ARMED FORCES CONTINUOUS ATTITUDE SURVEY 2021

YOUR VIEWS COUNT

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



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

Major General Sharon Nesmith Director Personnel (DPers)

ADR009556





PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Army

This survey is available for you to complete online. It is recommended you use **Google Chrome** to access the survey. The Token you are asked to enter is your Service Number (this is case sensitive).

If you are accessing the survey via a **MOD computer** e.g. a MODNET or DII computer, please visit the following internal webpage:

http://bravo.dasa.r.mil.uk/limesurvey/index.php/766657

Alternatively, if you are accessing the survey using a **non-MOD computer** e.g. personal computer, tablet or mobile phone, please visit the following external webpage:

https://surveys.mod.uk/index.php/766657

Completing the survey electronically is the quickest and cheapest way for you to send us your views. You may find the first, internal link is quicker to load the survey than the second, external link.

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

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

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

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

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

The data controller for this project will be Defence Statistics. The Data Protection Officer oversees the processing of personal data, and can be contacted at: Andy.Dorman415@mod.gov.uk.

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

¹ Armed Forces Continuous Attitude Survey reports are publicly available via: https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index. The report of the findings of the 2021 AFCAS survey is provisionally due to be released in May 2021.

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

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

Please complete the survey as soon as you can and return it in the envelope provided. **Responses must reach us by 8**th **February 2021 in order to be included**. Please allow sufficient time for postage.

Frequently asked questions:

Q. What is the purpose of the survey?

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

Q. How is the information used?

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

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

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

Q. Do I have to complete the survey?

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

Q. What will I be asked to do?

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

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

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

Q. Will my records be kept confidential?

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

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

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

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

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

Q. What if I want to make a complaint?

A. Complaints about the survey should be addressed to Alexander Zammit, <u>Alexander.Zammit100@mod.gov.uk</u>, 07971 770576..

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

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

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

Please turn the page for the 2021 Armed Forces Continuous Attitude Survey (AFCAS): Army.

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

Armed Forces Continuous Attitude Survey 2021 Army

You may have recently received an AFCAS email inviting you to complete the electronic version of this survey. If you have already completed the electronic version of this 2021 AFCAS survey then please ignore this paper copy.

Please fill in this survey as **fully** and **honestly** as you can.

Your completed survey will be **treated in confidence**: it will be processed by people outside your Chain of Command and the Ministry of Defence. Responses from individuals **will not be identified**.

Please **read all instructions** carefully before answering a question and follow any **routing instruction** after answering a question. A few questions will require a written answer - please write clearly in **BLOCK CAPITALS**.

Once completed please return the survey to:
Civica Engagement Solutions, 33 Clarendon Road, London, N8 0NW using the
prepaid envelope provided.

Responses must reach us by 8th February 2021 in order to be included in the survey.

This survey is available for you to complete online. It is recommended you use **Google Chrome** to access the survey. The TOKEN you are asked to enter is your **Service Number** (this is case sensitive).

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Your Pay

To compensate for differences in lifestyle, working conditions and expectations between Service personnel and their civilian equivalents, Service salaries are increased by 14.5% (for the majority of personnel). We call this the 'X-Factor'.

Q1	How strongly do you agree or disagree with t	he followin	ng?			
	a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and	Strongly agree	Agree 2	Neither agree nor disagree	Disagree	Strongly disagree
	expectations. b. The pay and benefits I receive are fair for the work I do.	1	2	3	4	5
Q2	How satisfied are you with the following?					
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
	a. My rate of basic pay (basic pay includes X-Factor, but excludes Recruitment and Retention Payment (RRP) and any allowances).	1	2	3	4	5
	b. My pension benefits.	1	2	3	4	5
	c. Information about pay and allowances (e.g. from the intranet, DINs and brochures).	1	2	3	4	5

	My Recruitment and Retention Payment (RRP).	1	2	3	4	5	
	Varia	· \A/o.wla					
	Your	Work					
Q5	How satisfied are you with Army life in gene	ral?					
Q5	How satisfied are you with Army life in gene			Neither		Venz	
Q5	How satisfied are you with Army life in gene	eral? Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
Q5	How satisfied are you with Army life in gene	Very	Satisfied	satisfied nor	Dissatisfied	,	
		Very satisfied		satisfied nor dissatisfied	Dissatisfied	dissatisfied	
Q5 Q6	How satisfied are you with Army life in gene	Very satisfied		satisfied nor dissatisfied	Dissatisfied	dissatisfied 5	
		Very satisfied		satisfied nor dissatisfied	Dissatisfied 4 Low	dissatisfied	
		Very satisfied	2	satisfied nor dissatisfied 3 Neither	4	dissatisfied 5 Very	
	How would you rate the level of morale of	Very satisfied	2 High	satisfied nor dissatisfied 3 Neither high nor low	Low	dissatisfied 5 Very Low	
	How would you rate the level of morale of a. Myself.	Very satisfied	High	satisfied nor dissatisfied 3 Neither high nor low	Low 4	Very Low 5	
Q6	How would you rate the level of morale of a. Myself. b. My Unit. c. The Army as a whole.	Very satisfied Very high 1 1	High 2 2 2 2 2	satisfied nor dissatisfied Neither high nor low 3 3 3	Low 4	Very Low 5 5	
	How would you rate the level of morale of a. Myself. b. My Unit.	Very satisfied Very high 1 1	High 2 2 2 2 2	satisfied nor dissatisfied Neither high nor low 3 3 3	Low 4	Very Low 5 5	
Q6	How would you rate the level of morale of a. Myself. b. My Unit. c. The Army as a whole.	Very satisfied Very high 1 1 Dects of you	High 2 2 2 2 2 ur current	satisfied nor dissatisfied Neither high nor low 3 3 yob? Neither satisfied nor	Low 4 4 4	Very Low 5 5 5 Very Vory	
Q6	How would you rate the level of morale of a. Myself. b. My Unit. c. The Army as a whole. How satisfied are you with the following asp	Very satisfied Very high 1 1 1 Dects of you	High 2 2 2 2 2	satisfied nor dissatisfied Neither high nor low 3 3 1 3 Neither	Low 4	Very Low 5 5 5 5	
Q6	How would you rate the level of morale of a. Myself. b. My Unit. c. The Army as a whole. How satisfied are you with the following asparents. a. My job in general.	Very satisfied Very high 1 1 Dects of you	High 2 2 2 2 ur current Satisfied	satisfied nor dissatisfied Neither high nor low 3 3 job? Neither satisfied nor dissatisfied 3 3	Low 4 4 4 4 Dissatisfied	Very Low 5 5 5 Very dissatisfied 5 5	
Q6	How would you rate the level of morale of a. Myself. b. My Unit. c. The Army as a whole. How satisfied are you with the following asparant. a. My job in general. b. The sense of achievement I get from my work.	Very satisfied Very high 1 1 Dects of you	High 2 2 2 ur current Satisfied 2 2 2	satisfied nor dissatisfied Neither high nor low 3 3 job? Neither satisfied nor dissatisfied 3 3 3 3	Low 4 4 4 4 Dissatisfied	Very Low 5 5 Very dissatisfied 5	
Q6	How would you rate the level of morale of a. Myself. b. My Unit. c. The Army as a whole. How satisfied are you with the following asparents. a. My job in general.	Very satisfied Very high 1 1 Dects of you	High 2 2 2 2 ur current Satisfied	satisfied nor dissatisfied Neither high nor low 3 3 job? Neither satisfied nor dissatisfied nor dissatisfied 3 3 3 3 3 3 3 3 3	Low 4 4 4 4 Dissatisfied	Very Low 5 5 Very dissatisfied 5 5 5 Very dissatisfied 5 5 5	
Q6	How would you rate the level of morale of a. Myself. b. My Unit. c. The Army as a whole. How satisfied are you with the following asparant. a. My job in general. b. The sense of achievement I get from my work.	Very satisfied Very high 1 1 Dects of you	High 2 2 2 ur current Satisfied 2 2 2	satisfied nor dissatisfied Neither high nor low 3 3 job? Neither satisfied nor dissatisfied 3 3 3 3	Low 4 4 4 4 Dissatisfied	Very Low 5 5 Very dissatisfied 5	

Neither Strongly Strongly agree nor N/A agree Agree disagree Disagree disagree a. My superiors do not interfere excessively in my work activities. b. I am given sufficient authority to make decisions. c. If I make a genuine mistake at work, I do not feel that it will be held against me. d. Where I work people do not automatically look for someone to blame when things go wrong. e. I am encouraged to find better ways of doing things at work. f. I am always given a clear deadline as to when work needs to be completed. g. When I am set a task at work, I am told very clearly what output is required. h. I have a choice in deciding how I do my work. i. I know that if I do my job well I will be praised or rewarded. **Resources and Workload** How satisfied are you with the following? Q9 Neither Very satisfied nor Very satisfied Satisfied Dissatisfied dissatisfied dissatisfied a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon). b. The availability of personal equipment/kit I have to do my job. c. The standard of major equipment (e.g. vehicles and systems) I have to do my job. d. The availability of major equipment I have to do my job. Q10 How would you rate your workload over the last 12 months? Much About Much Too high too high right Too low too low **Q11** How satisfied are you with the following? Neither Very satisfied nor Verv satisfied Satisfied dissatisfied Dissatisfied dissatisfied a. The training facilities/training estate you have used in the last year. b. The facilities in my barracks.

How strongly do you agree or disagree with the following?

Q8

Your Career

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

Q12	Overall how satisfied are you with the way your career is being managed?								
				Neither					
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied			
		1	2	3	4	5			
Q13	Overall how satisfied are you with the career Centre?	managen	nent servic	e provided	by the Arn	ny Personn	el		
				Neither					
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A		
		1	2	3	4	5			
							_		
-	provide details of your responses to the above qualities his survey (Q98).	estions (Q12 & Q13) in the free	-text comn	nent box at	the		
Q14	In terms of your current assignment, how str	ongly do	you agree	_	with the fo	ollowing?			
		Strongly		Neither agree nor		Strongly			
		agree	Agree	disagree	Disagree	disagree			
	 a. I have the knowledge, skills and experience to do my job. 	1	2	3	4	5			
	 b. My knowledge, skills and experience are being used. 	1	2	3	4	5			
	c. The assignment provides development opportunities that will enhance my promotion prospects	S. 1	2	3	4	5			
	d. My personal preferences were taken into account.	1	2	3	4	5			
Q15	How satisfied are you with the following?								
		Very		Neither satisfied nor		Very			
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied			
	a. The notice I received for my current/last assignment	. 1	2	3	4	5			
	b. Involvement in decisions that affect my career.	1	2	3	4	5			
	c. The fairness of the appraisal system.	<u> </u>	2	3	4	5			
	d. The fairness of the promotion system.	1	2	3	4	5			
	e. My opportunities for promotion.	1	2	3	4	5			
] 3		5			
	f. My opportunities for further service.								
Q16	How important is promotion to your satisfact	ion with y	our Servic	e career at	the presen	t time?			
	Very important	1							
	Fairly important	2							
	Neither important nor unimportant	3							
	Fairly unimportant	4							
	Very unimportant	5							

Your Line Management

Q17	(Service or Civilian)?	ne tollowi	ng statem	ents about	your imme	ediate supe	erior
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	a. Understands and represents my interests.	1	2	3	4	5	6
	b. Supports me in my job.	<u> </u>	2	3	4	5	<u> </u>
	c. Sets a positive example.	<u> </u>	2	3	4	5	<u> </u>
	d. Encourages me to develop my skills.	1	2	3	4	5	<u> </u>
	e. Is supportive over work/life balance issues.	<u> </u>	2	3	4	5	<u> </u>
	f. Provides regular feedback on my performance.	<u> </u>	2	3	4	5	<u> </u>
	g. Tells me what's going on at work.	<u> </u>	2	3	4	5	6
	h. Is someone I trust.	<u> </u>	2	3	4	5	6
	 i. Helps me to understand how I contribute to Army objectives. 	1	2	3	4	5	6
	 j. Helps me to understand how major change decisions will affect me. 	1	2	3	4	5	6
	k. Works well with personnel from different backgrounds.	1	2	3	4	5	6
	 I am satisfied with the leadership provided by my immediate supervisor. 	1	2	3	4	5	6
	Senior Le	aders	hip				
Q18	How strongly do you agree or disagree with t Army (i.e. Brigadier and above)?	he followi	ng statem	ents about	the senior	leaders of	the
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	a. They understand and represent my interests.	1	2	3	4	5	6
	b. They are keen to listen to Service people's feedback	. 1	2	3	4	5	6
	c. They champion the Army's interests in Tri-Service issues.	1	2	3	4	5	6
	d. They communicate decisions to personnel.	1	2	3	4	5	6
	e. They understand the impact of change on personnel.	1	2	3	4	5	6
	f. I have confidence in the leadership of the Army.	1	2	3	4	5	
	Comm	itment					
Q19	How strongly do you agree or disagree with t		ng?	Neither			
	a. In the last 12 months, I have fulfilled my commitments/promises to the Army.	Strongly agree	Agree 2	agree nor disagree	Disagree 4	Strongly disagree	
	b. In the last 12 months, the Army has fulfilled its commitments/promises to me.	1	2	3	4	5	
	c. I am proud to be in the Army.	1	2	3	4	5	
	d. I am valued by the Army.	1	2	3	4	5	
	e. I would recommend joining the Army to others.	1	2	3	4	5	
	f. I feel a strong personal attachment to the Army.	1	2	3	4	5	

		Strongly		Neitrier		Strongly
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree
	g. I feel a strong personal attachment to my Unit.	1	2	3	4	5
	h. The Army inspires me to do the best in my job.	1	2	3	4	5
	 i. The Army motivates me to help it achieve its objectives. 	1	2	3	4	5 N/A
	j. My family is proud of me serving in the Armed Forces.	1	2	3	4	5 6
	k. My family benefits from being a Service family.	1	2	3	4	5 6
	I. My family supports my career in the Army.	1	2	3	4	5 6
	s that spirit which inspires soldiers to fight. It der ment, self-sacrifice and mutual trust, which toget		-	_	_	-
Q20	How strongly do you agree or disagree with	the follow	ing?			
		Strongly		Neither agree nor		Strongly
	The ethos of the Army is an important part of life in the Army.	agree 1	Agree 2	disagree 3	Disagree 4	disagree 5
	Working w	ith Ot	hers			
Q21	In considering your immediate working team following?	, to what e	extent do y	ou agree o	r disagree	with the
		Strongly		Neither agree nor		Strongly
		agree	Agree	disagree	Disagree	disagree
	a. My team know exactly what their responsibilities ar	e. 1	2	3	4	5
	b. The people in my team can be relied upon to help when things get difficult in my job.	1	2	3	4	5
	c. We have confidence in ourselves as a team.	1	2	3	4	5
	d. The people in my team work together to find ways to improve the service we provide.	1	2	3	4	5
	e. Team members work well with personnel from different backgrounds.	1	2	3	4	5
Q22	Have you had working contact with any of th	e followin	g in the <u>las</u>	st two years	? (Tick all	that apply)
	a. Armed Forces Reserves.	1				
	b. MOD Civil Servants.	1				
	c. MOD contractors.	1				
Q23	In your experience, how would you rate the o		on to the A	-		
		Very valuable	Valuable	Not very valuable	Not at all valuable	Don't know/ N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	1	2	3	4	5
Q24	In your experience, how well integrated into	_	are			
		Very well	Well	Not very well	Not at all well	Don't know/ N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	<u> </u>	2	3	4	5

Q25	In your experience, how would you rate the professionalism of									
		Very professional	l Professional	Not very professional	Not at all professional	Don't know/ N/A				
	a. Armed Forces Reserves.	1	2	3	4	5				
	b. MOD Civil Servants.	<u> </u>	2	3	4	5				
	c. MOD contractors.	1	2	3	4	5				
	Cha	nge								
Q26	How strongly do you agree or disagree with t	he follow	ing?							
		Strongly		Neither agree nor		Strongly Don't				
	Change is managed well in my immediate working team.	agree	Agree 2	disagree 3	Disagree 4	disagree know 5 6				
	b. Change is managed well in my Unit/Establishment.	1	2	3	4	5 6				
	c. Change is managed well in the Army.	1	2	3	4	5 6				
	Your Dep	loyme	nts							
lf you h	ave NOT been on an operational deployment sinc	e 1 Jan 20)18, please	go to Q30						
Q27	With regards to your current/last operational of a Unit?	deployme	ent, were y	ou deploye	ed individua	ally or as part				
	Individually 1	As part o	of a Unit	2						
Q28	With regards to your current/last operational	deployme	ent, how s		you with th	ne following?				
		Very	0-4-51	Neither satisfied nor	Discolistical	Very				
	a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA).	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied N/A				
	 b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc.). 	1	2	3	4	5 6				
	c. The deployment notice.	1	2	3	4	5 6				
	d. The pre-deployment training.		2	3	4	5 6				
	e. That the equipment I used during training was the same as that used on operations.	1	2	3	4	5 6				
	f. The personal kit and equipment I received for use on operations.	1	2	3	4	5 6				
	g. The major equipment (e.g. vehicles and systems) I used on operations.	1	2	3	4	5 6				
	h. The welfare support I received from the Army when I returned from operational deployment.	1	2	3	4	5 6				
	 i. The welfare support that my family, partner and/or parents received from the Army when I returned from operational deployment. 	1	2	3	4	5 6				
	j. The decompression and post operational tour support I received when I returned from operational deployment.	1	2	3	4	5 6				
	k. The Post Operational Stress Management that I received when I returned from operational deployment.	. 1	2	3	4	5 6				
	I. The operational role I was assigned to.	1	2	3	4	5 6				

