

## Continuous Working Patterns Survey

<https://www.gov.uk/government/statistics/armed-forces-continuous-working-patterns-survey-201920>

**2019/20 Edition**

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

<https://www.gov.uk/government/statistics/armed-forces-continuous-working-patterns-survey-201920>

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## Continuous Working Patterns Survey

### 2019/20 Edition

#### Notes and Definitions

This report gives the main results of the 2019/20 Continuous Working Patterns (CWP) survey. The aim of the CWP survey is to describe the working patterns of trained, regular UK Armed Forces for a full working week. Chief of Defence People (CDP) sponsors the survey under a remit from the Armed Forces Pay Review Body (AFPRB) to inform their work.

A total of 21,206 surveys were distributed. 1,937 of the returned surveys were considered valid, which equated to a response rate of 9%. In the previous survey conducted in 2018/19, the response rate was 11%.

In order to detect any statistical differences in working patterns between the current year and the previous year, a series of z-tests were conducted at the 95% confidence level.

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

2019/20 figure is statistically significantly lower than that reported in 2018/19.

2019/20 figure is statistically significantly higher than that reported in 2018/19.

## Data Quality considerations

The second wave of the survey had just gone into field when the COVID-19 lockdown was introduced on 23rd March 2020. This impacted on response rates and led to far fewer responses than usual in the second wave of the survey. Both the lockdown itself and the change in the timing of responses may have impacted on the results of this survey.

The Army basing Programme<sup>1</sup> aimed to bring all Army units back from Germany to the UK by 2020. The numbers of personnel based in Germany greatly reduced over 2019/20 from a few thousand to just a few hundred. This greatly reduced the number of responses received from Germany this year. As a result breakdowns of Army results for Germany for 2019/20 are not included in these tables. Germany responses for 2019/20 are included within the overall Army results.

The number of responses from overseas operations had been in decline in recent years. This was due to the reduction in personnel deployed on overseas operation and the difficulty contacting these personnel due to high mobility. This year we trialled sending unnamed questionnaire to a point of contact in four RAF overseas operational locations. Although this increased the number of responses this year, they are still quite low and so results will have wider confidence intervals.

Please see the Background Quality Report<sup>2</sup> for full details of the survey methodology, analysis and data quality considerations.

1 Army Basing Programme

2 CWP Background Quality Report

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## Section 1: Key Findings

**Table 1.01: Average weekly hours worked by Service and Rank**

	Tri-Service	Royal Navy	Army	RAF
<b>All Ranks</b>	<b>44.2</b>	<b>48.0 (-1.8)</b>	<b>43.0</b>	<b>43.2 (1.2)</b>
Officers				
Senior Officers	52.5	51.9	53.2	52.0
Junior Officers	47.6	49.9 (-3.7)	48.4	44.7
Other Ranks				
Senior Other Ranks	44.8	46.4 (-2.6)	44.9	42.9
Junior Other Ranks	41.8	47.7	40.0	41.1

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

	Tri-Service	Royal Navy	Army	RAF
<b>All Ranks</b>	<b>67.0 (3.3)</b>	<b>70.8 (-6.9)</b>	<b>66.5 (6.6)</b>	<b>64.5 (4.8)</b>
Officers				
Senior Officers	76.9 (5.6)	84.2 (6.7)	75.0 (5.6)	73.1 (4.4)
Junior Officers	68.7	75.6 (-5.4)	67.9	64.8 (5.9)
Other Ranks				
Senior Other Ranks	69.8 (5.9)	71.2	69.3 (6.2)	69.4 (13.8)
Junior Other Ranks	63.6	66.7 (-12.5)	63.7 (7.4)	60.1

### Key:

- Indicates the 2019/20 average is significantly lower than that reported in 2018/19.
- Indicates the 2019/20 average is significantly higher than that reported in 2018/19.
- ()** Statistically significant differences between 2018/19 and 2019/20 averages are provided in brackets.

## Section 2: Response Rates

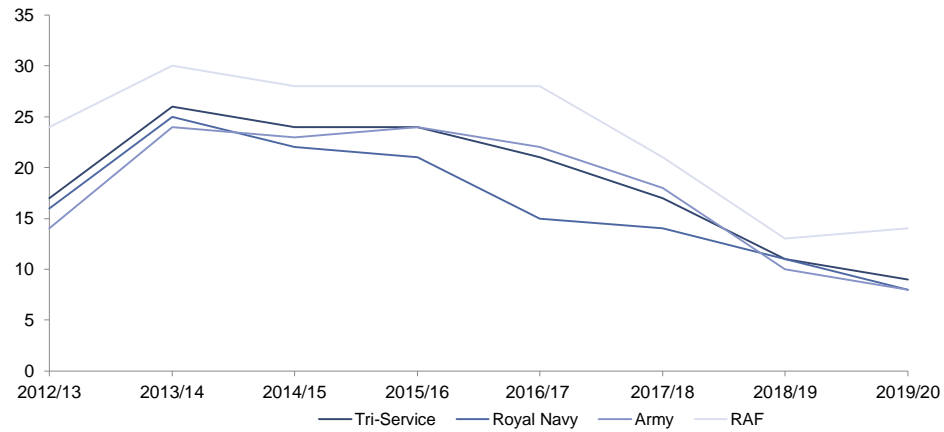
Table 2.01: Valid response rates by Service 2019/20

	Sample Size	Valid responses	Valid Response Rate (%)
Tri-Service	21,206	1,937	9%
Royal Navy	8,156	635	8%
Army	8,819	721	8%
RAF	4,231	581	14%

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

	Number of valid responses															
	2012/13		2013/14		2014/15		2015/16		2016/17		2017/18		2018/19		2019/20	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Tri-Service	3,126	17	4,553	26	4,059	24	4,286	24	3,796	21	3,571	17	2,724	11	1,937	9
Royal Navy	1,009	16	1,584	25	1,423	22	1,487	21	1,177	15	1,350	14	1,063	11	635	8
Army	1,071	14	1,750	24	1,523	23	1,631	24	1,553	22	1,367	18	979	10	721	8
RAF	1,046	24	1,219	30	1,113	28	1,168	28	1,066	28	854	21	682	13	581	14

**Figure 2.01: Valid response rates by Service, between the 2012/13 and 2019/20 CWP Surveys**

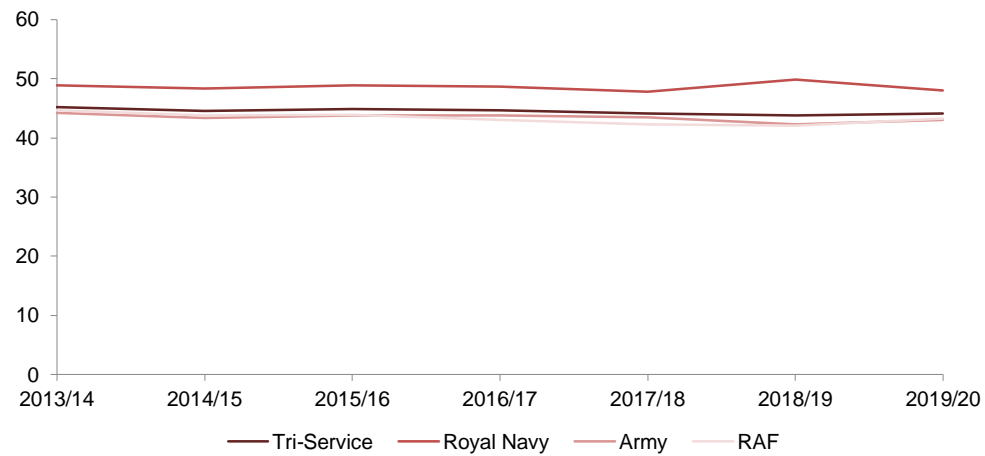


## SECTION 3: Tri-Service

Table 3.01: Hours worked by Service

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Tri-Service	45.2	44.5	44.9	44.7	44.1	43.8	44.2
Royal Navy	48.9	48.4	48.9	48.7	47.8	49.8	48.0 (-1.8)
Army	44.2	43.4	43.7	43.8	43.5	42.3	43.0
RAF	44.6	43.8	43.9	43.0	42.2	42.0	43.2 (1.2)

Figure 3.01: Hours worked by Service



**Table 3.02: Hours worked by rank group**

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
<b>All Ranks</b>	<b>45.2</b>	<b>44.5</b>	<b>44.9</b>	<b>44.7</b>	<b>44.1</b>	<b>43.8</b>	<b>44.2</b>
Officers							
Senior Officers	53.0	52.5	53.1	51.6	51.3	52.0	52.5
Junior Officers	50.2	49.8	51.1	48.9	47.5	47.7	47.6
Other Ranks							
Senior Other Ranks	47.1	45.8	45.9	45.7	44.6	44.9	44.8
Junior Other Ranks	42.6	42.0	42.2	42.4	42.2	41.4	41.8

**Figure 3.02: Hours worked by rank group**

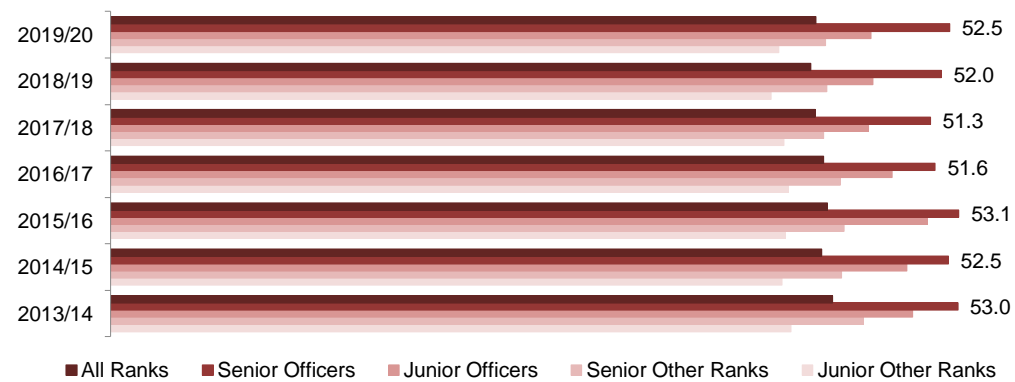
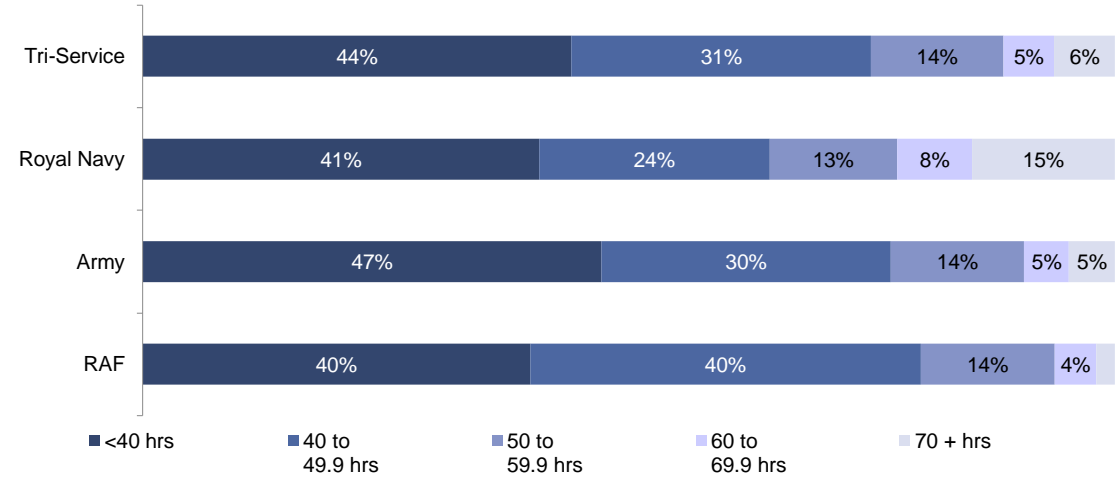


Table 3.03: Distribution of hours worked by Service<sup>1</sup>

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Tri-Service	44%	31%	14%	5%	6%	100%
Royal Navy	41%	24%	13%	8%	15%	100%
Army	47%	30%	14%	5%	5%	100%
RAF	40%	40%	14%	4%	2%	100%

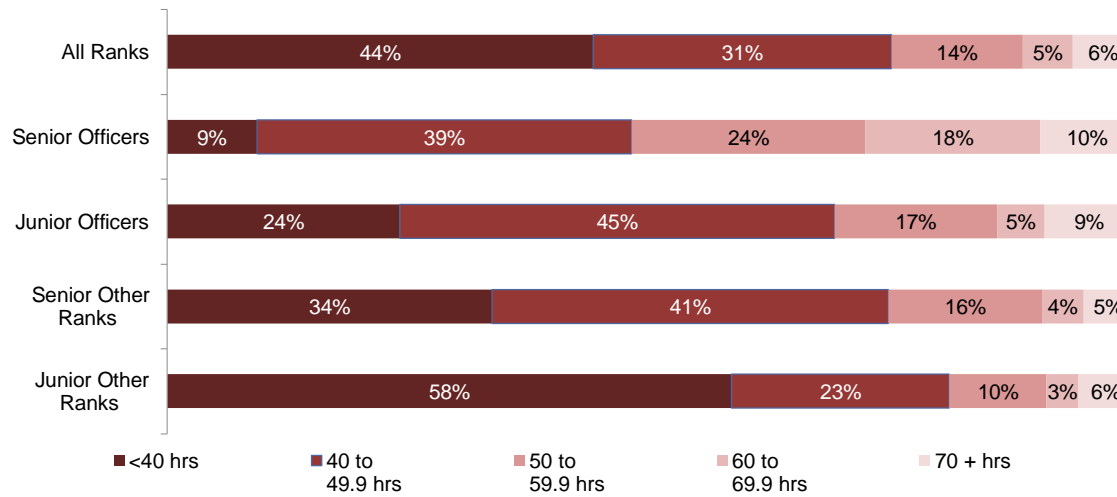
Figure 3.03: Distribution of hours worked by Service



**Table 3.04: Distribution of hours worked by rank group<sup>1</sup>**

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
<b>All Ranks</b>	<b>44%</b>	<b>31%</b>	<b>14%</b>	<b>5%</b>	<b>6%</b>	<b>100%</b>
Officers						
Senior Officers	9%	39%	24%	18%	10%	100%
Junior Officers	24%	45%	17%	5%	9%	100%
Other Ranks						
Senior Other Ranks	34%	41%	16%	4%	5%	100%
Junior Other Ranks	58%	23%	10%	3%	6%	100%

**Figure 3.04: Distribution of hours worked by rank group**



**Table 3.05: Unsociable hours worked by Service per week<sup>2</sup>**

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
<b>Tri-Service</b>	<b>6.9</b>	<b>6.6</b>	<b>6.5</b>	<b>6.6</b>	<b>6.2</b>	<b>6.2</b>	<b>6.1</b>
Royal Navy	11.0	10.8	11.2	11.4	9.7	12.5	11.5
Army	5.5	5.2	5.0	5.2	5.1	4.6	3.9
RAF	6.7	6.3	5.9	5.5	5.5	4.3	6.2

**Figure 3.05: Unsociable hours worked by Service per week**

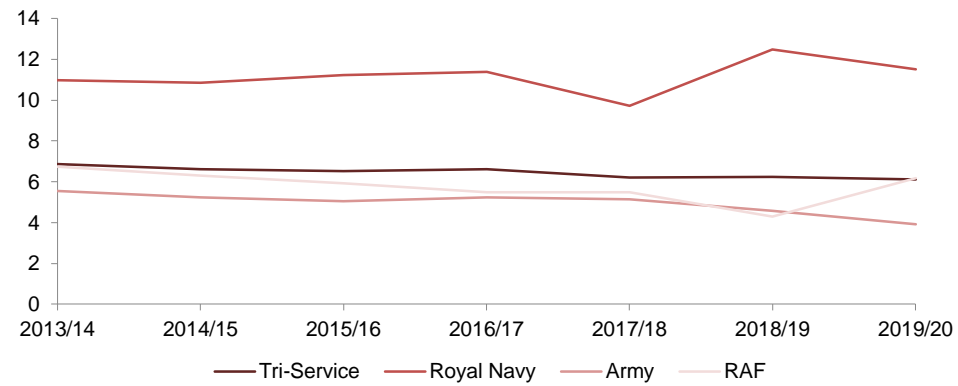
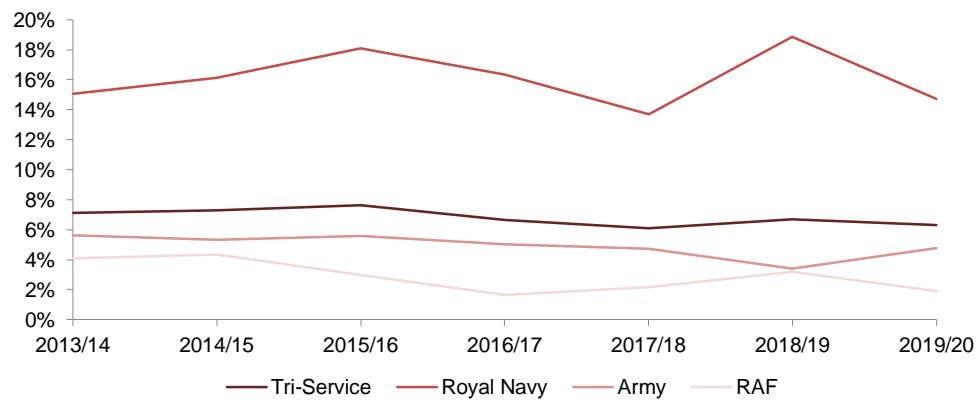




