the following? The overall standard.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.8	3.0	2.9	2.8	3.0	2.0	2.3	2.5	2.3	2.7	1.8	2.0	2.1	2.0	2.3
	Neutral	2.0	2.0	1.9	1.8	1.9	1.5	1.7	1.8	1.7	2.1	1.3	1.4	1.6	1.5	1.8
	Dissatisfied	2.5	2.8	2.7	2.6	2.9	1.9	2.3	2.4	2.2	2.5	1.6	1.9	2.0	1.9	2.1
	<i>Unweighted count</i>															
Royal Navy	Satisfied	5.2	5.4	5.3	5.1	5.1	4.2	3.9	4.4	3.5	3.8	3.5	3.2	3.6	3.0	3.2
	Neutral	3.4	3.9	3.5	3.4	3.4	3.1	2.9	3.3	2.6	2.8	2.5	2.4	2.7	2.2	2.3
	Dissatisfied	4.7	4.9	4.7	4.6	4.7	4.0	3.6	4.1	3.2	3.5	3.3	3.0	3.4	2.7	2.9
	<i>Unweighted count</i>															
Royal Marines	Satisfied	7.8	7.4	7.6	7.2	8.0	2.5	2.7	3.3	3.2	4.1	2.4	2.6	3.1	3.0	3.8
	Neutral	5.5	4.1	4.8	4.3	4.5	1.9	2.1	2.6	2.2	2.9	1.8	1.9	2.3	2.0	2.6
	Dissatisfied	7.2	7.1	7.5	7.0	7.7	2.5	2.8	3.4	3.3	4.2	2.4	2.6	3.2	3.0	3.8
	<i>Unweighted count</i>															
Army	Satisfied	4.2	4.8	4.5	4.3	4.8	2.8	3.4	3.6	3.4	4.1	2.5	3.0	3.2	3.0	3.5
	Neutral	3.0	3.2	3.0	2.7	3.0	2.1	2.4	2.7	2.5	3.2	1.9	2.1	2.4	2.2	2.7
	Dissatisfied	3.8	4.4	4.1	4.0	4.6	2.6	3.3	3.5	3.2	3.8	2.3	2.9	3.0	2.8	3.3
	<i>Unweighted count</i>															
RAF	Satisfied	5.2	4.7	5.1	5.0	5.2	3.9	3.6	3.7	3.5	3.7	3.3	3.0	3.1	3.0	3.1
	Neutral	3.9	3.4	3.4	3.3	3.4	2.8	2.4	2.4	2.4	2.5	2.4	2.0	2.0	2.0	2.1
	Dissatisfied	4.5	4.4	4.8	4.7	5.0	3.6	3.5	3.6	3.4	3.6	3.0	2.9	3.0	2.9	3.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.7 With regard to your current Service Family Accommodation, how satisfied are you with the following? The overall standard.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	4.0	4.4	4.2	4.0	4.4	3.1	3.6	3.8	3.5	4.0	2.6	3.0	3.1	2.9	3.3
	Neutral	2.9	3.0	2.9	2.7	2.8	2.5	2.8	2.9	2.6	3.3	2.1	2.3	2.4	2.1	2.7
	Dissatisfied	3.7	4.1	4.0	3.7	4.2	2.9	3.5	3.6	3.3	3.7	2.4	2.9	2.9	2.7	3.0
	<i>Unweighted count</i>															
Royal Navy	Satisfied	9.1	9.4	10.1	8.5	9.6	7.8	8.0	8.2	7.3	7.7	6.2	6.2	6.6	5.8	6.2
	Neutral	6.0	6.2	7.6	5.5	6.3	6.5	5.5	5.6	5.1	5.6	4.9	4.2	4.6	3.9	4.4
	Dissatisfied	8.9	9.3	9.8	7.6	9.4	7.9	7.8	8.5	7.1	7.6	6.2	6.1	6.8	5.5	6.1
	<i>Unweighted count</i>															
Royal Marines	Satisfied	14.3	13.9	13.9	11.9	12.9	6.7	7.5	8.2	7.3	9.3	6.1	6.6	7.2	6.3	7.9
	Neutral	9.9	8.0	11.3	7.5	8.2	5.0	5.8	6.6	5.9	7.0	4.5	4.9	5.8	5.0	5.8
	Dissatisfied	13.4	13.9	14.8	11.4	11.9	6.4	7.2	7.9	6.9	9.1	5.8	6.4	7.0	6.0	7.6
	<i>Unweighted count</i>															
Army	Satisfied	5.5	6.6	5.9	5.7	6.4	4.1	4.9	5.3	4.7	5.6	3.5	4.2	4.4	4.0	4.7
	Neutral	4.1	4.4	4.0	3.9	4.1	3.3	4.0	4.0	3.5	4.6	2.8	3.3	3.3	3.0	3.8
	Dissatisfied	5.2	6.2	5.5	5.3	6.1	3.8	4.8	4.9	4.4	5.1	3.2	4.1	4.0	3.8	4.3
	<i>Unweighted count</i>															
RAF	Satisfied	7.1	6.6	7.3	6.8	7.1	5.5	5.1	5.5	5.1	5.4	4.5	4.2	4.5	4.2	4.4
	Neutral	5.4	5.0	4.8	4.8	4.3	4.1	3.5	3.7	3.7	3.8	3.4	2.9	3.0	3.0	3.1
	Dissatisfied	6.4	6.2	6.9	6.4	6.9	5.0	5.1	5.2	4.9	5.2	4.1	4.2	4.3	4.0	4.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.8 With regard to your current Single Living Accommodation, how satisfied are you with the following? The overall standard.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	4.8	5.1	5.1	4.8	5.1	2.9	3.4	3.5	3.4	3.9	2.6	3.0	3.2	3.0	3.5
	Neutral	3.2	3.4	3.3	2.8	3.1	2.1	2.2	2.6	2.5	3.0	1.9	2.0	2.3	2.2	2.6
	Dissatisfied	4.4	4.7	4.7	4.6	5.0	2.7	3.3	3.5	3.1	3.7	2.4	2.9	3.1	2.8	3.3
	<i>Unweighted count</i>															
Royal Navy	Satisfied	8.8	8.5	8.8	8.8	7.9	5.9	5.6	6.1	4.8	5.2	5.1	4.8	5.3	4.3	4.5
	Neutral	5.7	6.2	5.4	5.6	5.1	4.0	3.9	4.1	3.5	3.4	3.5	3.3	3.5	3.0	2.9
	Dissatisfied	8.0	7.4	7.9	8.2	7.2	5.3	5.0	5.5	4.2	4.7	4.6	4.3	4.7	3.8	4.0
	<i>Unweighted count</i>															
Royal Marines	Satisfied	11.2	10.6	11.5	10.6	11.4	3.2	3.4	4.0	3.7	4.9	3.0	3.2	3.8	3.5	4.5
	Neutral	8.1	6.1	6.3	5.9	6.2	2.3	2.6	3.1	2.4	3.4	2.2	2.4	2.9	2.3	3.1
	Dissatisfied	10.3	10.1	11.3	10.3	11.4	3.1	3.4	4.2	3.8	4.9	3.0	3.3	4.0	3.6	4.6
	<i>Unweighted count</i>															
Army	Satisfied	7.4	8.2	8.3	7.3	8.4	4.0	4.9	5.2	5.1	6.0	3.7	4.5	4.8	4.7	5.4
	Neutral	4.8	5.4	5.4	4.4	5.0	2.9	3.2	3.9	3.7	4.6	2.7	2.9	3.6	3.4	4.1
	Dissatisfied	6.8	7.6	7.8	6.9	8.1	3.7	4.9	5.1	4.7	5.7	3.4	4.4	4.7	4.3	5.2
	<i>Unweighted count</i>															
RAF	Satisfied	9.1	8.9	8.8	9.1	8.7	5.7	5.3	5.4	5.0	5.3	5.1	4.7	4.8	4.5	4.7
	Neutral	6.3	6.4	6.2	4.9	6.1	4.0	3.6	3.3	3.4	3.4	3.5	3.2	3.0	3.0	3.1
	Dissatisfied	7.9	8.2	8.4	9.0	8.9	5.3	5.2	5.3	4.9	5.2	4.7	4.6	4.7	4.4	4.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.9 With regard to your current Service Accommodation, how satisfied are you with the following? The value for money.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.7	2.9	2.9	2.8	3.1	2.0	2.3	2.5	2.3	2.7	1.7	2.0	2.1	2.0	2.3
	Neutral	2.2	2.3	2.2	2.1	2.3	1.6	1.8	2.0	1.9	2.2	1.4	1.6	1.7	1.6	1.9
	Dissatisfied	2.2	2.4	2.4	2.4	2.6	1.7	2.0	2.1	2.0	2.3	1.4	1.7	1.8	1.7	2.0
	<i>Unweighted count</i>															
Royal Navy	Satisfied	5.2	5.4	5.4	5.2	5.1	4.2	3.9	4.5	3.6	3.8	3.5	3.3	3.7	3.1	3.2
	Neutral	4.3	4.4	4.4	4.2	4.1	3.4	3.3	3.9	3.0	3.1	2.9	2.7	3.2	2.5	2.6
	Dissatisfied	3.8	4.1	4.3	4.0	4.1	3.4	3.1	3.6	2.9	3.0	2.8	2.6	3.0	2.5	2.5
	<i>Unweighted count</i>															
Royal Marines	Satisfied	7.7	7.4	7.8	7.3	8.1	2.6	2.8	3.5	3.3	4.3	2.4	2.7	3.2	3.1	3.9
	Neutral	6.0	5.3	6.0	5.3	5.5	2.2	2.4	2.9	2.8	3.7	2.1	2.2	2.6	2.6	3.3
	Dissatisfied	6.4	6.6	7.0	6.6	7.2	2.2	2.6	3.3	3.1	4.0	2.1	2.4	3.0	2.8	3.6
	<i>Unweighted count</i>															
Army	Satisfied	4.1	4.7	4.4	4.2	4.7	2.8	3.4	3.6	3.4	4.1	2.5	3.0	3.2	3.0	3.5
	Neutral	3.2	3.6	3.4	3.2	3.4	2.3	2.7	2.9	2.8	3.3	2.0	2.4	2.5	2.4	2.9
	Dissatisfied	3.4	3.9	3.7	3.7	4.1	2.3	2.9	3.1	2.9	3.5	2.0	2.6	2.7	2.5	3.0
	<i>Unweighted count</i>															
RAF	Satisfied	5.0	4.6	5.1	5.0	5.2	3.7	3.5	3.7	3.4	3.6	3.1	2.9	3.1	2.9	3.0
	Neutral	4.2	3.7	4.0	4.0	4.4	2.9	2.6	2.8	2.6	2.7	2.5	2.2	2.4	2.2	2.3
	Dissatisfied	3.6	3.5	4.4	4.2	4.3	2.9	2.9	3.1	2.9	3.0	2.4	2.4	2.6	2.5	2.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.10 With regard to your current Service Family Accommodation, how satisfied are you with the following? The value for money.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	3.8	4.2	4.1	3.9	4.4	3.1	3.5	3.8	3.4	4.0	2.5	2.9	3.1	2.9	3.3
	Neutral	3.0	3.3	3.2	3.0	3.3	2.4	2.8	3.0	2.6	3.0	2.0	2.3	2.5	2.2	2.4
	Dissatisfied	3.0	3.4	3.5	3.4	3.8	2.5	2.8	3.1	3.0	3.5	2.1	2.4	2.6	2.5	2.9
	<i>Unweighted count</i>															
Royal Navy	Satisfied	8.9	9.0	9.9	7.9	9.3	7.8	7.6	8.4	7.0	7.3	6.2	5.9	6.7	5.4	5.9
	Neutral	7.5	6.9	8.0	6.6	6.8	6.3	6.2	7.0	5.9	5.7	5.0	4.8	5.6	4.6	4.5
	Dissatisfied	6.9	7.3	8.5	5.4	8.1	6.4	6.0	6.7	5.2	5.9	5.0	4.7	5.4	4.0	4.8
	<i>Unweighted count</i>															
Royal Marines	Satisfied	13.2	13.3	14.8	11.8	12.4	6.6	7.4	8.0	7.2	9.3	5.9	6.5	7.1	6.2	7.8
	Neutral	10.9	8.2	11.3	8.7	8.2	5.8	6.0	6.2	5.6	8.0	5.1	5.0	5.5	4.8	6.6
	Dissatisfied	11.1	12.2	12.6	10.5	10.8	4.8	6.1	6.6	6.1	7.5	4.4	5.4	5.9	5.4	6.3
	<i>Unweighted count</i>															
Army	Satisfied	5.3	6.3	5.7	5.7	6.3	4.1	4.8	5.2	4.6	5.5	3.4	4.1	4.3	3.9	4.6
	Neutral	4.1	4.9	4.4	4.3	4.6	3.2	3.8	4.1	3.6	4.1	2.7	3.2	3.4	3.0	3.4
	Dissatisfied	4.3	5.2	4.8	5.0	5.6	3.4	3.9	4.3	4.1	4.9	2.9	3.3	3.6	3.5	4.1
	<i>Unweighted count</i>															
RAF	Satisfied	6.8	6.4	7.3	6.7	7.1	5.1	5.0	5.4	5.0	5.3	4.1	4.1	4.4	4.1	4.3
	Neutral	5.6	5.3	5.8	5.4	6.0	4.1	3.9	4.2	3.7	4.0	3.3	3.2	3.5	3.1	3.4
	Dissatisfied	5.1	5.0	6.5	5.8	5.8	3.7	4.1	4.4	4.3	4.4	3.1	3.3	3.7	3.6	3.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.11 With regard to your current Single Living Accommodation, how satisfied are you with the following? The value for money.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	4.9	5.1	5.1	4.8	5.1	2.9	3.4	3.6	3.4	4.0	2.6	3.0	3.2	3.0	3.5
	Neutral	3.9	4.0	3.9	3.6	3.8	2.3	2.7	2.9	2.8	3.4	2.1	2.4	2.6	2.5	3.0
	Dissatisfied	4.0	4.2	4.4	4.1	4.4	2.4	3.0	3.1	2.7	3.4	2.2	2.7	2.8	2.5	3.0
	<i>Unweighted count</i>															
Royal Navy	Satisfied	8.8	8.8	9.2	9.1	8.0	5.9	5.7	6.5	4.9	5.3	5.2	4.9	5.6	4.4	4.6
	Neutral	7.2	7.4	7.1	7.1	6.4	4.6	4.6	5.3	3.9	4.2	4.0	4.0	4.5	3.5	3.6
	Dissatisfied	6.8	7.0	7.7	7.9	6.1	4.9	4.7	5.2	4.1	4.3	4.2	4.0	4.5	3.7	3.6
	<i>Unweighted count</i>															
Royal Marines	Satisfied	11.2	11.0	11.8	10.6	11.9	3.2	3.5	4.2	3.9	5.0	3.1	3.3	4.0	3.7	4.7
	Neutral	8.7	8.8	9.4	7.2	8.6	2.8	3.0	3.6	3.3	4.4	2.6	2.9	3.4	3.1	4.0
	Dissatisfied	9.5	9.7	11.0	9.8	11.4	2.9	3.3	4.2	3.7	4.7	2.7	3.1	3.9	3.5	4.4
	<i>Unweighted count</i>															
Army	Satisfied	7.6	8.3	8.4	7.3	8.2	4.0	5.0	5.2	5.1	6.0	3.7	4.5	4.8	4.7	5.5
	Neutral	6.0	6.2	6.4	5.4	5.9	3.3	3.9	4.2	4.2	5.2	3.0	3.6	3.9	3.8	4.7
	Dissatisfied	6.5	7.1	7.1	6.3	7.2	3.3	4.4	4.6	4.1	5.2	3.1	4.0	4.2	3.8	4.7
	<i>Unweighted count</i>															
RAF	Satisfied	8.6	8.5	8.9	9.1	9.1	5.5	5.2	5.4	4.9	5.1	4.9	4.6	4.8	4.4	4.5
	Neutral	7.1	7.0	6.8	7.3	7.5	4.3	3.9	4.1	3.8	3.8	3.9	3.4	3.7	3.4	3.4
	Dissatisfied	5.9	6.3	7.5	7.6	7.6	4.4	4.4	4.6	4.1	4.2	3.9	3.9	4.0	3.7	3.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.12 With regard to your current Service Accommodation, how satisfied are you with the following? The response to requests for maintenance/repair to my current accommodation.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.8	2.9	2.9	2.8	3.0	2.0	2.1	2.3	2.3	2.6	1.7	1.9	2.0	2.0	2.2
	Neutral	2.1	2.3	2.2	2.1	2.3	1.6	1.8	2.0	1.8	2.3	1.4	1.6	1.7	1.6	1.9
	Dissatisfied	2.9	3.1	3.0	2.9	3.2	2.1	2.4	2.5	2.4	2.7	1.8	2.0	2.2	2.0	2.3
	<i>Unweighted count</i>															
Royal Navy	Satisfied	5.5	5.6	5.5	5.5	5.4	4.1	3.7	4.2	3.5	3.7	3.5	3.1	3.5	3.0	3.2
	Neutral	3.9	4.1	4.3	4.2	4.0	3.3	3.2	3.8	3.0	3.2	2.7	2.6	3.1	2.5	2.7
	Dissatisfied	5.6	5.8	5.8	5.5	5.5	4.4	4.0	4.6	3.7	4.0	3.7	3.4	3.8	3.1	3.4
	<i>Unweighted count</i>															
Royal Marines	Satisfied	7.5	7.2	7.2	6.7	7.4	2.3	2.4	2.7	2.8	3.6	2.2	2.3	2.6	2.6	3.3
	Neutral	5.7	5.7	5.7	5.5	6.6	2.0	2.2	2.6	2.5	3.2	1.9	2.1	2.4	2.3	3.0
	Dissatisfied	8.0	7.9	7.9	7.5	8.2	2.6	2.8	3.4	3.2	4.2	2.5	2.7	3.1	3.0	3.8
	<i>Unweighted count</i>															
Army	Satisfied	4.1	4.6	4.4	4.2	4.6	2.7	3.2	3.3	3.3	4.0	2.4	2.8	2.9	2.9	3.4
	Neutral	3.0	3.6	3.3	3.3	3.6	2.2	2.6	2.9	2.7	3.4	2.0	2.3	2.5	2.3	2.9
	Dissatisfied	4.3	5.0	4.6	4.5	5.0	2.8	3.5	3.7	3.5	4.1	2.5	3.1	3.2	3.0	3.5
	<i>Unweighted count</i>															
RAF	Satisfied	5.3	4.6	4.9	4.8	4.8	3.8	3.1	3.4	3.2	3.5	3.2	2.6	2.9	2.8	2.9
	Neutral	4.1	3.6	3.8	3.7	4.0	3.0	2.8	2.7	2.6	2.7	2.5	2.4	2.3	2.2	2.3
	Dissatisfied	5.5	5.0	5.3	5.1	5.3	4.0	3.6	3.8	3.6	3.8	3.4	3.0	3.2	3.0	3.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.13 With regard to your current Service Family Accommodation, how satisfied are you with the following? The response to requests for maintenance/repair to my current accommodation.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	3.7	3.9	4.0	3.8	4.2	3.0	3.3	3.6	3.3	4.0	2.5	2.8	2.9	2.7	3.3
	Neutral	2.8	2.9	2.9	2.8	3.1	2.4	2.7	3.0	2.7	3.1	1.9	2.2	2.4	2.2	2.5
	Dissatisfied	4.0	4.3	4.3	4.0	4.5	3.2	3.6	3.9	3.5	4.0	2.6	3.0	3.2	2.9	3.3
	<i>Unweighted count</i>															
Royal Navy	Satisfied	8.2	7.8	8.2	8.9	9.2	6.6	6.6	7.2	7.0	7.1	5.3	5.1	5.7	5.6	5.8
	Neutral	5.6	5.4	5.9	5.9	6.3	5.5	4.7	5.3	5.2	5.4	4.3	3.7	4.2	4.1	4.3
	Dissatisfied	8.9	8.8	9.3	9.1	9.6	7.6	7.5	8.1	7.4	7.7	6.0	5.8	6.4	5.8	6.2
	<i>Unweighted count</i>															
Royal Marines	Satisfied	12.8	12.6	11.9	10.5	12.7	6.3	6.9	7.5	7.0	8.8	5.6	6.1	6.5	6.0	7.4
	Neutral	7.4	3.3	10.1	8.0	11.7	4.9	5.4	6.0	5.1	7.4	4.2	4.4	5.3	4.4	6.3
	Dissatisfied	13.8	12.8	14.1	11.8	13.5	6.7	7.6	8.3	7.4	9.4	6.1	6.6	7.2	6.4	8.0
	<i>Unweighted count</i>															
Army	Satisfied	5.0	5.9	5.5	5.4	6.1	4.0	4.6	4.9	4.5	5.5	3.4	3.9	4.1	3.8	4.6
	Neutral	3.8	4.5	4.2	4.1	4.4	3.1	3.7	4.2	3.6	4.3	2.6	3.1	3.5	3.1	3.6
	Dissatisfied	5.5	6.5	5.9	5.8	6.5	4.1	5.0	5.3	4.7	5.6	3.5	4.2	4.4	4.0	4.7
	<i>Unweighted count</i>															
RAF	Satisfied	6.8	6.1	6.9	6.4	6.6	5.3	4.3	5.1	4.8	5.3	4.3	3.6	4.2	4.0	4.3
	Neutral	5.2	4.3	4.8	4.6	5.4	4.2	3.8	3.9	3.7	3.8	3.4	3.0	3.2	3.0	3.2
	Dissatisfied	7.2	6.6	7.3	6.8	7.2	5.6	5.0	5.5	5.2	5.5	4.6	4.1	4.5	4.3	4.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.14 With regard to your current Single Living Accommodation, how satisfied are you with the following? The response to requests for maintenance/repair to my current accommodation.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	5.1	5.2	4.9	4.5	4.9	2.8	3.1	3.2	3.4	3.8	2.6	2.8	2.9	3.0	3.4
	Neutral	3.9	4.3	4.1	3.9	3.9	2.4	2.7	2.9	2.7	3.4	2.2	2.4	2.6	2.4	3.0
	Dissatisfied	5.3	5.5	5.4	5.0	5.3	3.0	3.4	3.7	3.5	4.0	2.7	3.1	3.3	3.2	3.6
	<i>Unweighted count</i>															
Royal Navy	Satisfied	9.4	9.6	9.4	8.7	8.5	6.2	5.6	6.3	4.9	5.6	5.4	4.9	5.4	4.4	4.8
	Neutral	7.2	7.6	7.1	7.5	6.2	4.6	4.5	5.6	4.0	4.4	4.0	3.9	4.7	3.6	3.8
	Dissatisfied	9.7	9.4	9.8	9.3	8.7	6.4	5.9	6.8	5.2	5.8	5.6	5.1	5.9	4.6	5.0
	<i>Unweighted count</i>															
Royal Marines	Satisfied	10.9	10.4	11.1	9.8	8.9	2.9	2.9	3.1	3.0	4.1	2.8	2.8	3.0	2.9	3.8
	Neutral	9.4	10.4	8.4	8.0	8.4	2.6	2.8	3.2	2.9	3.8	2.5	2.7	3.1	2.8	3.5
	Dissatisfied	11.8	11.8	12.0	11.0	11.0	3.3	3.5	4.0	3.7	4.9	3.1	3.3	3.8	3.5	4.6
	<i>Unweighted count</i>															
Army	Satisfied	7.9	8.5	8.0	6.9	8.1	3.9	4.5	4.7	5.0	5.8	3.6	4.2	4.3	4.6	5.2
	Neutral	5.8	6.8	6.5	5.9	6.5	3.3	3.9	4.2	4.0	5.2	3.0	3.6	3.8	3.7	4.7
	Dissatisfied	8.0	8.9	8.6	7.7	8.8	4.1	5.0	5.3	5.3	6.0	3.8	4.6	4.9	4.8	5.5
	<i>Unweighted count</i>															
RAF	Satisfied	9.7	8.0	8.2	7.8	7.7	5.6	4.7	4.9	4.5	4.8	5.0	4.2	4.3	4.0	4.3
	Neutral	8.2	7.7	7.2	7.3	6.6	4.5	4.3	4.0	3.8	4.1	4.1	3.9	3.5	3.5	3.6
	Dissatisfied	10.4	9.5	9.4	9.3	8.9	5.9	5.4	5.5	5.1	5.4	5.3	4.9	4.9	4.6	4.8
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.15 With regard to your current Service Accommodation, how satisfied are you with the following? The quality of maintenance/repair work to my current accommodation.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.7	2.9	2.8	2.7	2.9	2.0	2.2	2.3	2.3	2.6	1.7	1.9	2.0	2.0	2.2
	Neutral	2.3	2.5	2.3	2.3	2.5	1.7	1.9	2.1	1.9	2.4	1.5	1.7	1.8	1.7	2.0
	Dissatisfied	2.9	3.1	3.0	2.9	3.2	2.0	2.4	2.5	2.3	2.7	1.8	2.0	2.2	2.0	2.3
	<i>Unweighted count</i>															
Royal Navy	Satisfied	5.4	5.6	5.5	5.4	5.3	4.1	3.7	4.2	3.5	3.8	3.4	3.1	3.5	3.0	3.2
	Neutral	4.2	4.5	4.8	4.4	4.5	3.7	3.3	4.0	3.2	3.4	3.0	2.8	3.3	2.7	2.9
	Dissatisfied	5.5	5.7	5.6	5.5	5.5	4.4	4.0	4.5	3.6	3.9	3.6	3.4	3.7	3.1	3.3
	<i>Unweighted count</i>															
Royal Marines	Satisfied	7.4	7.4	7.4	6.9	7.1	2.3	2.4	2.9	2.7	3.6	2.2	2.3	2.7	2.5	3.3
	Neutral	6.2	6.0	6.4	5.5	7.2	2.2	2.4	2.8	2.8	3.5	2.1	2.2	2.6	2.5	3.2
	Dissatisfied	8.1	7.9	8.0	7.5	8.3	2.6	2.9	3.5	3.3	4.3	2.5	2.7	3.2	3.1	3.9
	<i>Unweighted count</i>															
Army	Satisfied	3.9	4.6	4.3	4.1	4.5	2.7	3.2	3.3	3.4	3.9	2.4	2.8	2.9	2.9	3.4
	Neutral	3.4	3.9	3.4	3.5	3.8	2.4	2.9	3.1	2.9	3.6	2.1	2.5	2.7	2.5	3.1
	Dissatisfied	4.3	5.0	4.6	4.4	5.0	2.8	3.5	3.7	3.4	4.0	2.5	3.1	3.2	3.0	3.5
	<i>Unweighted count</i>															
RAF	Satisfied	5.1	4.5	4.7	4.7	4.6	3.7	3.2	3.4	3.2	3.4	3.1	2.7	2.8	2.7	2.9
	Neutral	4.7	3.8	4.1	4.0	4.1	3.4	3.0	3.0	2.8	3.0	2.8	2.5	2.5	2.4	2.5
	Dissatisfied	5.5	4.9	5.2	5.2	5.3	4.0	3.6	3.8	3.6	3.8	3.3	3.1	3.2	3.0	3.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.16 With regard to your current Service Family Accommodation, how satisfied are you with the following? The quality of maintenance/repair work to my current accommodation.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	3.4	3.7	3.8	3.6	3.8	3.0	3.3	3.5	3.3	3.9	2.4	2.7	2.9	2.7	3.2
	Neutral	3.0	3.2	3.1	3.1	3.3	2.5	2.8	3.2	2.7	3.3	2.1	2.3	2.6	2.3	2.7
	Dissatisfied	3.9	4.3	4.2	4.0	4.4	3.2	3.6	3.8	3.5	4.0	2.6	3.0	3.1	2.9	3.3
	<i>Unweighted count</i>															
Royal Navy	Satisfied	7.8	7.3	8.1	8.5	8.2	6.5	6.5	7.2	6.9	6.9	5.1	5.0	5.7	5.5	5.5
	Neutral	6.1	6.5	7.2	6.0	7.4	6.2	5.5	5.9	5.1	5.6	4.8	4.3	4.7	4.0	4.6
	Dissatisfied	8.9	8.9	9.6	9.1	9.5	7.9	7.7	8.2	7.3	7.7	6.2	5.9	6.5	5.8	6.2
	<i>Unweighted count</i>															
Royal Marines	Satisfied	12.5	11.5	12.7	9.8	11.3	6.1	6.6	7.2	6.5	8.4	5.5	5.8	6.4	5.6	7.1
	Neutral	9.5	10.7	9.9	7.9	11.4	5.6	5.7	6.7	5.7	7.5	4.9	5.0	5.8	4.8	6.4
	Dissatisfied	13.8	13.9	14.5	11.5	13.7	6.8	7.5	8.3	7.4	9.4	6.1	6.6	7.3	6.4	8.0
	<i>Unweighted count</i>															
Army	Satisfied	4.6	5.6	5.4	5.2	5.5	3.9	4.6	4.9	4.4	5.5	3.3	3.9	4.1	3.8	4.5
	Neutral	4.1	4.9	4.3	4.5	4.7	3.3	3.8	4.5	3.7	4.7	2.8	3.3	3.7	3.1	3.9
	Dissatisfied	5.4	6.5	5.9	5.8	6.3	4.1	5.0	5.3	4.7	5.5	3.5	4.2	4.4	4.0	4.7
	<i>Unweighted count</i>															
RAF	Satisfied	6.5	5.7	6.4	6.1	6.3	5.0	4.2	4.6	4.6	5.1	4.1	3.5	3.8	3.8	4.1
	Neutral	5.9	4.7	5.4	5.1	5.2	4.5	3.8	4.1	3.7	3.6	3.7	3.1	3.4	3.1	3.0
	Dissatisfied	7.2	6.5	7.2	6.8	7.1	5.7	5.0	5.4	5.1	5.5	4.6	4.1	4.5	4.2	4.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.17 With regard to your current Single Living Accommodation, how satisfied are you with the following? The quality of maintenance/repair work to my current accommodation.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	5.0	5.2	5.0	4.5	4.9	2.9	3.1	3.3	3.4	3.8	2.6	2.8	2.9	3.1	3.4
	Neutral	4.4	4.6	4.3	4.1	4.2	2.5	2.9	3.1	2.9	3.6	2.3	2.6	2.8	2.6	3.2
	Dissatisfied	5.2	5.4	5.4	5.0	5.3	2.9	3.4	3.7	3.4	3.9	2.7	3.1	3.3	3.1	3.5
	<i>Unweighted count</i>															
Royal Navy	Satisfied	9.2	9.4	9.4	8.7	8.3	6.1	5.7	6.5	4.9	5.7	5.3	4.9	5.6	4.4	4.9
	Neutral	8.0	8.1	8.2	7.6	7.2	5.3	4.7	5.9	4.5	4.9	4.6	4.1	5.1	4.0	4.2
	Dissatisfied	9.0	8.9	9.5	9.1	8.4	6.3	5.8	6.7	5.0	5.6	5.4	5.0	5.7	4.4	4.8
	<i>Unweighted count</i>															
Royal Marines	Satisfied	11.1	11.5	11.1	10.2	9.3	2.9	3.0	3.4	3.1	4.2	2.8	2.9	3.3	2.9	3.9
	Neutral	10.0	9.4	10.1	8.0	10.1	2.8	3.0	3.4	3.3	4.1	2.7	2.9	3.2	3.1	3.8
	Dissatisfied	12.1	11.8	12.1	10.9	11.7	3.3	3.5	4.2	3.8	5.0	3.2	3.4	4.0	3.7	4.7
	<i>Unweighted count</i>															
Army	Satisfied	7.6	8.5	8.1	6.9	8.4	3.9	4.5	4.7	5.1	5.7	3.7	4.2	4.3	4.7	5.2
	Neutral	6.6	7.4	6.8	6.2	6.9	3.5	4.3	4.5	4.4	5.4	3.2	3.9	4.1	4.0	4.9
	Dissatisfied	7.9	8.7	8.7	7.7	8.8	4.0	5.0	5.3	5.1	5.9	3.7	4.6	4.9	4.7	5.4
	<i>Unweighted count</i>															
RAF	Satisfied	9.8	8.3	8.3	8.1	7.1	5.6	4.9	5.1	4.6	4.8	5.1	4.4	4.5	4.2	4.2
	Neutral	9.3	7.9	7.9	7.9	7.1	5.1	4.7	4.5	4.2	4.7	4.6	4.2	4.0	3.8	4.1
	Dissatisfied	10.2	9.4	9.5	9.4	8.9	5.8	5.5	5.6	5.2	5.4	5.2	4.9	5.0	4.7	4.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.18 With regard to your current Service Accommodation, how satisfied are you with the following? How fairly Service Accommodation is allocated.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.9	3.1	3.0	3.0	3.2	2.1	2.4	2.6	2.4	2.8	1.8	2.0	2.2	2.1	2.4
	Neutral	2.7	2.8	2.8	2.7	2.9	1.9	2.3	2.4	2.2	2.5	1.7	1.9	2.1	1.9	2.2
	Dissatisfied	2.4	2.7	2.6	2.5	2.7	1.8	2.1	2.2	2.0	2.3	1.6	1.8	1.9	1.7	2.0
	<i>Unweighted count</i>															
Royal Navy	Satisfied	5.6	5.7	5.7	5.7	5.6	4.4	4.0	4.6	3.7	4.0	3.7	3.4	3.8	3.2	3.4
	Neutral	5.1	5.3	5.5	5.2	5.1	4.1	3.7	4.5	3.4	3.7	3.4	3.1	3.7	2.9	3.1
	Dissatisfied	5.1	4.9	4.8	4.8	4.7	3.9	3.6	4.1	3.1	3.4	3.2	3.0	3.3	2.7	2.9
	<i>Unweighted count</i>															
Royal Marines	Satisfied	8.1	7.8	8.2	7.7	8.3	2.5	2.8	3.5	3.3	4.2	2.4	2.6	3.2	3.0	3.8
	Neutral	8.1	7.4	7.8	7.0	8.1	2.5	2.8	3.5	3.3	4.1	2.4	2.6	3.2	3.1	3.8
	Dissatisfied	7.0	6.9	6.8	7.0	7.1	2.3	2.6	3.3	3.0	4.1	2.2	2.4	3.0	2.8	3.7
	<i>Unweighted count</i>															
Army	Satisfied	4.3	5.0	4.6	4.5	5.0	2.9	3.5	3.7	3.5	4.1	2.6	3.1	3.2	3.1	3.6
	Neutral	4.0	4.4	4.2	4.1	4.5	2.6	3.3	3.5	3.2	3.8	2.3	2.9	3.1	2.8	3.3
	Dissatisfied	3.5	4.3	4.0	3.8	4.2	2.5	3.0	3.1	2.9	3.4	2.2	2.7	2.7	2.5	3.0
	<i>Unweighted count</i>															
RAF	Satisfied	5.5	4.9	5.2	5.2	5.4	4.0	3.6	3.8	3.6	3.8	3.3	3.0	3.2	3.0	3.2
	Neutral	5.0	4.6	5.0	4.7	4.9	3.5	3.4	3.5	3.3	3.6	2.9	2.8	2.9	2.8	3.0
	Dissatisfied	4.4	4.3	4.6	4.5	4.6	3.6	3.3	3.4	3.3	3.3	3.0	2.7	2.9	2.8	2.8
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.19 With regard to your current Service Family Accommodation, how satisfied are you with the following? How fairly Service Family Accommodation is allocated.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	4.0	4.4	4.3	4.1	4.5	3.1	3.6	3.9	3.5	4.1	2.6	3.0	3.2	2.9	3.4
	Neutral	3.7	4.0	3.9	3.7	4.0	2.8	3.4	3.6	3.2	3.5	2.4	2.8	3.0	2.7	2.9
	Dissatisfied	3.5	3.9	3.8	3.6	4.0	2.9	3.0	3.3	3.2	3.7	2.4	2.5	2.7	2.6	3.0
	<i>Unweighted count</i>															
Royal Navy	Satisfied	8.9	9.5	9.9	9.5	9.8	8.0	7.8	8.7	7.4	7.8	6.3	6.2	6.9	5.9	6.3
	Neutral	8.4	9.1	10.1	8.3	9.3	7.8	7.4	7.6	6.6	7.1	6.1	5.8	6.2	5.2	5.8
	Dissatisfied	9.1	7.9	9.4	8.2	7.6	7.1	7.5	8.5	6.6	6.9	5.7	5.8	6.7	5.3	5.5
	<i>Unweighted count</i>															
Royal Marines	Satisfied	14.2	13.0	14.5	12.2	13.5	6.6	7.5	8.2	7.3	9.2	6.0	6.5	7.2	6.3	7.9
	Neutral	13.6	11.5	14.5	9.8	13.5	6.3	7.0	7.6	6.7	8.2	5.7	6.0	6.8	5.7	7.1
	Dissatisfied	12.7	14.0	14.4	11.8	9.3	6.3	7.0	8.2	7.1	9.2	5.7	6.3	7.2	6.2	7.6
	<i>Unweighted count</i>															
Army	Satisfied	5.5	6.6	6.0	5.9	6.5	4.1	5.0	5.3	4.7	5.6	3.5	4.3	4.4	4.0	4.7
	Neutral	5.2	5.9	5.3	5.3	5.7	3.7	4.7	5.0	4.3	4.8	3.2	4.0	4.1	3.7	4.0
	Dissatisfied	4.8	5.9	5.3	5.1	5.8	3.8	4.1	4.5	4.2	5.1	3.2	3.5	3.7	3.6	4.2
	<i>Unweighted count</i>															
RAF	Satisfied	7.2	6.6	7.4	6.9	7.3	5.6	5.1	5.5	5.1	5.5	4.5	4.2	4.5	4.2	4.5
	Neutral	6.7	6.4	6.8	6.4	6.5	4.9	4.8	5.1	4.7	5.0	4.0	4.0	4.2	3.9	4.1
	Dissatisfied	6.1	5.9	6.5	6.0	6.0	5.2	4.9	5.0	4.9	5.1	4.1	4.0	4.1	4.0	4.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.20 With regard to your current Single Living Accommodation, how satisfied are you with the following? How fairly Service Accommodation is allocated.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	5.2	5.4	5.4	5.1	5.4	3.0	3.4	3.7	3.5	4.1	2.8	3.1	3.4	3.2	3.7
	Neutral	4.7	4.9	5.1	4.8	4.9	2.7	3.3	3.5	3.2	3.9	2.5	3.0	3.2	2.9	3.4
	Dissatisfied	3.8	4.5	4.6	4.0	4.2	2.5	3.0	3.2	2.7	3.2	2.3	2.7	2.9	2.4	2.9
	<i>Unweighted count</i>															
Royal Navy	Satisfied	9.7	9.6	9.7	9.3	8.7	6.4	5.9	6.9	5.1	5.8	5.6	5.1	5.8	4.6	5.0
	Neutral	8.8	8.7	9.2	8.7	7.7	5.9	5.3	6.6	4.7	5.2	5.1	4.6	5.6	4.1	4.5
	Dissatisfied	7.9	7.7	7.8	7.4	7.1	5.3	5.2	5.4	4.2	4.7	4.6	4.4	4.6	3.7	4.0
	<i>Unweighted count</i>															
Royal Marines	Satisfied	12.1	12.1	12.9	11.5	11.7	3.2	3.5	4.3	3.8	5.0	3.1	3.3	4.1	3.6	4.7
	Neutral	12.1	11.5	12.3	11.0	11.6	3.3	3.5	4.3	3.9	5.0	3.1	3.4	4.1	3.7	4.6
	Dissatisfied	9.9	8.8	8.1	9.5	11.1	2.8	3.1	3.9	3.5	4.7	2.7	3.0	3.7	3.3	4.4
	<i>Unweighted count</i>															
Army	Satisfied	8.0	8.8	8.8	8.1	8.9	4.2	5.1	5.4	5.4	6.2	3.9	4.7	5.0	4.9	5.6
	Neutral	7.2	7.8	8.2	7.6	8.0	3.8	4.9	5.1	4.9	5.8	3.6	4.5	4.7	4.5	5.3
	Dissatisfied	5.7	7.2	7.4	5.8	6.5	3.4	4.5	4.6	4.0	4.8	3.2	4.1	4.2	3.7	4.4
	<i>Unweighted count</i>															
RAF	Satisfied	10.1	9.4	9.3	9.5	9.3	5.9	5.5	5.6	5.2	5.5	5.3	4.9	5.0	4.7	4.9
	Neutral	9.1	8.8	8.8	8.3	9.0	5.0	5.0	5.1	4.8	5.2	4.5	4.5	4.5	4.3	4.6
	Dissatisfied	7.4	7.6	8.3	8.3	8.2	5.1	4.6	4.9	4.6	4.4	4.5	4.1	4.4	4.1	3.9
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.21 Do you currently own your own home? Please answer this question whether you live in this property or not.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	1.9	2.0	2.0	1.9	2.1	1.4	1.6	1.7	1.6	1.9	1.2	1.4	1.5	1.4	1.6
	No	1.5	1.5	1.5	1.4	1.5	1.6	1.9	2.0	1.9	2.0	1.4	1.5	1.6	1.5	1.7
	No, but saving to buy in t	1.5	1.7	1.6	1.6	1.8	1.6	1.8	1.9	1.8	2.1	1.3	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Yes	2.8	2.9	2.9	2.8	2.8	2.9	2.6	3.0	2.4	2.5	2.3	2.1	2.4	1.9	2.1
	No	2.1	1.9	2.1	2.0	2.0	2.8	2.4	2.7	2.2	2.4	2.2	1.9	2.1	1.7	1.9
	No, but saving to buy in t	2.1	2.4	2.2	2.2	2.2	2.8	2.4	2.9	2.4	2.5	2.2	1.9	2.3	1.9	2.0
	<i>Unweighted count</i>															
Royal Marines	Yes	4.3	4.5	4.6	4.4	4.8	1.8	2.0	2.5	2.4	3.0	1.7	1.9	2.3	2.2	2.7
	No	3.6	3.4	3.4	3.5	3.9	1.8	1.9	2.3	2.1	2.9	1.6	1.7	2.1	1.9	2.6
	No, but saving to buy in t	3.0	3.4	3.8	3.3	3.3	1.6	1.7	2.1	2.1	2.4	1.4	1.5	1.9	1.9	2.1
	<i>Unweighted count</i>															
Army	Yes	3.3	3.6	3.4	3.2	3.7	2.1	2.6	2.7	2.5	3.1	1.8	2.2	2.3	2.2	2.7
	No	2.6	2.8	2.7	2.4	2.7	2.5	3.1	3.2	3.0	3.4	2.2	2.6	2.7	2.6	2.9
	No, but saving to buy in t	2.7	3.0	2.8	2.7	3.1	2.4	2.9	3.1	2.9	3.5	2.1	2.4	2.6	2.4	3.0
	<i>Unweighted count</i>															
RAF	Yes	3.1	3.1	3.3	3.2	3.2	2.9	2.7	2.8	2.7	2.8	2.3	2.2	2.3	2.2	2.3
	No	2.3	2.3	2.4	2.3	2.3	2.7	2.4	2.5	2.3	2.4	2.1	1.9	2.0	1.9	1.9
	No, but saving to buy in t	2.3	2.4	2.5	2.5	2.7	2.8	2.5	2.6	2.5	2.6	2.2	2.1	2.1	2.0	2.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.22 Please indicate whether each of the following is a reason why you do not own your own home. I don't want to own a home at this stage in my life/career.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	3.6	3.6	4.2	3.8	4.2	2.0	2.4	2.5	2.3	2.7	1.8	2.2	2.3	2.2	2.5
	Ticked	3.6	3.6	4.2	3.8	4.2	2.0	2.4	2.5	2.3	2.7	1.8	2.2	2.3	2.2	2.5
	<i>Unweighted count</i>															
Royal Navy	Not ticked	8.7	6.4	6.5	8.1	7.3	4.1	3.5	4.0	3.6	3.7	3.8	3.2	3.7	3.3	3.4
	Ticked	8.7	6.4	6.5	8.1	7.3	4.1	3.5	4.0	3.6	3.7	3.8	3.2	3.7	3.3	3.4
	<i>Unweighted count</i>															
Royal Marines	Not ticked	14.8	11.0	12.4	12.0	15.3	2.7	2.9	3.7	3.6	4.6	2.6	2.8	3.6	3.5	4.4
	Ticked	14.8	11.0	12.4	12.0	15.3	2.7	2.9	3.7	3.6	4.6	2.6	2.8	3.6	3.5	4.4
	<i>Unweighted count</i>															
Army	Not ticked	5.0	5.3	6.2	5.5	6.1	2.7	3.5	3.6	3.4	4.1	2.5	3.2	3.4	3.1	3.7
	Ticked	5.0	5.3	6.2	5.5	6.1	2.7	3.5	3.6	3.4	4.1	2.5	3.2	3.4	3.1	3.7
	<i>Unweighted count</i>															
RAF	Not ticked	6.3	6.6	6.8	7.0	7.7	3.7	3.4	3.4	3.2	3.8	3.4	3.1	3.1	2.9	3.4
	Ticked	6.3	6.6	6.8	7.0	7.7	3.7	3.4	3.4	3.2	3.8	3.4	3.1	3.1	2.9	3.4
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.23 Please indicate whether each of the following is a reason why you do not own your own home. Living in Service Accommodation is better suited to my/my family's needs at present than home ownership is.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	4.8	5.0	5.1	4.8	4.9	1.7	2.0	2.1	2.1	2.3	1.6	1.9	1.9	2.0	2.1
	Ticked	4.8	5.0	5.1	4.8	4.9	1.7	2.0	2.1	2.1	2.3	1.6	1.9	1.9	2.0	2.1
	<i>Unweighted count</i>															
Royal Navy	Not ticked	10.1	9.3	9.8	10.4	9.3	3.3	3.3	3.7	3.2	3.3	3.2	3.1	3.5	3.0	3.1
	Ticked	10.1	9.3	9.8	10.4	9.3	3.3	3.3	3.7	3.2	3.3	3.2	3.1	3.5	3.0	3.1
	<i>Unweighted count</i>															
Royal Marines	Not ticked	15.1	14.4	13.9	13.7	17.6	2.1	2.4	3.0	3.1	3.7	2.2	2.4	3.0	3.1	3.6
	Ticked	15.1	14.4	13.9	13.7	17.6	2.1	2.4	3.0	3.1	3.7	2.2	2.4	3.0	3.1	3.6
	<i>Unweighted count</i>															
Army	Not ticked	6.6	7.4	7.3	6.9	7.0	2.3	2.9	2.9	3.0	3.4	2.2	2.7	2.7	2.8	3.1
	Ticked	6.6	7.4	7.3	6.9	7.0	2.3	2.9	2.9	3.0	3.4	2.2	2.7	2.7	2.8	3.1
	<i>Unweighted count</i>															
RAF	Not ticked	9.1	9.0	9.0	8.5	9.1	3.9	3.5	4.1	3.7	4.1	3.6	3.3	3.7	3.4	3.7
	Ticked	9.1	9.0	9.0	8.5	9.1	3.9	3.5	4.1	3.7	4.1	3.6	3.3	3.7	3.4	3.7
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.24 Please indicate whether each of the following is a reason why you do not own your own home. I want to be able to move about/move my family with me when I am posted.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	4.5	5.0	4.9	4.6	4.8	1.5	1.8	1.9	1.9	2.2	1.4	1.7	1.8	1.8	2.0
	Ticked	4.5	5.0	4.9	4.6	4.8	1.5	1.8	1.9	1.9	2.2	1.4	1.7	1.8	1.8	2.0
	<i>Unweighted count</i>															
Royal Navy	Not ticked	8.6	8.4	9.2	9.1	6.4	2.5	2.3	2.3	2.0	2.4	2.4	2.2	2.3	2.0	2.2
	Ticked	8.6	8.4	9.2	9.1	6.4	2.5	2.3	2.3	2.0	2.4	2.4	2.2	2.3	2.0	2.2
	<i>Unweighted count</i>															
Royal Marines	Not ticked	11.9	8.8	9.1	10.9	14.6	1.6	1.8	2.2	2.3	2.3	1.6	1.7	2.1	2.2	2.3
	Ticked	11.9	8.8	9.1	10.9	14.6	1.6	1.8	2.2	2.3	2.3	1.6	1.7	2.1	2.2	2.3
	<i>Unweighted count</i>															
Army	Not ticked	6.2	7.3	7.2	6.6	7.0	2.0	2.6	2.6	2.7	3.2	1.9	2.5	2.5	2.5	3.0
	Ticked	6.2	7.3	7.2	6.6	7.0	2.0	2.6	2.6	2.7	3.2	1.9	2.5	2.5	2.5	3.0
	<i>Unweighted count</i>															
RAF	Not ticked	8.5	9.1	8.2	8.9	8.8	3.5	3.4	3.9	3.2	3.5	3.3	3.2	3.6	3.1	3.2
	Ticked	8.5	9.1	8.2	8.9	8.8	3.5	3.4	3.9	3.2	3.5	3.3	3.2	3.6	3.1	3.2
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.25 Please indicate whether each of the following is a reason why you do not own your own home. I don't want to buy a home where I am currently located.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	4.8	5.1	5.2	4.9	5.1	2.1	2.6	2.8	2.6	2.8	2.0	2.4	2.6	2.4	2.6
	Ticked	4.8	5.1	5.2	4.9	5.1	2.1	2.6	2.8	2.6	2.8	2.0	2.4	2.6	2.4	2.6
	<i>Unweighted count</i>															
Royal Navy	Not ticked	10.5	9.6	10.3	9.8	9.7	4.7	4.2	5.2	3.9	4.4	4.4	3.9	4.8	3.6	4.1
	Ticked	10.5	9.6	10.3	9.8	9.7	4.7	4.2	5.2	3.9	4.4	4.4	3.9	4.8	3.6	4.1
	<i>Unweighted count</i>															
Royal Marines	Not ticked	15.5	14.0	13.2	13.5	15.2	2.6	3.0	3.9	3.8	4.7	2.5	2.9	3.8	3.7	4.5
	Ticked	15.5	14.0	13.2	13.5	15.2	2.6	3.0	3.9	3.8	4.7	2.5	2.9	3.8	3.7	4.5
	<i>Unweighted count</i>															
Army	Not ticked	6.5	7.5	7.6	7.1	7.3	2.8	3.7	3.9	3.7	4.1	2.7	3.5	3.7	3.4	3.8
	Ticked	6.5	7.5	7.6	7.1	7.3	2.8	3.7	3.9	3.7	4.1	2.7	3.5	3.7	3.4	3.8
	<i>Unweighted count</i>															
RAF	Not ticked	9.4	9.1	9.0	9.2	9.2	4.7	4.5	4.7	4.3	4.4	4.3	4.1	4.3	4.0	4.0
	Ticked	9.4	9.1	9.0	9.2	9.2	4.7	4.5	4.7	4.3	4.4	4.3	4.1	4.3	4.0	4.0
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.26 Please indicate whether each of the following is a reason why you do not own your own home. I can't afford to buy a suitable home at the moment.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	5.1	5.5	5.3	5.1	5.4	2.4	2.8	3.1	2.9	3.3	2.3	2.6	2.8	2.6	3.0
	Ticked	5.1	5.5	5.3	5.1	5.4	2.4	2.8	3.1	2.9	3.3	2.3	2.6	2.8	2.6	3.0
	<i>Unweighted count</i>															
Royal Navy	Not ticked	11.0	10.7	11.0	11.0	10.3	4.9	4.4	4.9	4.3	4.6	4.6	4.1	4.5	4.1	4.2
	Ticked	11.0	10.7	11.0	11.0	10.3	4.9	4.4	4.9	4.3	4.6	4.6	4.1	4.5	4.1	4.2
	<i>Unweighted count</i>															
Royal Marines	Not ticked	16.8	15.5	16.0	14.9	17.9	3.1	3.6	4.4	4.3	5.6	3.1	3.5	4.2	4.1	5.4
	Ticked	16.8	15.5	16.0	14.9	17.9	3.1	3.6	4.4	4.3	5.6	3.1	3.5	4.2	4.1	5.4
	<i>Unweighted count</i>															
Army	Not ticked	7.0	8.1	7.6	7.3	7.7	3.3	4.0	4.4	4.1	5.0	3.1	3.8	4.1	3.8	4.5
	Ticked	7.0	8.1	7.6	7.3	7.7	3.3	4.0	4.4	4.1	5.0	3.1	3.8	4.1	3.8	4.5
	<i>Unweighted count</i>															
RAF	Not ticked	10.0	9.1	9.5	9.3	9.3	4.5	4.4	4.5	4.2	4.4	4.2	4.0	4.2	3.8	4.0
	Ticked	10.0	9.1	9.5	9.3	9.3	4.5	4.4	4.5	4.2	4.4	4.2	4.0	4.2	3.8	4.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.27 Please indicate whether each of the following is a reason why you do not own your own home. I don't want to risk losing money.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	2.6	3.2	3.1	3.0	3.1	1.3	1.5	1.5	1.5	1.7	1.2	1.4	1.4	1.4	1.5
	Ticked	2.6	3.2	3.1	3.0	3.1	1.3	1.5	1.5	1.5	1.7	1.2	1.4	1.4	1.4	1.5
	<i>Unweighted count</i>															
Royal Navy	Not ticked	5.1	4.7	6.3	5.8	4.4	2.5	1.9	2.9	2.1	2.3	2.3	1.8	2.7	2.0	2.1
	Ticked	5.1	4.7	6.3	5.8	4.4	2.5	1.9	2.9	2.1	2.3	2.3	1.8	2.7	2.0	2.1
	<i>Unweighted count</i>															
Royal Marines	Not ticked	8.2	4.2	5.9	5.2	7.9	1.6	1.9	2.4	2.5	2.5	1.6	1.8	2.3	2.3	2.4
	Ticked	8.2	4.2	5.9	5.2	7.9	1.6	1.9	2.4	2.5	2.5	1.6	1.8	2.3	2.3	2.4
	<i>Unweighted count</i>															
Army	Not ticked	3.6	4.8	4.6	4.3	4.5	1.7	2.3	2.1	2.2	2.5	1.6	2.1	1.9	2.0	2.3
	Ticked	3.6	4.8	4.6	4.3	4.5	1.7	2.3	2.1	2.2	2.5	1.6	2.1	1.9	2.0	2.3
	<i>Unweighted count</i>															
RAF	Not ticked	5.3	6.1	5.2	5.7	5.9	2.3	2.2	2.2	2.8	2.4	2.1	2.0	2.0	2.6	2.2
	Ticked	5.3	6.1	5.2	5.7	5.9	2.3	2.2	2.2	2.8	2.4	2.1	2.0	2.0	2.6	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.28 Please indicate whether each of the following is a reason why you do not own your own home. I wouldn't be able to live in the home.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	4.8	5.3	5.3	4.7	5.2	2.1	2.5	2.7	2.4	2.8	1.9	2.3	2.5	2.3	2.5
	Ticked	4.8	5.3	5.3	4.7	5.2	2.1	2.5	2.7	2.4	2.8	1.9	2.3	2.5	2.3	2.5
	<i>Unweighted count</i>															
Royal Navy	Not ticked	10.1	9.3	9.5	9.0	9.5	4.4	3.9	4.9	3.9	4.2	4.1	3.6	4.5	3.6	3.9
	Ticked	10.1	9.3	9.5	9.0	9.5	4.4	3.9	4.9	3.9	4.2	4.1	3.6	4.5	3.6	3.9
	<i>Unweighted count</i>															
Royal Marines	Not ticked	13.8	14.4	13.2	13.4	14.9	2.5	3.0	3.8	3.9	4.9	2.5	3.0	3.7	3.8	4.7
	Ticked	13.8	14.4	13.2	13.4	14.9	2.5	3.0	3.8	3.9	4.9	2.5	3.0	3.7	3.8	4.7
	<i>Unweighted count</i>															
Army	Not ticked	6.7	8.0	7.7	6.7	7.5	2.8	3.6	3.8	3.5	4.1	2.6	3.4	3.5	3.2	3.7
	Ticked	6.7	8.0	7.7	6.7	7.5	2.8	3.6	3.8	3.5	4.1	2.6	3.4	3.5	3.2	3.7
	<i>Unweighted count</i>															
RAF	Not ticked	9.1	8.7	9.5	9.1	9.0	4.3	4.0	4.5	3.9	4.2	4.0	3.7	4.1	3.6	3.9
	Ticked	9.1	8.7	9.5	9.1	9.0	4.3	4.0	4.5	3.9	4.2	4.0	3.7	4.1	3.6	3.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.29 Please indicate whether each of the following is a reason why you do not own your own home. Other.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	3.1	3.3	3.2	3.3	3.3	1.3	1.2	1.6	1.5	2.0	1.2	1.1	1.5	1.4	1.8
	Ticked	3.1	3.3	3.2	3.3	3.3	1.3	1.2	1.6	1.5	2.0	1.2	1.1	1.5	1.4	1.8
	<i>Unweighted count</i>															
Royal Navy	Not ticked	7.9	7.1	8.1	6.5	7.2	2.7	2.7	3.0	2.5	2.8	2.6	2.5	2.8	2.3	2.6
	Ticked	7.9	7.1	8.1	6.5	7.2	2.7	2.7	3.0	2.5	2.8	2.6	2.5	2.8	2.3	2.6
	<i>Unweighted count</i>															
Royal Marines	Not ticked	9.5	8.6	8.9	8.4	6.9	1.5	1.7	2.1	2.0	3.0	1.5	1.7	2.0	1.9	2.8
	Ticked	9.5	8.6	8.9	8.4	6.9	1.5	1.7	2.1	2.0	3.0	1.5	1.7	2.0	1.9	2.8
	<i>Unweighted count</i>															
Army	Not ticked	4.1	4.8	4.3	4.6	4.6	1.8	1.7	2.2	2.1	2.9	1.7	1.6	2.1	2.0	2.7
	Ticked	4.1	4.8	4.3	4.6	4.6	1.8	1.7	2.2	2.1	2.9	1.7	1.6	2.1	2.0	2.7
	<i>Unweighted count</i>															
RAF	Not ticked	6.8	5.8	6.4	6.7	6.7	2.4	2.4	2.7	2.5	2.9	2.3	2.2	2.5	2.3	2.7
	Ticked	6.8	5.8	6.4	6.7	6.7	2.4	2.4	2.7	2.5	2.9	2.3	2.2	2.5	2.3	2.7
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.30 Please indicate whether each of the following was a reason why you bought your own home. To give stability for myself and my family.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	2.4	2.6	2.6	2.4	2.5	2.1	2.3	2.3	2.2	2.4	1.7	1.8	1.8	1.7	1.9
	Ticked	2.4	2.6	2.6	2.4	2.5	2.1	2.3	2.3	2.2	2.4	1.7	1.8	1.8	1.7	1.9
	<i>Unweighted count</i>															
Royal Navy	Not ticked	3.1	3.5	3.2	3.1	3.1	3.0	2.9	3.2	2.7	2.8	2.3	2.2	2.4	2.1	2.2
	Ticked	3.1	3.5	3.2	3.1	3.1	3.0	2.9	3.2	2.7	2.8	2.3	2.2	2.4	2.1	2.2
	<i>Unweighted count</i>															
Royal Marines	Not ticked	5.4	5.9	5.9	5.1	5.4	2.6	2.8	2.9	2.8	3.5	2.4	2.5	2.6	2.5	3.0
	Ticked	5.4	5.9	5.9	5.1	5.4	2.6	2.8	2.9	2.8	3.5	2.4	2.5	2.6	2.5	3.0
	<i>Unweighted count</i>															
Army	Not ticked	4.2	5.0	4.6	4.3	4.7	3.9	4.4	4.3	4.1	4.6	3.0	3.5	3.4	3.2	3.6
	Ticked	4.2	5.0	4.6	4.3	4.7	3.9	4.4	4.3	4.1	4.6	3.0	3.5	3.4	3.2	3.6
	<i>Unweighted count</i>															
RAF	Not ticked	4.4	4.0	4.3	4.0	4.0	3.5	3.4	3.4	3.3	3.3	2.8	2.7	2.7	2.6	2.6
	Ticked	4.4	4.0	4.3	4.0	4.0	3.5	3.4	3.4	3.3	3.3	2.8	2.7	2.7	2.6	2.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.31 Please indicate whether each of the following was a reason why you bought your own home. The allowances for living in my own home.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.8	0.7	0.8	0.7	0.6	1.2	1.4	1.6	1.6	1.8	0.9	1.0	1.1	1.1	1.3
	Ticked	0.8	0.7	0.8	0.7	0.6	1.2	1.4	1.6	1.6	1.8	0.9	1.0	1.1	1.1	1.3
	<i>Unweighted count</i>															
Royal Navy	Not ticked	1.2	1.3	1.5	1.5	1.5	2.4	2.3	2.5	2.2	2.4	1.6	1.6	1.7	1.6	1.7
	Ticked	1.2	1.3	1.5	1.5	1.5	2.4	2.3	2.5	2.2	2.4	1.6	1.6	1.7	1.6	1.7
	<i>Unweighted count</i>															
Royal Marines	Not ticked	2.5	3.1	3.4	3.1	3.2	2.0	2.2	2.5	2.2	2.9	1.7	1.9	2.2	1.9	2.5
	Ticked	2.5	3.1	3.4	3.1	3.2	2.0	2.2	2.5	2.2	2.9	1.7	1.9	2.2	1.9	2.5
	<i>Unweighted count</i>															
Army	Not ticked	1.5	1.3	1.3	1.1	0.9	2.2	2.7	3.0	3.0	3.4	1.6	2.0	2.2	2.2	2.5
	Ticked	1.5	1.3	1.3	1.1	0.9	2.2	2.7	3.0	3.0	3.4	1.6	2.0	2.2	2.2	2.5
	<i>Unweighted count</i>															
RAF	Not ticked	1.0	1.2	1.2	1.2	0.9	1.9	1.9	1.8	2.1	2.0	1.3	1.4	1.3	1.5	1.4
	Ticked	1.0	1.2	1.2	1.2	0.9	1.9	1.9	1.8	2.1	2.0	1.3	1.4	1.3	1.5	1.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.32 Please indicate whether each of the following was a reason why you bought your own home. To rent it out.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	2.0	2.3	2.1	2.0	2.1	1.7	1.9	1.8	1.7	2.0	1.3	1.5	1.4	1.3	1.6
	Ticked	2.0	2.3	2.1	2.0	2.1	1.7	1.9	1.8	1.7	2.0	1.3	1.5	1.4	1.3	1.6
	<i>Unweighted count</i>															
Royal Navy	Not ticked	2.0	2.6	2.0	2.1	2.0	1.6	1.7	1.7	1.3	1.6	1.3	1.4	1.3	1.1	1.3
	Ticked	2.0	2.6	2.0	2.1	2.0	1.6	1.7	1.7	1.3	1.6	1.3	1.4	1.3	1.1	1.3
	<i>Unweighted count</i>															
Royal Marines	Not ticked	4.8	4.4	4.9	4.4	4.2	1.8	1.9	2.0	2.0	2.5	1.7	1.8	1.9	1.9	2.2
	Ticked	4.8	4.4	4.9	4.4	4.2	1.8	1.9	2.0	2.0	2.5	1.7	1.8	1.9	1.9	2.2
	<i>Unweighted count</i>															
Army	Not ticked	3.8	4.6	4.1	3.8	4.1	3.3	3.8	3.7	3.4	4.0	2.6	3.0	2.9	2.6	3.1
	Ticked	3.8	4.6	4.1	3.8	4.1	3.3	3.8	3.7	3.4	4.0	2.6	3.0	2.9	2.6	3.1
	<i>Unweighted count</i>															
RAF	Not ticked	3.4	3.2	3.1	3.2	2.9	2.4	2.2	2.2	2.2	2.2	1.9	1.8	1.8	1.8	1.8
	Ticked	3.4	3.2	3.1	3.2	2.9	2.4	2.2	2.2	2.2	2.2	1.9	1.8	1.8	1.8	1.8
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.33 Please indicate whether each of the following was a reason why you bought your own home. Poor standards of SLA or SFA.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	2.0	2.4	2.3	2.2	2.4	1.7	2.1	2.1	2.0	2.2	1.3	1.7	1.7	1.6	1.7
	Ticked	2.0	2.4	2.3	2.2	2.4	1.7	2.1	2.1	2.0	2.2	1.3	1.7	1.7	1.6	1.7
	<i>Unweighted count</i>															
Royal Navy	Not ticked	3.1	3.5	3.7	3.4	3.5	2.7	2.8	3.2	2.6	2.9	2.1	2.2	2.5	2.1	2.3
	Ticked	3.1	3.5	3.7	3.4	3.5	2.7	2.8	3.2	2.6	2.9	2.1	2.2	2.5	2.1	2.3
	<i>Unweighted count</i>															
Royal Marines	Not ticked	5.3	5.6	5.8	5.4	5.7	2.0	2.6	3.0	2.8	3.5	1.9	2.4	2.7	2.5	3.0
	Ticked	5.3	5.6	5.8	5.4	5.7	2.0	2.6	3.0	2.8	3.5	1.9	2.4	2.7	2.5	3.0
	<i>Unweighted count</i>															
Army	Not ticked	3.3	4.2	3.9	3.7	4.2	2.8	3.9	3.8	3.6	3.9	2.2	3.1	2.9	2.8	3.0
	Ticked	3.3	4.2	3.9	3.7	4.2	2.8	3.9	3.8	3.6	3.9	2.2	3.1	2.9	2.8	3.0
	<i>Unweighted count</i>															
RAF	Not ticked	4.1	4.1	4.3	4.3	4.4	3.6	3.6	3.7	3.7	3.7	2.8	2.8	2.9	2.9	2.9
	Ticked	4.1	4.1	4.3	4.3	4.4	3.6	3.6	3.7	3.7	3.7	2.8	2.8	2.9	2.9	2.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.34 Please indicate whether each of the following was a reason why you bought your own home. Poor location of SLA or SFA.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	1.5	1.8	1.7	1.5	1.8	1.2	1.4	1.4	1.3	1.3	0.9	1.1	1.1	1.0	1.1
	Ticked	1.5	1.8	1.7	1.5	1.8	1.2	1.4	1.4	1.3	1.3	0.9	1.1	1.1	1.0	1.1
	<i>Unweighted count</i>															
Royal Navy	Not ticked	2.2	2.6	2.7	2.3	2.3	1.8	1.9	2.2	1.7	1.8	1.4	1.5	1.7	1.4	1.4
	Ticked	2.2	2.6	2.7	2.3	2.3	1.8	1.9	2.2	1.7	1.8	1.4	1.5	1.7	1.4	1.4
	<i>Unweighted count</i>															
Royal Marines	Not ticked	3.7	3.2	3.8	3.4	4.4	1.4	1.8	2.0	1.7	2.1	1.3	1.6	1.8	1.5	1.9
	Ticked	3.7	3.2	3.8	3.4	4.4	1.4	1.8	2.0	1.7	2.1	1.3	1.6	1.8	1.5	1.9
	<i>Unweighted count</i>															
Army	Not ticked	2.6	3.2	3.0	2.7	3.3	2.0	2.6	2.5	2.3	2.3	1.6	2.1	2.0	1.8	1.9
	Ticked	2.6	3.2	3.0	2.7	3.3	2.0	2.6	2.5	2.3	2.3	1.6	2.1	2.0	1.8	1.9
	<i>Unweighted count</i>															
RAF	Not ticked	2.8	2.8	3.0	2.8	3.1	2.4	2.4	2.4	2.5	2.3	1.9	1.9	1.9	1.9	1.8
	Ticked	2.8	2.8	3.0	2.8	3.1	2.4	2.4	2.4	2.5	2.3	1.9	1.9	1.9	1.9	1.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.35 Please indicate whether each of the following was a reason why you bought your own home. The cost of SLA or SFA.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	1.1	1.4	1.4	1.5	1.5	0.8	1.0	1.0	1.1	1.0	0.6	0.8	0.8	0.9	0.8
	Ticked	1.1	1.4	1.4	1.5	1.5	0.8	1.0	1.0	1.1	1.0	0.6	0.8	0.8	0.9	0.8
	<i>Unweighted count</i>															
Royal Navy	Not ticked	1.6	1.7	2.0	1.8	1.9	1.0	1.4	1.3	1.2	1.2	0.9	1.1	1.1	1.0	1.0
	Ticked	1.6	1.7	2.0	1.8	1.9	1.0	1.4	1.3	1.2	1.2	0.9	1.1	1.1	1.0	1.0
	<i>Unweighted count</i>															
Royal Marines	Not ticked	2.5	2.7	3.0	2.5	3.0	0.9	1.0	1.3	1.3	1.5	0.9	1.0	1.2	1.1	1.4
	Ticked	2.5	2.7	3.0	2.5	3.0	0.9	1.0	1.3	1.3	1.5	0.9	1.0	1.2	1.1	1.4
	<i>Unweighted count</i>															
Army	Not ticked	1.9	2.6	2.4	2.5	2.7	1.3	1.8	1.7	2.0	1.6	1.1	1.5	1.4	1.6	1.4
	Ticked	1.9	2.6	2.4	2.5	2.7	1.3	1.8	1.7	2.0	1.6	1.1	1.5	1.4	1.6	1.4
	<i>Unweighted count</i>															
RAF	Not ticked	1.9	2.4	2.7	3.0	2.7	1.7	1.6	1.8	2.0	1.9	1.3	1.3	1.5	1.7	1.5
	Ticked	1.9	2.4	2.7	3.0	2.7	1.7	1.6	1.8	2.0	1.9	1.3	1.3	1.5	1.7	1.5
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.36 Please indicate whether each of the following was a reason why you bought your own home. I wanted to live with my partner.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	2.0	2.3	2.2	2.1	2.3	2.1	2.4	2.4	2.3	2.5	1.6	1.8	1.8	1.7	1.9
	Ticked	2.0	2.3	2.2	2.1	2.3	2.1	2.4	2.4	2.3	2.5	1.6	1.8	1.8	1.7	1.9
	<i>Unweighted count</i>															
Royal Navy	Not ticked	3.8	4.0	4.0	4.0	3.8	4.0	3.8	4.2	3.4	3.7	2.9	2.9	3.1	2.6	2.8
	Ticked	3.8	4.0	4.0	4.0	3.8	4.0	3.8	4.2	3.4	3.7	2.9	2.9	3.1	2.6	2.8
	<i>Unweighted count</i>															
Royal Marines	Not ticked	6.1	6.2	6.6	6.1	6.2	3.1	3.4	3.7	3.6	4.4	2.7	3.0	3.3	3.1	3.8
	Ticked	6.1	6.2	6.6	6.1	6.2	3.1	3.4	3.7	3.6	4.4	2.7	3.0	3.3	3.1	3.8
	<i>Unweighted count</i>															
Army	Not ticked	3.1	3.9	3.4	3.4	3.9	3.7	4.5	4.5	4.2	4.5	2.8	3.4	3.3	3.1	3.4
	Ticked	3.1	3.9	3.4	3.4	3.9	3.7	4.5	4.5	4.2	4.5	2.8	3.4	3.3	3.1	3.4
	<i>Unweighted count</i>															
RAF	Not ticked	3.8	3.6	4.0	3.7	3.9	3.8	3.6	3.7	3.6	3.7	2.9	2.8	2.8	2.8	2.8
	Ticked	3.8	3.6	4.0	3.7	3.9	3.8	3.6	3.7	3.6	3.7	2.9	2.8	2.8	2.8	2.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.37 Please indicate whether each of the following was a reason why you bought your own home. Other