QZ5	what is your view or the following regarding	•		•	deployments :
	a . The frequency of my operational deployments.	Too often 1 Too	About right 2 About	Not often enough Too	
	b. The length of my operational deployments.	long 1	right 2	short 3	
	Training and	Develo	opmen	t	
Q30	How satisfied are you with the following?				
		Very		Neither satisfied nor	Very
	a. My opportunities for professional development.	satisfied	Satisfied	dissatisfied	Dissatisfied dissatisfied
	b. My opportunities for personal development.		2	3	4 5
	c. The timing of the training I have received in order to carry out my current job roles.	1	2	3	4 5
	d. The extent to which I am doing the job for which I was trained.	1	2	3	4 5
	e. My opportunities to gain civilian accreditation for Service training (e.g. NVQs, apprenticeships).	1	2	3	4 5
	Vo F. t	ura Dia	200		
	Your Fut	ure Pia	ans		
Q31	What are your plans for the future? (Tick one	box only).	— 4	
	To stay serving as long as I can				
	To stay serving to the end of my current engagement		L		
	To leave the Army before the end of my current enga	agement/cor	mmission [3	
	To leave the Army as soon as I can		[
	I have put in my notice to leave			6	
	N/A / Don't know				
Q32	For how many more years do you plan on se (Please write the number of years in the boxe write '0' in the first box and '5' in the second	es e.g. if y	ou plan to		
Q33	How actively have you searched for a job out	tside the A	Army in the	e last 12 mo	onths?
	Very actively	Not very	-	3	
	Quite actively 2	Not at al	' [']	4	
Q34	When you leave the Army, would you conside Maritime Reserves, Army: Army Reserves, R.	AF: RAF V			e Forces (RN/RM:
	a. Full-time.	Yes	7/0	DOTT KNOW	
	b. Part-time.	1	2	3	
Q35	What would make you join the Volunteer Res	erve Forc	es? (Pleas	e write in t	he text box below)

		Strongly increases my intention	Increases my intention	Has no effect on my intention to	Increases my intention	Strongly increases my intention
	- Invested of American Control	to stay	to stay	stay or leave	to leave	to leave
	a. Impact of Army life on family and personal life.			3		5
	b. Opportunities outside the Army.					5
	c. Current job satisfaction.		2	3		
	d. Job security.		2	3		5
	e. My morale.		2	3	4	5
	f. Service morale.		2	3	4	5
	g. Amount of pay.	1	2	3	4	5
	h. Amount of allowances.	1	2	3	4	5
	i. Opportunities for career development.	1	2	3	4	5
	j. Opportunities for personal development.	1	2	3	4	5
	k. Opportunities for sport.	1	2	3	4	5
	I. Opportunities for Adventurous Training.	1	2	3	4	5
	m. Promotion prospects.	1	2	3	4	5
	n. Healthcare provision.	1	2	3	4	5
	o. Dental provision.	1	2	3	4	5
	p. Mental health provision.	1	2	3	4	5
	q. Pension.	1	2	3	4	5
	r. Opportunities for flexible working conditions.	1	2	3	4	5
	s. Excitement of the job.	1	2	3	4	5 N/A
	t. Financial Incentives available to me (e.g. Commitment Bonus).	1	2	3	4	5
	u. Spouse/partner's career.	1	2	3	4	5
	v. Accommodation provision.	1	2	3	4	5
	w. Other (if applicable, please specify in the text box	(below):				
Q37	If you have put your notice in to leave, please most influenced your decision to leave the the box provided).					n the reason in
		most importan or leaving	ot 2		d most import on for leaving	
Q38	How would having the option to apply for the to stay or leave the Army?	ne following	commitm	ent types ii	mpact on y	our intention
		Strongly increases my intention to stay	Increases my intention to stay	Has no effect on my intention to stay or leave	Increases my intention to leave	Strongly increases my intention to leave
	a. Opportunities to work part-time.	1	2	3	4	5
	b. Opportunities for reduced separated Service (including operational deployment).	1	2	3	4	5

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

Q36

Fairness at Work

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

Q39	How strongly do you agree or disagree with the in the Army?	he followir	ng stateme		ng fairness	and equality
		Strongly		Neither agree nor		Strongly
		agree	Agree	disagree	Disagree	disagree
	I am treated fairly at work.		2	3	4	5
Q40	Do you feel that the Army discipline system is	3? Unfair	4			
	Fair 2	Very unfa	ir 5			
	Neither fair nor unfair 3	vory arma	″ <u></u>			
	ay be characterised as offensive, intimidating, power through means intended to undermine, h					
sexual orie Discriminat	tion can occur when a person is treated less fa ntation, pregnancy or maternity, marriage or ci tion can also occur where a policy or practice want the basis of the characteristics mentioned ab	vil partner which app	rship, gene	der reassig	nment, age	or disability.
	t includes unwanted conduct which is related be effect of violating another's dignity or creating. it.					
individual from the s	te that the data gathered is strictly for researcl s in your response. No action will be taken on support helpline: 0306 7704656 (civ) or 96770 4 ely, please contact the Defence Bullying, Haras	this, and y	you are ins or email: A	stead advis rmy-Speak	sed to seek Out@mod.	guidance gov.uk.
Q41	Do you believe you have been subject to any 12 months? (Tick all that apply). a. Bullying	of the folio	owing in a	Service er	nvironment	in the last
	b. Discrimination	1				
	c. Harassment	1				
	d. None of the above	1	Please go	to Q44		
Q42	If you believe you have been subject to <u>bullying</u> please specify on what grounds in the text bo		rvice envir	onment in	the last 12	months,
Q43	If you believe that you have been subject to <u>d</u> in the last 12 months, please specify on what			assment in	a Service	environment
	a. Gender.	1	-	2		
	b. Gender reassignment.	<u> </u>		2		
	c. Race, colour, nationality, ethnic or national origin.	1		2		
	d. Marriage/civil partnership.	1		2		
	e. Religion or beliefs.	1		2		
	f. Sexual orientation.	1		2		

es	•	wanted sexual attenti nature. It can be expe	on, requests fo	or sexual f		verbal, onl	ine or phys		
	Do you b months?	elieve you have beer	subject to sex	ual haras	sment in a	Service en	vironment i	n the last	12
	Yes	1		No		2			
		make a formal written ent and/or bullying?	complaint witl	nin the las	t 12 month	ns about thi	s discrimin	ation,	
	Yes			1	Please go	to Q46			
	No			2	Please go	to Q47			
	N/A			3	Please go	to Q48			
	If you DII	D MAKE a formal writ	ten complaint,	how satis	fied were/a		the follow	ing aspec	ts
				Very		Neither satisfied nor		Very	
	a The obje	ectivity and fairness with	which my	satisfied	Satisfied 2	dissatisfied	Dissatisfied	dissatisfied	′ / Г
		was handled/is being har							L
	b. The amo	ount of time taken/it is tak aint.	king to resolve	1	2	3	4	5	
		II I was/am being kept info f my complaint.	ormed about the	1	2	3	4	5	
	d. The sup	port provided by my Assi	sting Officer.	1	2	3	4	5	
	e. The out	come of my complaint.		1	2	3	4	5	
	If you did	d NOT make a formal	written compla	int, why w	/as this? (1	Γick all that	apply)		
	-	ot aware of the Service Co	-		`		1		
	b. I conside	ered the incident(s) to be	too minor to repo	rt.			1		
	c. The inci	dent(s) was/were resolve	d informally.				1		
	d. The inci	dent(s) was/were resolve	d through mediati	on.			1		
	e. I did not	believe anything would b	e done if I did cor	mplain.			1		
	f. I did not	want to go through the co	omplaints procedu	ıre.			1		
	g. I believe	ed it might adversely affect	ct my career.				1		
	h. I believe	ed it might adversely affect	ct another work co	lleague or t	he working e	nvironment.	1		
	i. I was wo	rried that there would be	recriminations fro	m the perpe	etrators.		1		
	j. I was dis	couraged from doing so.					1		
	-	eason(s) - (please specify	in the text box be	low):			1		

Q48	Which of these best sums up you	r awarenes	s of the So	ervice Con	iplaints <u>Pro</u>	cess?		
	I've never heard of it	1						
	I've heard of it but know nothing about it	2						
	I've heard of it and know a little about it	3						
	I've heard of it and know a lot about it	4						
Q49	Which of these best sums up you	ır awarenes	s of the S	ervice Con	nplaints <u>Om</u>	ıbudsman?	,	
	I've never heard of it	1						
	I've heard of it but know nothing about it	2						
	I've heard of it and know a little about it	3						
	I've heard of it and know a lot about it	4						
https://v Informa	tion about the Service Complaints Pro www.gov.uk/government/publications/ tion about the Service Complaints On www.servicecomplaintsombudsman.o	jsp-831-red nbudsman d	ress-of-in	dividual-gı	ievances-s		plaints	
intps://v	•	Work-l	Life Ba	lance				
Q50	In the past 12 months approxima spouse/partner or children) for So		ons?	ave you sp	-	rom your fa	mily (e.g.	
	Up to 1 month (4 weeks)		Between 10-	12 months (40)-52 weeks)	6		
	Between 1-3 months (5-13 weeks)		N/A		[7		
	Between 4-6 months (14-26 weeks)				,			
Q51	In the past 12 months, how satisf	ied were yo	u with the	following	?			
			Very		Neither satisfied nor		Very	
	a. The ability to plan my own life - short (e.g. work/weekend leave).	term	satisfied	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied 5	
	b. The ability to plan my own life - long to (e.g. holidays/career training).	erm	1	2	3	4	5	
	c. The opportunity for me to work flexibl (e.g. variable start/finish times, Compre Working from home).		1	2	3	4	5	
	d. The amount of time away from my us of duty.	ual place	1	2	3	4	5	N/A
	e. The amount of time away from my fairfriends.	mily and	1	2	3	4	5	
	f. The effect of Service life on my children	en's education	n. 1	2	3	4	5	
	g. The effect of Service life on my spous career.	se/partner's	1	2	3	4	5	
Q52	How strongly do you agree or dis	agree with	the follow	ing?				
	I am able to maintain a balance betwee	n my	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	
	personal and working life.							

(if not, go to Q55) Q53 How satisfied were/are you with the following? Neither Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied The impact of my state of readiness on my domestic/personal life. **Q54** How strongly do you agree or disagree with the following? Neither Strongly Strongly agree nor agree Agree disagree Disagree disagree a. My state of readiness was/is justified. N/A b. The NTM (Notice to Move) that I received was in accordance with my state of readiness. **Your Leave Q55** How satisfied are you with the following? Neither Very satisfied nor Very Satisfied Dissatisfied dissatisfied satisfied dissatisfied a. My overall leave allowance i.e. annual leave, post operational tour leave (POTL), leave carried over from previous years. b. The opportunity to take leave when I want to. c. The amount of leave I was able to take in the last 12 months. **Q56** If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? (Tick all that apply) a. Operational tour. b. Not allowed. c. Courses/training. d. Workload. e. Undermanning. f. I wanted to carry days over to the next leave year. g. Other (please specify in the text box below): Your Health and Well-being **Q57** If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with: Neither Verv satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A a. Being able to access the medical care when I needed it. b. The medical treatment.

Only answer the following questions (Q53 to Q54) if you have been on a state of readiness in the last 12 months

Q58	If you have received Service-provided <u>dental</u> treatment in the last 2 years, how satisfied were you with:							
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied N/A		
	a. Being able to access the dental care when I needed it.	1	2	3	4	5 6		
	b. The dental treatment.	1	2	3	4	5 6		
	measuring national well-being we are intereste lestions following are not linked particularly to					general with		
Q59	Overall, how satisfied are you with your life n	owadays?			0			
	Not at all 0 1 2 3 4	5 6	7	8	Compi	10		
Q60	Overall, how happy did you feel yesterday?							
	Not at all 0 1 2 3 4	5 6	7	8	Compi 9	letely 10		
Q61	Overall, how anxious did you feel yesterday?	•			0			
	Not at all 0 1 2 3 4	5 6	7	8	Compi 9	etely 10		
Q62	Overall, to what extent do you feel the things Not at all	you do in y	our life a	re worthwh	nile? Compi	lotoly		
		5 6	7	8	9	10		
	Fitness, Sport and A	dventu	rous T	rainin	g			
Q63	How satisfied are you with the following?							
		Very		Neither satisfied nor	D'('f'I	Very		
	a. Army sport, exercise and fitness facilities in general	satisfied I. 1	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5		
	b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).	1	2	3	4	5		
	c. My opportunities to take part in sport.	1	2	3	4	5		
	d. My opportunities to take part in Adventurous Training.	1	2	3	4	5		
	e. My opportunities to take part in Force Development Activities.	1	2	3	4	5		

	W	elfare					
Q64	How satisfied are you with the following?						
		Very		Neither satisfied nor		Very	
	a. The welfare support provided by the Army for m	satisfied	Satisfied	dissatisfied	Dissatisfied 4	dissatis	fied N/A 5
	b. The welfare support provided by the Army for m family.	Ш.	2	3	4		5
	c. The support my spouse/partner gets from the Army when I am absent.	1	2	3	4		5
	d. The Operational/Deployment Welfare Package.	1	2	3	4		5
Q65	How satisfied are you with the following?						
	Very		Neither satisfied nor		Very	Not	Not
	satisfied	Satisfied	dissatisfied		dissatisfied	used	heard of
	a. My Unit Welfare Officer.	2	3	4	5	6	
	b. The chaplaincy support provided by the Army.	2	3	4	5	6	7
	c. The Army Welfare Service, Personal Support.	2	3	4	5	6	7
	d. The Army Welfare Service, Community Support.	2	3	4	5	6	7
	e. The Army Welfare Service, The HIVE.	2	3	4	5	6	7
	f. The Army Families Federation.	2	3	4	5	6	7
	Your Acc	ommo	dation				
Q66	What kind of accommodation do you live i			a working w	ook2 (Tick	one ho	v only)
QUU	Service Family Accommodation (SFA)	ii at piesei		_	se go to Q6 7		X Oiliy)
	Substitute Service Family Accommodation (SSFA)	ı	2		ise go to Q6 7		
	Single Living Accommodation (SLA)		3		ise go to Q6 7		
	Substitute Service Single Accommodation (SSSA)	(Formerly S	SLA) 4		ise go to Q6 7		
	Property I own		5		ise go to Q7 ′		
	Privately rented accommodation		6	Plea	se go to Q6 9)	
	In a relative's (e.g. parents') home		7	Plea	se go to Q69	9	
	Other (please specify in the text box below)		8	Plea	se go to Q6 9	9	
Q67	If you have moved from your own home in what was/were the reason(s) for this? (Tic a. Posting requirement.			ation in the	last 12 mo	onths,	
	b. Economy.		1				
	c. Personal circumstances e.g. marriage, separation	on, divorce.	1				
	d. Other (please specify in the text box below).		1				

	With regard to your current Service Accommodation, how satisfied are you with the following?								
		Von		Neither		\/om/	N/A /		
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Don't know		
	a. The overall standard.	1	2	3	4	5			
	b. The value for money.	1	2	3	4	5			
	c. The response to requests for maintenance/repair to my current accommodation.	1	2	3	4	5			
	d. The quality of maintenance/repair work to my current accommodation.	1	2	3	4	5	6		
	e. How fairly Service Accommodation is allocated.	1	2	3	4	5			
Q69	Do you currently own your own home? Pleas or not.	e answer	this quest	ion whethe	r you live ii	n this prop	erty		
	Yes		1	Plea	se go to Q71				
	No				se go to Q70				
		futuma			-				
	No, but I am currently saving up to buy a home in the	tuture		Plea	se go to Q70	1			
Q70	Please indicate whether each of the following (Tick all that apply) Once completed please go to Q73.	j is a reas	on why yo	u do not ov	vn your ow	n home.			
	a. I don't want to own a home at this stage in my life/c	areer.	1						
	 b. Living in Service Accommodation is better suited to my family's needs at present than home ownership is. 		1						
	 c. I want to be able to move about/move my family wit when I am posted. 	h me	1						
	d. I don't want to buy a home where I am currently loc	ated.	1						
	e. I can't afford to buy a suitable home at the moment		<u> </u>						
	f. I don't want to risk losing money.		1						
	g. I wouldn't be able to live in the home.								
	h. Other (please specify in the text box below):		<u> </u>						
Q71	Please indicate whether each of the following (Tick all that apply). a. To give stability for myself and my family.	y was a re	ason why	you bough	t your own	home			
	b. The allowances for living in my own home.c. To rent it out.								
	d. Poor standards of SLA or SFA.								
	e. Poor location of SLA or SFA.								
	f. The cost of SLA or SFA.								
	g. I wanted to live with my partner.								
	h. Other (please specify in the text box below):	1							

Q/2	if you currently own a nome, now satisfied ar	e you witi	tne tollo	Ū		
	a. The opportunity to live in my own home.	Very satisfied	Satisfied 2	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied N/A
	b. The allowances for living in my own home.	1	2	3	4	5 6
Q73	Which of the following statements apply to you a. In the last year, I have used Forces Help to Buy (FHTB) for my home purchase.	ou? (Tick	all that ap	ply)		
	b. In the last year, I have used FHTB to extend my hor	me.		1		
	c. I am considering using FHTB for a future home pure	chase.		1		
	d. In the last year, I purchased my own home without the FHTB or the Government Affordable Housing Scheme			1		
	e. In the last year, I used a Government Affordable Ho (e.g. Help to Buy: Equity Loan / Mortgage Guarantee / Shared Ownership Schemes).			1		
	f. None of the above.			1		
You can	i find more information on Forces Help to Buy at t	he followi	na link: w	ww.aov.uk/	forces-helr	o-to-buv
	Catering, Reta	ill and	Leisui	re		
Q74	Thinking specifically about food and drink su which of these factors are important to you?			, when con	sidering wh	nere to eat
	a. Price.					
	b. Value for money.c. Choice.					
	d. Quality.					
	e. Quantity. f. Well known brand.					
	g. Where it is sourced from (e.g. Fairtrade, locally prod	ducod)				
	h. Other (please specify in the text box below):	auc e u).	1			
	n. Other (please specify in the text box below).					
Q75	How often do you use Service-provided cater	ing facilit	ies?			
		Always	Often	Sometimes	Rarely	Never N/A
	a. For eating at breakfast.					5 6
	b. For eating at lunchtime.					5 6
	c. For eating in the evening.					5 6
	d. For drinking, socialising in the bar.					5 6
	e. For informal functions.			3		5 6
	f. For formal functions (<u>Officers/SNCOs/WOs only</u>).					
Q76	How satisfied are you with the following?			Neither		
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied N/A
	a. The availability of food during the week on my Unit (e.g. opening hours).	1	2	3	4	5 6
	b. The number of functions during the year.	1	2	3	4	5 6
	c. The standard of service from catering contractors on my Unit.	1	2	3	4	5 6

Your Family Life

Q77	What is your current personal status? Single (never married or formed a civil partnership)	1	Please go to Q79
	In a long term/established relationship (but not married or in a civil partnership)	2	
	Married/In a civil partnership	3	
	Separated, but still legally married or in a civil partnership	4	Please go to Q79
	Divorced/Formerly in a civil partnership which is now legally dissolve	ed 5	Please go to Q79
	Widowed/The surviving partner from a civil partnership	6	Please go to Q79
	Prefer not to say	7	Please go to Q79
Q78	What is your spouse/partner's current employment situat In the Armed Forces	ion?	1
	In full-time paid employment/full-time self-employment (other than A	rmed Forces)	2
	In part-time paid employment/part-time self-employment		3
	In voluntary (unpaid) employment		4
	Not employed (for any reason)		5
	In full-time or part-time education		6
Q79	Do you have any children whom you support financially? Yes		
	No Please go to Q84		
	each category in each box, e.g. "3", or if you do not have child Under 5 years Between 5 and 17 years 18 years and over	dren in a categ	gory please insert "U".)
Q81	Do any of your children live with you? (Tick one box only) Yes).	
	Shared access 2		
	Weekends/holidays only	Please go to Q84	ļ.
	No P	Please go to Q84	Į.
	N/A □ 5 P	Please go to Q84	į.
Q82	If you have a child or children living with you, do you con Yes 1 No 2	sider yoursel	
Q83	If you require childcare, how satisfied are you with the loc	cally provided	childcare facilities?
	Very satisfied S	Neit satisfie Satisfied dissat	ed nor Very
Q84	Do you have caring responsibilities for infirm or elderly at Yes 1 No 12	dult(s)?	