Table 3.06: Proportion of personnel working excessive hours by Service<sup>1,3</sup>

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Tri-Service	7%	7%	8%	7%	6%	7%	6%
Royal Navy	15%	16%	18%	16%	14%	19%	15%
Army	6%	5%	6%	5%	5%	3%	5%
RAF	4%	4%	3%	2%	2%	3%	2%

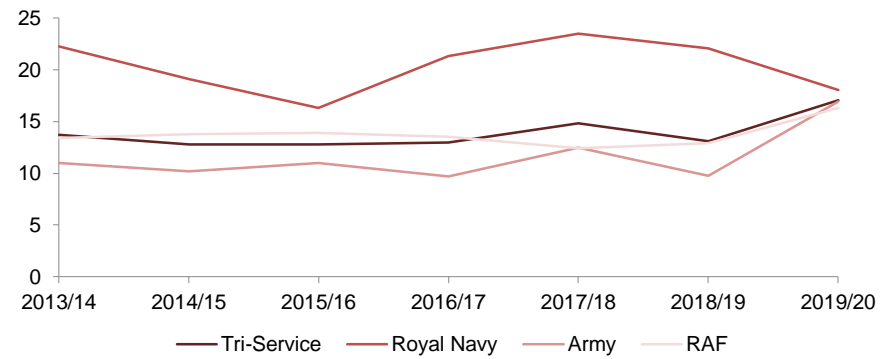
Figure 3.06: Proportion of personnel working excessive hours by Service



**Table 3.07: Hours spent on call by Service**

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
<b>Tri-Service</b>	<b>13.7</b>	<b>12.8</b>	<b>12.8</b>	<b>13.0</b>	<b>14.8</b>	<b>13.1</b>	<b>17.1 (3.9)</b>
Royal Navy	22.3	19.1	16.3	21.3	23.5	22.1	18.1 (-4.0)
Army	11.0	10.2	11.0	9.7	12.5	9.7	17.0 (7.2)
RAF	13.4	13.8	13.9	13.5	12.4	12.9	16.3 (3.4)

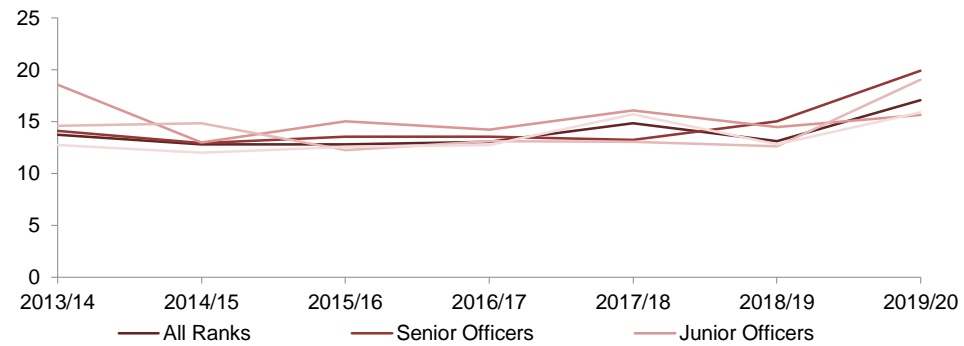
**Figure 3.07: Hours spent on call by Service**



**Table 3.08: Hours spent on call by rank group**

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
<b>All Ranks</b>	<b>13.7</b>	<b>12.8</b>	<b>12.8</b>	<b>13.0</b>	<b>14.8</b>	<b>13.1</b>	<b>17.1 (3.9)</b>
Officers							
Senior Officers	14.1	12.9	13.5	13.5	13.2	15.0	19.9 (4.9)
Junior Officers	18.5	13.0	15.0	14.2	16.1	14.5	15.6
Other Ranks							
Senior Other Ranks	14.6	14.8	12.2	13.1	13.0	12.6	19.0 (6.4)
Junior Other Ranks	12.7	12.0	12.6	12.7	15.7	12.8	15.8 (3.0)

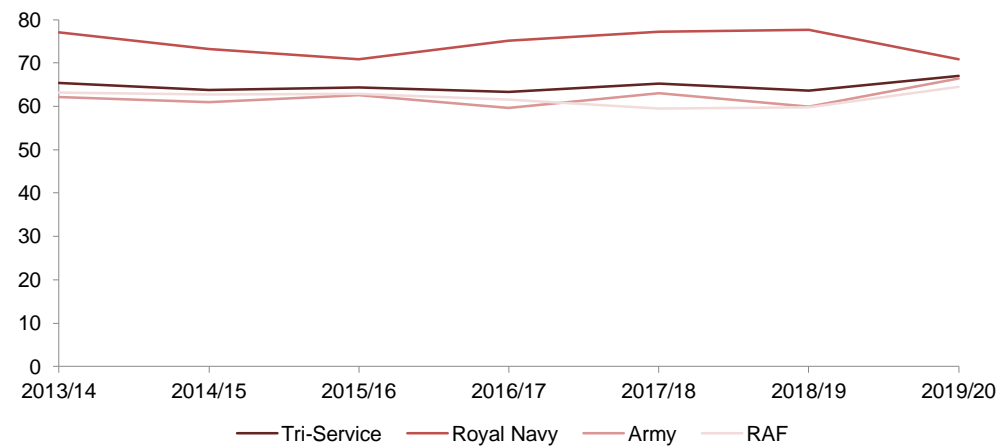
**Figure 3.08: Hours spent on call by rank group**



**Table 3.09: Hours spent on duty by Service**

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
<b>Tri-Service</b>	<b>65.3</b>	<b>63.8</b>	<b>64.4</b>	<b>63.4</b>	<b>65.2</b>	<b>63.7</b>	<b>67.0 (3.3)</b>
Royal Navy	77.1	73.3	70.9	75.2	77.2	77.7	70.8 (-6.9)
Army	62.2	60.9	62.5	59.7	63.0	59.9	66.5 (6.6)
RAF	63.1	62.7	62.8	61.6	59.4	59.7	64.5 (4.8)

**Figure 3.09: Hours spent on duty by Service**



**Table 3.10: Hours spent on duty by rank group**

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
<b>All Ranks</b>	<b>65.3</b>	<b>63.8</b>	<b>64.4</b>	<b>63.4</b>	<b>65.2</b>	<b>63.7</b>	<b>67.0 (3.3)</b>
Officers							
Senior Officers	71.2	69.1	70.7	69.0	68.8	71.2	76.9 (5.6)
Junior Officers	73.9	68.1	71.3	68.3	68.7	67.7	68.7
Other Ranks							
Senior Other Ranks	67.7	65.9	63.6	64.3	63.2	63.9	69.8 (5.9)
Junior Other Ranks	62.4	61.6	62.7	61.4	65.0	61.7	63.6

**Figure 3.10: Hours spent on duty by rank group**

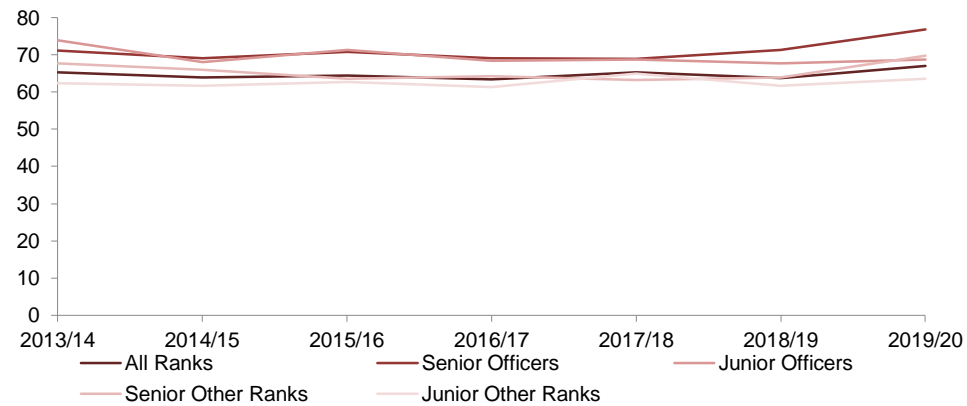
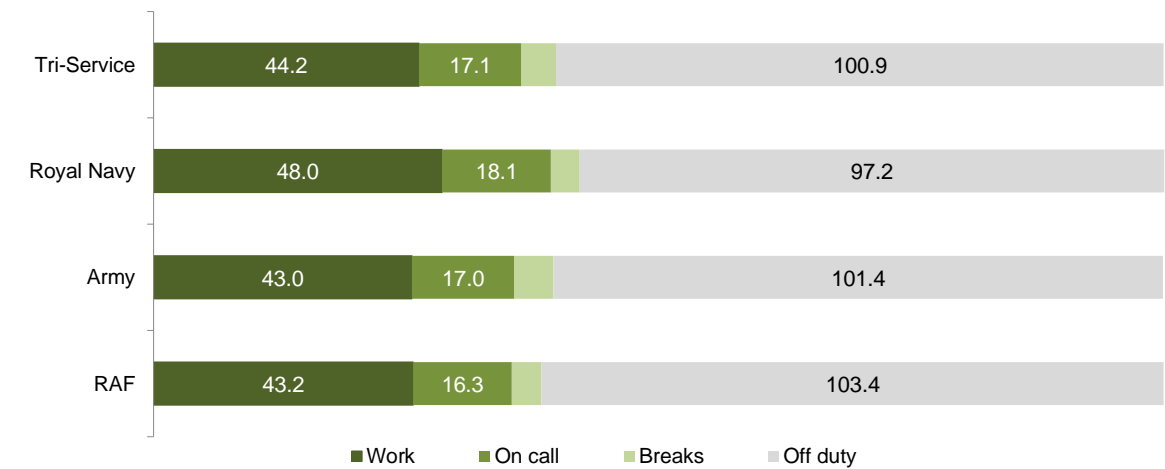


Table 3.11: Average hours spent on duty by Service

	On duty				Off duty
	Work	On call	Breaks	On duty total	
Tri-Service	44.2	17.1	5.7	67.0	100.9
Royal Navy	48.0	18.1	4.7	70.8	97.2
Army	43.0	17.0	6.5	66.5	101.4
RAF	43.2	16.3	5.0	64.5	103.4

Figure 3.11: Average hours spent on duty by Service



**Table 3.12: Average hours spent on duty by rank group**

		On duty			On duty total	Off duty
		Work	On call	Breaks		
<b>All Ranks</b>		<b>44.2</b>	<b>17.1</b>	<b>5.7</b>	<b>67.0</b>	<b>100.9</b>
Officers						
	Senior Officers	52.5	19.9	4.5	76.9	91.1
	Junior Officers	47.6	15.6	5.4	68.7	99.3
Other Ranks						
	Senior Other Ranks	44.8	19.0	6.0	69.8	98.2
	Junior Other Ranks	41.8	15.8	5.9	63.6	104.3

**Figure 3.12: Average hours spent on duty by rank group**

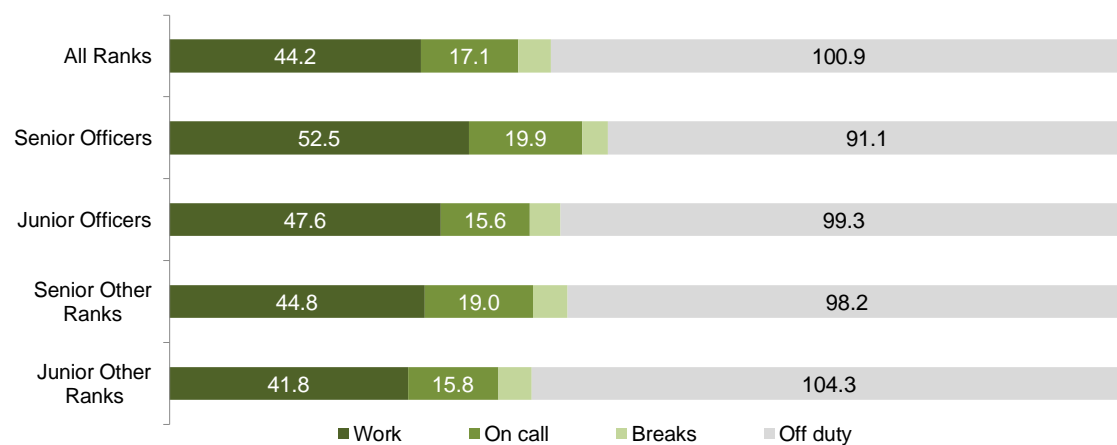
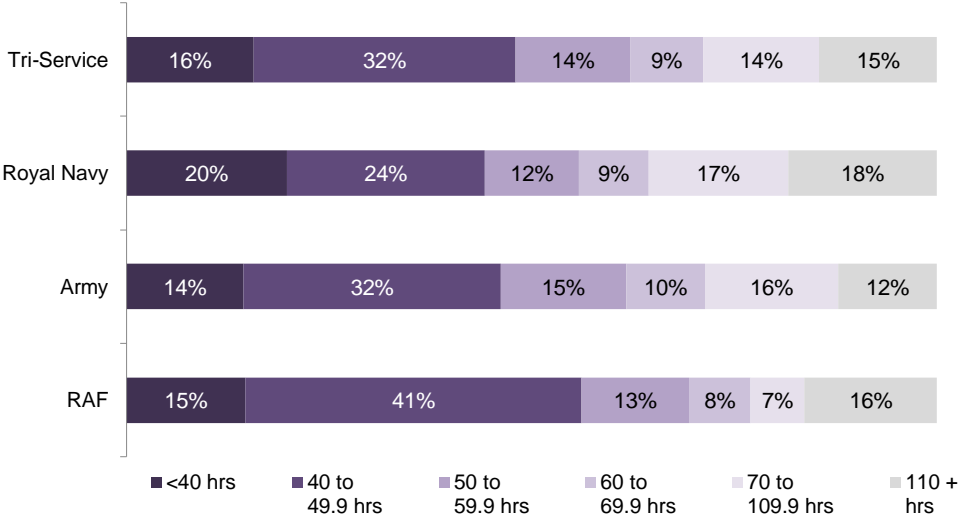


Table 3.13: Distribution of hours spent on duty by Service<sup>1</sup>

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
Tri-Service	16%	32%	14%	9%	14%	15%	100%
Royal Navy	20%	24%	12%	9%	17%	18%	100%
Army	14%	32%	15%	10%	16%	12%	100%
RAF	15%	41%	13%	8%	7%	16%	100%

Figure 3.13: Distribution of hours spent on duty by Service

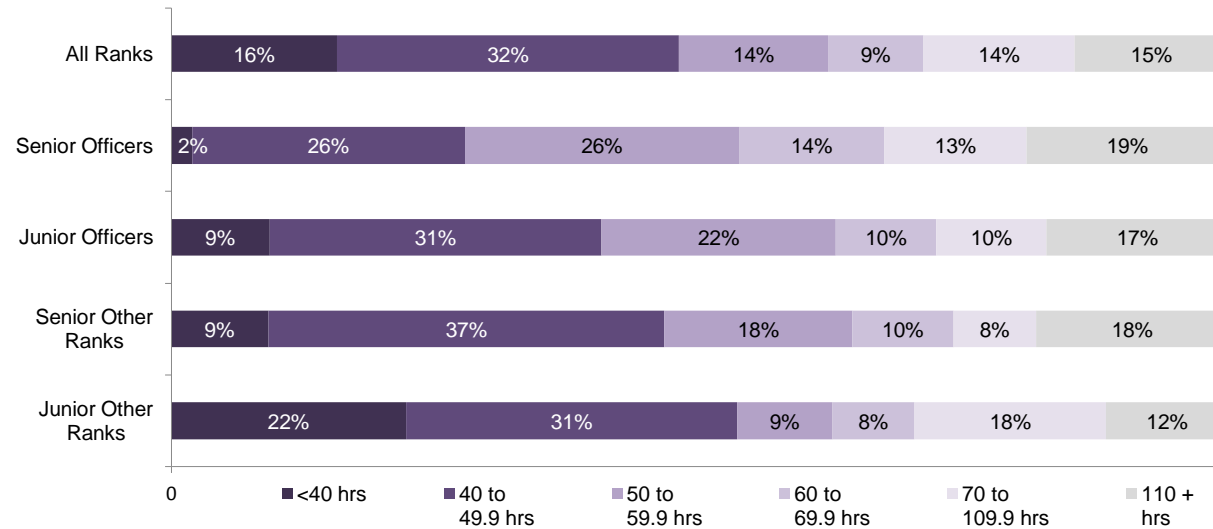




**Table 3.14: Distribution of hours spent on duty by rank group<sup>1</sup>**

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
<b>All Ranks</b>	<b>16%</b>	<b>32%</b>	<b>14%</b>	<b>9%</b>	<b>14%</b>	<b>15%</b>	<b>100%</b>
Officers							
Senior Officers	2%	26%	26%	14%	13%	19%	100%
Junior Officers	9%	31%	22%	10%	10%	17%	100%
Other Ranks							
Senior Other Ranks	9%	37%	18%	10%	8%	18%	100%
Junior Other Ranks	22%	31%	9%	8%	18%	12%	100%

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



**Key:**

	Indicates the 2019/20 average is significantly lower than that reported in 2018/19.
	Indicates the 2019/20 average is significantly higher than that reported in 2018/19.
()	Statistically significant differences between 2018/19 and 2019/20 averages are provided in brackets.