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	2.0	2.2	2.2	2.0	2.2	1.6	1.7	1.8	1.5	1.8	1.3	1.4	1.4	1.2	1.4
	Ticked	2.0	2.2	2.2	2.0	2.2	1.6	1.7	1.8	1.5	1.8	1.3	1.4	1.4	1.2	1.4
	<i>Unweighted count</i>															
Royal Navy	Not ticked	3.1	3.3	3.1	2.9	3.1	2.7	2.3	2.7	2.1	2.4	2.1	1.9	2.1	1.7	1.9
	Ticked	3.1	3.3	3.1	2.9	3.1	2.7	2.3	2.7	2.1	2.4	2.1	1.9	2.1	1.7	1.9
	<i>Unweighted count</i>															
Royal Marines	Not ticked	3.7	4.3	3.8	4.1	4.6	1.8	1.7	1.8	1.7	2.4	1.6	1.6	1.6	1.6	2.1
	Ticked	3.7	4.3	3.8	4.1	4.6	1.8	1.7	1.8	1.7	2.4	1.6	1.6	1.6	1.6	2.1
	<i>Unweighted count</i>															
Army	Not ticked	3.4	4.0	4.0	3.5	3.8	2.9	3.2	3.2	2.8	3.2	2.3	2.6	2.6	2.2	2.6
	Ticked	3.4	4.0	4.0	3.5	3.8	2.9	3.2	3.2	2.8	3.2	2.3	2.6	2.6	2.2	2.6
	<i>Unweighted count</i>															
RAF	Not ticked	3.6	3.5	3.7	3.3	3.6	2.6	2.7	2.8	2.8	2.7	2.1	2.2	2.3	2.2	2.2
	Ticked	3.6	3.5	3.7	3.3	3.6	2.6	2.7	2.8	2.8	2.7	2.1	2.2	2.3	2.2	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.38 If you currently own a home, how satisfied are you with the following? The opportunity to live in my own home.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.7	2.8	2.8	2.7	2.9	2.4	2.6	2.7	2.5	2.8	1.9	2.0	2.1	2.0	2.2
	Neutral	2.3	2.5	2.4	2.2	2.5	2.0	2.1	2.2	1.9	2.3	1.6	1.6	1.7	1.5	1.8
	Dissatisfied	2.6	2.8	2.7	2.6	2.7	2.4	2.6	2.6	2.4	2.6	1.8	2.0	2.0	1.8	2.0
	<i>Unweighted count</i>															
Royal Navy	Satisfied	4.4	4.6	4.6	4.4	4.5	4.1	3.9	4.3	3.5	3.9	3.1	3.1	3.3	2.8	3.0
	Neutral	3.4	3.7	3.6	3.3	3.4	3.2	3.1	3.4	2.6	3.0	2.4	2.4	2.6	2.1	2.3
	Dissatisfied	4.1	4.2	4.2	4.1	4.2	3.8	3.6	4.0	3.2	3.6	2.9	2.8	3.0	2.6	2.8
	<i>Unweighted count</i>															
Royal Marines	Satisfied	6.9	6.9	7.2	6.8	7.2	3.2	3.5	3.8	3.7	4.5	2.9	3.1	3.4	3.3	4.0
	Neutral	5.6	6.3	5.9	5.4	5.9	2.6	2.7	2.8	2.9	3.2	2.4	2.5	2.6	2.6	2.9
	Dissatisfied	6.9	7.0	6.9	6.5	7.0	3.1	3.5	3.7	3.6	4.3	2.8	3.1	3.3	3.2	3.8
	<i>Unweighted count</i>															
Army	Satisfied	4.5	5.2	5.0	4.7	5.3	4.4	5.1	5.1	4.8	5.4	3.4	3.9	4.0	3.7	4.2
	Neutral	4.0	4.8	4.4	4.1	4.7	3.8	4.1	4.3	3.7	4.5	2.9	3.2	3.3	2.9	3.5
	Dissatisfied	4.5	5.2	4.8	4.6	4.9	4.4	5.1	5.1	4.5	5.0	3.4	3.9	3.9	3.5	3.9
	<i>Unweighted count</i>															
RAF	Satisfied	4.9	4.5	4.8	4.6	4.7	4.1	4.0	4.0	3.9	3.9	3.2	3.1	3.1	3.1	3.1
	Neutral	4.1	3.7	4.1	3.6	3.9	3.0	2.8	2.9	2.7	2.7	2.4	2.2	2.3	2.2	2.2
	Dissatisfied	4.6	4.3	4.6	4.4	4.3	3.7	3.7	3.7	3.6	3.6	2.9	2.9	2.9	2.9	2.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.39 If you currently own a home, how satisfied are you with the following? The allowances for living in my own home.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.4	2.5	2.5	2.3	2.5	2.5	2.7	2.8	2.6	2.9	1.9	2.0	2.2	2.0	2.2
	Neutral	2.9	3.1	2.9	2.8	3.0	2.4	2.6	2.6	2.3	2.8	1.9	2.1	2.1	1.9	2.2
	Dissatisfied	2.9	3.2	3.1	2.9	3.2	2.5	2.8	2.7	2.5	2.9	2.0	2.2	2.2	2.0	2.3
	<i>Unweighted count</i>															
Royal Navy	Satisfied	4.1	4.2	4.0	3.9	4.0	4.3	4.0	4.4	3.7	3.9	3.2	3.1	3.3	2.8	3.0
	Neutral	4.6	4.9	4.7	4.7	4.6	4.1	3.7	4.3	3.4	3.8	3.2	3.0	3.3	2.8	3.0
	Dissatisfied	4.7	4.8	4.9	4.6	4.8	4.4	4.2	4.6	3.8	4.1	3.4	3.2	3.5	3.0	3.2
	<i>Unweighted count</i>															
Royal Marines	Satisfied	6.2	6.2	6.4	6.2	6.9	3.2	3.5	3.8	3.6	4.5	2.8	3.1	3.3	3.2	3.9
	Neutral	7.2	7.4	6.6	6.3	7.1	3.0	3.2	3.5	3.4	4.1	2.8	2.9	3.2	3.0	3.6
	Dissatisfied	7.6	7.6	7.6	7.2	7.6	3.3	3.6	3.9	3.9	4.6	3.0	3.3	3.5	3.5	4.0
	<i>Unweighted count</i>															
Army	Satisfied	4.1	4.5	4.6	4.2	4.6	4.5	5.1	5.2	4.8	5.4	3.5	3.9	4.1	3.8	4.2
	Neutral	4.9	5.8	5.4	4.9	5.7	4.3	5.0	4.9	4.3	5.3	3.4	4.0	3.9	3.4	4.2
	Dissatisfied	5.0	6.0	5.7	5.3	5.9	4.5	5.3	5.0	4.6	5.3	3.6	4.2	4.0	3.7	4.3
	<i>Unweighted count</i>															
RAF	Satisfied	4.2	3.9	4.1	3.7	4.1	4.2	3.9	4.1	3.9	4.0	3.2	3.0	3.1	2.9	3.1
	Neutral	5.3	4.9	5.0	4.8	4.9	4.2	4.0	3.9	3.9	3.9	3.4	3.2	3.1	3.1	3.1
	Dissatisfied	5.3	5.0	5.3	5.0	5.2	4.3	4.2	4.2	4.2	4.2	3.4	3.4	3.4	3.3	3.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.40 Which of the following statements apply to you? In the last year, I have used Forces Help to Buy (FHTB) for my home purchase.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.9	1.1	1.0	1.0	1.1	0.7	0.8	1.0	0.8	0.9	0.6	0.7	0.8	0.7	0.8
	Ticked	0.9	1.1	1.0	1.0	1.1	0.7	0.8	1.0	0.8	0.9	0.6	0.7	0.8	0.7	0.8
	<i>Unweighted count</i>															
Royal Navy	Not ticked	1.6	1.6	1.8	1.6	1.7	1.5	1.6	1.8	1.3	1.5	1.2	1.3	1.4	1.0	1.2
	Ticked	1.6	1.6	1.8	1.6	1.7	1.5	1.6	1.8	1.3	1.5	1.2	1.3	1.4	1.0	1.2
	<i>Unweighted count</i>															
Royal Marines	Not ticked	3.2	2.6	2.6	2.5	2.6	1.1	1.2	1.6	1.4	1.5	1.0	1.1	1.4	1.2	1.3
	Ticked	3.2	2.6	2.6	2.5	2.6	1.1	1.2	1.6	1.4	1.5	1.0	1.1	1.4	1.2	1.3
	<i>Unweighted count</i>															
Army	Not ticked	1.5	1.9	1.8	1.6	1.9	1.1	1.2	1.5	1.3	1.5	0.9	1.0	1.3	1.1	1.3
	Ticked	1.5	1.9	1.8	1.6	1.9	1.1	1.2	1.5	1.3	1.5	0.9	1.0	1.3	1.1	1.3
	<i>Unweighted count</i>															
RAF	Not ticked	1.5	1.5	1.5	1.7	1.5	1.5	1.4	1.3	1.4	1.3	1.2	1.1	1.0	1.1	1.1
	Ticked	1.5	1.5	1.5	1.7	1.5	1.5	1.4	1.3	1.4	1.3	1.2	1.1	1.0	1.1	1.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.41 Which of the following statements apply to you? In the last year, I have used Forces Help to Buy (FHTB) to extend my home.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.2	0.1	0.1	0.2	0.2	0.2	0.3	0.2	0.2	0.4	0.2	0.2	0.2	0.2	0.3
	Ticked	0.2	0.1	0.1	0.2	0.2	0.2	0.3	0.2	0.2	0.4	0.2	0.2	0.2	0.2	0.3
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	0.3	0.3	..	..	0.1	0.2	0.2	0.2	0.2	0.1	0.2	0.2	0.2	0.1
	Ticked	..	0.3	0.3	..	..	0.1	0.2	0.2	0.2	0.2	0.1	0.2	0.2	0.2	0.1
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	0.8	..	..	..	0.4	0.4	0.3	0.3	0.3	0.4	0.3	0.3	0.2	0.3
	Ticked	..	0.8	..	..	..	0.4	0.4	0.3	0.3	0.3	0.4	0.3	0.3	0.2	0.3
	<i>Unweighted count</i>															
Army	Not ticked	0.3	..	0.2	0.3	0.5	0.4	0.5	0.3	0.3	0.6	0.3	0.4	0.3	0.3	0.5
	Ticked	0.3	..	0.2	0.3	0.5	0.4	0.5	0.3	0.3	0.6	0.3	0.4	0.3	0.3	0.5
	<i>Unweighted count</i>															
RAF	Not ticked	0.4	..	..	..	..	0.1	0.2	..	0.2	..	0.1	0.1	..	0.1	..
	Ticked	0.4	..	..	..	..	0.1	0.2	..	0.2	..	0.1	0.1	..	0.1	..
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.42 Which of the following statements apply to you? I am considering using Forces Help to Buy (FHTB) for a future home purchase.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	1.6	1.7	1.6	1.6	1.7	1.5	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Ticked	1.6	1.7	1.6	1.6	1.7	1.5	1.6	1.8	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	<i>Unweighted count</i>															
Royal Navy	Not ticked	2.3	2.3	2.3	2.4	2.3	2.6	2.3	2.8	2.3	2.4	2.1	1.9	2.2	1.8	1.9
	Ticked	2.3	2.3	2.3	2.4	2.3	2.6	2.3	2.8	2.3	2.4	2.1	1.9	2.2	1.8	1.9
	<i>Unweighted count</i>															
Royal Marines	Not ticked	3.2	3.7	4.0	4.0	4.2	1.7	1.7	2.2	2.1	2.7	1.5	1.6	2.0	1.9	2.4
	Ticked	3.2	3.7	4.0	4.0	4.2	1.7	1.7	2.2	2.1	2.7	1.5	1.6	2.0	1.9	2.4
	<i>Unweighted count</i>															
Army	Not ticked	2.7	3.0	2.8	2.8	3.0	2.3	2.6	2.9	2.8	3.2	2.0	2.3	2.5	2.4	2.6
	Ticked	2.7	3.0	2.8	2.8	3.0	2.3	2.6	2.9	2.8	3.2	2.0	2.3	2.5	2.4	2.6
	<i>Unweighted count</i>															
RAF	Not ticked	2.5	2.5	2.6	2.6	2.6	2.6	2.4	2.5	2.3	2.4	2.1	2.0	2.0	1.9	2.0
	Ticked	2.5	2.5	2.6	2.6	2.6	2.6	2.4	2.5	2.3	2.4	2.1	2.0	2.0	1.9	2.0
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.43 Which of the following statements apply to you? In the last year, I purchased my own home without the use of FHTB or the Government Affordable Housing Schemes.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	1.4	1.3	1.2	1.2	1.2	0.8	0.8	0.9	0.7	0.9	0.7	0.7	0.7	0.6	0.8
	Ticked	1.4	1.3	1.2	1.2	1.2	0.8	0.8	0.9	0.7	0.9	0.7	0.7	0.7	0.6	0.8
	<i>Unweighted count</i>															
Royal Navy	Not ticked	3.4	2.0	2.0	1.8	1.7	2.1	1.3	1.4	1.2	1.3	1.8	1.1	1.2	1.0	1.1
	Ticked	3.4	2.0	2.0	1.8	1.7	2.1	1.3	1.4	1.2	1.3	1.8	1.1	1.2	1.0	1.1
	<i>Unweighted count</i>															
Royal Marines	Not ticked	4.6	2.7	2.9	2.6	2.5	1.3	1.0	1.4	1.2	1.5	1.3	1.0	1.3	1.1	1.4
	Ticked	4.6	2.7	2.9	2.6	2.5	1.3	1.0	1.4	1.2	1.5	1.3	1.0	1.3	1.1	1.4
	<i>Unweighted count</i>															
Army	Not ticked	2.0	2.1	2.0	2.0	2.2	1.2	1.3	1.4	1.1	1.5	1.0	1.1	1.2	1.0	1.3
	Ticked	2.0	2.1	2.0	2.0	2.2	1.2	1.3	1.4	1.1	1.5	1.0	1.1	1.2	1.0	1.3
	<i>Unweighted count</i>															
RAF	Not ticked	2.3	2.1	2.1	2.0	1.8	1.5	1.3	1.4	1.3	1.5	1.3	1.1	1.2	1.1	1.2
	Ticked	2.3	2.1	2.1	2.0	1.8	1.5	1.3	1.4	1.3	1.5	1.3	1.1	1.2	1.1	1.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.44 Which of the following statements apply to you? 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).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.5	0.5	0.6	0.5	0.7	0.4	0.5	0.6	0.7	0.9	0.4	0.4	0.5	0.6	0.7
	Ticked	0.5	0.5	0.6	0.5	0.7	0.4	0.5	0.6	0.7	0.9	0.4	0.4	0.5	0.6	0.7
	<i>Unweighted count</i>															
Royal Navy	Not ticked	0.9	0.6	0.7	0.8	0.9	1.0	0.9	1.0	1.0	1.1	0.8	0.7	0.8	0.8	0.8
	Ticked	0.9	0.6	0.7	0.8	0.9	1.0	0.9	1.0	1.0	1.1	0.8	0.7	0.8	0.8	0.8
	<i>Unweighted count</i>															
Royal Marines	Not ticked	0.7	0.9	1.4	1.6	1.8	0.5	0.6	0.9	0.8	1.1	0.5	0.6	0.8	0.7	1.0
	Ticked	0.7	0.9	1.4	1.6	1.8	0.5	0.6	0.9	0.8	1.1	0.5	0.6	0.8	0.7	1.0
	<i>Unweighted count</i>															
Army	Not ticked	0.9	0.8	1.1	0.8	1.2	0.7	0.7	1.0	1.2	1.4	0.6	0.6	0.9	1.0	1.2
	Ticked	0.9	0.8	1.1	0.8	1.2	0.7	0.7	1.0	1.2	1.4	0.6	0.6	0.9	1.0	1.2
	<i>Unweighted count</i>															
RAF	Not ticked	0.7	0.8	1.0	1.1	1.0	0.8	1.0	1.0	0.9	1.2	0.6	0.8	0.8	0.7	1.0
	Ticked	0.7	0.8	1.0	1.1	1.0	0.8	1.0	1.0	0.9	1.2	0.6	0.8	0.8	0.7	1.0
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 19 - Your Accommodation

Source: Defence Statistics (Surveys)

Table B19.45 Which of the following statements apply to you? None of the above. (i.e. in the last 12 months, not purchasing a home independently or using FHTB or Government Affordable Housing Schemes nor considering using FHTB in the future.)

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	2.1	2.1	2.0	2.0	2.1	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.7
	Ticked	2.1	2.1	2.0	2.0	2.1	1.7	1.8	2.0	1.9	2.1	1.4	1.5	1.7	1.6	1.7
	<i>Unweighted count</i>															
Royal Navy	Not ticked	3.8	3.1	3.2	3.2	3.1	3.2	2.7	3.2	2.5	2.8	2.6	2.2	2.5	2.1	2.3
	Ticked	3.8	3.1	3.2	3.2	3.1	3.2	2.7	3.2	2.5	2.8	2.6	2.2	2.5	2.1	2.3
	<i>Unweighted count</i>															
Royal Marines	Not ticked	5.5	4.6	4.9	4.7	5.0	2.0	2.0	2.6	2.5	3.1	1.9	1.9	2.4	2.3	2.8
	Ticked	5.5	4.6	4.9	4.7	5.0	2.0	2.0	2.6	2.5	3.1	1.9	1.9	2.4	2.3	2.8
	<i>Unweighted count</i>															
Army	Not ticked	3.3	3.6	3.5	3.3	3.7	2.5	2.9	3.2	3.1	3.5	2.2	2.5	2.7	2.6	2.9
	Ticked	3.3	3.6	3.5	3.3	3.7	2.5	2.9	3.2	3.1	3.5	2.2	2.5	2.7	2.6	2.9
	<i>Unweighted count</i>															
RAF	Not ticked	3.4	3.2	3.4	3.4	3.3	3.0	2.7	2.8	2.7	2.8	2.4	2.2	2.3	2.2	2.3
	Ticked	3.4	3.2	3.4	3.4	3.3	3.0	2.7	2.8	2.7	2.8	2.4	2.2	2.3	2.2	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.1 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Price.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	50 **	50	48	47	47	38 **	38 **	35	34	34	40 **	40 **	37	36	37
	Ticked	50 **	50	52	53	53	62 **	62 **	65	66	66	60 **	60 **	63	64	63
	<i>Unweighted count</i>					2 990					6 491					9 481
Royal Navy	Not ticked	50 **	49	51 **	54 **	44	45	45	43	41	43	46	46	45	44	43
	Ticked	50 **	51	49 **	46 **	56	55	55	57	59	57	54	54	55	56	57
	<i>Unweighted count</i>					894					1 784					2 678
Royal Marines	Not ticked	47	50 **	47	46	42	37 **	35 **	34	30	31	38 **	37 **	36 **	32	32
	Ticked	53	50 **	53	54	58	63 **	65 **	66	70	69	62 **	63 **	64 **	68	68
	<i>Unweighted count</i>					286					1 230					1 516
Army	Not ticked	52	52	50	48	49	36	39 **	34	34	33	39	41 **	36	36	36
	Ticked	48	48	50	52	51	64	61 **	66	66	67	61	59 **	64	64	64
	<i>Unweighted count</i>					917					1 640					2 557
RAF	Not ticked	49	45	44	42	45	35 **	33	32	28	30	38 **	36	34	31	34
	Ticked	51	55	56	58	55	65 **	67	68	72	70	62 **	64	66	69	66
	<i>Unweighted count</i>					893					1 837					2 730

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

**Table B20.2 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you?
Value for money.**

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	24	25	24	24	25	29	29	26	26	28	28	28	25	25	27
	Ticked	76	75	76	76	75	71	71	74	74	72	72	72	75	75	73
	<i>Unweighted count</i>	2 990					6 491					9 481				
Royal Navy	Not ticked	28	27	27	30	26	32	36	34	33	35	31	34	32	32	33
	Ticked	72	73	73	70	74	68	64	66	67	65	69	66	68	68	67
	<i>Unweighted count</i>	894					1 784					2 678				
Royal Marines	Not ticked	19	23	20	20	23	30 **	28 **	26	23	23	29 **	27 **	25	23	23
	Ticked	81	77	80	80	77	70 **	72 **	74	77	77	71 **	73 **	75	77	77
	<i>Unweighted count</i>	286					1 230					1 516				
Army	Not ticked	24	26	23	24	27	30	29	25	26	29	29	28	25	26	28
	Ticked	76	74	77	76	73	70	71	75	74	71	71	72	75	74	72
	<i>Unweighted count</i>	917					1 640					2 557				
RAF	Not ticked	24	23	23	19	22	22	23	21	19	21	22	23	21	19	21
	Ticked	76	77	77	81	78	78	77	79	81	79	78	77	79	81	79
	<i>Unweighted count</i>	893					1 837					2 730				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.3 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Choice.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	38 **	37	39 **	35	34	35	34	33	33	34	36	34	34	34	34
	Ticked	62 **	63	61 **	65	66	65	66	67	67	66	64	66	66	66	66
	<i>Unweighted count</i>					2 990					6 491					9 481
Royal Navy	Not ticked	38	36	41 **	40 **	34	37	36	35	35	35	37	36	36	36	35
	Ticked	62	64	59 **	60 **	66	63	64	65	65	65	63	64	64	64	65
	<i>Unweighted count</i>					894					1 784					2 678
Royal Marines	Not ticked	46	48 **	43	36	39	38	36	35	33	36	39	37	36	34	37
	Ticked	54	52 **	57	64	61	62	64	65	67	64	61	63	64	66	63
	<i>Unweighted count</i>					286					1 230					1 516
Army	Not ticked	41	39	41	36	36	36	35	34	35	36	37	36	35	35	36
	Ticked	59	61	59	64	64	64	65	66	65	64	63	64	65	65	64
	<i>Unweighted count</i>					917					1 640					2 557
RAF	Not ticked	33	33	33	31	31	29	28	29	28	29	30	29	30	28	29
	Ticked	67	67	67	69	69	71	72	71	72	71	70	71	70	72	71
	<i>Unweighted count</i>					893					1 837					2 730

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

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Source: Defence Statistics (Surveys)

Table B20.4 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Quality.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	12	12	11	12	12	17	14 **	15	14	16	16	13 **	14	14	15		
	Ticked	88	88	89	88	88	83	86 **	85	86	84	84	87 **	86	86	85		
	<i>Unweighted count</i>						2 990						6 491						9 481
Royal Navy	Not ticked	13	13	13	13	13	15	13	13	12	14	14	13	13	12	14		
	Ticked	87	87	87	87	87	85	87	87	88	86	86	87	87	88	86		
	<i>Unweighted count</i>						894						1 784						2 678
Royal Marines	Not ticked	15 **	12	12	11	7	16 **	14	14	12	13	16 **	14	14	12	12		
	Ticked	85 **	88	88	89	93	84 **	86	86	88	87	84 **	86	86	88	88		
	<i>Unweighted count</i>						286						1 230						1 516
Army	Not ticked	13	12	11	14	13	20	15 **	16	17	19	19	15 **	15	16	18		
	Ticked	87	88	89	86	87	80	85 **	84	83	81	81	85 **	85	84	82		
	<i>Unweighted count</i>						917						1 640						2 557
RAF	Not ticked	8	10	11	6 **	10	13	9	11	10	11	12	10	11	9	10		
	Ticked	92	90	89	94 **	90	87	91	89	90	89	88	90	89	91	90		
	<i>Unweighted count</i>						893						1 837						2 730

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.5 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you?
Quantity.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	74	73	76	73	73	59	59	58 **	59	61	62	61	61	61	63
	Ticked	26	27	24	27	27	41	41	42 **	41	39	38	39	39	39	37
	<i>Unweighted count</i>	2 990					6 491					9 481				
Royal Navy	Not ticked	79	75	77	77	76	62	62	64	62 **	66	66	65	67	65	68
	Ticked	21	25	23	23	24	38	38	36	38 **	34	34	35	33	35	32
	<i>Unweighted count</i>	894					1 784					2 678				
Royal Marines	Not ticked	62	61	58	57	60	48	48	51	46 **	51	50	50	52	47 **	52
	Ticked	38	39	42	43	40	52	52	49	54 **	49	50	50	48	53 **	48
	<i>Unweighted count</i>	286					1 230					1 516				
Army	Not ticked	72	73	76	73	72	58	58	56 **	59	61	60	60	59	61	63
	Ticked	28	27	24	27	28	42	42	44 **	41	39	40	40	41	39	37
	<i>Unweighted count</i>	917					1 640					2 557				
RAF	Not ticked	76	75	76	73	73	62	61	62	59	61	65	64	65	62	64
	Ticked	24	25	24	27	27	38	39	38	41	39	35	36	35	38	36
	<i>Unweighted count</i>	893					1 837					2 730				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.6 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Well-known brand.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Not ticked	97	97	97	98	97	94	94	94	94	94	95	95	94	95	95		
	Ticked	3	3	3	2	3	6	6	6	6	6	5	5	6	5	5		
	<i>Unweighted count</i>						2 990						6 491						9 481
Royal Navy	Not ticked	98	98	97	98	98	95	95	95	95	95	96	96	95	96	96		
	Ticked	2	2	3	2	2	5	5	5	5	5	4	4	5	4	4		
	<i>Unweighted count</i>						894						1 784						2 678
Royal Marines	Not ticked	97	100	99	98	99	94	93	93	94	95	94	94	94 **	95	95		
	Ticked	3	0	1	2	1	6	7	7	6	5	6	6	6 **	5	5		
	<i>Unweighted count</i>						286						1 230						1 516
Army	Not ticked	97	97	97	98	97	94	94	93	94	93	95	94	94	94	94		
	Ticked	3	3	3	2	3	6	6	7	6	7	5	6	6	6	6		
	<i>Unweighted count</i>						917						1 640						2 557
RAF	Not ticked	96	96	96	97	96	95	95	95	95	95	95	95	96	95	95		
	Ticked	4	4	4	3	4	5	5	5	5	5	5	5	4	5	5		
	<i>Unweighted count</i>						893						1 837						2 730

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.7 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Where it is sourced from (e.g. Fairtrade, locally produced).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	85 **	85 **	84 **	82	80	88 **	87	87	86	85	87 **	87 **	86	85	84
	Ticked	15 **	15 **	16 **	18	20	12 **	13	13	14	15	13 **	13 **	14	15	16
	<i>Unweighted count</i>					2 990					6 491					9 481
Royal Navy	Not ticked	84 **	85 **	84 **	81	79	88 **	88 **	86	86	84	87 **	87 **	85	85	83
	Ticked	16 **	15 **	16 **	19	21	12 **	12 **	14	14	16	13 **	13 **	15	15	17
	<i>Unweighted count</i>					894					1 784					2 678
Royal Marines	Not ticked	84 **	87 **	87 **	83 **	75	88 **	86	84	83	83	87 **	86 **	84	83	82
	Ticked	16 **	13 **	13 **	17 **	25	12 **	14	16	17	17	13 **	14 **	16	17	18
	<i>Unweighted count</i>					286					1 230					1 516
Army	Not ticked	85 **	85	83	83	81	87	87	87	85	86	87	87	86	85	85
	Ticked	15 **	15	17	17	19	13	13	13	15	14	13	13	14	15	15
	<i>Unweighted count</i>					917					1 640					2 557
RAF	Not ticked	87 **	86 **	86 **	82	80	87	87	88	87	86	87 **	87 **	87 **	86	84
	Ticked	13 **	14 **	14 **	18	20	13	13	12	13	14	13 **	13 **	13 **	14	16
	<i>Unweighted count</i>					893					1 837					2 730

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Minor wording change in 2016.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

**Table B20.8 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you?
Other.**

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	92	93	93	93	92	95	95	95	95	95	95	95	95	95	94
	Ticked	8	7	7	7	8	5	5	5	5	5	5	5	5	5	6
	<i>Unweighted count</i>	2 990					6 491					9 481				
Royal Navy	Not ticked	90	91	92	92	92	95	94	94	95	94	94	93	94	94	94
	Ticked	10	9	8	8	8	5	6	6	5	6	6	7	6	6	6
	<i>Unweighted count</i>	894					1 784					2 678				
Royal Marines	Not ticked	95	93	96	93	96	96	96	96	96	96	96	95	96	96	96
	Ticked	5	7	4	7	4	4	4	4	4	4	4	5	4	4	4
	<i>Unweighted count</i>	286					1 230					1 516				
Army	Not ticked	93	93	94	93	92	95	96	96	95	95	95	95	95	95	95
	Ticked	7	7	6	7	8	5	4	4	5	5	5	5	5	5	5
	<i>Unweighted count</i>	917					1 640					2 557				
RAF	Not ticked	93	93	93	92	91	95	95	96	95	95	95	95	95	94	94
	Ticked	7	7	7	8	9	5	5	4	5	5	5	5	5	6	6
	<i>Unweighted count</i>	893					1 837					2 730				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

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Source: Defence Statistics (Surveys)

Table B20.9 How often do you use Service-provided catering facilities...? For eating at breakfast.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Always	5	5	4	5	4	7	6	5	5	5	6 **	6	5	5	5
	Often	6	6	6	6	5	8	9	7	7	7	8	8	7	7	7
	Sometimes	10 **	11	11	10	12	13	13	13	14	13	13	12	13	13	13
	Rarely	37	35	36	35	34	26	25	27	27	26	28	26	29	29	27
	Never	42	43	43	44	44	45 **	48	47	47	49	45 **	47	46	46	48
	<i>Unweighted count</i>					2 737					6 094					8 831
Royal Navy	Always	6	9	7	8	8	10	9	10	11	11	9	9	10	10	10
	Often	7	7	7	7	6	9	10	10	9	9	8	9	9	8	9
	Sometimes	10	12	12	10	10	12	14	12	13	12	11	13	12	12	11
	Rarely	36	34	32	35	35	27	27	25	24	25	29	29	26	27	27
	Never	41	39	42	40	40	42	39	43	43	43	42	39 **	43	43	43
	<i>Unweighted count</i>					830					1 669					2 499
Royal Marines	Always	7	7	6	7	4	5 **	4 **	4	2	3	5 **	5 **	4	3	3
	Often	12 **	9	9	8	7	6	6	6	6	6	7	6	6	6	6
	Sometimes	15	15	17	16	17	12	11	11	10	11	12	12	11	11	12
	Rarely	36	37	35	33	37	23	22	24	25	25	24	24	25	26	27
	Never	29	32	33	37	35	55	56	56	57	55	52	54	53	55	52
	<i>Unweighted count</i>					266					1 168					1 434
Army	Always	6	6	4	4	4	7	6	6	6	5	7 **	6	5	5	5
	Often	8	7	6	6	6	10	10	8	8	8	9	10	8	8	8
	Sometimes	11 **	12	12	11 **	15	16	15	16	17	17	16	14	15	16	17
	Rarely	37	34	37	35	35	27	25	31	31	27	29	26	32	31	28
	Never	38	42	41	43	40	39	44	40	39	42	39	44	40	40	42
	<i>Unweighted count</i>					820					1 501					2 321
RAF	Always	3 **	3	1	2	1	3	3 **	2	1	2	3 **	3 **	2	1	2
	Often	3	3	4	3	3	4 **	3	3	3	2	3	3	3	3	2
	Sometimes	7	9	9	9	8	7	7	7	7	7	7	8	7	8	7
	Rarely	36	36	35	34	32	24	22	22	22	23	27	25	25	24	25
	Never	51	50 **	50	51	56	62	64	67	67	66	60 **	61	63	64	64
	<i>Unweighted count</i>					821					1 756					2 577

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) N/A response options are excluded from this analysis.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.10 How often do you use Service-provided catering facilities...? For eating at lunchtime.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Always	13	13	12	14	13	14	13	12	12	13	14	13	12	12	13
	Often	25	25 **	24	24	22	22 **	21 **	20 **	22 **	17	23 **	22 **	21 **	22 **	18
	Sometimes	27	25	28	25	27	23	21	23	20	21	24	22	24	21	23
	Rarely	24	26	23	25	25	22	22	22	24	23	22	23	22	24	23
	Never	11	10 **	12	12	13	20 **	23 **	22 **	23 **	26	18 **	21 **	20 **	21 **	23
	<i>Unweighted count</i>					2 896					6 326					9 222
Royal Navy	Always	14	18	15	15	16	16	17	16	18	17	16	17	16	17	17
	Often	27	25	24	25	23	21	22	21	20	19	22	23 **	22	21	20
	Sometimes	23	24	24	24	27	21	19	18	18	18	21	21	19	19	20
	Rarely	25	25	26	26	24	23	21	21	21	21	23	22	22	22	22
	Never	11	8	11	10	10	20 **	21 **	24	24	24	17 **	18 **	21	21	21
	<i>Unweighted count</i>					870					1 729					2 599
Royal Marines	Always	25	27 **	28 **	23	20	15	15	13	12	12	16 **	16 **	15	14	13
	Often	31	36	32	30	29	24	23	24	25	21	24	24	25	25	22
	Sometimes	26	20	22	19 **	26	23	23	21	22	24	23	22	21	21	24
	Rarely	13	11 **	10 **	20	17	18 **	19 **	21	22	23	18 **	18 **	19	22	22
	Never	5	6	7	8	8	21	20	21	19	20	19	19	19	18	19
	<i>Unweighted count</i>					282					1 229					1 511
Army	Always	15	14	13	15	15	15	13	14	12	14	15	13	14	13	14
	Often	25	27	25	27	25	24 **	23 **	22	25 **	19	25 **	24 **	22	25 **	20
	Sometimes	26	25	30	27	27	24	22	25	22	24	24	23	26	22	24
	Rarely	24	24	21	21	22	20	21	21	23	21	20	21	21	23	21
	Never	10	10	11	11	12	17 **	21	19	19	23	16 **	19	17	17 **	21
	<i>Unweighted count</i>					886					1 581					2 467
RAF	Always	7	7	7	8	6	9 **	9 **	5	6	6	8 **	9 **	6	7	6
	Often	22 **	22 **	22 **	18	16	18 **	14	15 **	14	11	19 **	16 **	16 **	15	13
	Sometimes	33	27	29	25	29	21	19	19	19	18	23 **	21	21	20	20
	Rarely	26 **	31	27 **	34	32	27	27	29	27	29	27	28	28	29	30
	Never	12 **	13	15	15	17	27 **	31 **	32 **	34	36	23 **	27 **	28 **	30	32
	<i>Unweighted count</i>					858					1 787					2 645

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) N/A response options are excluded from this analysis.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.11 How often do you use Service-provided catering facilities...? For eating in the evening.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Always	7	7	6	6	7	10 **	9	8	8	9	10 **	9	8	8	8
	Often	12 **	11	11	11	10	16 **	14 **	13	13	11	15 **	14 **	13	13	11
	Sometimes	13	13	13	12	12	15 **	14	14	13	12	15 **	14	14	13	12
	Rarely	36	35	36	32	33	23	23	24	25	24	26	25	26	26	26
	Never	33 **	34	35	38	38	35 **	39 **	40 **	40 **	44	35 **	39 **	39 **	40 **	43
	<i>Unweighted count</i>					2 776					6 163					8 939
Royal Navy	Always	7	9	8	8	10	12	13	11	14	12	11	12	10	12	11
	Often	15	14	14	16	13	17	18	17	16	17	16	17	17	16	16
	Sometimes	12	13	13	12	14	15	15	15	13	13	14	14	15	13	13
	Rarely	35	35	32	31	32	25	25	21	21	21	27 **	27 **	24	24	24
	Never	31	29	33	33	32	31 **	30 **	35	35	36	31 **	30 **	35	35	35
	<i>Unweighted count</i>					840					1 689					2 529
Royal Marines	Always	11	12	8	9	7	11 **	10	10	8	8	11 **	11 **	9	8	8
	Often	18 **	16	17	17	12	15	14	16	15	13	15 **	15	16 **	15	13
	Sometimes	18	19	17	16	17	18 **	17	15	17	15	18 **	18	15	17	15
	Rarely	31	33	34	30	37	23 **	25	25	25	28	24 **	26 **	26	26	29
	Never	21	21	23	29	27	33	33	34	35	36	32	32	33	34	35
	<i>Unweighted count</i>					270					1 204					1 474
Army	Always	7	7	6	7	7	11	9	8	8	9	11	9	8	8	9
	Often	13	10	10	10	10	18 **	15 **	14	14	11	17 **	15 **	13	13	11
	Sometimes	14	14	12	13	13	17	15	17	15	14	16	15	16	14	14
	Rarely	36	35	36	30	34	23	23	25	28	26	25	25	27	28	27
	Never	31 **	34	35	40	36	31 **	37	36	35 **	41	31 **	36	36	36	40
	<i>Unweighted count</i>					831					1 512					2 343
RAF	Always	5	4	3	4	4	7	6	4	5	5	6	6	4	5	5
	Often	9	8	8	8	8	10	9	8	8	7	10	9	8	8	8
	Sometimes	11	12	13	10	10	10	9	8	9	8	10	10	9	9	8
	Rarely	37	35	39 **	37	32	23	21	22	20	21	26	24	26	24	23
	Never	38 **	40	37 **	41	46	50 **	55 **	58	58	59	48 **	52 **	53	54	56
	<i>Unweighted count</i>					835					1 758					2 593

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) N/A response options are excluded from this analysis.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.12 How often do you use Service-provided catering facilities...? For drinking, socialising in the bar.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Always	2	3	3	3	3	2	2	2	2	2	2	2	2	2	2
	Often	14 **	14	14 **	13	12	8	7	7	8	7	9 **	8	9	9	8
	Sometimes	35	34	33	33	34	25 **	25	23	24	23	27 **	26	25	25	25
	Rarely	34	34	36	36	36	30	28	29	29	30	30	29	31	31	31
	Never	14	15	15	16	16	35 **	38	39	37	39	31 **	33	34	33	34
	<i>Unweighted count</i>					2 774					6 062					8 836
Royal Navy	Always	2	3	3	3	2	2	3	2	3	2	2	3	2	3	2
	Often	15	14	14	14	12	6	8	8	8	8	8	9	9	9	9
	Sometimes	31	34	31	32	34	22	24	25	26	23	24	26	26	28	26
	Rarely	36	34	35	36	37	33	35	30	31	32	34	35	32	32	34
	Never	16	14	16	15	14	37	31	35	32	35	32	27	31	28	30
	<i>Unweighted count</i>					824					1 634					2 458
Royal Marines	Always	4	3	4	2	2	2	2 **	2	1	1	2 **	2 **	2	1	1
	Often	14	20 **	22 **	16	12	7	6	6	7	7	8	7	8	8	8
	Sometimes	47	38	34 **	37	42	23	21	20	20	22	26	23	22	22	25
	Rarely	25 **	34	33	35	34	25 **	25 **	27	26	29	25 **	26 **	27	27	30
	Never	9	5 **	8	10	10	43	46 **	46 **	46 **	41	40	41 **	41 **	41 **	37
	<i>Unweighted count</i>					270					1 160					1 430
Army	Always	3	3	3	3	3	2	3	2	2	2	2	3	2	2	2
	Often	13	13	12	13	11	9	7	7	9	8	10	8	8	9	8
	Sometimes	35	31	33	31	35	25	25	21	23	23	26	26	23	24	25
	Rarely	34	33	35	36	34	27	24	27	27	26	28	25	28	28	28
	Never	16	19	18	18	17	37 **	42	43	40	42	33 **	38	38	36	37
	<i>Unweighted count</i>					842					1 491					2 333
RAF	Always	2	2	3	2	2	1	2	1	1	1	2	2	1	1	1
	Often	15	15	17 **	12	12	9 **	7	8	6	6	10 **	9	10 **	7	8
	Sometimes	39 **	37	33	35	32	30 **	27 **	26	25	23	32 **	29 **	28	27	25
	Rarely	34	35	37	37	37	35	36	35	37	36	34	36	36	37	36
	Never	11 **	10 **	10 **	14	16	25 **	29 **	29	32	33	22 **	25 **	25 **	28	30
	<i>Unweighted count</i>					838					1 777					2 615

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) N/A response options are excluded from this analysis.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.13 How often do you use Service-provided catering facilities...? For informal functions.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Always	2	3	2	2	2	2	2	2	2	2	2	2	2	2	2
	Often	11	11	11	11	10	7	7	7	7	7	8	8	8	8	7
	Sometimes	35	33	33	32	33	27 **	24	23	24	24	28 **	25	25	25	25
	Rarely	35	36	36	37	36	31	31	30	30	31	32	32	31	31	32
	Never	17	17	18	17	19	33 **	36	38	37	37	30 **	32	34	34	33
	<i>Unweighted count</i>					2 755					6 015					8 770
Royal Navy	Always	1	2	2	2	2	1	2	1	2	1	2	1	2	1	
	Often	11	9	10	8	9	4	5	5	5	5	6	6	6	5	
	Sometimes	34	37	31	34	33	19	19	19	20	20	23	23	22	23	
	Rarely	35	36	35	40	39	33	32	32	31	31	33	33	32	33	
	Never	18	16	22 **	16	17	44	43	44	43	44	37	37	38	37	
	<i>Unweighted count</i>					816					1 593					2 409
Royal Marines	Always	3	3	2	3	2	2	2	1	1	1	2	2	1	1	
	Often	11	14 **	14 **	13 **	8	6	5	5	5	5	7	6	6	6	
	Sometimes	43	39	37	35	43	21	19	20	18	19	23	22	22	20	
	Rarely	31	35	36	37	39	25 **	27 **	27 **	28	31	26 **	28 **	28 **	29	
	Never	12	10	11	13	8	46	47	47	47	44	42	43	42	43 **	
	<i>Unweighted count</i>					268					1 158					1 426
Army	Always	3	3	3	3	3	2	2	2	3	3	2	3	2	3	
	Often	12	12	11	12	11	8	9	8	9	8	9	9	8	9	
	Sometimes	35	30	34	33	33	28	25	23	26	25	29	26	25	27	
	Rarely	33	36	35	35	33	30	29	29	27	29	31	30	30	28	
	Never	17	19	17	18	20	31	34	37	35	35	29	32	34	32	
	<i>Unweighted count</i>					843					1 498					2 341
RAF	Always	2	2	2	2	1	1	1	1	1	1	1	1	1	1	
	Often	8	11	10	10	9	7 **	5	6	4	5	7	6	7	6	
	Sometimes	35	35	33	29	31	29 **	24	26	22	24	30 **	27	28	24	
	Rarely	39	37	39	40	39	34	37	33	36	35	35	37	34	37	
	Never	16	15 **	16	18	20	29 **	32	34	36	35	26 **	29	30	32	
	<i>Unweighted count</i>					828					1 766					2 594

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) N/A response options are excluded from this analysis.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.14 How often do you use Service-provided catering facilities...? For formal functions (Officers/SNCOs/WOs only).