Q85 If you have been declined credit in the last 12 months, what was the reason for this? (Tick one box only). Failed credit check Lack of UK credit history Too many address moves Don't know Prefer not to say Other (please specify in the text box below): **Q86** Do you currently have personal debt levels that concern you? Being Part of Society **Q87** Are you currently registered to vote? Yes Please go to Q88 Please go to Q89 No Don't know Please go to Q90 You can register to vote at the following link: www.gov.uk/register-to-vote **Q88** If you are currently registered to vote, are you registered as ...? (Tick one box only). An ordinary/residential voter - registered for one year, Please go to Q90 usually via the annual update of voters (annual canvass) A Service voter - registered for five years, via a Service declaration Please go to Q90 An overseas voter - registered for one year, in the same way as a Please go to Q90 non-Forces British citizen living overseas. **Q89** If you are not currently registered to vote, what is the main reason for this? (Tick one box only) I did not receive an electoral registration form I have not got around to it, but aim to do it sometime I do not know how to register I am not interested in politics I wish to remain impartial Other The 'Armed Forces Covenant', announced by the Government in May 2011, is a promise by the nation ensuring that those who serve or who have served in the Armed Forces, and their families, are treated fairly. Q90 Which of these best sums up your awareness of the Armed Forces Covenant? I've never heard of it I've heard of it but know nothing about it I've heard of it and know a little about it I've heard of it and know a lot about it

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

training and policy.

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

Q91	Which, if any, of the following areas do you f compared to the general public?	eel advant	taged or di	isadvantage	ed as a Ser	vice perso	n,
		Strongly		Neither advantaged nor		Strongly	Don'i know
		advantaged	Advantaged	disadvantaged	Disadvantaged	0,	N/A
	a. Family's access to NHS care.		2	3			Ш
	b. Children's Education.		2	3		5	Ш
	c. Housing.	1	2	3	4	5	
	d. Family life.	1	2	3	4	5	
	e. Benefits.	1	2	3	4	5	
	f. Tax.	1	2	3	4	5	
	g. Commercial Products and Services e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit.	1	2	3	4	5	
	h. HM Forces and Veterans-specific financial advice and discounts e.g. Money Force, Defence Discount Service, Defence Privilege Cards and Joining Forces (Credit Unions).	1	2	3	4	5	
	i. Participation as Citizens e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition.	1	2	3	4	5	
	j. Other (please specify in the text box below):	1	2	3	4	5	
Q92	How strongly do you agree or disagree with a a. I offer an important service to the country. b. Members of the Armed Forces are valued by society at large.	Strongly agree	Agree	Neither agree nor disagree	Disagree 4 4	Strongly disagree	Don's know
	Your Bac	karou	nd				
Q93	Have you ever been a member of a Service Contraining Corps/Combined Cadet Force)? Yes No			to Q94	rmy Cadet	Force/Air	
Q94	If YES, were you a member of the: (Tick all the a. Sea Cadet Corps (SCC)?	nat apply)					
	b. Army Cadet Force (ACF)?	1					
	c. Air Training Corps (ATC)?	<u> </u>					
	d. Combined Cadet Force RN (CCF RN)?	<u> </u>					
	e. Combined Cadet Force Army (CCF Army)?	1					
	f. Combined Cadet Force RAF (CCF RAF)?	1					

Q91

Taking Action and Your Comments Q95 How strongly do you agree or disagree with the following? Neither Strongly agree nor Strongly Don't agree Agree disagree Disagree disagree a. I believe the leaders in the Army will take action on the results of AFCAS. b. I think effective action has been taken in the Army on the results of AFCAS. **Q96** This survey is? About right Too long Too short **Q97** How long did it take you to complete this survey? Less than 10 minutes 40-50 minutes 10-20 minutes 50-60 minutes 20-30 minutes Over an hour 30-40 minutes **Q98** Please use this box to provide any further comments about working and living in the Army.

Thank you for completing this survey.

Please return it as soon as you can to:

Civica Engagement Solutions, 33 Clarendon Road, London, N8 0NW using the <u>envelope provided</u>.

Responses must reach us by 8th February 2021 in order to be included. Please allow sufficient time for postage.

Continuous Attitude Survey

What is Life in the Royal Navy like for you?

Your views are important to us

You can complete this survey online - see inside for details



















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



Deputy Chief of Naval Staff



PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Royal Navy

This survey is available for you to complete online. It is recommended you use **Google Chrome** to access the survey. The Token you are asked to enter is your Service Number (this is case sensitive).

If you are accessing the survey via a **MOD computer** e.g. a MODNET or DII computer, please visit the following internal webpage:

http://bravo.dasa.r.mil.uk/limesurvey/index.php/224895

Alternatively, if you are accessing the survey using a **non-MOD computer** e.g. personal computer, tablet or mobile phone, please visit the following external webpage:

https://surveys.mod.uk/index.php/224895

Completing the survey electronically is the quickest and cheapest way for you to send us your views. You may find the first, internal link is quicker to load the survey than the second, external link.

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

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

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

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

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

The data controller for this project will be Defence Statistics. The Data Protection Officer oversees the processing of personal data, and can be contacted at: Andy.Dorman415@mod.gov.uk.

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

¹ Armed Forces Continuous Attitude Survey reports are publicly available via: https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index. The report of the findings of the 2021 AFCAS survey is provisionally due to be released in May 2021.

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

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

Please complete the survey as soon as you can and return it in the envelope provided. **Responses must reach us by 8**th **February 2021 in order to be included**. Please allow sufficient time for postage.

Frequently asked questions:

Q. What is the purpose of the survey?

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

Q. How is the information used?

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

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

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

Q. Do I have to complete the survey?

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

Q. What will I be asked to do?

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

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

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

Q. Will my records be kept confidential?

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

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

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

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

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

Q. What if I want to make a complaint?

A. Complaints about the survey should be addressed to Alexander Zammit, <u>Alexander.Zammit100@mod.gov.uk</u>, 07971 770576.

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

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

Please turn the page for the 2021 Armed Forces Continuous Attitude Survey (AFCAS): Royal Navy.

² World Medical Association Declaration of Helsinki [revised October 2013]. Recommendations Guiding Medical Doctors in Biomedical Research Involving Human Subjects. 64th WMA General Assembly, Fortaleza (Brazil).

Armed Forces Continuous Attitude Survey 2021 Royal Navy

You may have recently received an AFCAS email inviting you to complete the electronic version of this survey. If you have already completed the electronic version of this 2021 AFCAS survey then please ignore this paper copy.

Please fill in this survey as **fully** and **honestly** as you can.

Your completed survey will be **treated in confidence**: it will be processed by people outside your Chain of Command and the Ministry of Defence. Responses from individuals **will not be identified**.

Please **read all instructions** carefully before answering a question and follow any **routing instruction** after answering a question. A few questions will require a written answer - please write clearly in **BLOCK CAPITALS**.

Once completed please return the survey to:
Civica Engagement Solutions, 33 Clarendon Road, London, N8 0NW using the
prepaid envelope provided.

Responses must reach us by 8th February 2021 in order to be included in the survey.

This survey is available for you to complete online. It is recommended you use **Google Chrome** to access the survey. The TOKEN you are asked to enter is your **Service Number** (this is case sensitive).

If you are accessing the survey via a MOD computer e.g. a MODNET or DII computer, please visit the following internal webpage:

http://bravo.dasa.r.mil.uk/limesurvey/index.php/224895

Alternatively, if you are accessing the survey using a non-MOD computer e.g. personal computer, tablet or mobile phone, please visit the following external webpage:

https://surveys.mod.uk/index.php/224895

Completing the survey electronically is the quickest and cheapest way for you to send us your views.

Your Pay

To compensate for differences in lifestyle, working conditions and expectations between Service personnel and their civilian equivalents, Service salaries are increased by 14.5% (for the majority of personnel). We call this the 'X-Factor'.

Q1	How strongly do you agree or disagree with t	he followi	ng?			
	The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	Strongly agree	Agree 2	Neither agree nor disagree	Disagree	Strongly disagree
	b. The pay and benefits I receive are fair for the work I do.	1	2	3	4	5
	c. The RN offer (including dental & healthcare, subsidised accommodation, pay & pension) is better than that which industry offers.	1	2	3	4	5

You can find the Armed Forces Pension, Annual Allowances and Scheme Pays Calculator at the following link: http://mod-abc.co.uk/

Q2	How satisfied are you with the following?						
	a Murata of basis you (basis pay includes V Faster	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	 a. My rate of basic pay (basic pay includes X-Factor, but excludes Recruitment and Retention Payment (RRP) and any allowances). 						
	b. My pension benefits.	1	2	3	4	5	
	c. Information about pay and allowances (e.g. from the intranet, DINs and brochures).	1	2	3	4	5	
	d. My ability to access JPA.	1	2	3	4	5	N/A
	e. My allowances (e.g. Longer Separation Allowance (LSA), Get You Home (GYH), Continuity of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA)).	1	2	3	4	5	
Q3	In the last 12 months, have you been in recei		cruitment asse go to Q		on Paymer	nt (RRP)?	
Q4	How satisfied are you with the following?						
		Very		Neither satisfied nor		Very	
	My Recruitment and Retention Payment (RRP).	satisfied	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied 5	
	Your	Work					
	ioui	VVOIR					
Q5	How satisfied are you with RN life in general?						
Q5		? Very		Neither satisfied nor		Very	
Q5		?	Satisfied		Dissatisfied	Very dissatisfied	
Q5 Q6		? Very		satisfied nor dissatisfied	Dissatisfied	dissatisfied	
	How satisfied are you with RN life in general?	Very satisfied 1 Very	2	satisfied nor dissatisfied 3 Neither	4	dissatisfied 5 Very	
	How satisfied are you with RN life in general?	Very satisfied		satisfied nor dissatisfied	4	dissatisfied 5	
	How satisfied are you with RN life in general? How would you rate the level of morale of	Very satisfied 1 Very	2 High	satisfied nor dissatisfied 3 Neither	4	dissatisfied 5 Very	
	How satisfied are you with RN life in general? How would you rate the level of morale of a. Myself.	Very satisfied 1 Very	High	satisfied nor dissatisfied 3 Neither high nor low	4	dissatisfied 5 Very Low 5	
	How satisfied are you with RN life in general? How would you rate the level of morale of a. Myself. b. My Unit.	Very satisfied Very high 1 1	High 2 2 2 2 2	satisfied nor dissatisfied 3 Neither high nor low 3 3 3 3 3	4	Very Low 5 5	
Q6	How satisfied are you with RN life in general? How would you rate the level of morale of a. Myself. b. My Unit. c. The RN as a whole.	Very satisfied Very high 1 1 vects of you	High 2 2 2 2 2 ar current	satisfied nor dissatisfied 3 Neither high nor low 3 3 1 1 Neither satisfied nor	Low 4 4 4 4	Very Low 5 5 Very Very	
Q6	How satisfied are you with RN life in general? How would you rate the level of morale of a. Myself. b. My Unit. c. The RN as a whole.	Very satisfied Very high 1 1 1 2 2 4 4 4 4 4 4 4 4 4 4 4	High 2 2 2 2 2	satisfied nor dissatisfied 3 Neither high nor low 3 3 3 Job? Neither	4	Very Low 5 5 5	
Q6	How satisfied are you with RN life in general? How would you rate the level of morale of a. Myself. b. My Unit. c. The RN as a whole. How satisfied are you with the following asper	Very satisfied Very high 1 1 vects of you	High 2 2 2 2 ar current Satisfied	satisfied nor dissatisfied Neither high nor low 3 Neither satisfied nor dissatisfied	Low 4 4 4 4	Very Low 5 5 Very dissatisfied	
Q6	How satisfied are you with RN life in general? How would you rate the level of morale of a. Myself. b. My Unit. c. The RN as a whole. How satisfied are you with the following aspect.	Very satisfied Very high 1 1 vects of you	High 2 2 2 2 2 3r current Satisfied 2 2	satisfied nor dissatisfied 3 Neither high nor low 3 3 job? Neither satisfied nor dissatisfied 3 3	Low 4 4 4 4	Very Low 5 5 Very dissatisfied 5 Very 5 5 5	
Q6	How satisfied are you with RN life in general? How would you rate the level of morale of a. Myself. b. My Unit. c. The RN as a whole. How satisfied are you with the following aspectation. a. My job in general. b. The sense of achievement I get from my work.	Very satisfied Very high 1 1 vects of you	High 2 2 2 2 Ir current Satisfied 2 2 2	satisfied nor dissatisfied Neither high nor low 3 3 job? Neither satisfied nor dissatisfied 3 3 3 3 3	Low 4 4 4 4	Very Low 5 5 Very dissatisfied 5	

Q8	How strongly do you agree or disagree with th	ne followir	ng?				
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	N/A
	 a. My superiors do not interfere excessively in my work activities. 	1	2	3	4	5	
	b. I am given sufficient authority to make decisions.	1	2	3	4	5	
	c. If I make a genuine mistake at work, I do not feel that it will be held against me.	1	2	3	4	5	
	d. Where I work people do not automatically look for someone to blame when things go wrong.	1	2	3	4	5	
	e. I am encouraged to find better ways of doing things at work.	1	2	3	4	5	
	f. I am always given a clear deadline as to when work needs to be completed.	1	2	3	4	5	
	g. When I am set a task at work, I am told very clearly what output is required.	1	2	3	4	5	
	h. I have a choice in deciding how I do my work.	1	2	3	4	5	
	i. I know that if I do my job well I will be praised or rewarded.	1	2	3	4	5	
	Resources an	nd Woi	rkload				
Q9	How satisfied are you with the following?						
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	1	2	3	4	5	
	b. The availability of personal equipment/kit I have to do my job.	1	2	3	4	5	
	c. The standard of major equipment (e.g. vehicles and systems) I have to do my job .	1	2	3	4	5	
	d. The availability of major equipment I have to do my job.	1	2	3	4	5	
Q10	How would you rate your workload over the la		iths?				
		Much too high	Too high	About right	Too low	Much too low	
	Va 0						
	Your C						
Q11	Overall how satisfied are you with the way you		s being m	Neither			
		Very satisfied	Satisfied 2	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
future Se	lanagement is defined as 'The assignment of indivervice requirements, exploiting skills, career deveces, whilst providing advice on future career path	lopment n					
Q12	Overall how satisfied are you with the career nand Branch Advisers?	manageme	ent servic	e provided	by the Car	reer Manag	jers
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
		1 1 1	1 1-	1 1	1 1 1	ı ı ı ı	1 1