**Notes:**

<sup>1</sup> This table is based only on the 1,024 Service personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 3.03 is only an indication of the working week of Service personnel. Therefore, table 3.04 is only an indication of the working week of Service personnel. Therefore, table 3.06 is only an indication of the working week of Service personnel. Therefore, table 3.13 is only an indication of the working week of Service personnel. Therefore, table 3.14 is only an indication of the working week of Service personnel.

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

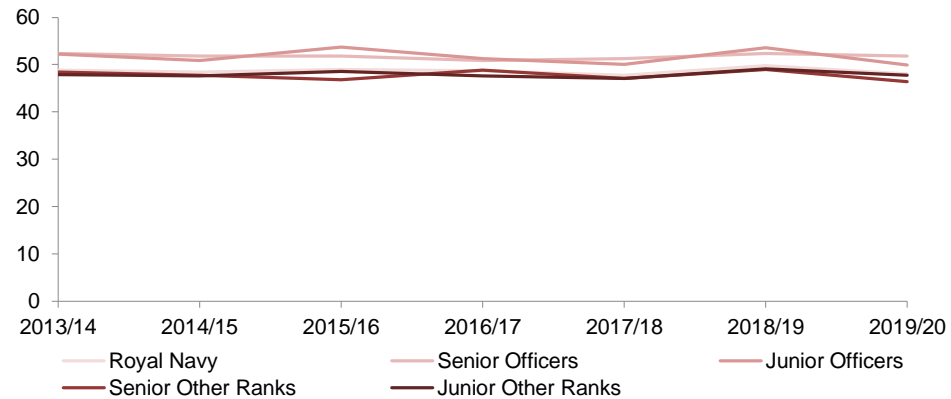
<sup>3</sup> A member of the UK Armed Forces who has worked 70 hours or more during the working week is regarded as having worked excessive hours

## SECTION 4: Royal Navy

Table 4.01: Royal Navy hours worked by rank group

		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	
<b>Royal Navy</b>		<b>48.9</b>	<b>48.4</b>	<b>48.9</b>	<b>48.7</b>	<b>47.8</b>	<b>49.8</b>	<b>48.0</b>	<b>(-1.8)</b>
Officers									
	Senior Officers	52.4	51.8	51.9	50.9	51.2	52.3	51.9	
	Junior Officers	52.2	50.9	53.7	51.3	50.1	53.6	49.9	(-3.7)
Other Ranks									
	Senior Other Ranks	48.4	47.8	46.8	48.8	47.0	49.0	46.4	(-2.6)
	Junior Other Ranks	47.8	47.6	48.6	47.7	47.0	49.1	47.7	

Figure 4.01: Royal Navy hours worked by rank group



**Table 4.02: Royal Navy hours worked by location**

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Royal Navy	48.9	48.4	48.9	48.7	47.8	49.8	48.0 (-1.8)
Sea	63.1	61.2	62.2	60.9	59.4	63.8	61.0
Shore	41.9	42.4	42.9	43.0	42.6	43.7	41.8 (-1.8)

**Figure 4.02: Royal Navy hours worked by location**

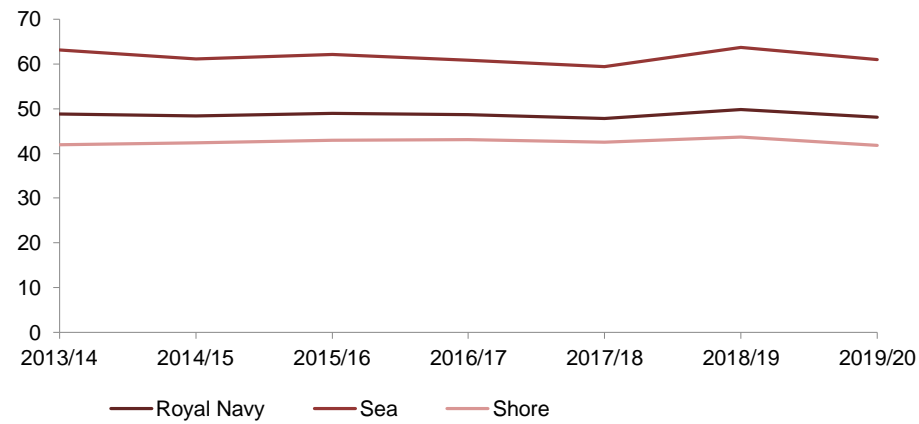


Table 4.03: Royal Navy distribution of hours worked by rank group<sup>1</sup>

		<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Royal Navy		41%	24%	13%	8%	15%	100%
Officers	Senior Officers	11%	39%	21%	19%	9%	100%
	Junior Officers	27%	41%	9%	6%	17%	100%
Other Ranks	Senior Other Ranks	40%	28%	16%	4%	11%	100%
	Junior Other Ranks	50%	15%	10%	7%	17%	100%

Figure 4.03: Royal Navy distribution of hours worked by rank group

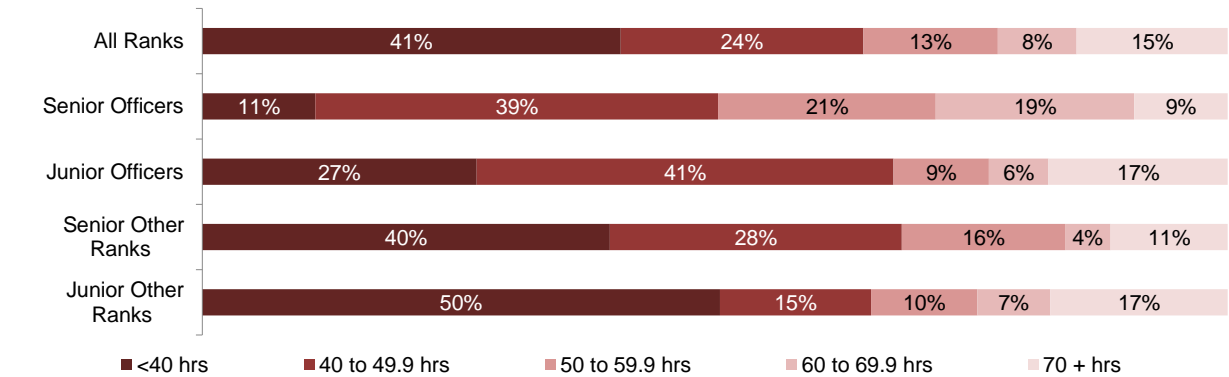
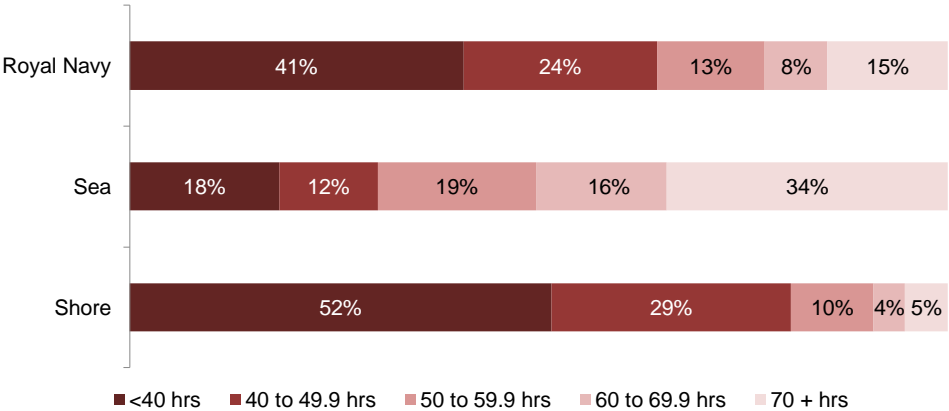


Table 4.04: Royal Navy distribution of hours worked by location<sup>1</sup>

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Royal Navy	41%	24%	13%	8%	15%	100%
Sea	18%	12%	19%	16%	34%	100%
Shore	52%	29%	10%	4%	5%	100%

Figure 4.04: Royal Navy distribution of hours worked by location



**Table 4.05: Royal Navy hours spent on call by rank group**

		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	
<b>Royal Navy</b>		<b>22.3</b>	<b>19.1</b>	<b>16.3</b>	<b>21.3</b>	<b>23.5</b>	<b>22.1</b>	<b>18.1</b>	<b>(-4.0)</b>
Officers									
	Senior Officers	24.4	16.2	17.7	18.8	18.5	20.6	27.7	7.1
	Junior Officers	22.6	17.6	20.5	18.3	19.4	22.1	20.5	
Other Ranks									
	Senior Other Ranks	21.2	23.6	16.1	24.6	22.4	19.6	19.9	
	Junior Other Ranks	22.3	17.7	15.5	20.7	25.7	23.7	14.4	(-9.2)

**Figure 4.05: Royal Navy hours spent on call by rank group**

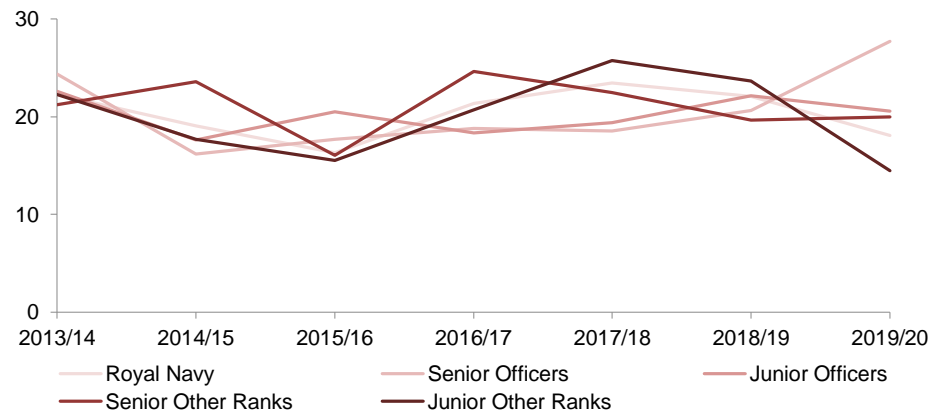
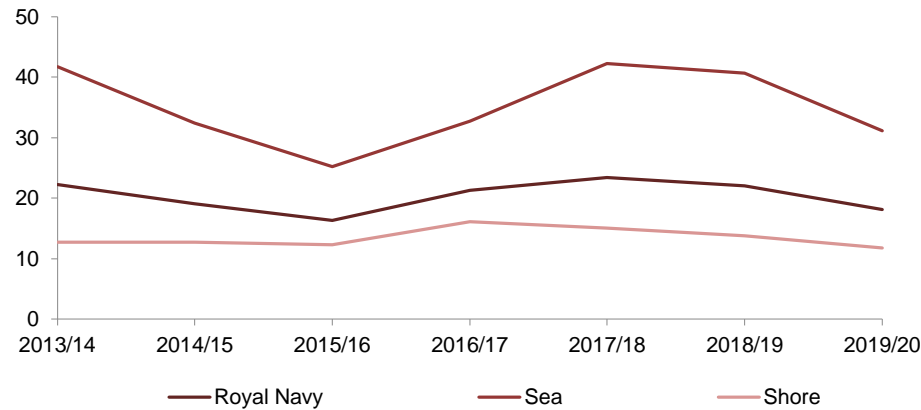


Table 4.06: Royal Navy hours spent on call by location

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Royal Navy	22.3	19.1	16.3	21.3	23.5	22.1	18.1 (-4.0)
Sea	41.8	32.4	25.2	32.7	42.3	40.7	31.1 (-9.5)
Shore	12.7	12.8	12.3	16.1	15.0	13.8	11.8 (-2.0)

Figure 4.06: Royal Navy hours spent on call by location





**Table 4.07: Royal Navy hours spent on duty by rank group**

		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	
<b>Royal Navy</b>		<b>77.1</b>	<b>73.3</b>	<b>70.9</b>	<b>75.2</b>	<b>74.2</b>	<b>77.7</b>	<b>70.8</b>	<b>(-6.9)</b>
Officers									
	Senior Officers	80.4	72.0	73.4	73.4	73.7	77.5	84.2	(6.7)
	Junior Officers	80.8	73.3	78.9	74.5	74.3	81.0	75.6	(-5.4)
Other Ranks									
	Senior Other Ranks	74.8	76.6	67.5	78.0	74.8	74.0	71.2	
	Junior Other Ranks	77.0	71.9	70.8	74.2	79.8	79.2	66.7	(-12.5)

**Figure 4.07: Royal Navy hours spent on duty by rank group**

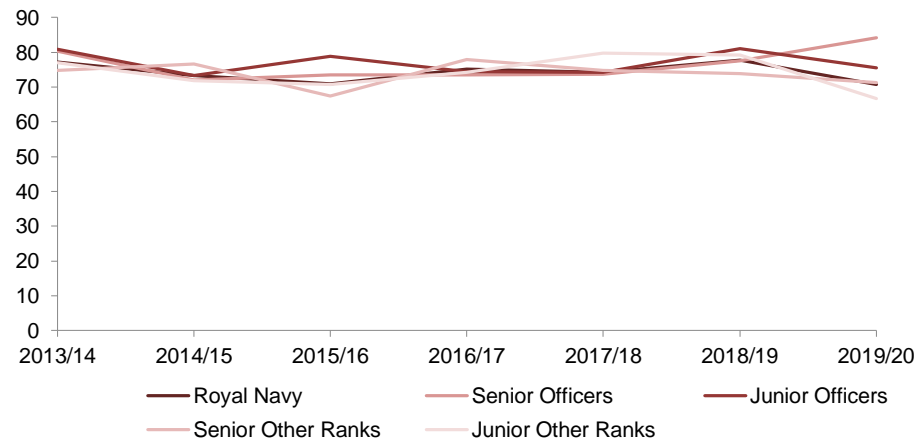


Table 4.08: Royal Navy hours spent on duty by location

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Royal Navy	77.1	73.3	70.9	75.2	74.2	77.7	70.8 (-6.9)
Sea	112.7	100.6	94.5	100.1	109.9	112.1	98.0 (-14.1)
Shore	59.7	60.4	60.2	63.7	62.6	62.5	57.8 (-4.7)