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Always	10	10	10	10	9	8	8	8	8	7	8	8	9	8	8
	Often	28 **	26 **	24	24	22	19	18	17	16	16	21 **	20 **	19	18	18
	Sometimes	40	42	40	39	42	31	28	28	29	28	33	32	32	32	32
	Rarely	17 **	19 **	22	22	22	19	19	21	20	21	18 **	19 **	21	21	21
	Never	4	4	4	4	5	24 **	27	25	27	27	18	20	19	20	21
	<i>Unweighted count</i>					2 855					4 260					7 115
Royal Navy	Always	5	6	7	5	6	3	3	3	4	3	4	4	4	4	4
	Often	22 **	20	18	18	17	9	9	9	10	10	14	13	12	13	12
	Sometimes	45	44	43	45	45	28	27	26	28	28	34	33	32	34	34
	Rarely	22 **	25	24	27	28	25	27	28	26	27	24	26	27	26	27
	Never	6	5	8 **	5	5	35	34	34	33	33	25	24	25	23	24
	<i>Unweighted count</i>					841					1 136					1 977
Royal Marines	Always	10	15 **	13 **	12 **	7	6	7	6	6	6	7	8	8	7	6
	Often	28 **	24	25	23	20	15 **	14	14	13	12	17 **	15	16 **	15	13
	Sometimes	44 **	46	46	45	52	26	26	27	28	28	29	30	31	31	33
	Rarely	16	15	15	17	18	17	17	18	19	21	17 **	17 **	17	19	20
	Never	2	1	2	3	2	36	37	35	34	33	31	30	28	28	27
	<i>Unweighted count</i>					271					791					1 062
Army	Always	14	11	12	13	12	11	11	12	11	10	11	11	12	11	10
	Often	32 **	29	27	28	25	23	22	21	20	21	25 **	24	23	22	22
	Sometimes	36	40	39	38	40	32	29	29	30	28	33	32	31	32	32
	Rarely	14 **	16	20	17	19	15	14	17	16	17	15	15	18	16	18
	Never	3	4	3	3	4	19	24	21	23	23	15	19	17	18	18
	<i>Unweighted count</i>					881					1 120					2 001
RAF	Always	7	8	7	8	6	4	4	4	4	4	5	6	5	5	5
	Often	25	25	23	22	21	14	14 **	14 **	12	11	18 **	18 **	17 **	15	15
	Sometimes	44	42	40	38	42	31 **	28	29	28	27	36 **	33	33	31	32
	Rarely	19 **	20	24	26	24	25	26	25	26	26	23	24	25	26	25
	Never	5	5	5	7	6	26 **	28	27	31	32	19 **	20	20 **	23	23
	<i>Unweighted count</i>					862					1 213					2 075

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) N/A response options are excluded from this analysis.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.15 How satisfied are you with the following? The availability of food during the week on my unit e.g. opening hours.

		Officers					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Satisfied	65 **	65 **	65 **	62	60	49	48	47	48	47	52	51	50	51	49		
	Neutral	24	24	22	22	25	30	31	32	31	32	29	30	30	29	31		
	Dissatisfied	11 **	11 **	13	15	15	21	21	21	21	21	19	19	20	20	20		
	<i>Unweighted count</i>						2 698						5 650						8 348
Royal Navy	Satisfied	70 **	70 **	67	66	63	53	50	50	49	51	57	55	54	53	54		
	Neutral	22	21	22	23	25	30	30	31	32	32	28	28	29	30	31		
	Dissatisfied	9	9	11	11	11	18	20 **	19	19	16	15	18	17	17	15		
	<i>Unweighted count</i>						811						1 572						2 383
Royal Marines	Satisfied	72	74 **	72	67	65	44	42	46	43	44	47	46	49	46	47		
	Neutral	20	16	20	18	20	35	34	33	32	33	33	32	31	30	31		
	Dissatisfied	9 **	10	8 **	15	15	22	24	21	25	23	20	22	19	24	22		
	<i>Unweighted count</i>						264						1 140						1 404
Army	Satisfied	63	66	68 **	66	62	49	49	48	51	48	51	51	51	53	50		
	Neutral	25	24	20	20	24	30	31	33	30	32	29	30	31	28	31		
	Dissatisfied	12	10	12	14	14	21	20	20	19	20	20	18	19	18	19		
	<i>Unweighted count</i>						827						1 422						2 249
RAF	Satisfied	65 **	59 **	56	53	52	47 **	46	41	41	42	51 **	49 **	45	44	44		
	Neutral	24	25	27	26	27	31	30	32	32	31	29	29	31	31	30		
	Dissatisfied	11 **	15 **	17	21	21	23 **	24	27	27	27	20 **	22 **	25	25	25		
	<i>Unweighted count</i>						796						1 516						2 312

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A241 prior to 2015 but substantial wording change required new question. (2) N/A response options are excluded from this analysis.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.16 How satisfied are you with the following? The number of functions during the year.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	60	59	58	59	57	36 **	34	33	34	33	40 **	38	38	39	38
	Neutral	32	30	32	32	33	43	44	44	44	45	41	41	41	42	42
	Dissatisfied	8 **	11	11	9	10	22	22	23	22	23	19	20	21	19	20
	<i>Unweighted count</i>	2 760					5 402					8 162				
Royal Navy	Satisfied	63 **	64 **	58	62 **	55	32	27	27	31	30	40 **	37	36	39	37
	Neutral	32	30 **	34	32	36	48	50	53	49	51	43	45	48	44	47
	Dissatisfied	5 **	6 **	8	6 **	9	20	23	20	21	19	16	18	16	17	16
	<i>Unweighted count</i>	822					1 359					2 181				
Royal Marines	Satisfied	67	66	64	60	58	28	27	27	26	27	33	32	32	30	31
	Neutral	27	30	29	30	31	52	50	50	48	51	49	47	47	46	48
	Dissatisfied	6	4 **	7	10	11	20	23	23	26	22	18	21	21	24	21
	<i>Unweighted count</i>	264					1 029					1 293				
Army	Satisfied	59	55	57	59	59	37	36	34	37	35	40	39	38	41	39
	Neutral	31	29	31	31	31	40	41	41	42	42	39	39	39	40	40
	Dissatisfied	10	16 **	12	11	11	23	23	25	21	23	21	22	23	19	21
	<i>Unweighted count</i>	856					1 483					2 339				
RAF	Satisfied	58	61 **	59	56	55	36 **	34 **	34 **	29	29	42 **	40 **	40 **	36	36
	Neutral	35	31	32	35	35	44	47	44	46	47	42	43	41	43	44
	Dissatisfied	7	8	10	8	10	20 **	20 **	22	25	24	17 **	17 **	19	21	20
	<i>Unweighted count</i>	818					1 531					2 349				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) N/A response options are excluded from this analysis.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.17 How satisfied are you with the following? The standard of service from catering contractors on my unit.

		Officers					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	46 **	45 **	42	40	39	29	27	25	27	26	32 **	30	28	29	29
	Neutral	28	27	28	26	27	32	31	32	32	31	31	30	32	31	30
	Dissatisfied	27 **	28 **	30 **	33	34	39 **	42	43	42	43	37 **	40	40	40	41
	<i>Unweighted count</i>	2 755					5 791					8 546				
Royal Navy	Satisfied	48	51 **	46	42	43	31 **	26	23	26	26	35 **	32	29	30	30
	Neutral	27	29	28	28	30	34	33	38	32	34	33	32	35	31	33
	Dissatisfied	24	20 **	26	30	27	35 **	41	39	41	40	32 **	36	36	39	37
	<i>Unweighted count</i>	787					1 512					2 299				
Royal Marines	Satisfied	49 **	55 **	46	37	41	25	22	24	22	22	27	26	26	24	25
	Neutral	26	21	24	24	25	36	33	35	34	33	35	32	33	33	32
	Dissatisfied	25 **	24 **	30	39	34	39 **	45	41	44	44	38 **	42	40	44	43
	<i>Unweighted count</i>	266					1 155					1 421				
Army	Satisfied	44	45	45	46	42	28	28	26	29	29	31	31	29	32	31
	Neutral	28	26	29	25	27	31	30	32	32	31	31	29	32	31	30
	Dissatisfied	28	29	26 **	29	31	40	42	42	39	40	38	40	39	37	39
	<i>Unweighted count</i>	872					1 508					2 380				
RAF	Satisfied	46 **	38 **	33	27	30	30 **	25 **	23	21	21	34 **	28 **	26	23	23
	Neutral	28	29	27	28	26	32	31	29	30	28	31	31	29	30	28
	Dissatisfied	26 **	32 **	40	44	44	38 **	44 **	47	49	51	35 **	41 **	46	48	49
	<i>Unweighted count</i>	830					1 616					2 446				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) N/A response options are excluded from this analysis.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.1 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Price.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	2.3	2.4	2.4	2.3	2.4	1.7	1.8	2.0	1.8	2.1	1.4	1.6	1.7	1.5	1.7
	Ticked	2.3	2.4	2.4	2.3	2.4	1.7	1.8	2.0	1.8	2.1	1.4	1.6	1.7	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Not ticked	3.9	4.0	4.0	3.9	3.9	3.2	2.8	3.3	2.7	2.9	2.6	2.3	2.7	2.3	2.4
	Ticked	3.9	4.0	4.0	3.9	3.9	3.2	2.8	3.3	2.7	2.9	2.6	2.3	2.7	2.3	2.4
	<i>Unweighted count</i>															
Royal Marines	Not ticked	5.8	5.5	5.7	5.4	5.9	1.9	2.0	2.5	2.4	3.0	1.8	1.9	2.3	2.2	2.8
	Ticked	5.8	5.5	5.7	5.4	5.9	1.9	2.0	2.5	2.4	3.0	1.8	1.9	2.3	2.2	2.8
	<i>Unweighted count</i>															
Army	Not ticked	3.6	4.0	3.9	3.7	4.1	2.5	2.9	3.1	2.9	3.4	2.2	2.5	2.7	2.5	2.9
	Ticked	3.6	4.0	3.9	3.7	4.1	2.5	2.9	3.1	2.9	3.4	2.2	2.5	2.7	2.5	2.9
	<i>Unweighted count</i>															
RAF	Not ticked	4.1	3.7	4.0	3.8	4.0	3.0	2.6	2.7	2.6	2.7	2.5	2.2	2.3	2.2	2.3
	Ticked	4.1	3.7	4.0	3.8	4.0	3.0	2.6	2.7	2.6	2.7	2.5	2.2	2.3	2.2	2.3
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

**Table B20.2 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you?
Value for money.**

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	1.9	2.1	2.0	1.9	2.1	1.6	1.7	1.8	1.7	2.1	1.4	1.5	1.5	1.5	1.7
	Ticked	1.9	2.1	2.0	1.9	2.1	1.6	1.7	1.8	1.7	2.1	1.4	1.5	1.5	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Not ticked	3.5	3.5	3.6	3.6	3.4	3.0	2.7	3.2	2.6	2.8	2.5	2.2	2.6	2.2	2.3
	Ticked	3.5	3.5	3.6	3.6	3.4	3.0	2.7	3.2	2.6	2.8	2.5	2.2	2.6	2.2	2.3
	<i>Unweighted count</i>															
Royal Marines	Not ticked	4.6	4.7	4.6	4.4	5.1	1.8	1.9	2.4	2.2	2.8	1.7	1.7	2.2	2.0	2.5
	Ticked	4.6	4.7	4.6	4.4	5.1	1.8	1.9	2.4	2.2	2.8	1.7	1.7	2.2	2.0	2.5
	<i>Unweighted count</i>															
Army	Not ticked	3.1	3.5	3.3	3.2	3.7	2.4	2.7	2.9	2.8	3.4	2.1	2.4	2.5	2.4	2.9
	Ticked	3.1	3.5	3.3	3.2	3.7	2.4	2.7	2.9	2.8	3.4	2.1	2.4	2.5	2.4	2.9
	<i>Unweighted count</i>															
RAF	Not ticked	3.5	3.1	3.4	3.1	3.4	2.6	2.4	2.5	2.3	2.5	2.2	2.0	2.1	1.9	2.0
	Ticked	3.5	3.1	3.4	3.1	3.4	2.6	2.4	2.5	2.3	2.5	2.2	2.0	2.1	1.9	2.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.3 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Choice.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	2.2	2.3	2.3	2.2	2.3	1.7	1.8	2.0	1.9	2.2	1.4	1.5	1.7	1.6	1.8
	Ticked	2.2	2.3	2.3	2.2	2.3	1.7	1.8	2.0	1.9	2.2	1.4	1.5	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Not ticked	3.8	3.8	3.9	3.9	3.7	3.1	2.7	3.2	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	Ticked	3.8	3.8	3.9	3.9	3.7	3.1	2.7	3.2	2.6	2.8	2.5	2.3	2.6	2.2	2.3
	<i>Unweighted count</i>															
Royal Marines	Not ticked	5.8	5.5	5.7	5.2	5.8	1.9	2.0	2.6	2.4	3.2	1.8	1.9	2.4	2.2	2.9
	Ticked	5.8	5.5	5.7	5.2	5.8	1.9	2.0	2.6	2.4	3.2	1.8	1.9	2.4	2.2	2.9
	<i>Unweighted count</i>															
Army	Not ticked	3.6	3.9	3.8	3.6	3.9	2.6	2.8	3.1	3.0	3.6	2.2	2.5	2.7	2.6	3.0
	Ticked	3.6	3.9	3.8	3.6	3.9	2.6	2.8	3.1	3.0	3.6	2.2	2.5	2.7	2.6	3.0
	<i>Unweighted count</i>															
RAF	Not ticked	3.9	3.5	3.8	3.6	3.7	2.8	2.5	2.7	2.6	2.7	2.4	2.1	2.3	2.2	2.3
	Ticked	3.9	3.5	3.8	3.6	3.7	2.8	2.5	2.7	2.6	2.7	2.4	2.1	2.3	2.2	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.4 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Quality.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	1.5	1.5	1.5	1.5	1.6	1.4	1.3	1.5	1.4	1.7	1.2	1.1	1.3	1.2	1.4
	Ticked	1.5	1.5	1.5	1.5	1.6	1.4	1.3	1.5	1.4	1.7	1.2	1.1	1.3	1.2	1.4
	<i>Unweighted count</i>															
Royal Navy	Not ticked	2.5	2.7	2.7	2.6	2.6	2.2	1.9	2.1	1.7	2.0	1.8	1.6	1.7	1.5	1.7
	Ticked	2.5	2.7	2.7	2.6	2.6	2.2	1.9	2.1	1.7	2.0	1.8	1.6	1.7	1.5	1.7
	<i>Unweighted count</i>															
Royal Marines	Not ticked	4.1	3.6	3.8	3.3	3.0	1.4	1.5	1.9	1.7	2.2	1.3	1.4	1.7	1.5	2.0
	Ticked	4.1	3.6	3.8	3.3	3.0	1.4	1.5	1.9	1.7	2.2	1.3	1.4	1.7	1.5	2.0
	<i>Unweighted count</i>															
Army	Not ticked	2.5	2.6	2.4	2.6	2.7	2.1	2.1	2.4	2.4	2.9	1.8	1.8	2.1	2.0	2.5
	Ticked	2.5	2.6	2.4	2.6	2.7	2.1	2.1	2.4	2.4	2.9	1.8	1.8	2.1	2.0	2.5
	<i>Unweighted count</i>															
RAF	Not ticked	2.3	2.2	2.5	1.9	2.4	2.1	1.6	1.9	1.7	1.8	1.7	1.4	1.6	1.4	1.5
	Ticked	2.3	2.2	2.5	1.9	2.4	2.1	1.6	1.9	1.7	1.8	1.7	1.4	1.6	1.4	1.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.5 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Quantity.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	2.0	2.1	2.0	2.0	2.2	1.7	1.9	2.1	2.0	2.2	1.5	1.6	1.7	1.6	1.8
	Ticked	2.0	2.1	2.0	2.0	2.2	1.7	1.9	2.1	2.0	2.2	1.5	1.6	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Not ticked	3.2	3.4	3.4	3.3	3.3	3.2	2.7	3.2	2.7	2.8	2.5	2.3	2.6	2.2	2.3
	Ticked	3.2	3.4	3.4	3.3	3.3	3.2	2.7	3.2	2.7	2.8	2.5	2.3	2.6	2.2	2.3
	<i>Unweighted count</i>															
Royal Marines	Not ticked	5.6	5.3	5.6	5.3	5.9	2.0	2.1	2.7	2.6	3.3	1.9	1.9	2.4	2.3	3.0
	Ticked	5.6	5.3	5.6	5.3	5.9	2.0	2.1	2.7	2.6	3.3	1.9	1.9	2.4	2.3	3.0
	<i>Unweighted count</i>															
Army	Not ticked	3.3	3.6	3.3	3.3	3.7	2.6	2.9	3.3	3.1	3.6	2.3	2.5	2.8	2.7	3.1
	Ticked	3.3	3.6	3.3	3.3	3.7	2.6	2.9	3.3	3.1	3.6	2.3	2.5	2.8	2.7	3.1
	<i>Unweighted count</i>															
RAF	Not ticked	3.5	3.2	3.5	3.5	3.6	3.1	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Ticked	3.5	3.2	3.5	3.5	3.6	3.1	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.6 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Well-known brand.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	0.8	0.8	0.8	0.7	0.8	0.8	1.0	1.1	1.0	1.2	0.7	0.8	0.9	0.8	1.0
	Ticked	0.8	0.8	0.8	0.7	0.8	0.8	1.0	1.1	1.0	1.2	0.7	0.8	0.9	0.8	1.0
	<i>Unweighted count</i>															
Royal Navy	Not ticked	1.1	1.1	1.3	1.0	1.2	1.4	1.2	1.5	1.2	1.3	1.1	1.0	1.2	1.0	1.0
	Ticked	1.1	1.1	1.3	1.0	1.2	1.4	1.2	1.5	1.2	1.3	1.1	1.0	1.2	1.0	1.0
	<i>Unweighted count</i>															
Royal Marines	Not ticked	2.0	0.5	1.1	1.6	1.2	0.9	1.0	1.4	1.2	1.5	0.9	0.9	1.3	1.1	1.4
	Ticked	2.0	0.5	1.1	1.6	1.2	0.9	1.0	1.4	1.2	1.5	0.9	0.9	1.3	1.1	1.4
	<i>Unweighted count</i>															
Army	Not ticked	1.3	1.4	1.2	1.2	1.4	1.3	1.5	1.7	1.6	2.0	1.1	1.3	1.5	1.4	1.7
	Ticked	1.3	1.4	1.2	1.2	1.4	1.3	1.5	1.7	1.6	2.0	1.1	1.3	1.5	1.4	1.7
	<i>Unweighted count</i>															
RAF	Not ticked	1.7	1.3	1.5	1.4	1.5	1.5	1.2	1.3	1.3	1.3	1.2	1.0	1.0	1.0	1.1
	Ticked	1.7	1.3	1.5	1.4	1.5	1.5	1.2	1.3	1.3	1.3	1.2	1.0	1.0	1.0	1.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.7 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Where it is sourced from (e.g. Fairtrade, locally produced).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	1.6	1.7	1.8	1.7	1.9	1.2	1.3	1.5	1.4	1.6	1.0	1.1	1.2	1.2	1.3
	Ticked	1.6	1.7	1.8	1.7	1.9	1.2	1.3	1.5	1.4	1.6	1.0	1.1	1.2	1.2	1.3
	<i>Unweighted count</i>															
Royal Navy	Not ticked	2.9	2.8	3.0	3.1	3.2	2.1	1.9	2.4	2.0	2.2	1.8	1.6	2.0	1.7	1.8
	Ticked	2.9	2.8	3.0	3.1	3.2	2.1	1.9	2.4	2.0	2.2	1.8	1.6	2.0	1.7	1.8
	<i>Unweighted count</i>															
Royal Marines	Not ticked	4.3	3.8	3.9	4.1	5.2	1.3	1.5	2.0	1.9	2.5	1.3	1.4	1.8	1.8	2.3
	Ticked	4.3	3.8	3.9	4.1	5.2	1.3	1.5	2.0	1.9	2.5	1.3	1.4	1.8	1.8	2.3
	<i>Unweighted count</i>															
Army	Not ticked	2.6	2.9	2.9	2.8	3.2	1.8	2.0	2.3	2.3	2.6	1.6	1.8	2.0	1.9	2.2
	Ticked	2.6	2.9	2.9	2.8	3.2	1.8	2.0	2.3	2.3	2.6	1.6	1.8	2.0	1.9	2.2
	<i>Unweighted count</i>															
RAF	Not ticked	2.8	2.6	2.8	3.0	3.3	2.1	1.9	2.0	1.9	2.2	1.7	1.6	1.7	1.7	1.8
	Ticked	2.8	2.6	2.8	3.0	3.3	2.1	1.9	2.0	1.9	2.2	1.7	1.6	1.7	1.7	1.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.8 Thinking specifically about food and drink supplied on your unit, when considering where to eat which of these factors are important to you? Other.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	1.2	1.2	1.1	1.2	1.3	0.8	0.7	0.8	0.8	0.9	0.7	0.6	0.7	0.7	0.8
	Ticked	1.2	1.2	1.1	1.2	1.3	0.8	0.7	0.8	0.8	0.9	0.7	0.6	0.7	0.7	0.8
	<i>Unweighted count</i>															
Royal Navy	Not ticked	2.3	2.3	2.2	2.1	2.2	1.4	1.3	1.5	1.2	1.3	1.2	1.1	1.3	1.0	1.1
	Ticked	2.3	2.3	2.2	2.1	2.2	1.4	1.3	1.5	1.2	1.3	1.2	1.1	1.3	1.0	1.1
	<i>Unweighted count</i>															
Royal Marines	Not ticked	2.5	2.7	2.3	2.6	2.2	0.8	0.9	1.0	1.0	1.3	0.7	0.8	0.9	0.9	1.2
	Ticked	2.5	2.7	2.3	2.6	2.2	0.8	0.9	1.0	1.0	1.3	0.7	0.8	0.9	0.9	1.2
	<i>Unweighted count</i>															
Army	Not ticked	1.8	2.0	1.8	1.9	2.2	1.1	1.1	1.3	1.3	1.4	1.0	1.0	1.1	1.2	1.2
	Ticked	1.8	2.0	1.8	1.9	2.2	1.1	1.1	1.3	1.3	1.4	1.0	1.0	1.1	1.2	1.2
	<i>Unweighted count</i>															
RAF	Not ticked	2.2	1.9	2.1	2.1	2.3	1.3	1.2	1.2	1.3	1.3	1.1	1.1	1.1	1.1	1.1
	Ticked	2.2	1.9	2.1	2.1	2.3	1.3	1.2	1.2	1.3	1.3	1.1	1.1	1.1	1.1	1.1
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.9 How often do you use Service-provided catering facilities...? For eating at breakfast.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Always	1.1	1.1	0.9	1.0	1.0	1.0	1.0	1.0	1.0	1.1	0.8	0.8	0.9	0.9	0.9
	Often	1.2	1.2	1.2	1.1	1.2	1.1	1.2	1.2	1.2	1.3	0.9	1.0	1.0	1.0	1.1
	Sometimes	1.4	1.6	1.6	1.5	1.7	1.3	1.4	1.6	1.5	1.7	1.1	1.2	1.3	1.3	1.4
	Rarely	2.3	2.4	2.4	2.3	2.4	1.6	1.6	1.9	1.8	2.0	1.4	1.4	1.6	1.5	1.7
	Never	2.3	2.4	2.4	2.4	2.5	1.8	1.9	2.1	2.0	2.3	1.5	1.7	1.8	1.7	1.9
	<i>Unweighted count</i>															
Royal Navy	Always	2.0	2.4	2.1	2.3	2.1	2.1	1.8	2.2	1.8	2.0	1.7	1.5	1.8	1.5	1.6
	Often	2.1	2.2	2.1	2.1	1.9	2.0	1.8	2.1	1.7	1.8	1.6	1.5	1.7	1.4	1.5
	Sometimes	2.4	2.7	2.7	2.4	2.5	2.1	2.0	2.2	1.9	2.0	1.7	1.7	1.8	1.5	1.6
	Rarely	3.9	3.9	3.9	3.8	3.8	2.9	2.6	2.9	2.4	2.6	2.4	2.2	2.4	2.0	2.2
	Never	4.0	4.1	4.1	4.0	4.0	3.3	2.8	3.4	2.8	3.0	2.7	2.4	2.8	2.3	2.5
	<i>Unweighted count</i>															
Royal Marines	Always	3.0	3.1	2.9	2.9	2.5	0.8	0.9	1.1	0.8	1.1	0.8	0.8	1.0	0.8	1.1
	Often	3.9	3.4	3.4	3.0	3.2	1.0	1.0	1.3	1.2	1.5	0.9	1.0	1.2	1.1	1.4
	Sometimes	4.3	4.1	4.5	4.1	4.7	1.3	1.4	1.6	1.6	2.1	1.2	1.3	1.5	1.5	1.9
	Rarely	5.8	5.6	5.6	5.2	6.0	1.7	1.7	2.2	2.2	2.9	1.6	1.7	2.1	2.1	2.6
	Never	5.5	5.4	5.4	5.4	5.9	2.0	2.1	2.7	2.6	3.3	1.9	1.9	2.4	2.4	3.0
	<i>Unweighted count</i>															
Army	Always	1.9	2.0	1.6	1.6	1.8	1.5	1.5	1.7	1.7	1.9	1.3	1.3	1.4	1.5	1.6
	Often	2.1	2.2	2.0	1.9	2.2	1.7	2.0	2.0	2.0	2.3	1.5	1.7	1.7	1.7	1.9
	Sometimes	2.4	2.7	2.6	2.5	3.1	2.1	2.2	2.6	2.5	3.0	1.8	1.9	2.2	2.2	2.5
	Rarely	3.7	4.0	3.9	3.7	4.1	2.4	2.5	3.1	3.0	3.3	2.1	2.2	2.7	2.6	2.8
	Never	3.7	4.2	4.0	3.9	4.3	2.7	3.1	3.3	3.2	3.8	2.3	2.7	2.9	2.7	3.2
	<i>Unweighted count</i>															
RAF	Always	1.5	1.2	0.9	1.1	1.0	1.1	1.1	0.8	0.6	0.8	1.0	0.9	0.7	0.6	0.7
	Often	1.4	1.3	1.6	1.5	1.4	1.2	1.1	1.1	1.0	0.9	1.0	0.9	1.0	0.8	0.8
	Sometimes	2.3	2.1	2.4	2.3	2.3	1.6	1.5	1.5	1.5	1.5	1.4	1.2	1.3	1.3	1.3
	Rarely	4.2	3.7	4.0	3.9	3.9	2.7	2.3	2.5	2.4	2.5	2.3	2.0	2.1	2.0	2.2
	Never	4.4	3.8	4.2	4.1	4.2	3.1	2.8	2.9	2.7	2.9	2.6	2.3	2.4	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.10 How often do you use Service-provided catering facilities...? For eating at lunchtime.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Always	1.6	1.6	1.6	1.6	1.7	1.3	1.3	1.5	1.4	1.7	1.1	1.1	1.2	1.1	1.4
	Often	2.0	2.1	2.1	2.0	2.1	1.5	1.6	1.7	1.7	1.8	1.3	1.4	1.5	1.5	1.5
	Sometimes	2.0	2.1	2.2	2.0	2.2	1.5	1.6	1.8	1.6	1.9	1.3	1.3	1.5	1.4	1.6
	Rarely	1.9	2.1	2.0	2.0	2.1	1.4	1.5	1.7	1.7	1.8	1.2	1.3	1.4	1.4	1.5
	Never	1.4	1.5	1.6	1.5	1.7	1.4	1.6	1.7	1.6	1.9	1.2	1.3	1.4	1.3	1.6
	<i>Unweighted count</i>															
Royal Navy	Always	2.8	3.1	2.9	2.8	2.8	2.5	2.2	2.6	2.2	2.3	2.0	1.8	2.1	1.8	1.9
	Often	3.5	3.5	3.5	3.5	3.3	2.7	2.4	2.8	2.3	2.4	2.2	2.0	2.3	1.9	2.0
	Sometimes	3.3	3.4	3.5	3.3	3.5	2.6	2.2	2.5	2.0	2.3	2.1	1.9	2.1	1.7	2.0
	Rarely	3.4	3.5	3.6	3.5	3.4	2.6	2.3	2.7	2.2	2.4	2.2	1.9	2.2	1.9	2.0
	Never	2.4	2.2	2.6	2.4	2.4	2.6	2.3	2.9	2.3	2.6	2.1	1.9	2.3	1.9	2.1
	<i>Unweighted count</i>															
Royal Marines	Always	5.0	4.9	5.1	4.6	4.9	1.4	1.5	1.8	1.7	2.2	1.4	1.4	1.7	1.6	2.0
	Often	5.4	5.4	5.3	5.0	5.5	1.7	1.8	2.3	2.2	2.7	1.6	1.7	2.1	2.0	2.4
	Sometimes	5.1	4.4	4.7	4.2	5.3	1.7	1.8	2.2	2.1	2.8	1.6	1.6	2.0	1.9	2.5
	Rarely	4.0	3.3	3.3	4.4	4.4	1.5	1.7	2.1	2.1	2.7	1.4	1.5	1.9	2.0	2.5
	Never	2.4	2.8	2.9	3.0	3.2	1.6	1.7	2.2	2.1	2.7	1.5	1.5	2.0	1.9	2.4
	<i>Unweighted count</i>															
Army	Always	2.7	2.8	2.7	2.7	3.0	2.0	2.1	2.4	2.2	2.8	1.7	1.8	2.1	1.9	2.4
	Often	3.2	3.6	3.4	3.4	3.6	2.4	2.6	2.8	2.8	2.9	2.1	2.3	2.4	2.4	2.5
	Sometimes	3.2	3.5	3.6	3.3	3.7	2.3	2.5	2.9	2.6	3.2	2.0	2.2	2.5	2.3	2.7
	Rarely	3.1	3.4	3.2	3.0	3.4	2.1	2.4	2.6	2.6	2.9	1.8	2.1	2.3	2.3	2.5
	Never	2.3	2.4	2.5	2.3	2.7	2.0	2.4	2.6	2.5	3.1	1.7	2.1	2.2	2.1	2.6
	<i>Unweighted count</i>															
RAF	Always	2.1	2.0	2.2	2.2	2.0	1.9	1.7	1.4	1.5	1.5	1.5	1.4	1.2	1.3	1.2
	Often	3.5	3.1	3.4	3.1	3.0	2.5	2.0	2.2	2.1	2.0	2.1	1.7	1.9	1.7	1.7
	Sometimes	4.0	3.3	3.7	3.4	3.7	2.5	2.2	2.3	2.2	2.3	2.1	1.8	2.0	1.9	2.0
	Rarely	3.7	3.5	3.7	3.8	3.9	2.7	2.5	2.7	2.5	2.7	2.3	2.1	2.3	2.1	2.2
	Never	2.8	2.5	3.0	2.9	3.1	2.8	2.7	2.9	2.8	2.9	2.3	2.2	2.3	2.2	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.11 How often do you use Service-provided catering facilities...? For eating in the evening.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Always	1.2	1.3	1.2	1.2	1.3	1.2	1.2	1.2	1.2	1.4	1.0	1.0	1.0	1.0	1.2
	Often	1.5	1.5	1.5	1.4	1.5	1.4	1.4	1.5	1.5	1.5	1.2	1.2	1.3	1.2	1.3
	Sometimes	1.6	1.7	1.6	1.6	1.7	1.3	1.4	1.6	1.5	1.6	1.1	1.2	1.3	1.2	1.4
	Rarely	2.2	2.3	2.4	2.2	2.4	1.5	1.6	1.8	1.8	1.9	1.3	1.4	1.5	1.5	1.6
	Never	2.2	2.3	2.3	2.3	2.4	1.7	1.9	2.0	1.9	2.2	1.4	1.6	1.7	1.6	1.9
	<i>Unweighted count</i>															
Royal Navy	Always	2.0	2.4	2.3	2.2	2.3	2.3	2.0	2.2	2.0	2.0	1.8	1.6	1.8	1.6	1.6
	Often	2.9	2.9	2.9	3.0	2.6	2.6	2.2	2.6	2.1	2.3	2.1	1.8	2.1	1.8	1.9
	Sometimes	2.6	2.7	2.8	2.7	2.8	2.4	2.1	2.5	1.9	2.1	1.9	1.7	2.1	1.6	1.7
	Rarely	3.8	3.9	3.9	3.7	3.7	2.8	2.4	2.7	2.2	2.4	2.3	2.1	2.3	1.9	2.1
	Never	3.7	3.7	3.9	3.8	3.7	3.0	2.6	3.2	2.6	2.9	2.5	2.2	2.7	2.2	2.4
	<i>Unweighted count</i>															
Royal Marines	Always	3.6	3.7	3.3	3.2	3.4	1.3	1.3	1.6	1.4	1.9	1.2	1.2	1.5	1.3	1.7
	Often	4.5	4.2	4.4	4.2	4.2	1.4	1.5	2.0	1.9	2.2	1.4	1.4	1.8	1.7	2.0
	Sometimes	4.6	4.4	4.4	4.1	4.7	1.6	1.6	1.9	2.0	2.4	1.5	1.5	1.8	1.8	2.2
	Rarely	5.5	5.4	5.5	5.1	5.9	1.6	1.8	2.3	2.2	2.9	1.6	1.7	2.1	2.1	2.7
	Never	4.8	4.5	4.7	4.9	5.3	1.9	2.0	2.6	2.5	3.2	1.8	1.9	2.3	2.3	2.9
	<i>Unweighted count</i>															
Army	Always	2.0	2.2	2.0	2.0	2.3	1.8	1.9	2.0	2.0	2.4	1.6	1.6	1.7	1.7	2.0
	Often	2.6	2.6	2.5	2.3	2.6	2.2	2.3	2.5	2.4	2.6	1.9	2.0	2.1	2.0	2.2
	Sometimes	2.7	2.9	2.6	2.6	2.9	2.1	2.3	2.6	2.4	2.8	1.8	2.0	2.2	2.1	2.4
	Rarely	3.6	4.0	3.9	3.5	4.0	2.3	2.5	2.9	2.9	3.2	2.0	2.2	2.5	2.5	2.7
	Never	3.5	3.9	3.8	3.8	4.1	2.5	2.9	3.2	3.0	3.7	2.2	2.6	2.7	2.6	3.2
	<i>Unweighted count</i>															
RAF	Always	1.9	1.6	1.5	1.6	1.7	1.8	1.5	1.3	1.3	1.4	1.4	1.2	1.1	1.1	1.1
	Often	2.4	2.1	2.4	2.3	2.3	2.0	1.8	1.7	1.7	1.7	1.7	1.5	1.4	1.4	1.4
	Sometimes	2.7	2.5	2.8	2.5	2.5	2.0	1.7	1.7	1.7	1.7	1.7	1.4	1.5	1.4	1.4
	Rarely	4.2	3.6	4.1	3.9	3.9	2.6	2.3	2.5	2.3	2.4	2.2	2.0	2.2	2.0	2.1
	Never	4.2	3.8	4.1	4.0	4.2	3.2	2.9	3.1	2.9	3.0	2.7	2.4	2.5	2.4	2.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.12 How often do you use Service-provided catering facilities...? For drinking, socialising in the bar.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Always	0.8	0.9	0.8	0.8	0.9	0.5	0.6	0.5	0.6	0.6	0.5	0.5	0.5	0.5	0.5
	Often	1.6	1.7	1.7	1.6	1.6	1.0	1.0	1.1	1.1	1.1	0.9	0.9	0.9	0.9	1.0
	Sometimes	2.2	2.3	2.3	2.2	2.4	1.6	1.6	1.7	1.7	1.9	1.3	1.4	1.5	1.4	1.6
	Rarely	2.2	2.3	2.3	2.3	2.4	1.6	1.7	1.9	1.8	2.0	1.4	1.4	1.6	1.5	1.7
	Never	1.6	1.8	1.8	1.7	1.9	1.7	1.9	2.1	2.0	2.3	1.5	1.6	1.7	1.7	1.9
	<i>Unweighted count</i>															
Royal Navy	Always	1.1	1.4	1.5	1.4	1.2	0.8	1.0	1.0	1.0	0.9	0.6	0.9	0.8	0.8	0.8
	Often	2.9	2.9	3.0	2.8	2.6	1.6	1.6	1.9	1.5	1.7	1.4	1.4	1.6	1.3	1.4
	Sometimes	3.7	3.9	3.9	3.8	3.8	2.7	2.5	3.0	2.5	2.6	2.2	2.1	2.4	2.1	2.2
	Rarely	3.8	3.9	4.0	3.9	3.9	3.1	2.8	3.1	2.6	2.9	2.5	2.3	2.6	2.2	2.4
	Never	2.9	2.9	3.1	2.8	2.8	3.3	2.7	3.4	2.6	3.0	2.6	2.2	2.7	2.1	2.4
	<i>Unweighted count</i>															
Royal Marines	Always	2.4	2.0	2.3	1.7	1.8	0.6	0.6	0.7	0.6	0.7	0.6	0.6	0.7	0.5	0.7
	Often	4.1	4.6	4.8	4.1	4.1	1.0	1.0	1.1	1.3	1.6	1.0	1.0	1.2	1.3	1.5
	Sometimes	6.0	5.5	5.5	5.4	6.1	1.6	1.7	2.0	2.0	2.6	1.6	1.6	1.9	1.9	2.4
	Rarely	5.2	5.3	5.3	5.3	5.8	1.8	1.9	2.4	2.3	3.1	1.7	1.8	2.2	2.2	2.8
	Never	3.4	2.5	3.0	3.3	3.4	2.0	2.1	2.6	2.6	3.3	1.8	1.9	2.4	2.3	2.9
	<i>Unweighted count</i>															
Army	Always	1.3	1.5	1.3	1.3	1.6	0.8	1.0	0.9	1.1	1.0	0.7	0.9	0.8	0.9	0.9
	Often	2.6	2.8	2.6	2.6	2.7	1.6	1.6	1.7	1.8	1.9	1.4	1.4	1.5	1.6	1.6
	Sometimes	3.6	3.9	3.8	3.6	4.1	2.3	2.6	2.7	2.7	3.1	2.1	2.2	2.3	2.3	2.7
	Rarely	3.5	3.9	3.8	3.7	4.0	2.5	2.6	3.0	2.9	3.3	2.1	2.2	2.6	2.5	2.8
	Never	2.7	3.2	3.0	2.9	3.2	2.7	3.0	3.4	3.2	3.8	2.3	2.6	2.9	2.8	3.2
	<i>Unweighted count</i>															
RAF	Always	1.2	1.2	1.4	1.1	1.2	0.9	0.8	0.7	0.5	0.7	0.7	0.7	0.6	0.5	0.6
	Often	2.9	2.7	3.1	2.7	2.7	1.9	1.5	1.7	1.3	1.5	1.6	1.3	1.5	1.2	1.3
	Sometimes	4.2	3.7	3.9	3.9	3.9	2.9	2.5	2.7	2.5	2.5	2.4	2.1	2.3	2.1	2.2
	Rarely	4.1	3.6	4.0	3.9	4.0	3.0	2.7	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Never	2.7	2.3	2.5	2.8	3.1	2.8	2.6	2.8	2.7	2.9	2.3	2.1	2.3	2.2	2.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.13 How often do you use Service-provided catering facilities...? For informal functions.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Always	0.8	0.8	0.8	0.8	0.8	0.5	0.6	0.6	0.6	0.7	0.4	0.5	0.5	0.5	0.6
	Often	1.5	1.6	1.6	1.5	1.6	0.9	1.1	1.0	1.1	1.2	0.8	0.9	0.9	0.9	1.0
	Sometimes	2.3	2.3	2.3	2.2	2.4	1.6	1.6	1.7	1.7	2.0	1.4	1.4	1.5	1.4	1.6
	Rarely	2.2	2.3	2.4	2.3	2.4	1.7	1.8	2.0	1.8	2.1	1.4	1.5	1.7	1.5	1.7
	Never	1.8	1.9	1.9	1.8	2.0	1.7	1.9	2.1	2.0	2.2	1.4	1.6	1.7	1.7	1.8
	<i>Unweighted count</i>															
Royal Navy	Always	1.0	1.1	1.3	1.2	1.0	0.7	0.8	0.8	0.8	0.7	0.5	0.6	0.7	0.7	0.6
	Often	2.6	2.4	2.5	2.2	2.3	1.2	1.2	1.4	1.2	1.3	1.1	1.1	1.2	1.0	1.1
	Sometimes	3.8	4.0	4.0	3.9	3.8	2.5	2.3	2.6	2.2	2.4	2.1	2.0	2.2	1.9	2.0
	Rarely	3.8	3.9	4.0	4.0	4.0	3.1	2.8	3.2	2.7	2.9	2.6	2.3	2.6	2.2	2.4
	Never	3.1	3.1	3.5	3.0	3.0	3.3	2.9	3.4	2.8	3.1	2.6	2.3	2.8	2.3	2.5
	<i>Unweighted count</i>															
Royal Marines	Always	1.9	1.9	1.8	1.9	2.0	0.5	0.5	0.6	0.5	0.7	0.5	0.5	0.5	0.5	0.6
	Often	3.7	4.1	4.2	3.9	3.4	0.9	0.9	1.0	1.1	1.3	0.9	0.9	1.1	1.1	1.2
	Sometimes	5.9	5.6	5.7	5.4	6.2	1.6	1.6	2.0	1.8	2.4	1.6	1.6	1.9	1.8	2.3
	Rarely	5.5	5.5	5.7	5.4	6.0	1.8	2.0	2.5	2.4	3.1	1.7	1.8	2.3	2.2	2.8
	Never	3.9	3.4	3.5	3.6	3.3	2.0	2.1	2.7	2.6	3.3	1.8	1.9	2.4	2.3	2.9
	<i>Unweighted count</i>															
Army	Always	1.3	1.5	1.3	1.3	1.5	0.8	1.0	1.0	1.1	1.2	0.7	0.8	0.9	0.9	1.0
	Often	2.5	2.7	2.6	2.5	2.8	1.5	1.7	1.7	1.8	2.0	1.3	1.5	1.5	1.6	1.7
	Sometimes	3.6	3.8	3.8	3.7	4.1	2.5	2.6	2.8	2.8	3.3	2.2	2.2	2.4	2.4	2.8
	Rarely	3.6	4.0	3.8	3.7	4.0	2.6	2.8	3.1	2.9	3.4	2.2	2.4	2.7	2.5	2.9
	Never	2.8	3.3	3.0	2.9	3.4	2.6	3.0	3.4	3.2	3.7	2.2	2.6	2.8	2.7	3.1
	<i>Unweighted count</i>															
RAF	Always	1.1	1.1	1.1	1.1	1.0	0.6	0.6	0.6	0.5	0.7	0.5	0.5	0.5	0.5	0.6
	Often	2.3	2.4	2.6	2.5	2.4	1.6	1.2	1.4	1.2	1.3	1.4	1.1	1.2	1.1	1.1
	Sometimes	4.1	3.7	4.0	3.7	3.9	2.8	2.4	2.6	2.3	2.5	2.4	2.0	2.2	2.0	2.1
	Rarely	4.2	3.7	4.1	4.0	4.1	3.0	2.8	2.8	2.8	2.9	2.5	2.3	2.4	2.4	2.4
	Never	3.2	2.7	3.1	3.1	3.4	2.9	2.7	2.9	2.8	2.9	2.4	2.2	2.4	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.14 How often do you use Service-provided catering facilities...? For formal functions (Officerss/SNCOs/WOs only).

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Always	1.5	1.5	1.5	1.5	1.5	1.1	1.2	1.2	1.2	1.3	0.9	1.0	1.0	1.0	1.0
	Often	2.1	2.1	2.1	2.0	2.1	1.6	1.7	1.8	1.6	1.8	1.3	1.4	1.4	1.3	1.4
	Sometimes	2.3	2.4	2.4	2.2	2.5	2.0	2.0	2.2	2.0	2.3	1.6	1.6	1.7	1.6	1.8
	Rarely	1.7	1.8	2.0	1.9	2.0	1.7	1.7	2.0	1.8	2.1	1.3	1.3	1.5	1.4	1.6
	Never	0.9	0.9	0.9	0.9	1.0	1.9	2.1	2.3	2.2	2.5	1.4	1.6	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Always	1.7	2.0	2.1	1.8	1.9	1.2	1.2	1.4	1.2	1.1	1.0	1.0	1.1	1.0	1.0
	Often	3.3	3.2	3.2	3.1	3.0	2.0	2.0	2.2	1.9	2.1	1.8	1.7	1.8	1.6	1.7
	Sometimes	3.9	4.0	4.1	4.0	4.0	3.1	3.1	3.2	2.9	3.1	2.5	2.5	2.6	2.4	2.5
	Rarely	3.3	3.5	3.6	3.6	3.6	3.2	3.2	3.5	2.9	3.2	2.4	2.4	2.6	2.3	2.5
	Never	1.9	1.8	2.3	1.7	1.7	3.7	3.3	3.8	3.1	3.5	2.7	2.4	2.8	2.3	2.5
	<i>Unweighted count</i>															
Royal Marines	Always	3.5	4.0	3.9	3.6	3.2	1.0	1.2	1.3	1.5	1.6	1.0	1.2	1.3	1.4	1.5
	Often	5.3	4.8	5.0	4.7	5.0	1.6	1.7	2.0	2.0	2.2	1.6	1.6	1.9	1.9	2.0
	Sometimes	5.8	5.6	5.6	5.4	6.2	2.1	2.2	2.7	2.7	3.4	2.0	2.1	2.5	2.5	3.1
	Rarely	4.3	3.8	4.1	4.2	4.7	1.9	2.1	2.6	2.7	3.4	1.7	1.8	2.2	2.3	2.9
	Never	1.8	1.1	1.4	1.9	1.5	2.3	2.4	3.1	3.0	3.8	2.0	2.0	2.6	2.5	3.2
	<i>Unweighted count</i>															
Army	Always	2.6	2.6	2.5	2.6	2.7	1.8	2.0	2.1	2.1	2.2	1.5	1.6	1.7	1.7	1.8
	Often	3.5	3.7	3.5	3.4	3.6	2.6	2.9	3.0	2.7	3.0	2.1	2.3	2.4	2.2	2.4
	Sometimes	3.5	4.0	3.8	3.7	4.1	3.1	3.2	3.5	3.3	3.8	2.5	2.6	2.8	2.7	3.0
	Rarely	2.5	3.0	3.1	2.8	3.2	2.5	2.6	3.1	2.9	3.4	2.0	2.1	2.4	2.3	2.6
	Never	1.3	1.5	1.3	1.3	1.6	2.9	3.4	3.6	3.5	4.1	2.2	2.6	2.8	2.7	3.1
	<i>Unweighted count</i>															
RAF	Always	2.2	2.1	2.2	2.2	2.0	1.3	1.3	1.3	1.2	1.4	1.1	1.1	1.2	1.1	1.1
	Often	3.7	3.3	3.5	3.3	3.4	2.3	2.2	2.4	2.1	2.1	2.0	1.9	2.0	1.8	1.8
	Sometimes	4.2	3.7	4.1	3.9	4.0	3.3	3.0	3.1	2.9	3.0	2.6	2.4	2.5	2.4	2.4
	Rarely	3.3	3.0	3.5	3.5	3.5	3.3	3.1	3.2	3.1	3.1	2.4	2.3	2.4	2.4	2.4
	Never	2.0	1.6	1.8	2.0	2.0	3.5	3.2	3.3	3.2	3.4	2.5	2.3	2.4	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.15 How satisfied are you with the following? The availability of food during the week on my unit e.g. opening hours.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.3	2.4	2.4	2.3	2.5	1.9	2.0	2.2	2.1	2.4	1.6	1.7	1.8	1.8	2.0
	Neutral	2.0	2.1	2.1	2.0	2.2	1.7	1.9	2.1	1.9	2.3	1.4	1.6	1.7	1.6	1.9
	Dissatisfied	1.5	1.6	1.7	1.7	1.9	1.6	1.6	1.8	1.7	2.0	1.3	1.4	1.5	1.4	1.6
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.7	3.8	4.0	3.9	3.9	3.4	3.0	3.5	2.9	3.2	2.8	2.5	2.9	2.4	2.6
	Neutral	3.3	3.4	3.5	3.5	3.6	3.1	2.7	3.2	2.7	2.9	2.5	2.2	2.6	2.2	2.4
	Dissatisfied	2.3	2.4	2.7	2.6	2.6	2.7	2.4	2.8	2.3	2.4	2.1	1.9	2.3	1.9	1.9
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.4	5.0	5.2	5.2	6.0	2.0	2.1	2.7	2.6	3.4	1.9	2.0	2.5	2.4	3.1
	Neutral	4.7	4.1	4.6	4.3	4.9	1.9	2.1	2.6	2.5	3.3	1.8	1.9	2.4	2.2	2.9
	Dissatisfied	3.4	3.5	3.1	4.0	4.6	1.7	1.9	2.3	2.3	2.9	1.6	1.7	2.0	2.1	2.6
	<i>Unweighted count</i>															
Army	Satisfied	3.7	4.0	3.8	3.8	4.2	2.8	3.1	3.4	3.4	4.0	2.4	2.7	2.9	2.9	3.3
	Neutral	3.3	3.6	3.3	3.2	3.7	2.5	2.9	3.2	3.1	3.7	2.2	2.5	2.8	2.6	3.1
	Dissatisfied	2.4	2.6	2.6	2.8	3.0	2.3	2.5	2.8	2.6	3.2	2.0	2.2	2.4	2.3	2.7
	<i>Unweighted count</i>															
RAF	Satisfied	4.1	3.8	4.3	4.1	4.3	3.3	3.1	3.2	3.1	3.3	2.7	2.5	2.6	2.5	2.7
	Neutral	3.7	3.4	3.8	3.6	3.8	3.1	2.8	3.0	2.9	3.0	2.5	2.3	2.5	2.4	2.5
	Dissatisfied	2.6	2.8	3.3	3.4	3.5	2.9	2.7	2.9	2.8	3.0	2.3	2.2	2.4	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.16 How satisfied are you with the following? The number of functions during the year.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.3	2.4	2.4	2.3	2.5	1.7	1.9	2.0	2.0	2.2	1.5	1.6	1.7	1.7	1.8
	Neutral	2.2	2.2	2.3	2.2	2.4	1.9	2.0	2.2	2.1	2.4	1.6	1.7	1.8	1.8	2.0
	Dissatisfied	1.3	1.7	1.6	1.4	1.6	1.6	1.8	2.0	1.8	2.1	1.3	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Satisfied	3.9	4.0	4.2	4.0	4.0	3.2	2.6	3.1	2.7	3.0	2.6	2.3	2.6	2.3	2.5
	Neutral	3.8	3.8	4.0	3.8	3.9	3.6	3.2	3.7	3.1	3.4	2.8	2.6	3.0	2.5	2.7
	Dissatisfied	1.8	1.9	2.3	2.0	2.3	3.1	2.6	3.1	2.6	2.8	2.3	2.0	2.4	2.0	2.1
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.6	5.3	5.6	5.5	6.2	1.7	1.8	2.3	2.2	2.9	1.7	1.8	2.1	2.1	2.6
	Neutral	5.3	5.1	5.3	5.1	5.8	2.1	2.3	2.9	2.8	3.6	2.0	2.1	2.6	2.5	3.2
	Dissatisfied	2.9	2.3	3.0	3.4	4.0	1.7	1.9	2.5	2.5	3.1	1.5	1.7	2.2	2.2	2.7
	<i>Unweighted count</i>															
Army	Satisfied	3.7	4.1	3.9	3.8	4.2	2.6	2.8	3.1	3.2	3.5	2.2	2.5	2.7	2.7	3.0
	Neutral	3.4	3.7	3.6	3.6	3.9	2.7	3.1	3.4	3.3	3.9	2.3	2.6	2.9	2.8	3.2
	Dissatisfied	2.2	3.1	2.6	2.4	2.6	2.4	2.7	3.1	2.8	3.3	2.0	2.3	2.6	2.4	2.8
	<i>Unweighted count</i>															
RAF	Satisfied	4.3	3.7	4.2	4.1	4.2	3.0	2.7	2.8	2.7	2.8	2.5	2.3	2.4	2.3	2.4
	Neutral	4.1	3.5	3.9	3.9	4.0	3.3	3.1	3.2	3.1	3.3	2.7	2.5	2.6	2.6	2.7
	Dissatisfied	2.2	2.0	2.5	2.2	2.5	2.8	2.5	2.7	2.7	2.9	2.2	2.0	2.2	2.2	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 20 - Catering, Retail and Leisure

Source: Defence Statistics (Surveys)

Table B20.17 How satisfied are you with the following? The standard of service from catering contractors on my unit.