Q13	Who do you think is responsible for managing a. You.	g your car	eer? (Tick	all that ap	ply)		
	b. Immediate superior (line manager).	1					
	c. Career Manager.	1					
Q14	In terms of your current assignment, how stro	nalv do v	ou agree	or disagree	with the fo	ollowina?	
			g	Neither			
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	
	 a. I have the knowledge, skills and experience to do my job. 	1	2	3	4	5	
	b. My knowledge, skills and experience are being used.	1	2	3	4	5	
	c. The assignment provides development opportunities that will enhance my promotion prospects.	3	2	3	4	5	
	d. My personal preferences were taken into account.	1	2	3	4	5	
Q15	How satisfied are you with the following?			Neither			
		Very		satisfied nor		Very	
	a. The notice I received for my surrent/lest assignment	satisfied	Satisfied 2	dissatisfied	Dissatisfied	dissatisfied	
	a. The notice I received for my current/last assignment.] 3		5	
	b. Involvement in decisions that affect my career.			3		5	
	c. The fairness of the appraisal system.			3		5	
	d. The fairness of the promotion system.						
	e. My opportunities for promotion.	Ш'	2	3		5	
	f. My opportunities for further service.		2	3	4	5	
Q16	How important is promotion to your satisfacti	on with y	our Servic	e career at	the presen	t time?	
	Very important	1					
	Fairly important	2					
	Neither important nor unimportant	3					
	Fairly unimportant	4					
	Very unimportant	5					
	Your Line M	anage	ment				
Q17	How strongly do you agree or disagree with the	he followi	ng statem	ents about	your imme	diate supe	rior
	(Service or Civilian)?			Neither			
		Strongly	A ==== =	agree nor	D:	Strongly	Don't
	a. Understands and represents my interests.	agree	Agree 2	disagree 3	Disagree 4	disagree 5	know 6
	b. Supports me in my job.	<u></u>	2	3	4	5	6
	c. Sets a positive example.	<u></u> 1 1	2	3	4	5	6
	d. Encourages me to develop my skills.	<u> </u>	2	3	4	5	6
	e. Is supportive over work/life balance issues.	<u> </u>	2	3	<u> </u>	5	6
	f. Provides regular feedback on my performance.	<u> </u>	2	3	4	5	6
	g. Tells me what's going on at work.	<u> </u>	2	3	4	5	6
	h. Is someone I trust.	1	2	3	4	5	6
	 i. Helps me to understand how I contribute to RN objectives. 	1	2	3	4	5	6
	 j. Helps me to understand how major change decisions will affect me. 	1	2	3	4	5	6
	k. Works well with personnel from different backgrounds.	1	2	3	4	5	6
	 I am satisfied with the leadership provided by my immediate supervisor. 	1	2	3	4	5	6

Q18	0-3 months		re months	2			
Q19	How strongly do you agree or disagree with	the followi	ng statem	ents?			
	a. I trust my Divisional Officer to support me.b. My Divisional Officer knows me well.	Strongly agree	Agree 2	Neither agree nor disagree 3 3	Disagree 4 4	Strongly disagree 5 5	Don't Know
	Senior L	eaders	hip				
Q20	How strongly do you agree or disagree with Royal Navy (i.e. Commodore and above)?	the followi	ng statem	ents about	the senior	leaders o	f the
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	a. They understand and represent my interests.	1	2	3	4	5	6
	b. They are keen to listen to Service people's feedbac	k. 1	2	3	4	5	6
	c. They champion the RN's interests in Tri-Service issues.	1	2	3	4	5	6
	d. They communicate decisions to personnel.	1	2	3	4	5	6
	e. They understand the impact of change on personnel.	1	2	3	4	5	6
	f. I have confidence in the leadership of the Royal Nav	/y .	2	3	4	5	6
	Comm	nitment					
Q21	How strongly do you agree or disagree with	the followi	ng?				
		Strongly		Neither agree nor		Strongly	
	a. In the last 12 months, I have fulfilled my commitments/promises to the RN.	agree	Agree 2	disagree	Disagree 4	disagree 5	
	b. In the last 12 months, the RN has fulfilled its commitments/promises to me.	1	2	3	4	5	
	c. I am proud to be in the RN.	1	2	3	4	5	
	d. I am valued by the RN.	<u> </u>	2	3	4	5	
	e. I would recommend joining the RN to others.		2	3	4	5	
	f. I feel a strong personal attachment to the RN.		2	3	4	5	
	g. I feel a strong personal attachment to my Unit.		2	3	4	5	
	h. The RN inspires me to do the best in my job.	<u> </u>	2	3	4	5	
	 The RN motivates me to help it achieve its objectives. 	1	2	3	4	5	
	j. My family is proud of me serving in the Armed Forces.	1	2	3	4	5	N/A
	k. My family benefits from being a Service family.	1	2	3	4	5	6
	I. My family supports my career in the RN.	1	2	3	4	5	6

Ethos is the enduring spirit from our people's loyalty to their ship, Unit or team sustained by high professional standards and strong leadership, which gives us courage in adversity and the determination to fight and win.

How strongly do you agree or disagree with the following?

Q22

		Strongly		Neither agree nor		Strongly
	a. The ethos of the RN is an important part of life in the RN.	agree 1	Agree 2	disagree 3	Disagree 4	disagree 5
	b. The ethos of my branch is important to me.	1	2	3	4	5
	Working v	vith Otl	hers			
Q23	In considering your immediate working tean following?	n, to what e	extent do y	ou agree o	r disagree v	with the
		Strongly		Neither agree nor	0.1	Strongly
	a. My team know exactly what their responsibilities a	agree are. 1	Agree 2	disagree 3	Disagree 4	disagree 5
	b. The people in my team can be relied upon to help when things get difficult in my job.	1	2	3	4	5
	c. We have confidence in ourselves as a team.	1	2	3	4	5
	 d. The people in my team work together to find ways to improve the service we provide. 	1	2	3	4	5
	e. Team members work well with personnel from different backgrounds.	1	2	3	4	5
Q24	Have you had working contact with any of the IF NONE APPLY PLEASE GO TO Q28	ne following	g in the <u>las</u>	t two years	? (Tick all	that apply)
	a. Armed Forces Reserves.	1				
	b. MOD Civil Servants.	1				
	c. MOD contractors.	1				
Q25	In your experience, how would you rate the	contributio	n to the RI	N of		
		Very valuable	Valuable	Not very valuable	Not at all valuable	Don't know/ N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	1	2	3	4	5
Q26	In your experience, how well integrated into	the RN are				
		Very well	Well	Not very well	Not at all well	Don't know/ N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	1	2	3	4	5
Q27	In your experience, how would you rate the	-	alism of			D 11/1
		Very professional	Professional	Not very professional	Not at all professional	Don't know/ N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	1	2	3	4	5

	Cha	nge				
Q28	How strongly do you agree or disagree with t	he follow	ring?			
	a. Change is managed well in my immediate	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Don't disagree know
	working team.					
	b. Change is managed well in my Unit/Establishment.			3	4	5
	c. Change is managed well in the RN.					
	Your Depl	oyme	ents			
If you ha	ave NOT been on an operational deployment since	e 1 Jan 2	018, please	go to Q32		
Q29	With regards to your current/last sea-going/o or as part of a Unit?	perationa	al deployme	ent, were y	ou deploye	d individually
	Individually 1	As part	of a Unit	2		
Q30	With regards to your current/last sea-going/offollowing?	perationa	al deployme	ent, how sa	tisfied are	you with the
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied N/A
	a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA).	1	2	3	4	5
	 b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc.). 	1	2	3	4	5
	c. The deployment notice.	1	2	3	4	5
	d. The pre-operational/sea training.		2	3	4	5
	 e. The welfare support I received from Royal Navy Royal Marines Welfare (RNRMW) when I returned from sea-going/operational deployment. 	1	2	3	4	5
	f. The welfare support that my family, partner and/or parents received from the RNRMW when I returned from sea-going/operational deployment.	1	2	3	4	5
	g. The decompression and post sea-going/ operational tour support I received when I returned from sea-going/operational deployment.	1	2	3	4	5
	h. The Post Operational Stress Management that I received when I returned from sea-going/ operational deployment.	1	2	3	4	5
	i. The sea-going/operational role I was assigned to.	1	2	3	4	5
Q31	What is your view of the following regarding y	our expe	erience of s	sea-going/o	perational	deployments?
	The frequency of my sea-going/operational deployments.	Too often	About right	Not often enough		
	b. The length of my sea-going/operational deployments	Too long	About right	Too short		

Training and Development

Q32	How satisfied are you with the following?						
		1/2		Neither		Va.	
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	a. My opportunities for professional development.	1	2	3	4	5	
	b. My opportunities for personal development.	1	2	3	4	5	
	c. The timing of the training I have received in order to carry out my current job roles.	1	2	3	4	5	
	d. The extent to which I am doing the job for which I was trained.	1	2	3	4	5	
	e. My opportunities to gain civilian accreditation for Service training (e.g. NVQs, apprenticeships).	1	2	3	4	5	
Q33	How strongly do you agree or disagree with the	he followin	na?				
	, , , , , , , , , , , , , , , , , , ,		J	Neither			
		Strongly	Agroo	agree nor disagree	Disagrap	Strongly disagree	
	I am given enough training to enable me to make	agree	Agree	uisagree 3	Disagree 4	Ulsagree 5	
	moral decisions within my role.		Ш				
Q34	How much importance do you place on profe	ssional/civ	rilian accr	editation?			
	A lot	Very little		3			
	Some 2	None at a	//	4			
	Your Futu	ire Plai	ns				
Q35	What are your plans for the future? (Tick one	box only).					
	To stay serving as long as I can			1			
	To stay serving to the end of my current engagements	commission		2			
	To leave the RN before the end of my current engage	ment/commi	ission	3			
	To leave the RN as soon as I can			4			
	I have put in my notice to leave			5			
	N/A / Don't know			6			
Q36	How actively have you searched for a job out:	side the RI	N in the la	st 12 mont	hs?		
	Very actively 1	Not very a		3			
	Quite actively 2	Not at all		4			
Q37	In the last 12 months, have you been approac	hed by ind	lustry witl	n offers of	employmeı	nt?	
	Yes 1	No		2			
Q38	When you leave the RN, would you consider j Reserves, Army: Army Reserves, RAF: RAF V				orces (RN	'RM: Maritim	е
		Yes	No	Don't know			
	a. Full-time.						

			e write in th	
How do the following factors impact on you	Strongly	-	Has no	
		Increases my intention	effect on my intention to	Increases my intention
a. Impact of RN life on family and personal life.	to stay	to stay	stay or leave	to leave
b. Opportunities outside the RN.	1	2	3	4
c. Current job satisfaction.	1	2	3	4
d. Job security.	1	2	3	4
a. oob cocanty.				
e. My morale	1	2	3	4
e. My morale. f. Service morale.	1	2	3	4
f. Service morale.	1		3 3 3	4
f. Service morale. g. Amount of pay.	1 1 1	2	3 3 3 3	4 4
f. Service morale. g. Amount of pay. h. Amount of allowances.	1 1 1 1 1 1 1 1 1 1 1 1	2	3	4 4 4
f. Service morale.g. Amount of pay.h. Amount of allowances.i. Opportunities for career development.		2 2 2 2	3 3	4 4 4 4 4 4
f. Service morale.g. Amount of pay.h. Amount of allowances.i. Opportunities for career development.j. Opportunities for personal development.			3 3 3 3 3 3	4 4 4 4
 f. Service morale. g. Amount of pay. h. Amount of allowances. i. Opportunities for career development. j. Opportunities for personal development. k. Opportunities for sport. 			3 3 3 3 3 3 3 3	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4
f. Service morale. g. Amount of pay. h. Amount of allowances. i. Opportunities for career development. j. Opportunities for personal development. k. Opportunities for sport. l. Opportunities for Adventurous Training.			3 3 3 3 3 3 3	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4
f. Service morale. g. Amount of pay. h. Amount of allowances. i. Opportunities for career development. j. Opportunities for personal development. k. Opportunities for sport. l. Opportunities for Adventurous Training. m. Promotion prospects.		2 2 2 2 2 2 2 2 2 2 2	3 3 3 3 3 3 3 3	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4
f. Service morale. g. Amount of pay. h. Amount of allowances. i. Opportunities for career development. j. Opportunities for personal development. k. Opportunities for sport. l. Opportunities for Adventurous Training. m. Promotion prospects. n. Healthcare provision.		2 2 2 2 2 2 2 2 2 2 2 2		4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4
f. Service morale. g. Amount of pay. h. Amount of allowances. i. Opportunities for career development. j. Opportunities for personal development. k. Opportunities for sport. l. Opportunities for Adventurous Training. m. Promotion prospects. n. Healthcare provision. o. Dental provision.			3 3 3 3 3 3 3 3 3 3	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4
f. Service morale. g. Amount of pay. h. Amount of allowances. i. Opportunities for career development. j. Opportunities for personal development. k. Opportunities for sport. l. Opportunities for Adventurous Training. m. Promotion prospects. n. Healthcare provision. o. Dental provision. p. Mental health provision.		2 2 2 2 2 2 2 2 2 2 2 2 2 2	3 3 3 3 3 3 3 3 3 3	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4
f. Service morale. g. Amount of pay. h. Amount of allowances. i. Opportunities for career development. j. Opportunities for personal development. k. Opportunities for sport. l. Opportunities for Adventurous Training. m. Promotion prospects. n. Healthcare provision. o. Dental provision.		2 2 2 2 2 2 2 2 2 2 2 2 2 2		4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4

		increases my intention	Increases my intention	effect on my intention to	Increases my intention	increases my intention
	t. Financial Incentives available to me	to stay	to stay	stay or leave	to leave	to leave N/A
	(e.g. Commitment Bonus).	□ 1	<u> </u>	 3	— 4	□ 5 □
	u. Spouse/partner's career.			3		5
	v. Childcare.					
	w. Work/life balance while at sea.		2	3		5
	x. Work/life balance while ashore.	1	2	3	4	5
	y. Management in my current Unit.	1	2	3	4	5
	z. Accommodation provision.	1	2	3	4	5
	aa. Other (if applicable, please specify in the text	t box below):				
Q41	What single factor could be changed to p (Please specify in the text box below):	oositively affec	t your dec	ision to rer	nain in the	RN?
Q42	If you have put in your notice to leave, pl most influenced your decision to leave th the boxes provided.)					
		nd most importan In for leaving	nt []		l most import on for leaving	
Q43	How would having the following options	Strongly increases my intention to stay	Increases	Has no effect on my intention to stay or leave	Increases my intention to leave	Strongly increases my intention to leave
	a. Opportunities to work part-time.	1	2	3	4	5
	b. Opportunities for reduced separated Service (including sea-going/operational deployment).	1	2	3	4	5
	Fairne	ess at Wo	rk			
	aims to achieve an environment free from han all have equal opportunity and encouragem	•	•		d unlawful	discrimination
Q44	How strongly do you agree or disagree win the RN?	vith the followi	ng statem		ng fairness	and equality
		Strongly		Neither agree nor		Strongly
		agree	Agree	disagree	Disagree	disagree
	I am treated fairly at work.			3		
Q45	Do you feel that the RN discipline system	າ is?				
	Very fair	Unfair	4			
	Fair 2	Very unfair	5			
	Neither fair nor unfair 3					

<u>Bullying</u> may be characterised as offensive, intimidating, malicious or insulting behaviour, and abuse of or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

<u>Discrimination</u> can occur when a person is treated less favourably because of race, religion or belief, sex, sexual orientation, pregnancy or maternity, marriage or civil partnership, gender reassignment, age or disability. Discrimination can also occur where a policy or practice which applies to everyone unreasonably disadvantages a person on the basis of the characteristics mentioned above.

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

Please note that the data gathered is strictly for research purposes only. You are advised not to name any individuals in your response. No action will be taken on this, and you are instead advised to seek guidance from the Defence Bullying, Harassment and Discrimination helpline on 0800 783 0334. Alternatively, please contact the SSAFA Confidential Helpline: 0800 731 4880 (freephone) or +44 1980 630854 (overseas) (website also at: https://www.ssafa.org.uk/help-you/forcesline).