Figure 4.08: Royal Navy hours spent on duty by location

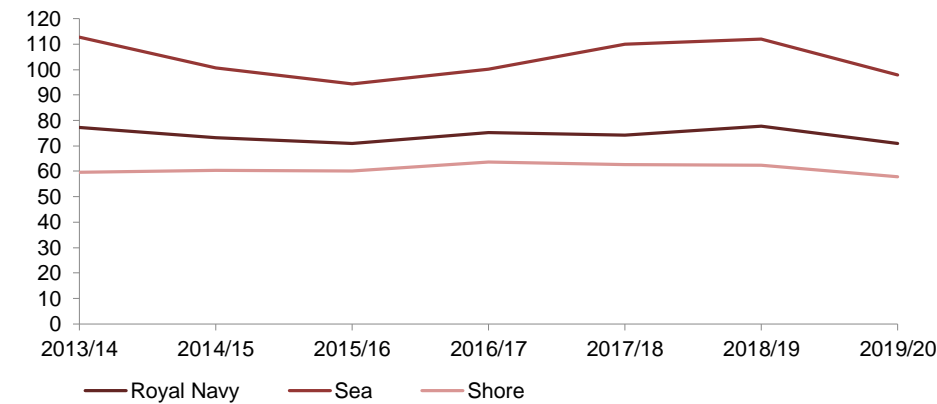


Table 4.09: Royal Navy hours spent on duty by rank group

		On duty				Off duty
		Work	On call	Breaks	On duty total	
Royal Navy		48.0	18.1	4.7	70.8	97.2
Officers	Senior Officers	51.9	27.7	4.6	84.2	83.7
	Junior Officers	49.9	20.5	5.1	75.6	92.4
Other Ranks	Senior Other Ranks	46.4	19.9	4.9	71.2	96.7
	Junior Other Ranks	47.7	14.4	4.6	66.7	101.3

Figure 4.09: Royal Navy hours spent on duty by rank group

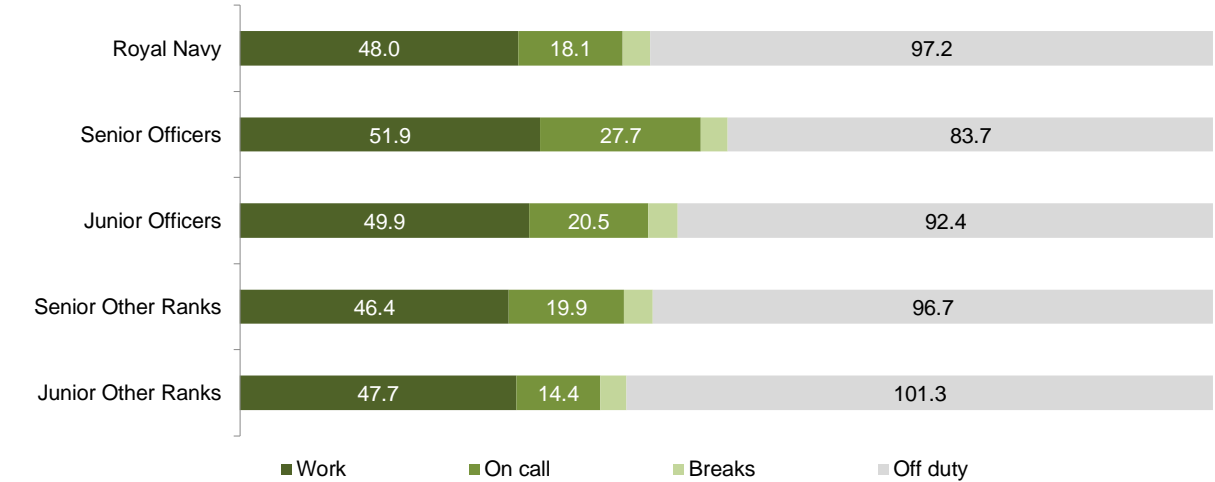


Table 4.10: Royal Navy hours spent on duty by location

	On duty				Off duty
	Work	On call	Breaks	On duty total	
Royal Navy	48.0	18.1	4.7	70.8	97.2
Sea	61.0	31.1	5.9	98.0	70.0
Shore	41.8	11.8	4.2	57.8	110.1

Figure 4.10: Royal Navy hours spent on duty by location

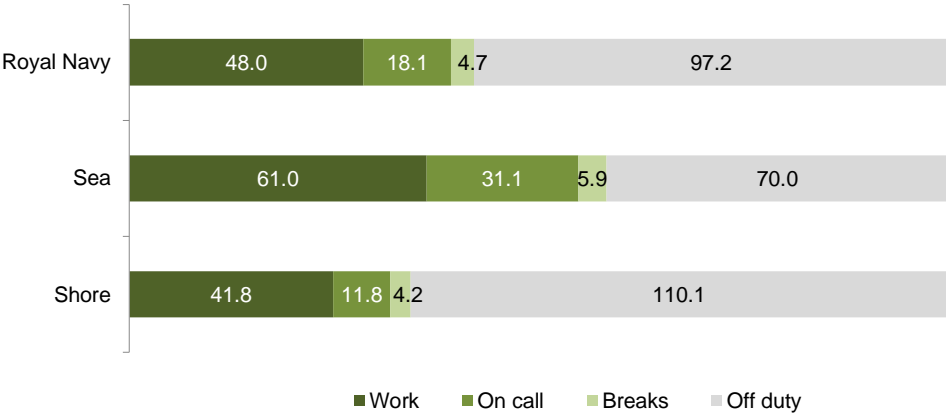


Table 4.11: Royal Navy distribution of hours spent on duty by rank group<sup>1</sup>

		<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
All Ranks		20%	24%	12%	9%	17%	18%	100%
Officers	Senior Officers	3%	24%	18%	9%	18%	28%	100%
	Junior Officers	14%	33%	10%	7%	9%	27%	100%
	Senior Other Ranks	15%	31%	12%	10%	13%	20%	100%
	Junior Other Ranks	28%	19%	10%	8%	21%	14%	100%

Figure 4.11: Royal Navy distribution of hours spent on duty by rank group

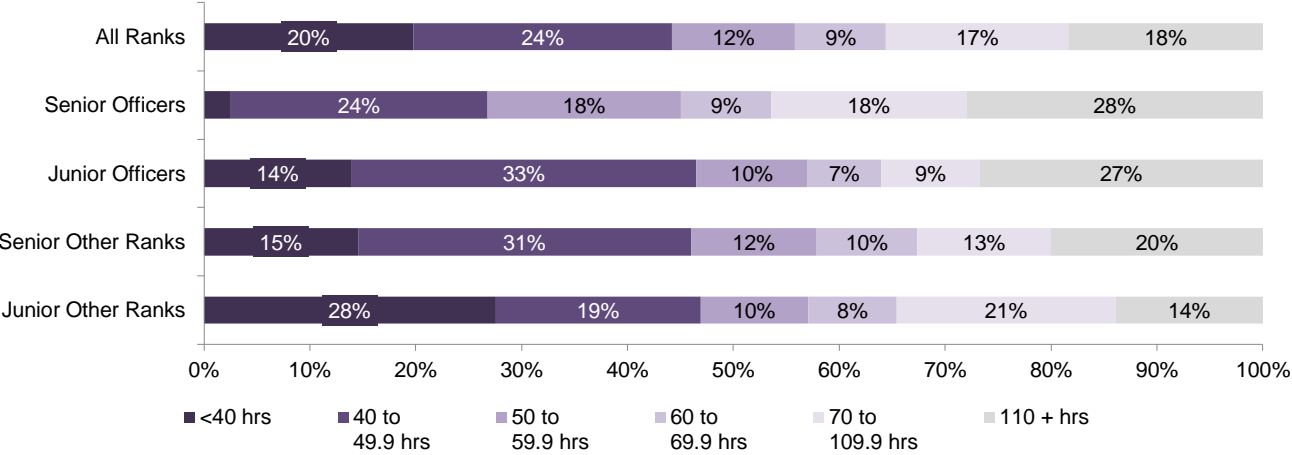
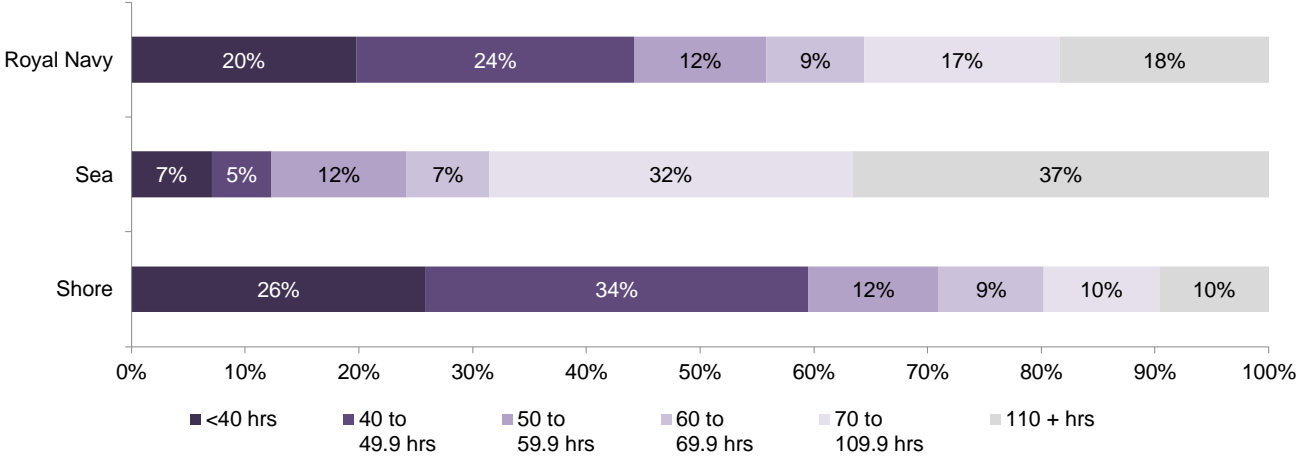


Table 4.12: Royal Navy distribution of hours spent on duty by location<sup>1</sup>

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
Royal Navy	20%	24%	12%	9%	17%	18%	100%
Sea	7%	5%	12%	7%	32%	37%	100%
Shore	26%	34%	12%	9%	10%	10%	100%

Figure 4.12: Royal Navy distribution of hours spent on duty by location



**Key:**

	Indicates the 2019/20 average is significantly lower than that reported in 2018/19.
	Indicates the 2019/20 average is significantly higher than that reported in 2018/19.
()	Statistically significant differences between 2018/19 and 2019/20 averages are provided in brackets.

**Notes:**

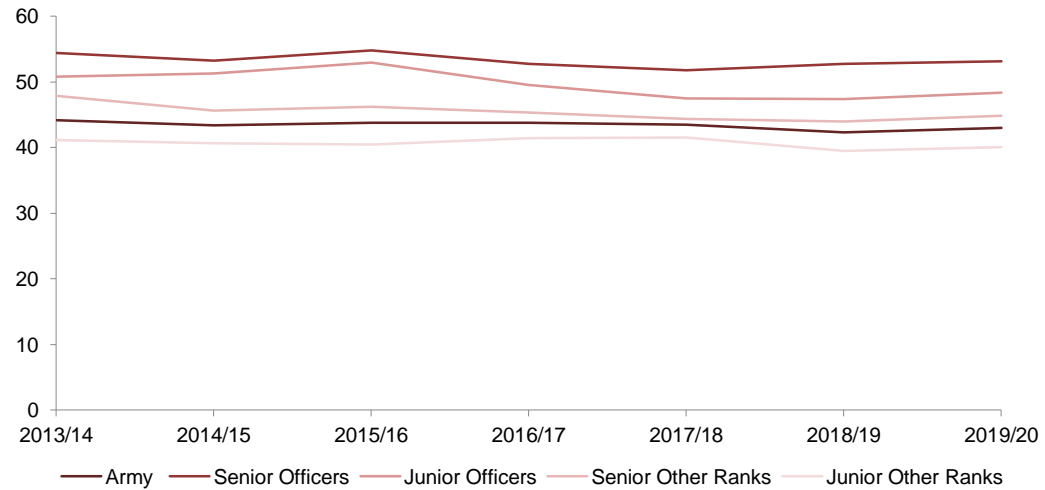
<sup>1</sup> This table is based only on the 325 Royal Navy personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals). Therefore, table 4.03 is only an indication of the working week of Royal Navy personnel. Therefore, table 4.04 is only an indication of the working week of Royal Navy personnel. Therefore, table 4.11 is only an indication of the working week of Royal Navy personnel. Therefore, table 4.12 is only an indication of the working week of Royal Navy personnel.

## SECTION 5: Army

Table 5.01: Army hours worked by rank group

		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
<b>Army</b>		<b>44.2</b>	<b>43.4</b>	<b>43.7</b>	<b>43.8</b>	<b>43.5</b>	<b>42.3</b>	<b>43.0</b>
Officers								
	Senior Officers	54.4	53.2	54.7	52.7	51.8	52.7	53.2
	Junior Officers	50.8	51.3	52.9	49.5	47.4	47.4	48.4
Other Ranks								
	Senior Other Ranks	47.9	45.7	46.2	45.3	44.3	43.9	44.9
	Junior Other Ranks	41.1	40.6	40.4	41.4	41.5	39.4	40.0

Figure 5.01: Army hours worked by rank group

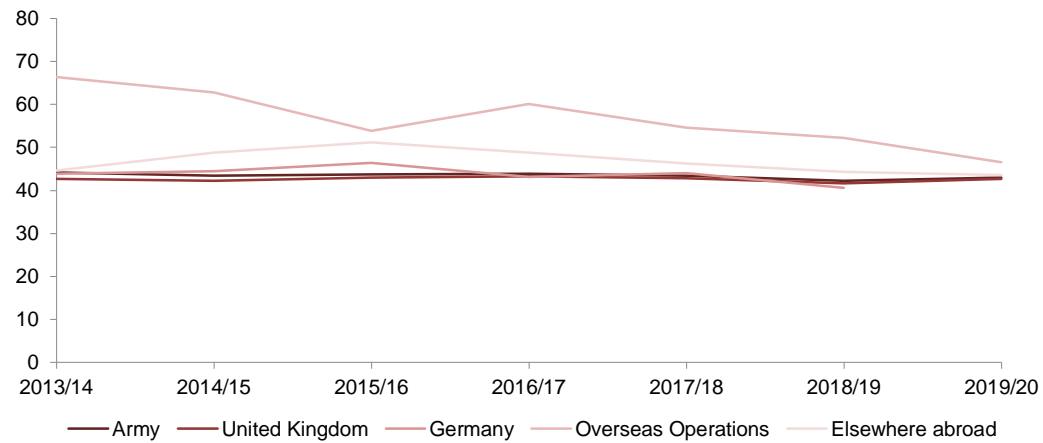




**Table 5.02: Army hours worked by location**

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
<b>Army</b>	<b>44.2</b>	<b>43.4</b>	<b>43.7</b>	<b>43.8</b>	<b>43.5</b>	<b>42.3</b>	43.0
United Kingdom	42.7	42.2	42.9	43.2	42.8	41.7	42.7
Germany	43.9	44.4	46.3	43.2	44.1	40.6	..
Overseas Operations	66.3	62.8	53.8	60.1	54.6	52.2	46.6 (-5.6)
Elsewhere abroad	44.6	48.8	51.1	48.8	46.3	44.3	43.6

**Figure 5.02: Army hours worked by location**



**Table 5.03: Army distribution of hours worked by rank group<sup>1</sup>**

		<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
<b>Army</b>		<b>47%</b>	<b>30%</b>	<b>14%</b>	<b>5%</b>	<b>5%</b>	<b>100%</b>
Officers	Senior Officers	5%	43%	24%	15%	12%	100%
	Junior Officers	21%	45%	22%	5%	7%	100%
Other Ranks	Senior Other Ranks	32%	44%	14%	5%	5%	100%
	Junior Other Ranks	63%	20%	11%	3%	3%	100%