		Officers: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	2.3	2.4	2.4	2.3	2.5	1.7	1.8	1.8	1.9	2.1	1.4	1.5	1.5	1.6	1.8
	Neutral	2.1	2.2	2.2	2.1	2.3	1.7	1.8	2.0	1.9	2.2	1.5	1.5	1.7	1.6	1.8
	Dissatisfied	2.1	2.2	2.2	2.2	2.4	1.8	2.0	2.2	2.0	2.4	1.5	1.7	1.8	1.7	1.9
	<i>Unweighted count</i>															
Royal Navy	Satisfied	4.0	4.2	4.3	4.2	4.1	3.2	2.7	2.9	2.6	2.8	2.6	2.3	2.5	2.2	2.4
	Neutral	3.6	3.8	3.8	3.8	3.8	3.3	2.8	3.4	2.7	3.0	2.6	2.4	2.8	2.3	2.5
	Dissatisfied	3.5	3.4	3.7	3.8	3.6	3.4	3.0	3.5	2.9	3.2	2.7	2.4	2.8	2.4	2.6
	<i>Unweighted count</i>															
Royal Marines	Satisfied	5.9	5.6	5.7	5.3	6.1	1.7	1.7	2.2	2.2	2.8	1.6	1.7	2.1	2.0	2.5
	Neutral	5.2	4.6	5.0	4.8	5.3	1.9	2.0	2.6	2.5	3.2	1.8	1.9	2.4	2.3	2.9
	Dissatisfied	5.0	4.8	5.3	5.3	5.9	2.0	2.1	2.7	2.6	3.4	1.8	2.0	2.5	2.4	3.1
	<i>Unweighted count</i>															
Army	Satisfied	3.8	4.1	4.0	3.8	4.2	2.4	2.7	2.8	3.0	3.4	2.1	2.4	2.4	2.6	2.9
	Neutral	3.4	3.6	3.6	3.3	3.7	2.5	2.8	3.2	3.1	3.6	2.2	2.4	2.7	2.6	3.0
	Dissatisfied	3.4	3.8	3.5	3.5	3.9	2.7	3.0	3.4	3.2	3.8	2.3	2.6	2.9	2.7	3.2
	<i>Unweighted count</i>															
RAF	Satisfied	4.3	3.7	3.9	3.6	3.8	3.0	2.6	2.6	2.5	2.6	2.5	2.2	2.2	2.1	2.2
	Neutral	3.9	3.5	3.7	3.6	3.7	3.1	2.8	2.8	2.8	2.9	2.5	2.3	2.3	2.3	2.3
	Dissatisfied	3.8	3.6	4.1	4.0	4.1	3.3	3.0	3.1	3.0	3.2	2.6	2.5	2.6	2.5	2.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.1 What is your current personal status?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Single (never married or formed a civil partnership)	10	11	9	9	9	21	21	22	21	20	19	19	20	19	18
	Long term/established relationship (but not married or in a civil partnership)	12 **	12 **	13	14	15	24	24	23	23	24	22	22	21	21	22
	Married/in a civil partnership	73	71	73	71	71	48	48	48	50	49	52	52	53	54	53
	Separated but still legally married/in a civil partnership	2	2	2	2	2	3	3	3	3	3	3	3	3	3	3
	Divorced/Formerly in a civil partnership which is now legally dissolved	3	3	2	3	3	2	2	2	2	2	2	2	2	2	2
	Widowed/The surviving partner from a civil partnership	0.2	0.2	0.2	0.2	0.1	0.2 **	0.1	0.1 **	0.1	0.0	0.2 **	0.1 **	0.1 **	0.1	0.0
	Prefer not to say	0.5	0.4	0.2	0.5	0.5	1.2	1.3	1.3	1.7	1.5	1.1	1.1	1.1	1.5	1.3
<i>Unweighted count</i>		3 047					6 658					9 705				
Royal Navy	Single/never married	8	10	9	8	11	21	22	22	23	21	18	19	19	19	19
	Long term/established relationship (but not married or in a civil partnership)	12 **	16	14	15	17	29	30	27	30	28	25	27	24	27	26
	Married/in a civil partnership	74 **	69	72 **	70	67	44	42	44	41	43	51	48	51	47	49
	Separated but still legally married/in a civil partnership	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
	Divorced/Formerly in a civil partnership which is now legally dissolved	3	3	2	3	3	3	3	3	2	3	3	3	3	2	3
	Widowed/The surviving partner from a civil partnership	0.3	0.1	0.1	0.2	..	0.2	0.1	0.1	0.1	0.1	0.3	0.1	0.1	0.1	0.0
	Prefer not to say	0.3	0.4	0.7	0.9	0.2	0.9	1.2	1.3	2.0	1.8	0.7	1.0	1.1	1.8	1.4
<i>Unweighted count</i>		909					1 839					2 748				
Royal Marines	Single/never married	9	10	10	11	11	26	26	24	24	23	24	24	22	22	22
	Long term/established relationship (but not married or in a civil partnership)	16	18	17	15	14	33	32	32	30	30	31 **	30	30	29	28
	Married/in a civil partnership	68	66	67	70	71	36 **	37	39	40	40	40 **	40 **	42	44	44
	Separated but still legally married/in a civil partnership	1	3	3	1	2	2	2	3	3	3	2	2	3	2	3
	Divorced/Formerly in a civil partnership which is now legally dissolved	3	1	2	4 **	1	2	1 **	1	1	2	2	1 **	1	2	2
	Widowed/The surviving partner from a civil partnership	1.0	0.9	0.7	0.6	0.6	..	0.1	0.1	0.1	0.0	0.1	0.2	0.2	0.1	0.1
	Prefer not to say	1.0	0.3	0.7	..	..	1.2	1.6	1.4	1.7	1.7	1.2	1.5	1.3	1.5	1.5
<i>Unweighted count</i>		292					1 253					1 545				
Army	Single/never married	11	12	10	10	9	23	23	24	21	21	21	21	22	20	19
	Long term/established relationship (but not married or in a civil partnership)	11	11	12	13	14	23	22	21	19	23	21	20	20	18	21
	Married/in a civil partnership	73	71	74	71	71	48	48	47	52	50	51	52	52	55	54
	Separated but still legally married/in a civil partnership	2	2	2	3	2	3	3	4	3	3	3	3	4	3	3
	Divorced/Formerly in a civil partnership which is now legally dissolved	3	4	2	3	3	2	2	2	2	2	2	2	2	2	2
	Widowed/The surviving partner from a civil partnership	0.1	0.4	0.3	0.1	..	0.3	0.0	0.1	0.1	..	0.2	0.1	0.1	0.1	..
	Prefer not to say	0.5	0.5	0.1	0.4	0.5	1.4	1.5	1.3	1.7	1.5	1.3	1.4	1.1	1.5	1.3
<i>Unweighted count</i>		931					1 678					2 609				
RAF	Single/never married	9	10	10	8	8	16	15	16	17	17	14	14	14	15	15
	Long term/established relationship (but not married or in a civil partnership)	12	12	12	14	14	24	25	22	24	23	21	22	20	21	21
	Married/in a civil partnership	74	74	73	72	73	54	54	54	52	53	58	58	59	56	58
	Separated but still legally married/in a civil partnership	3	1	2	2	2	3	3	3	4	3	3	2	3	3	3
	Divorced/Formerly in a civil partnership which is now legally dissolved	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3
	Widowed/The surviving partner from a civil partnership	0.3	..	0.1	0.3	0.2	0.0	0.2	0.2	0.0	..	0.1	0.1	0.2	0.1	0.0
	Prefer not to say	0.5	0.2	..	0.3	0.6	0.9	0.6	1.3	1.3	1.2	0.8	0.5	1.0	1.1	1.0
<i>Unweighted count</i>		915					1 888					2 803				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) "Prefer not to say" option added in 2010.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.2 What is your spouse/partner's current employment situation?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	In the Armed Forces	11	12	12	12	11	10 **	11	11	10 **	13	10 **	11	11	11	12
	In full-time employment/self-employment (other than Armed Forces)	44	42 **	41 **	44	47	45	48	45	50	48	45 **	46	45 **	49	48
	In part-time employment/self-employment	24	24	25	24	25	22	20	22	20	20	22	21	22	21	21
	In voluntary (unpaid) employment	1	1	2	1	1	1	0	1	0	1	1	1	1	1	1
	Not employed (for any reason)	18 **	19 **	18 **	16	14	19 **	17	16	16	15	19 **	17 **	17	16	15
	In full-time or part-time education	2	2	2	2	2	3	4	5	4	4	3	4	4	3	4
	<i>Unweighted count</i>					2 584					4 954					7 538
Royal Navy	In the Armed Forces	11	12	13	16 **	11	13	13	13	13	15	12	13	13	14	14
	In full-time employment/self-employment (other than Armed Forces)	42 **	41 **	44	41 **	49	48	50	46	52	50	46	48	46 **	49	50
	In part-time employment/self-employment	28	27	25	27	24	23	21	22	21	20	24 **	22	23	23	21
	In voluntary (unpaid) employment	2	1	1	2	2	1	0	0	0	0	1	1	1	1	1
	Not employed	15	16	14	13	12	13 **	13 **	14 **	9	9	13 **	14 **	14 **	10	10
	In full-time or part-time education	2	2	2	2	3	3	3	5	4	5	3	3	4	4	4
	<i>Unweighted count</i>					751					1 320					2 071
Royal Marines	In the Armed Forces	5	6	4	4	4	6	7	7	6	7	6	6	7	6	7
	In full-time employment/self-employment (other than Armed Forces)	48	48	49	44	50	52	55	55	58	56	52	54	54	56	55
	In part-time employment/self-employment	30	27	26	29	29	21	21	22	21	22	22	22	22	23	23
	In voluntary (unpaid) employment	1	0	2	0	..	1	1	1	1	..	1	1	1	1	..
	Not employed	15	17	16	19	15	14 **	12 **	10	10	9	14 **	13 **	11	11	10
	In full-time or part-time education	2	1	2	3	3	6	5	5	4	5	5	4	4	4	5
	<i>Unweighted count</i>					247					883					1 130
Army	In the Armed Forces	8	9	9	9	9	8 **	9	10	9	12	8 **	9	10	9	11
	In full-time employment/self-employment (other than Armed Forces)	45	45	42 **	49	50	42	45	43	47	45	43	45	42	47	46
	In part-time employment/self-employment	23	22	25	22	25	22	21	22	20	20	22	21	23	20	21
	In voluntary (unpaid) employment	2	1	2	1	1	1	0	1	1	1	1	0	1	1	1
	Not employed	21 **	21 **	19 **	18 **	13	23 **	21	18	20	18	23 **	21 **	19	19	17
	In full-time or part-time education	2	2	3	1	2	3	4	6	4	4	3	4	5	3	4
	<i>Unweighted count</i>					793					1 278					2 071
RAF	In the Armed Forces	18	16	17	17	17	12	14	13	12	14	13	14	14	13	14
	In full-time employment/self-employment (other than Armed Forces)	43	38	38	39	40	49	51	50	52	50	48	48	47	49	48
	In part-time employment/self-employment	23	26	23	24	24	22	19	21	18	21	22	20	21	20	22
	In voluntary (unpaid) employment	1	2	1	1	1	0	0	0	0	0	0	1	1	1	1
	Not employed	14	18	19	15	16	14	12	14	14	12	14	13	15	14	13
	In full-time or part-time education	2	1	2	3	2	2	3	3	3	3	2	3	2	3	3
	<i>Unweighted count</i>					793					1 473					2 266

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Filtered on those respondents who indicated they were married/in a civil partnership or in a long-term relationship (see A247). (2) Minor wording change in 2011 to option 4. (3) Wording change in 2012 to options 2 & 3 i.e. self-employment added.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.3 Do you have any children whom you support financially?

Percentages

		Officer					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Yes	60	59	62	59	61	49 **	48 **	49	50	51	51 **	50 **	52	52	53		
	No	40	41	38	41	39	51 **	52 **	51	50	49	49 **	50 **	48	48	47		
	<i>Unweighted count</i>						3 047						6 659						9 706
Royal Navy	Yes	62	58	58	59	59	45	46	45	44	47	49	49	48	47	50		
	No	38	42	42	41	41	55	54	55	56	53	51	51	52	53	50		
	<i>Unweighted count</i>						909						1 840						2 749
Royal Marines	Yes	60	59	60	62	65	39 **	40	43	44	44	41 **	42 **	45	46	46		
	No	40	41	40	38	35	61 **	60	57	56	56	59 **	58 **	55	54	54		
	<i>Unweighted count</i>						289						1 254						1 543
Army	Yes	61	59	65	59	61	49 **	49 **	50	53	54	51 **	51 **	52	54	55		
	No	39	41	35	41	39	51 **	51 **	50	47	46	49 **	49 **	48	46	45		
	<i>Unweighted count</i>						933						1 680						2 613
RAF	Yes	58	62	61	59	61	51	49	52	49	49	53	51	54	51	52		
	No	42	38	39	41	39	49	51	48	51	51	47	49	46	49	48		
	<i>Unweighted count</i>						916						1 885						2 801

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.4 If you have any children whom you support financially, how many children do you have UNDER 5 YEARS...

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	0 children	76 **	77	76 **	77	79	71	74	72	73	73	72	74	73	73	74
	1 child	16	15	15	16	14	20	20	21	20	21	19	19	20	19	20
	2 children	8	7	8	7	6	8 **	6	6	7 **	5	8 **	6	7	7 **	6
	3 children	0.7	0.8	0.6	0.4	0.4	0.7	0.4	0.5	0.4	0.5	0.7	0.5	0.5	0.4	0.5
	4 or more children	0.1	..	..	..	..	0.1	0.0	0.0	0.1	0.1	0.1	0.0	0.0	0.0	0.0
	<i>Unweighted count</i>					3 018					6 538					9 556
Royal Navy	0 children	77	76	76	74 **	79	76	78	75	79	77	76	77	75	77	78
	1 child	16	17	15	18	15	17	16	19	16	17	17	16	18	16	16
	2 children	7	7	8 **	8	5	7	5	6	5	5	7	6	6	6	5
	3 children	0.3	0.6	0.6	0.5	0.6	0.5	0.4	0.3	0.2	0.4	0.4	0.5	0.4	0.3	0.5
	4 or more children	..	..	..	..	..	0.0	..	..	0.0	0.1	0.0	..	..	0.0	0.0
	<i>Unweighted count</i>					906					1 809					2 715
Royal Marines	0 children	79	76	76	78	73	76	78	75	75	76	76	78	76	76	76
	1 child	15	15	16	14	19	17	15	18	18	18	17	15 **	18	17	18
	2 children	6	8	8	7	7	7	6	6	6	5	7	6	6	6	6
	3 children	..	1.3	0.3	0.3	0.3	0.4	0.8	0.4	0.5	0.7	0.4	0.8	0.4	0.5	0.7
	4 or more children	0.3	..	..	..	..	0.1	..	0.1	0.0	..	0.1	..	0.1	0.0	..
	<i>Unweighted count</i>					285					1 218					1 503
Army	0 children	76 **	79	76 **	78	81	69	72	71	70	69	70	73	72	71	71
	1 child	14	12	16	15	12	21	21	22	22	25	20	20	21	21	22
	2 children	9	8	7	6	6	8 **	6	7	8 **	6	8 **	7	7	8 **	6
	3 children	0.6	0.9	0.7	0.5	0.2	0.8	0.4	0.6	0.4	0.6	0.8	0.5	0.6	0.4	0.5
	4 or more children	0.2	..	..	..	..	0.1	0.1	..	0.1	0.1	0.1	0.1	..	0.1	0.1
	<i>Unweighted count</i>					920					1 644					2 564
RAF	0 children	74	76	75	76	76	73 **	75	74	75	77	73 **	75	74	75	77
	1 child	17	17	15	17	16	20	19	20	18	18	19	19	19	18	17
	2 children	8	7	9	7	7	6	6	6	6	5	7	6	6	6	6
	3 children	1.1	0.7	0.4	0.1	0.5	0.6	0.2	0.4	0.7	0.5	0.7	0.3	0.4	0.6	0.5
	4 or more children	..	..	..	..	..	0.1	..	0.1	..	..	0.1	..	0.0	..	..
	<i>Unweighted count</i>					907					1 867					2 774

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Minor wording change in 2012.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.5 If you have any children whom you support financially, how many children do you have BETWEEN 5 AND 17 YEARS...

Percentages

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	0 children	62	63 **	60	62	59	71 **	73 **	69 **	67	66	69 **	71 **	67 **	66	65
	1 child	16	16	19	16	16	15	14 **	16	16	16	15	14 **	16	16	16
	2 children	18	16 **	17	17	19	11 **	10 **	11 **	13	13	12 **	11 **	12 **	13	14
	3 children	3	4	3 **	4	5	3	3	3	3	3	3	3	3	3	4
	4 or more children	1	1	1	1	1	1	1 **	1	1	1	1	1 **	1	1	1
	<i>Unweighted count</i>					3 018					6 538					9 556
Royal Navy	0 children	60	64	64	63	61	72 **	73 **	73 **	71	68	69	71 **	71 **	69	67
	1 child	17	15	17	16	17	15	13 **	14	14	16	16	13 **	15	14	16
	2 children	19	16	16	17	18	10	11	10	11	12	12	12	11	12	13
	3 children	3	4	3	4	4	3	3	3	3	3	3	3	3	3	3
	4 or more children	1	0	1	1	1	1	1	1	1	1	1	1	1	1	1
	<i>Unweighted count</i>					906					1 809					2 715
Royal Marines	0 children	59	64	62	58	57	79 **	79 **	75	73	73	77 **	77 **	74	71	71
	1 child	14	16	12	16	16	11	11	13	14	13	11 **	12	13	15	14
	2 children	21	16	21	19	19	8 **	7 **	9	9	11	9 **	8 **	10	11	12
	3 children	5	3	4	5	6	1	2	2	2	2	2 **	2	2	3	3
	4 or more children	1	1	1	2	1	1	0	1	1	1	1	0	1	1	1
	<i>Unweighted count</i>					285					1 218					1 503
Army	0 children	62	63	58	61	58	71 **	73 **	69 **	65	64	69 **	71 **	67 **	65	63
	1 child	15	16	20 **	16	16	15	14	16	17	17	15	14	17	17	17
	2 children	18	16	18	17	19	10 **	9 **	11 **	14	14	11 **	10 **	12 **	14	15
	3 children	4	4	3	5	5	3	3	3	3	4	3	3	3	4	4
	4 or more children	1	1	1	1	2	1	1	1	1	2	1	1 **	1	1	2
	<i>Unweighted count</i>					920					1 644					2 564
RAF	0 children	66	63	61	64	61	69	71 **	67	68	66	68	70 **	65	67	65
	1 child	15	18	18	16	17	15	15	17	16	17	15	16	17	16	17
	2 children	15	15	16	17	18	13	10	13	12	12	14	12 **	13	13	14
	3 children	3	3	4	3	4	2	3	3	3	3	2	3	3	3	3
	4 or more children	1	0	0	0	0	1	0	1	1	1	1	0	1	1	1
	<i>Unweighted count</i>					907					1 867					2 774

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.6 If you have any children whom you support financially, how many children do you have 18 YEARS AND OVER...

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	0 children	86	87	84	86	85	95	96	95	95	95	94 **	94 **	93	93	93
	1 child	8	7	9	8	8	3	3	3	4	4	4	4	4	4	5
	2 children	4	5	5	5	6	1	1	1	1	1	2	2	2	2	2
	3 children	1.2	0.9	1.0	1.0	0.9	0.2	0.2	0.4	0.2	0.2	0.4	0.4	0.5	0.4	0.4
	4 or more children	0.3	0.2	0.2	0.2	0.3	0.1	0.0	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
	<i>Unweighted count</i>					3 018					6 538					9 556
Royal Navy	0 children	86	89	87	88	85	94	94	93	93	93	92	93	92	92	91
	1 child	8	5 **	7	6	8	4	4	5	5	5	5	4	5	5	5
	2 children	5	5	5	5	5	2	2	2	2	2	3	3	2	3	3
	3 children	1.3	1.1	1.1	1.2	0.8	0.3	0.3	0.3	0.5	0.2	0.5	0.5	0.5	0.7	0.3
	4 or more children	0.3	0.4	0.1	0.1	0.2	0.2	0.1	0.1	0.2	0.1	0.2	0.2	0.1	0.2	0.2
	<i>Unweighted count</i>					906					1 809					2 715
Royal Marines	0 children	88	88	88	85	86	97 **	96	95	95	96	96 **	96	95	94	94
	1 child	8	5	6	9	8	2	3	3	3	3	3	3	4	4	4
	2 children	4	5	5	5	5	1	1	1	1	1	1	1	1	2	2
	3 children	1.0	1.6	1.2	1.2	1.0	0.1	0.2	0.3	0.1	0.2	0.2	0.3	0.4	0.2	0.3
	4 or more children	..	..	..	..	..	..	0.0	..	0.1	0.0	..	0.0	..	0.1	0.0
	<i>Unweighted count</i>					285					1 218					1 503
Army	0 children	85	86	82	85	85	96	97	96	96	96	95	95	93	94	94
	1 child	9	9	11	8	9	2	2	3	3	3	3	3	4	4	4
	2 children	5	4	6	6	6	1	1	1	1	1	2	1	2	2	2
	3 children	0.8	0.7	0.9	0.8	0.9	0.1	0.2	0.4	0.2	0.2	0.2	0.3	0.5	0.3	0.4
	4 or more children	0.3	0.2	0.2	0.3	0.4	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1
	<i>Unweighted count</i>					920					1 644					2 564
RAF	0 children	88	87	87	87	86	93	94	93	94	93	92	92	92	92	92
	1 child	7	7	7	7	8	4	4	4	4	4	5	5	5	5	5
	2 children	3 **	5	5	5	5	2	2	2	2	2	2	2	2	3	3
	3 children	1.7	0.9	1.1	1.0	1.0	0.4	0.3	0.7 **	0.3	0.2	0.7	0.4	0.8	0.4	0.4
	4 or more children	0.2	0.2	0.5	0.2	0.2	0.1	0.0	0.2	0.1	0.1	0.1	0.1	0.2	0.1	0.1
	<i>Unweighted count</i>					907					1 867					2 774

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.7 Do any of your children live with you?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	83	82	81	82	83	77	78	77	78	77	79	79	78	79	79
	Shared access	1	1	1	2	2	2	2	3	3	3	2	2	2	2	2
	Weekends / holidays only	9	11	12	10	10	8	8	9	10	10	9	9	9	10	10
	No	6	6	6	6	5	12	11	11	9	9	10 **	10	10	8	8
	N/A	0.3	0.3	0.4	0.5	0.3	0.7	0.7	0.7	1.0	0.7	0.6	0.6	0.7	0.9	0.6
	<i>Unweighted count</i>					1 857					3 618					5 475
Royal Navy	Yes	82	85	84	84	84	79	78	80	80	81	80	80	81	81	81
	Shared access	2	1	1	2	2	3	3	3	4	4	2	2	3	4	3
	Weekends / holidays only	10	10	10	9	9	9	9	8	8	9	9	10	9	8	9
	No	5	3	4	4	5	8	9	8	7	6	7	7	7	6	6
	N/A	0.2	0.6	0.2	0.6	0.6	0.9	0.4	0.7	0.9	0.5	0.7	0.4	0.6	0.8	0.5
	<i>Unweighted count</i>					528					932					1 460
Royal Marines	Yes	80	78 **	88	86	87	77	78	77	79	78	78	78	79	80	79
	Shared access	1	1	2	..	1	3	3	4	3	5	2	2	3	3	4
	Weekends / holidays only	12	14 **	8	10	8	8	8	7	8	8	8	9	7	8	8
	No	7	6	3	3	4	11	11	11	9	9	10	10	10	8	8
	N/A	0.6	0.6	..	..	0.5	1.0	0.9	0.8	0.7	0.4	1.0	0.8	0.6	0.6	0.4
	<i>Unweighted count</i>					194					613					807
Army	Yes	82	80	80	82	84	76	77	75	76	75	77	78	76	77	77
	Shared access	2	1	1	1	2	2	1	3	2	2	2	1	3	2	2
	Weekends / holidays only	9	11	12	10	10	8	8	9	10	11	8	9	9	10	11
	No	7	7	6	7	4	14	13	13	10	11	12	12	11	10	10
	N/A	0.4	0.2	0.6	0.6	0.2	0.6	0.8	0.8	1.2	1.0	0.6	0.7	0.8	1.1	0.8
	<i>Unweighted count</i>					574					1 058					1 632
RAF	Yes	86 **	83	80	82	80	80	82	81	81	83	82	82	81	81	82
	Shared access	1	1	1	2	2	2	2	2	2	4	2	2	2	2	3
	Weekends / holidays only	9	11	13	10	11	8	7	9	10	9	8	8	10	10	9
	No	4	5	6	5	6	8 **	8 **	8	7	5	7	8	7	6	5
	N/A	0.2	..	0.2	0.2	0.2	0.6	0.6	0.6	0.5	0.1	0.5	0.5	0.5	0.4	0.1
	<i>Unweighted count</i>					561					1 015					1 576

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Filtered on those who indicated they have children whom they support financially (see A253). (2) All services in 2011-12 asked to tick only one box. (3) RN/RM/RAF options different for 2007-2008 (4) Army options differ for 2007-2009.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.8 If you have a child or children living with you, do you consider yourself to be a lone/single parent?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	3	3	3	4	4	6	6	6	6	5	5	5	6	5	
	No	92	91	92	92	91	83	85	85	83	86	85	86	87	85	
	N/A	5	6	5	5	5	11	9	9	11	9	9	9	8	10	
	<i>Unweighted count</i>	1 557					2 976					4 533				
Royal Navy	Yes	3	3	2	5	3	5	6	7	6	7	4	5	6	6	
	No	92	92	94	92	94	84	86	87	86	84	86	88	89	88	
	N/A	6	5	4	3	3	11	8	5 **	8	9	10	7	5	6	
	<i>Unweighted count</i>	448					780					1 228				
Royal Marines	Yes	3	1	3	1	1	3	4	3	5	4	3	3	3	5	
	No	94	93	93	95	94	88	89	90	87	90	89	90	90	88	
	N/A	3	6	4	4	5	9	7	7	8	6	8	7	7	7	
	<i>Unweighted count</i>	168					501					669				
Army	Yes	3	4	3	3	5	7	5	6	6	4	6	5	6	6	
	No	91	89	90	91	88	82	85	83	80 **	86	84	85	85	82 **	
	N/A	6	7	7	6	7	11	10	10	14	10	10	10	10	12	
	<i>Unweighted count</i>	482					820					1 302				
RAF	Yes	4	2	3	4	3	5	7	6	6	6	5	6	5	6	
	No	93	92	93	92	92	86	86	87	87	86	88	87	88	89	
	N/A	3	6	4	5	4	9	7	7	6	8	7	7	6	6	
	<i>Unweighted count</i>	459					875					1 334				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Filtered on those answering 'yes' to A253 and either 'yes' or 'shared access' to A260. (2) Not asked in 2007 and 2008. (3) Not asked of Army prior to 2015.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.9 If you require childcare, how satisfied are you with the locally provided childcare facilities?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	59	55	54	56	54	48	46	45	45	46	50	48	47	47	47
	Neutral	20	21	20	22	22	25	24	26	27	27	24	23	24	26	26
	Dissatisfied	21	24	26	22	25	28	30	29	28	28	26	29	29	27	27
	<i>Unweighted count</i>					772					1 660					2 432
Royal Navy	Satisfied	63	58	62	62	59	52	47	49	50	49	55	50	52	53	51
	Neutral	18	22	23	26	25	27	26	28	29	27	25	25	27	28	26
	Dissatisfied	18	19	15	12	17	22	26	22	21	24	21	24	21	18	22
	<i>Unweighted count</i>					224					447					671
Royal Marines	Satisfied	55	54	53	48	54	46	41	43	46	41	47	43	45	46	43
	Neutral	24	17	21	29	24	28	29	28	26	29	28	27	27	26	28
	Dissatisfied	21	29	26	23	22	25	30	29	28	30	25	30	29	28	29
	<i>Unweighted count</i>					79					276					355
Army	Satisfied	58	49	50	52	48	44	42	39	42	43	46	43	41	43	44
	Neutral	22	24	18	23	22	26	26	27	29	29	25	26	26	28	27
	Dissatisfied	19 **	27	32	25	30	30	32	34	30	28	29	31	34	29	29
	<i>Unweighted count</i>					225					464					689
RAF	Satisfied	56	61	56	58	60	56	55	57	51	51	56	57	57	53	53
	Neutral	18	16	21	17	19	19	17	19	22	21	19	17	20	21	20
	Dissatisfied	26	24	23	25	21	25	28	24	27	29	25	27	23	27	27
	<i>Unweighted count</i>					244					473					717

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Filtered on those answering 'yes' to A253 and either 'yes' or 'shared access' to A260. (2) New question in 2015. (3) N/A response option has been excluded from this analysis.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.10 Do you have caring responsibilities for infirm or elderly adults?

		Officer					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Yes	5	6	6	5	5	6	6	6	7	7	6	6	6	7	6		
	No	95	94	94	95	95	94	94	94	93	93	94	94	94	93	94		
	<i>Unweighted count</i>						3 033						6 611						9 644
Royal Navy	Yes	6	6	6	5	6	5	5	5	4	4	5	5	5	5	5		
	No	94	94	94	95	94	95	95	95	96	96	95	95	95	95	95		
	<i>Unweighted count</i>						906						1 828						2 734
Royal Marines	Yes	4	3	5	4	3	3	3	4	4	4	3	3	4	4	4		
	No	96	97	95	96	97	97	97	96	96	96	97	97	96	96	96		
	<i>Unweighted count</i>						291						1 241						1 532
Army	Yes	5	5	6	5	6	8	8	7	9	8	8	7	7	9	8		
	No	95	95	94	95	94	92	92	93	91	92	92	93	93	91	92		
	<i>Unweighted count</i>						926						1 664						2 590
RAF	Yes	5	6 **	5	5	4	3	4	4	4	4	4	5	4	4	4		
	No	95	94 **	95	95	96	97	96	96	96	96	96	95	96	96	96		
	<i>Unweighted count</i>						910						1 878						2 788

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Not asked in 2007-2009.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.11 If you have been declined credit in the last 12 months, what was the reason for this?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Failed credit check	8 **	6	5	6	4	17	17	14	15	14	17 **	16	13	14	13
	Lack of UK credit history	11	9	10	9	8	11 **	9 **	9 **	7	5	11 **	9 **	9 **	7	6
	Too many address moves	41 **	37 **	32	33	29	20	18	19	16	17	22 **	20	21	18	18
	Don't know	14 **	18	19	22	23	28	29	27	33	31	27	28	26	32	30
	Prefer not to say	7 **	10	12	9	12	16	17	19	17	18	15	16	18	16	17
	Other	19	20	20	21	24	9 **	11 **	12	13	15	9 **	12 **	13 **	14	16
	<i>Unweighted count</i>					504					2 064					2 568
Royal Navy	Failed credit check	10	11	8	10	7	18	21	17	15	16	17	20 **	16	15	15
	Lack of UK credit history	12 **	6	6	6	3	7	5	5	5	5	8	5	5	5	4
	Too many address moves	30	24	24	26	19	13	13	11	11	11	15	14	12	13	12
	Don't know	15	15	27	23	22	28	27	31	32	33	27	26	31	31	31
	Prefer not to say	9	8 **	16	8 **	19	17	18	22	20	19	16	17	22	19	19
	Other	23	35	19	27	30	15	16	14	17	17	16	18	14	18	19
	<i>Unweighted count</i>					124					516					640
Royal Marines	Failed credit check	12	9	11	5	5	18	16	16	16	14	18	16	15	15	13
	Lack of UK credit history	6	5	2	4	4	7 **	7	5	8	4	7 **	7	5	7	4
	Too many address moves	31	37	26	25	30	15	13	13	15	13	16	14	14	16	15
	Don't know	13	31	19	25	25	34	34	28 **	32	37	33	34	28 **	31	36
	Prefer not to say	13	9	19	20	14	18	21	24	21	19	18	20	24	21	18
	Other	25	9	23	22	21	7 **	9	14	9	13	8 **	9	14	10	14
	<i>Unweighted count</i>					50					305					355
Army	Failed credit check	8	6	4	6	3	17	17	14	15	14	16	16	13	14	13
	Lack of UK credit history	13	9	13	10	9	13 **	10 **	10	8	6	13 **	10 **	10	8	7
	Too many address moves	42	40	35	36	31	19	18	20	16	18	21	20	22	17	19
	Don't know	14	18	19	21	23	28	29	26	34	31	27	28	25	33	30
	Prefer not to say	6	11	12	9	12	15	17	19	16	18	15	17	18	15	17
	Other	17	16	18	18	22	7 **	9 **	10	11	13	8 **	9 **	11	12	14
	<i>Unweighted count</i>					188					715					903
RAF	Failed credit check	9	6	7	4	7	18	15	13	14	14	17	14	12	12	13
	Lack of UK credit history	5	11	8	8	7	5	4	5	5	3	5	5	6	5	3
	Too many address moves	46 **	36	30	31	28	28 **	21	24 **	23	18	31 **	23	25 **	24	19
	Don't know	13 **	18	17	24	25	25	28	29	26	30	23	27	27	26	29
	Prefer not to say	9	7	12	11	9	14	14	14	17	16	13	13	13	16	15
	Other	19	22	26	23	24	10 **	17	15	16	19	11 **	18	17	17	20
	<i>Unweighted count</i>					142					528					670

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Similar to A546 prior to 2015 but substantial wording change required new question.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.12 Do you currently have personal debt levels that concern you?

		Officer					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Yes	6	7	7	7	7	11	11	12	13	13	10	10	11	12	12		
	No	94	93	93	93	93	89	89	88	87	87	90	90	89	88	88		
	<i>Unweighted count</i>						3 043						6 591						9 634
Royal Navy	Yes	7	8	8	7	6	9 **	11	14	12	13	9 **	10	13	11	11		
	No	93	92	92	93	94	91 **	89	86	88	87	91 **	90	87	89	89		
	<i>Unweighted count</i>						908						1 825						2 733
Royal Marines	Yes	7	8	10	7	10	12	12	12	12	10	12	12	12	12	10		
	No	93	92	90	93	90	88	88	88	88	90	88	88	88	88	90		
	<i>Unweighted count</i>						290						1 230						1 520
Army	Yes	6	6	6	6	8	12	11	12	14	13	11	11	11	13	12		
	No	94	94	94	94	92	88	89	88	86	87	89	89	89	87	88		
	<i>Unweighted count</i>						931						1 658						2 589
RAF	Yes	6	7	7	7	6	11	10 **	12	11	13	10	9	11	10	11		
	No	94	93	93	93	94	89	90 **	88	89	87	90	91	89	90	89		
	<i>Unweighted count</i>						914						1 878						2 792

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.1 What is your current personal status?

	Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%					
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	
Tri-Service	Single (never married or formed a civil partnership)	1.4	1.5	1.4	1.3	1.4	1.5	1.6	1.8	1.7	1.9	1.2	1.3	1.5	1.4	1.6
	Long term/established relationship (but not married or in a civil partnership)	1.4	1.5	1.5	1.5	1.7	1.5	1.6	1.8	1.6	1.9	1.3	1.3	1.5	1.4	1.6
	Married/in a civil partnership	1.9	2.0	2.0	2.0	2.1	1.6	1.7	1.9	1.8	2.0	1.3	1.5	1.6	1.5	1.7
	Separated but still legally married/in a civil partnership	0.7	0.7	0.6	0.7	0.7	0.6	0.6	0.7	0.6	0.7	0.5	0.5	0.6	0.5	0.5
	Divorced/Formerly in a civil partnership which is now legally dissolved	0.7	0.8	0.7	0.8	0.8	0.5	0.5	0.4	0.5	0.5	0.4	0.4	0.4	0.4	0.4
	Widowed/The surviving partner from a civil partnership	0.2	0.2	0.2	0.2	0.1	0.2	0.1	0.1	0.1	0.0	0.2	0.1	0.1	0.1	0.0
	Prefer not to say	0.3	0.3	0.2	0.3	0.3	0.4	0.5	0.5	0.5	0.5	0.4	0.4	0.4	0.4	0.4
	<i>Unweighted count</i>															
Royal Navy	Single/never married	2.2	2.3	2.2	2.1	2.3	2.6	2.3	2.8	2.3	2.4	2.1	1.8	2.2	1.8	1.9
	Long term/established relationship (but not married or in a civil partnership)	2.5	2.8	2.7	2.7	2.7	2.9	2.6	3.0	2.5	2.7	2.3	2.1	2.4	2.0	2.1
	Married/in a civil partnership	3.2	3.4	3.4	3.3	3.3	2.7	2.5	2.8	2.3	2.6	2.2	2.1	2.3	1.9	2.1
	Separated but still legally married/in a civil partnership	1.0	1.1	1.0	1.0	1.0	0.9	0.8	0.8	0.7	0.8	0.7	0.7	0.7	0.6	0.7
	Divorced/Formerly in a civil partnership which is now legally dissolved	1.3	1.3	1.2	1.4	1.3	0.9	0.9	1.0	0.7	0.9	0.8	0.7	0.8	0.6	0.8
	Widowed/The surviving partner from a civil partnership	0.4	0.2	0.3	0.4	..	0.3	0.1	0.3	0.2	0.1	0.2	0.1	0.2	0.2	0.1
	Prefer not to say	0.4	0.5	0.7	0.7	0.3	0.6	0.6	0.7	0.8	0.8	0.5	0.5	0.6	0.6	0.6
	<i>Unweighted count</i>															
Royal Marines	Single/never married	3.2	3.3	3.5	3.4	3.9	1.6	1.8	2.2	2.1	2.8	1.5	1.6	2.0	1.9	2.5
	Long term/established relationship (but not married or in a civil partnership)	3.9	4.0	4.2	3.7	4.2	1.8	1.9	2.5	2.4	3.0	1.7	1.8	2.2	2.1	2.7
	Married/in a civil partnership	4.9	4.6	5.0	4.6	5.2	1.6	1.8	2.3	2.2	2.9	1.5	1.6	2.1	2.0	2.6
	Separated but still legally married/in a civil partnership	1.3	2.0	1.7	0.8	1.9	0.5	0.6	0.8	0.8	0.9	0.5	0.6	0.7	0.7	0.9
	Divorced/Formerly in a civil partnership which is now legally dissolved	2.0	1.3	1.3	2.0	1.3	0.4	0.4	0.6	0.5	1.0	0.4	0.4	0.5	0.5	0.9
	Widowed/The surviving partner from a civil partnership	1.2	1.1	0.9	0.8	0.8	..	0.1	0.2	0.1	0.1	0.1	0.1	0.2	0.1	0.1
	Prefer not to say	1.2	0.7	0.9	..	..	0.4	0.5	0.6	0.7	0.8	0.4	0.5	0.5	0.6	0.7
	<i>Unweighted count</i>															
Army	Single/never married	2.3	2.5	2.3	2.2	2.4	2.2	2.5	2.9	2.7	3.2	1.9	2.2	2.4	2.3	2.7
	Long term/established relationship (but not married or in a civil partnership)	2.3	2.4	2.5	2.5	2.8	2.2	2.5	2.8	2.6	3.2	1.9	2.2	2.3	2.2	2.7
	Married/in a civil partnership	3.1	3.4	3.2	3.2	3.5	2.4	2.7	3.0	2.8	3.4	2.1	2.4	2.6	2.4	2.9
	Separated but still legally married/in a civil partnership	1.1	1.1	1.1	1.1	1.2	0.9	1.0	1.2	1.0	1.1	0.8	0.8	1.0	0.9	0.9
	Divorced/Formerly in a civil partnership which is now legally dissolved	1.2	1.5	1.1	1.3	1.4	0.6	0.7	0.7	0.7	0.7	0.6	0.6	0.6	0.6	0.6
	Widowed/The surviving partner from a civil partnership	0.2	0.5	0.4	0.2	..	0.3	0.1	0.1	0.1	..	0.2	0.1	0.1	0.1	..
	Prefer not to say	0.5	0.6	0.3	0.5	0.6	0.7	0.8	0.8	0.9	0.9	0.6	0.7	0.6	0.7	0.7
	<i>Unweighted count</i>															
RAF	Single/never married	2.3	2.2	2.4	2.1	2.1	2.4	2.1	2.3	2.2	2.3	1.9	1.7	1.8	1.8	1.8
	Long term/established relationship (but not married or in a civil partnership)	2.5	2.4	2.6	2.7	2.8	2.7	2.4	2.5	2.4	2.5	2.2	2.0	2.1	2.0	2.1
	Married/in a civil partnership	3.5	3.2	3.5	3.4	3.5	2.8	2.6	2.7	2.6	2.7	2.3	2.2	2.3	2.2	2.2
	Separated but still legally married/in a civil partnership	1.3	0.8	1.2	1.1	1.0	1.0	0.8	1.0	1.0	1.0	0.8	0.7	0.8	0.9	0.8
	Divorced/Formerly in a civil partnership which is now legally dissolved	1.1	1.2	1.4	1.3	1.3	1.0	0.9	0.9	0.8	0.9	0.8	0.7	0.7	0.7	0.7
	Widowed/The surviving partner from a civil partnership	0.5	..	0.2	0.4	0.3	0.1	0.2	0.3	0.1	..	0.1	0.1	0.2	0.1	0.1
	Prefer not to say	0.6	0.3	..	0.5	0.6	0.6	0.4	0.7	0.7	0.7	0.5	0.3	0.5	0.5	0.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.2 What is your spouse/partner's current employment situation?

	Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%					
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	
Tri-Service	In the Armed Forces	1.5	1.7	1.7	1.6	1.6	1.2	1.4	1.5	1.3	1.7	1.0	1.1	1.2	1.1	1.4
	In full-time employment/self-employment (other than Armed Forces)	2.4	2.6	2.5	2.4	2.6	2.0	2.3	2.4	2.2	2.5	1.7	1.9	1.9	1.8	2.0
	In part-time employment/self-employment	2.1	2.2	2.2	2.1	2.2	1.6	1.8	1.9	1.7	2.0	1.4	1.5	1.6	1.4	1.6
	In voluntary (unpaid) employment	0.6	0.6	0.7	0.5	0.5	0.4	0.2	0.5	0.2	0.5	0.3	0.2	0.4	0.2	0.4
	Not employed (for any reason)	1.9	2.1	2.0	1.8	1.8	1.7	1.8	1.8	1.8	1.9	1.4	1.5	1.5	1.4	1.5
	In full-time or part-time education	0.6	0.7	0.8	0.7	0.8	0.8	1.0	1.2	0.9	1.1	0.6	0.8	0.9	0.7	0.9
	<i>Unweighted count</i>															
Royal Navy	In the Armed Forces	2.7	2.9	3.0	3.1	2.7	2.6	2.4	2.8	2.3	2.6	2.0	1.9	2.2	1.9	2.0
	In full-time employment/self-employment (other than Armed Forces)	4.1	4.3	4.4	4.2	4.3	3.7	3.5	4.0	3.3	3.5	2.9	2.8	3.1	2.6	2.8
	In part-time employment/self-employment	3.6	3.9	3.8	3.7	3.7	2.9	2.8	3.1	2.5	2.7	2.4	2.3	2.5	2.1	2.2
	In voluntary (unpaid) employment	1.1	0.9	1.0	1.0	1.1	0.5	0.5	0.4	0.3	0.4	0.5	0.4	0.4	0.3	0.4
	Not employed	3.0	3.3	3.1	2.8	2.8	2.4	2.3	2.7	1.8	2.0	1.9	1.9	2.1	1.5	1.7
	In full-time or part-time education	1.1	1.1	1.2	1.2	1.4	1.5	1.3	1.8	1.4	1.6	1.1	1.0	1.4	1.1	1.3
	<i>Unweighted count</i>															
Royal Marines	In the Armed Forces	3.0	3.0	2.7	2.6	2.9	1.3	1.5	1.9	1.6	2.2	1.2	1.4	1.6	1.4	1.9
	In full-time employment/self-employment (other than Armed Forces)	6.5	6.5	6.3	6.2	6.6	2.6	2.9	3.3	3.2	4.1	2.4	2.7	3.0	2.9	3.6
	In part-time employment/self-employment	6.1	5.7	5.5	5.6	5.8	2.1	2.3	2.6	2.6	3.2	2.0	2.1	2.4	2.4	2.9
	In voluntary (unpaid) employment	1.2	0.7	1.9	0.7	..	0.5	0.5	0.6	0.5	..	0.4	0.4	0.6	0.5	..
	Not employed	4.7	4.9	4.8	4.8	4.5	1.8	1.9	2.0	2.0	2.3	1.7	1.8	1.8	1.8	2.0
	In full-time or part-time education	1.7	1.5	2.0	2.2	2.4	1.3	1.3	1.5	1.4	2.0	1.1	1.1	1.4	1.2	1.7
	<i>Unweighted count</i>															
Army	In the Armed Forces	2.1	2.7	2.5	2.3	2.6	1.7	2.1	2.3	2.1	2.8	1.5	1.8	1.9	1.8	2.3
	In full-time employment/self-employment (other than Armed Forces)	4.0	4.6	4.2	4.1	4.4	3.1	3.7	3.9	3.6	4.1	2.6	3.1	3.2	3.0	3.4
	In part-time employment/self-employment	3.3	3.8	3.6	3.4	3.8	2.5	2.9	3.1	2.7	3.2	2.1	2.5	2.6	2.3	2.7
	In voluntary (unpaid) employment	1.0	0.9	1.2	0.9	0.8	0.7	0.3	0.9	0.4	0.8	0.6	0.3	0.7	0.4	0.7
	Not employed	3.2	3.8	3.3	3.1	2.9	2.6	3.0	3.1	2.9	3.2	2.2	2.6	2.5	2.4	2.6
	In full-time or part-time education	1.0	1.4	1.3	0.9	1.3	1.2	1.7	2.0	1.5	1.9	1.0	1.4	1.6	1.2	1.5
	<i>Unweighted count</i>															
RAF	In the Armed Forces	3.3	3.1	3.4	3.2	3.2	2.3	2.3	2.3	2.2	2.4	1.9	1.9	1.9	1.8	1.9
	In full-time employment/self-employment (other than Armed Forces)	4.4	4.1	4.3	4.1	4.2	3.5	3.3	3.4	3.3	3.4	2.8	2.7	2.8	2.7	2.7
	In part-time employment/self-employment	3.8	3.6	3.7	3.6	3.7	2.8	2.5	2.7	2.5	2.7	2.3	2.1	2.2	2.1	2.2
	In voluntary (unpaid) employment	0.8	1.1	0.9	0.8	0.9	0.4	0.3	0.5	0.4	0.4	0.4	0.4	0.4	0.4	0.4
	Not employed	3.2	3.2	3.4	3.0	3.1	2.4	2.1	2.4	2.3	2.2	2.0	1.8	2.0	1.9	1.8
	In full-time or part-time education	1.2	1.0	1.1	1.5	1.3	1.2	1.3	1.2	1.2	1.2	1.0	1.0	1.0	1.0	1.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.3 Do you have any children whom you support financially?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	2.1	2.2	2.2	2.1	2.3	1.6	1.7	1.9	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	No	2.1	2.2	2.2	2.1	2.3	1.6	1.7	1.9	1.8	2.1	1.4	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															
Royal Navy	Yes	3.5	3.6	3.6	3.5	3.5	2.8	2.6	2.9	2.4	2.6	2.3	2.1	2.4	2.0	2.2
	No	3.5	3.6	3.6	3.5	3.5	2.8	2.6	2.9	2.4	2.6	2.3	2.1	2.4	2.0	2.2
	<i>Unweighted count</i>															
Royal Marines	Yes	4.9	4.7	4.9	4.7	5.3	1.7	1.8	2.3	2.2	2.8	1.6	1.7	2.1	2.0	2.6
	No	4.9	4.7	4.9	4.7	5.3	1.7	1.8	2.3	2.2	2.8	1.6	1.7	2.1	2.0	2.6
	<i>Unweighted count</i>															
Army	Yes	3.4	3.7	3.5	3.5	3.8	2.4	2.7	3.0	2.9	3.4	2.1	2.4	2.6	2.5	2.9
	No	3.4	3.7	3.5	3.5	3.8	2.4	2.7	3.0	2.9	3.4	2.1	2.4	2.6	2.5	2.9
	<i>Unweighted count</i>															
RAF	Yes	3.8	3.5	3.8	3.7	3.8	2.8	2.6	2.7	2.6	2.7	2.4	2.2	2.3	2.2	2.2
	No	3.8	3.5	3.8	3.7	3.8	2.8	2.6	2.7	2.6	2.7	2.4	2.2	2.3	2.2	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.4 If you have any children whom you support financially, how many children do you have UNDER 5 YEARS...