Q46	Do you believe you have been subject to any of 12 months? (Tick all that apply).	of the follo	owing in a Service environment in the last
	a. Bullying	1	
	b. Discrimination	1	
	c. Harassment	1	
	d. None of the above	1	Please go to Q49
Q47	If you believe you have been subject to <u>bullyin</u> please specify on what grounds in the text box		rvice environment in the last 12 months,
Q48	If you believe that you have been subject to dis in the last 12 months, please specify on what o	grounds:	
		Discrimination	n Harassment
	a. Gender.		
	b. Gender reassignment.		2
	c. Race, colour, nationality, ethnic or national origin.	1	2
	d. Marriage/civil partnership.	1	2
	e. Religion or beliefs.	1	2
	f. Sexual orientation.	1	2
	g. Age.	<u> </u>	2
	h. Disability.	<u> </u>	2
	i. Pregnancy or maternity.	1	2
degrading, sexual adva	assment is defined as verbal, non-verbal or phy offensive or humiliating for the recipient. Such ances, unwanted sexual attention, requests for a sexual nature. It can be experienced by anyo	conduct sexual fa	includes, but is not limited to: unwelcome vours, or verbal, online or physical acts or
Q49	Do you believe you have been subject to sexua months?	al harassı	
	Yes	No	2
Q50	Did you make a formal written complaint within harassment and/or bullying?	n the last	12 months about this discrimination,
	Yes	1	Please go to Q51
	No	2	Please go to Q52
	N/A	3	Please go to Q53

Q51	If you DID make a formal written complaint, how syour complaint?	satisfied were/are you with the following aspects of
		Noithor

a. The objectivity and fairness with which my	Very satisfied	Satisfied 2	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
complaint was handled/is being handled. b. The amount of time taken/it is taking to resolve	1	2	3	4	5	
my complaint. c. How well I was/am being kept informed about the progress of my complaint.	1	2	3	4	5	
d. The support provided by my Assisting Officer.	1	2	3	4	5	
e. The outcome of my complaint.	1	2	3	4	5	
If you did NOT make a formal written compl	aint, why w	as this? (T	ick all that	apply)		
a. I was not aware of the Service Complaints proces	S.			1		
b. I considered the incident(s) to be too minor to repo	ort.					
c. The incident(s) was/were resolved informally.						
d. The incident(s) was/were resolved through media	tion.			1		
e. I did not believe anything would be done if I did co	mplain.					
f. I did not want to go through the complaints proced	ure.			1		
g. I believed it might adversely affect my career.				1		
h. I believed it might adversely affect another work c	olleague or th	ne working e	nvironment.	1		
i. I was worried that there would be recriminations fro	-	_				
j. I was discouraged from doing so.						
k. Other reason(s) - (please specify in the text box b	elow):			1		
Which of these best sums up your awarene	ss of the Se	ervice Com	nplaints <u>Pro</u>	ocess?		
I've never heard of it						
I've heard of it but know nothing about it						
I've heard of it and know a little about it						
I've heard of it and know a lot about it						
Which of these best sums up your awarene	ss of the Se	ervice Com	nplaints <u>Om</u>	nbudsman?	?	
I've never heard of it						
I've heard of it but know nothing about it 2						
I've heard of it and know a little about it						
I've heard of it and know a lot about it						

Information about the Service Complaints Process can be found on the following link: https://www.gov.uk/government/publications/jsp-831-redress-of-individual-grievances-service-complaints

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

Your Work-Life Balance

Q55	In the past 12 months approximately how muspouse/partner or children) for Service reasons.		ave you sp	ent away fr	om your fa	ımily (e.g.	
	Not been away	Between 7-9	months (27-3	9 weeks)	5		
	Up to 1 month (4 weeks)	Between 10-1	12 months (40	0-52 weeks) [6		
	Between 1-3 months (5-13 weeks)	N/A		[7		
	Between 4-6 months (14-26 weeks)						
Q56	In the past 12 months, how satisfied were yo	u with the	following	?			
		Very		Neither satisfied nor		Very	
	a. The ability to plan my own life - short term (e.g. work/weekend leave).	satisfied	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied 5	
	b. The ability to plan my own life - long term (e.g. holidays/career training).	1	2	3	4	5	
	c. The opportunity for me to work flexibly (e.g. variable start/finish times, Compressed Hours, Working from home).	1	2	3	4	5	
	d. The amount of time away from my usual place of duty.	1	2	3	4	5	N/A
	e. The amount of time away from my family and friends.	1	2	3	4	5	6
	f. The effect of Service life on my children's education	n.	2	3	4	5	6
	g. The effect of Service life on my spouse/partner's career.	1	2	3	4	5	6
Q57	How strongly do you agree or disagree with	the followi	ng?	Neither			
	I am able to maintain a balance between my personal and working life.	Strongly agree	Agree 2	agree nor disagree	Disagree 4	Strongly disagree	
	Your	Leave					
Q58	How satisfied are you with the following?						
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	 a. My overall leave allowance i.e. annual leave, post operational tour leave (POTL), Sea-Goers Leave (SGL), leave carried over from previous years. 	e	²	3	4	5	
	b. The opportunity to take leave when I want to.	1	2	3	4	5	
	c. The amount of leave I was able to take in the last 12 months.	1	2	3	4	5	

Q59	If you did not take all of your a reason for this? (Tick all that a		lowance wit	hin the las	st leave yea	ar, what wa	s the	
	a. Operational tour.		1					
	b. Not allowed.		1					
	c. Courses/training.		1					
	d. Workload.		1					
	e. Undermanning.		1					
	f. I wanted to carry days over to the	next leave year.	1					
	g. Other (please specify in the text b	oox below):	1					
Q60	Your If you have received Service-p years, how satisfied were you					ealthcare)	in the last	t 2
			Very		Neither satisfied nor		Very	
	a. Being able to access the medical needed it.	care when I	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	N/A
	b. The medical treatment.		1	2	3	4	5	6
Q61	If you have received Service-p with:	provided <u>denta</u>	 <u>I</u> treatment i	n the last		w satisfied	d were you	u
	a. Being able to access the dental c	are when I	Very satisfied	Satisfied 2	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
	needed it.							
	b. The dental treatment.			2	3			
•	measuring national well-being viestions below are not linked pa				•	•	general wi	ith
Q62	Overall, how satisfied are you	with your life	nowadays?					
	Not at all 0 1 2 3	4	5 6	7	8	Compl 9	etely 10	
Q63	Overall, how happy did you fe	el vesterday?						
QUU	Not at all	or youter day .				Compl	etely	
	0 1 2 3	4	5 6 	7	8	9	10	
064	Overell how envious did you	fool vootordov	2					
Q64	Overall, how anxious did you Not at all	ieei yesteruay	f			Compl	etely	
	0 1 2 3	4	5 6	7	8	9	10	
Q65	Overall, to what extent do you	feel the things	s you do in v	our life ar	e worthwh	ile?		
	Not at all	. 3	,			Compl	-	
		4	5 6 19	7	8	9	10	

Fitness, Sport and Adventurous Training **Q66** How satisfied are you with the following? Neither Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied a. RN sport, exercise and fitness facilities in general. b. My opportunities to undertake fitness activities (e.g. to meet fitness standards). c. My opportunities to take part in sport. d. My opportunities to take part in Adventurous Training. e. My opportunities to take part in Force Development Activities. Welfare **Q67** How satisfied are you with the following? Neither Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied a. The welfare support provided by the RNRMW for me. b. The welfare support provided by the RNRMW for my family. c. The support my spouse/partner gets from the RNRMW when I am absent. d. The Operational/Deployment Welfare Package. **Q68** How satisfied are you with the following? Neither satisfied nor Very Not Not satisfied Satisfied dissatisfied Dissatisfied dissatisfied heard of used a. My Divisional Officer. b. The chaplaincy support provided by the Royal Navy. c. The RNRMW, Specialist Welfare Support (e.g. the Portal and casework). d. The RNRMW, Community Support. e. The RNRMW Information Services. f. The Naval Families Federation. g. RNRMW Digital Communications (e.g. RN Forum). h. Royal Navy Welfare social media (e.g. Facebook).

Your Accommodation

9	What kind of accommodation do you live in a	at present (during the	working w	eek? (Tick	one box o	nly)
	Service Family Accommodation (SFA)		1	Plea	se go to Q70		
	Substitute Service Family Accommodation (SSFA)		2	Plea	se go to Q70		
	Single Living Accommodation (SLA)		3	Plea	se go to Q70		
	Substitute Service Single Accommodation (SSSA) (Fo	ormerly SSL	4)	Plea	se go to Q70		
	Ship or Submarine		5	Plea	se go to Q70		
	Property I own		6	Plea	se go to Q74		
	Privately rented accommodation		7	Plea	se go to Q72		
	In a relative's (e.g. parents') home		8	Plea	se go to Q72		
	Other (please specify in the text box below)		9	Plea	se go to Q72		
0	If you have moved from your own home into was/were the reason(s) for this? (Tick all that a. Posting requirement.		ccommoda	ation in the	last 12 mo	nths, what	t
	b. Economy.	Ė	<u> </u> 1				
	c. Personal circumstances e.g. marriage, separation,	divorce.	<u> </u> 1				
	d. Other (please specify in the text box below).		<u> </u>				
1	With regard to your current Service Accomm	odation, h	ow satisfi	ed are you v	with the fol	· ·	N/A / Don't
		satisfied	Satisfied	dissatisfied	Dissatisfied	Very dissatisfied	
	a. The overall standard.	1	2	3	4	5	6
	b. The value for money.	1	2	3	4	5	
	c. The response to requests for maintenance/repair to my current accommodation.	1	2	3	4	5	6
	 d. The quality of maintenance/repair work to my current accommodation. 	1	2	3	4	5	6
	e. How fairly Service Accommodation is allocated.	1	2	3	4	5	
	Do you currently own your own home? Pleas			! d 4l		41.1	
	or not.	se answer t	this quest	ion whethe	r you live ii	n this prop	erty
		se answer t	this quest		r you live in se go to Q74		erty
	or not.	se answer t	this quest	Plea			erty

Q73	Please indicate whether each of the following is a reason w (Tick all that apply) Once completed please go to Q76. a. I don't want to own a home at this stage in my life/career.	yhy you <u>do not own</u> your own home.
	b. Living in Service Accommodation is better suited to my/ my family's needs at present than home ownership is.]1
	c. I want to be able to move about/move my family with me when I am posted.]1
	d. I don't want to buy a home where I am currently located.]1
	e. I can't afford to buy a suitable home at the moment.	
	f. I don't want to risk losing money.	_
	g. I wouldn't be able to live in the home.	
	h. Other (please specify in the text box below):	
Q74	Please indicate whether each of the following was a reasor (Tick all that apply).	why you bought your own home
	a. To give stability for myself and my family.	
	b. The allowances for living in my own home.	
	c. To rent it out.	
	d. Poor standards of SLA or SFA.	
	e. Poor location of SLA or SFA.	
	f. The cost of SLA or SFA.	
	g. I wanted to live with my partner.	
	h. Other (please specify in the text box below):	
Q75	If you currently own a home, how satisfied are you with the	e following? Neither
	Very	satisfied nor Very
	satisfied Sa. a. The opportunity to live in my own home.	tisfied dissatisfied Dissatisfied dissatisfied N/A
	b. The allowances for living in my own home.	2 3 4 5 6
Q76	Which of the following statements apply to you? (Tick all the a. In the last year, I have used Forces Help to Buy (FHTB) for my home purchase.	nat apply)
	b. In the last year, I have used FHTB to extend my home.	1
	c. I am considering using FHTB for a future home purchase.	1
	d. In the last year, I purchased my own home without the use of FHTB or the Government Affordable Housing Schemes.	1
	e. In the last year, I used a Government Affordable Housing Scheme (e.g. Help to Buy: Equity Loan / Mortgage Guarantee / New Buy / Shared Ownership Schemes).	1
	f. None of the above.	1

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

Catering, Retail and Leisure

Q77	Thinking specifically about food and drink su which of these factors are important to you?		•	•	sidering wh	nere to eat	
	a. Price.		1				
	b. Value for money.		1				
	c. Choice.		1				
	d. Quality.		1				
	e. Quantity.		1				
	f. Well known brand.		1				
	g. Where it is sourced from (e.g. Fairtrade, locally prod	duced).	1				
	h. Other (please specify in the text box below):		1				
Q78	How often do you use Service-provided cater	•		Camatina	Darah	A/aa.	N / / A
	a. For eating at breakfast.	Always	Often	Sometimes 3	Rarely 4	Never 5	N/A
	b. For eating at lunchtime.	1	2	3	4	5	
	c. For eating in the evening.	1	2	3	4	5	
	d. For drinking, socialising in the bar.	1	2	3	4	5	
	e. For informal functions.	1	2	3	4	5	
	f. For formal functions (Officers/SNCOs/WOs only).	1	2	3	4	5	6
Q79	How satisfied are you with the following?						
		Very		Neither satisfied nor		Very	
	a. The availability of food during the week on my Unit (e.g. opening hours).	satisfied	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied 5	N/A 6
	b. The number of functions during the year.	1	2	3	4	5	6
	c. The standard of service from catering contractors on my Unit.	1	2	3	4	5	6
	Your Far	nily L	ife				
Q80	What is your current personal status? Single (never married or formed a civil partnership)		Γ	¹ Plea	se go to Q82	!	
	In a long term/established relationship (but not married or in a civil partnership)		Ī	2			
	Married/In a civil partnership		Γ	3			
	Separated, but still legally married or in a civil partner	ship	Ī	 ⁴ Plea	se go to Q82	!	
	Divorced/Formerly in a civil partnership which is now	legally diss	olved	₅ Plea	se go to Q82	!	
	Widowed/The surviving partner from a civil partnershi,	ip	Ī	G Plea	se go to Q82	!	
	Prefer not to say		Ī	7 Plea	se go to Q82	!	

Q81	What is your spouse/partner's current employment situation? In the Armed Forces
	In full-time paid employment/full-time self-employment (other than Armed Forces)
	In part-time paid employment/part-time self-employment
	In voluntary (unpaid) employment
	Not employed (for any reason) In full time or part time adjugation
	In full-time of part-time education
Q82	Do you have any children whom you support financially?
	Yes
	No Please go to Q87
Q83	If YES, how many children do you have in each age group? (Please write the number of children for each category in each box, e.g. "3", or if you do not have children in a category please insert "0".) Under 5 years Between 5 and 17 years
	18 years and over
Q84	Do any of your children live with you? (Tick one box only). Yes 1
	Shared access 2
	Weekends/holidays only Please go to Q87
	No Please go to Q87
	N/A Please go to Q87
Q85	If you have a child or children living with you, do you consider yourself to be a lone/single parent?
QUU	Yes 1 No 2 N/A 3
Q86	If you require childcare, how satisfied are you with the locally provided childcare facilities?
	Neither Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A
Q87	Do you have caring responsibilities for infirm or elderly adult(s)? Yes
	Navy would like to understand how Service life affects personal finance. The information could aining and policy.
Q88	If you have been declined credit in the last 12 months, what was the reason for this? (Tick one box only). Failed credit check
	Lack of UK credit history
	Too many address moves 3
	Don't know
	Prefer not to say 5
	Other (please specify in the text box below):

Q89	Do you currently have personal debt levels t	that concer	n you?				
	Yes No						
	Being Par	t of Soc	ciety				
Q90	Are you currently registered to vote?						
	Yes] ¹ Plea	se go to Q91		
	No			² Plea	se go to Q92		
	Don't know			³ Pleas	se go to Q93		
You can	register to vote at the following link: www.gov.u	ık/register-	to-vote				
Q91	If you are currently registered to vote, are yo	ou registere	ed as? (Ti	ick one bo	x only).		
	An ordinary/residential voter - registered for one yea usually via the annual update of voters (annual canv			¹ Pleas	se go to Q93		
	A Service voter - registered for five years, via a Serv	ice declaratio	on.	² Pleas	se go to Q93		
	An overseas voter - registered for one year, in the sa non-Forces British citizen living overseas.	me way as a		³ Pleas	se go to Q93		
Q92	If you are not currently registered to vote, w	hat is the <u>n</u>	<u>nain</u> reason	for this?	(Tick one b	ox only)	
	I did not receive an electoral registration form	1					
	I have not got around to it, but aim to do it sometime	2					
	I do not know how to register	3					
	I am not interested in politics	4					
	I wish to remain impartial	5					
	Other	6					
	ned Forces Covenant', announced by the Gover se who serve or who have served in the Armed F						ing
Q93	Which of these best sums up your awarenes	ss of the Ar	med Forces	s Covenan	t?		
	I've heard of it but know nothing about it	2					
	I've heard of it and know a little about it	3					
	I've heard of it and know a lot about it	4					
See the	following link - https://www.armedforcescovena	nt.gov.uk -	for more in	formation.			
Q94	Which, if any, of the following areas do you	•				vice pers	on.
	compared to the general public?		3				
		Strongly		Neither advantaged nor		Strongly	Don't know/
	a. Family's access to NHS care.	advantaged	Advantaged of	disadvantaged 3	Disadvantaged 4	disadvantage	d N/A
	b. Children's Education.	1	2	3	4	5	
	c. Housing.	1	2	3	4	5	
	d. Family life.	1	2	3	4	5	
	e. Benefits.	1	2	3	4	5	<u> </u>
	f. Tax.		2	3	4	5	
	g. Commercial Products and Services (e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit).	1	2	3	4	5	
	h. HM Forces and Veterans-specific financial advice and discounts (e.g. Money Force, Defence Discount Service, Defence Privilege Cards and Joining Forces (Credit Unions))		2	3	4	5	

		Strongly advantaged	Advantaged	advantaged not	r ' Disadvantageo	Strongly Ldisadvantage	know/
	i. Participation as Citizens (e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition).	agvanlaged	Advantaged 2	3	4	5	G IV/A
	j. Other (please specify in the text box below):	1	2	3	4	5	
Q95	How strongly do you agree or disagree with	the follow	ring?				
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	a. I offer an important service to the country.	1	2	3	4	5	
	b. Members of the Armed Forces are valued by society at large.	1	2	3	4	5	
	Your Ba	ckgrou	ınd				
Q96	Have you ever been a member of a Service Air Training Corps/Combined Cadet Force)?		e (Sea Cad	let Corps/A	rmy Cadet	Force/	
	Yes	1	Please go	to Q97			
	No	2	Please go	to Q98			
Q97	If YES, were you a member of the: (Tick all tags) a. Sea Cadet Corps (SCC)?	that apply)					
	b. Army Cadet Force (ACF)?	1					
	c. Air Training Corps (ATC)?	1					
	d. Combined Cadet Force RN (CCF RN)?	1					
	e. Combined Cadet Force Army (CCF Army)?	1					
	f. Combined Cadet Force RAF (CCF RAF)?	1					
	Taking Action an	d Your	Comn	nents			
Q98	How strongly do you agree or disagree with	the follow	ring?				
		Strongly		Neither agree nor		Strongly	Don't
	a. I believe the leaders in the RN will take action	agree	Agree	disagree	Disagree 1	disagree 5	know
	on the results of AFCAS.						Ш
	b. I think effective action has been taken in the RN on the results of AFCAS.	1	2	3	4	5	
Q99	This survey is? Too long	iaht 2		Too sho	rt		
	- 🗀	9/11		100 31101	· 🔲		
Q100	How long did it take you to complete this su	arvey? 40-50 m	ninutes	5			
	10-20 minutes	50-60 m		[] [] 6			
	20-30 minutes 3	Over an		∐			
	30-40 minutes 4	Over all	i iloui				

Don't

Neither

Q101	Please use this box to provide any further comments about working and living in the RN.

Thank you for completing this survey.

Please return it as soon as you can to:

Civica Engagement Solutions, 33 Clarendon Road, London, N8 0NW using the <u>envelope provided</u>.

Responses must reach us by 8th February 2021 in order to be included. Please allow sufficient time for postage.

O ROYAL AIR FORCE



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

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

Thank you in anticipation,

What is RAF life like for you?