**Figure 5.03: Army distribution of hours worked by rank group**

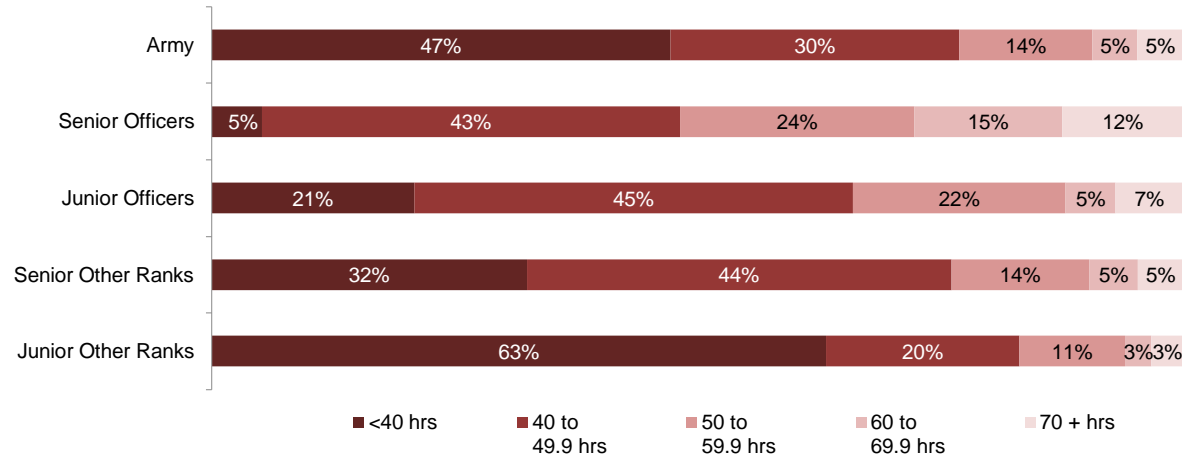
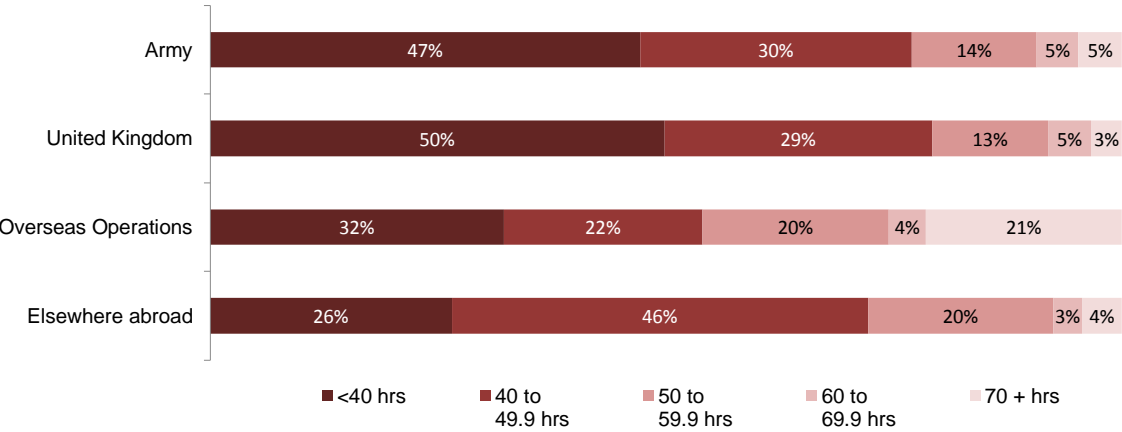


Table 5.04: Army distribution of hours worked by location<sup>1</sup>

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
Army	47%	30%	14%	5%	5%	100%
United Kingdom	50%	29%	13%	5%	3%	100%
Germany	..	..	..	..	..	..
Overseas Operations	32%	22%	20%	4%	21%	100%
Elsewhere abroad	26%	46%	20%	3%	4%	100%

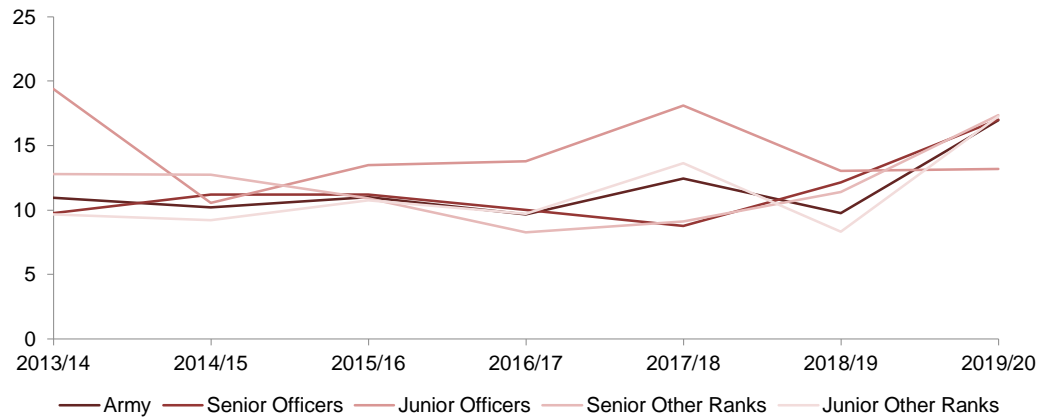
Figure 5.04: Army distribution of hours worked by location



**Table 5.05: Army hours spent on call by rank group**

		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
<b>Army</b>		<b>11.0</b>	<b>10.2</b>	<b>11.0</b>	<b>9.7</b>	<b>12.5</b>	<b>9.7</b>	17.0 <b>(7.2)</b>
Officers	Senior Officers	9.8	11.2	11.2	10.0	8.8	12.1	17.0 <b>(4.9)</b>
	Junior Officers	19.4	10.5	13.5	13.8	18.1	13.0	13.2
Other Ranks	Senior Other Ranks	12.8	12.8	10.9	8.3	9.1	11.4	17.3 <b>(5.9)</b>
	Junior Other Ranks	9.7	9.2	10.8	9.7	13.6	8.3	17.3 <b>(8.9)</b>

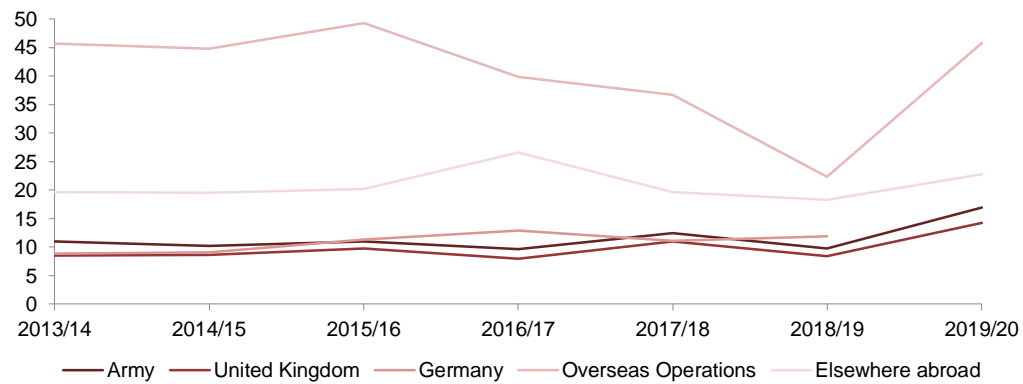
**Figure 5.05: Army hours spent on call by rank group**



**Table 5.06: Army hours spent on call by location**

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
<b>Army</b>	<b>11.0</b>	<b>10.2</b>	<b>11.0</b>	<b>9.7</b>	<b>12.5</b>	<b>9.7</b>	<b>17.0 (7.2)</b>
United Kingdom	8.5	8.6	9.8	8.0	11.0	8.4	14.2 (5.8)
Germany	8.9	9.0	11.3	12.9	11.2	11.8	..
Overseas Operations	45.7	44.8	49.3	39.9	36.7	22.3	45.8 (23.5)
Elsewhere abroad	19.6	19.6	20.2	26.6	19.7	18.3	22.7

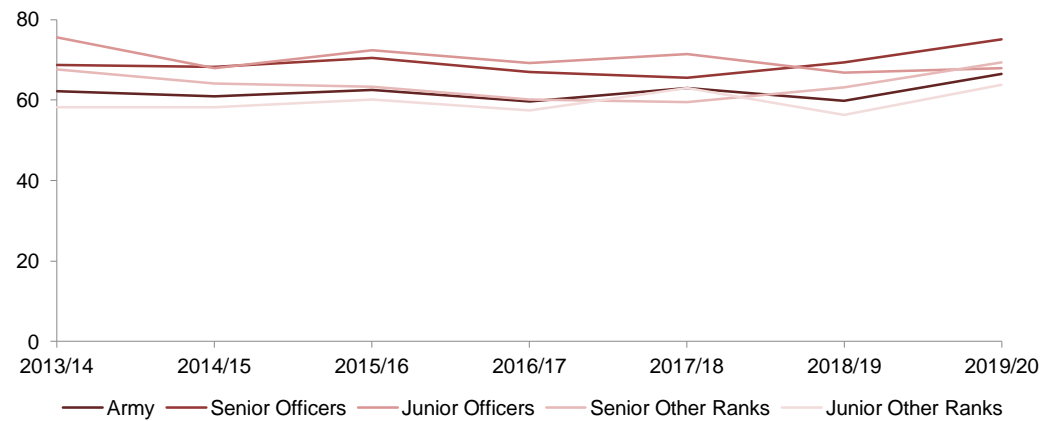
**Figure 5.06: Army hours spent on call by location**



**Table 5.07: Army hours spent on duty by rank group**

		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	
<b>Army</b>		<b>62.2</b>	<b>60.9</b>	<b>62.5</b>	<b>59.7</b>	<b>63.0</b>	<b>59.9</b>	<b>66.5</b>	<b>(6.6)</b>
Officers	Senior Officers	68.7	68.2	70.5	67.0	65.5	69.4	75.0	(5.6)
	Junior Officers	75.5	67.9	72.4	69.3	71.5	66.9	67.9	
Other Ranks	Senior Other Ranks	67.6	64.2	63.3	60.1	59.6	63.2	69.3	(6.2)
	Junior Other Ranks	58.3	58.2	60.1	57.4	63.0	56.3	63.7	(7.4)

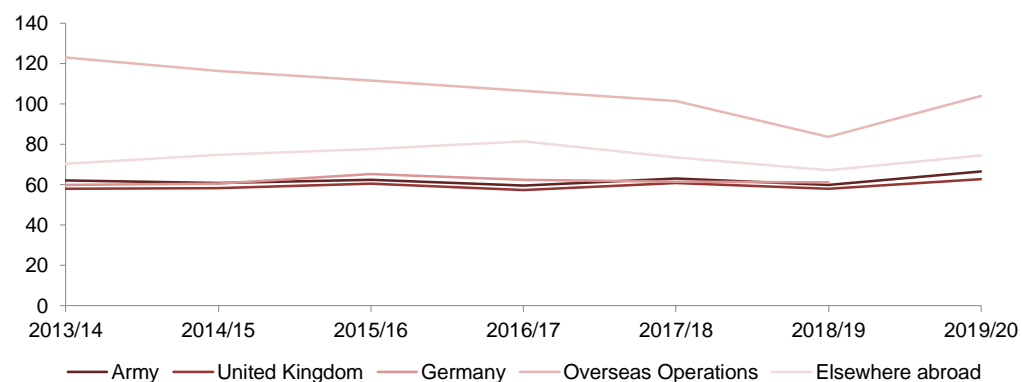
**Figure 5.07: Army hours spent on duty by rank group**



**Table 5.08: Army hours spent on duty by location**

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
<b>Army</b>	<b>62.2</b>	<b>60.9</b>	<b>62.5</b>	<b>59.7</b>	<b>63.0</b>	<b>59.9</b>	<b>66.5 (6.6)</b>
United Kingdom	58.0	58.2	60.6	57.4	60.7	58.1	62.8 (4.8)
Germany	59.9	60.4	65.2	62.5	61.5	61.1	..
Overseas Operations	123.0	116.5	111.6	106.6	101.3	83.7	104.0 (20.2)
Elsewhere abroad	70.3	74.7	77.7	81.3	73.5	67.1	74.3

**Figure 5.08: Army hours spent on duty by location**



**Table 5.09: Army hours spent on duty by rank group**

		On duty				Off duty
		Work	On call	Breaks	On duty total	
<b>Army</b>		<b>43.0</b>	<b>17.0</b>	<b>6.5</b>	<b>66.5</b>	<b>101.4</b>
Officers						
	Senior Officers	53.2	17.0	4.8	75.0	93.0
	Junior Officers	48.4	13.2	6.4	67.9	100.1
Other Ranks						
	Senior Other Ranks	44.9	17.3	7.2	69.3	98.7
	Junior Other Ranks	40.0	17.3	6.5	63.7	104.0

**Figure 5.09: Army hours spent on duty by rank group**

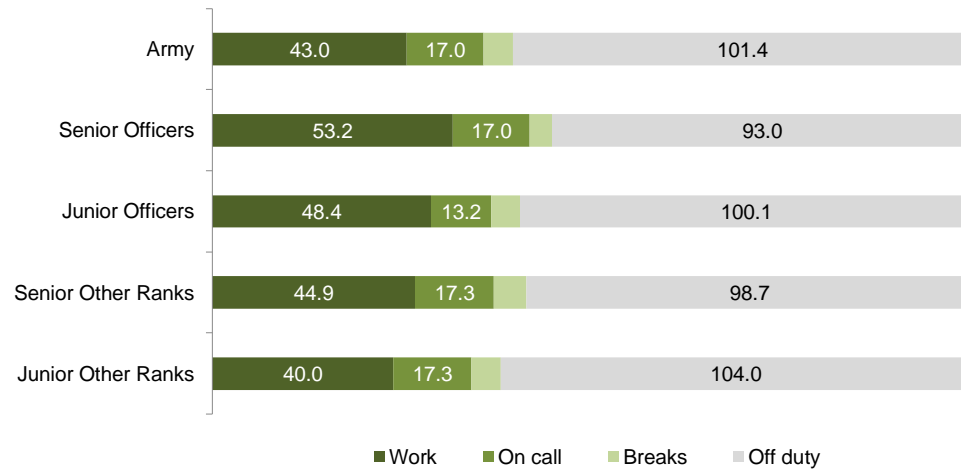
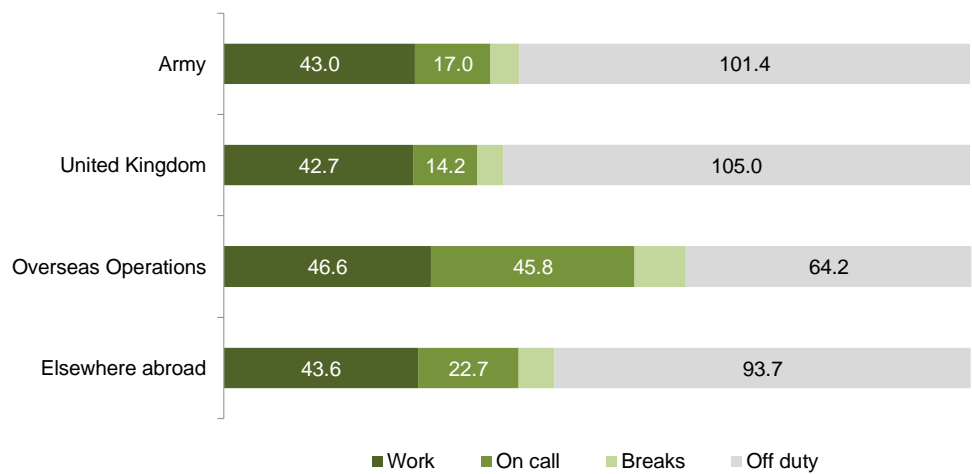




Table 5.10: Army hours spent on duty by location

	On duty				Off duty
	Work	On call	Breaks	On duty total	
Army	43.0	17.0	6.5	66.5	101.4
United Kingdom	42.7	14.2	6.0	62.8	105.0
Germany	..	..	..	..	..
Overseas Operations	46.6	45.8	11.5	104.0	64.2
Elsewhere abroad	43.6	22.7	7.9	74.3	93.7

Figure 5.10: Army hours spent on duty by location



**Table 5.11: Army distribution of hours spent on duty by rank group<sup>1</sup>**

		<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
Army	Officers	14%	32%	15%	10%	16%	12%	100%
	Senior Officers	1%	26%	30%	13%	12%	18%	100%
	Junior Officers	6%	28%	26%	14%	9%	17%	100%
	Other Ranks							
	Senior Other Ranks	8%	35%	21%	10%	8%	17%	100%
	Junior Other Ranks	20%	32%	9%	8%	22%	9%	100%