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	0 children	1.9	2.0	2.0	1.9	1.9	1.5	1.7	1.8	1.7	2.0	1.3	1.4	1.5	1.4	1.6
	1 child	1.6	1.6	1.7	1.6	1.6	1.4	1.5	1.6	1.5	1.8	1.2	1.3	1.4	1.3	1.5
	2 children	1.2	1.2	1.2	1.1	1.2	0.9	0.9	1.1	1.0	0.9	0.8	0.7	0.9	0.9	0.8
	3 children	0.4	0.4	0.4	0.3	0.3	0.3	0.2	0.3	0.2	0.3	0.3	0.2	0.2	0.2	0.2
	4 or more children	0.1	..	..	..	..	0.1	0.1	0.0	0.1	0.1	0.1	0.1	0.0	0.1	0.1
	<i>Unweighted count</i>															
Royal Navy	0 children	3.2	3.4	3.3	3.4	3.1	2.6	2.3	2.7	2.1	2.4	2.1	2.0	2.2	1.8	2.0
	1 child	2.8	3.0	2.8	3.0	2.7	2.2	2.1	2.5	1.9	2.1	1.8	1.7	2.0	1.6	1.8
	2 children	1.9	2.0	2.2	2.0	1.7	1.6	1.3	1.5	1.2	1.3	1.3	1.1	1.3	1.0	1.1
	3 children	0.4	0.6	0.6	0.5	0.6	0.4	0.4	0.3	0.2	0.4	0.4	0.3	0.3	0.2	0.3
	4 or more children	..	..	..	..	..	0.1	..	..	0.1	0.2	0.1	..	..	0.1	0.1
	<i>Unweighted count</i>															
Royal Marines	0 children	4.5	4.7	4.8	4.3	5.2	1.6	1.7	2.2	2.1	2.7	1.5	1.6	2.0	2.0	2.4
	1 child	4.0	4.0	4.1	3.7	4.7	1.4	1.5	2.0	1.9	2.4	1.4	1.4	1.8	1.7	2.2
	2 children	2.7	2.8	2.9	2.7	2.9	1.0	1.0	1.2	1.3	1.5	0.9	0.9	1.1	1.2	1.3
	3 children	..	1.2	0.6	0.5	0.6	0.3	0.4	0.3	0.4	0.6	0.2	0.4	0.3	0.3	0.5
	4 or more children	0.7	..	..	..	..	0.1	..	0.1	0.1	..	0.1	..	0.1	0.1	..
	<i>Unweighted count</i>															
Army	0 children	3.0	3.3	3.2	3.0	3.1	2.4	2.7	2.9	2.7	3.3	2.0	2.3	2.5	2.3	2.8
	1 child	2.5	2.7	2.8	2.6	2.7	2.1	2.5	2.6	2.4	3.1	1.8	2.1	2.2	2.1	2.6
	2 children	1.9	2.1	1.9	1.8	2.0	1.4	1.4	1.7	1.7	1.5	1.2	1.2	1.5	1.4	1.3
	3 children	0.6	0.8	0.6	0.5	0.4	0.5	0.3	0.5	0.3	0.4	0.4	0.3	0.4	0.3	0.4
	4 or more children	0.3	..	..	..	..	0.2	0.2	..	0.1	0.2	0.2	0.1	..	0.1	0.1
	<i>Unweighted count</i>															
RAF	0 children	3.6	3.2	3.5	3.3	3.4	2.7	2.4	2.6	2.4	2.5	2.2	2.0	2.1	2.0	2.0
	1 child	3.1	2.8	2.9	2.9	2.9	2.4	2.2	2.3	2.2	2.2	2.0	1.8	1.9	1.8	1.8
	2 children	2.2	1.9	2.3	2.0	2.1	1.5	1.3	1.4	1.4	1.3	1.3	1.1	1.2	1.2	1.1
	3 children	0.8	0.6	0.5	0.3	0.6	0.5	0.2	0.4	0.5	0.4	0.4	0.2	0.3	0.4	0.3
	4 or more children	..	..	..	..	..	0.3	..	0.1	..	..	0.2	..	0.1	..	..
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.5 If you have any children whom you support financially, how many children do you have BETWEEN 5 AND 17 YEARS...

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	0 children	2.1	2.2	2.2	2.1	2.3	1.3	1.5	1.6	1.5	1.8	1.2	1.3	1.4	1.3	1.5
	1 child	1.6	1.7	1.8	1.6	1.8	1.1	1.2	1.4	1.3	1.5	1.0	1.0	1.2	1.1	1.2
	2 children	1.7	1.7	1.7	1.7	1.8	0.9	0.9	1.1	1.1	1.2	0.8	0.8	0.9	0.9	1.0
	3 children	0.8	0.9	0.8	0.9	1.0	0.5	0.6	0.6	0.6	0.7	0.4	0.5	0.5	0.5	0.6
	4 or more children	0.4	0.4	0.5	0.4	0.5	0.3	0.2	0.4	0.3	0.5	0.2	0.2	0.3	0.3	0.4
	<i>Unweighted count</i>															
Royal Navy	0 children	3.5	3.6	3.6	3.5	3.6	2.4	2.3	2.6	2.1	2.4	2.0	2.0	2.2	1.8	2.0
	1 child	2.8	2.8	2.9	2.7	2.9	2.0	1.8	2.1	1.7	2.0	1.7	1.5	1.7	1.4	1.7
	2 children	2.9	2.9	2.9	2.8	2.9	1.6	1.6	1.7	1.5	1.7	1.4	1.4	1.5	1.3	1.5
	3 children	1.3	1.5	1.2	1.4	1.5	0.8	0.9	0.9	0.8	1.0	0.7	0.8	0.8	0.7	0.8
	4 or more children	0.5	0.5	0.6	0.7	0.6	0.4	0.4	0.6	0.5	0.6	0.4	0.3	0.4	0.4	0.5
	<i>Unweighted count</i>															
Royal Marines	0 children	5.3	4.9	4.9	4.9	5.4	1.4	1.5	1.9	2.0	2.4	1.3	1.5	1.8	1.8	2.2
	1 child	4.0	3.9	3.6	3.8	4.2	1.1	1.3	1.6	1.7	2.0	1.1	1.2	1.5	1.5	1.8
	2 children	4.5	4.0	4.1	3.9	4.4	0.9	1.0	1.3	1.3	1.7	0.9	1.0	1.3	1.3	1.6
	3 children	2.6	2.1	2.1	2.4	2.7	0.4	0.6	0.7	0.7	0.8	0.5	0.5	0.6	0.7	0.8
	4 or more children	0.9	1.2	1.3	1.3	1.3	0.3	0.2	0.3	0.4	0.4	0.3	0.3	0.3	0.4	0.4
	<i>Unweighted count</i>															
Army	0 children	3.4	3.7	3.7	3.5	3.9	2.0	2.3	2.6	2.5	3.0	1.8	2.0	2.2	2.1	2.6
	1 child	2.6	2.9	3.1	2.7	3.0	1.7	1.9	2.2	2.0	2.5	1.5	1.7	1.9	1.7	2.1
	2 children	2.7	2.9	2.9	2.7	3.1	1.3	1.4	1.7	1.8	2.0	1.2	1.3	1.5	1.5	1.7
	3 children	1.4	1.5	1.3	1.5	1.8	0.8	1.0	0.9	0.9	1.1	0.7	0.8	0.8	0.8	0.9
	4 or more children	0.7	0.8	0.9	0.7	1.0	0.4	0.4	0.6	0.5	0.8	0.4	0.3	0.5	0.4	0.7
	<i>Unweighted count</i>															
RAF	0 children	3.8	3.5	3.8	3.6	3.7	2.5	2.3	2.5	2.4	2.4	2.1	2.0	2.1	2.0	2.1
	1 child	3.0	2.8	3.1	2.8	2.9	2.0	1.9	2.1	1.9	2.0	1.7	1.6	1.7	1.6	1.7
	2 children	3.0	2.6	2.9	2.9	3.0	1.8	1.6	1.7	1.7	1.7	1.5	1.4	1.5	1.5	1.5
	3 children	1.4	1.3	1.5	1.2	1.6	0.8	0.8	0.9	0.8	0.9	0.7	0.7	0.8	0.7	0.8
	4 or more children	0.6	0.4	0.5	0.5	0.5	0.5	0.4	0.4	0.5	0.6	0.4	0.3	0.4	0.4	0.5
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.6 If you have any children whom you support financially, how many children do you have 18 YEARS AND OVER...

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	0 children	1.5	1.6	1.7	1.5	1.7	0.5	0.6	0.7	0.6	0.7	0.5	0.6	0.6	0.6	0.7
	1 child	1.2	1.3	1.4	1.2	1.3	0.5	0.5	0.6	0.5	0.6	0.4	0.5	0.5	0.5	0.6
	2 children	0.9	1.0	1.0	1.0	1.1	0.3	0.3	0.3	0.3	0.4	0.3	0.3	0.3	0.3	0.4
	3 children	0.5	0.4	0.4	0.4	0.4	0.1	0.1	0.2	0.1	0.2	0.1	0.1	0.2	0.1	0.2
	4 or more children	0.2	0.2	0.2	0.2	0.3	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
	<i>Unweighted count</i>															
Royal Navy	0 children	2.5	2.3	2.5	2.3	2.6	1.2	1.2	1.3	1.2	1.3	1.1	1.1	1.2	1.0	1.2
	1 child	2.0	1.6	1.9	1.8	2.1	1.0	1.0	1.1	1.0	1.1	0.9	0.9	1.0	0.9	1.0
	2 children	1.5	1.6	1.6	1.5	1.7	0.6	0.7	0.7	0.6	0.7	0.6	0.6	0.6	0.6	0.7
	3 children	0.8	0.8	0.8	0.8	0.7	0.3	0.2	0.3	0.3	0.2	0.3	0.3	0.3	0.3	0.2
	4 or more children	0.4	0.4	0.3	0.3	0.4	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
	<i>Unweighted count</i>															
Royal Marines	0 children	3.8	3.5	3.4	3.8	3.8	0.6	0.7	0.8	0.8	0.9	0.6	0.7	0.8	0.9	0.9
	1 child	3.1	2.4	2.6	3.0	2.9	0.5	0.6	0.7	0.7	0.8	0.5	0.6	0.7	0.7	0.8
	2 children	2.2	2.4	2.3	2.3	2.5	0.3	0.3	0.4	0.4	0.4	0.3	0.4	0.4	0.5	0.5
	3 children	1.2	1.3	1.2	1.1	1.1	0.1	0.2	0.2	0.1	0.2	0.2	0.2	0.2	0.2	0.2
	4 or more children	..	..	..	..	..	..	0.1	..	0.1	0.1	..	0.1	..	0.1	0.1
	<i>Unweighted count</i>															
Army	0 children	2.5	2.7	2.9	2.6	2.9	0.8	0.9	1.1	0.9	1.1	0.8	0.9	1.0	0.9	1.1
	1 child	2.0	2.3	2.4	2.0	2.3	0.6	0.8	0.9	0.8	0.9	0.6	0.7	0.8	0.8	0.9
	2 children	1.5	1.6	1.8	1.7	1.8	0.4	0.4	0.5	0.4	0.5	0.4	0.4	0.5	0.5	0.5
	3 children	0.6	0.7	0.7	0.6	0.8	0.1	0.2	0.4	0.2	0.3	0.2	0.2	0.3	0.2	0.2
	4 or more children	0.4	0.4	0.3	0.4	0.5	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
	<i>Unweighted count</i>															
RAF	0 children	2.7	2.4	2.6	2.5	2.7	1.2	1.1	1.1	1.1	1.2	1.1	1.0	1.1	1.0	1.1
	1 child	2.1	1.9	2.0	1.9	2.1	1.0	0.9	0.9	0.9	1.0	0.9	0.8	0.8	0.8	0.9
	2 children	1.4	1.5	1.6	1.6	1.8	0.7	0.6	0.6	0.7	0.7	0.6	0.6	0.6	0.6	0.7
	3 children	1.1	0.7	0.8	0.7	0.8	0.3	0.2	0.4	0.2	0.2	0.3	0.2	0.4	0.2	0.2
	4 or more children	0.4	0.3	0.5	0.3	0.4	0.1	0.1	0.2	0.1	0.2	0.1	0.1	0.2	0.1	0.2
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.7 Do any of your children live with you?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	2.2	2.4	2.4	2.2	2.3	2.0	2.3	2.4	2.2	2.6	1.6	1.9	1.9	1.8	2.1
	Shared access	0.7	0.7	0.7	0.7	0.8	0.6	0.6	0.9	0.7	0.9	0.5	0.5	0.7	0.6	0.7
	Weekends / holidays only	1.7	1.9	1.9	1.7	1.9	1.2	1.4	1.5	1.5	1.8	1.0	1.2	1.3	1.3	1.5
	No	1.4	1.5	1.4	1.4	1.3	1.6	1.9	1.9	1.6	1.9	1.3	1.5	1.5	1.3	1.5
	N/A	0.4	0.3	0.4	0.4	0.3	0.4	0.5	0.5	0.6	0.6	0.3	0.4	0.4	0.5	0.4
<i>Unweighted count</i>																
Royal Navy	Yes	3.6	3.6	3.8	3.7	3.7	3.6	3.5	3.8	3.1	3.3	2.7	2.7	2.9	2.5	2.6
	Shared access	1.3	1.1	1.2	1.4	1.3	1.4	1.5	1.6	1.5	1.5	1.0	1.1	1.2	1.2	1.2
	Weekends / holidays only	2.8	3.1	3.1	2.9	2.9	2.5	2.5	2.6	2.1	2.4	1.9	2.0	2.0	1.7	1.9
	No	2.2	1.8	2.0	2.0	2.3	2.4	2.4	2.7	2.0	2.0	1.8	1.8	2.0	1.5	1.6
	N/A	0.5	0.9	0.5	0.7	0.8	1.0	0.5	0.9	0.8	0.6	0.7	0.4	0.7	0.6	0.5
<i>Unweighted count</i>																
Royal Marines	Yes	6.1	6.1	4.7	4.5	4.7	2.6	2.9	3.2	3.0	3.9	2.4	2.6	2.8	2.6	3.3
	Shared access	1.1	1.0	1.9	..	1.6	1.0	1.2	1.5	1.4	2.0	0.9	1.0	1.3	1.1	1.7
	Weekends / holidays only	5.0	5.1	3.7	3.9	3.7	1.6	1.8	2.0	2.0	2.5	1.6	1.7	1.8	1.8	2.2
	No	3.8	3.7	2.5	2.5	2.7	2.0	2.2	2.5	2.1	2.7	1.8	1.9	2.1	1.8	2.3
	N/A	1.3	1.2	..	..	1.0	0.6	0.7	0.7	0.6	0.7	0.5	0.6	0.6	0.5	0.6
<i>Unweighted count</i>																
Army	Yes	3.6	4.2	3.9	3.7	3.8	3.0	3.6	3.8	3.4	4.1	2.5	3.0	3.1	2.9	3.4
	Shared access	1.2	1.2	1.2	1.0	1.5	0.9	0.9	1.4	1.1	1.3	0.8	0.8	1.1	0.9	1.1
	Weekends / holidays only	2.7	3.3	3.1	2.8	3.1	1.8	2.2	2.4	2.4	2.9	1.6	1.9	2.0	2.0	2.4
	No	2.4	2.8	2.3	2.4	2.0	2.5	3.0	3.1	2.5	3.1	2.1	2.5	2.5	2.1	2.6
	N/A	0.6	0.5	0.8	0.8	0.4	0.5	0.9	0.7	0.9	0.9	0.4	0.7	0.6	0.7	0.7
<i>Unweighted count</i>																
RAF	Yes	3.9	3.6	4.1	3.8	4.0	3.3	3.0	3.1	3.1	3.0	2.6	2.4	2.5	2.5	2.5
	Shared access	1.0	1.0	1.2	1.6	1.3	1.3	1.1	1.0	1.2	1.5	1.0	0.8	0.8	1.0	1.2
	Weekends / holidays only	3.2	2.9	3.4	3.0	3.2	2.2	1.9	2.2	2.3	2.3	1.8	1.6	1.9	1.9	1.9
	No	2.1	2.1	2.5	2.2	2.5	2.4	2.2	2.1	1.9	1.7	1.9	1.7	1.7	1.5	1.4
	N/A	0.4	..	0.4	0.5	0.4	0.5	0.6	0.6	0.5	0.2	0.4	0.5	0.4	0.4	0.2
<i>Unweighted count</i>																

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.8 If you have a child or children living with you, do you consider yourself to be a lone/single parent?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	1.1	1.3	1.2	1.2	1.4	1.3	1.3	1.4	1.3	1.3	1.1	1.1	1.1	1.1	1.0
	No	1.8	2.1	1.9	1.9	2.1	2.0	2.1	2.2	2.2	2.2	1.6	1.7	1.7	1.8	1.8
	N/A	1.4	1.8	1.6	1.5	1.7	1.6	1.7	1.8	1.9	1.9	1.3	1.4	1.4	1.5	1.5
	Unweighted count															
Royal Navy	Yes	1.8	2.1	1.9	2.5	1.9	2.3	2.3	2.8	2.1	2.5	1.7	1.7	2.1	1.7	1.9
	No	3.0	3.2	3.0	3.0	2.7	3.7	3.4	3.6	3.0	3.5	2.7	2.6	2.7	2.3	2.6
	N/A	2.5	2.5	2.4	1.9	2.0	3.2	2.6	2.4	2.4	2.7	2.3	2.0	1.8	1.7	2.0
	Unweighted count															
Royal Marines	Yes	3.4	2.5	3.0	1.6	1.3	1.5	1.7	1.6	2.1	2.2	1.3	1.5	1.4	1.8	1.8
	No	4.6	5.2	4.6	3.8	4.3	2.7	2.9	2.8	3.2	3.3	2.4	2.5	2.5	2.7	2.8
	N/A	3.3	4.6	3.6	3.4	4.1	2.4	2.4	2.4	2.5	2.5	2.1	2.1	2.1	2.2	2.2
	Unweighted count															
Army	Yes	1.8	2.5	1.9	1.9	2.6	2.1	2.0	2.3	2.0	1.9	1.7	1.7	1.8	1.7	1.6
	No	2.9	3.9	3.3	3.1	3.8	3.1	3.4	3.5	3.5	3.6	2.5	2.8	2.9	2.9	2.9
	N/A	2.4	3.1	2.7	2.6	3.0	2.5	2.8	2.9	3.1	3.1	2.1	2.4	2.4	2.5	2.5
	Unweighted count															
RAF	Yes	2.3	1.6	2.1	2.2	2.1	2.1	2.3	2.1	2.1	2.2	1.7	1.8	1.7	1.7	1.7
	No	2.9	3.0	3.1	3.2	3.1	3.2	3.1	3.0	3.0	3.1	2.5	2.4	2.3	2.3	2.4
	N/A	1.9	2.6	2.4	2.4	2.4	2.5	2.3	2.2	2.2	2.4	1.9	1.8	1.8	1.8	1.8
	Unweighted count															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.9 If you require childcare, how satisfied are you with the locally provided childcare facilities?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Satisfied	4.5	4.9	4.8	4.5	4.9	3.5	3.9	3.9	3.6	4.2	3.0	3.2	3.2	3.0	3.5
	Neutral	3.7	4.0	3.8	3.7	4.0	3.1	3.4	3.6	3.4	3.8	2.6	2.8	3.0	2.8	3.1
	Dissatisfied	3.8	4.2	4.3	3.8	4.4	3.2	3.7	3.8	3.4	3.8	2.7	3.1	3.2	2.8	3.2
	<i>Unweighted count</i>															
Royal Navy	Satisfied	7.8	8.2	8.2	7.3	8.0	6.6	6.5	6.8	5.8	6.1	5.3	5.2	5.5	4.6	5.0
	Neutral	6.2	6.9	7.1	6.6	7.1	5.8	5.7	6.1	5.2	5.4	4.6	4.5	4.9	4.2	4.4
	Dissatisfied	6.3	6.6	6.1	4.9	6.1	5.4	5.8	5.6	4.8	5.3	4.3	4.6	4.4	3.7	4.3
	<i>Unweighted count</i>															
Royal Marines	Satisfied	14.5	12.9	13.2	11.9	12.9	5.4	5.9	6.5	6.3	7.4	5.0	5.4	5.9	5.6	6.5
	Neutral	12.5	10.0	10.6	10.8	11.4	4.9	5.5	5.8	5.5	6.9	4.5	4.9	5.2	5.0	6.1
	Dissatisfied	11.9	11.7	11.6	10.2	11.0	4.6	5.5	6.0	5.7	7.1	4.3	5.0	5.4	5.1	6.2
	<i>Unweighted count</i>															
Army	Satisfied	7.2	8.8	8.1	7.8	8.4	5.2	6.1	6.1	5.5	6.7	4.5	5.3	5.2	4.8	5.7
	Neutral	6.1	7.5	6.2	6.6	6.9	4.5	5.5	5.8	5.2	6.2	3.9	4.7	4.9	4.5	5.2
	Dissatisfied	5.9	7.8	7.6	6.7	7.8	4.8	5.9	6.2	5.3	6.2	4.1	5.1	5.3	4.6	5.3
	<i>Unweighted count</i>															
RAF	Satisfied	8.2	7.3	7.7	7.5	7.9	6.2	5.8	5.9	5.9	6.0	5.1	4.7	4.8	4.8	4.9
	Neutral	6.3	5.5	6.4	5.8	6.3	5.0	4.3	4.6	4.8	5.0	4.0	3.5	3.8	3.9	4.0
	Dissatisfied	7.3	6.4	6.5	6.6	6.5	5.5	5.3	5.0	5.3	5.5	4.5	4.3	4.1	4.3	4.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.10 Do you have caring responsibilities for infirm or elderly adults?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	1.0	1.1	1.1	1.0	1.1	1.0	1.0	1.0	1.2	1.3	0.8	0.8	0.9	1.0	1.0
	No	1.0	1.1	1.1	1.0	1.1	1.0	1.0	1.0	1.2	1.3	0.8	0.8	0.9	1.0	1.0
	<i>Unweighted count</i>															
Royal Navy	Yes	1.7	1.7	1.8	1.7	1.8	1.3	1.2	1.5	1.1	1.2	1.1	1.0	1.2	0.9	1.0
	No	1.7	1.7	1.8	1.7	1.8	1.3	1.2	1.5	1.1	1.2	1.1	1.0	1.2	0.9	1.0
	<i>Unweighted count</i>															
Royal Marines	Yes	2.2	1.7	2.3	1.9	1.8	0.7	0.7	0.9	1.0	1.2	0.7	0.7	0.9	0.9	1.1
	No	2.2	1.7	2.3	1.9	1.8	0.7	0.7	0.9	1.0	1.2	0.7	0.7	0.9	0.9	1.1
	<i>Unweighted count</i>															
Army	Yes	1.5	1.8	1.9	1.6	2.0	1.5	1.6	1.7	2.0	2.2	1.3	1.4	1.5	1.7	1.8
	No	1.5	1.8	1.9	1.6	2.0	1.5	1.6	1.7	2.0	2.2	1.3	1.4	1.5	1.7	1.8
	<i>Unweighted count</i>															
RAF	Yes	1.8	1.8	1.8	1.7	1.6	1.1	1.1	1.1	1.0	1.1	0.9	0.9	1.0	0.9	0.9
	No	1.8	1.8	1.8	1.7	1.6	1.1	1.1	1.1	1.0	1.1	0.9	0.9	1.0	0.9	0.9
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.11 If you have been declined credit in the last 12 months, what was the reason for this?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Failed credit check	3.1	2.8	2.5	2.7	2.3	2.3	2.4	2.5	2.6	2.7	2.1	2.2	2.3	2.3	2.5
	Lack of UK credit history	3.6	3.3	3.6	3.2	3.3	1.9	1.8	2.1	1.9	1.9	1.8	1.7	1.9	1.8	1.7
	Too many address moves	5.5	5.6	5.4	5.4	5.5	2.2	2.4	2.7	2.2	2.8	2.1	2.2	2.5	2.1	2.6
	Don't know	4.0	4.5	4.5	4.7	5.1	2.7	3.0	3.2	3.3	3.7	2.5	2.7	2.9	3.0	3.4
	Prefer not to say	2.8	3.6	3.7	3.3	3.9	2.1	2.4	2.9	2.4	2.9	2.0	2.2	2.6	2.2	2.7
	Other	4.3	4.5	4.5	4.5	5.0	1.6	1.7	2.1	2.0	2.7	1.5	1.6	2.0	1.9	2.4
	<i>Unweighted count</i>															
Royal Navy	Failed credit check	6.7	7.7	6.3	6.8	5.4	4.7	4.4	4.5	3.5	4.0	4.2	4.0	4.1	3.3	3.6
	Lack of UK credit history	6.7	5.9	5.2	5.4	3.9	3.3	2.3	2.8	2.3	2.3	3.0	2.2	2.6	2.1	2.1
	Too many address moves	9.8	10.5	9.8	9.9	8.1	3.8	3.5	3.5	2.9	3.5	3.6	3.4	3.3	2.8	3.2
	Don't know	7.4	8.9	10.2	9.6	8.6	5.5	4.7	5.5	4.6	5.2	4.9	4.3	5.1	4.3	4.7
	Prefer not to say	6.1	6.4	8.4	5.9	8.2	4.6	4.1	4.8	3.9	4.3	4.1	3.7	4.4	3.6	3.9
	Other	8.7	11.7	8.9	10.1	9.6	4.2	3.7	3.8	3.6	4.0	3.8	3.6	3.6	3.4	3.7
	<i>Unweighted count</i>															
Royal Marines	Failed credit check	11.2	8.0	10.1	6.2	5.7	2.7	3.0	3.8	3.9	4.6	2.7	2.8	3.7	3.7	4.2
	Lack of UK credit history	8.7	6.3	4.7	5.4	6.1	1.8	2.0	2.3	2.9	2.6	1.8	1.9	2.2	2.7	2.4
	Too many address moves	16.2	14.1	13.9	12.6	13.0	2.5	2.6	3.4	3.8	4.5	2.5	2.6	3.3	3.6	4.3
	Don't know	11.6	13.5	12.8	12.4	12.5	3.3	3.8	4.7	5.0	6.5	3.3	3.6	4.5	4.7	6.0
	Prefer not to say	11.6	8.6	12.5	11.3	10.2	2.7	3.2	4.4	4.3	5.1	2.6	3.1	4.3	4.1	4.7
	Other	15.2	8.8	12.9	11.8	11.4	1.8	2.2	3.4	2.9	4.4	1.8	2.2	3.3	2.9	4.1
	<i>Unweighted count</i>															
Army	Failed credit check	4.4	4.1	3.4	3.9	2.9	3.0	3.4	3.6	3.6	3.9	2.8	3.1	3.3	3.3	3.6
	Lack of UK credit history	5.6	5.0	5.6	4.8	5.2	2.6	2.5	3.0	2.8	2.7	2.5	2.4	2.8	2.6	2.5
	Too many address moves	8.1	8.6	8.0	7.8	8.4	3.0	3.3	3.8	3.1	4.0	2.8	3.1	3.6	2.9	3.7
	Don't know	5.9	6.9	6.6	6.7	7.7	3.6	4.1	4.5	4.6	5.3	3.4	3.8	4.1	4.3	4.9
	Prefer not to say	3.7	5.6	5.3	4.7	5.9	2.8	3.3	4.1	3.4	4.2	2.7	3.1	3.8	3.1	3.9
	Other	6.1	6.4	6.3	6.3	7.5	2.0	2.3	2.9	2.8	3.7	1.9	2.2	2.7	2.6	3.5
	<i>Unweighted count</i>															
RAF	Failed credit check	5.9	4.1	4.7	3.8	5.2	4.8	3.9	3.9	3.8	3.9	4.2	3.4	3.4	3.4	3.5
	Lack of UK credit history	4.3	5.2	5.1	5.5	5.2	2.7	2.1	2.5	2.3	1.9	2.4	2.0	2.3	2.1	1.8
	Too many address moves	10.4	8.2	8.9	9.3	9.2	5.3	4.2	4.9	4.5	4.2	4.8	3.8	4.3	4.1	3.9
	Don't know	7.0	6.7	7.4	8.7	8.7	5.3	4.7	5.2	4.8	5.2	4.7	4.2	4.6	4.3	4.6
	Prefer not to say	5.8	4.6	6.4	6.2	5.9	4.2	3.6	3.9	4.1	4.1	3.7	3.2	3.5	3.6	3.6
	Other	8.2	7.1	8.6	8.4	8.5	3.4	3.8	3.9	3.9	4.3	3.1	3.4	3.5	3.5	3.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 21 - Your Family Life

Source: Defence Statistics (Surveys)

Table B21.12 Do you currently have personal debt levels that concern you?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	1.1	1.2	1.2	1.1	1.3	1.1	1.2	1.4	1.4	1.5	0.9	1.0	1.1	1.2	1.3
	No	1.1	1.2	1.2	1.1	1.3	1.1	1.2	1.4	1.4	1.5	0.9	1.0	1.1	1.2	1.3
	<i>Unweighted count</i>															
Royal Navy	Yes	2.0	2.1	2.2	1.9	1.8	1.9	1.7	2.3	1.7	2.0	1.5	1.4	1.9	1.4	1.6
	No	2.0	2.1	2.2	1.9	1.8	1.9	1.7	2.3	1.7	2.0	1.5	1.4	1.9	1.4	1.6
	<i>Unweighted count</i>															
Royal Marines	Yes	3.0	3.0	3.4	2.9	3.6	1.3	1.4	1.7	1.7	2.0	1.2	1.3	1.6	1.5	1.8
	No	3.0	3.0	3.4	2.9	3.6	1.3	1.4	1.7	1.7	2.0	1.2	1.3	1.6	1.5	1.8
	<i>Unweighted count</i>															
Army	Yes	1.7	1.9	1.8	1.8	2.3	1.7	1.9	2.1	2.3	2.6	1.5	1.6	1.8	1.9	2.1
	No	1.7	1.9	1.8	1.8	2.3	1.7	1.9	2.1	2.3	2.6	1.5	1.6	1.8	1.9	2.1
	<i>Unweighted count</i>															
RAF	Yes	1.9	1.9	2.0	2.0	1.9	2.0	1.7	1.9	1.8	2.0	1.6	1.4	1.6	1.5	1.6
	No	1.9	1.9	2.0	2.0	1.9	2.0	1.7	1.9	1.8	2.0	1.6	1.4	1.6	1.5	1.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.1 Are you currently registered to vote?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	95 **	96	96	95 **	96	76 **	81	83	82	82	80 **	84	86	84	85
	No	4 **	3	3	4	3	16 **	12	11	11	12	14 **	11	9	10	10
	Don't know	1	1	1	1	1	8 **	6	6	7 **	6	7 **	5	5	6 **	5
	<i>Unweighted count</i>					3 047					6 667					9 714
Royal Navy	Yes	96 **	98	98	97	98	87	89	90	87	88	89	91	92	89	90
	No	3 **	2	1	2	1	7	6	7	7	7	6	5	5	6	6
	Don't know	1	1	1	1	1	6	5	4	6	5	5	4	3	5	4
	<i>Unweighted count</i>					913					1 841					2 754
Royal Marines	Yes	96	97	96	96	98	75 **	83 **	85	86	87	77 **	85 **	86	87	89
	No	4 **	2	2	4 **	1	16 **	10 **	8	8	7	14 **	9 **	8	7	6
	Don't know	1	1	1	0	1	9 **	7	7	7	5	8 **	6	6	6	5
	<i>Unweighted count</i>					292					1 264					1 556
Army	Yes	93	95	95	94	95	70 **	76	78	77	78	74 **	79	81	80	81
	No	6	4	5	5	4	20 **	16	14	14	16	18 **	14	13	13	14
	Don't know	1	1	1	1	1	10 **	8	8	9	6	8 **	7	7	7 **	5
	<i>Unweighted count</i>					927					1 679					2 606
RAF	Yes	97	97	96	95	97	86	91 **	92 **	88	88	88	92 **	93 **	90	90
	No	3	2	3	3	2	9	6	5	7	7	8 **	5	4	6	5
	Don't know	1	1	1	2	1	5	3 **	3 **	5	6	4	2 **	2 **	5	5
	<i>Unweighted count</i>					915					1 883					2 798

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.2 If you are currently registered to vote, are you registered as...?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	An ordinary residential voter	72 **	72 **	73 **	74 **	80	74 **	75 **	77 **	77 **	81	73 **	75 **	76 **	77 **	81
	A Service voter	27 **	27 **	26 **	25 **	19	26 **	24 **	22 **	21 **	18	26 **	24 **	22 **	22 **	18
	An overseas voter	1.1	1.2	1.3	1.3	1.4	0.8	1.0	1.2	1.1	0.9	0.9	1.0	1.2	1.1	1.0
	<i>Unweighted count</i>					2 940					5 758					8 698
Royal Navy	An ordinary residential voter	72	71	71 **	70 **	76	73 **	74 **	76 **	77 **	82	73 **	73 **	75 **	75 **	80
	A Service voter	27	28 **	29 **	29 **	23	26 **	25 **	23 **	22 **	18	26 **	26 **	25 **	24 **	19
	An overseas voter	1.1	0.2	0.4	0.9	1.1	0.7	0.6	0.5	0.4	0.9	0.8	0.5	0.5	0.5	0.9
	<i>Unweighted count</i>					887					1 605					2 492
Royal Marines	An ordinary residential voter	73	72	73	74	76	79 **	80 **	82	84	85	78 **	79 **	81	82	84
	A Service voter	25	27	25	24	22	21 **	20 **	18	16	15	21 **	21 **	19	17	16
	An overseas voter	1.9	1.4	2.3	1.9	2.5	0.3 **	0.1	0.3	0.4	..	0.5	0.3	0.6	0.6	0.4
	<i>Unweighted count</i>					285					1 102					1 387
Army	An ordinary residential voter	70 **	71 **	73 **	75 **	82	70 **	72 **	74 **	74 **	79	70 **	72 **	74 **	74 **	79
	A Service voter	29 **	27 **	26 **	24 **	17	29 **	26 **	25	24	20	29 **	27 **	25 **	24 **	20
	An overseas voter	1.3	1.7	1.2	1.4	1.2	1.1	1.2	1.5	1.5	0.8	1.1	1.3	1.5	1.5	0.9
	<i>Unweighted count</i>					880					1 370					2 250
RAF	An ordinary residential voter	77	74 **	75 **	76	80	81 **	81 **	84	84	87	80 **	79 **	82 **	82 **	85
	A Service voter	23	25 **	23 **	22	18	18 **	18 **	14	16 **	12	20 **	20 **	16 **	17 **	14
	An overseas voter	0.7	1.3	2.0	1.5	1.8	0.4 **	0.9	1.1	0.7	1.3	0.4 **	1.0	1.3	0.9	1.4
	<i>Unweighted count</i>					888					1 681					2 569

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.3 If you are not currently registered to vote, what is the main reason for this?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	I did not receive an electoral registration form	9	4	7	7	8	10	9	7	5	8	10	9	7	5	8
	I have not got around to it, but aim to do it sometime	28	26	38	38	28	19	28 **	22	22	17	20	28 **	23	23	18
	I do not know how to register	0	4	1	4	..	6	6	5	7	6	6	6	5	6	6
	I am not interested in politics	8	6	9	7	12	27	23	25	22	28	26	22	24	21	27
	I wish to remain impartial	17	25	11	13	16	12	11	11	9	13	12	12	11	10	13
	Other	37	36	34	30	36	25	23	29	35	27	26	24	29	35	28
<i>Unweighted count</i>																
		65					508					573				
Royal Navy	I did not receive an electoral registration form	6	~	~	~	~	9	10	13	7	8	8	9	13	6	8
	I have not got around to it, but aim to do it sometime	34	~	~	~	~	30	34	24	35	25	30	36	25	36	26
	I do not know how to register	3	~	~	~	~	3	4	3	6	6	3	4	4	6	6
	I am not interested in politics	10	~	~	~	~	30	28	37	32	36	28	26	35	30	33
	I wish to remain impartial	13	~	~	~	~	14	13	9	9	16	14	13	9	11	16
	Other	35	~	~	~	~	14	11	14	11	10	17	12	14	11	11
<i>Unweighted count</i>																
		13					104					117				
Royal Marines	I did not receive an electoral registration form	~	~	~	~	~	10	6	7	6	4	10	7	8	6	4
	I have not got around to it, but aim to do it sometime	~	~	~	~	~	28	31	29	31	20	29	31	28	32	21
	I do not know how to register	~	~	~	~	~	9	5	4	6	7	9	5	5	6	7
	I am not interested in politics	~	~	~	~	~	23	26	32	24	32	22	26	31	23	31
	I wish to remain impartial	~	~	~	~	~	11	15	11	13	13	11	15	12	13	13
	Other	~	~	~	~	~	19	16	16	20	23	19	16	17	20	24
<i>Unweighted count</i>																
		2					78					80				
Army	I did not receive an electoral registration form	5	3	5	8	8	9	9	7	4	8	9	9	7	4	8
	I have not got around to it, but aim to do it sometime	23	20	34	34	21	15	26 **	21	17	14	16	26 **	22	18	15
	I do not know how to register	..	3	..	4	..	7	6	5	8	6	7	6	5	7	6
	I am not interested in politics	7	3	7	10	11	27	22	23	19	27	26	21	22	18	26
	I wish to remain impartial	20	27	8	12	16	12	10	11	9	13	12	11	11	10	13
	Other	46	45	46	32	43	29	27	34	43	32	30	28	34	42	32
<i>Unweighted count</i>																
		36					224					260				
RAF	I did not receive an electoral registration form	~	~	~	~	~	14	12	8	9	14	15	12	8	9	13
	I have not got around to it, but aim to do it sometime	~	~	~	~	~	33	33	29	37	29	34	33	33	38	30
	I do not know how to register	~	~	~	~	~	2	3	6	2	3	2	3	5	2	3
	I am not interested in politics	~	~	~	~	~	28	30	29	28	31	27	28	27	25	30
	I wish to remain impartial	~	~	~	~	~	10	17	15	8	10	10	18	15	8	11
	Other	~	~	~	~	~	13	6	13	16	13	13	7	12	18	12
<i>Unweighted count</i>																
		14					102					116				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) New question in 2012.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.4 Which of these best sums up your awareness of the Armed Forces Covenant?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	I've never heard of it	1 **	2	1 **	3	2	33 **	31 **	30	28	28	27 **	26 **	24	23	23
	I've heard of it but know nothing about it	8	9	7 **	9	9	23	23	22	24	22	20	20	20	21	20
	I've heard of it and know a little about it	60 **	61	64	62	64	38 **	39	41	41	41	42 **	43 **	46	45	46
	I've heard of it and know a lot about it	30 **	28 **	27 **	26	24	7 **	8	7 **	7	8	11	11	10	11	11
	<i>Unweighted count</i>					3 053					6 634					9 687
Royal Navy	I've never heard of it	1	1	1	1	2	23	18	19	20	22	18	14 **	15	16	17
	I've heard of it but know nothing about it	8	9	9	10	8	24	24	21	23	23	20	20	18	20	20
	I've heard of it and know a little about it	69	65	68	67	70	44	49	52 **	48	47	50	53	56	52	53
	I've heard of it and know a lot about it	22	24 **	22	22	20	9	9	8	9	8	12	12	11	12	11
	<i>Unweighted count</i>					913					1 832					2 745
Royal Marines	I've never heard of it	6	2	4	6	4	39 **	35	37 **	35	32	35 **	31	33 **	31	29
	I've heard of it but know nothing about it	12	12	8	10	7	22	25	22	25	24	21	24	20	23	22
	I've heard of it and know a little about it	55 **	60	66	62	64	33 **	33 **	34	34	37	35 **	36 **	38	37 **	40
	I've heard of it and know a lot about it	27	26	22	22	25	6	6	7	7	7	8	9	9	9	9
	<i>Unweighted count</i>					293					1 250					1 543
Army	I've never heard of it	0 **	1	1	3	2	37 **	37	35	32	32	31 **	31 **	29	28	27
	I've heard of it but know nothing about it	6 **	8	5 **	7	9	21	22	22	24	22	19	20	19	21	20
	I've heard of it and know a little about it	54	57	60	58	59	35	34	37	38	37	38	38 **	40	41	41
	I've heard of it and know a lot about it	40 **	34	34	32	30	7	8	6	6	8	12	12	11	11	12
	<i>Unweighted count</i>					931					1 667					2 598
RAF	I've never heard of it	3	2	3	3	3	26 **	24	21	22	21	21 **	19	17	18	17
	I've heard of it but know nothing about it	12	12	10	13	11	25	22	23	24	23	22	20	20	21	20
	I've heard of it and know a little about it	65	67	69	65	70	43 **	47	49	47	48	48 **	51	53	51	53
	I've heard of it and know a lot about it	20	20	19	20	17	6 **	7	7	8	8	9	10	10	11	10
	<i>Unweighted count</i>					916					1 885					2 801

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2012.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.5 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Family's access to NHS care.

Percentages

		Officer					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Advantaged	9	9	10	10	9	21	20	18 **	20	22	18	18	17 **	18	19		
	Neutral	54	51	53	51	54	50	51	51	50	50	51	51	52	50	51		
	Disadvantaged	22	23	22	22	22	10	10	12 **	11	10	12	12	14 **	13	12		
	Don't know / N/A	15	17	15	17	15	20	19	19	20	18	19	19	18	19	18		
	<i>Unweighted count</i>						3 038						6 603						9 641
Royal Navy	Advantaged	6	7	8	8	7	11	11	10	11	13	10	10	10	11	11		
	Neutral	64	60	61	63	63	60	61	59	59	58	61	61	59	60	59		
	Disadvantaged	15	16	16	13	15	10	10	11	9	11	11	12	12	10	12		
	Don't know / N/A	15	17	15	16	15	20	19	20	20	18	19	18	18	19	17		
	<i>Unweighted count</i>						909						1 830						2 739
Royal Marines	Advantaged	11	7	8	5 **	12	15 **	12	10	11	11	14 **	12	10	11	11		
	Neutral	61	63	59	68	61	61	61	61	61	63	61	62	60	62	63		
	Disadvantaged	17	17	17	15	16	7	8	10	9	8	8	9	11	10	9		
	Don't know / N/A	11	12	17 **	13	11	18	18	19	18	18	17	17	19	17	17		
	<i>Unweighted count</i>						289						1 246						1 535
Army	Advantaged	10	10	11	12	11	26	25	23 **	24	28	24	22	21	22	25		
	Neutral	50	49	50	48	52	45	47	47	45	46	46	47	48	46	47		
	Disadvantaged	25	25	24	23	24	9	9	11	11	9	12	12	13	13	12		
	Don't know / N/A	15	16	14	17	14	19	19	18	19	18	19	19	18	19	17		
	<i>Unweighted count</i>						929						1 652						2 581
RAF	Advantaged	9	8	10	11 **	7	13	15	14	14	16	12	14	13	14	14		
	Neutral	52	49	51	47	51	55	53	54	53	53	54	52	53	52	53		
	Disadvantaged	23	26	23	26	25	11	12	13	12	11	14	15	15	15	14		
	Don't know / N/A	16	17	16	16	17	21	19	20	21	21	20	19	19	20	20		
	<i>Unweighted count</i>						911						1 875						2 786

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.6 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Children's Education.

		Officer					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Advantaged	15	16	16	18	17	23	21	21	21	23	21	20	20	20	22		
	Neutral	38	36 **	40	38	41	48	48	47	49	48	46	46	46	46	47		
	Disadvantaged	42 **	41	39	38	37	23	24	24	23	21	27	27 **	27 **	26	25		
	Don't know / N/A	5	7	5	6	6	7	7	7	8	7	7	7	7	7	7		
	<i>Unweighted count</i>						1 867						3 631						5 498
Royal Navy	Advantaged	15	16	18	16	17	16	15	16	16	18	16	15	17	16	18		
	Neutral	51	51	52	55	54	63	62	59	63	61	59	59	57	60	59		
	Disadvantaged	29	28	25	23	23	14	16	17	15	16	19	19	19	17	18		
	Don't know / N/A	6	5	6	6	6	6	7	8	7	6	6	6	8	7	6		
	<i>Unweighted count</i>						531						934						1 465
Royal Marines	Advantaged	14	17	17	19	17	14	15	14	16	14	14	15	14	17	15		
	Neutral	43	40	45	45	48	61	59	59	56	58	58	56	57	55	56		
	Disadvantaged	40	39	33	33	31	19	20	21	23	22	22	23	23	24	23		
	Don't know / N/A	3	4	5	3	4	6	6	7	5	6	5	6	7	5	6		
	<i>Unweighted count</i>						196						619						815
Army	Advantaged	16	17	17	20	18	27	26	26	24	28	25	24	24	23	26		
	Neutral	32	29	34	31	35	42	44	42	44	43	40	41	40	42	41		
	Disadvantaged	47	46	44	42	42	23	24	25	24	21	27	28	29	27	25		
	Don't know / N/A	6	8	5	6	5	7	7	7	8	8	7	7	7	8	8		
	<i>Unweighted count</i>						577						1 057						1 634
RAF	Advantaged	12	14	11	15	15	15	14	14	15	16	14	14	14	15	16		
	Neutral	40	35	41	36	40	50	50	52	52	53	48	46	49	48	49		
	Disadvantaged	43	43	42	44	38	28	29	27	25	25	32	33 **	31	30	28		
	Don't know / N/A	5	7	6	5	7	7	7	7	8	6	6	7	7	7	7		
	<i>Unweighted count</i>						563						1 021						1 584

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.7 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Housing.

		Officer					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Advantaged	20	19 **	20	23	22	29 **	29 **	28 **	30 **	33	28 **	27 **	27 **	28 **	31		
	Neutral	37	36	39	37	40	35	34	36	35	36	36	35	36	36	36		
	Disadvantaged	28 **	30 **	27 **	27 **	23	17 **	20 **	20 **	18 **	15	19 **	22 **	21 **	20 **	17		
	Don't know / N/A	15	14	14	14	15	18	16	16	17	16	17	16	16	16	16		
	<i>Unweighted count</i>						3 039						6 596						9 635
Royal Navy	Advantaged	18	21	20	22	22	20 **	22	21	22	23	19 **	22	21	22	23		
	Neutral	48	48	48	50	48	45	44	43	45	45	46	45	44	46	46		
	Disadvantaged	19 **	17	19 **	14	14	15	16	18 **	13	13	16	16 **	18 **	14	14		
	Don't know / N/A	15	15	13	14	16	20	17	19	20	18	19	17	17	19	17		
	<i>Unweighted count</i>						910						1 827						2 737
Royal Marines	Advantaged	21	22	17 **	21	26	24	21	19	22	22	24	21	19 **	22	22		
	Neutral	48	44	50	45	49	48	46	47	46	48	48	46	47	46	48		
	Disadvantaged	19	23 **	20 **	22 **	14	13	17	17	16	15	14	18 **	17 **	17	14		
	Don't know / N/A	11	11	13	12	11	15	15	17	16	16	15	15	17	15	15		
	<i>Unweighted count</i>						289						1 242						1 531
Army	Advantaged	20	18 **	21	25	23	33 **	33 **	33 **	34 **	39	31 **	31 **	31 **	32	36		
	Neutral	31 **	31	35	31	36	32	30	32	32	30	31	30	33	32	31		
	Disadvantaged	32 **	35 **	28	28	26	17	20 **	19 **	18 **	14	19 **	22 **	21 **	20 **	16		
	Don't know / N/A	17	16	16	16	15	18	17	15	17	16	18	17	15	16	16		
	<i>Unweighted count</i>						930						1 651						2 581
RAF	Advantaged	21	19	19	19	21	26	24	24	25	26	25	23	22	24	25		
	Neutral	39	37	37	36	39	36	36	36	36	38	37	36	36	36	39		
	Disadvantaged	31 **	33 **	32 **	34 **	25	21	26 **	25 **	24 **	19	23	27 **	27 **	26 **	21		
	Don't know / N/A	10 **	11	13	11	14	17	14	15	15	16	16	14	15	14	16		
	<i>Unweighted count</i>						910						1 876						2 786

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.8 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Family life.

		Officer					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Advantaged	6 **	6 **	6	6	8	13	12	10 **	13	13	12	11	9 **	12	12		
	Neutral	24	25	26	24	27	27	27	28	27	28	26	27	28	27	28		
	Disadvantaged	63 **	62 **	60	61 **	57	48	50	51 **	48	47	50	52 **	53 **	51	49		
	Don't know / N/A	7	8	8	8	8	12	11	11	12	12	11	11	11	11	11		
	<i>Unweighted count</i>						3 037						6 592						9 629
Royal Navy	Advantaged	3	4	4	3	3	6	6	5	6	6	5	5	5	6	5		
	Neutral	22	24	21	22	25	25	26	25	25	28	24	25	24	25	27		
	Disadvantaged	69	65	68	67	66	59	59	60	58	57	62	61	62	60	59		
	Don't know / N/A	5	7	6	7	6	10	9	10	11	10	9	9	9	10	9		
	<i>Unweighted count</i>						911						1 826						2 737
Royal Marines	Advantaged	5	5	4	5	6	10 **	7	6	7	6	10 **	7	6	7	6		
	Neutral	25	26	26	25	29	35	33	30	30	32	34	32	30	30	32		
	Disadvantaged	64	64	64	64	61	44 **	49	53	52	51	46 **	51	54	54	52		
	Don't know / N/A	6	6	6	6	4	10	11	11	10	11	10	10	10	10	10		
	<i>Unweighted count</i>						289						1 245						1 534
Army	Advantaged	7	6 **	7	9	10	17	16	12 **	17	17	16	14	12 **	15	16		
	Neutral	25	25	28	24	28	26	27	29	28	28	26	27	29	27	28		
	Disadvantaged	59	60	55	59	54	44	45	47 **	44	42	47	48	48 **	46	44		
	Don't know / N/A	9	9	9	8	8	13	12	11	12	12	12	11	11	11	12		
	<i>Unweighted count</i>						928						1 645						2 573
RAF	Advantaged	5 **	6	7	5 **	8	9	9	8	9	10	8	8	8	8	10		
	Neutral	24	25	24	26	27	29	26	26	28	27	27	26	26	27	27		
	Disadvantaged	65 **	63 **	63 **	62 **	56	50	54	54	52	50	54	56 **	56 **	54	51		
	Don't know / N/A	7 **	7 **	7 **	7	10	12	12	12	11	13	11	10	11	10	12		
	<i>Unweighted count</i>						909						1 876						2 785

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.9 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Benefits.

		Officer					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Advantaged	13 **	14 **	14 **	17	18	19 **	19 **	19 **	21 **	25	18 **	18 **	18 **	20 **	23		
	Neutral	50	48	50	48	48	42	42	43	42	41	44	43	44	43	43		
	Disadvantaged	19	18	18	16	16	22	23 **	23 **	20	20	21 **	22 **	22 **	20	19		
	Don't know / N/A	19	20	17	19	17	17 **	16	16	16	15	17 **	17	16	17	15		
	<i>Unweighted count</i>						3 030						6 588						9 618
Royal Navy	Advantaged	14	14	13	16	17	13 **	15 **	15 **	18	19	13 **	15 **	14 **	17	19		
	Neutral	52	53	53	53	50	46	45	44	45	45	47	47	46	47	46		
	Disadvantaged	16	16	16	15	15	23	25 **	25 **	21	21	22	23 **	23 **	19	19		
	Don't know / N/A	18	17	18	16	18	18	15	16	16	16	18	15	16	16	16		
	<i>Unweighted count</i>						905						1 822						2 727
Royal Marines	Advantaged	15	16	12	11 **	17	17	16	15	16	18	17	16	14 **	16	17		
	Neutral	55	50	59	54	57	49	48	47	45	48	50	48	49	46	49		
	Disadvantaged	16	21	19	21	15	20	21	23	24	20	20	21	22	23 **	20		
	Don't know / N/A	14	13	11	14	12	14	15	15	15	15	14	14	15	15	14		
	<i>Unweighted count</i>						289						1 237						1 526
Army	Advantaged	13 **	13 **	15 **	17	19	21 **	22 **	21 **	23	28	20 **	20 **	20 **	22 **	26		
	Neutral	46	44	49	46	47	40	40	41	40	38	41	41	42	41	40		
	Disadvantaged	21	20	18	16	17	22	22	23	20	20	22	22	22	19	19		
	Don't know / N/A	21	22 **	18	21	18	17	16	15	16	14	18	17	16	17	15		
	<i>Unweighted count</i>						928						1 655						2 583
RAF	Advantaged	12 **	16	15	17	18	16 **	15 **	16 **	19 **	22	15 **	15 **	16 **	18 **	21		
	Neutral	54 **	50	49	49	48	45	44	45	44	44	47	45	46	45	45		
	Disadvantaged	18	16	19	16	17	21	22 **	21	20	18	21	21 **	21	19	18		
	Don't know / N/A	17	18	17	19	17	17	19 **	17	17	15	17	18 **	17	17	16		
	<i>Unweighted count</i>						908						1 874						2 782

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.10 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Tax.