Your views are important

10

Air Marshal Andrew Turner CB CBE DCom Cap & AMP&C

2021

Official Sensitive (when completed)



PARTICIPANT INFORMATION SHEET

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

This survey is available for you to complete online. It is recommended you use **Google Chrome** to access the survey. The Token you are asked to enter is your Service Number (this is case sensitive).

If you are accessing the survey via a **MOD computer** e.g. a MODNET or DII computer, please visit the following internal webpage:

http://bravo.dasa.r.mil.uk/limesurvey/index.php/715223

Alternatively, if you are accessing the survey using a **non-MOD computer** e.g. personal computer, tablet or mobile phone, please visit the following external webpage:

https://surveys.mod.uk/index.php/715223

Completing the survey electronically is the quickest and cheapest way for you to send us your views. You may find the first, internal link is quicker to load the survey than the second, external link.

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

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

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

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

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

The data controller for this project will be Defence Statistics. The Data Protection Officer oversees the processing of personal data, and can be contacted at: Andy.Dorman415@mod.gov.uk.

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

Armed Forces Continuous Attitude Survey reports are publicly available via:
https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index. The report of the findings of the 2021 AFCAS survey is provisionally due to be released in May 2021.

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

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

Please complete the survey as soon as you can and return it in the envelope provided. **Responses must reach us by 8**th **February 2021 in order to be included**. Please allow sufficient time for postage.

Frequently asked questions:

Q. What is the purpose of the survey?

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

Q. How is the information used?

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

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

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

Q. Do I have to complete the survey?

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

Q. What will I be asked to do?

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

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

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

Q. Will my records be kept confidential?

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

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

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

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

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

Q. What if I want to make a complaint?

A. Complaints about the survey should be addressed to Alexander Zammit, <u>Alexander.Zammit100@mod.gov.uk</u>, 07971 770576.

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

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

Please turn the page for the 2021 Armed Forces Continuous Attitude Survey (AFCAS):
Royal Air Force.

² World Medical Association Declaration of Helsinki [revised October 2013]. Recommendations Guiding Medical Doctors in Biomedical Research Involving Human Subjects. 64th WMA General Assembly, Fortaleza (Brazil).

Armed Forces Continuous Attitude Survey 2021 Royal Air Force

You may have recently received an AFCAS email inviting you to complete the electronic version of this survey. If you have already completed the electronic version of this 2021 AFCAS survey then please ignore this paper copy.

Please fill in this survey as **fully** and **honestly** as you can.

Your completed survey will be **treated in confidence**: it will be processed by people outside your Chain of Command and the Ministry of Defence. Responses from individuals **will not be identified**.

Please **read all instructions** carefully before answering a question and follow any **routing instruction** after answering a question. A few questions will require a written answer - please write clearly in **BLOCK CAPITALS**.

Once completed please return the survey to:
Civica Engagement Solutions, 33 Clarendon Road, London, N8 0NW using the
prepaid envelope provided.

Responses must reach us by 8th February 2021 in order to be included in the survey.

This survey is available for you to complete online. It is recommended you use **Google Chrome** to access the survey. The TOKEN you are asked to enter is your **Service Number** (this is case sensitive).

If you are accessing the survey via a MOD computer e.g. a MODNET or DII computer, please visit the following internal webpage:

http://bravo.dasa.r.mil.uk/limesurvey/index.php/715223

Alternatively, if you are accessing the survey using a non-MOD computer e.g. personal computer, tablet or mobile phone, please visit the following external webpage:

https://surveys.mod.uk/index.php/715223

Completing the survey electronically is the quickest and cheapest way for you to send us your views.

Your Pay

To compensate for differences in lifestyle, working conditions and expectations between Service personnel and their civilian equivalents, Service salaries are increased by 14.5% (for the majority of personnel). We call this the 'X-Factor'.

Q1	How strongly do you agree or disagree with the following?								
	a. The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	Strongly agree	Agree 2	Neither agree nor disagree	Disagree	Strongly disagree			
	b. The pay and benefits I receive are fair for the work I do. $\label{eq:local_local}$	1	2	3	4	5			

Q2	How satisfied are you with the following?						
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	 a. My rate of basic pay (basic pay includes X-Factor, but excludes Recruitment and Retention Payment (RRP) and any allowances). 	1	2	3	4	5	
	b. My pension benefits.	1	2	3	4	5	
	c. Information about pay and allowances (e.g. from the intranet, DINs and brochures).	1	2	3	4	5	
	d. My ability to access JPA.	1	2	3	4	5	N/A
	e. My allowances (e.g. Longer Separation Allowance (LSA), Get You Home (GYH), Continuity of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA)).	1	2	3	4	5	
Q3	In the last 12 months, have you been in receip	ot of a Rec	ruitment	and Retenti	ion Paymer	nt (RRP)?	
	Yes - Please go to Q4	No - Plea	se go to Q5	2			
Q4	How satisfied are you with the following?						
	My Recruitment and Retention Payment (RRP).	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied 4	Very dissatisfied	
	Your	Work					
Q5	How satisfied are you with RAF life in general	1?		Neither			
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
		1	2	3	4	5	
Q6	How would you rate the level of morale of						
	, , , , , , , , , , , , , , , , , , , ,	Very		Neither		Very	
	a. Myself.	high	High	high nor low	Low 4	Low 5	
	b. My Unit.	1	2	3	4	5	
	c. The RAF as a whole.	1	2	3	4	5	
Q7	How satisfied are you with the following aspe	cts of you	r current	job?			
		Very		Neither satisfied nor		Very	
	a. My job in general.	satisfied	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied 5	
	b. The sense of achievement I get from my work.	1	2	3	4	5	
	c. The challenge in my job.	1	2	3	4	5	
	d. The amount of variety in my work.	1	2	3	4	5	
	e. My current work location.	1	2	3	4	5	

		Strongly		Neither agree nor		Strongly	
		agree	Agree	disagree	Disagree	disagree	N/A
	 a. My superiors do not interfere excessively in my work activities. 	1	2	3	4	5	
	b. I am given sufficient authority to make decisions.	1	2	3	4	5	
	c. If I make a genuine mistake at work, I do not feel that it will be held against me.	1	2	3	4	5	
	 d. Where I work people do not automatically look for someone to blame when things go wrong. 	1	2	3	4	5	
	e. I am encouraged to find better ways of doing things at work.	1	2	3	4	5	
	f. I am always given a clear deadline as to when work needs to be completed.	1	2	3	4	5	
	g. When I am set a task at work, I am told very clearly what output is required.	1	2	3	4	5	
	h. I have a choice in deciding how I do my work.	1	2	3	4	5	
	i. I know that if I do my job well I will be praised or rewarded.	1	2	3	4	5	
	Resources an	nd Wor	rkload				
		id VVOI	Moda				
Q9	How satisfied are you with the following?			Neither			
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	ı
	a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	1	2	3	4	5	
	b. The availability of personal equipment/kit I have to do my job.	1	2	3	4	5	
	c. The standard of major equipment (e.g. vehicles and systems) I have to do my job .	1	2	3	4	5	
	d. The availability of major equipment I have to do my job.	1	2	3	4	5	
Q10	How would you rate your workload over the la	st 12 mon	iths?				
		Much too high	Too high	About right	Too low	Much too low	
		1 1	2 2	11gm	700 70W	5	
	Your C	areer					
Q11	Overall how satisfied are you with the way you	ır career i	s being m	nanaged?			
		Very		Neither satisfied nor		Very	
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	1
		1	2	3	4	5	
Q12	Overall how satisfied are you with the career n	nanageme	ent servic	e provided	by the RA	F?	
		Von		Neither		1/05:	
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
		1	2	3	4	5	

How strongly do you agree or disagree with the following?

Q8

	Who do you think is responsible for managing	your ca	reer? (Tick	all that ap	ply)	
	a. You.					
	b. Immediate superior (line manager).					
	c. Career Manager.	1				
Q14	In terms of your current assignment, how stro	ongly do y	ou agree	or disagree	with the fo	llowing?
		Strongly		Neither agree nor		Strongly
		agree	Agree	disagree	Disagree	disagree
	 a. I have the knowledge, skills and experience to do my job. 		2	3	4	5
	b. My knowledge, skills and experience are being used.	1	2	3	4	5
	 c. The assignment provides development opportunities that will enhance my promotion prospects. 	3	2	3	4	5
	d. My personal preferences were taken into account.	1	2	3	4	5
Q15	How satisfied are you with the following?					
		Very		Neither satisfied nor		Very
	a. The notice I received for my current/last assignment.	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied 5
				3		5
	b. Involvement in decisions that affect my career.			3		5
	c. The fairness of the appraisal system.			3		5
	d. The fairness of the promotion system.			3		5
	e. My opportunities for promotion.					
	f. My opportunities for further service.	L '	2	3		5
Q16	How important is promotion to your satisfacti	on with y	our Servic	e career at	the presen	t time?
		1				
	Very important					
	very important Fairly important	2				
		2 3				
	Fairly important					
	Fairly important Neither important nor unimportant	3				
Q17	Fairly important Neither important nor unimportant Fairly unimportant Very unimportant	3 4 5	ng statem	ent?		
Q17	Fairly important Neither important nor unimportant Fairly unimportant	3 4 5 ne followi	ng statem	Neither		01
Q17	Fairly important Neither important nor unimportant Fairly unimportant Very unimportant	3 4 5	ng statem Agree		Disagree	Strongly disagree
Q17	Fairly important Neither important nor unimportant Fairly unimportant Very unimportant	3 4 5 ne followi		Neither agree nor	Disagree	0,
Q17 Q18	Fairly important Neither important nor unimportant Fairly unimportant Very unimportant How strongly do you agree or disagree with the lam willing to serve overseas (i.e. on a permanent assignment). How influential are/would be the following face.	strongly agree	Agree 2	Neither agree nor disagree	4	disagree 5
	Fairly important Neither important nor unimportant Fairly unimportant Very unimportant How strongly do you agree or disagree with the lambda and a permanent assignment).	Strongly agree 1 tors in you	Agree 2 Dur willing	Neither agree nor disagree 3 ness to ser	ve overseas	disagree 5
	Fairly important Neither important nor unimportant Fairly unimportant Very unimportant How strongly do you agree or disagree with the lam willing to serve overseas (i.e. on a permanent assignment). How influential are/would be the following face.	agree 1 1	Agree 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Neither agree nor disagree 3	ve overseas	disagree 5
	Fairly important Neither important nor unimportant Fairly unimportant Very unimportant How strongly do you agree or disagree with the strongly do you agree or disagree with the lam willing to serve overseas (i.e. on a permanent assignment). How influential are/would be the following factorism permanent assignment)? a. Current rates of LOA	Strongly agree 1 tors in you	Agree 2 Dur willing Quite influential	Neither agree nor disagree 3 mess to serving light in the serving light	ve overseas	disagree 5
	Fairly important Neither important nor unimportant Fairly unimportant Very unimportant How strongly do you agree or disagree with the strongly do you agree or disagree with the lambda and t	Strongly agree 1 tors in you	Agree 2 Dur willing Quite influential 2	Neither agree nor disagree 3 ness to serving limits of the servi	ve overseas	disagree 5
	Fairly important Neither important nor unimportant Fairly unimportant Very unimportant How strongly do you agree or disagree with the lam willing to serve overseas (i.e. on a permanent assignment). How influential are/would be the following factorism permanent assignment)? a. Current rates of LOA b. Travel allowances (e.g. Get You Home (Overseas)). c. The removals/storage service.	Strongly agree 1 tors in you	Agree 2 Dur willing Quite influential 2 2	Neither agree nor disagree 3 ness to serving limits of the servi	ve overseas	disagree 5
	Fairly important Neither important nor unimportant Fairly unimportant Very unimportant How strongly do you agree or disagree with the strongly do you agree or disagree with the lam willing to serve overseas (i.e. on a permanent assignment). How influential are/would be the following fact permanent assignment)? a. Current rates of LOA b. Travel allowances (e.g. Get You Home (Overseas)). c. The removals/storage service. d. In-country support (e.g. medical, dental, welfare).	Strongly agree 1 tors in you	Agree 2 Dur willing Quite influential 2 2 2 2	Neither agree nor disagree 3 ness to servinfluential 3 3 3 3	ve overseas	disagree 5
	Fairly important Neither important nor unimportant Fairly unimportant Very unimportant How strongly do you agree or disagree with the strongly do you agree or disagree with the lam willing to serve overseas (i.e. on a permanent assignment). How influential are/would be the following factor permanent assignment)? a. Current rates of LOA b. Travel allowances (e.g. Get You Home (Overseas)). c. The removals/storage service. d. In-country support (e.g. medical, dental, welfare). e. Local security situation.	Strongly agree 1 tors in you	Agree 2 Dur willing Quite influential 2 2 2 2 2	Neither agree nor disagree 3 ness to serving influential 3 3 3 3 3 3 3	ve overseas	disagree 5
	Fairly important Neither important nor unimportant Fairly unimportant Very unimportant How strongly do you agree or disagree with the strongly do you agree or disagree with the lam willing to serve overseas (i.e. on a permanent assignment). How influential are/would be the following fact permanent assignment)? a. Current rates of LOA b. Travel allowances (e.g. Get You Home (Overseas)). c. The removals/storage service. d. In-country support (e.g. medical, dental, welfare).	Strongly agree 1 tors in you	Agree 2 Dur willing Quite influential 2 2 2 2 2 2	Neither agree nor disagree 3 ness to serving influential 3 3 3 3 3 3 3 3 3 3 3 3 3	ve overseas	disagree 5
	Fairly important Neither important nor unimportant Fairly unimportant Very unimportant How strongly do you agree or disagree with the strongly do you agree or disagree with the lam willing to serve overseas (i.e. on a permanent assignment). How influential are/would be the following factor permanent assignment)? a. Current rates of LOA b. Travel allowances (e.g. Get You Home (Overseas)). c. The removals/storage service. d. In-country support (e.g. medical, dental, welfare). e. Local security situation.	Strongly agree 1 tors in you	Agree 2 Dur willing Quite influential 2 2 2 2 2 2	Neither agree nor disagree 3 ness to serving influential 3 3 3 3 3 3 3 3 3 3 3 3 3	ve overseas	disagree 5 s (i.e. on a

Your Line Management

Q19	How strongly do you agree or disagree with to (Service or Civilian)?	the followi	ng statem		your imme	diate supe	erior
		Strongly		Neither agree nor		Strongly	Don't
		agree	Agree	disagree	Disagree	disagree	know
	Understands and represents my interests.	1	2	3	4	5	
	b. Supports me in my job.	1	2	3	4	5	
	c. Sets a positive example.	1	2	3	4	5	
	d. Encourages me to develop my skills.	1	2	3	4	5	
	e. Is supportive over work/life balance issues.	1	2	3	4	5	
	f. Provides regular feedback on my performance.	1	2	3	4	5	
	g. Tells me what's going on at work.	1	2	3	4	5	
	h. Is someone I trust.	1	2	3	4	5	
	 i. Helps me to understand how I contribute to RAF objectives. 	1	2	3	4	5	
	 j. Helps me to understand how major change decisions will affect me. 	1	2	3	4	5	
	k. Works well with personnel from different backgrounds.	1	2	3	4	5	
	 I am satisfied with the leadership provided by my immediate supervisor. 	1	2	3	4	5	
	Senior Le	aders	hip				
Q20	How strongly do you agree or disagree with t RAF (i.e. Air Commodore and above)?	he followi	ng statem		the senior	leaders of	the
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	a. They understand and represent my interests.	1	2	3	4	5	
	b. They are keen to listen to Service people's feedback	ι.	2	3	4	5	
	c. They champion the RAF's interests in Tri-Service issues.	1	2	3	4	5	
	d. They communicate decisions to personnel.	1	2	3	4	5	
	e. They understand the impact of change on personnel.	1	2	3	4	5	
	f. I have confidence in the leadership of the RAF.	1	2	3	4	5	
	Comm	itment					
Q21	How strongly do you agree or disagree with	he followi	ng?	N la Ma			
		Strongly		Neither agree nor		Strongly	
	a. In the last 12 months, I have fulfilled my commitments/promises to the RAF.	agree	Agree 2	disagree	Disagree 4	disagree 5	
	b. In the last 12 months, the RAF has fulfilled its commitments/promises to me.	1	2	3	4	5	
		1	2	3	4	5	
	c. I am proud to be in the RAF.	'	-	1 1		, ,	
	c. I am proud to be in the RAF. d. I am valued by the RAF.	1	2	3	4	5	
				3	4	5	

		Strongly		Neither agree nor		Strongly	
		agree	Agree	disagree	Disagree	disagree 5	
	g. I feel a strong personal attachment to my Unit.			3		5	
	h. The RAF inspires me to do the best in my job.		2				
	 i. The RAF motivates me to help it achieve its objectives. 		2	3	4	5	N 1//
	j. My family is proud of me serving in the Armed Forces.	1	2	3	4	5	N/A
	k. My family benefits from being a Service family.	1	2	3	4	5	
	I. My family supports my career in the RAF.	1	2	3	4	5	
challeng encomp of comr standar	s the distinctive character, spirit and attitude of the ge and, on occasion, danger. It is underpinned by passes the will to contribute to the delivery of efformand, trust in colleagues and equipment, respected and the courage to subordinate personal needs	y tradition, ective air p t for individus ds for the q	esprit de o oower that duality, sus greater goo	corps and a arises from stainment o	a sense of l	belonging. I e in the cha	
Q22	How strongly do you agree or disagree with	tne follow	ing?	Neither			
	The ethos of the RAF is an important part of life in the RAF.	Strongly agree	Agree 2	agree nor disagree	Disagree	Strongly disagree	
	Working v	vith Ot	hore				
Q23	In considering your immediate working team following?			_	r disagree	with the	
		Strongly		Neither agree nor		Strongly	
	a. My team know exactly what their responsibilities a	agree re. 1	Agree	disagree 3	Disagree 4	disagree 5	
	b. The people in my team can be relied upon to help when things get difficult in my job.	1	2	3	4	5	
	c. We have confidence in ourselves as a team.	1	2	3	4	5	
	d. The people in my team work together to find ways to improve the service we provide.	1	2	3	4	5	
	e. Team members work well with personnel from different backgrounds.	1	2	3	4	5	
Q24	Have you had working contact with any of the IF NONE APPLY PLEASE GO TO Q28	ne followin	g in the <u>las</u>	st two years	s? (Tick all	that apply)	
	a. Armed Forces Reserves.						
		1					
	b. MOD Civil Servants.						
	b. MOD Civil Servants.c. MOD contractors.	1					
Q25			on to the R		M	Desired in the	
Q25	c. MOD contractors.	contribution Very valuable	on to the R	AF of Not very valuable	Not at all valuable	Don't know/ N/A	
Q25	c. MOD contractors.	Very		Not very			
Q25	c. MOD contractors. In your experience, how would you rate the	Very	Valuable	Not very valuable		N/A	