**Figure 5.11: Army distribution of hours spent on duty by rank group**

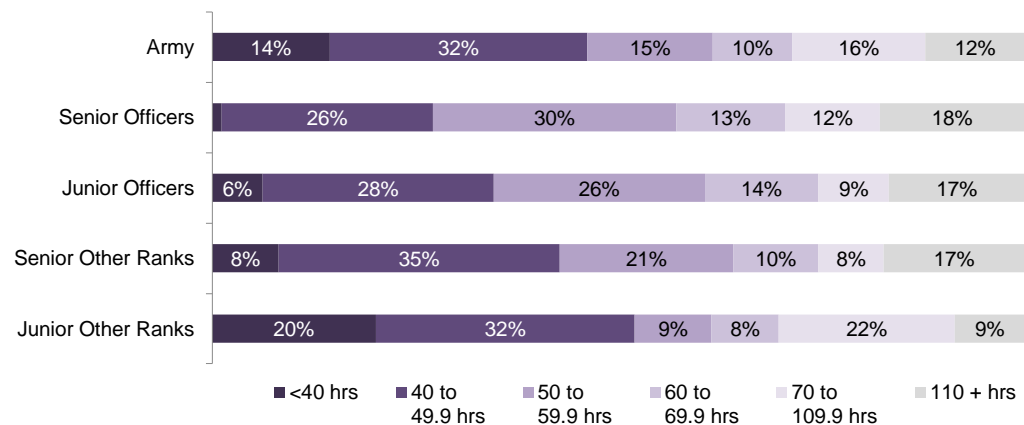
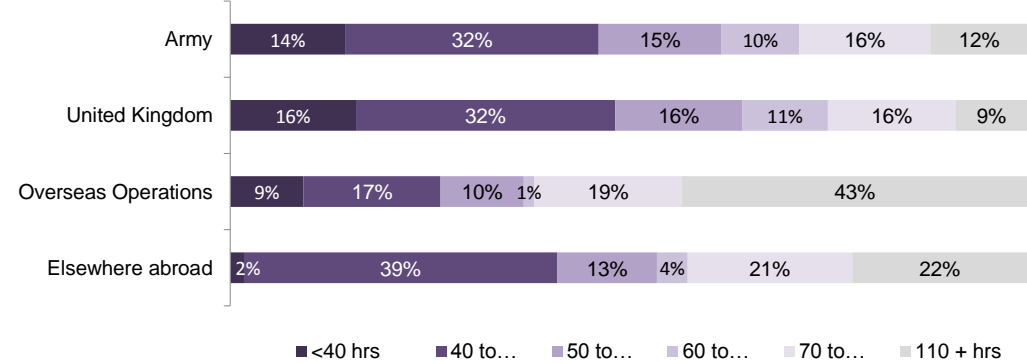



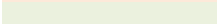
Table 5.12: Army distribution of hours spent on duty by location<sup>1</sup>

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
Army	14%	32%	15%	10%	16%	12%	100%
United Kingdom	16%	32%	16%	11%	16%	9%	100%
Germany	..	..	..	..	..	..	..
Overseas Operations	9%	17%	10%	1%	19%	43%	100%
Elsewhere abroad	2%	39%	13%	4%	21%	22%	100%

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



**Key:**

-  Indicates the 2019/20 average is significantly lower than that reported in 2018/19.
-  Indicates the 2019/20 average is significantly higher than that reported in 2018/19.
- ()** Statistically significant differences between 2018/19 and 2019/20 averages are provided in brackets.
- ..** Indicates data not available - too few responses from Germany this year to publish results separately

**Notes:**

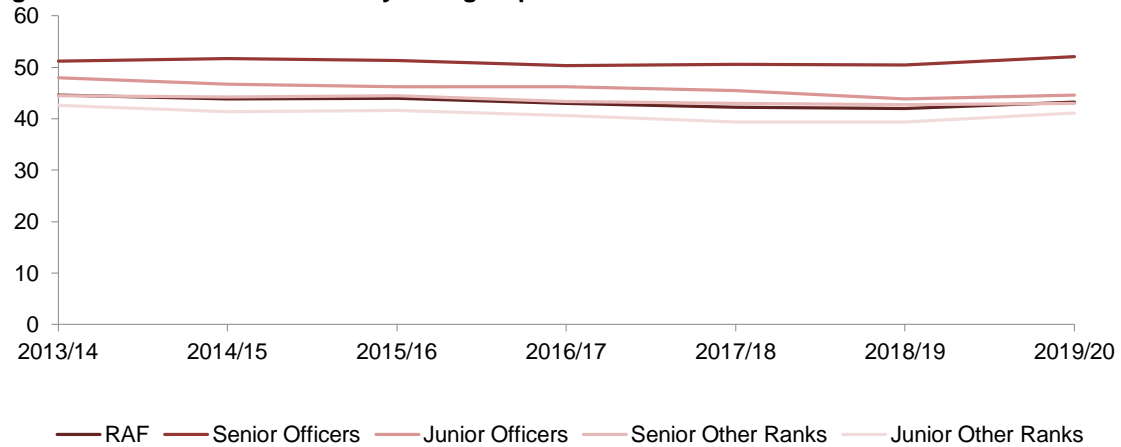
<sup>1</sup> This table is based only on the 398 Army personnel for whom a full week’s data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals).  
Therefore, table 5.03 is only an indication of the working week of Army personnel.  
Therefore, table 5.04 is only an indication of the working week of Army personnel.  
Therefore, table 5.11 is only an indication of the working week of Army personnel.  
Therefore, table 5.12 is only an indication of the working week of Army personnel.

## SECTION 6: RAF

**Table 6.01: RAF hours worked by rank group**

		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
RAF		44.6	43.8	43.9	43.0	42.2	42.0	43.2 (1.2)
Officers								
	Senior Officers	51.2	51.7	51.3	50.3	50.6	50.5	52.0
	Junior Officers	47.9	46.8	46.2	46.3	45.5	43.9	44.7
Other Ranks								
	Senior Other Ranks	44.5	44.2	44.5	43.3	43.0	42.8	42.9
	Junior Other Ranks	42.7	41.4	41.6	40.6	39.4	39.4	41.1

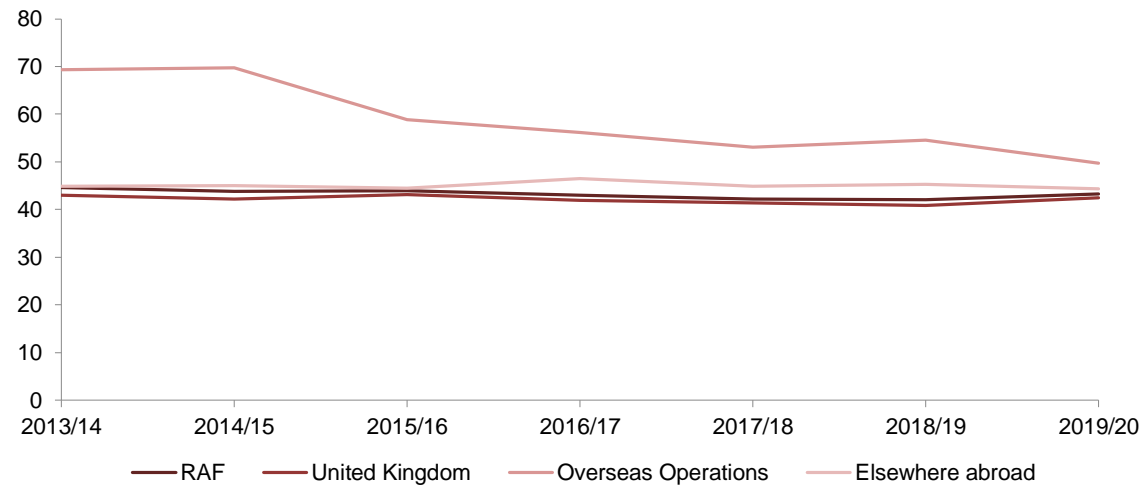
**Figure 6.01: RAF hours worked by rank group**



**Table 6.02: RAF hours worked by location**

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
<b>RAF</b>	<b>44.6</b>	<b>43.8</b>	<b>43.9</b>	<b>43.0</b>	<b>42.2</b>	<b>42.0</b>	<b>43.2 (1.2)</b>
United Kingdom	43.0	42.2	43.2	41.9	41.3	40.9	42.4 (1.5)
Overseas Operations	69.3	69.8	58.8	56.2	53.1	54.6	49.7 (-4.9)
Elsewhere abroad	44.9	45.1	44.5	46.5	44.9	45.3	44.4

**Figure 6.02: RAF hours worked by location**



**Table 6.03: RAF distribution of hours worked by rank group<sup>1</sup>**

		<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
RAF		40%	40%	14%	4%	2%	100%
	Officers						
	Senior Officers	15%	30%	27%	22%	5%	100%
	Junior Officers	27%	48%	14%	4%	7%	100%
	Other Ranks						
	Senior Other Ranks	30%	48%	20%	3%	0%	100%
	Junior Other Ranks	53%	37%	8%	1%	1%	100%

**Figure 6.03: RAF distribution of hours worked by rank group**

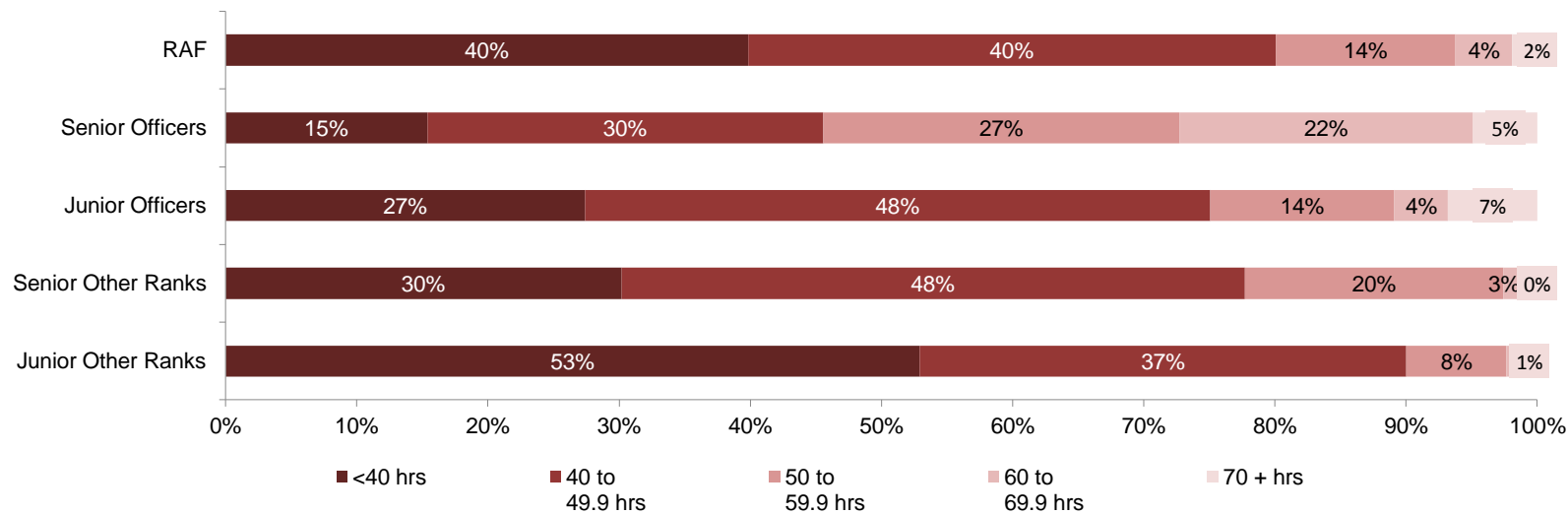
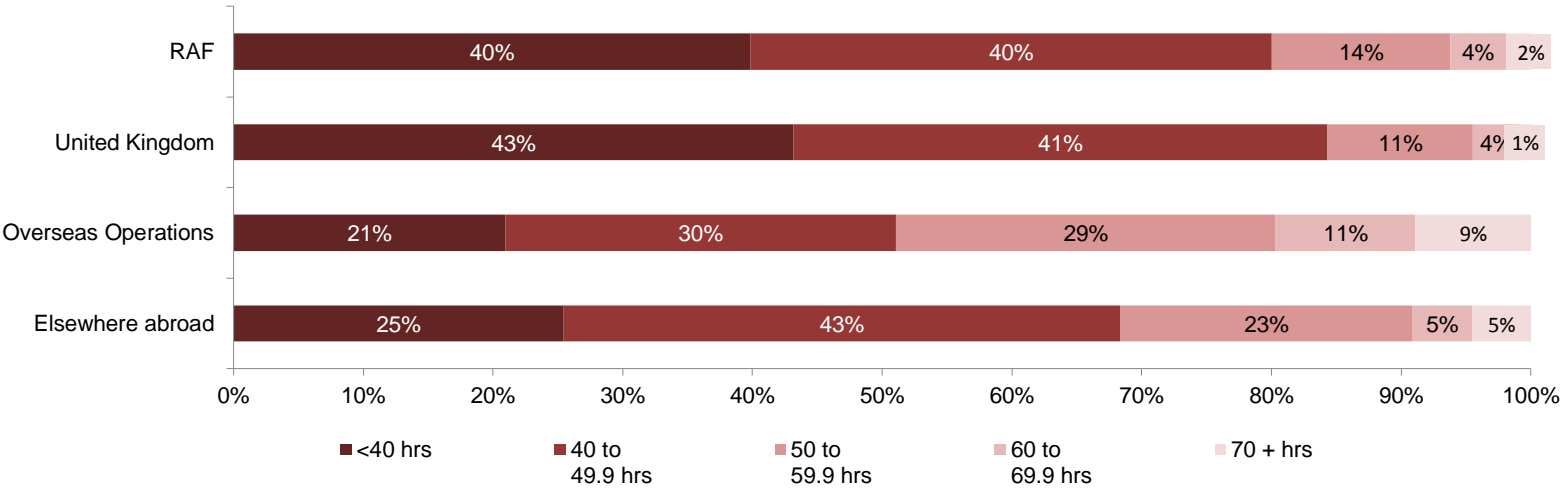


Table 6.04: RAF distribution of hours worked by location<sup>1</sup>

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 + hrs	Total
RAF	40%	40%	14%	4%	2%	100%
United Kingdom	43%	41%	11%	4%	1%	100%
Overseas Operations	21%	30%	29%	11%	9%	100%
Elsewhere abroad	25%	43%	23%	5%	5%	100%

Figure 6.04: RAF distribution of hours worked by location

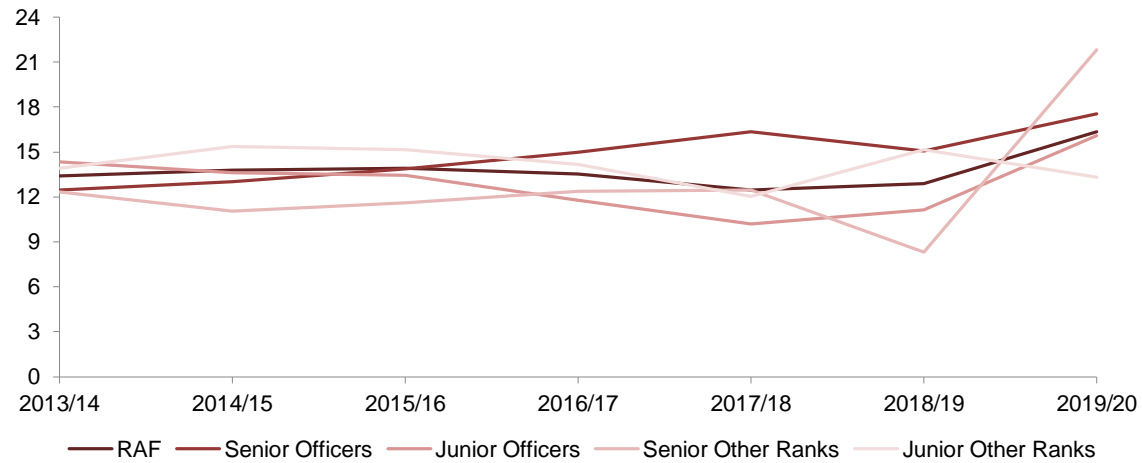




**Table 6.05: RAF hours spent on call by rank group**

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
<b>RAF</b>	<b>13.4</b>	<b>13.8</b>	<b>13.9</b>	<b>13.5</b>	<b>12.4</b>	<b>12.9</b>	<b>16.3 (3.4)</b>
Officers							
Senior Officers	12.5	13.0	13.9	15.0	16.4	15.1	17.5
Junior Officers	14.3	13.6	13.5	11.8	10.2	11.1	16.1 (5.0)
Other Ranks							
Senior Other Ranks	12.3	11.1	11.6	12.4	12.5	8.3	21.8 (13.5)
Junior Other Ranks	13.9	15.3	15.2	14.2	12.0	15.1	13.3

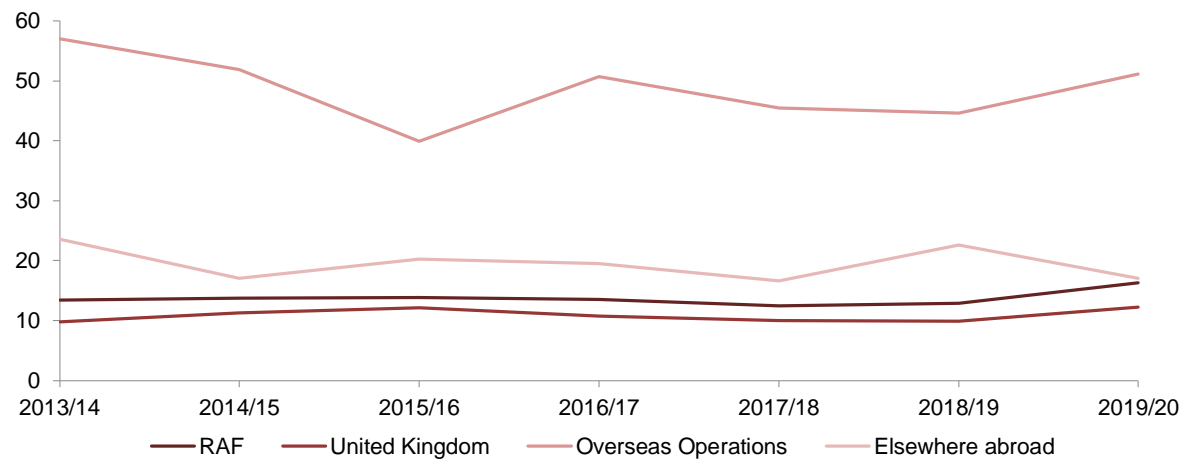
**Figure 6.05: RAF hours spent on call by rank group**