		Officer					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Advantaged	3	4	3	4	5	10	9	9 **	10	11	9	8	8 **	9	10		
	Neutral	65	64	65	63	62	53	53	54	53	54	55	55	56	55	55		
	Disadvantaged	22	22 **	23	24	25	25	26	25	24	23	24	25	24	24	23		
	Don't know / N/A	10	10	9	10	9	12	12	13	12	12	12	12	12	12	11		
	<i>Unweighted count</i>						3 020						6 565						9 585
Royal Navy	Advantaged	2	3	2	2	3	5	5 **	4 **	6	7	4	4 **	4 **	5	6		
	Neutral	65	62	62	66	61	49 **	48 **	50 **	52	55	53	52 **	53	55	56		
	Disadvantaged	25	25	27	26	28	33 **	36 **	34 **	31 **	27	31 **	33 **	33 **	30	27		
	Don't know / N/A	8	9	8	7	9	13	11	12	12	12	12	11	11	11	11		
	<i>Unweighted count</i>						903						1 815						2 718
Royal Marines	Advantaged	4	4	2	2	4	9 **	6	5	6	6	9 **	6	5	5	6		
	Neutral	60	64	68	63	63	56	56	56	58	58	57	57	57	59	59		
	Disadvantaged	27	25	24	29	27	24	26	26	25	23	24	26	26	25	24		
	Don't know / N/A	8	7	6	7	6	11	12	13	11	13	10	12	13	11	12		
	<i>Unweighted count</i>						289						1 242						1 531
Army	Advantaged	4	5	4	5	6	13	12	11	13	15	12	11	10	12	13		
	Neutral	61	61	64	59	61	49	51	52	50	50	51	52	54	52	52		
	Disadvantaged	24	23	22	25	25	25	25	24	24	24	25	25	24	24	24		
	Don't know / N/A	11	11	9	10	8	12	12	13	12	12	12	12	12	12	11		
	<i>Unweighted count</i>						924						1 646						2 570
RAF	Advantaged	2	4	3	4	4	6	6	6	6	7	5	5	5	5	7		
	Neutral	71 **	71 **	68	66	65	64	62	62	61	62	66	64	64	62	63		
	Disadvantaged	16 **	16 **	19	20	21	17	19	19	20	17	17	19	19	20	18		
	Don't know / N/A	10	9	9	11	11	12	13	13	13	13	12	12	12	12	13		
	<i>Unweighted count</i>						904						1 862						2 766

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

**Table B22.11 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public?
Commercial Products and Services e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit.**

Percentages

		Officer					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Advantaged	..	..	..	10	10	..	..	..	14	14	..	..	..	13	13
	Neutral	..	..	..	51	51	..	..	..	46	46	..	..	..	47	47
	Disadvantaged	..	..	..	34	34	..	..	..	30	30	..	..	..	31	31
	Don't know / N/A	..	..	..	5	5	..	..	..	10	10	..	..	..	9	9
	<i>Unweighted count</i>						3 031						6 573						9 604
Royal Navy	Advantaged	..	..	..	13	13	..	..	..	14	15	..	..	..	14	14
	Neutral	..	..	..	60	58	..	..	..	54	54	..	..	..	55	55
	Disadvantaged	..	..	..	21	24	..	..	..	23	23	..	..	..	22	23
	Don't know / N/A	..	..	..	5	6	..	..	..	10	9	..	..	..	9	8
	<i>Unweighted count</i>						909						1 817						2 726
Royal Marines	Advantaged	..	..	..	11	12	..	..	..	12	12	..	..	..	12	12
	Neutral	..	..	..	56	60	..	..	..	53	56	..	..	..	54	56
	Disadvantaged	..	..	..	27	24	..	..	..	25	23	..	..	..	26	23
	Don't know / N/A	..	..	..	6	4	..	..	..	9	9	..	..	..	9	9
	<i>Unweighted count</i>						288						1 238						1 526
Army	Advantaged	..	..	..	9	10	..	..	..	15	15	..	..	..	14	14
	Neutral	..	..	..	48	48	..	..	..	43	42	..	..	..	44	43
	Disadvantaged	..	..	..	38	38	..	..	..	31	33	..	..	..	32	34
	Don't know / N/A	..	..	..	5	4	..	..	..	11	10	..	..	..	10	9
	<i>Unweighted count</i>						929						1 649						2 578
RAF	Advantaged	..	..	..	10	9	..	..	..	10	11	..	..	..	10	11
	Neutral	..	..	..	47	51	..	..	..	48	47	..	..	..	48	48
	Disadvantaged	..	..	..	37	35	..	..	..	34	32	..	..	..	35	33
	Don't know / N/A	..	..	..	5	5	..	..	..	7	9	..	..	..	7	8
	<i>Unweighted count</i>						905						1 869						2 774

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2019. (2) Previously asked as A803 but due to a substantial wording change required a new question.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.12 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? HM Forces and Veterans-specific financial advice and discounts e.g. Money Force, Defence Discount Service, Defence Privilege Cards and Joining Forces

Percentages

		Officer					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Advantaged	..	..	..	50	49	..	..	..	41 **	44	..	..	..	43 **	45
	Neutral	..	..	..	37	38	..	..	..	37	36	..	..	..	37	36
	Disadvantaged	..	..	..	3	4	..	..	..	6	6	..	..	..	6	6
	Don't know / N/A	..	..	..	10	10	..	..	..	16	14	..	..	..	15	13
	<i>Unweighted count</i>						3 041						6 605						9 646
Royal Navy	Advantaged	..	..	..	52	53	..	..	..	41	44	..	..	..	44	46
	Neutral	..	..	..	36	35	..	..	..	38	38	..	..	..	38	37
	Disadvantaged	..	..	..	2	2	..	..	..	5	5	..	..	..	5	4
	Don't know / N/A	..	..	..	10	10	..	..	..	15	13	..	..	..	14	12
	<i>Unweighted count</i>						911						1 828						2 739
Royal Marines	Advantaged	..	..	..	45	49	..	..	..	34	34	..	..	..	35	36
	Neutral	..	..	..	43	40	..	..	..	44	45	..	..	..	44	44
	Disadvantaged	..	..	..	3	4	..	..	..	8	8	..	..	..	7	7
	Don't know / N/A	..	..	..	9	7	..	..	..	15	13	..	..	..	14	12
	<i>Unweighted count</i>						289						1 240						1 529
Army	Advantaged	..	..	..	47	46	..	..	..	42	45	..	..	..	43	45
	Neutral	..	..	..	38	39	..	..	..	36	35	..	..	..	36	36
	Disadvantaged	..	..	..	4	5	..	..	..	7	7	..	..	..	6	6
	Don't know / N/A	..	..	..	11	10	..	..	..	16	13	..	..	..	15	13
	<i>Unweighted count</i>						930						1 659						2 589
RAF	Advantaged	..	..	..	53	50	..	..	..	40	44	..	..	..	43	46
	Neutral	..	..	..	34	37	..	..	..	38	35	..	..	..	37	36
	Disadvantaged	..	..	..	3	3	..	..	..	5	5	..	..	..	5	5
	Don't know / N/A	..	..	..	10	9	..	..	..	16	16	..	..	..	14	14
	<i>Unweighted count</i>						911						1 878						2 789

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2019. (2) Previously asked as A803 but due to a substantial wording change required a new question.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

**Table B22.13 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public?
Participation as Citizens e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition.**

Percentages

		Officer					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Advantaged	6	5	6	5	5	10	9	7	8	9	9	8	7	8	8		
	Neutral	58	58	58	57	58	51	53	53	51	52	52	54	54	52	53		
	Disadvantaged	23	22	23	21	21	16	15	15	14	14	17 **	17	17	16	15		
	Don't know / N/A	13 **	15	13 **	16	17	23	23	25	26	25	21	22	23	24	23		
	<i>Unweighted count</i>						3 033						6 556						9 589
Royal Navy	Advantaged	5	4	5	4	4	5	5	5	5	6	5	5	5	5	5		
	Neutral	62	60	58	58	58	53	57	55	56	56	55	58	56	56	56		
	Disadvantaged	21	23	25	22	22	17 **	16	16	14	14	18	18	18	16	16		
	Don't know / N/A	11 **	13	12 **	16	16	24	22	24	25	24	21	20	21	23	22		
	<i>Unweighted count</i>						908						1 816						2 724
Royal Marines	Advantaged	5	8	8	6	5	8 **	6	6	6	5	8 **	7 **	6	6	5		
	Neutral	63	56 **	60	65	64	58	57	57	58	60	59	57	58	59	60		
	Disadvantaged	23	24	19	19	19	14	15	16	14	13	15	16	16	15	14		
	Don't know / N/A	9	13	13	11	12	19	21	21	21	22	18	20	20	20	21		
	<i>Unweighted count</i>						288						1 215						1 503
Army	Advantaged	7	6	7	7	5	12	11	9	11	11	11	10	9	10	10		
	Neutral	55	56	56	56	58	49	51	50	48	50	50	52	51	49	51		
	Disadvantaged	25	23	23	21	20	17	16	15	15	14	18	17	17	16	16		
	Don't know / N/A	14	15	13	16	17	22	22	25	27	25	21	21	23	25	23		
	<i>Unweighted count</i>						928						1 654						2 582
RAF	Advantaged	5	5	5	4	4	6	6	5	4	6	6	5	5	4	5		
	Neutral	58	60	59	58	57	55	53	56	55	54	56	55	56	56	55		
	Disadvantaged	21	20	22	21	20	13	14	14	14	13	15	16	16	15	15		
	Don't know / N/A	15	16	14	17	18	26	27	26	27	27	23	24	23	25	25		
	<i>Unweighted count</i>						909						1 871						2 780

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.14 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Other.

		Officer					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Advantaged	2	2	1	1	2	8 **	7	4	6	6	7 **	6	4	5	5		
	Neutral	22 **	20 **	22 **	27	28	28	27	27	29	28	27	26	26	29	28		
	Disadvantaged	12 **	11	12 **	9	8	5	6	5	4	4	6	7 **	6	4	5		
	Don't know / N/A	63	67	64	63	62	59	60	64	61	63	59	61	64	62	62		
	<i>Unweighted count</i>						1 155						3 074						4 229
Royal Navy	Advantaged	1	1	1	1	1	1	3	1	3	2	1	3	1	2	2		
	Neutral	23	19 **	21 **	28	30	27	28	25	28	28	27	27	24	28	29		
	Disadvantaged	12	11	12	7	7	4	6	5	4	4	6	7	6	5	4		
	Don't know / N/A	64	69	66	64	62	67	63	69	65	66	66	64	69	65	65		
	<i>Unweighted count</i>						330						858						1 188
Royal Marines	Advantaged	7	4	2	1	4	8 **	5 **	3	4	2	7 **	5 **	3	4	2		
	Neutral	35	30	27	34	38	46	40 **	42	39 **	46	45	39 **	41	38 **	45		
	Disadvantaged	7	8	5	10 **	4	6	6	5	6	5	6	6	5	7	5		
	Don't know / N/A	52	58	66	55	55	41 **	50	50	51	47	41 **	51	51	51	48		
	<i>Unweighted count</i>						113						566						679
Army	Advantaged	2	2	2	1	2	12	10	6	9	8	11	9	6	8	7		
	Neutral	24	22	26	31	28	29	28	28	31	29	28	27	28	31	28		
	Disadvantaged	14 **	11	11	9	8	5	6	5	3	4	6	7	5	4	5		
	Don't know / N/A	60	64	62	58	62	54	56	61	57	59	55	57	61	57	59		
	<i>Unweighted count</i>						355						787						1 142
RAF	Advantaged	2	3	0	1	2	2	2	1	2	2	2	2	1 **	2	2		
	Neutral	18	16 **	16 **	18 **	26	20	19	20	21	22	20	19	19	20	23		
	Disadvantaged	10	10	16 **	9	8	4	5	6	4	3	5	6	8 **	5	4		
	Don't know / N/A	69	71	67	73	64	74	74	74	74	73	73	73	72	74	71		
	<i>Unweighted count</i>						357						863						1 220

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2016.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.15 How strongly do you agree or disagree with the following? I offer an important service to the country.

		Officer					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	89	88	87	88	87	71 **	70	67	68	67	74 **	73	71	71	71		
	Neutral	9	9	10	9	10	20	21	22	21	21	18	19	20	19	19		
	Disagree	3	3	3	3	3	9 **	9 **	11	11	12	8 **	8 **	9	10	10		
	<i>Unweighted count</i>						3 045						6 595						9 640
Royal Navy	Agree	89	88	87	87	86	68	70	66	68	66	73	74 **	71	72	71		
	Neutral	8	9	9	9	9	19	19	22	20	22	17	17	19	17	19		
	Disagree	3	3	4	3	4	12	11	12	13	12	10	9	10	10	10		
	<i>Unweighted count</i>						909						1 831						2 740
Royal Marines	Agree	89	86	85	87	88	67 **	60	60	59	62	69 **	63	63	63	65		
	Neutral	8	11	10	10	8	23	26	25	25	23	21	25 **	23	23	22		
	Disagree	2	4	5	4	4	10 **	13	16	15	15	9 **	12	14	14	13		
	<i>Unweighted count</i>						289						1 247						1 536
Army	Agree	89	89	88	88	87	72 **	70	67	69	68	75 **	73	70	72	71		
	Neutral	8	8	10	9	10	19	22	23	21	20	18	19	21	19	19		
	Disagree	3	3	2	3	3	9 **	9 **	10	10	12	8 **	8	9	9	10		
	<i>Unweighted count</i>						933						1 651						2 584
RAF	Agree	88	87	87	89	87	71	72 **	68	67	68	75	75	72	72	72		
	Neutral	10	10	11	9	11	19	20	21	21	21	17	18	19	19	19		
	Disagree	3	3	2	3	3	10	8 **	11	12	11	8	7 **	9	10	9		
	<i>Unweighted count</i>						914						1 866						2 780

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) Not asked prior to 2010. (2) Minor wording change in 2015. (3) 'Don't know' option added in 2015. (4) 'Don't know' option excluded from the analysis.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.16 How strongly do you agree or disagree with the following? Members of the Armed Forces are valued by society at large.

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	64 **	58 **	55	52	52	41 **	37 **	34	34	33	45 **	41 **	38	37	37
	Neutral	18 **	20	20	21	22	23	24	23	21	23	22	23	23	21	23
	Disagree	18 **	22 **	25	27	27	36 **	39 **	43	45	44	32 **	36 **	40	41	40
	<i>Unweighted count</i>					3 041					6 571					9 612
Royal Navy	Agree	58 **	51	49	48	47	34 **	33	30	30	30	40 **	38 **	34	34	34
	Neutral	18	21	21	21	20	20	20	22	20	21	20	20	22	20	21
	Disagree	24 **	28	30	31	33	46	46	48	50	49	41 **	42 **	44	46	46
	<i>Unweighted count</i>					909					1 831					2 740
Royal Marines	Agree	66 **	61	53	52	53	38 **	31	30	29	30	41 **	35	33	31	33
	Neutral	19	22	18	20	19	26	26	25	22	23	25	26 **	24	22	23
	Disagree	15 **	17 **	28	28	28	36 **	42 **	45	49	46	34 **	39 **	43	47	44
	<i>Unweighted count</i>					287					1 239					1 526
Army	Agree	69 **	63 **	59	54	54	43 **	37	35	35	35	47 **	41	39	38	39
	Neutral	17	18	20	20	21	24	25	24	22	24	23	24	24	21	24
	Disagree	14 **	19 **	21	25	24	32 **	38	41	43	41	30 **	35	38	40	38
	<i>Unweighted count</i>					931					1 646					2 577
RAF	Agree	60 **	54	51	51	51	41 **	39 **	35	34	31	45 **	42 **	38	38	36
	Neutral	19	21	22	23	23	22	22	21	21	23	21	22	21	22	23
	Disagree	21 **	25	28	26	26	38 **	39 **	44	44	45	34 **	36 **	41	40	41
	<i>Unweighted count</i>					914					1 855					2 769

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013. (2) Minor wording change in 2015.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.1 Are you currently registered to vote?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	1.0	0.9	1.0	1.0	1.0	1.5	1.6	1.7	1.7	1.9	1.3	1.3	1.4	1.4	1.5
	No	1.0	0.9	0.9	0.9	0.9	1.4	1.4	1.4	1.4	1.7	1.1	1.1	1.2	1.1	1.4
	Don't know	0.4	0.4	0.4	0.5	0.5	1.1	1.0	1.2	1.2	1.2	0.9	0.9	1.0	1.0	1.0
	<i>Unweighted count</i>															
Royal Navy	Yes	1.6	1.2	1.1	1.2	1.1	2.2	1.8	2.2	1.9	2.0	1.8	1.4	1.7	1.5	1.5
	No	1.4	1.1	0.8	1.0	0.9	1.7	1.4	1.8	1.5	1.5	1.3	1.1	1.4	1.2	1.2
	Don't know	0.7	0.6	0.7	0.7	0.6	1.6	1.3	1.4	1.4	1.4	1.3	1.0	1.1	1.1	1.1
	<i>Unweighted count</i>															
Royal Marines	Yes	2.3	1.7	2.1	2.2	1.5	1.7	1.6	1.9	1.8	2.2	1.5	1.4	1.7	1.6	2.0
	No	2.2	1.5	1.7	2.1	0.8	1.4	1.2	1.5	1.4	1.8	1.3	1.1	1.3	1.3	1.5
	Don't know	0.9	0.9	1.4	0.7	1.3	1.1	1.1	1.4	1.3	1.6	1.0	1.0	1.2	1.2	1.4
	<i>Unweighted count</i>															
Army	Yes	1.8	1.7	1.7	1.8	1.8	2.4	2.6	2.8	2.8	3.2	2.1	2.2	2.4	2.3	2.7
	No	1.7	1.6	1.7	1.6	1.6	2.1	2.3	2.4	2.3	2.9	1.8	1.9	2.0	1.9	2.4
	Don't know	0.7	0.6	0.6	0.8	0.8	1.7	1.7	2.0	2.0	2.0	1.4	1.4	1.7	1.7	1.7
	<i>Unweighted count</i>															
RAF	Yes	1.5	1.2	1.5	1.7	1.3	2.3	1.7	1.7	1.9	2.0	1.8	1.3	1.3	1.5	1.6
	No	1.4	1.1	1.3	1.4	1.0	1.9	1.4	1.3	1.5	1.6	1.5	1.1	1.1	1.2	1.2
	Don't know	0.6	0.6	0.8	1.0	0.9	1.5	1.0	1.1	1.4	1.5	1.2	0.8	0.9	1.1	1.1
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.2 If you are currently registered to vote, are you registered as...?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	An ordinary residential voter	2.1	2.2	2.1	2.0	1.9	1.7	1.8	1.9	1.8	1.8	1.4	1.5	1.6	1.5	1.5
	A Service voter	2.1	2.2	2.1	2.0	1.9	1.7	1.8	1.8	1.7	1.8	1.4	1.5	1.5	1.4	1.4
	An overseas voter	0.5	0.6	0.5	0.5	0.6	0.4	0.4	0.6	0.5	0.4	0.3	0.4	0.5	0.4	0.4
	<i>Unweighted count</i>															
Royal Navy	An ordinary residential voter	3.5	3.7	3.7	3.6	3.4	3.0	2.7	2.9	2.4	2.4	2.4	2.2	2.4	2.0	2.0
	A Service voter	3.5	3.7	3.7	3.6	3.3	3.0	2.7	2.9	2.4	2.3	2.4	2.2	2.4	2.0	1.9
	An overseas voter	0.8	0.4	0.5	0.7	0.8	0.5	0.5	0.5	0.4	0.6	0.5	0.4	0.4	0.3	0.5
	<i>Unweighted count</i>															
Royal Marines	An ordinary residential voter	5.4	5.3	5.2	5.0	5.1	2.0	2.0	2.3	2.1	2.5	1.9	1.9	2.1	2.0	2.3
	A Service voter	5.3	5.2	5.1	4.9	5.0	2.0	2.0	2.3	2.1	2.5	1.9	1.9	2.1	1.9	2.3
	An overseas voter	1.7	1.4	1.6	1.5	1.7	0.2	0.2	0.3	0.4	..	0.3	0.2	0.3	0.4	0.2
	<i>Unweighted count</i>															
Army	An ordinary residential voter	3.5	3.9	3.6	3.3	3.2	2.8	3.2	3.2	3.0	3.2	2.4	2.7	2.7	2.5	2.6
	A Service voter	3.4	3.8	3.5	3.3	3.2	2.8	3.1	3.2	2.9	3.1	2.3	2.6	2.6	2.5	2.6
	An overseas voter	0.9	1.1	0.9	0.9	0.9	0.7	0.8	1.0	0.9	0.7	0.6	0.7	0.9	0.8	0.6
	<i>Unweighted count</i>															
RAF	An ordinary residential voter	3.6	3.4	3.6	3.4	3.2	2.6	2.4	2.2	2.1	2.1	2.1	2.0	1.9	1.8	1.8
	A Service voter	3.5	3.3	3.5	3.3	3.1	2.6	2.3	2.1	2.1	2.0	2.1	2.0	1.8	1.8	1.7
	An overseas voter	0.7	0.9	1.2	0.9	1.1	0.3	0.5	0.7	0.5	0.7	0.3	0.5	0.6	0.4	0.6
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.3 If you are not currently registered to vote, what is the main reason for this?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	I did not receive an electoral registration form	6.7	5.4	7.4	6.9	9.1	3.0	4.1	4.1	3.0	4.5	2.9	3.9	3.8	2.8	4.3
	I have not got around to it, but aim to do it sometime	10.7	13.7	15.1	12.9	14.9	3.9	6.3	6.6	5.5	5.5	3.7	6.0	6.2	5.1	5.3
	I do not know how to register	1.2	5.7	2.2	5.4	..	2.8	3.6	3.7	4.1	4.2	2.6	3.4	3.5	3.8	4.0
	I am not interested in politics	6.6	7.0	8.8	7.3	11.3	4.6	6.0	6.8	5.5	7.2	4.4	5.6	6.4	5.1	6.9
	I wish to remain impartial	9.3	14.3	9.4	8.8	13.0	3.2	4.1	4.8	4.0	5.3	3.1	4.0	4.6	3.7	5.0
	Other	11.7	15.5	14.1	12.5	16.5	4.5	5.9	7.1	6.9	7.0	4.3	5.6	6.7	6.5	6.7
	<i>Unweighted count</i>															
Royal Navy	I did not receive an electoral registration form	10.8	..	..	..	..	7.9	8.4	11.2	5.9	6.9	7.0	7.5	10.8	5.5	6.6
	I have not got around to it, but aim to do it sometime	23.4	..	..	..	..	13.0	14.0	14.3	11.1	11.2	11.7	13.1	13.8	10.7	10.8
	I do not know how to register	7.2	..	..	..	..	4.5	5.4	5.8	5.9	6.3	4.0	5.2	5.7	5.6	5.9
	I am not interested in politics	15.0	..	..	..	..	13.0	13.2	16.0	11.0	12.3	11.4	12.0	15.3	10.2	11.5
	I wish to remain impartial	15.8	..	..	..	..	9.7	9.9	8.8	6.4	8.9	8.7	9.2	8.5	6.3	8.5
	Other	22.9	..	..	..	..	9.3	8.8	10.7	7.3	7.7	8.6	8.4	10.3	6.9	7.6
	<i>Unweighted count</i>															
Royal Marines	I did not receive an electoral registration form	..	..	..	..	..	3.9	4.5	6.0	5.6	5.8	3.9	4.5	6.1	5.2	5.7
	I have not got around to it, but aim to do it sometime	..	..	..	..	..	5.9	8.5	10.6	10.4	11.8	5.9	8.4	10.2	10.1	11.6
	I do not know how to register	..	..	..	..	..	3.8	3.8	4.8	5.5	7.4	3.7	3.7	4.8	5.1	7.3
	I am not interested in politics	..	..	..	..	..	5.5	8.1	10.8	9.7	13.6	5.4	8.0	10.3	9.2	13.4
	I wish to remain impartial	..	..	..	..	..	4.2	6.6	7.3	7.7	9.9	4.2	6.6	7.2	7.5	9.8
	Other	..	..	..	..	..	5.2	6.8	8.7	8.7	12.8	5.1	6.7	8.6	8.4	12.6
	<i>Unweighted count</i>															
Army	I did not receive an electoral registration form	6.9	7.0	8.5	10.1	11.3	3.7	5.1	5.0	3.8	5.6	3.6	4.9	4.7	3.6	5.4
	I have not got around to it, but aim to do it sometime	13.3	18.2	19.6	17.0	17.6	4.7	7.8	8.1	7.0	6.9	4.5	7.5	7.7	6.7	6.6
	I do not know how to register	..	6.9	..	7.3	..	3.6	4.6	4.7	5.5	5.4	3.4	4.4	4.4	5.2	5.1
	I am not interested in politics	8.3	8.0	10.6	11.0	14.1	5.7	7.4	8.5	7.2	9.2	5.5	7.1	8.0	6.8	8.7
	I wish to remain impartial	13.6	20.1	11.2	12.1	16.4	4.0	5.0	6.0	5.3	6.7	3.8	4.9	5.7	5.0	6.4
	Other	16.4	22.5	20.1	17.5	21.6	5.7	7.5	9.0	9.3	9.1	5.5	7.2	8.6	8.8	8.7
	<i>Unweighted count</i>															
RAF	I did not receive an electoral registration form	..	..	..	..	..	8.1	8.7	8.3	7.0	9.4	7.8	8.0	7.4	6.3	8.8
	I have not got around to it, but aim to do it sometime	..	..	..	..	..	11.0	12.2	14.4	11.4	12.1	10.4	11.3	13.0	10.4	11.5
	I do not know how to register	..	..	..	..	..	3.7	4.0	8.0	3.7	4.7	3.4	3.8	6.8	3.4	4.4
	I am not interested in politics	..	..	..	..	..	10.6	11.8	14.0	10.9	12.3	9.9	10.9	12.2	9.7	11.6
	I wish to remain impartial	..	..	..	..	..	6.7	9.4	11.3	6.5	8.0	6.2	8.8	10.2	5.9	7.6
	Other	..	..	..	..	..	7.4	6.2	10.0	8.6	8.7	7.0	5.8	8.9	8.0	8.2
	<i>Unweighted count</i>															

Key
 Margin of error less than 3%
 Margin of error 3% - 5%
 Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.4 Which of these best sums up your awareness of the Armed Forces Covenant?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	I've never heard of it	0.5	0.6	0.6	0.7	0.8	1.6	1.7	1.9	1.8	2.1	1.3	1.4	1.6	1.5	1.7
	I've heard of it but know nothing about it	1.2	1.3	1.1	1.3	1.4	1.5	1.6	1.7	1.7	1.9	1.2	1.3	1.4	1.4	1.5
	I've heard of it and know a little about it	2.2	2.3	2.2	2.2	2.3	1.5	1.6	1.8	1.7	2.0	1.3	1.4	1.6	1.5	1.7
	I've heard of it and know a lot about it	2.0	2.1	2.1	2.0	2.1	0.7	0.8	0.8	0.8	1.1	0.7	0.8	0.8	0.8	1.0
	<i>Unweighted count</i>															
Royal Navy	I've never heard of it	1.0	1.0	0.7	0.9	1.0	2.7	2.2	2.7	2.2	2.4	2.1	1.7	2.0	1.7	1.9
	I've heard of it but know nothing about it	2.1	2.2	2.3	2.3	2.0	2.8	2.4	2.8	2.3	2.5	2.2	1.9	2.2	1.9	2.0
	I've heard of it and know a little about it	3.5	3.7	3.7	3.6	3.5	3.0	2.7	3.2	2.6	2.8	2.4	2.2	2.6	2.1	2.3
	I've heard of it and know a lot about it	3.0	3.2	3.1	3.1	3.0	1.5	1.4	1.5	1.3	1.4	1.4	1.3	1.4	1.2	1.3
	<i>Unweighted count</i>															
Royal Marines	I've never heard of it	2.7	1.6	2.2	2.6	2.4	1.8	1.9	2.4	2.3	3.0	1.7	1.7	2.2	2.1	2.6
	I've heard of it but know nothing about it	3.6	3.5	3.1	3.3	3.3	1.6	1.8	2.2	2.3	2.8	1.5	1.7	2.0	2.0	2.5
	I've heard of it and know a little about it	5.7	5.4	5.3	5.2	5.7	1.7	1.8	2.3	2.2	2.9	1.6	1.7	2.1	2.1	2.7
	I've heard of it and know a lot about it	5.1	4.6	4.5	4.3	4.9	0.8	0.9	1.1	1.1	1.4	0.9	1.0	1.1	1.1	1.4
	<i>Unweighted count</i>															
Army	I've never heard of it	0.4	0.9	0.8	1.3	1.2	2.5	2.8	3.1	3.0	3.5	2.1	2.4	2.6	2.5	2.9
	I've heard of it but know nothing about it	1.7	2.1	1.6	1.9	2.3	2.2	2.5	2.7	2.7	3.1	1.9	2.1	2.3	2.3	2.6
	I've heard of it and know a little about it	3.6	3.9	3.7	3.6	4.0	2.3	2.5	2.9	2.8	3.2	2.0	2.2	2.5	2.4	2.7
	I've heard of it and know a lot about it	3.5	3.7	3.6	3.4	3.7	1.1	1.3	1.3	1.3	1.8	1.1	1.3	1.2	1.2	1.6
	<i>Unweighted count</i>															
RAF	I've never heard of it	1.3	1.1	1.3	1.3	1.5	2.7	2.4	2.4	2.3	2.5	2.1	1.9	1.9	1.8	1.9
	I've heard of it but know nothing about it	2.6	2.4	2.4	2.6	2.5	2.7	2.4	2.5	2.4	2.5	2.2	1.9	2.0	2.0	2.0
	I've heard of it and know a little about it	4.0	3.4	3.7	3.7	3.7	2.8	2.6	2.8	2.6	2.8	2.4	2.2	2.3	2.2	2.3
	I've heard of it and know a lot about it	3.3	2.7	3.0	2.9	2.9	1.2	1.2	1.3	1.4	1.4	1.2	1.1	1.2	1.2	1.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.5 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Family's access to NHS care.

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Advantaged	1.3	1.4	1.5	1.4	1.4	1.5	1.6	1.7	1.7	2.0	1.2	1.3	1.4	1.4	1.6
	Neutral	2.2	2.3	2.3	2.2	2.4	1.7	1.9	2.0	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	Disadvantaged	1.9	1.9	1.9	1.8	2.0	1.0	1.0	1.2	1.1	1.1	0.9	0.9	1.0	0.9	1.0
	Don't know / N/A	1.6	1.7	1.7	1.7	1.7	1.4	1.5	1.7	1.6	1.8	1.2	1.3	1.4	1.4	1.5
	<i>Unweighted count</i>															
Royal Navy	Advantaged	1.8	2.0	2.2	2.2	2.0	2.0	1.8	2.1	1.8	2.0	1.6	1.4	1.7	1.5	1.6
	Neutral	3.7	3.8	3.9	3.7	3.7	3.1	2.7	3.3	2.7	2.9	2.5	2.3	2.7	2.2	2.4
	Disadvantaged	2.7	2.8	2.8	2.5	2.8	1.8	1.7	2.1	1.5	1.8	1.5	1.4	1.7	1.3	1.5
	Don't know / N/A	2.8	2.9	2.8	2.8	2.7	2.6	2.2	2.7	2.2	2.3	2.1	1.8	2.2	1.8	1.9
	<i>Unweighted count</i>															
Royal Marines	Advantaged	3.6	2.9	3.0	2.2	3.9	1.4	1.4	1.6	1.7	2.1	1.3	1.3	1.5	1.5	1.9
	Neutral	5.7	5.3	5.5	5.1	5.8	1.9	2.0	2.6	2.5	3.2	1.8	1.9	2.4	2.3	2.9
	Disadvantaged	4.3	4.0	4.1	3.8	3.9	1.0	1.2	1.6	1.4	1.7	1.0	1.1	1.5	1.3	1.6
	Don't know / N/A	3.6	3.6	4.2	3.6	3.8	1.5	1.6	2.1	2.0	2.6	1.4	1.5	2.0	1.8	2.3
	<i>Unweighted count</i>															
Army	Advantaged	2.2	2.4	2.5	2.4	2.5	2.4	2.6	2.8	2.8	3.4	2.0	2.2	2.4	2.4	2.8
	Neutral	3.6	4.0	3.9	3.7	4.1	2.6	2.9	3.3	3.1	3.6	2.3	2.5	2.8	2.6	3.1
	Disadvantaged	3.1	3.3	3.2	3.1	3.4	1.4	1.5	1.9	1.7	1.8	1.3	1.4	1.7	1.5	1.6
	Don't know / N/A	2.6	2.9	2.7	2.8	2.8	2.2	2.4	2.7	2.7	2.9	1.9	2.1	2.3	2.3	2.5
	<i>Unweighted count</i>															
RAF	Advantaged	2.3	2.0	2.4	2.4	2.1	2.2	2.1	2.1	2.0	2.2	1.8	1.7	1.7	1.7	1.8
	Neutral	4.1	3.7	4.0	3.9	4.0	3.1	2.8	2.9	2.8	2.9	2.5	2.3	2.5	2.4	2.4
	Disadvantaged	3.5	3.1	3.3	3.3	3.4	1.8	1.7	1.9	1.8	1.7	1.6	1.5	1.6	1.6	1.5
	Don't know / N/A	2.9	2.8	3.0	2.9	3.0	2.6	2.3	2.4	2.3	2.5	2.1	1.9	2.0	1.9	2.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.6 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Children's Education.

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Advantaged	2.1	2.3	2.2	2.3	2.4	2.1	2.2	2.4	2.1	2.6	1.7	1.8	1.9	1.8	2.1
	Neutral	2.8	2.9	2.9	2.8	3.1	2.3	2.5	2.7	2.5	2.9	1.9	2.1	2.2	2.1	2.3
	Disadvantaged	2.9	3.0	3.0	2.9	3.1	1.9	2.1	2.2	2.1	2.1	1.6	1.7	1.8	1.8	1.7
	Don't know / N/A	1.4	1.6	1.3	1.4	1.5	1.3	1.4	1.5	1.5	1.7	1.0	1.1	1.2	1.2	1.4
	<i>Unweighted count</i>															
Royal Navy	Advantaged	3.5	3.9	4.1	3.9	3.9	3.3	2.9	3.3	2.9	3.3	2.5	2.4	2.6	2.3	2.6
	Neutral	5.0	5.3	5.4	5.1	5.3	4.3	4.0	4.6	3.8	4.1	3.4	3.3	3.6	3.1	3.3
	Disadvantaged	4.5	4.8	4.7	4.3	4.5	3.2	3.1	3.5	2.8	3.1	2.6	2.6	2.8	2.3	2.6
	Don't know / N/A	2.3	2.2	2.5	2.5	2.6	2.3	2.1	2.7	2.0	2.0	1.7	1.7	2.1	1.6	1.6
	<i>Unweighted count</i>															
Royal Marines	Advantaged	5.9	5.7	6.0	5.9	6.0	2.5	2.6	2.8	3.0	3.4	2.3	2.4	2.5	2.7	3.0
	Neutral	8.2	7.7	7.9	7.5	7.8	3.5	3.6	4.1	4.1	4.9	3.2	3.3	3.7	3.7	4.3
	Disadvantaged	8.1	7.6	7.3	7.0	7.1	2.8	3.0	3.3	3.5	4.2	2.7	2.8	3.0	3.1	3.7
	Don't know / N/A	2.7	3.3	3.6	2.6	2.8	1.7	1.8	2.2	1.9	2.5	1.5	1.6	2.0	1.7	2.1
	<i>Unweighted count</i>															
Army	Advantaged	3.5	3.9	3.7	3.9	4.1	3.2	3.5	3.8	3.3	4.2	2.7	2.9	3.1	2.8	3.5
	Neutral	4.4	4.7	4.6	4.6	5.1	3.5	3.9	4.2	3.8	4.5	2.9	3.3	3.4	3.2	3.7
	Disadvantaged	4.7	5.2	4.8	4.8	5.2	2.8	3.1	3.4	3.2	3.1	2.5	2.7	2.9	2.8	2.7
	Don't know / N/A	2.2	2.9	2.0	2.4	2.4	1.9	2.1	2.3	2.3	2.7	1.6	1.8	1.9	1.9	2.3
	<i>Unweighted count</i>															
RAF	Advantaged	3.8	3.4	3.4	3.7	3.7	2.9	2.8	2.7	2.9	3.0	2.4	2.2	2.2	2.3	2.4
	Neutral	5.5	4.6	5.1	5.0	5.1	4.1	3.9	3.9	4.0	4.1	3.4	3.1	3.2	3.2	3.3
	Disadvantaged	5.6	4.7	5.1	5.1	5.1	3.7	3.5	3.5	3.4	3.5	3.1	2.9	2.9	2.8	2.9
	Don't know / N/A	2.5	2.4	2.3	2.2	2.7	2.1	2.1	2.0	2.2	2.0	1.7	1.6	1.6	1.7	1.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.7 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Housing.

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Advantaged	1.8	1.8	1.9	1.9	2.0	1.6	1.8	1.9	1.9	2.2	1.4	1.5	1.6	1.5	1.8
	Neutral	2.1	2.2	2.3	2.1	2.3	1.6	1.7	1.9	1.8	2.0	1.4	1.5	1.6	1.5	1.7
	Disadvantaged	2.0	2.2	2.1	2.0	2.1	1.3	1.4	1.6	1.4	1.4	1.1	1.2	1.3	1.2	1.2
	Don't know / N/A	1.6	1.7	1.7	1.6	1.7	1.4	1.5	1.5	1.5	1.7	1.2	1.2	1.3	1.3	1.4
	<i>Unweighted count</i>															
Royal Navy	Advantaged	3.0	3.2	3.2	3.2	3.1	2.6	2.4	2.7	2.3	2.5	2.1	2.0	2.2	1.9	2.1
	Neutral	3.8	3.9	3.9	3.9	3.8	3.1	2.8	3.2	2.6	2.9	2.6	2.3	2.6	2.2	2.4
	Disadvantaged	3.0	2.9	3.1	2.7	2.7	2.3	2.1	2.5	1.8	2.0	1.9	1.7	2.1	1.5	1.7
	Don't know / N/A	2.7	2.8	2.7	2.7	2.8	2.6	2.1	2.6	2.2	2.3	2.1	1.8	2.1	1.8	1.9
	<i>Unweighted count</i>															
Royal Marines	Advantaged	4.7	4.6	4.3	4.4	5.2	1.7	1.7	2.1	2.2	2.8	1.6	1.6	1.9	2.0	2.5
	Neutral	5.8	5.4	5.6	5.3	5.8	1.9	2.1	2.6	2.5	3.3	1.8	1.9	2.4	2.3	3.0
	Disadvantaged	4.6	4.7	4.5	4.5	4.1	1.3	1.6	1.9	1.9	2.3	1.3	1.5	1.8	1.7	2.1
	Don't know / N/A	3.6	3.5	3.7	3.5	3.7	1.4	1.5	2.0	1.9	2.4	1.3	1.4	1.8	1.7	2.2
	<i>Unweighted count</i>															
Army	Advantaged	2.9	3.1	3.1	3.2	3.4	2.5	2.8	3.1	3.0	3.6	2.2	2.4	2.7	2.6	3.1
	Neutral	3.3	3.7	3.7	3.4	3.9	2.4	2.7	3.0	2.8	3.3	2.1	2.3	2.6	2.4	2.8
	Disadvantaged	3.4	3.8	3.4	3.3	3.5	1.9	2.2	2.4	2.3	2.3	1.7	2.0	2.1	2.0	2.0
	Don't know / N/A	2.8	2.9	2.8	2.7	3.0	2.1	2.3	2.4	2.5	2.8	1.8	2.0	2.1	2.1	2.4
	<i>Unweighted count</i>															
RAF	Advantaged	3.2	2.9	3.1	3.1	3.3	2.8	2.4	2.6	2.5	2.7	2.3	2.0	2.1	2.1	2.2
	Neutral	4.0	3.5	3.9	3.7	3.9	2.9	2.7	2.8	2.7	2.8	2.4	2.2	2.3	2.2	2.3
	Disadvantaged	3.8	3.4	3.8	3.7	3.5	2.4	2.4	2.6	2.4	2.3	2.1	2.0	2.2	2.0	2.0
	Don't know / N/A	2.5	2.3	2.7	2.4	2.8	2.4	2.0	2.2	2.1	2.2	1.9	1.7	1.8	1.7	1.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.8 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Family life.

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Advantaged	1.1	1.1	1.2	1.2	1.4	1.3	1.3	1.3	1.5	1.7	1.1	1.1	1.1	1.2	1.4
	Neutral	1.9	2.0	2.1	1.9	2.2	1.5	1.6	1.9	1.7	2.0	1.3	1.4	1.6	1.4	1.7
	Disadvantaged	2.2	2.3	2.3	2.2	2.4	1.7	1.9	2.0	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	Don't know / N/A	1.2	1.3	1.3	1.2	1.3	1.2	1.3	1.4	1.4	1.6	1.0	1.1	1.2	1.1	1.3
	<i>Unweighted count</i>															
Royal Navy	Advantaged	1.4	1.6	1.6	1.4	1.4	1.5	1.3	1.4	1.3	1.4	1.2	1.1	1.2	1.1	1.1
	Neutral	3.2	3.3	3.2	3.2	3.3	2.7	2.4	2.8	2.3	2.6	2.2	2.0	2.3	1.9	2.1
	Disadvantaged	3.5	3.7	3.7	3.6	3.6	3.1	2.8	3.2	2.7	2.9	2.5	2.3	2.6	2.2	2.4
	Don't know / N/A	1.7	2.0	1.9	2.0	1.8	2.1	1.6	2.0	1.7	1.8	1.6	1.3	1.6	1.4	1.4
	<i>Unweighted count</i>															
Royal Marines	Advantaged	2.6	2.4	2.1	2.3	2.8	1.2	1.1	1.2	1.4	1.6	1.1	1.0	1.1	1.2	1.4
	Neutral	5.0	4.8	4.9	4.7	5.5	1.9	1.9	2.4	2.3	3.1	1.7	1.8	2.2	2.1	2.8
	Disadvantaged	5.5	5.3	5.4	5.2	5.8	1.9	2.1	2.6	2.6	3.3	1.8	1.9	2.4	2.3	3.0
	Don't know / N/A	2.6	2.6	2.7	2.6	2.4	1.2	1.3	1.7	1.6	2.1	1.1	1.2	1.5	1.4	1.9
	<i>Unweighted count</i>															
Army	Advantaged	1.9	1.9	2.0	2.1	2.4	2.0	2.2	2.2	2.4	2.9	1.7	1.9	1.9	2.1	2.4
	Neutral	3.2	3.4	3.5	3.2	3.7	2.3	2.6	3.0	2.8	3.3	2.0	2.2	2.5	2.4	2.8
	Disadvantaged	3.6	3.9	3.8	3.7	4.1	2.6	2.9	3.2	3.1	3.5	2.3	2.5	2.8	2.6	3.0
	Don't know / N/A	2.1	2.3	2.2	2.1	2.3	1.9	2.0	2.2	2.2	2.6	1.6	1.7	1.9	1.9	2.2
	<i>Unweighted count</i>															
RAF	Advantaged	1.8	1.7	2.0	1.7	2.2	1.8	1.6	1.6	1.7	1.8	1.4	1.3	1.3	1.4	1.5
	Neutral	3.5	3.2	3.4	3.4	3.5	2.7	2.4	2.5	2.5	2.6	2.2	2.0	2.1	2.1	2.1
	Disadvantaged	3.9	3.5	3.9	3.8	4.0	3.1	2.8	3.0	2.8	3.0	2.6	2.3	2.5	2.4	2.4
	Don't know / N/A	2.0	1.9	2.0	2.0	2.4	2.2	1.9	2.0	1.9	2.1	1.7	1.5	1.6	1.5	1.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.9 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Benefits.

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Advantaged	1.5	1.6	1.7	1.7	1.9	1.4	1.6	1.7	1.7	2.0	1.2	1.3	1.4	1.4	1.7
	Neutral	2.2	2.3	2.3	2.2	2.4	1.7	1.8	2.0	1.9	2.1	1.5	1.6	1.7	1.6	1.8
	Disadvantaged	1.8	1.8	1.8	1.7	1.8	1.4	1.5	1.7	1.5	1.8	1.2	1.3	1.4	1.3	1.5
	Don't know / N/A	1.8	1.9	1.8	1.8	1.8	1.4	1.4	1.5	1.5	1.6	1.2	1.2	1.3	1.3	1.3
	<i>Unweighted count</i>															
Royal Navy	Advantaged	2.7	2.7	2.7	2.8	2.8	2.3	2.1	2.4	2.1	2.4	1.8	1.7	2.0	1.8	1.9
	Neutral	3.8	3.8	3.9	3.8	3.8	3.2	2.8	3.3	2.7	2.9	2.6	2.3	2.7	2.2	2.4
	Disadvantaged	2.8	2.9	2.9	2.7	2.8	2.6	2.4	2.8	2.2	2.4	2.1	2.0	2.3	1.8	1.9
	Don't know / N/A	2.9	3.0	3.0	2.9	2.9	2.5	2.0	2.5	2.0	2.1	2.0	1.7	2.0	1.7	1.8
	<i>Unweighted count</i>															
Royal Marines	Advantaged	4.1	4.1	3.7	3.4	4.5	1.5	1.5	1.9	1.9	2.6	1.4	1.4	1.7	1.7	2.3
	Neutral	5.7	5.5	5.6	5.4	5.9	2.0	2.1	2.6	2.5	3.3	1.9	1.9	2.4	2.3	3.0
	Disadvantaged	4.2	4.4	4.3	4.4	4.1	1.6	1.7	2.2	2.2	2.6	1.5	1.6	2.0	2.0	2.4
	Don't know / N/A	4.0	3.7	3.5	3.8	3.8	1.4	1.5	1.9	1.8	2.4	1.3	1.4	1.8	1.7	2.1
	<i>Unweighted count</i>															
Army	Advantaged	2.4	2.7	2.7	2.8	3.2	2.2	2.5	2.7	2.8	3.4	1.9	2.1	2.3	2.3	2.9
	Neutral	3.6	4.0	3.8	3.7	4.1	2.6	2.9	3.2	3.0	3.5	2.3	2.5	2.7	2.6	3.0
	Disadvantaged	2.9	3.2	3.0	2.8	3.0	2.1	2.4	2.7	2.4	2.9	1.8	2.1	2.3	2.1	2.5
	Don't know / N/A	3.0	3.3	3.0	3.0	3.1	2.0	2.2	2.4	2.4	2.6	1.8	2.0	2.1	2.1	2.2
	<i>Unweighted count</i>															
RAF	Advantaged	2.6	2.7	2.9	2.9	3.1	2.4	2.1	2.3	2.3	2.5	1.9	1.7	1.9	1.9	2.1
	Neutral	4.1	3.7	4.0	3.9	4.0	3.1	2.7	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Disadvantaged	3.2	2.7	3.2	2.8	3.0	2.5	2.3	2.4	2.3	2.2	2.1	1.9	2.0	1.9	1.9
	Don't know / N/A	3.0	2.8	3.0	3.0	3.0	2.4	2.2	2.3	2.1	2.2	2.0	1.8	1.9	1.8	1.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.10 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Tax.

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Advantaged	0.8	1.0	0.9	0.9	1.1	1.2	1.2	1.3	1.4	1.6	1.0	1.0	1.1	1.1	1.3
	Neutral	2.2	2.3	2.2	2.2	2.4	1.7	1.9	2.1	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	Disadvantaged	1.9	1.9	1.9	1.9	2.1	1.5	1.6	1.7	1.6	1.9	1.3	1.4	1.5	1.4	1.6
	Don't know / N/A	1.4	1.4	1.4	1.4	1.4	1.2	1.3	1.4	1.4	1.5	1.0	1.1	1.2	1.1	1.2
	<i>Unweighted count</i>															
Royal Navy	Advantaged	1.2	1.3	1.2	1.1	1.3	1.4	1.2	1.3	1.3	1.5	1.1	1.0	1.1	1.1	1.2
	Neutral	3.7	3.8	3.8	3.7	3.8	3.2	2.8	3.3	2.7	2.9	2.6	2.3	2.7	2.3	2.4
	Disadvantaged	3.3	3.4	3.5	3.4	3.5	3.0	2.7	3.1	2.5	2.6	2.4	2.2	2.5	2.1	2.1
	Don't know / N/A	2.0	2.3	2.2	2.0	2.2	2.3	1.8	2.3	1.8	1.9	1.8	1.5	1.8	1.5	1.6
	<i>Unweighted count</i>															
Royal Marines	Advantaged	2.3	2.2	1.7	1.6	2.4	1.1	1.0	1.2	1.2	1.6	1.1	0.9	1.1	1.1	1.4
	Neutral	5.7	5.2	5.2	5.2	5.8	1.9	2.1	2.6	2.5	3.3	1.8	1.9	2.4	2.3	2.9
	Disadvantaged	5.2	4.7	4.7	4.9	5.3	1.7	1.8	2.3	2.2	2.8	1.6	1.7	2.1	2.0	2.5
	Don't know / N/A	3.2	2.9	2.7	2.6	3.0	1.2	1.4	1.9	1.7	2.3	1.2	1.3	1.7	1.5	2.0
	<i>Unweighted count</i>															
Army	Advantaged	1.5	1.8	1.6	1.7	1.9	1.9	2.0	2.2	2.3	2.8	1.6	1.7	1.8	2.0	2.3
	Neutral	3.5	3.9	3.7	3.7	4.0	2.6	3.0	3.3	3.1	3.7	2.3	2.6	2.8	2.7	3.1
	Disadvantaged	3.1	3.3	3.2	3.2	3.5	2.2	2.5	2.7	2.6	3.1	2.0	2.2	2.3	2.3	2.7
	Don't know / N/A	2.2	2.5	2.3	2.3	2.3	1.8	2.1	2.3	2.2	2.4	1.6	1.8	2.0	1.9	2.0
	<i>Unweighted count</i>															
RAF	Advantaged	1.2	1.5	1.3	1.5	1.5	1.6	1.4	1.5	1.4	1.6	1.3	1.1	1.2	1.1	1.3
	Neutral	3.7	3.3	3.8	3.7	3.8	3.0	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Disadvantaged	3.0	2.7	3.2	3.1	3.2	2.3	2.2	2.3	2.3	2.2	1.9	1.8	1.9	1.9	1.9
	Don't know / N/A	2.5	2.1	2.4	2.4	2.5	2.1	2.0	2.1	2.0	2.1	1.7	1.6	1.7	1.6	1.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.11 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Commercial Products and Services e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit.

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Advantaged	..	..	..	1.4	1.5	..	..	..	1.4	1.7	..	..	..	1.2	1.4
	Neutral	..	..	..	2.3	2.4	..	..	..	1.9	2.2	..	..	..	1.6	1.8
	Disadvantaged	..	..	..	2.1	2.3	..	..	..	1.8	2.0	..	..	..	1.5	1.7
	Don't know / N/A	..	..	..	1.0	1.0	..	..	..	1.3	1.4	..	..	..	1.1	1.2
	<i>Unweighted count</i>															
Royal Navy	Advantaged	..	..	..	2.6	2.5	..	..	..	1.9	2.1	..	..	..	1.6	1.7
	Neutral	..	..	..	3.8	3.8	..	..	..	2.7	2.9	..	..	..	2.3	2.4
	Disadvantaged	..	..	..	3.2	3.3	..	..	..	2.2	2.4	..	..	..	1.9	2.0
	Don't know / N/A	..	..	..	1.7	1.8	..	..	..	1.7	1.7	..	..	..	1.4	1.4
	<i>Unweighted count</i>															
Royal Marines	Advantaged	..	..	..	3.4	3.9	..	..	..	1.7	2.1	..	..	..	1.5	1.9
	Neutral	..	..	..	5.4	5.9	..	..	..	2.6	3.3	..	..	..	2.3	3.0
	Disadvantaged	..	..	..	4.8	5.1	..	..	..	2.2	2.8	..	..	..	2.0	2.5
	Don't know / N/A	..	..	..	2.6	2.3	..	..	..	1.6	2.0	..	..	..	1.4	1.8
	<i>Unweighted count</i>															
Army	Advantaged	..	..	..	2.2	2.5	..	..	..	2.4	2.8	..	..	..	2.0	2.4
	Neutral	..	..	..	3.7	4.1	..	..	..	3.1	3.6	..	..	..	2.7	3.1
	Disadvantaged	..	..	..	3.6	4.0	..	..	..	2.8	3.3	..	..	..	2.4	2.8
	Don't know / N/A	..	..	..	1.6	1.6	..	..	..	2.2	2.4	..	..	..	1.8	2.0
	<i>Unweighted count</i>															
RAF	Advantaged	..	..	..	2.4	2.3	..	..	..	1.8	1.9	..	..	..	1.5	1.6
	Neutral	..	..	..	3.9	4.0	..	..	..	2.8	2.9	..	..	..	2.4	2.4
	Disadvantaged	..	..	..	3.8	3.8	..	..	..	2.7	2.8	..	..	..	2.2	2.3
	Don't know / N/A	..	..	..	1.7	1.8	..	..	..	1.5	1.8	..	..	..	1.3	1.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.12 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? HM Forces and Veterans-specific financial advice and discounts e.g. Money Force, Defence Discount Service, Defence Privilege Cards and Joining Forces

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Advantaged	..	..	..	2.3	2.4	..	..	..	1.9	2.2	..	..	..	1.6	1.8
	Neutral	..	..	..	2.2	2.3	..	..	..	1.9	2.1	..	..	..	1.6	1.7
	Disadvantaged	..	..	..	0.8	0.9	..	..	..	1.0	1.2	..	..	..	0.8	0.9
	Don't know / N/A	..	..	..	1.4	1.4	..	..	..	1.5	1.6	..	..	..	1.2	1.3
	<i>Unweighted count</i>															
Royal Navy	Advantaged	..	..	..	3.9	3.9	..	..	..	2.7	2.9	..	..	..	2.2	2.4
	Neutral	..	..	..	3.7	3.7	..	..	..	2.6	2.8	..	..	..	2.2	2.3
	Disadvantaged	..	..	..	1.1	1.1	..	..	..	1.2	1.3	..	..	..	1.0	1.0
	Don't know / N/A	..	..	..	2.3	2.3	..	..	..	2.0	2.0	..	..	..	1.6	1.6
	<i>Unweighted count</i>															
Royal Marines	Advantaged	..	..	..	5.3	6.0	..	..	..	2.4	3.1	..	..	..	2.2	2.8
	Neutral	..	..	..	5.3	5.8	..	..	..	2.5	3.3	..	..	..	2.3	3.0
	Disadvantaged	..	..	..	1.8	2.5	..	..	..	1.4	1.8	..	..	..	1.3	1.6
	Don't know / N/A	..	..	..	3.0	3.2	..	..	..	1.9	2.3	..	..	..	1.7	2.0
	<i>Unweighted count</i>															
Army	Advantaged	..	..	..	3.7	4.1	..	..	..	3.1	3.7	..	..	..	2.7	3.1
	Neutral	..	..	..	3.6	4.0	..	..	..	3.0	3.4	..	..	..	2.6	2.9
	Disadvantaged	..	..	..	1.5	1.7	..	..	..	1.6	1.9	..	..	..	1.3	1.6
	Don't know / N/A	..	..	..	2.3	2.4	..	..	..	2.4	2.6	..	..	..	2.1	2.2
	<i>Unweighted count</i>															
RAF	Advantaged	..	..	..	3.9	4.0	..	..	..	2.8	3.0	..	..	..	2.3	2.4
	Neutral	..	..	..	3.6	3.8	..	..	..	2.7	2.8	..	..	..	2.3	2.3
	Disadvantaged	..	..	..	1.4	1.4	..	..	..	1.3	1.3	..	..	..	1.1	1.1
	Don't know / N/A	..	..	..	2.3	2.3	..	..	..	2.1	2.2	..	..	..	1.7	1.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.13 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Participation as Citizens e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition.