Q26	In your experience, how well integrated into the RAF are								
		Very well	Well	Not very well	Not at all well	Don't know/ N/A			
	a. Armed Forces Reserves.	1	2	3	4	5			
	b. MOD Civil Servants.	1	2	3	4	5			
	c. MOD contractors.	1	2	3	4	5			
Q27	In your experience, how would you rate the p	rofession	alism of						
		Very professional	l Professional	Not very professional	Not at all professional	Don't know/ N/A			
	a. Armed Forces Reserves.	1	2	3	4	5			
	b. MOD Civil Servants.	<u> </u>	2	3	4	5			
	c. MOD contractors.	1	2	3	4	5			
	Cha	nge							
Q28	How strongly do you agree or disagree with t	he follow	ing?						
		Strongly		Neither agree nor		Strongly D	on't		
		agree	Agree	disagree	Disagree		now		
	 a. Change is managed well in my immediate working team. 		2	3		5			
	b. Change is managed well in my Unit/Establishment.	1	2	3	4	5			
	c. Change is managed well in the RAF.	1	2	3	4	5			
	Your Depl	ovme	nts						
If you h	ave NOT been on an operational deployment since			e ao to Q35					
Q29	With regards to your current/last operational					ılly or as paı	rt		
	of a Unit?								
	Individually 1	As part (of a Unit						
Q30	With regards to your current/last operational	deployme	ent, how s		e you with	the followin	g?		
		Very		Neither satisfied nor		Very			
	a. Non-operational allowances (e.g. LSA, GYH(T),	satisfied	Satisfied	dissatisfied	Dissatisfied 4	dissatisfied 1	V/ <i>A</i> 6		
	residual unaccompanied rate of LOA).								
	 b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc.). 	1	2	3	4	5			
	c. The deployment notice.	1	2	3	4	5	$\neg \epsilon$		
	d. The pre-operational training.	1	2	3	4	5	=		
	e. The welfare support I received from the RAF when I returned from operational deployment.	1	2	3	4	5	<u> </u>		
	f. The welfare support that my family, partner and/or parents received from the RAF when I returned from operational deployment.	1	2	3	4	5	6		
	g. The decompression and post operational tour support I received when I returned from operational deployment.	1	2	3	4	5			
	h. The Post Operational Stress Management that I received when I returned from operational deployment	. 1	2	3	4	5	6		
	i. The operational role I was assigned to.	1	2	3	4	5	— е		

Q31	During your pre-operational preparation, did			_		
	a. Job specification for the post.	Yes	No 2	N/A 3		
	b. Assignment Order.	1	2	3		
	c. Preparation Instruction.	1	2	3		
Q32	During your pre-operational preparation, did	you have a		-	bsite?	
	Yes		Please go to			
	No		Please go to			
	N/A		Please go to	o Q34		
Q33	If you had access to the A1 Ops Website, how	v strongly	do you agre	_	e with the f	ollowing?
		Strongly		Neither agree nor		rongly
	The preparation instruction provided via the A1 Ops website contained appropriate information to enable me to prepare to deploy.	agree	Agree 2	disagree Dis	sagree dis	sagree 5
Q34	What is your view of the following regarding y	your expei	rience of ope	erational dep	loyments?	
		Too often	About i right	Not often enough		
	a. The frequency of my operational deployments.	1	2	3		
		Too	About	Too		
	b. The length of my operational deployments.	long	right 2	short 3		
	Training and I	Develo	pment			
Q35	How satisfied are you with the following?					
				Neither		
		Very satisfied	d Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
	a. My opportunities for professional development.	1	2	3	4	5
	b. My opportunities for personal development.	1	2	3	4	5
	c. The timing of the training I have received in order to carry out my current job roles.	1	2	3	4	5
	d. The extent to which I am doing the job for which I was trained.	1	2	3	4	5
	e. My opportunities to gain civilian accreditation for Service training (e.g. NVQs, apprenticeships).	1	2	3	4	5
	Your Futu	ıre Pla	ns			
Q36	What are your plans for the future? (Tick one To stay serving as long as I can	box only).		1		
	To stay serving to the end of my current engagement.	/commissior		2		
	To leave the RAF before the end of my current engag			3		
	To leave the RAF as soon as I can			4		
	I have put in my notice to leave			5		
	N/A / Don't know			6		

Q37	How actively have you searched for a job of	outside the RAF in the	last 12 months?					
	Very actively	Not very actively	3					
	Quite actively 2	Not at all	4					
Q38	If you had the opportunity to do so, do you beyond your current retirement age?	ı think you would choo	se to remain in the Regular RAF					
	Yes - up to 2 years beyond		1					
	Yes - between 2-5 years beyond	Ī	2					
	Yes - between 6-10 years beyond	Γ	3					
	Yes - as long as I could	Ī	4					
	No	Ī	5					
	N/A / Don't know		6					
Q39	When you leave the RAF, would you conside Maritime Reserves, Army: Army Reserves,	RAF: RAF Volunteer R	deserves)?					
	a. Full-time.	Yes No	Don't know					
	b. Part-time.		3					
Q40	Which of the following Reserves options a (Tick all that apply.) a. Full-Time Reserve Service (FTRS) (Full Commit	•	n leaving the RAF?					
	b. Full-Time Reserve Service (FTRS) (Limited Com	nmitment)	1					
	c. Full-Time Reserve Service (FTRS) (Home Comr	·	1					
	d. Additional Duties Commitment.	,	1					
	e. Volunteer Reserves (part-time with unlimited wo	e. Volunteer Reserves (part-time with unlimited worldwide mobilisation liability).						
	f. Volunteer Reserves (part-time for home base sup	•	1					
Q41	What would make you join the Volunteer R	eserve Forces? (Pleas	e write in the text box below)					
Q42	How do the following factors impact on yo	ur intention to stay or	loavo the PAE2					
Q72	now do the following factors impact on yo	Strongly	Has no Strongly					
		increases Increases my intention	effect on my Increases increases intention to my intention my intention					
		to stay to stay	stay or leave to leave to leave					
	a. Impact of RAF life on family and personal life.		3					
	b. Opportunities outside the RAF.							
	c. Current job satisfaction.		3 4 5					
	d. Job security.		3 4 5					
	e. My morale.	1 2	3 4 5					
	f. Service morale.	1 2	3 4 5					
	g. Amount of pay.	1 2	3 4 5					
	h. Amount of allowances.	1 2	3 4 5					
	i. Opportunities for career development.	1 2	3 4 5					
	j. Opportunities for personal development.	1 2	3 4 5					

		Strongly	Has no	Strongly
		increases Increases my intention my intention	,	Increases increases ny intention
	I. Opportunities for Adventurous Training.	to stay to stay	stay or leave	to leave to leave
	m. Promotion prospects.	1 2	3	4 5
	n. Healthcare provision.		3	4 5
			3	☐ 4 ☐ 5
	o. Dental provision.p. Mental health provision.		3	4 5
	·		3	4 5
	q. Pension.		3	4 5
	r. Opportunities for flexible working conditions.	1 2	3	4 5
	s. Excitement of the job.			
	t. Financial Incentives available to me (e.g. Commitment Bonus).	1 2	3	4 5 N/A
	u. Spouse/partner's career.	1 2	3	5
	v. Accommodation provision.	1 2	3	4 5
	w. Other (if applicable, please specify in the text box b	pelow):		
Q43	If you have put in your notice to leave, please most influenced your decision to leave the R the boxes provided.) Most important reason for leaving	AF. (Write the letter to ost important	that correspo	
Q44	How would having the following options imp	act on your intention	n to stay or le	eave the RAF?
	a. Opportunities to work part-time.b. Opportunities for reduced separated Service (including operational deployment).	Strongly increases Increases my intention my intention to stay to stay 1 2 1 2	Has no effect on my	Strongly Increases increases ny intention my intention to leave to leave 4 5 4 5 5
	Fairness	at Work		
	ms to achieve an environment free from haras tion, in which all have equal opportunity and e	ssment, bullying, int		
Q45	How strongly do you agree or disagree with t in the RAF?	the following statem	ent regardinç	g fairness and equality
	I am treated fairly at work.	Strongly agree Agree	Neither agree nor disagree	Strongly Disagree disagree 4 5
Q46	Do you feel that the RAF discipline system is	s? Unfair ''	1	
	Fair 2 Neither fair nor unfair 3	Very unfair	5	

<u>Bullying</u> may be characterised as offensive, intimidating, malicious or insulting behaviour, and abuse of or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

<u>Discrimination</u> can occur when a person is treated less favourably because of race, religion or belief, sex, sexual orientation, pregnancy or maternity, marriage or civil partnership, gender reassignment, age or disability. Discrimination can also occur where a policy or practice which applies to everyone unreasonably disadvantages a person on the basis of the characteristics mentioned above.

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

Please note that the data gathered is strictly for research purposes only. You are advised not to name any individuals in your response. No action will be taken on this, and you are instead advised to seek guidance from the SSAFA Confidential Helpline: 0800 731 4880 (freephone) or +44 1980 630854 (overseas) (website also at: https://www.ssafa.org.uk/help-you/forcesline). Alternatively, please contact the Defence Bullying,

Do you believe you have been subject to any of the following in a Service environment in the last

Harassment and Discrimination helpline on 0800 783 0334.

Q47

	a. Bullying	1	
	b. Discrimination	1	
	c. Harassment		
	d. None of the above		Please go to Q50
	d. Notile of the above		Please go to Q50
Q48	If you believe you have been subject to bully please specify on what grounds in the text be		ervice environment in the last 12 months,
Q49	If you believe that you have been subject to cin the last 12 months, please specify on what		
		Discrimination	
	a. Gender.		2
	b. Gender reassignment.		2
	c. Race, colour, nationality, ethnic or national origin.		2
	d. Marriage/civil partnership.	1	2
	e. Religion or beliefs.	1	2
	f. Sexual orientation.	1	2
	g. Age.	1	2
	h. Disability.	1	2
	i. Pregnancy or maternity.	1	2
degrading, sexual adv	assment is defined as verbal, non-verbal or phospher of humiliating for the recipient. Suctances, unwanted sexual attention, requests for a sexual nature. It can be experienced by any	h conduct or sexual fa	includes, but is not limited to: unwelcome avours, or verbal, online or physical acts or
Q50	Do you believe you have been subject to sex months?	ual harass	sment in a Service environment in the last 12
	Yes 1	No	2
Q51	Did you make a formal written complaint with harassment and/or bullying?	nin the last	t 12 months about this discrimination,
	Yes	1	Please go to Q52
	No	2	Please go to Q53
	N/A	3	Please go to Q54
	1	6	

Q52 If you DID make a formal written complaint, how satisfied were/are you with the following aspects of your complaint?

a. The objectivity and fairness with which my complaint was handled/is being handled. b. The amount of time taken/it is taking to resolve my complaint. c. How well I was/am being kept informed about the progress of my complaint. d. The support provided by my Assisting Officer. e. The outcome of my complaint. Q53 If you did NOT make a formal written complaint, why was the a. I was not aware of the Service Complaints process. b. I considered the incident(s) to be too minor to report. c. The incident(s) was/were resolved informally. d. The incident(s) was/were resolved through mediation. e. I did not believe anything would be done if I did complain. f. I did not want to go through the complaints procedure.	sfied dissatisfied 2 3 3 2 3 2 3 2 3 3 is? (Tick all than	4	atisfied N/A 5 6 5 6 5 6 5 6 5 6 6 6 6						
my complaint. c. How well I was/am being kept informed about the progress of my complaint. d. The support provided by my Assisting Officer. e. The outcome of my complaint. 1 1 2 2 2 2 2 3 If you did NOT make a formal written complaint, why was the a. I was not aware of the Service Complaints process. b. I considered the incident(s) to be too minor to report. c. The incident(s) was/were resolved informally. d. The incident(s) was/were resolved through mediation. e. I did not believe anything would be done if I did complain.	2 3 2 3 2 3 2 3	4	5 6 5 6 5 6 5 6						
progress of my complaint. d. The support provided by my Assisting Officer. e. The outcome of my complaint. 1 1 2 2 2 2 2 2 2 3 If you did NOT make a formal written complaint, why was the a. I was not aware of the Service Complaints process. b. I considered the incident(s) to be too minor to report. c. The incident(s) was/were resolved informally. d. The incident(s) was/were resolved through mediation. e. I did not believe anything would be done if I did complain.	2 3 2 3	at apply) 1 1 1 1 1 1 1 1	5 6 5 6 5 6						
e. The outcome of my complaint. If you did NOT make a formal written complaint, why was the a. I was not aware of the Service Complaints process. b. I considered the incident(s) to be too minor to report. c. The incident(s) was/were resolved informally. d. The incident(s) was/were resolved through mediation. e. I did not believe anything would be done if I did complain.	2 3 2 3 is? (Tick all tha	at apply) 1 1 1 1 1 1 1 1 1 1 1	5 6						
Q53 If you did NOT make a formal written complaint, why was the a. I was not aware of the Service Complaints process. b. I considered the incident(s) to be too minor to report. c. The incident(s) was/were resolved informally. d. The incident(s) was/were resolved through mediation. e. I did not believe anything would be done if I did complain.	is? (Tick all tha	at apply) 1 1 1 1 1 1 1 1 1 1	5 6						
 a. I was not aware of the Service Complaints process. b. I considered the incident(s) to be too minor to report. c. The incident(s) was/were resolved informally. d. The incident(s) was/were resolved through mediation. e. I did not believe anything would be done if I did complain. 	is? (Tick all tha	at apply) 1 1 1 1 1 1 1 1 1 1 1							
b. I considered the incident(s) to be too minor to report.c. The incident(s) was/were resolved informally.d. The incident(s) was/were resolved through mediation.e. I did not believe anything would be done if I did complain.									
c. The incident(s) was/were resolved informally.d. The incident(s) was/were resolved through mediation.e. I did not believe anything would be done if I did complain.		1 1 1 1 1 1 1 1 1							
d. The incident(s) was/were resolved through mediation.e. I did not believe anything would be done if I did complain.		1 1 1 1							
e. I did not believe anything would be done if I did complain.		1 1 1							
		1							
f. I did not want to go through the complaints procedure.		1							
g. I believed it might adversely affect my career.		1							
h. I believed it might adversely affect another work colleague or the wor	h. I believed it might adversely affect another work colleague or the working environment.								
i. I was worried that there would be recriminations from the perpetrators	S.	1							
j. I was discouraged from doing so.	j. I was discouraged from doing so.								
k. Other reason(s) - (please specify in the text box below):		1							
Q54 Which of these best sums up your awareness of the Service	Complaints <u>P</u>	rocess?							
I've never heard of it									
I've heard of it but know nothing about it 2									
I've heard of it and know a little about it									
I've heard of it and know a lot about it									
Q55 Which of these best sums up your awareness of the Service	e Complaints <u>O</u>)mbudsman?							
I've never heard of it									
I've heard of it but know nothing about it 2									
I've heard of it and know a little about it									
I've heard of it and know a lot about it									

Information about the Service Complaints Process can be found on the following link: https://www.gov.uk/government/publications/jsp-831-redress-of-individual-grievances-service-complaints

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

Your Work-Life Balance onths approximately how much time have you spent

Q56	In the past 12 months approximately how mu spouse/partner or children) for Service reason		ave you sp	pent away f	rom your fa	amily (e.g.	
	Not been away	Between 7-9	months (27-3	39 weeks)	5		
	Up to 1 month (4 weeks)	Between 10-	12 months (4	0-52 weeks)	6		
	Between 1-3 months (5-13 weeks)	N/A			7		
	Between 4-6 months (14-26 weeks)						
Q57	In the past 12 months, how satisfied were yo	u with the	following	? Neither			
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	a. The ability to plan my own life - short term (e.g. work/weekend leave).	1	2	3	4	5	
	b. The ability to plan my own life - long term (e.g. holidays/career training).	1	2	3	4	5	
	c. The opportunity for me to work flexibly (e.g. variable start/finish times, Compressed Hours, Working from home).	1	2	3	4	5	N/A
	d. The amount of time away from my usual place of duty.	1	2	3	4	5	
	e. The amount of time away from my family and friends	S1	2	3	4	5	
	f. The effect of Service life on my children's education	l. 1	2	3	4	5	
	g. The effect of Service life on my spouse/partner's career.	1	2	3	4	5	6
Q58	How strongly do you agree or disagree with	the followi	ng?				
		Strongly		Neither agree nor		Strongly	
	I am able to maintain a balance between my personal and working life.	agree 1	Agree 2	disagree 3	Disagree	disagree 5	
	· ·	Leave					
Q59	How satisfied are you with the following?						
QUU	now subside are you will the following.	Very		Neither satisfied nor		Very	
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	
	 a. My overall leave allowance i.e. annual leave, post operational tour leave (POTL), leave carried over from previous years. 	1	2	3	4	5	
	b. The opportunity to take leave when I want to.	1	2	3	4	5	
	c. The amount of leave I was able to take in the last 12 months.	1	2	3	4	5	
Q60	If you did not take all of your annual leave all for this? (Tick all that apply) a. Operational tour.	lowance w	ithin the la	ast leave ye	ear, what wa	as the reas	son
	b. Not allowed.	1					
	c. Courses/training.	1					
	d. Workload.	1					
	e. Undermanning.	1					
	f. I wanted to carry days over to the next leave year.	1					
	g. Other (please specify in the text box below):	1					