**Table 6.06: RAF hours spent on call by location**

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
<b>RAF</b>	<b>13.4</b>	<b>13.8</b>	<b>13.9</b>	<b>13.5</b>	<b>12.4</b>	<b>12.9</b>	<b>16.3 (3.4)</b>
United Kingdom	9.8	11.3	12.2	10.7	10.0	9.9	12.3
Overseas Operations	57.0	51.9	39.9	50.7	45.5	44.6	51.1
Elsewhere abroad	23.6	17.1	20.2	19.5	16.6	22.7	17.1 (-5.6)

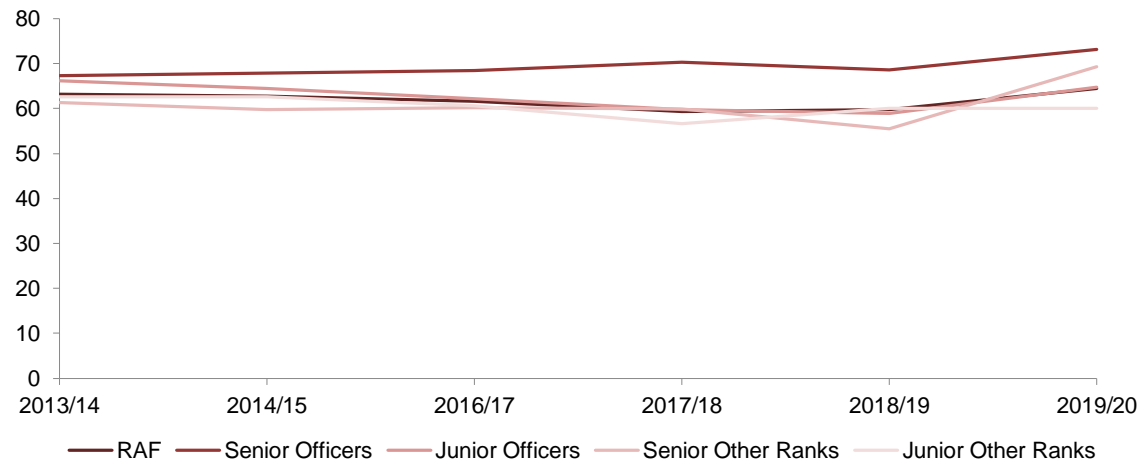
**Figure 6.06: RAF hours spent on call by location**



**Table 6.07: RAF hours spent on duty by rank group**

		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	
<b>RAF</b>		<b>63.1</b>	<b>62.7</b>	<b>62.8</b>	<b>61.6</b>	<b>59.4</b>	<b>59.7</b>	<b>64.5</b>	<b>(4.8)</b>
Officers									
	Senior Officers	67.3	68.0	68.5	68.5	70.4	68.7	73.1	(4.4)
	Junior Officers	66.2	64.5	64.0	62.1	59.7	58.9	64.8	(5.9)
Other Ranks									
	Senior Other Ranks	61.3	59.8	60.5	60.3	60.0	55.6	69.4	(13.8)
	Junior Other Ranks	62.6	62.7	62.6	60.7	56.7	60.1	60.1	

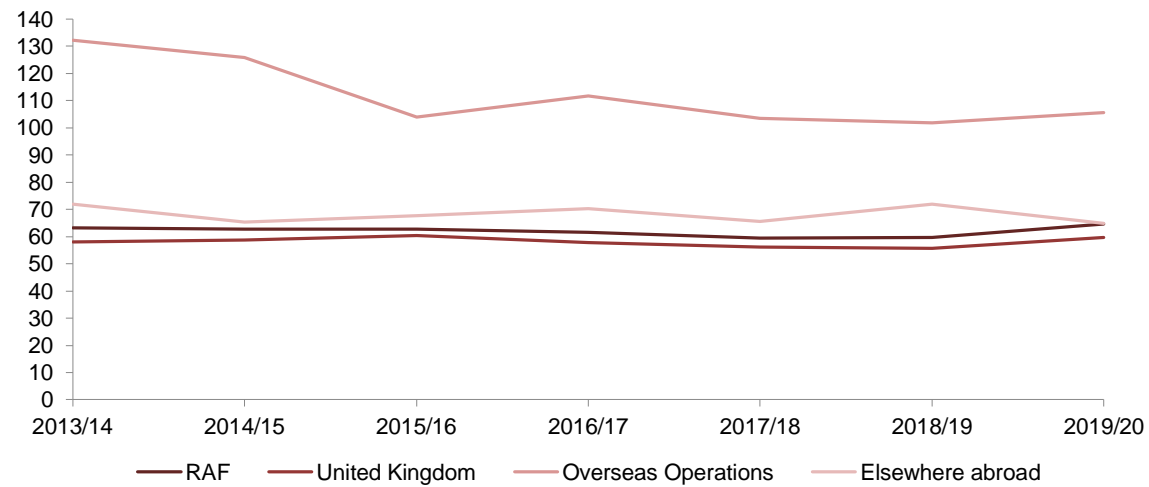
**Figure 6.07: RAF hours spent on duty by rank group**



**Table 6.08: RAF hours spent on duty by location**

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
<b>RAF</b>	<b>63.1</b>	<b>62.7</b>	<b>62.8</b>	<b>61.6</b>	<b>59.4</b>	<b>59.7</b>	<b>64.5 (4.8)</b>
United Kingdom	58.0	58.8	60.5	57.8	56.1	55.8	59.8 (4.0)
Overseas Operations	132.2	125.9	103.9	111.7	103.6	101.9	105.7
Elsewhere abroad	72.0	65.4	67.7	70.4	65.6	71.8	64.9 (-6.9)

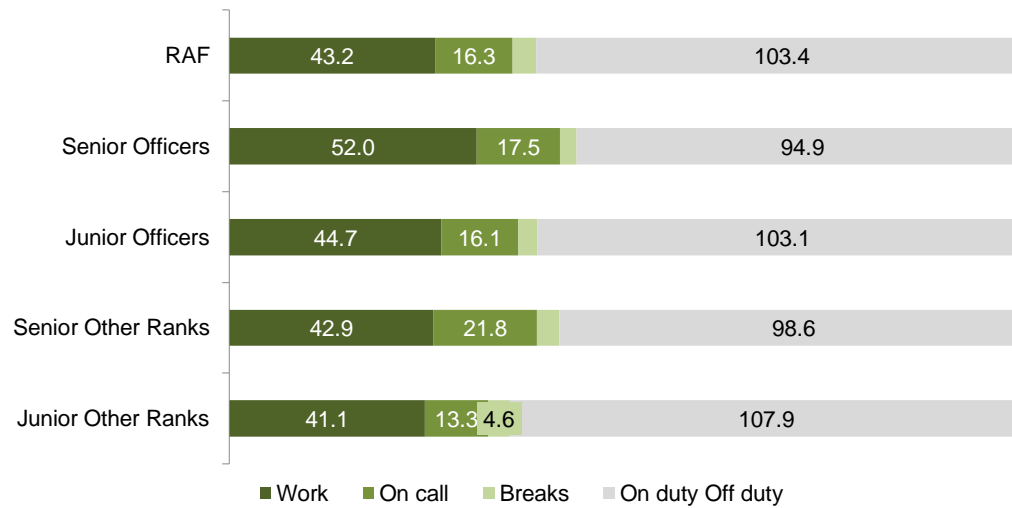
**Figure 6.08: RAF hours spent on duty by location**



**Table 6.09: RAF hours spent on duty by rank group**

		On duty				Off duty
		Work	On call	Breaks	On duty total	
<b>RAF</b>		<b>43.2</b>	<b>16.3</b>	<b>5.0</b>	<b>64.5</b>	<b>103.4</b>
Officers	Senior Officers	52.0	17.5	3.5	73.1	94.9
	Junior Officers	44.7	16.1	4.1	64.8	103.1
	Senior Other Ranks	42.9	21.8	4.6	69.4	98.6
	Junior Other Ranks	41.1	13.3	5.6	60.1	107.9

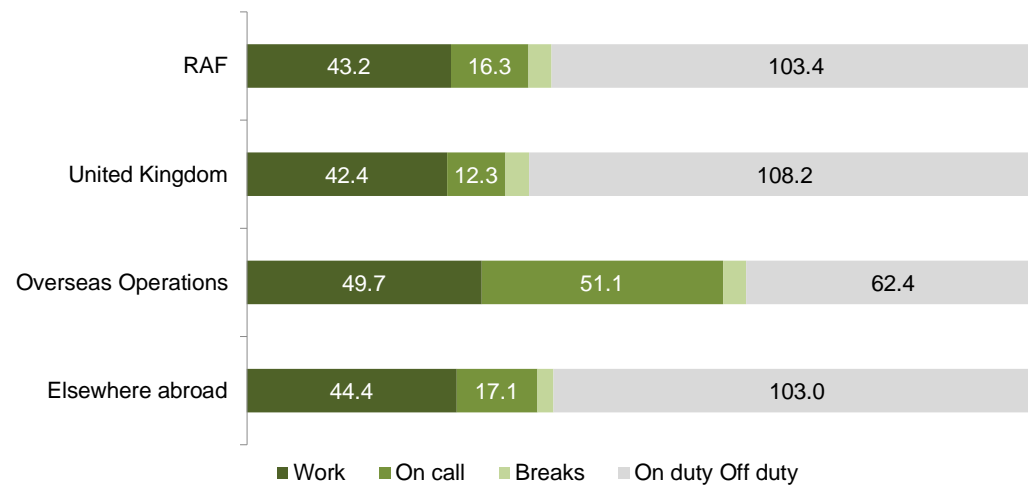
**Figure 6.09: RAF hours spent on duty by rank group**



**Table 6.10: RAF hours spent on duty by location**

	On duty				Off duty
	Work	On call	Breaks	On duty total	
<b>RAF</b>	<b>43.2</b>	<b>16.3</b>	<b>5.0</b>	<b>64.5</b>	<b>103.4</b>
United Kingdom	42.4	12.3	5.1	59.8	108.2
Overseas Operations	49.7	51.1	4.9	105.7	62.4
Elsewhere abroad	44.4	17.1	3.5	64.9	103.0

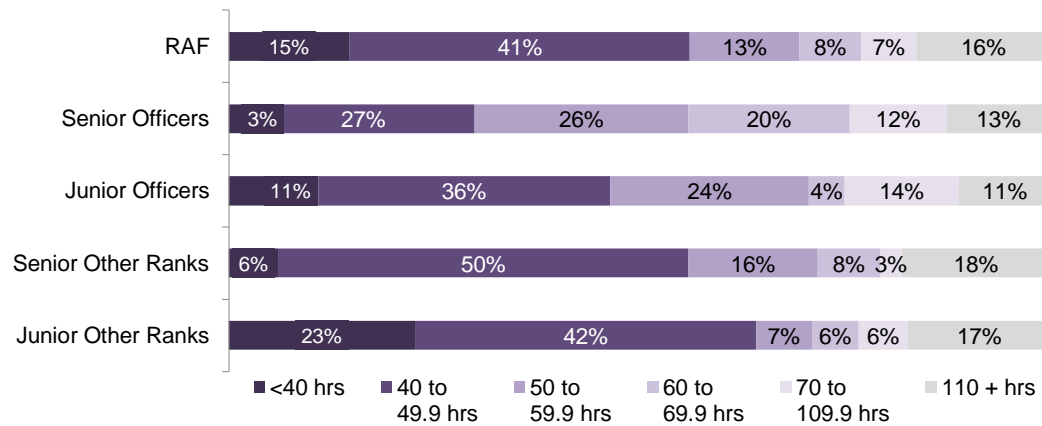
**Figure 6.10: RAF hours spent on duty by location**



**Table 6.11: RAF distribution of hours spent on duty by rank group<sup>1</sup>**

		<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
<b>RAF</b>		<b>15%</b>	<b>41%</b>	<b>13%</b>	<b>8%</b>	<b>7%</b>	<b>16%</b>	<b>100%</b>
Officers	Senior Officers	3%	27%	26%	20%	12%	13%	100%
	Junior Officers	11%	36%	24%	4%	14%	11%	100%
Other Ranks	Senior Other Ranks	6%	50%	16%	8%	3%	18%	100%
	Junior Other Ranks	23%	42%	7%	6%	6%	17%	100%

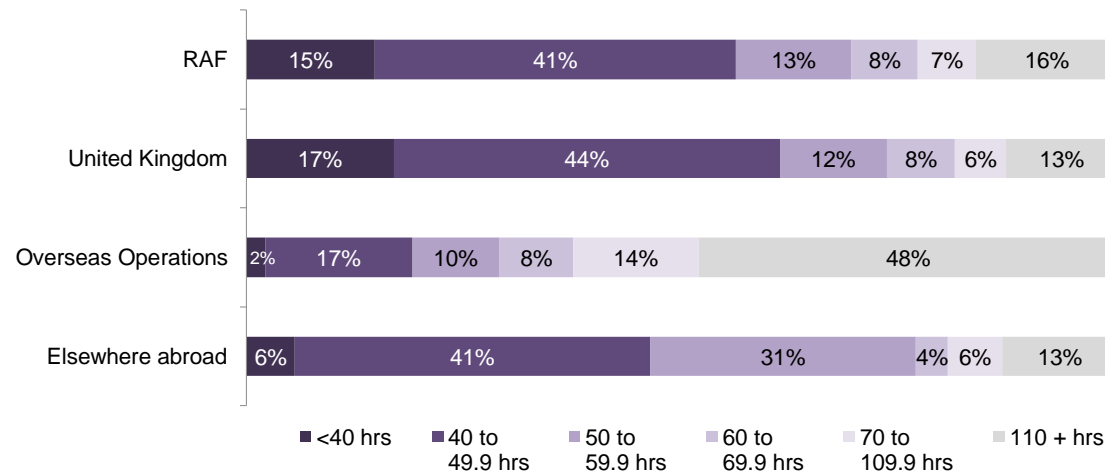
**Figure 6.11: RAF distribution of hours spent on duty by rank group**



**Table 6.12: RAF distribution of hours spent on duty by location<sup>1</sup>**

	<40 hrs	40 to 49.9 hrs	50 to 59.9 hrs	60 to 69.9 hrs	70 to 109.9 hrs	110 + hrs	Total
<b>RAF</b>	<b>15%</b>	<b>41%</b>	<b>13%</b>	<b>8%</b>	<b>7%</b>	<b>16%</b>	<b>100%</b>
United Kingdom	17%	44%	12%	8%	6%	13%	100%
Overseas Operations	2%	17%	10%	8%	14%	48%	100%
Elsewhere abroad	6%	41%	31%	4%	6%	13%	100%

**Figure 6.12: RAF distribution of hours spent on duty by location**





**Key:**

	Indicates the 2019/20 average is significantly lower than that reported in 2018/19.
	Indicates the 2019/20 average is significantly higher than that reported in 2018/19.
()	Statistically significant differences between 2018/19 and 2019/20 averages are provided in brackets.

**Notes:**

- <sup>1</sup> This table is based only on the 301 RAF personnel for whom a full week's data was available. Because the proportions provided here are based on a smaller number of respondents than the other tables, levels of precision are likely to be lower (wider confidence intervals).  
Therefore, table 6.03 is only an indication of the working week of RAF personnel.  
Therefore, table 6.04 is only an indication of the working week of RAF personnel.  
Therefore, table 6.11 is only an indication of the working week of RAF personnel.  
Therefore, table 6.12 is only an indication of the working week of RAF personnel.  
No RAF personnel deployed on overseas operations (who returned a completed questionnaire and for whom a full week's data was available) reported spending less than 40 hours a week on duty.