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Advantaged	1.1	1.1	1.2	1.1	1.1	1.1	1.2	1.2	1.2	1.4	0.9	1.0	1.0	1.0	1.2
	Neutral	2.2	2.3	2.3	2.2	2.4	1.7	1.9	2.1	1.9	2.2	1.5	1.6	1.7	1.6	1.8
	Disadvantaged	1.9	1.9	2.0	1.8	2.0	1.3	1.3	1.4	1.3	1.5	1.1	1.1	1.2	1.1	1.3
	Don't know / N/A	1.5	1.7	1.6	1.7	1.8	1.5	1.6	1.8	1.8	2.0	1.3	1.4	1.5	1.5	1.6
	<i>Unweighted count</i>															
Royal Navy	Advantaged	1.8	1.6	1.7	1.5	1.5	1.4	1.3	1.4	1.3	1.4	1.2	1.0	1.2	1.0	1.1
	Neutral	3.7	3.8	3.9	3.8	3.8	3.2	2.8	3.3	2.7	2.9	2.6	2.3	2.7	2.2	2.4
	Disadvantaged	3.1	3.3	3.4	3.2	3.2	2.4	2.0	2.4	1.8	2.1	2.0	1.7	2.0	1.6	1.7
	Don't know / N/A	2.4	2.6	2.6	2.9	2.8	2.8	2.3	2.9	2.4	2.6	2.2	1.9	2.3	1.9	2.1
	<i>Unweighted count</i>															
Royal Marines	Advantaged	2.6	3.0	3.2	2.5	2.7	1.1	1.0	1.3	1.3	1.4	1.0	1.0	1.2	1.1	1.3
	Neutral	5.6	5.4	5.5	5.2	5.8	1.9	2.1	2.6	2.5	3.3	1.8	1.9	2.4	2.3	3.0
	Disadvantaged	4.9	4.7	4.5	4.0	4.6	1.4	1.5	1.9	1.8	2.2	1.3	1.4	1.8	1.7	2.0
	Don't know / N/A	3.2	3.7	3.8	3.4	4.0	1.6	1.7	2.2	2.1	2.8	1.4	1.6	2.0	1.9	2.5
	<i>Unweighted count</i>															
Army	Advantaged	1.8	1.9	2.0	1.9	1.9	1.8	1.9	2.0	2.1	2.5	1.5	1.7	1.7	1.8	2.1
	Neutral	3.6	4.0	3.8	3.7	4.1	2.6	3.0	3.3	3.1	3.7	2.3	2.6	2.8	2.7	3.1
	Disadvantaged	3.1	3.3	3.3	3.0	3.3	1.9	2.1	2.3	2.1	2.5	1.7	1.8	2.0	1.9	2.1
	Don't know / N/A	2.5	2.8	2.6	2.7	3.1	2.2	2.5	2.9	2.9	3.3	1.9	2.2	2.5	2.4	2.8
	<i>Unweighted count</i>															
RAF	Advantaged	1.8	1.5	1.7	1.5	1.6	1.6	1.3	1.3	1.2	1.4	1.3	1.1	1.1	1.0	1.2
	Neutral	4.1	3.6	4.0	3.8	4.0	3.1	2.8	2.9	2.8	2.9	2.5	2.3	2.4	2.3	2.4
	Disadvantaged	3.4	2.9	3.3	3.1	3.2	2.0	2.0	2.0	2.0	2.0	1.8	1.7	1.7	1.7	1.7
	Don't know / N/A	2.9	2.7	2.9	3.0	3.1	2.8	2.5	2.6	2.6	2.7	2.2	2.1	2.1	2.1	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.14 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Other.

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Advantaged	1.3	1.3	1.1	0.8	1.2	1.8	1.9	1.7	1.8	1.9	1.6	1.7	1.4	1.5	1.6
	Neutral	3.7	3.6	3.6	3.5	3.5	2.6	2.8	3.1	2.7	2.9	2.3	2.5	2.7	2.4	2.5
	Disadvantaged	2.9	2.7	2.8	2.2	2.1	1.2	1.5	1.4	1.0	1.2	1.1	1.4	1.3	0.9	1.1
	Don't know / N/A	4.2	4.2	4.2	3.7	3.8	2.9	3.1	3.4	2.9	3.2	2.6	2.8	2.9	2.6	2.8
	<i>Unweighted count</i>															
Royal Navy	Advantaged	1.1	1.6	1.3	1.2	1.4	1.3	1.6	1.3	1.4	1.4	1.1	1.3	1.1	1.1	1.1
	Neutral	6.4	5.8	5.8	5.7	5.9	4.7	4.3	4.6	3.7	3.8	4.0	3.7	3.9	3.1	3.3
	Disadvantaged	4.8	4.6	4.6	3.3	3.3	2.0	2.2	2.3	1.6	1.7	1.8	2.0	2.1	1.5	1.5
	Don't know / N/A	7.2	6.9	6.8	6.1	6.2	5.0	4.6	5.0	3.9	4.1	4.3	4.0	4.2	3.4	3.5
	<i>Unweighted count</i>															
Royal Marines	Advantaged	5.5	3.8	2.7	1.8	3.7	1.6	1.5	1.5	1.6	1.4	1.6	1.4	1.3	1.5	1.3
	Neutral	10.9	9.1	9.2	8.1	9.3	3.0	3.3	4.5	3.8	4.9	2.9	3.1	4.1	3.5	4.5
	Disadvantaged	5.7	5.2	4.4	4.8	3.2	1.4	1.6	2.0	1.9	2.2	1.4	1.5	1.9	1.8	2.0
	Don't know / N/A	11.4	9.7	9.7	8.5	9.5	3.0	3.4	4.5	3.9	4.9	2.9	3.2	4.2	3.6	4.5
	<i>Unweighted count</i>															
Army	Advantaged	2.1	2.2	2.0	1.6	2.0	2.9	3.1	2.7	3.0	3.3	2.6	2.7	2.4	2.6	2.8
	Neutral	6.0	6.3	6.1	6.0	5.9	4.0	4.4	4.8	4.4	4.8	3.6	3.9	4.2	3.9	4.2
	Disadvantaged	4.9	4.7	4.3	3.7	3.5	1.8	2.3	2.2	1.5	2.0	1.7	2.1	2.0	1.4	1.8
	Don't know / N/A	6.9	7.2	6.8	6.4	6.4	4.3	4.8	5.2	4.7	5.3	3.9	4.3	4.6	4.2	4.6
	<i>Unweighted count</i>															
RAF	Advantaged	2.6	2.2	0.8	1.1	1.7	1.4	1.3	0.8	1.2	1.3	1.2	1.1	0.7	1.0	1.1
	Neutral	6.2	5.0	5.6	5.3	5.6	4.3	3.8	4.1	3.4	3.6	3.7	3.2	3.5	3.0	3.1
	Disadvantaged	4.8	4.1	5.6	3.9	3.5	2.1	2.2	2.4	1.7	1.5	1.9	1.9	2.2	1.5	1.4
	Don't know / N/A	7.3	6.2	7.2	6.2	6.1	4.7	4.2	4.5	3.8	3.9	4.0	3.6	3.9	3.3	3.3
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.15 How strongly do you agree or disagree with the following? I offer an important service to the country.

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.4	1.5	1.6	1.5	1.6	1.6	1.7	2.0	1.8	2.1	1.3	1.5	1.6	1.5	1.7
	Neutral	1.3	1.3	1.4	1.3	1.5	1.4	1.6	1.8	1.6	1.8	1.2	1.3	1.5	1.3	1.5
	Disagree	0.7	0.8	0.8	0.8	0.8	1.1	1.1	1.4	1.3	1.6	0.9	0.9	1.1	1.0	1.3
	<i>Unweighted count</i>															
Royal Navy	Agree	2.4	2.5	2.7	2.6	2.6	3.0	2.6	3.1	2.5	2.8	2.4	2.1	2.5	2.0	2.2
	Neutral	2.1	2.3	2.3	2.3	2.2	2.6	2.2	2.8	2.2	2.5	2.0	1.8	2.2	1.8	2.0
	Disagree	1.3	1.3	1.6	1.4	1.5	2.2	1.8	2.3	1.9	2.0	1.7	1.4	1.8	1.5	1.5
	<i>Unweighted count</i>															
Royal Marines	Agree	3.5	3.8	4.0	3.7	4.0	1.8	2.0	2.6	2.5	3.2	1.7	1.8	2.3	2.3	2.9
	Neutral	3.1	3.4	3.3	3.2	3.3	1.7	1.8	2.3	2.3	2.8	1.5	1.7	2.1	2.0	2.5
	Disagree	1.8	2.1	2.6	2.1	2.5	1.2	1.4	2.0	1.9	2.4	1.1	1.3	1.8	1.7	2.1
	<i>Unweighted count</i>															
Army	Agree	2.3	2.5	2.5	2.4	2.8	2.4	2.8	3.1	3.0	3.5	2.1	2.4	2.6	2.5	2.9
	Neutral	2.0	2.2	2.3	2.1	2.5	2.1	2.5	2.8	2.6	3.0	1.8	2.1	2.4	2.2	2.5
	Disagree	1.2	1.4	1.2	1.3	1.4	1.5	1.8	2.1	2.0	2.6	1.3	1.5	1.8	1.7	2.1
	<i>Unweighted count</i>															
RAF	Agree	2.6	2.5	2.8	2.5	2.7	2.9	2.6	2.8	2.7	2.8	2.3	2.1	2.2	2.2	2.2
	Neutral	2.4	2.2	2.5	2.2	2.5	2.5	2.3	2.5	2.4	2.5	2.0	1.9	2.0	1.9	2.0
	Disagree	1.3	1.2	1.3	1.3	1.3	2.0	1.6	1.9	1.9	2.0	1.6	1.3	1.5	1.5	1.5
	<i>Unweighted count</i>															

Key

	Margin of error less than 3%
	Margin of error 3% - 5%
	Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 22 - Being Part of Society

Source: Defence Statistics (Surveys)

Table B22.16 How strongly do you agree or disagree with the following? Members of the Armed Forces are valued by society at large.

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.1	2.3	2.3	2.2	2.4	1.7	1.8	1.9	1.9	2.1	1.5	1.5	1.6	1.6	1.8
	Neutral	1.7	1.9	1.9	1.8	2.0	1.5	1.6	1.8	1.6	1.9	1.3	1.4	1.5	1.3	1.6
	Disagree	1.7	1.9	2.0	2.0	2.1	1.7	1.8	2.0	1.9	2.2	1.4	1.5	1.7	1.6	1.8
	<i>Unweighted count</i>															
Royal Navy	Agree	3.8	3.9	3.9	3.8	3.8	3.0	2.6	3.0	2.4	2.6	2.4	2.2	2.4	2.1	2.2
	Neutral	2.9	3.2	3.2	3.1	3.1	2.6	2.2	2.8	2.1	2.4	2.1	1.9	2.2	1.8	2.0
	Disagree	3.3	3.5	3.6	3.6	3.6	3.2	2.8	3.3	2.7	2.9	2.5	2.3	2.7	2.2	2.4
	<i>Unweighted count</i>															
Royal Marines	Agree	5.5	5.3	5.6	5.4	6.0	1.9	1.9	2.4	2.3	2.9	1.8	1.8	2.2	2.1	2.7
	Neutral	4.5	4.5	4.3	4.3	4.6	1.7	1.8	2.3	2.1	2.8	1.6	1.7	2.1	1.9	2.5
	Disagree	4.1	4.1	5.1	4.8	5.4	1.9	2.0	2.6	2.5	3.3	1.7	1.9	2.4	2.3	2.9
	<i>Unweighted count</i>															
Army	Agree	3.4	3.8	3.8	3.7	4.1	2.6	2.8	3.0	3.0	3.5	2.3	2.4	2.6	2.6	3.0
	Neutral	2.7	3.1	3.1	3.0	3.4	2.3	2.6	2.8	2.6	3.2	2.0	2.2	2.4	2.2	2.7
	Disagree	2.5	3.1	3.2	3.2	3.5	2.5	2.9	3.2	3.1	3.6	2.1	2.5	2.8	2.7	3.0
	<i>Unweighted count</i>															
RAF	Agree	4.0	3.6	4.0	3.9	4.0	3.0	2.7	2.8	2.7	2.7	2.5	2.2	2.3	2.2	2.3
	Neutral	3.3	3.0	3.3	3.3	3.4	2.5	2.3	2.4	2.3	2.5	2.1	1.9	2.0	2.0	2.1
	Disagree	3.3	3.2	3.6	3.4	3.5	3.0	2.7	2.9	2.8	3.0	2.5	2.2	2.4	2.3	2.4
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section23 - Your Background

Source: Defence Statistics (Surveys)

Table B23.1 Have you ever been a member of a Service Cadet Force (Sea Cadet Corps/Army Cadet Force/Air Training Corps/Combined Cadet Force)?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	..	48	47	46	..	..	26	24	26	..	..	30	29	30
	No	..	..	52	53	54	..	..	74	76	74	..	..	70	71	70
	<i>Unweighted count</i>					3 040					6 631					9 671
Royal Navy	Yes	..	..	39	39	37	..	..	25	23	25	..	..	28	27	28
	No	..	..	61	61	63	..	..	75	77	75	..	..	72	73	72
	<i>Unweighted count</i>					908					1 840					2 748
Royal Marines	Yes	..	..	51	50	47	..	..	23	23	23	..	..	26	26	26
	No	..	..	49	50	53	..	..	77	77	77	..	..	74	74	74
	<i>Unweighted count</i>					291					1 248					1 539
Army	Yes	..	..	46	48	49	..	..	25	23	26	..	..	29	27	30
	No	..	..	54	52	51	..	..	75	77	74	..	..	71	73	70
	<i>Unweighted count</i>					926					1 661					2 587
RAF	Yes	..	..	56 **	51	49	..	..	27	29	29	..	..	33	34	34
	No	..	..	44 **	49	51	..	..	73	71	71	..	..	67	66	66
	<i>Unweighted count</i>					915					1 882					2 797

Percentages

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2018.

AFCAS 2020 Section23 - Your Background

Source: Defence Statistics (Surveys)

Table B23.2 If YES [to A812], were you a member of the: Sea Cadet Corps (SCC)?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	93	92	93	..	..	86	87	88	..	..	88	89	90
	Ticked	..	..	7	8	7	..	..	14	13	12	..	..	12	11	10
	<i>Unweighted count</i>					1 384					1 759					3 143
Royal Navy	Not ticked	..	..	77	72	73	..	..	53	56	53	..	..	61	61	59
	Ticked	..	..	23	28	27	..	..	47	44	47	..	..	39	39	41
	<i>Unweighted count</i>					335					464					799
Royal Marines	Not ticked	..	..	87	84	87	..	..	71	74	78	..	..	74	76	80
	Ticked	..	..	13	16	13	..	..	29	26	22	..	..	26	24	20
	<i>Unweighted count</i>					139					293					432
Army	Not ticked	..	..	96	97	97	..	..	92	92	95	..	..	93	93	96
	Ticked	..	..	4	3	3	..	..	8	8	5	..	..	7	7	4
	<i>Unweighted count</i>					462					446					908
RAF	Not ticked	..	..	98	97	97	..	..	95	97	96	..	..	96	97	96
	Ticked	..	..	2	3	3	..	..	5	3	4	..	..	4	3	4
	<i>Unweighted count</i>					448					556					1 004

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2018. (2) Filtered by those respondents answering 'yes' to A812.

AFCAS 2020 Section23 - Your Background

Source: Defence Statistics (Surveys)

Table B23.3 If YES [to A812], were you a member of the: Army Cadet Force (ACF)?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	80	80	79	..	..	56	54	51	..	..	63	62	59
	Ticked	..	..	20	20	21	..	..	44	46	49	..	..	37	38	41
	<i>Unweighted count</i>					1 384					1 759					3 143
Royal Navy	Not ticked	..	..	91	95	92	..	..	78	77	75	..	..	82	83	80
	Ticked	..	..	9	5	8	..	..	22	23	25	..	..	18	17	20
	<i>Unweighted count</i>					335					464					799
Royal Marines	Not ticked	..	..	79	80	79	..	..	68	67	66	..	..	71	70	69
	Ticked	..	..	21	20	21	..	..	32	33	34	..	..	29	30	31
	<i>Unweighted count</i>					139					293					432
Army	Not ticked	..	..	66	67	67	..	..	37	30	28	..	..	45	41	39
	Ticked	..	..	34	33	33	..	..	63	70	72	..	..	55	59	61
	<i>Unweighted count</i>					462					446					908
RAF	Not ticked	..	..	96	94	94	..	..	85	90 **	83	..	..	89	91 **	87
	Ticked	..	..	4	6	6	..	..	15	10 **	17	..	..	11	9 **	13
	<i>Unweighted count</i>					448					556					1 004

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2018. (2) Filtered by those respondents answering 'yes' to A812.

AFCAS 2020 Section23 - Your Background

Source: Defence Statistics (Surveys)

Table B23.4 If YES [to A812], were you a member of the: Air Training Corps (ATC)?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	63	66	66	..	..	62	62	64	..	..	62	64	64
	Ticked	..	..	37	34	34	..	..	38	38	36	..	..	38	36	36
	<i>Unweighted count</i>					1 384					1 759					3 143
Royal Navy	Not ticked	..	..	73	73	71	..	..	74	73	75	..	..	73	73	73
	Ticked	..	..	27	27	29	..	..	26	27	25	..	..	27	27	27
	<i>Unweighted count</i>					335					464					799
Royal Marines	Not ticked	..	..	73	78	72	..	..	74	70	68	..	..	74	72	69
	Ticked	..	..	27	22	28	..	..	26	30	32	..	..	26	28	31
	<i>Unweighted count</i>					139					293					432
Army	Not ticked	..	..	82	85	83	..	..	74	80	79	..	..	76	81	80
	Ticked	..	..	18	15	17	..	..	26	20	21	..	..	24	19	20
	<i>Unweighted count</i>					462					446					908
RAF	Not ticked	..	..	29	30	31	..	..	20	18	21	..	..	23	22	25
	Ticked	..	..	71	70	69	..	..	80	82	79	..	..	77	78	75
	<i>Unweighted count</i>					448					556					1 004

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2018. (2) Filtered by those respondents answering 'yes' to A812.

AFCAS 2020 Section23 - Your Background

Source: Defence Statistics (Surveys)

Table B23.5 If YES [to A812], were you a member of the: Combined Cadet Force RN (CCF RN)?

		Officer					Other Ranks/Rates					Total					Percentages				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	93	93	95	..	..	98 **	98	99	..	..	97 **	97 **	98	..	..	97 **	97 **	98
	Ticked	..	..	7	7	5	..	..	2 **	2	1	..	..	3 **	3 **	2	..	..	3 **	3 **	2
	<i>Unweighted count</i>	1 384					1 759					3 143									
Royal Navy	Not ticked	..	..	77	78	83	..	..	97	97	98	..	..	91	91	93	..	..	91	91	93
	Ticked	..	..	23	22	17	..	..	3	3	2	..	..	9	9	7	..	..	9	9	7
	<i>Unweighted count</i>	335					464					799									
Royal Marines	Not ticked	..	..	88	90	86	..	..	96	96	97	..	..	94	94	95	..	..	94	94	95
	Ticked	..	..	12	10	14	..	..	4	4	3	..	..	6	6	5	..	..	6	6	5
	<i>Unweighted count</i>	139					293					432									
Army	Not ticked	..	..	96	96	97	..	..	98	98	100	..	..	97	97	99	..	..	97	97	99
	Ticked	..	..	4	4	3	..	..	2	2	0	..	..	3	3	1	..	..	3	3	1
	<i>Unweighted count</i>	462					446					908									
RAF	Not ticked	..	..	99	98	99	..	..	99	99	100	..	..	99	99	99	..	..	99	99	99
	Ticked	..	..	1	2	1	..	..	1	1	0	..	..	1	1	1	..	..	1	1	1
	<i>Unweighted count</i>	448					556					1 004									

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2018. (2) Filtered by those respondents answering 'yes' to A812.

AFCAS 2020 Section23 - Your Background

Source: Defence Statistics (Surveys)

Table B23.6 If YES [to A812], were you a member of the: Combined Cadet Force Army (CCF Army)?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	73	70	69	..	..	95	95	94	..	..	88	87	87
	Ticked	..	..	27	30	31	..	..	5	5	6	..	..	12	13	13
	<i>Unweighted count</i>					1 384					1 759					3 143
Royal Navy	Not ticked	..	..	83	83	82	..	..	97	96	96	..	..	92	92	92
	Ticked	..	..	17	17	18	..	..	3	4	4	..	..	8	8	8
	<i>Unweighted count</i>					335					464					799
Royal Marines	Not ticked	..	..	68	65	68	..	..	88	89	89	..	..	83	84	84
	Ticked	..	..	32	35	32	..	..	12	11	11	..	..	17	16	16
	<i>Unweighted count</i>					139					293					432
Army	Not ticked	..	..	56	54	53	..	..	94	94	93	..	..	84	83	81
	Ticked	..	..	44	46	47	..	..	6	6	7	..	..	16	17	19
	<i>Unweighted count</i>					462					446					908
RAF	Not ticked	..	..	92	92	90	..	..	98	96	97	..	..	96	95	95
	Ticked	..	..	8	8	10	..	..	2	4	3	..	..	4	5	5
	<i>Unweighted count</i>					448					556					1 004

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2018. (2) Filtered by those respondents answering 'yes' to A812.

AFCAS 2020 Section23 - Your Background

Source: Defence Statistics (Surveys)

Table B23.7 If YES [to A812], were you a member of the: Combined Cadet Force RAF (CCF RAF)?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	90	90	91	..	..	98	98	98	..	..	96	95	96
	Ticked	..	..	10	10	9	..	..	2	2	2	..	..	4	5	4
	<i>Unweighted count</i>					1 384					1 759					3 143
Royal Navy	Not ticked	..	..	92	94	91	..	..	99	99	99	..	..	97	97	97
	Ticked	..	..	8	6	9	..	..	1	1	1	..	..	3	3	3
	<i>Unweighted count</i>					335					464					799
Royal Marines	Not ticked	..	..	95	96	97	..	..	98	97	96	..	..	97	97	97
	Ticked	..	..	5	4	3	..	..	2	3	4	..	..	3	3	3
	<i>Unweighted count</i>					139					293					432
Army	Not ticked	..	..	94	93	95	..	..	98	98	98	..	..	97	97	97
	Ticked	..	..	6	7	5	..	..	2	2	2	..	..	3	3	3
	<i>Unweighted count</i>					462					446					908
RAF	Not ticked	..	..	81	82	83	..	..	97	96	97	..	..	91	91	93
	Ticked	..	..	19	18	17	..	..	3	4	3	..	..	9	9	7
	<i>Unweighted count</i>					448					556					1 004

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2018. (2) Filtered by those respondents answering 'yes' to A812.

AFCAS 2020 Section 23 - Your Background

Source: Defence Statistics (Surveys)

Table B23.1 Have you ever been a member of a Service Cadet Force (Sea Cadet Corps/Army Cadet Force/Air Training Corps/Combined Cadet Force)?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	..	2.3	2.2	2.4	..	..	1.8	1.6	1.9	..	..	1.5	1.4	1.6
	No	..	..	2.3	2.2	2.4	..	..	1.8	1.6	1.9	..	..	1.5	1.4	1.6
	<i>Unweighted count</i>															
Royal Navy	Yes	..	..	3.9	3.8	3.7	..	..	2.8	2.3	2.5	..	..	2.4	1.9	2.1
	No	..	..	3.9	3.8	3.7	..	..	2.8	2.3	2.5	..	..	2.4	1.9	2.1
	<i>Unweighted count</i>															
Royal Marines	Yes	..	..	5.6	5.3	5.9	..	..	2.2	2.1	2.7	..	..	2.0	2.0	2.5
	No	..	..	5.6	5.3	5.9	..	..	2.2	2.1	2.7	..	..	2.0	2.0	2.5
	<i>Unweighted count</i>															
Army	Yes	..	..	3.8	3.7	4.1	..	..	2.8	2.6	3.2	..	..	2.4	2.2	2.7
	No	..	..	3.8	3.7	4.1	..	..	2.8	2.6	3.2	..	..	2.4	2.2	2.7
	<i>Unweighted count</i>															
RAF	Yes	..	..	4.0	3.9	4.0	..	..	2.6	2.5	2.7	..	..	2.2	2.1	2.2
	No	..	..	4.0	3.9	4.0	..	..	2.6	2.5	2.7	..	..	2.2	2.1	2.2
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 23 - Your Background

Source: Defence Statistics (Surveys)

Table B23.2 If YES [to A812], were you a member of the: Sea Cadet Corps (SCC)?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	1.5	1.5	1.5	..	..	2.4	2.3	2.0	..	..	1.8	1.6	1.4
	Ticked	..	..	1.5	1.5	1.5	..	..	2.4	2.3	2.0	..	..	1.8	1.6	1.4
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	5.5	5.6	5.7	..	..	6.7	5.5	5.8	..	..	4.9	4.1	4.4
	Ticked	..	..	5.5	5.6	5.7	..	..	6.7	5.5	5.8	..	..	4.9	4.1	4.4
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	5.3	5.5	5.8	..	..	4.9	4.6	5.5	..	..	4.0	3.8	4.4
	Ticked	..	..	5.3	5.5	5.8	..	..	4.9	4.6	5.5	..	..	4.0	3.8	4.4
	<i>Unweighted count</i>															
Army	Not ticked	..	..	2.1	2.0	1.9	..	..	3.5	3.6	2.6	..	..	2.7	2.6	1.9
	Ticked	..	..	2.1	2.0	1.9	..	..	3.5	3.6	2.6	..	..	2.7	2.6	1.9
	<i>Unweighted count</i>															
RAF	Not ticked	..	..	1.5	1.9	2.0	..	..	2.4	1.8	2.2	..	..	1.6	1.3	1.6
	Ticked	..	..	1.5	1.9	2.0	..	..	2.4	1.8	2.2	..	..	1.6	1.3	1.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 23 - Your Background

Source: Defence Statistics (Surveys)

Table B23.3 If YES [to A812], were you a member of the: Army Cadet Force (ACF)?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	2.9	2.8	3.1	..	..	4.0	3.8	4.2	..	..	3.0	2.9	3.2
	Ticked	..	..	2.9	2.8	3.1	..	..	4.0	3.8	4.2	..	..	3.0	2.9	3.2
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	3.8	2.8	3.4	..	..	5.6	4.9	5.1	..	..	4.0	3.5	3.7
	Ticked	..	..	3.8	2.8	3.4	..	..	5.6	4.9	5.1	..	..	4.0	3.5	3.7
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	6.6	6.2	7.1	..	..	5.1	5.0	6.5	..	..	4.2	4.1	5.3
	Ticked	..	..	6.6	6.2	7.1	..	..	5.1	5.0	6.5	..	..	4.2	4.1	5.3
	<i>Unweighted count</i>															
Army	Not ticked	..	..	5.4	5.0	5.5	..	..	6.3	5.8	6.4	..	..	4.9	4.5	5.0
	Ticked	..	..	5.4	5.0	5.5	..	..	6.3	5.8	6.4	..	..	4.9	4.5	5.0
	<i>Unweighted count</i>															
RAF	Not ticked	..	..	2.3	2.6	2.8	..	..	4.1	3.2	4.1	..	..	2.7	2.3	2.9
	Ticked	..	..	2.3	2.6	2.8	..	..	4.1	3.2	4.1	..	..	2.7	2.3	2.9
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 23 - Your Background

Source: Defence Statistics (Surveys)

Table B23.4 If YES [to A812], were you a member of the: Air Training Corps (ATC)?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	3.0	2.8	3.1	..	..	3.8	3.4	3.8	..	..	2.8	2.5	2.8
	Ticked	..	..	3.0	2.8	3.1	..	..	3.8	3.4	3.8	..	..	2.8	2.5	2.8
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	5.8	5.5	5.8	..	..	6.0	5.0	5.2	..	..	4.5	3.8	4.0
	Ticked	..	..	5.8	5.5	5.8	..	..	6.0	5.0	5.2	..	..	4.5	3.8	4.0
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	7.1	6.3	7.7	..	..	4.8	4.9	6.3	..	..	4.0	4.0	5.2
	Ticked	..	..	7.1	6.3	7.7	..	..	4.8	4.9	6.3	..	..	4.0	4.0	5.2
	<i>Unweighted count</i>															
Army	Not ticked	..	..	4.4	3.8	4.4	..	..	5.8	5.0	5.9	..	..	4.5	3.7	4.4
	Ticked	..	..	4.4	3.8	4.4	..	..	5.8	5.0	5.9	..	..	4.5	3.7	4.4
	<i>Unweighted count</i>															
RAF	Not ticked	..	..	4.8	4.9	5.2	..	..	4.5	4.1	4.5	..	..	3.4	3.2	3.5
	Ticked	..	..	4.8	4.9	5.2	..	..	4.5	4.1	4.5	..	..	3.4	3.2	3.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 23 - Your Background

Source: Defence Statistics (Surveys)

Table B23.5 If YES [to A812], were you a member of the: Combined Cadet Force RN (CCF RN)?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	1.5	1.5	1.4	..	..	1.2	1.2	0.4	..	..	0.9	1.0	0.5
	Ticked	..	..	1.5	1.5	1.4	..	..	1.2	1.2	0.4	..	..	0.9	1.0	0.5
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	5.3	5.1	4.8	..	..	2.1	1.6	1.6	..	..	2.3	2.1	1.9
	Ticked	..	..	5.3	5.1	4.8	..	..	2.1	1.6	1.6	..	..	2.3	2.1	1.9
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	5.2	4.4	5.8	..	..	2.1	2.2	2.3	..	..	2.0	1.9	2.3
	Ticked	..	..	5.2	4.4	5.8	..	..	2.1	2.2	2.3	..	..	2.0	1.9	2.3
	<i>Unweighted count</i>															
Army	Not ticked	..	..	2.3	2.1	2.0	..	..	1.9	2.1	0.4	..	..	1.5	1.6	0.6
	Ticked	..	..	2.3	2.1	2.0	..	..	1.9	2.1	0.4	..	..	1.5	1.6	0.6
	<i>Unweighted count</i>															
RAF	Not ticked	..	..	1.2	1.5	1.3	..	..	0.9	1.1	0.5	..	..	0.7	0.9	0.5
	Ticked	..	..	1.2	1.5	1.3	..	..	0.9	1.1	0.5	..	..	0.7	0.9	0.5
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 23 - Your Background

Source: Defence Statistics (Surveys)

Table B23.6 If YES [to A812], were you a member of the: Combined Cadet Force Army (CCF Army)?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	3.1	3.0	3.3	..	..	1.8	1.8	2.1	..	..	1.6	1.6	1.9
	Ticked	..	..	3.1	3.0	3.3	..	..	1.8	1.8	2.1	..	..	1.6	1.6	1.9
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	4.9	4.7	4.9	..	..	2.1	2.2	2.4	..	..	2.2	2.2	2.3
	Ticked	..	..	4.9	4.7	4.9	..	..	2.1	2.2	2.4	..	..	2.2	2.2	2.3
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	7.6	7.3	7.8	..	..	3.7	3.4	4.5	..	..	3.3	3.2	3.9
	Ticked	..	..	7.6	7.3	7.8	..	..	3.7	3.4	4.5	..	..	3.3	3.2	3.9
	<i>Unweighted count</i>															
Army	Not ticked	..	..	5.6	5.3	5.7	..	..	3.0	3.0	3.7	..	..	2.9	2.9	3.3
	Ticked	..	..	5.6	5.3	5.7	..	..	3.0	3.0	3.7	..	..	2.9	2.9	3.3
	<i>Unweighted count</i>															
RAF	Not ticked	..	..	2.9	3.0	3.3	..	..	1.6	2.1	1.8	..	..	1.5	1.7	1.7
	Ticked	..	..	2.9	3.0	3.3	..	..	1.6	2.1	1.8	..	..	1.5	1.7	1.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 23 - Your Background

Source: Defence Statistics (Surveys)

Table B23.7 If YES [to A812], were you a member of the: Combined Cadet Force RAF (CCF RAF)?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Not ticked	..	..	2.0	1.9	1.9	..	..	1.1	1.1	1.0	..	..	1.0	1.0	0.9
	Ticked	..	..	2.0	1.9	1.9	..	..	1.1	1.1	1.0	..	..	1.0	1.0	0.9
	<i>Unweighted count</i>															
Royal Navy	Not ticked	..	..	3.4	3.1	3.6	..	..	1.4	1.3	0.9	..	..	1.5	1.4	1.3
	Ticked	..	..	3.4	3.1	3.6	..	..	1.4	1.3	0.9	..	..	1.5	1.4	1.3
	<i>Unweighted count</i>															
Royal Marines	Not ticked	..	..	3.3	3.2	2.4	..	..	1.5	1.7	2.7	..	..	1.4	1.5	2.2
	Ticked	..	..	3.3	3.2	2.4	..	..	1.5	1.7	2.7	..	..	1.4	1.5	2.2
	<i>Unweighted count</i>															
Army	Not ticked	..	..	2.7	2.8	2.5	..	..	1.7	1.7	1.6	..	..	1.5	1.5	1.3
	Ticked	..	..	2.7	2.8	2.5	..	..	1.7	1.7	1.6	..	..	1.5	1.5	1.3
	<i>Unweighted count</i>															
RAF	Not ticked	..	..	4.2	4.1	4.2	..	..	1.7	2.1	1.6	..	..	2.0	2.0	1.8
	Ticked	..	..	4.2	4.1	4.2	..	..	1.7	2.1	1.6	..	..	2.0	2.0	1.8
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 24 - Taking action

Source: Defence Statistics (Surveys)

Table B24.1 How strongly do you agree or disagree with the following? I believe the leaders in the [Service] will take action on the results of AFCAS.

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	33	30 **	28 **	35	36	23	21 **	19 **	22	24	25	22 **	20 **	25	26
	Neutral	28	25	25	26	27	33	30	31	31	33	32	29	30	30	31
	Disagree	39	45 **	46 **	39	37	44	49 **	51 **	47 **	44	43	48 **	50 **	46 **	42
	<i>Unweighted count</i>	2 900					5 922					8 822				
Royal Navy	Agree	31	31	27	33	31	17	18	16 **	18	20	21	21	19 **	22	23
	Neutral	29	25	25	27	29	29	28	27	30	30	29	28	26 **	29	29
	Disagree	39	44	48 **	40	40	54	54	58 **	52	50	50	51	55 **	49	48
	<i>Unweighted count</i>	869					1 655					2 524				
Royal Marines	Agree	53	47	42 **	48	51	25	20	18 **	20	22	28	24	21 **	24	26
	Neutral	24	25	23	19	21	35 **	31	27	27	28	34 **	30	26	26	28
	Disagree	23	28	35	32	28	40 **	49	55 **	53	49	38 **	46	53 **	50	47
	<i>Unweighted count</i>	284					1 174					1 458				
Army	Agree	34	27 **	28 **	36	37	27	23	21 **	26	27	28	24 **	22 **	28	29
	Neutral	27	24	25	27	26	35	31	34	33	36	33	30	33	32	34
	Disagree	39	49 **	47 **	37	36	38	45 **	45 **	41	37	38	46 **	45 **	40	37
	<i>Unweighted count</i>	883					1 447					2 330				
RAF	Agree	29	32	29 **	34	35	17	15 **	15 **	14 **	20	20 **	19 **	18 **	19 **	24
	Neutral	29	26	27	24	28	28	29	26	26	28	28	28	26	25	28
	Disagree	42	41	44 **	42	37	55	56 **	59 **	60 **	52	52	53 **	56 **	55 **	48
	<i>Unweighted count</i>	864					1 646					2 510				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Don't know responses have been excluded.

AFCAS 2020 Section 24 - Taking action

Source: Defence Statistics (Surveys)

Table B24.2 How strongly do you agree or disagree with the following? I think effective action has been taken in the [Service] on the results of AFCAS.

		Officer					Other Ranks/Rates					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	25	22 **	20 **	25	27	20	17 **	15 **	19	20	21	18 **	16 **	20	22		
	Neutral	34	31	31	33	33	38	36	37	35	38	37	35	35	35	37		
	Disagree	41	47 **	49 **	42	40	42	48 **	48 **	45	42	41	48 **	49 **	44 **	42		
	<i>Unweighted count</i>						2 690						5 641						8 331
Royal Navy	Agree	23	23	19	24	23	15	14	12 **	15	16	17	16	14 **	17	18		
	Neutral	35	30	30	35	34	34	33	32	35	36	35	33	32 **	35	35		
	Disagree	43	47	51 **	42	43	51	53 **	56 **	50	48	49	51 **	54 **	48	47		
	<i>Unweighted count</i>						809						1 574						2 383
Royal Marines	Agree	41	35	29 **	34	39	21	18	15 **	17	18	23	20	16 **	19	21		
	Neutral	33	34	31	29	27	40 **	35	32	29	31	39 **	34 **	32	29	30		
	Disagree	26	31	40	36	34	39 **	48	53	54	51	38 **	46	52	52	49		
	<i>Unweighted count</i>						263						1 142						1 405
Army	Agree	28	20 **	21 **	25	28	24	19	17 **	24	23	25	20 **	18 **	24	24		
	Neutral	33	29	29	34	33	41	37	40	38	40	39	36	38	37	39		
	Disagree	38	50 **	50 **	41	40	35	43 **	43 **	38	36	36	45 **	44 **	38	37		
	<i>Unweighted count</i>						822						1 378						2 200
RAF	Agree	21 **	21	20 **	24	26	13	11 **	11 **	12 **	17	15 **	14 **	13 **	15 **	19		
	Neutral	34	36	33	32	33	33	34	32	30	34	33	34	32	31	33		
	Disagree	45	43	47 **	44	41	54	55 **	57 **	58 **	50	52 **	52 **	55 **	54 **	48		
	<i>Unweighted count</i>						796						1 547						2 343

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2015. (2) Don't know responses have been excluded.

AFCAS 2020 Section 24 - Taking action

Source: Defence Statistics (Surveys)

Table B24.3 This survey is?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Too long	22 **	22 **	26	26	28	38 **	36 **	39	38 **	41	35 **	33 **	36	36 **	39
	About right	77 **	77 **	73	73	71	60	62 **	59	60 **	57	63 **	65 **	62	63 **	60
	Too short	1	2 **	1	1	1	2	2 **	2 **	2	1	2	2 **	2 **	2	1
	<i>Unweighted count</i>					3 043					6 619					9 662
Royal Navy	Too long	24	20 **	22	25	25	37	34 **	35	38	38	34	30 **	32	35	35
	About right	75	79 **	77	74	74	61	65	63	60	62	64	68 **	66	63	64
	Too short	1	1	1	1	1	2	2 **	2	2	1	2 **	2 **	2	2	1
	<i>Unweighted count</i>					905					1 836					2 741
Royal Marines	Too long	30	29	28	27	28	55 **	53	48	46 **	50	52 **	51	46	44 **	47
	About right	69	71	72	72	71	44 **	45 **	51	53	49	47 **	48 **	53	55	52
	Too short	1	..	0	0	1	1	1	1	1	1	1	1	1	1	1
	<i>Unweighted count</i>					292					1 245					1 537
Army	Too long	23 **	22 **	29	26	29	41	37 **	42	39 **	44	38	35 **	40	37 **	42
	About right	76 **	76 **	69	72	70	57	60 **	56	59 **	55	60	63 **	58	62 **	57
	Too short	1	2	2	2	1	1	2	2	2	1	1	2 **	2	2	1
	<i>Unweighted count</i>					931					1 661					2 592
RAF	Too long	20 **	22 **	22 **	26	28	26 **	28 **	29 **	33	35	25 **	27 **	28 **	31	33
	About right	80 **	77 **	77 **	73	71	72 **	70 **	68 **	65	64	74 **	72 **	70 **	67	65
	Too short	1	1	1	2	1	2	2	2	2	2	2	2	2	2	1
	<i>Unweighted count</i>					915					1 877					2 792

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2011.

AFCAS 2020 Section 24 - Taking action

Source: Defence Statistics (Surveys)

Table B24.4 How long did it take you to complete this survey?

		Officer					Other Ranks/Rates					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Less than 10 minutes	4	3	2	2	3	3 **	2	2	2	2	3 **	2	2	2	2
	10-20 minutes	43 **	40	36	35	37	30 **	28	26	25	26	32 **	30	28	27	28
	20-30 minutes	35 **	36	37	40	39	33 **	33 **	34	34	36	33 **	34 **	34 **	35	37
	30-40 minutes	13 **	14	17	16	15	19	22 **	21	22	20	18	21 **	20	21	19
	40-50 minutes	3	4	5 **	4 **	3	7	7	8	8	8	6	7	7	8	7
	50-60 minutes	1	1	2	2	2	4	4	4	4	4	4	3	4	4	3
	Over an hour	1	1	2	1	1	4	4	5	4	5	4	3	4	4	4
<i>Unweighted count</i>		3 050					6 657					9 707				
Royal Navy	Less than 10 minutes	3	2	2	2	2	2	1	1	1	2	2	1	1	2	2
	10-20 minutes	38	38	34	31	34	28	26	23	23	24	30 **	29	26	24	26
	20-30 minutes	39	35	34 **	42	41	34	33	32 **	34	36	35	33 **	32 **	36	37
	30-40 minutes	14	18	19	17	17	22	24	23	23	21	20	22	22	22	20
	40-50 minutes	2 **	4	5	5	5	7	8	11	9	9	6	7	10	8	8
	50-60 minutes	2	2	3 **	2	1	4	4	5 **	5	4	4	3	5 **	4	3
	Over an hour	1	2 **	2 **	1	1	3	4	4	5	5	3	3	4	4	4
<i>Unweighted count</i>		910					1 843					2 753				
Royal Marines	Less than 10 minutes	3	3	2	2	2	4 **	3	2	2	2	4 **	3	2	2	2
	10-20 minutes	50 **	39	43	39	41	33	29	26 **	27	30	34	30	28	29	31
	20-30 minutes	32	41	34	40	39	34	33	35	36	37	34	34	35	36	37
	30-40 minutes	10	13	15	13	13	17 **	22	21	22	21	16 **	21	20	21	20
	40-50 minutes	2	3	3	3	3	5	6	6	5	5	5	6	6	5	4
	50-60 minutes	0	1	1	2	2	3	3	5 **	3	2	3	3	4 **	3	2
	Over an hour	2	0	2	0	0	5 **	4	5 **	4	3	4 **	3	5 **	3	3
<i>Unweighted count</i>		293					1 259					1 552				
Army	Less than 10 minutes	4	4	3	2	3	3 **	2	2	2	2	4 **	3	3	2	2
	10-20 minutes	45 **	43	38	35	38	30	29	27	25	27	32 **	31	29	27	29
	20-30 minutes	35	36	38	40	39	31 **	33	34	33	36	32 **	33	35	34	36
	30-40 minutes	12	12	15	15	14	19	22	20	22	19	18	20	19	21	18
	40-50 minutes	3	4	4 **	4 **	2	7	7	7	9	8	6	7	7	8	7
	50-60 minutes	1	1	1	2	2	5	4	4	5	4	4	3	4	4	4
	Over an hour	1	1	1	1	2	5	4	5	4	5	4	4	4	4	4
<i>Unweighted count</i>		931					1 670					2 601				
RAF	Less than 10 minutes	3	2	2	2	2	3	2	1	2	2	3	2	1	2	2
	10-20 minutes	43 **	37	33	37	36	31 **	28	27	28	25	34 **	30	29	30	27
	20-30 minutes	34	38	36	39	40	36	36	33 **	35	38	35	36	34 **	36	39
	30-40 minutes	14	16	18	16	17	18	22	23	21	20	17	21	21	20	19
	40-50 minutes	4	4	6 **	4	3	6	6	7	7	7	5	6	7	7	6
	50-60 minutes	2	2	3	1	2	3	3	4	3	3	3	3	4 **	3	3
	Over an hour	1	1	2	1	1	3	3	4	4	4	3	2	4	3	3
<i>Unweighted count</i>		916					1 885					2 801				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) New question in 2013.

AFCAS 2020 Section 24 - Taking action

Source: Defence Statistics (Surveys)

Table B24.1 How strongly do you agree or disagree with the following? I believe the leaders in the [Service] will take action on the results of AFCAS.

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.1	2.1	2.1	2.2	2.4	1.6	1.6	1.7	1.8	2.1	1.4	1.4	1.4	1.5	1.7
	Neutral	2.0	2.0	2.1	2.0	2.2	1.7	1.8	2.0	1.9	2.2	1.4	1.5	1.7	1.6	1.8
	Disagree	2.2	2.4	2.4	2.2	2.4	1.8	2.0	2.2	2.0	2.3	1.5	1.6	1.8	1.7	1.8
	<i>Unweighted count</i>															
Royal Navy	Agree	3.5	3.6	3.5	3.7	3.6	2.5	2.2	2.5	2.2	2.4	2.1	1.9	2.1	1.9	2.0
	Neutral	3.5	3.5	3.5	3.5	3.6	3.0	2.6	3.0	2.6	2.8	2.4	2.2	2.4	2.1	2.3
	Disagree	3.8	3.9	4.0	3.8	3.9	3.3	2.9	3.4	2.8	3.1	2.7	2.4	2.7	2.3	2.5
	<i>Unweighted count</i>															
Royal Marines	Agree	5.9	5.5	5.7	5.3	6.0	1.7	1.7	2.1	2.1	2.7	1.7	1.6	1.9	1.9	2.5
	Neutral	5.0	4.8	4.8	4.3	4.9	2.0	2.0	2.4	2.4	3.1	1.8	1.9	2.2	2.1	2.7
	Disagree	5.0	5.0	5.5	5.1	5.4	2.0	2.2	2.7	2.6	3.4	1.9	2.0	2.5	2.4	3.0
	<i>Unweighted count</i>															
Army	Agree	3.5	3.6	3.5	3.6	4.1	2.5	2.7	2.8	3.0	3.6	2.2	2.3	2.4	2.6	3.0
	Neutral	3.3	3.5	3.4	3.4	3.7	2.7	2.9	3.3	3.1	3.7	2.3	2.5	2.8	2.6	3.1
	Disagree	3.6	4.0	3.9	3.7	4.1	2.7	3.1	3.5	3.3	3.8	2.3	2.7	2.9	2.8	3.1
	<i>Unweighted count</i>															
RAF	Agree	3.8	3.5	3.7	3.7	3.8	2.4	2.1	2.2	2.1	2.5	2.1	1.8	1.9	1.8	2.1
	Neutral	3.8	3.2	3.6	3.4	3.7	2.9	2.6	2.7	2.6	2.8	2.4	2.2	2.2	2.2	2.3
	Disagree	4.1	3.6	4.1	3.9	3.9	3.2	2.9	3.0	3.0	3.2	2.6	2.4	2.5	2.4	2.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 24 - Taking action

Source: Defence Statistics (Surveys)

Table B24.2 How strongly do you agree or disagree with the following? I think effective action has been taken in the [Service] on the results of AFCAS.

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	2.1	2.0	2.0	2.0	2.3	1.6	1.6	1.7	1.8	2.1	1.3	1.3	1.4	1.5	1.7
	Neutral	2.2	2.3	2.3	2.2	2.4	1.8	1.9	2.2	2.0	2.3	1.5	1.6	1.8	1.7	1.9
	Disagree	2.3	2.4	2.4	2.3	2.5	1.8	2.0	2.2	2.1	2.3	1.5	1.7	1.8	1.7	1.9
	<i>Unweighted count</i>															
Royal Navy	Agree	3.2	3.4	3.2	3.4	3.4	2.4	2.0	2.3	2.1	2.3	2.0	1.7	1.9	1.8	1.9
	Neutral	3.8	3.7	3.8	3.8	3.9	3.2	2.8	3.3	2.8	3.0	2.6	2.3	2.6	2.3	2.5
	Disagree	3.9	4.0	4.1	4.0	4.0	3.4	3.0	3.5	2.9	3.2	2.7	2.4	2.8	2.4	2.6
	<i>Unweighted count</i>															
Royal Marines	Agree	6.0	5.5	5.3	5.2	6.1	1.7	1.6	1.9	1.9	2.6	1.6	1.6	1.8	1.8	2.4
	Neutral	5.7	5.4	5.4	5.1	5.5	2.1	2.1	2.6	2.5	3.2	1.9	2.0	2.4	2.2	2.9
	Disagree	5.4	5.3	5.8	5.4	6.0	2.0	2.2	2.8	2.7	3.4	1.9	2.1	2.5	2.4	3.1
	<i>Unweighted count</i>															
Army	Agree	3.4	3.3	3.2	3.4	3.9	2.5	2.6	2.7	3.1	3.5	2.2	2.2	2.3	2.6	3.0
	Neutral	3.6	3.8	3.7	3.8	4.1	2.8	3.1	3.5	3.4	3.9	2.4	2.7	2.9	2.8	3.3
	Disagree	3.7	4.2	4.0	3.9	4.3	2.7	3.2	3.5	3.4	3.8	2.3	2.7	3.0	2.8	3.2
	<i>Unweighted count</i>															
RAF	Agree	3.6	3.1	3.3	3.4	3.7	2.2	1.9	2.0	2.0	2.4	1.9	1.6	1.7	1.7	2.0
	Neutral	4.2	3.7	4.0	3.8	4.0	3.1	2.8	2.9	2.9	3.1	2.6	2.3	2.4	2.3	2.5
	Disagree	4.3	3.8	4.2	4.1	4.2	3.3	3.0	3.1	3.1	3.3	2.7	2.5	2.6	2.5	2.7
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 24 - Taking action

Source: Defence Statistics (Surveys)

Table B24.3 This survey is?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Too long	1.9	1.9	2.1	2.0	2.2	1.7	1.8	2.0	1.9	2.2	1.4	1.5	1.7	1.6	1.8
	About right	1.9	2.0	2.1	2.0	2.2	1.7	1.8	2.0	1.9	2.2	1.4	1.5	1.7	1.6	1.8
	Too short	0.4	0.6	0.6	0.6	0.4	0.4	0.6	0.6	0.5	0.5	0.4	0.5	0.5	0.5	0.4
	<i>Unweighted count</i>															
Royal Navy	Too long	3.3	3.1	3.3	3.3	3.4	3.1	2.7	3.2	2.6	2.8	2.5	2.2	2.5	2.2	2.3
	About right	3.3	3.2	3.3	3.4	3.4	3.1	2.7	3.2	2.6	2.9	2.5	2.2	2.6	2.2	2.3
	Too short	0.8	0.8	0.7	0.9	0.7	0.9	0.7	0.8	0.7	0.5	0.7	0.6	0.6	0.6	0.4
	<i>Unweighted count</i>															
Royal Marines	Too long	5.2	5.0	5.0	4.8	5.4	1.9	2.1	2.6	2.5	3.3	1.8	1.9	2.4	2.3	3.0
	About right	5.2	5.0	5.1	4.8	5.4	1.9	2.0	2.6	2.5	3.3	1.8	1.9	2.4	2.3	2.9
	Too short	0.9	..	0.6	0.7	1.2	0.4	0.5	0.5	0.6	0.5	0.4	0.4	0.5	0.5	0.5
	<i>Unweighted count</i>															
Army	Too long	3.0	3.3	3.5	3.2	3.7	2.6	2.9	3.2	3.1	3.6	2.2	2.5	2.7	2.6	3.1
	About right	3.1	3.4	3.6	3.3	3.8	2.6	2.9	3.2	3.1	3.6	2.2	2.5	2.8	2.6	3.1
	Too short	0.7	1.1	1.0	0.9	0.8	0.6	0.9	0.9	0.9	0.7	0.5	0.8	0.8	0.7	0.6
	<i>Unweighted count</i>															
RAF	Too long	3.3	3.0	3.3	3.4	3.6	2.7	2.5	2.7	2.7	2.8	2.3	2.1	2.2	2.2	2.3
	About right	3.4	3.1	3.4	3.5	3.6	2.8	2.6	2.8	2.7	2.9	2.3	2.1	2.3	2.3	2.4
	Too short	0.7	0.9	0.8	1.0	0.6	0.9	0.7	0.9	0.8	0.8	0.7	0.6	0.7	0.7	0.6
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 24 - Taking action

Source: Defence Statistics (Surveys)

Table B24.4 How long did it take you to complete this survey?

		Officer: Margin of error +/-%					Other Ranks/Rates: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Less than 10 minutes	0.8	0.8	0.8	0.7	0.8	0.6	0.5	0.6	0.6	0.6	0.5	0.5	0.5	0.5	0.5
	10-20 minutes	2.2	2.3	2.3	2.1	2.3	1.6	1.7	1.8	1.7	1.9	1.4	1.4	1.5	1.4	1.6
	20-30 minutes	2.2	2.2	2.3	2.2	2.4	1.6	1.7	1.9	1.8	2.1	1.4	1.5	1.6	1.5	1.8
	30-40 minutes	1.5	1.6	1.7	1.6	1.7	1.4	1.6	1.7	1.6	1.7	1.2	1.3	1.4	1.4	1.4
	40-50 minutes	0.8	0.9	1.0	0.9	0.8	0.9	1.0	1.1	1.1	1.2	0.7	0.8	0.9	0.9	1.0
	50-60 minutes	0.5	0.5	0.6	0.6	0.6	0.8	0.7	0.9	0.8	1.0	0.6	0.6	0.7	0.7	0.8
	Over an hour	0.4	0.5	0.6	0.4	0.6	0.7	0.8	0.9	0.8	1.0	0.6	0.6	0.8	0.7	0.8
	<i>Unweighted count</i>															
Royal Navy	Less than 10 minutes	1.3	1.0	1.0	1.1	1.1	0.9	0.6	0.7	0.6	0.8	0.8	0.5	0.6	0.6	0.7
	10-20 minutes	3.7	3.8	3.8	3.6	3.6	2.9	2.5	2.8	2.3	2.5	2.4	2.1	2.3	1.9	2.1
	20-30 minutes	3.7	3.7	3.8	3.8	3.8	3.0	2.6	3.1	2.6	2.8	2.5	2.2	2.5	2.2	2.3
	30-40 minutes	2.7	3.0	3.2	2.9	2.9	2.6	2.4	2.7	2.3	2.4	2.1	2.0	2.2	1.9	1.9
	40-50 minutes	1.2	1.5	1.8	1.7	1.6	1.7	1.5	2.1	1.6	1.6	1.3	1.2	1.7	1.3	1.3
	50-60 minutes	1.1	1.0	1.4	1.1	0.8	1.3	1.1	1.5	1.1	1.1	1.0	0.9	1.2	0.9	0.9
	Over an hour	0.9	1.1	1.1	0.9	0.5	1.2	1.1	1.4	1.2	1.2	0.9	0.9	1.1	0.9	1.0
	<i>Unweighted count</i>															
Royal Marines	Less than 10 minutes	2.0	1.7	1.5	1.5	1.7	0.7	0.7	0.8	0.7	1.0	0.7	0.6	0.7	0.6	0.9
	10-20 minutes	5.8	5.4	5.6	5.3	5.8	1.8	1.9	2.3	2.3	3.0	1.7	1.8	2.1	2.1	2.7
	20-30 minutes	5.4	5.4	5.3	5.3	5.8	1.8	1.9	2.5	2.5	3.2	1.7	1.8	2.3	2.2	2.9
	30-40 minutes	3.4	3.6	4.1	3.6	4.0	1.5	1.7	2.1	2.1	2.7	1.4	1.6	1.9	1.9	2.4
	40-50 minutes	1.7	2.0	1.9	2.0	1.8	0.9	1.0	1.2	1.2	1.4	0.8	0.9	1.1	1.0	1.2
	50-60 minutes	0.7	1.0	1.4	1.3	1.6	0.7	0.7	1.1	0.9	1.0	0.6	0.6	1.0	0.8	0.9
	Over an hour	1.7	0.7	1.6	0.7	0.8	0.8	0.8	1.2	0.9	1.1	0.8	0.7	1.1	0.8	1.0
	<i>Unweighted count</i>															
Army	Less than 10 minutes	1.4	1.5	1.3	1.2	1.5	1.0	0.8	1.0	0.9	1.0	0.8	0.8	0.9	0.8	0.8
	10-20 minutes	3.6	3.9	3.7	3.5	4.0	2.4	2.6	2.8	2.7	3.2	2.1	2.3	2.5	2.3	2.7
	20-30 minutes	3.5	3.8	3.7	3.6	4.0	2.4	2.7	3.1	2.9	3.5	2.1	2.4	2.6	2.5	3.0
	30-40 minutes	2.3	2.6	2.8	2.7	2.8	2.1	2.4	2.6	2.6	2.8	1.8	2.1	2.2	2.2	2.4
	40-50 minutes	1.2	1.6	1.5	1.5	1.2	1.4	1.6	1.6	1.8	2.0	1.2	1.3	1.4	1.6	1.7
	50-60 minutes	0.8	0.8	0.7	1.0	1.1	1.2	1.1	1.4	1.4	1.6	1.0	0.9	1.2	1.2	1.4
	Over an hour	0.6	0.8	0.8	0.7	1.1	1.2	1.2	1.5	1.3	1.7	1.0	1.0	1.2	1.1	1.4
	<i>Unweighted count</i>															
RAF	Less than 10 minutes	1.4	1.1	1.1	1.1	1.1	1.1	0.7	0.7	0.8	0.9	0.9	0.6	0.6	0.6	0.7
	10-20 minutes	4.1	3.6	3.8	3.7	3.8	2.9	2.5	2.6	2.5	2.5	2.4	2.1	2.2	2.1	2.1
	20-30 minutes	3.9	3.5	3.9	3.8	3.9	3.0	2.7	2.8	2.7	2.9	2.5	2.2	2.3	2.3	2.4
	30-40 minutes	2.9	2.7	3.1	2.8	3.0	2.4	2.4	2.5	2.3	2.4	2.0	1.9	2.0	1.9	2.0
	40-50 minutes	1.6	1.5	1.9	1.5	1.4	1.5	1.4	1.5	1.5	1.5	1.2	1.1	1.3	1.2	1.2
	50-60 minutes	1.0	1.0	1.4	0.9	1.0	1.1	1.0	1.2	1.1	1.0	0.8	0.8	1.0	0.8	0.8
	Over an hour	0.8	0.7	1.3	0.8	0.9	1.1	0.9	1.2	1.1	1.2	0.9	0.7	1.0	0.9	1.0
	<i>Unweighted count</i>															

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 25 - Employee Engagement

Source: Defence Statistics (Surveys)

Table EE_2020 Employee Engagement Index 2020

	Officers	Other Ranks/Rates	Total
Tri-Service	69	60	61
Royal Navy	67	58	60
Royal Marines	78	63	65
Army	71	60	62
RAF	68	58	60

The Engagement Index is calculated by expressing as a percentage the mean aggregated score of the following five questions from Section 7 - Commitment¹

Table B7.3 How strongly do you agree or disagree with the following? I am proud to be in the [Service]. [A031]

Table B7.5 How strongly do you agree or disagree with the following? I would recommend joining the [Service] to others. [A033]

Table B7.6 How strongly do you agree or disagree with the following? I feel a strong personal attachment to the [Service]. [A331]

Table B7.8 How strongly do you agree or disagree with the following? The [Service] inspires me to do the best in my job. [A332]

Table B7.9 How strongly do you agree or disagree with the following? The [Service] motivates me to help it achieve its objectives. [A333]

¹ The Engagement Index, is calculated using the same method as that used in the Civil Service People Survey:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/867302/Civil-Service-People-Survey-2019-Technical-Guide.pdf

AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

NOTE: The following questions have been additionally broken down by ethnicity and gender. As these are further subsets of the population beyond Service and Rank, statistically significant differences between White/BAME and Male/Female have been highlighted. These differences are only for the 2020 results. A key is displayed below each table to identify these differences.

Table FAW.1 How strongly do you agree or disagree with the following statement regarding fairness and equality in the [Service]? I am treated fairly at work.

		Percentages																						
		White					BAME					Unknown or declined to declare					Total							
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020			
Tri-Service	Agree	73	72 **	71 **	73	75	66	62	64	66	64	74	75	76	69	76	73	71 **	71 **	72	73			
	Neutral	16 **	16	16 **	15	14	19	22	20	21	20	19	16	17	14	12	17 **	16	17 **	16	15			
	Disagree	10	13	12	12	11	15	16	16	13	16	7	9	7	17	12	11	13	13	12	12			
	<i>Unweighted count</i>						9 157						585						106						9 848
Royal Navy	Agree	78	74	74	76	76	58	64	62	66	69	~	~	~	~	~	77	74	74	75	76			
	Neutral	15	14	15	14	14	24	22	18	22	20	~	~	~	~	~	16	14	16	15	14			
	Disagree	7 **	12	10	10	10	18	14	20	12	11	~	~	~	~	~	8	12	11	10	10			
	<i>Unweighted count</i>						2 653						119						10						2 782
Royal Marines	Agree	74	69 **	70	71	73	67	55	65	67	66	79	81	79	76	~	74	69 **	70	71	73			
	Neutral	19	20	19	18	17	25	33	25	22	22	15	9	10	15	~	19	20	19	18	17			
	Disagree	7 **	11	11	11	9	8	12	10	11	11	5	9	11	9	~	7 **	11	11	11	9			
	<i>Unweighted count</i>						1 509						44						15						1 568
Army	Agree	70	68 **	67 **	69	72	67	61	64	66	63	~	~	~	~	~	69	66 **	67	68	71			
	Neutral	18 **	17	18 **	16	14	18	22	20	22	20	~	~	~	~	~	18	18	18	17	15			
	Disagree	12	15	15	15	13	15	16	16	13	17	~	~	~	~	~	13	15	15	14	14			
	<i>Unweighted count</i>						2 302						359						2						2 663
RAF	Agree	79	79	79	79	79	60	69	81	69	61	75	75	76	71	77	79	79	79	78	78			
	Neutral	12	11	13	13	12	30	20	13	9	25	18	17	15	16	13	13	12	13	13	13			
	Disagree	8	10	9	9	9	10	11	6	22	14	7	8	9	14	10	8	10	9	9	9			
	<i>Unweighted count</i>						2 693						63						79						2 835

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

Key

	BAME estimate significantly higher than the White estimate.
	BAME estimate significantly lower than the White estimate.
	There is no significant difference between the White and BAME estimates.

AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.2 Do you feel that the [Service] discipline system is...?

		White					BAME					Unknown or declined to declare					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Fair	66	62	63	63	64	69	59	61	69	60	68	75	72	67	72	67 **	62	62	64	64
	Neutral	21	22	22	22	21	19	26	26	19	24	25	16	21	21	22	21	22	22	22	22
	Unfair	13	16	16	15	14	12	15	13	11	15	7	9	7	12	6	13	16	15	14	14
	<i>Unweighted count</i>	9 147					582					105					9 834				
Royal Navy	Fair	68	68	67	66	67	50	59	53	59	60	~	~	~	~	~	67	67	67	66	66
	Neutral	22	19	20	20	20	34	26	27	23	27	~	~	~	~	~	22	19	21	20	21
	Unfair	10 **	13	12	13	13	15	16	20	17	13	~	~	~	~	~	10 **	13	13	14	13
	<i>Unweighted count</i>	2 653					119					10					2 782				
Royal Marines	Fair	73	63 **	68	67	71	70	57	64	75	68	69	68	75	88	~	73	63 **	68	68	71
	Neutral	18	21	18	20	19	23	25	25	22	21	17	15	12	6	~	18	21	18	20	19
	Unfair	9	16 **	14 **	12	10	7	18	11	3	11	14	17	12	6	~	9	16 **	14 **	12	10
	<i>Unweighted count</i>	1 508					45					14					1 567				
Army	Fair	63	58	57	61	60	71 **	58	61	69	61	~	~	~	~	~	64 **	58	58	62	60
	Neutral	21	23	23	22	23	17	26	26	20	24	~	~	~	~	~	20	23	23	22	23
	Unfair	16	20	20	17	17	12	15	13	11	15	~	~	~	~	~	15	19	19	16	17
	<i>Unweighted count</i>	2 292					355					2					2 649				
RAF	Fair	72	68	70	65 **	69	56	78 **	68	74	51	69	82	72	65	70	71	69	70	66	69
	Neutral	20	21	21	23	20	35	14	21	10 **	30	25	11	24	26	25	21	21	21	23	20
	Unfair	8 **	10	10	12	11	9	7	10	16	19	6	7	4	9	5	8 **	10	9	12	11
	<i>Unweighted count</i>	2 694					63					79					2 836				

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

Key

	BAME estimate significantly higher than the White estimate.
	BAME estimate significantly lower than the White estimate.
	There is no significant difference between the White and BAME estimates.

AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.3 Do you believe you have been the subject of bullying, discrimination or harassment in the last 12 months?

		White										BAME					Unknown or declined to declare					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020					
Tri-Service	Yes	11	13	11	11	11	17	15	18	13	19	10	16	11	17	16	11	13	12	11	12					
	No	89	87	89	89	89	83	85	82	87	81	90	84	89	83	84	89	87	88	89	88					
	<i>Unweighted count</i>	8 829					566					101					9 496									
Royal Navy	Yes	10	12	12	11	11	22	24	23	17	19	~	~	~	~	~	11	13	13	11	12					
	No	90	88	88	89	89	78	76	77	83	81	~	~	~	~	~	89	87	87	89	88					
	<i>Unweighted count</i>	2 586					114					8					2 708									
Royal Marines	Yes	4	6	6	5	5	10	14	4	8	8	2	6	..	16	~	4	6	6	6	5					
	No	96	94	94	95	95	90	86	96	92	92	98	94	100	84	~	96	94	94	94	95					
	<i>Unweighted count</i>	1 420					42					13					1 475									
Army	Yes	11	14	11	11	12	17	14	18	12	19	~	~	~	~	~	12	14	12	11	14					
	No	89	86	89	89	88	83	86	82	88	81	~	~	~	~	~	88	86	88	89	86					
	<i>Unweighted count</i>	2 221					349					2					2 572									
RAF	Yes	11	12	11	11	11	15	24	12	20	24	13	16	11	14	16	11	12	11	11	11					
	No	89	88	89	89	89	85	76	88	80	76	87	84	89	86	84	89	88	89	89	89					
	<i>Unweighted count</i>	2 602					61					78					2 741									

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) From 2015, this question is derived from those reporting they have been the subject of bullying, discrimination and/or harassment.

Key

	BAME estimate significantly higher than the White estimate.
	BAME estimate significantly lower than the White estimate.
	There is no significant difference between the White and BAME estimates.

AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.4 Did you make a formal written complaint within the last 12 months about this discrimination, harassment and/or bullying?

		White					BAME					Unknown or declined to declare					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	10	6	7	10	..	9	6	9	9	..	~	~	~	~	..	10	6	7	10
	No	..	90	94	93	90	..	91	94	91	91	..	~	~	~	~	..	90	94	93	90
	<i>Unweighted count</i>					830					99					15					944
Royal Navy	Yes	..	9	7	8	9	..	~	~	~	~	..	~	..	~	~	..	8	6	8	9
	No	..	91	93	92	91	..	~	~	~	~	..	~	..	~	~	..	92	94	92	91
	<i>Unweighted count</i>					272					22					3					297
Royal Marines	Yes	..	10	11	4 **	17	..	~	~	~	~	..	~	..	~	..	..	10	11	4 **	16
	No	..	90	89	96 **	83	..	~	~	~	~	..	~	..	~	..	..	90	89	96 **	84
	<i>Unweighted count</i>					62					4										66
Army	Yes	..	11	5	7	13	..	11	7	8	10	..	..	~	~	..	..	11	6	7	12
	No	..	89	95	93	87	..	89	93	92	90	..	..	~	~	..	..	89	94	93	88
	<i>Unweighted count</i>					223					61										284
RAF	Yes	..	6	6	6	5	..	~	~	~	~	..	~	~	~	~	..	6	6	7	5
	No	..	94	94	94	95	..	~	~	~	~	..	~	~	~	~	..	94	94	93	95
	<i>Unweighted count</i>					273					12					12					297

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).
 ~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Filtered by those indicating bullying, discrimination and/or harassment in the last 12 months.

Key

	BAME estimate significantly higher than the White estimate.
	BAME estimate significantly lower than the White estimate.
	There is no significant difference between the White and BAME estimates.

AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.5 Do you know how the Service Complaints Ombudsman (SCO) can help you with a discrimination, harassment and/or bullying complaint?

		White					BAME					Unknown or declined to declare					Total					Percentages
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	
Tri-Service	Yes, fully	29	27	27	28	28	30	28	26	29	28	25	30	32	27	25	29	28	27	28	28	
	To some extent	45 **	41	42	43	42	42	39	43	44	41	43	47	43	47	52	44	41	42	43	42	
	No, not at all	14	13	13	13	13	16	21	17	13	19	15	11	10	11	15	14	14	14	13	14	
	Haven't heard of the Service Complaints Ombudsman	13 **	18	17	16	17	12	12	14	14	12	17	12	16	15	8	13 **	18	17	16	16	
	<i>Unweighted count</i>	8 990					574					105					9 669					
Royal Navy	Yes, fully	31	29	28	31	31	29	29	24	28	25	~	~	~	~	~	31	29	28	31	30	
	To some extent	46	45	47	45	44	40	34	35	38	47	~	~	~	~	~	45	44	47	44	44	
	No, not at all	12	10	10	11	12	18	20	13	19	13	~	~	~	~	~	12	10	11	11	12	
	Haven't heard of the Service Complaints Ombudsman	11	16	15	14	14	13	16	27	15	16	~	~	~	~	~	12	16	15	14	14	
	<i>Unweighted count</i>	2 593					119					10					2 722					
Royal Marines	Yes, fully	30	27	28	27	29	31	26	23	30	19	34	25	27	40	~	30	27	28	27	28	
	To some extent	44	43	44	45	44	53	38	38	35	41	40	47	36	40	~	44	43	43	45	44	
	No, not at all	15	14	15	15	15	14	20	17	27	27	18	18	25	11	~	16	14	15	15	15	
	Haven't heard of the Service Complaints Ombudsman	10	15	14	13	13	2	16	22	8	13	7	10	12	9	~	10	15	14	13	13	
	<i>Unweighted count</i>	1 458					44					15					1 517					
Army	Yes, fully	31	29	30	30	30	30	28	26	29	29	~	~	~	~	~	31	29	29	30	30	
	To some extent	43	38	39	41	40	43	39	44	44	41	~	~	~	~	~	43	38	40	42	40	
	No, not at all	14	13	14	14	14	16	20	17	12	19	~	~	~	~	~	14	14	15	13	15	
	Haven't heard of the Service Complaints Ombudsman	12 **	19	17	15	16	11	12	13	14	11	~	~	~	~	~	12 **	18	16	15	15	
	<i>Unweighted count</i>	2 275					348					2					2 625					
RAF	Yes, fully	23	22	22	22	23	32	21	33	21	21	19	28	27	21	21	23	22	22	22	22	
	To some extent	46	46	46	46	45	35	47	34	51	50	46	48	50	47	54	46	46	46	46	45	
	No, not at all	14	13	13	13	13	14	26	18	9	12	17	12	9	13	15	14	13	13	13	13	
	Haven't heard of the Service Complaints Ombudsman	16 **	19	19	20	19	19	6	14	19	17	17	13	15	19	10	16 **	19	19	20	19	
	<i>Unweighted count</i>	2 664					63					78					2 805					

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

Key

	BAME estimate significantly higher than the White estimate.
	BAME estimate significantly lower than the White estimate.
	There is no significant difference between the White and BAME estimates.

AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.6 How strongly do you agree or disagree with the following statement regarding fairness and equality in the [Service]? I am treated fairly at work.

		Female					Male					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Agree	76	70	71	74	72	72	71 **	71 **	72	74	73	71 **	71 **	72	73		
	Neutral	13	17	15	14	13	17 **	16	17	16	15	17 **	16	17 **	16	15		
	Disagree	11	13	14	12	15	11	13	13	12	12	11	13	13	12	12		
	<i>Unweighted count</i>						1 161						8 687						9 848
Royal Navy	Agree	75	71	66	74	74	77	74	75	75	76	77	74	74	75	76		
	Neutral	15	16	16	14	16	16	14	15	15	14	16	14	16	15	14		
	Disagree	10	12	18 **	12	10	7 **	12	9	10	10	8	12	11	10	10		
	<i>Unweighted count</i>						391						2 391						2 782
Royal Marines	Agree	71	67	73	65	71	74	69 **	70	71	73	74	69 **	70	71	73		
	Neutral	22	17	12	11	19	19	20	19	18	17	19	20	19	18	17		
	Disagree	7	17	16	24	10	7 **	10	11	11	9	7 **	11	11	11	9		
	<i>Unweighted count</i>						44						1 524						1 568
Army	Agree	75	67	72	71	70	69	66 **	66 **	68	71	69	66 **	67	68	71		
	Neutral	12	20	14	15	13	19	18	19	17	16	18	18	18	17	15		
	Disagree	13	13	14	13	17	13	16	15	15	14	13	15	15	14	14		
	<i>Unweighted count</i>						281						2 382						2 663
RAF	Agree	78	76	74	78	75	79	79	79	78	79	79	79	79	78	78		
	Neutral	13	12	15	13	12	13	12	13	13	13	13	12	13	13	13		
	Disagree	9	12	11	10	13	8	9	8	9	8	8	10	9	9	9		
	<i>Unweighted count</i>						445						2 390						2 835

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

Key

	Female estimate significantly higher than the Male estimate.
	Female estimate significantly lower than the Male estimate.
	There is no significant difference between the Female and Male estimates.

AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.7 Do you feel that the [Service] discipline system is...?

		Female					Male					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Fair	73 **	65	66	66	64	66	62	62	64	64	67 **	62	62	64	64		
	Neutral	18	23	20	22	22	21	22	22	22	22	21	22	22	22	22		
	Unfair	9	11	14	12	14	13	16	16	15	14	13	16	15	14	14		
	<i>Unweighted count</i>						1 160						8 674						9 834
Royal Navy	Fair	67	71	64	66	68	67	67	67	66	66	67	67	67	66	66		
	Neutral	25	19	22	20	22	22	19	20	20	21	22	19	21	20	21		
	Unfair	8	10	14	14	11	11	14	12	13	13	10 **	13	13	14	13		
	<i>Unweighted count</i>						391						2 391						2 782
Royal Marines	Fair	82	65	74	76	72	73	63 **	67	68	71	73	63 **	68	68	71		
	Neutral	11	16	16	10	18	18	21	18	20	19	18	21	18	20	19		
	Unfair	7	18	10	14	10	9	16 **	14 **	12	10	9	16 **	14 **	12	10		
	<i>Unweighted count</i>						44						1 523						1 567
Army	Fair	72 **	61	62	65	58	64	57	58	62	61	64 **	58	58	62	60		
	Neutral	17	28	22	22	25	21	23	23	22	23	20	23	23	22	23		
	Unfair	11	11	16	13	17	16	20	19	16	17	15	19	19	16	17		
	<i>Unweighted count</i>						282						2 367						2 649
RAF	Fair	76	69	72	68	71	71	69	69	65	68	71	69	70	66	69		
	Neutral	16	19	18	23	19	21	21	21	23	21	21	21	21	23	20		
	Unfair	8	12	11	10	10	8 **	10	9	12	11	8 **	10	9	12	11		
	<i>Unweighted count</i>						443						2 393						2 836

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

Key

	Female estimate significantly higher than the Male estimate.
	Female estimate significantly lower than the Male estimate.
	There is no significant difference between the Female and Male estimates.

AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.8 Do you believe you have been the subject of bullying, discrimination or harassment in the last 12 months?

		Female					Male					Total						
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Yes	22	23	22	20	20	10	11	11	10	11	11	13	12	11	12		
	No	78	77	78	80	80	90	89	89	90	89	89	87	88	89	88		
	<i>Unweighted count</i>						1 133						8 363						9 496
Royal Navy	Yes	23	22	23	23	21	9	11	11	9	10	11	13	13	11	12		
	No	77	78	77	77	79	91	89	89	91	90	89	87	87	89	88		
	<i>Unweighted count</i>						389						2 319						2 708
Royal Marines	Yes	7	19	10	12	10	4	5	6	5	5	4	6	6	6	5		
	No	93	81	90	88	90	96	95	94	95	95	96	94	94	94	95		
	<i>Unweighted count</i>						43						1 432						1 475
Army	Yes	22	23	21	18	19	12	13	12	10	13	12	14	12	11	14		
	No	78	77	79	82	81	88	87	88	90	87	88	86	88	89	86		
	<i>Unweighted count</i>						270						2 302						2 572
RAF	Yes	22	25	23	21	20	9	10	9	9	9	11	12	11	11	11		
	No	78	75	77	79	80	91	90	91	91	91	89	88	89	89	89		
	<i>Unweighted count</i>						431						2 310						2 741

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

(1) From 2015, this question is derived from those reporting they have been the subject of bullying, discrimination and/or harassment.

Key

	Female estimate significantly higher than the Male estimate.
	Female estimate significantly lower than the Male estimate.
	There is no significant difference between the Female and Male estimates.

AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.9 Did you make a formal written complaint within the last 12 months about this discrimination, harassment and/or bullying?

		Female					Male					Total				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	8	9	12	20	..	10	5	6	8	..	10	6	7	10
	No	..	92	91	88	80	..	90	95	94	92	..	90	94	93	90
	<i>Unweighted count</i>					218					726					944
Royal Navy	Yes	..	10	12	7	14	..	8	5	8	7	..	8	6	8	9
	No	..	90	88	93	86	..	92	95	92	93	..	92	94	92	91
	<i>Unweighted count</i>					82					215					297
Royal Marines	Yes	..	~	~	~	~	..	10	9	4 **	18	..	10	11	4 **	16
	No	..	~	~	~	~	..	90	91	96 **	82	..	90	89	96 **	84
	<i>Unweighted count</i>					4					62					66
Army	Yes	..	10	7 **	18	31	..	12	5	5	9	..	11	6	7	12
	No	..	90	93 **	82	69	..	88	95	95	91	..	89	94	93	88
	<i>Unweighted count</i>					47					237					284
RAF	Yes	..	5	8	6	8	..	6	5	7	4	..	6	6	7	5
	No	..	95	92	94	92	..	94	95	93	96	..	94	94	93	95
	<i>Unweighted count</i>					85					212					297

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

~ denotes that estimates were based on fewer than 30 respondents and therefore suppressed.

(1) Filtered by those indicating bullying, discrimination and/or harassment in the last 12 months.

Key

	Female estimate significantly higher than the Male estimate.
	Female estimate significantly lower than the Male estimate.
	There is no significant difference between the Female and Male estimates.

AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.10 Do you know how the Service Complaints Ombudsman (SCO) can help you with a discrimination, harassment and/or bullying complaint?

		Female					Male					Total					Percentages	
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020		
Tri-Service	Yes, fully	34	28	30	31	29	29	28	27	28	28	29	28	27	28	28		
	To some extent	46	44	43	42	43	44	41	42	43	42	44	41	42	43	42		
	No, not at all	12	14	13	13	12	14	13	14	13	14	14	14	14	13	14		
	Haven't heard of the Service Complaints Commissioner	7 **	14	15	14	16	13 **	18 **	17	16	16	13 **	18	17	16	16		
	<i>Unweighted count</i>						1 141						8 528						9 669
Royal Navy	Yes, fully	29	28	30	29	30	32	29	27	31	30	31	29	28	31	30		
	To some extent	49	46	47	44	42	45	44	47	44	44	45	44	47	44	44		
	No, not at all	15	12	9	12	12	11	10	11	11	12	12	10	11	11	12		
	Haven't heard of the Service Complaints Commissioner	7 **	14	14	14	16	12	17 **	15	14	14	12	16	15	14	14		
	<i>Unweighted count</i>						383						2 339						2 722
Royal Marines	Yes, fully	18	19	19	21	15	30	27	28	27	29	30	27	28	27	28		
	To some extent	57	46	60	54	55	44	43	43	44	43	44	43	43	45	44		
	No, not at all	18	12	9	17	18	15	14	15	15	15	16	14	15	15	15		
	Haven't heard of the Service Complaints Commissioner	7	23	13	8	13	10	15	14	13	13	10	15	14	13	13		
	<i>Unweighted count</i>						44						1 473						1 517
Army	Yes, fully	37	27	32	34	28	30	30	29	29	30	31	29	29	30	30		
	To some extent	48	43	39	38	43	43	38	40	42	40	43	38	40	42	40		
	No, not at all	10	16	15	13	13	14	14	15	13	15	14	14	15	13	15		
	Haven't heard of the Service Complaints Commissioner	5 **	14	14	15	16	12	18	16	15	15	12 **	18	16	15	15		
	<i>Unweighted count</i>						277						2 348						2 625
RAF	Yes, fully	35	27	26	26	30	21	21	21	21	21	23	22	22	22	22		
	To some extent	42	43	46	49	42	47	46	46	46	46	46	46	46	46	45		
	No, not at all	14	14	12	11	12	15	13	14	13	13	14	13	13	13	13		
	Haven't heard of the Service Complaints Commissioner	10	15	16	14	16	17	19	19	21	20	16 **	19	19	20	19		
	<i>Unweighted count</i>						437						2 368						2 805

** denotes the estimate is significantly different to the 2020 estimate (99% confidence level).

Key

- Female estimate significantly higher than the Male estimate.
- Female estimate significantly lower than the Male estimate.
- There is no significant difference between the Female and Male estimates.

AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.1 How strongly do you agree or disagree with the following statement regarding fairness and equality in the [Service]? I am treated fairly at work.

		White: Margin of error +/-%					BAME: Margin of error +/-%					Unknown or declined to declare: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	1.4	1.5	1.7	1.6	1.7	5.2	6.0	6.5	5.9	6.8	9.7	9.7	9.7	12.4	10.2	1.4	1.5	1.6	1.5	1.7
	Neutral	1.2	1.3	1.4	1.3	1.4	4.3	5.2	5.3	5.1	5.6	8.7	8.4	8.8	8.9	8.0	1.2	1.2	1.4	1.3	1.4
	Disagree	1.0	1.2	1.3	1.3	1.3	4.1	4.7	5.1	4.2	5.2	5.9	6.5	5.4	11.0	7.4	1.0	1.2	1.3	1.2	1.3
	<i>Unweighted count</i>																				
Royal Navy	Agree	2.3	2.1	2.4	2.0	2.1	13.7	12.5	13.8	11.1	10.6	..	..	..	..	..	2.3	2.1	2.4	2.0	2.1
	Neutral	2.0	1.7	2.1	1.7	1.8	11.9	10.8	10.8	9.8	9.1	..	..	..	..	..	2.0	1.7	2.0	1.6	1.7
	Disagree	1.5	1.6	1.8	1.5	1.5	10.9	9.3	11.7	7.4	7.2	..	..	..	..	..	1.5	1.5	1.8	1.4	1.5
	<i>Unweighted count</i>																				
Royal Marines	Agree	1.6	1.8	2.2	2.2	2.7	11.1	12.8	14.8	13.5	16.8	10.5	10.8	14.2	15.6	..	1.6	1.7	2.2	2.1	2.7
	Neutral	1.5	1.6	1.9	1.9	2.4	10.2	12.2	13.5	12.2	15.1	9.3	8.0	10.1	12.9	..	1.4	1.5	1.9	1.8	2.3
	Disagree	1.0	1.2	1.6	1.5	1.8	6.3	8.3	9.3	8.0	11.1	5.9	8.1	11.1	10.9	..	0.9	1.2	1.6	1.5	1.8
	<i>Unweighted count</i>																				
Army	Agree	2.3	2.6	2.9	2.8	3.1	5.8	6.6	7.2	6.5	7.7	..	..	..	..	..	2.1	2.4	2.7	2.6	2.9
	Neutral	2.0	2.2	2.4	2.3	2.5	4.7	5.7	5.9	5.7	6.4	..	..	..	..	..	1.8	2.1	2.2	2.1	2.3
	Disagree	1.7	2.1	2.3	2.3	2.5	4.5	5.1	5.7	4.6	6.0	..	..	..	..	..	1.6	2.0	2.1	2.0	2.3
	<i>Unweighted count</i>																				
RAF	Agree	2.2	2.0	2.1	2.0	2.1	19.4	15.8	16.1	16.5	16.2	12.1	11.5	11.1	14.1	11.5	2.2	1.9	2.1	2.0	2.1
	Neutral	1.8	1.6	1.7	1.6	1.7	18.3	13.4	14.4	9.5	14.3	10.7	9.7	9.5	11.6	9.4	1.8	1.5	1.7	1.6	1.7
	Disagree	1.5	1.5	1.5	1.4	1.5	12.1	11.4	8.5	15.2	11.9	7.5	7.9	7.1	10.7	7.7	1.5	1.4	1.5	1.4	1.5
	<i>Unweighted count</i>																				

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.2 Do you feel that the [Service] discipline system is...?

		White: Margin of error +/-%					BAME: Margin of error +/-%					Unknown or declined to declare: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Fair	1.5	1.6	1.7	1.6	1.8	5.1	6.0	6.6	5.7	6.9	9.8	9.7	9.9	12.6	11.0	1.4	1.5	1.7	1.6	1.8
	Neutral	1.3	1.4	1.5	1.4	1.6	4.2	5.4	6.0	4.7	6.1	9.2	8.8	8.7	10.6	10.2	1.2	1.4	1.5	1.4	1.6
	Unfair	1.1	1.3	1.5	1.3	1.5	3.7	4.6	4.6	4.1	5.0	5.1	5.7	6.4	10.1	5.5	1.1	1.3	1.4	1.3	1.4
	<i>Unweighted count</i>																				
Royal Navy	Fair	2.5	2.2	2.6	2.2	2.3	13.7	12.8	14.0	11.4	11.3	..	..	..	..	..	2.5	2.2	2.5	2.1	2.3
	Neutral	2.3	1.9	2.3	1.9	2.0	13.1	11.5	12.3	9.6	10.3	..	..	..	..	..	2.2	1.9	2.2	1.8	2.0
	Unfair	1.7	1.7	1.9	1.6	1.7	10.0	9.8	11.6	8.8	7.8	..	..	..	..	..	1.7	1.6	1.9	1.6	1.7
	<i>Unweighted count</i>																				
Royal Marines	Fair	1.6	1.8	2.3	2.2	2.8	10.8	12.8	15.0	12.6	16.3	11.8	12.8	16.2	12.3	..	1.6	1.8	2.2	2.2	2.7
	Neutral	1.4	1.6	1.9	2.0	2.4	9.9	11.2	13.6	12.2	14.4	9.6	9.8	12.5	9.0	..	1.4	1.6	1.9	1.9	2.4
	Unfair	1.1	1.4	1.8	1.6	1.9	6.0	10.0	9.9	4.2	10.7	9.0	10.5	12.5	9.0	..	1.0	1.4	1.7	1.6	1.9
	<i>Unweighted count</i>																				
Army	Fair	2.4	2.7	2.9	2.8	3.3	5.6	6.6	7.3	6.3	7.8	..	..	..	..	..	2.2	2.5	2.7	2.6	3.0
	Neutral	2.1	2.4	2.6	2.5	2.9	4.6	5.9	6.7	5.2	7.0	..	..	..	..	..	1.9	2.2	2.4	2.3	2.7
	Unfair	1.9	2.3	2.6	2.4	2.7	4.1	5.1	5.1	4.6	5.7	..	..	..	..	..	1.7	2.1	2.3	2.1	2.5
	<i>Unweighted count</i>																				
RAF	Fair	2.4	2.2	2.3	2.3	2.3	19.9	13.8	19.5	15.9	16.5	11.9	9.8	11.3	14.5	12.6	2.4	2.2	2.3	2.2	2.3
	Neutral	2.2	2.0	2.1	2.1	2.0	19.7	11.4	17.5	10.9	14.9	11.2	7.6	10.7	13.6	12.0	2.1	1.9	2.1	2.0	2.0
	Unfair	1.5	1.5	1.6	1.6	1.6	12.0	9.3	12.6	13.4	13.9	6.1	6.9	4.9	8.6	5.6	1.5	1.5	1.5	1.6	1.6
	<i>Unweighted count</i>																				

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.3 Do you believe you have been the subject of bullying, discrimination or harassment in the last 12 months?

		White: Margin of error +/-%					BAME: Margin of error +/-%					Unknown or declined to declare: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	1.0	1.2	1.2	1.1	1.3	4.4	4.4	5.5	4.0	5.7	7.3	8.3	7.5	11.2	8.9	1.0	1.1	1.2	1.1	1.4
	No	1.0	1.2	1.2	1.1	1.3	4.4	4.4	5.5	4.0	5.7	7.3	8.3	7.5	11.2	8.9	1.0	1.1	1.2	1.1	1.4
	<i>Unweighted count</i>																				
Royal Navy	Yes	1.7	1.6	1.9	1.5	1.6	12.4	11.3	12.0	8.9	9.3	..	..	..	..	..	1.7	1.6	1.9	1.5	1.6
	No	1.7	1.6	1.9	1.5	1.6	12.4	11.3	12.0	8.9	9.3	..	..	..	..	..	1.7	1.6	1.9	1.5	1.6
	<i>Unweighted count</i>																				
Royal Marines	Yes	0.8	1.0	1.2	1.1	1.3	7.3	8.9	6.2	7.2	8.5	3.2	6.8	..	14.0	..	0.8	0.9	1.2	1.1	1.3
	No	0.8	1.0	1.2	1.1	1.3	7.3	8.9	6.2	7.2	8.5	3.2	6.8	..	14.0	..	0.8	0.9	1.2	1.1	1.3
	<i>Unweighted count</i>																				
Army	Yes	1.7	2.0	2.0	2.0	2.4	4.8	4.8	6.2	4.4	6.4	..	..	..	..	..	1.6	1.8	1.9	1.8	2.3
	No	1.7	2.0	2.0	2.0	2.4	4.8	4.8	6.2	4.4	6.4	..	..	..	..	..	1.6	1.8	1.9	1.8	2.3
	<i>Unweighted count</i>																				
RAF	Yes	1.7	1.6	1.7	1.5	1.6	15.5	15.6	11.4	14.5	15.0	9.6	9.5	7.8	10.9	9.7	1.7	1.6	1.6	1.5	1.6
	No	1.7	1.6	1.7	1.5	1.6	15.5	15.6	11.4	14.5	15.0	9.6	9.5	7.8	10.9	9.7	1.7	1.6	1.6	1.5	1.6
	<i>Unweighted count</i>																				

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.4 Did you make a formal written complaint within the last 12 months about this discrimination, harassment and/or bullying?

		White: Margin of error +/-%					BAME: Margin of error +/-%					Unknown or declined to declare: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	3.5	2.3	3.0	4.3	..	12.0	8.0	9.4	10.0	..	..	..	..	..	..	3.4	2.3	2.9	3.9
	No	..	3.5	2.3	3.0	4.3	..	12.0	8.0	9.4	10.0	..	..	..	..	..	..	3.4	2.3	2.9	3.9
	Unweighted count																				
Royal Navy	Yes	..	4.3	4.2	4.2	4.3	..	..	..	..	..	..	..	..	..	..	..	4.0	3.9	4.0	4.2
	No	..	4.3	4.2	4.2	4.3	..	..	..	..	..	..	..	..	..	..	..	4.0	3.9	4.0	4.2
	Unweighted count																				
Royal Marines	Yes	..	5.7	7.2	3.6	11.3	..	..	..	..	..	..	..	..	..	..	..	5.6	7.1	3.7	10.8
	No	..	5.7	7.2	3.6	11.3	..	..	..	..	..	..	..	..	..	..	..	5.6	7.1	3.7	10.8
	Unweighted count																				
Army	Yes	..	5.8	3.7	5.2	7.5	..	14.2	9.1	10.8	11.4	..	..	..	..	..	..	5.4	3.5	4.7	6.3
	No	..	5.8	3.7	5.2	7.5	..	14.2	9.1	10.8	11.4	..	..	..	..	..	..	5.4	3.5	4.7	6.3
	Unweighted count																				
RAF	Yes	..	3.5	3.6	3.7	3.2	..	..	..	..	..	..	..	..	..	..	..	3.2	3.5	3.7	3.1
	No	..	3.5	3.6	3.7	3.2	..	..	..	..	..	..	..	..	..	..	..	3.2	3.5	3.7	3.1
	Unweighted count																				

Key

- Margin of error less than 3%
- Margin of error 3% - 5%
- Margin of error 5% +

Margin of error is half the width of a 99% confidence interval. Darker colours indicate a greater degree of uncertainty in the estimate.

Table FAW.5 Do you know how the Service Complaints Ombudsman (SCO) can help you with a discrimination, harassment and/or bullying complaint?

		White: Margin of error +/-%					BAME: Margin of error +/-%					Unknown or declined to declare: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes, fully	1.3	1.3	1.5	1.3	1.5	5.0	5.4	5.8	5.5	6.2	8.9	9.7	9.9	10.2	10.5	1.3	1.3	1.4	1.3	1.5
	To some extent	1.6	1.6	1.7	1.7	1.8	5.5	6.1	6.7	6.2	6.9	10.7	10.6	10.7	12.6	12.3	1.5	1.6	1.7	1.6	1.8
	No, not at all	1.1	1.2	1.3	1.2	1.4	4.2	5.2	5.2	4.2	5.8	8.0	6.5	6.1	7.3	8.5	1.1	1.2	1.3	1.2	1.4
	Haven't heard of the Service Complaints Ombudsman	1.1	1.4	1.5	1.3	1.6	3.7	4.2	4.7	4.6	4.8	8.7	8.0	9.1	9.1	6.6	1.1	1.3	1.4	1.3	1.5
	<i>Unweighted count</i>																				
Royal Navy	Yes, fully	2.3	2.0	2.2	2.0	2.1	12.6	11.4	11.5	10.3	9.6	..	..	..	..	..	2.3	2.0	2.2	2.0	2.1
	To some extent	2.7	2.4	2.7	2.3	2.5	13.8	12.3	13.2	11.3	11.5	..	..	..	..	..	2.6	2.3	2.7	2.2	2.4
	No, not at all	1.9	1.5	1.8	1.5	1.7	10.8	10.8	10.5	9.4	7.8	..	..	..	..	..	1.8	1.5	1.8	1.5	1.6
	Haven't heard of the Service Complaints Ombudsman	1.9	1.8	2.1	1.7	1.8	9.7	10.1	13.1	8.9	8.7	..	..	..	..	..	1.9	1.8	2.1	1.7	1.8
	<i>Unweighted count</i>																				
Royal Marines	Yes, fully	1.7	1.7	2.1	2.0	2.6	11.5	11.6	12.8	13.3	12.9	12.0	11.7	16.0	17.3	..	1.7	1.7	2.0	2.0	2.5
	To some extent	1.9	2.0	2.5	2.4	3.0	12.4	13.0	15.2	14.2	17.1	12.8	14.0	17.6	17.6	..	1.9	2.0	2.4	2.4	3.0
	No, not at all	1.4	1.4	1.8	1.8	2.3	8.6	11.0	12.0	13.5	16.2	10.3	10.8	16.3	10.9	..	1.4	1.4	1.8	1.8	2.2
	Haven't heard of the Service Complaints Ombudsman	1.2	1.5	1.8	1.7	2.2	3.1	10.0	13.4	8.5	12.6	6.7	8.7	12.1	11.1	..	1.2	1.4	1.8	1.7	2.1
	<i>Unweighted count</i>																				
Army	Yes, fully	2.1	2.3	2.5	2.3	2.7	5.5	5.9	6.5	6.2	7.1	..	..	..	..	..	2.0	2.1	2.4	2.2	2.6
	To some extent	2.5	2.7	2.9	2.9	3.1	6.1	6.7	7.5	6.9	7.8	..	..	..	..	..	2.3	2.5	2.7	2.7	2.9
	No, not at all	1.8	2.0	2.3	2.2	2.6	4.7	5.7	5.8	4.7	6.7	..	..	..	..	..	1.7	1.9	2.1	2.0	2.4
	Haven't heard of the Service Complaints Ombudsman	1.8	2.4	2.5	2.3	2.8	4.1	4.6	5.2	5.1	5.4	..	..	..	..	..	1.6	2.1	2.3	2.1	2.5
	<i>Unweighted count</i>																				
RAF	Yes, fully	2.1	1.8	1.9	1.8	1.9	18.5	12.5	19.8	13.6	12.6	9.8	11.4	10.7	11.3	11.1	2.0	1.8	1.9	1.8	1.9
	To some extent	2.7	2.4	2.5	2.4	2.5	18.6	17.3	19.0	17.9	16.5	13.3	12.8	12.7	14.8	13.9	2.6	2.3	2.5	2.4	2.4
	No, not at all	1.9	1.7	1.8	1.7	1.7	14.1	16.0	15.0	9.6	11.3	10.4	9.0	7.7	9.6	9.9	1.9	1.7	1.7	1.6	1.7
	Haven't heard of the Service Complaints Ombudsman	2.1	2.0	2.1	2.0	2.1	16.1	9.0	15.3	14.9	13.2	10.1	8.4	9.8	11.9	7.9	2.0	1.9	2.0	1.9	2.0
	<i>Unweighted count</i>																				

Key

- Margin of error less than 3%
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- Margin of error 5% +

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AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.6 How strongly do you agree or disagree with the following statement regarding fairness and equality in the [Service]? I am treated fairly at work.

		Female: Margin of error +/-%					Male: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Agree	4.0	4.3	4.6	4.4	5.0	1.4	1.6	1.7	1.7	1.8	1.4	1.5	1.6	1.5	1.7
	Neutral	3.2	3.7	3.7	3.6	3.8	1.2	1.3	1.5	1.4	1.5	1.2	1.2	1.4	1.3	1.4
	Disagree	3.0	3.0	3.6	3.2	4.2	1.1	1.3	1.4	1.3	1.4	1.0	1.2	1.3	1.2	1.3
	<i>Unweighted count</i>															
Royal Navy	Agree	7.0	5.8	7.3	5.5	5.7	2.4	2.2	2.5	2.1	2.3	2.3	2.1	2.4	2.0	2.1
	Neutral	5.8	4.8	5.7	4.4	4.8	2.1	1.8	2.2	1.8	1.9	2.0	1.7	2.0	1.6	1.7
	Disagree	4.9	4.3	6.0	4.1	3.8	1.6	1.7	1.8	1.5	1.6	1.5	1.5	1.8	1.4	1.5
	<i>Unweighted count</i>															
Royal Marines	Agree	13.5	12.2	12.8	15.1	16.0	1.6	1.8	2.2	2.1	2.7	1.6	1.7	2.2	2.1	2.7
	Neutral	12.4	9.7	9.1	9.8	13.7	1.4	1.6	1.9	1.9	2.3	1.4	1.5	1.9	1.8	2.3
	Disagree	7.3	9.6	10.6	13.6	11.0	0.9	1.2	1.6	1.5	1.8	0.9	1.2	1.6	1.5	1.8
	<i>Unweighted count</i>															
Army	Agree	7.2	7.9	8.3	7.8	9.1	2.2	2.6	2.8	2.7	3.1	2.1	2.4	2.7	2.6	2.9
	Neutral	5.4	7.1	6.7	6.5	6.9	1.9	2.2	2.4	2.3	2.5	1.8	2.1	2.2	2.1	2.3
	Disagree	5.6	5.5	6.4	5.7	7.7	1.7	2.1	2.3	2.2	2.4	1.6	2.0	2.1	2.0	2.3
	<i>Unweighted count</i>															
RAF	Agree	5.8	5.2	5.8	5.3	5.6	2.3	2.1	2.2	2.1	2.2	2.2	1.9	2.1	2.0	2.1
	Neutral	4.8	3.9	4.7	4.3	4.2	1.9	1.7	1.8	1.7	1.8	1.8	1.5	1.7	1.6	1.7
	Disagree	4.0	4.1	4.2	3.7	4.5	1.6	1.5	1.5	1.5	1.5	1.5	1.4	1.5	1.4	1.5
	<i>Unweighted count</i>															

Key

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- Margin of error 5% +

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AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.7 Do you feel that the [Service] discipline system is...?

		Female: Margin of error +/-%					Male: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Fair	4.2	4.4	4.9	4.5	5.2	1.5	1.6	1.8	1.7	1.9	1.4	1.5	1.7	1.6	1.8
	Neutral	3.6	4.1	4.2	4.0	4.7	1.3	1.5	1.6	1.5	1.7	1.2	1.4	1.5	1.4	1.6
	Unfair	3.0	2.9	3.8	3.1	3.8	1.2	1.4	1.5	1.4	1.5	1.1	1.3	1.4	1.3	1.4
	<i>Unweighted count</i>															
Royal Navy	Fair	7.5	5.9	7.4	5.9	6.1	2.6	2.3	2.7	2.3	2.5	2.5	2.2	2.5	2.1	2.3
	Neutral	7.1	5.1	6.5	5.0	5.4	2.4	2.0	2.4	2.0	2.1	2.2	1.9	2.2	1.8	2.0
	Unfair	4.2	4.0	5.6	4.5	4.1	1.9	1.8	2.0	1.7	1.9	1.7	1.6	1.9	1.6	1.7
	<i>Unweighted count</i>															
Royal Marines	Fair	11.3	12.3	12.7	13.4	16.1	1.6	1.8	2.2	2.2	2.7	1.6	1.8	2.2	2.2	2.7
	Neutral	9.4	9.5	10.6	9.3	13.9	1.4	1.6	1.9	1.9	2.4	1.4	1.6	1.9	1.9	2.4
	Unfair	7.2	10.0	8.7	11.0	11.0	1.1	1.4	1.8	1.6	1.9	1.0	1.4	1.7	1.6	1.9
	<i>Unweighted count</i>															
Army	Fair	7.5	8.2	8.8	8.0	9.4	2.3	2.6	2.9	2.8	3.2	2.2	2.5	2.7	2.6	3.0
	Neutral	6.1	7.7	7.7	7.1	8.7	2.0	2.3	2.6	2.4	2.8	1.9	2.2	2.4	2.3	2.7
	Unfair	5.5	5.2	7.1	5.6	7.0	1.8	2.3	2.5	2.2	2.6	1.7	2.1	2.3	2.1	2.5
	<i>Unweighted count</i>															
RAF	Fair	6.0	5.5	6.0	5.9	5.7	2.6	2.4	2.5	2.4	2.5	2.4	2.2	2.3	2.2	2.3
	Neutral	5.1	4.8	5.0	5.3	4.8	2.3	2.1	2.2	2.2	2.2	2.1	1.9	2.1	2.0	2.0
	Unfair	4.0	4.0	4.3	3.7	3.9	1.6	1.6	1.7	1.8	1.7	1.5	1.5	1.5	1.6	1.6
	<i>Unweighted count</i>															

Key

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AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.8 Do you believe you have been the subject of bullying, discrimination or harassment in the last 12 months?

		Female: Margin of error +/-%					Male: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	3.9	3.9	4.1	3.6	4.2	1.1	1.2	1.2	1.1	1.4	1.0	1.1	1.2	1.1	1.4
	No	3.9	3.9	4.1	3.6	4.2	1.1	1.2	1.2	1.1	1.4	1.0	1.1	1.2	1.1	1.4
	<i>Unweighted count</i>															
Royal Navy	Yes	6.7	5.3	6.3	5.3	5.2	1.7	1.6	1.9	1.5	1.6	1.7	1.6	1.9	1.5	1.6
	No	6.7	5.3	6.3	5.3	5.2	1.7	1.6	1.9	1.5	1.6	1.7	1.6	1.9	1.5	1.6
	<i>Unweighted count</i>															
Royal Marines	Yes	7.8	10.6	8.2	10.4	11.3	0.8	0.9	1.2	1.1	1.3	0.8	0.9	1.2	1.1	1.3
	No	7.8	10.6	8.2	10.4	11.3	0.8	0.9	1.2	1.1	1.3	0.8	0.9	1.2	1.1	1.3
	<i>Unweighted count</i>															
Army	Yes	6.9	7.1	7.4	6.4	7.7	1.6	1.9	2.0	1.9	2.4	1.6	1.8	1.9	1.8	2.3
	No	6.9	7.1	7.4	6.4	7.7	1.6	1.9	2.0	1.9	2.4	1.6	1.8	1.9	1.8	2.3
	<i>Unweighted count</i>															
RAF	Yes	5.8	5.2	5.6	5.1	5.0	1.7	1.6	1.6	1.5	1.6	1.7	1.6	1.6	1.5	1.6
	No	5.8	5.2	5.6	5.1	5.0	1.7	1.6	1.6	1.5	1.6	1.7	1.6	1.6	1.5	1.6
	<i>Unweighted count</i>															

Key

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AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.9 Did you make a formal written complaint within the last 12 months about this discrimination, harassment and/or bullying?

		Female: Margin of error +/-%					Male: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes	..	6.7	5.0	8.0	11.3	..	3.9	2.6	2.9	3.9	..	3.4	2.3	2.9	3.9
	No	..	6.7	5.0	8.0	11.3	..	3.9	2.6	2.9	3.9	..	3.4	2.3	2.9	3.9
	<i>Unweighted count</i>															
Royal Navy	Yes	..	9.2	11.3	7.8	10.0	..	4.4	3.5	4.6	4.3	..	4.0	3.9	4.0	4.2
	No	..	9.2	11.3	7.8	10.0	..	4.4	3.5	4.6	4.3	..	4.0	3.9	4.0	4.2
	<i>Unweighted count</i>															
Royal Marines	Yes	..	..	..	..	..	..	6.0	6.9	3.9	11.5	..	5.6	7.1	3.7	10.8
	No	..	..	..	..	..	..	6.0	6.9	3.9	11.5	..	5.6	7.1	3.7	10.8
	<i>Unweighted count</i>															
Army	Yes	..	13.3	8.0	16.4	22.1	..	5.9	3.9	4.4	5.9	..	5.4	3.5	4.7	6.3
	No	..	13.3	8.0	16.4	22.1	..	5.9	3.9	4.4	5.9	..	5.4	3.5	4.7	6.3
	<i>Unweighted count</i>															
RAF	Yes	..	5.1	7.3	6.8	7.5	..	4.2	3.9	4.4	3.1	..	3.2	3.5	3.7	3.1
	No	..	5.1	7.3	6.8	7.5	..	4.2	3.9	4.4	3.1	..	3.2	3.5	3.7	3.1
	<i>Unweighted count</i>															

Key

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AFCAS 2020 Section 26 - Fairness at Work (Additional)

Source: Defence Statistics (Surveys)

Table FAW.10 Do you know how the Service Complaints Ombudsman (SCO) can help you with a discrimination, harassment and/or bullying complaint?

		Female: Margin of error +/-%					Male: Margin of error +/-%					Total: Margin of error +/-%				
		2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Tri-Service	Yes, fully	4.2	3.7	4.2	4.1	4.3	1.3	1.4	1.5	1.4	1.6	1.3	1.3	1.4	1.3	1.5
	To some extent	4.7	4.5	4.8	4.6	5.0	1.6	1.7	1.8	1.7	1.9	1.5	1.6	1.7	1.6	1.8
	No, not at all	3.2	3.4	3.9	3.4	4.1	1.2	1.3	1.4	1.3	1.5	1.1	1.2	1.3	1.2	1.4
	Haven't heard of the Service Complaints Commissioner	2.5	3.4	3.9	3.7	4.3	1.2	1.4	1.5	1.4	1.6	1.1	1.3	1.4	1.3	1.5
	<i>Unweighted count</i>															
Royal Navy	Yes, fully	6.6	5.5	6.6	5.3	5.7	2.4	2.2	2.3	2.1	2.2	2.3	2.0	2.2	2.0	2.1
	To some extent	7.8	6.4	7.6	6.2	6.4	2.8	2.5	2.8	2.4	2.6	2.6	2.3	2.7	2.2	2.4
	No, not at all	5.9	4.3	4.7	4.3	4.3	1.9	1.6	1.9	1.6	1.8	1.8	1.5	1.8	1.5	1.6
	Haven't heard of the Service Complaints Commissioner	4.5	4.7	5.7	4.8	5.0	2.0	2.0	2.2	1.8	1.9	1.9	1.8	2.1	1.7	1.8
	<i>Unweighted count</i>															
Royal Marines	Yes, fully	11.3	10.4	11.3	12.6	11.9	1.7	1.7	2.1	2.0	2.5	1.7	1.7	2.0	2.0	2.5
	To some extent	14.8	13.1	14.3	15.9	17.4	1.9	2.0	2.5	2.4	3.0	1.9	2.0	2.4	2.4	3.0
	No, not at all	11.7	8.8	8.1	12.2	13.2	1.4	1.4	1.9	1.8	2.3	1.4	1.4	1.8	1.8	2.2
	Haven't heard of the Service Complaints Commissioner	7.2	11.1	9.9	8.6	12.1	1.2	1.4	1.8	1.7	2.1	1.2	1.4	1.8	1.7	2.1
	<i>Unweighted count</i>															
Army	Yes, fully	7.6	6.7	7.7	7.5	7.6	2.0	2.3	2.5	2.3	2.7	2.0	2.1	2.4	2.2	2.6
	To some extent	8.3	8.3	8.5	8.1	9.2	2.4	2.6	2.9	2.8	3.1	2.3	2.5	2.7	2.7	2.9
	No, not at all	5.2	6.3	7.3	6.1	7.7	1.8	2.0	2.2	2.1	2.6	1.7	1.9	2.1	2.0	2.4
	Haven't heard of the Service Complaints Commissioner	4.0	6.3	7.0	6.6	7.9	1.7	2.2	2.4	2.2	2.6	1.6	2.1	2.3	2.1	2.5
	<i>Unweighted count</i>															
RAF	Yes, fully	6.3	5.0	5.4	5.3	5.4	2.1	1.9	2.0	1.9	2.0	2.0	1.8	1.9	1.8	1.9
	To some extent	6.9	5.8	6.5	6.3	6.1	2.8	2.6	2.7	2.5	2.6	2.6	2.3	2.5	2.4	2.4
	No, not at all	5.2	4.4	4.3	4.2	4.2	2.0	1.8	1.9	1.8	1.9	1.9	1.7	1.7	1.6	1.7
	Haven't heard of the Service Complaints Commissioner	4.4	4.5	5.2	4.5	5.0	2.2	2.1	2.2	2.1	2.2	2.0	1.9	2.0	1.9	2.0
	<i>Unweighted count</i>															

Key

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