## SECTION 7: NATO Rank - OF5 & OF6

This part of the report looks at the working patterns of Service personnel with a NATO Rank of OF5 to OF6. NATO Ranks OF5 and OF6 refer to the ranks in Table 7.01, below. Barcoded surveys were introduced in 2019/20 to enable lining with rank data to be improved<sup>1</sup>.

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

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

**Table 7.02: NATO Rank OF5 to OF6 valid Response Rate<sup>2,3</sup>**

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19 <sup>†</sup>	2019/20
Royal Navy	12	18	13	22	13	25	14	10
Army	26	24	34	35	47	36	28	28
RAF	21	26	22	14	17	16	22	16
<b>Total number of valid responses</b>	<b>59</b>	<b>68</b>	<b>69</b>	<b>71</b>	<b>77</b>	<b>77</b>	<b>64</b>	<b>54</b>
<b>Sample</b>	<b>147</b>	<b>154</b>	<b>162</b>	<b>189</b>	<b>171</b>	<b>161</b>	<b>180</b>	<b>236</b>
<b>Valid response rate</b>	<b>40%</b>	<b>44%</b>	<b>43%</b>	<b>38%</b>	<b>45%</b>	<b>45%</b>	<b>36%</b>	<b>23%</b>

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

**Table 7.03: NATO Rank OF5 to OF6 usable Response Rate<sup>2</sup>**

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19 <sup>r</sup>	2019/20
Number of usable days	378	428	425	436	469	447	390	390
Maximum number of usable days possible	1,029	1,078	1,134	1,323	1,197	1,127	1,260	1,127
Usable response rate	37%	40%	37%	33%	39%	40%	31%	24%

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

**Table 7.04: Number of personnel for whom a full weeks data was available, broken down by Service<sup>2</sup>**

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19 <sup>r</sup>	2019/20
Royal Navy	9	14	6	12	10	17	7	7
Army	18	14	19	18	25	19	12	14
RAF	10	13	14	9	11	15	10	13
Total	37	41	39	39	46	51	29	34

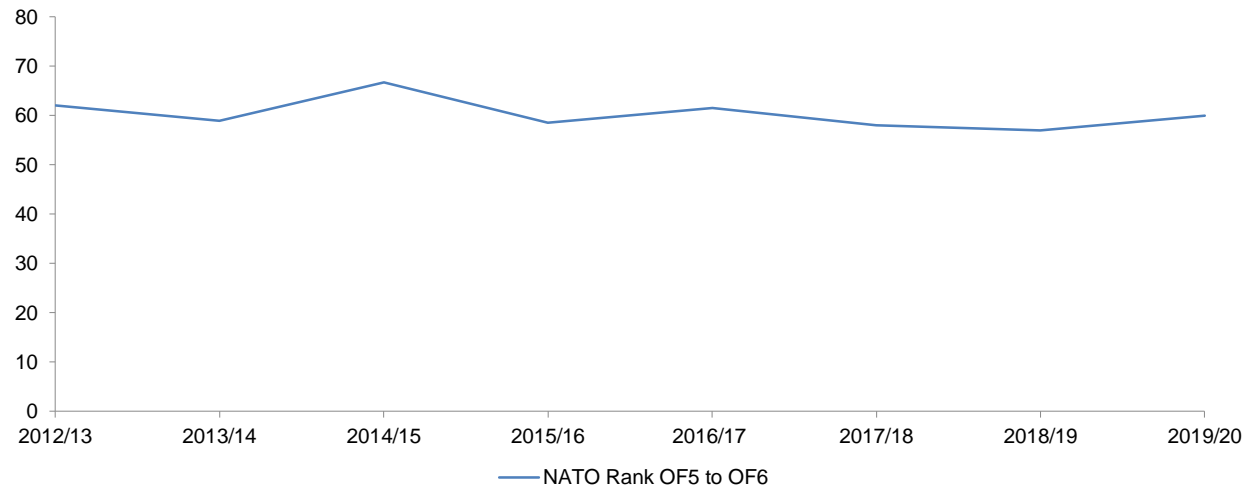
**Table 7.05: Response Rates for personnel for whom a full weeks data was available<sup>2</sup>**

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19 <sup>r</sup>	2019/20
Number of full week responses	37	41	39	39	46	51	29	34
Sample size	147	154	162	189	171	161	180	236
Full week response rate	25%	27%	24%	21%	27%	32%	16%	14%

**Table 7.06: Average hours worked per week<sup>2,3</sup>**

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19 <sup>r</sup>	2019/20
NATO Rank OF5 to OF6	62.1	58.9	66.8	58.6	61.5	58.1	57.0	59.6

**Figure 7.01: Average hours worked per week**



**Table 7.07: Average unsociable hours worked per week<sup>2,3,4</sup>**

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19 <sup>r</sup>	2019/20
NATO Rank OF5 to OF6	14.3	11.6	17.4	12.0	13.6	12.0	10.6	12.1

**Figure 7.02: Average unsociable hours worked per week**

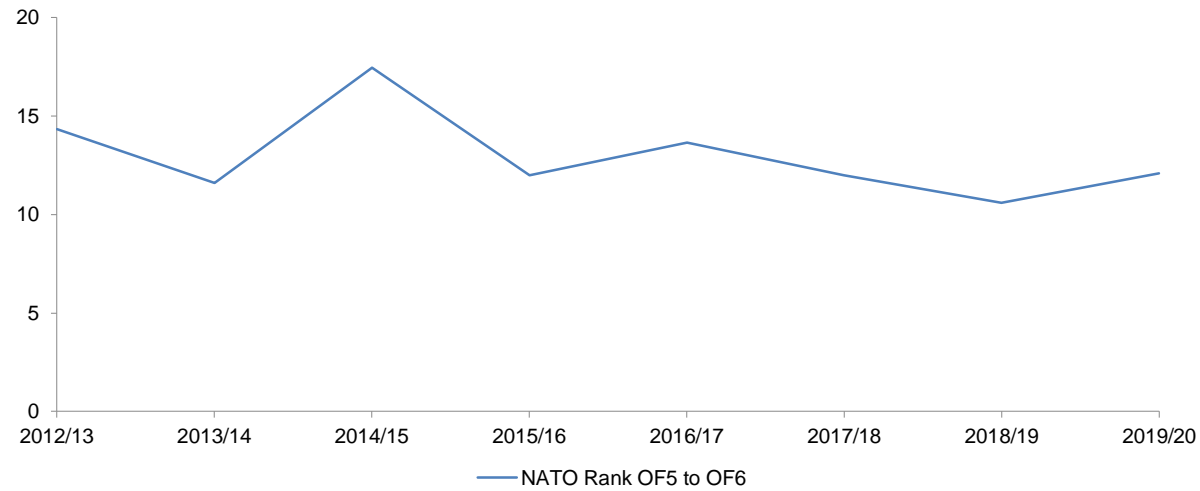


Table 7.08: Proportion of personnel working excessive hours<sup>2,3,5</sup>

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19 <sup>r</sup>	2019/20
NATO Rank OF5 to OF6	22%	20%	23%	23%	22%	18%	.. <sup>6</sup>	21%

Figure 7.03: Proportion of personnel working excessive hours

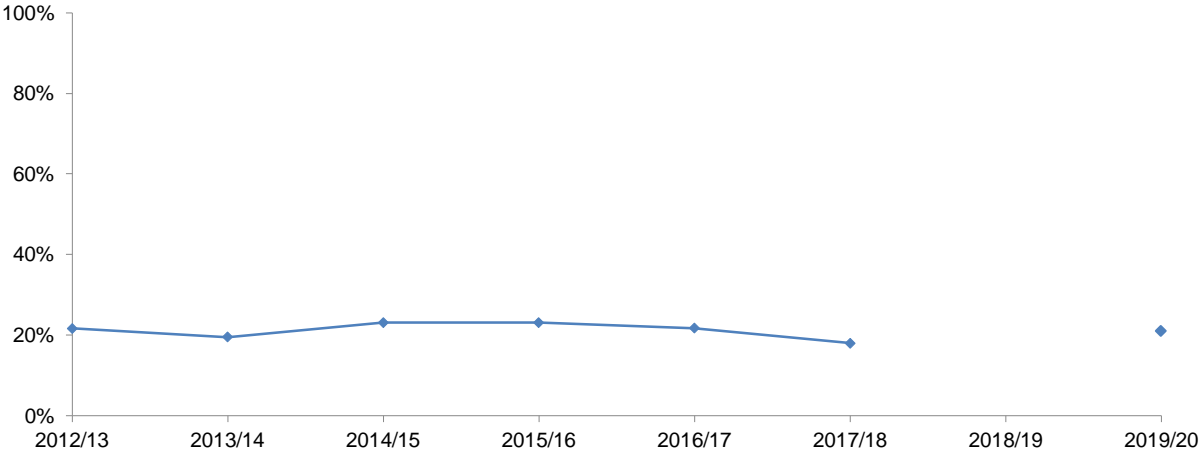


Table 7.09: Average hours spent on call per week<sup>2,3</sup>

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19 <sup>r</sup>	2019/20
NATO Rank OF5 to OF6	26.6	23.5	20.2	15.3	13.1	23.7	14.4	21.4

Figure 7.04: Average hours spent on call per week

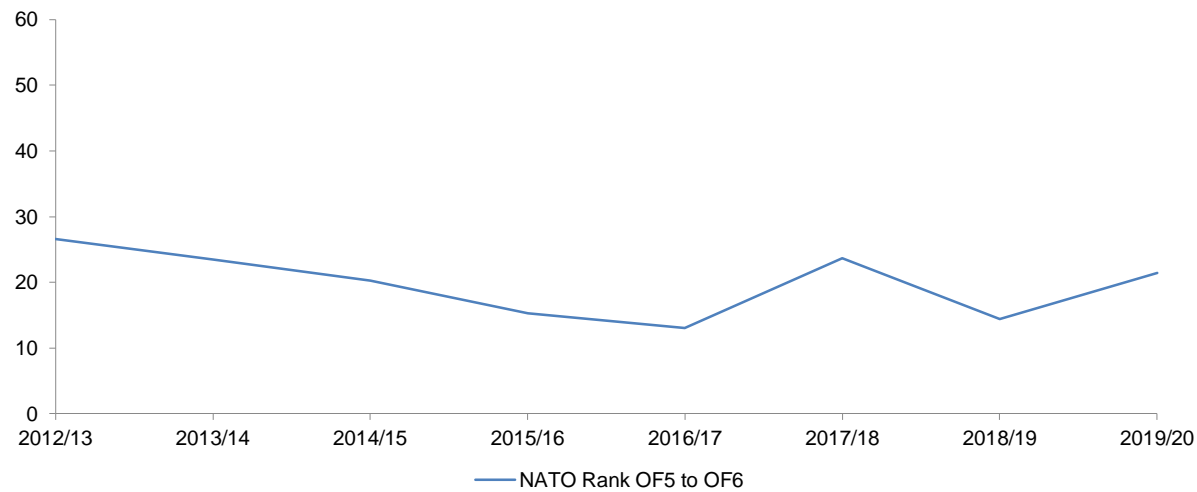
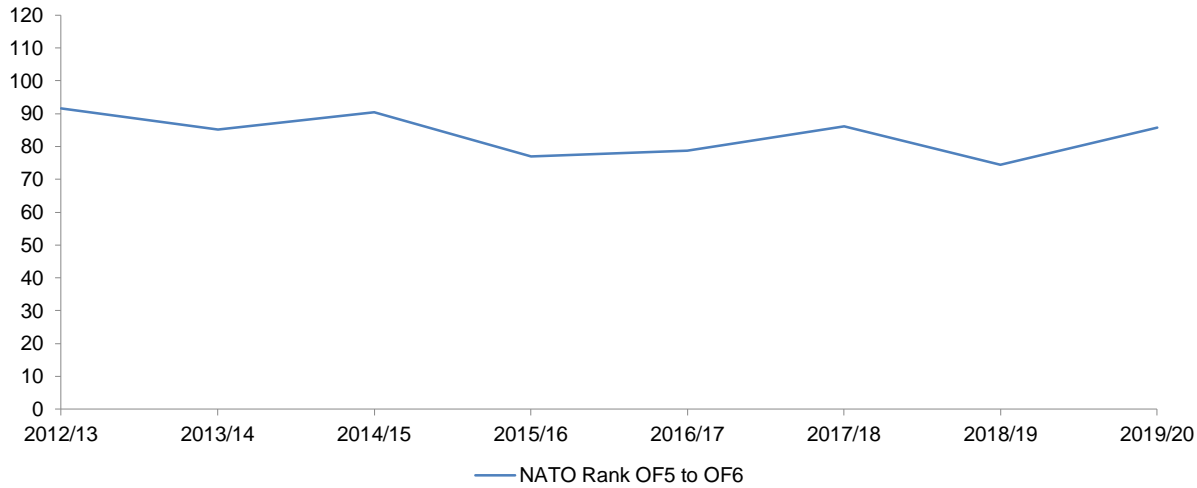


Table 7.10: Average hours spent on duty per week <sup>2,3</sup>

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19 <sup>r</sup>	2019/20
NATO Rank OF5 to OF6	91.6	85.2	90.5	77.0	78.8	86.1	74.5	85.7

Figure 7.05: Average hours spent on duty per week





**Notes:**

- <sup>1</sup> Please note a barcoding method was introduced in the 2019/20 survey making it easier to link responses with rank information. However, unbarcoded surveys were sent to a number of deployed location as part of trial to improve contact with personnel in these locations. As a result these responses cannot be matched with rank information and so have been excluded from this analysis.
- <sup>2</sup> Note that 2018/19 figures have been revised this year. Estimates of averages have changed by between 2 and 6 hours. The revision is due to an improvement in the methodology to identify the rank of respondents.
- <sup>3</sup> Due to the small number of respondents, significance tests have not been carried out on these data. Please note that it is natural to see some variation year on year when results are based on such small numbers of responses. Please note the margins of error around these averages range from approximately 2 to 5 hours.
- <sup>4</sup> For the purpose of this survey, unsociable hours are defined as:  
Any hours worked between 00:00 and 06:00, between Monday and Friday  
Any hours worked between 18:00 and 24:00, between Monday and Friday  
Any hours worked on Saturday or Sunday
- <sup>5</sup> A member of the UK Armed Forces who has worked 70 hours or more during the working week is regarded as having worked excessive hours. Note these results are based on very few responses and so should be interpreted with caution.
- <sup>6</sup> The percentage of personnel who worked excessive hours is not available for 2018/19. Results are based on less than 30 respondents and hence not considered robust enough to publish.

## SECTION 8: Useable Responses

Table 8.01: Valid and usable Response Rates by Service 2019/20

	Valid response rate	Usable response rate
Royal Navy	8%	7%
Army	8%	7%
RAF	14%	12%

Table 8.02: Valid and usable Response Rates by Service 2018/19

	Valid response rate	Usable response rate
Royal Navy	11%	9%
Army	10%	8%
RAF	13%	11%

Table 8.03: Number of valid Royal Navy Responses by strata 2019/20

	Sea	Shore	Total
<b>Royal Navy</b>	<b>246</b>	<b>389</b>	<b>635</b>
Officers			
Senior Officers	43	87	130
Junior Officers	51	110	161
Other Ranks			
Senior Other Ranks	98	103	201
Junior Other Ranks	54	89	143

Table 8.04: Number of valid Army Responses by strata 2019/20

	United Kingdom	Germany	Operational areas	Elsewhere	Total
<b>Army</b>	<b>496</b>	<b>45</b>	<b>75</b>	<b>105</b>	<b>721</b>
Officers					
Senior Officers	119	8	19	52	198
Junior Officers	186	14	11	17	228
Other Ranks					
Senior Other Ranks	120	10	17	24	171
Junior Other Ranks	71	13	28	12	124

Table 8.05: Number of valid RAF Responses by strata 2019/20

	United Kingdom	Operational areas	Elsewhere	Total
<b>RAF</b>	<b>312</b>	<b>147</b>	<b>122</b>	<b>581</b>
Officers				
Senior Officers	55	33	52	140
Junior Officers	112	22	22	156
Other Ranks				
Senior Other Ranks	90	28	27	145
Junior Other Ranks	55	64	21	140

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

	2015/16		2016/17		2017/18		2018/19		2019/20	
	Number	%	Number	%	Number	%	Number	%	Number	%
<b>Tri-Service</b>	<b>2,349</b>	<b>13</b>	<b>2,098</b>	<b>11</b>	<b>1,922</b>	<b>9</b>	<b>1,131</b>	<b>5</b>	<b>1,024</b>	<b>5</b>
Royal Navy	794	11	587	8	680	7	488	5	325	4
Army	885	13	891	13	761	10	357	4	398	5
RAF	670	16	620	16	481	12	286	6	301	7