Your Health and Well-being

Q61	years, how satisfied were you with:	<u>cai</u> treatmer	it (inclual	ng mentai r	ieaitncare)	in the last 2
	, o o, o o , o , o			Neither		
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied N/A
	a. Being able to access the medical care when I needed it.	1	2	3	4	5
	b. The medical treatment.	1	2	3	4	5
Q62	If you have received Service-provided dental	treatment i	n the last	2 years, ho	w satisfied	were you with:
		Very		Neither satisfied nor		Very
	Deire able to access the deatel access the d	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied N/A
	Being able to access the dental care when I needed it.					
	b. The dental treatment	1	2	3	4	5
•	measuring national well-being we are interestuestions below are not linked particularly to the				•	general with
Q63	Overall, how satisfied are you with your life	nowadays?	,	_		
	Not at all	•			Comp	letely
	0 1 2 3 4	5 6	7 1	8	9	10
Q64	Overall, how happy did you feel yesterday? Not at all				Сотр	letelv
	0 1 2 3 4	5 6	7	8	9	10
Q65	Overall, how anxious did you feel yesterday	?			Comp	letely
	0 1 2 3 4	5 6	7	8	9	10
Q66	Overall, to what extent do you feel the thing	s you do in	your life a	are worthwl	nile?	
	Not at all				Comp	-
		5 6	<i>7</i> 1 □	8	9	10
	Fitness, Sport and A	Adventu	irous '	Trainin	g	
Q67	How satisfied are you with the following?					
		Very		Neither satisfied nor		Very
	a. RAF sport, exercise and fitness facilities in general	satisfied	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied 5
	b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).	1	2	3	4	5
	c. My opportunities to take part in sport.	1	2	3	4	5
	d. My opportunities to take part in Adventurous Training.	1	2	3	4	5
	e. My opportunities to take part in Force Development Activities.	1	2	3	4	5

		We	elfare					
Q68	How satisfied are you with the fol	lowing?						
			Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatis	
	a. The welfare support provided by the R	AF for me.	1	2	3	4		5
	 b. The welfare support provided by the F my family. 	RAF for	1	2	3	4		5
	c. The support my spouse/partner gets f RAF when I am absent.	rom the	1	2	3	4		5
	d. The Operational/Deployment Welfare	Package.	1	2	3	4		5
Q69	How satisfied are you with the fol	lowing?		A1 '''				
		Very		Neither atisfied nor		Very	Not	Not
	a. The chaplaincy support provided by the RAF.	satisfied	Satisfied o	lissatisfied 3	Dissatisfied o	dissatisfied 5	used 6	heard of
	b. SSAFA Personal Support & Social Work Service.	1	2	3	4	5	6	7
	c. The HIVE.	1	2	3	4	5	6	7
	d. The RAF Families Federation.	<u> </u>	2	3	4	5	6	7
	e. The Community Development Officer/Worker.	1	2	3	4	5	6	7
	 f. My Unit's Service Community Support Officer (SCSO). 	1	2	3	4	5	6	7
	g. My Unit's welfare staffs.	1	2	3	4	5	6	7
	Vou	r Acco	ommod	ation				
070						aaka (Tial	, ana ha	w anlw)
Q70	What kind of accommodation do y Service Family Accommodation (SFA)	you live ii	ı at present		•	se go to Q7		x only)
	Substitute Service Family Accommodati	ion (SSFA)		2		se go to Q7		
	Single Living Accommodation (SLA)	1011 (00171)		3		se go to Q7		
	Substitute Service Single Accommodati	ion (SSSA) i	(Formerly SSI	Δ)		se go to Q7		
	Property I own	o (000, 1)	, o	5		se go to Q7		
	Privately rented accommodation			6		se go to Q7		
	In a relative's (e.g. parents') home			7		se go to Q7		
	Other (please specify in the text box be	low)		8		se go to Q7		
	() , ,							
Q71	If you have moved from your own was/were the reason(s) for this? (ccommod	ation in the	last 12 mo	onths, w	/hat
	a. Posting requirement.		, , , , , , , , , , , , , , , , , , ,	1				
	b. Economy.			<u> </u>				
	c. Personal circumstances e.g. marriage	e, separatio	n, divorce.					
	d. Other (please specify in the text box b	pelow).						

Q73	 a. The overall standard. b. The value for money. c. The response to requests for maintenance/repair to my current accommodation. d. The quality of maintenance/repair work to my current accommodation. e. How fairly Service Accommodation is allocated. Do you currently own your own home? Pleas or not. Yes No No, but I am currently saving up to buy a home in the 		Satisfied 2 2 2 2 2 this questi		Dissatisfied 4 4 4 4 4 ryou live in use go to Q75 use go to Q74	Very dissatisfied 5 5 5 5 5 15 15 15 15 15 15 15 15 15 1	N/A / Don't know
	 b. The value for money. c. The response to requests for maintenance/repair to my current accommodation. d. The quality of maintenance/repair work to my current accommodation. e. How fairly Service Accommodation is allocated. Do you currently own your own home? Pleas or not. Yes 	1 1 1 1 1 1 1 1 e answer	2 2 2 2 2	3 3 3 3 3 3 3 ion whethe	4 4 4 4 4 4 ryou live in	5 5 5 5 5	
	c. The response to requests for maintenance/repair to my current accommodation. d. The quality of maintenance/repair work to my current accommodation. e. How fairly Service Accommodation is allocated. Do you currently own your own home? Pleas or not. Yes No		2 2 2	3 3 3 3 ion whethe	se go to Q75	5	e
	to my current accommodation. d. The quality of maintenance/repair work to my current accommodation. e. How fairly Service Accommodation is allocated. Do you currently own your own home? Pleas or not. Yes No		2 2	3 3 ion whethe	se go to Q75	5	eerty
	current accommodation. e. How fairly Service Accommodation is allocated. Do you currently own your own home? Pleas or not. Yes No		2	ion whethe	se go to Q75	5	erty
	Do you currently own your own home? Pleas or not. Yes No			ion whethe	se go to Q75	this prop	erty
	or not. Yes No		this quest		se go to Q75	this prop	erty
Q74	No	futuro	2	Plea	· ·		
Q74		futuro		Diag	ISE OO IO UJ/A		
Q74	no, but I am currently saving up to buy a nome in the		<u> </u>		-		
Q74		ruture		Plea	se go to Q74		
	Please indicate whether each of the following (Tick all that apply) Once completed please go to Q77.	is a reas	on why yo	u <u>do not ov</u>	<u>wn</u> your owi	n home.	
	a. I don't want to own a home at this stage in my life/c	areer.	1				
	b. Living in Service Accommodation is better suited to my family's needs at present than home ownership is.	my/	1				
	c. I want to be able to move about/move my family wit when I am posted.	n me	1				
	d. I don't want to buy a home where I am currently loc	ated.	1				
	e. I can't afford to buy a suitable home at the moment.		1				
	f. I don't want to risk losing money.		1				
	g. I wouldn't be able to live in the home.						
	h. Other (please specify in the text box below):		1				
Q75	Please indicate whether each of the following (Tick all that apply). a. To give stability for myself and my family.	was a re	ason why y	you bough	t your own I	nome	
	b. The allowances for living in my own home.						
	c. To rent it out.						
	d. Poor standards of SLA or SFA.						
	e. Poor location of SLA or SFA.						
	f. The cost of SLA or SFA.						
	g. I wanted to live with my partner.						
	h. Other (please specify in the text box below):						

Q76	If you currently own a home, how satisfied are	e you with	the follow	ving?		
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied N/A
	a. The opportunity to live in my own home.	1	2	3	4	5 6
	b. The allowances for living in my own home.	1	2	3	4	5 6
Q77	Which of the following statements apply to yo	ou? (Tick a	all that app	oly)		
	 a. In the last year, I have used Forces Help to Buy (FHTB) for my home purchase. 					
	b. In the last year, I have used FHTB to extend my hor	me.		1		
	c. I am considering using FHTB for a future home pure	chase.		1		
	d. In the last year, I purchased my own home without t FHTB or the Government Affordable Housing Scheme			1		
	e. In the last year, I used a Government Affordable Ho (e.g. Help to Buy: Equity Loan / Mortgage Guarantee / Shared Ownership Schemes).		me	1		
	f. None of the above.			1		
You can fir	nd more information on Forces Help to Buy at t	he followii	na link: w	ww.gov.uk/	forces-help	-to-buy
Tou oun in	Catering, Reta				ioroco noip	to say
070						
Q78	Thinking specifically about food and drink su which of these factors are important to you? a. Price.		-	wnen cons	sidering wr	ere to eat
	b. Value for money.		<u> </u>			
	c. Choice.					
	d. Quality.					
	e. Quantity.		1			
	f. Well known brand.		1			
	g. Where it is sourced from (e.g. Fairtrade, locally prod	duced).	1			
	h. Other (please specify in the text box below):	ŕ	1			
Q79	How often do you use Service-provided cater	_		0 4		
	a. For eating at breakfast.	Always	Often	Sometimes 3	Rarely 4	Never N/A
	b. For eating at lunchtime.	1	2	3	4	5 6
	c. For eating in the evening.		2	3	4	5 6
	d. For drinking, socialising in the bar.	1	2	3	4	5 6
		Always	Often	Sometimes	Rarely	Never N/A
	e. For informal functions.	1	2	3	4	5 6
	f. For formal functions (Officers/SNCOs/WOs only).	1	2	3	4	5 6
Q80	How satisfied are you with the following?			Neither		
		Very	Catiofical	satisfied nor	Dissotiation	Very
	a. The availability of food during the week on my Unit (e.g. opening hours).	satisfied	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied N/A
	b. The number of functions during the year.	1	2	3	4	5 6
	c. The standard of service from catering contractors on my Unit.	1	2	3	4	5 6

Your Family Life

Q81	What is your current personal status? Single (never married or formed a civil partnership)	1	Please go to Q83	
	In a long term/established relationship (but not married or in a civil partnership)	2		
	Married/In a civil partnership	3		
	Separated, but still legally married or in a civil partnership	4	Please go to Q83	
	Divorced/Formerly in a civil partnership which is now legally dissolved	5	Please go to Q83	
	Widowed/The surviving partner from a civil partnership	6	Please go to Q83	
	Prefer not to say	7	Please go to Q83	
Q82	What is your spouse/partner's current employment situation in the Armed Forces	?	1	
	In full-time paid employment/full-time self-employment (other than Arme	d Forces)	2	
	In part-time paid employment/part-time self-employment		3	
	In voluntary (unpaid) employment		4	
	Not employed (for any reason)		5	
	In full-time or part-time education		6	
Q83	Do you have any children whom you support financially?			
	Yes 1			
	No Please go to Q88			
Q84	If YES, how many children do you have in each age group? (a each category in each box, e.g. "3", or if you do not have children Under 5 years Between 5 and 17 years 18 years and over			
Q85	Do any of your children live with you? (Tick one box only).	1		
	Yes			
	Shared access	2		
	Weekends/holidays only		Please go to Q88	
	No		Please go to Q88	
	N/A	5	Please go to Q88	
Q86	If you have a child or children living with you, do you consider No No No No	er yourse N		parent?
Q87	If you require childcare, how satisfied are you with the locally			?
	Very satisfied Satist	satisfi	ither ed nor tisfied Dissatisfied diss	Very satisfied N/A
Q88	Do you have caring responsibilities for infirm or elderly adult	t(s)?		
	Yes 1 No 2			

The RAF would like to understand how Service life affects personal finance. The information could improve training and policy. **Q89** If you have been declined credit in the last 12 months, what was the reason for this? (Tick one box only). Failed credit check Lack of UK credit history Too many address moves Don't know Prefer not to say Other (please specify in the text box below): Q90 Do you currently have personal debt levels that concern you? **Being Part of Society Q91** Are you currently registered to vote? Yes Please go to Q92 No Please go to Q93 Don't know Please go to Q94 You can register to vote at the following link: www.gov.uk/register-to-vote Q92 If you are currently registered to vote, are you registered as ...? (Tick one box only). An ordinary/residential voter - registered for one year, Please go to Q94 usually via the annual update of voters (annual canvass) A Service voter - registered for five years, via a Service declaration Please go to Q94 An overseas voter - registered for one year, in the same way as a Please go to Q94 non-Forces British citizen living overseas. Q93 If you are not currently registered to vote, what is the main reason for this? (Tick one box only) I did not receive an electoral registration form I have not got around to it, but aim to do it sometime I do not know how to register I am not interested in politics I wish to remain impartial Other The 'Armed Forces Covenant', announced by the Government in May 2011, is a promise by the nation ensuring

that those who serve or who have served in the Armed Forces, and their families, are treated fairly.

Which of these best sums up your awareness of the Armed Forces Covenant? **Q94** I've never heard of it I've heard of it but know nothing about it I've heard of it and know a little about it I've heard of it and know a lot about it

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

Q95	Which, if any, of the following areas do you f compared to the general public?	eel advant	taged or d	isadvantage	ed as a Serv	vice perso	on,
		Strongly		Neither advantaged nor		Strongly	Don't know/
		advantaged	Advantaged	disadvantaged	Disadvantaged	disadvantage	
	a. Family's access to NHS care.		2	3		5	
	b. Children's Education.	1	2	3	4	5	
	c. Housing.	1	2	3	4	5	
	d. Family life.	1	2	3	4	5	
	e. Benefits.	1	2	3	4	5	
	f. Tax.	1	2	3	4	5	
	g. Commercial Products and Services (e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit).	1	2	3	4	5	
	 h. HM Forces and Veterans-specific financial advice and discounts (e.g. Money Force, Defence Discount Service, Defence Privilege Cards and Joining Forces (Credit Unions)). 	1	2	3	4	5	
	 i. Participation as Citizens (e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition). 	1	2	3	4	5	
	j. Other (please specify in the text box below):	1	2	3	4	5	
Q96	How strongly do you agree or disagree with a. I offer an important service to the country. b. Members of the Armed Forces are valued by	Strongly agree	Agree	Neither agree nor disagree	Disagree 4	Strongly disagree	Don't know
	society at large.						
	Your Bac	ckgrou	ınd				
Q97	Have you ever been a member of a Service C Air Training Corps/Combined Cadet Force)?	Cadet Forc	•		rmy Cadet	Force/	
	Yes		Please go	to Q98			
	No	2	Please go	to Q99			
Q98	If YES, were you a member of the: (Tick all the a. Sea Cadet Corps (SCC)?	nat apply)					
	b. Army Cadet Force (ACF)?	1					
	c. Air Training Corps (ATC)?	1					
	d. Combined Cadet Force RN (CCF RN)?	1					
	e. Combined Cadet Force Army (CCF Army)?	1					
	f. Combined Cadet Force RAF (CCF RAF)?	1					

Taking Action and Your Comments Q99 How strongly do you agree or disagree with the following? Neither Strongly Strongly Don't agree nor Agree Disagree agree disagree disagree know a. I believe the leaders in the RAF will take action on the results of AFCAS. b. I think effective action has been taken in the RAF on the results of AFCAS. Q100 This survey is? Too long About right Too short Q101 How long did it take you to complete this survey? Less than 10 minutes 40-50 minutes 10-20 minutes 50-60 minutes 20-30 minutes Over an hour 30-40 minutes Q102 Please use this box to provide any further comments about working and living in the RAF.

Thank you for completing this survey.

Please return it as soon as you can to:

		envelope provided.		
Responses must reach u	us by 8th February 2021 in o	order to be included. Plea	ase allow sufficient time for	r postage.

Continuous Attitude Survey

What is Life in the Royal Marines like for you?

Your views are important

You can complete this survey online - see inside for details











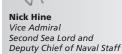








The Armed Forces Continuous Attitude Survey (AFCAS) is your opportunity to tell me what you think about life in the Royal Navy. The AFCAS results provide me and my team with the critical evidence required to argue your case at the very top of Defence and to drive forward change. I encourage you to take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





PARTICIPANT INFORMATION SHEET

Armed Forces Continuous Attitude Survey (AFCAS): Royal Marines

This survey is available for you to complete online. It is recommended you use **Google Chrome** to access the survey. The Token you are asked to enter is your Service Number (this is case sensitive).

If you are accessing the survey via a **MOD computer** e.g. a MODNET or DII computer, please visit the following internal webpage:

http://bravo.dasa.r.mil.uk/limesurvey/index.php/871347

Alternatively, if you are accessing the survey using a **non-MOD computer** e.g. personal computer, tablet or mobile phone, please visit the following external webpage:

https://surveys.mod.uk/index.php/871347

Completing the survey electronically is the quickest and cheapest way for you to send us your views. You may find the first, internal link is quicker to load the survey than the second, external link.

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

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

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

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

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

The data controller for this project will be Defence Statistics. The Data Protection Officer oversees the processing of personal data, and can be contacted at: Andy.Dorman415@mod.gov.uk.

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

Armed Forces Continuous Attitude Survey reports are publicly available via:
https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index. The report of the findings of the 2021 AFCAS survey is provisionally due to be released in May 2021.

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

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

Please complete the survey as soon as you can and return it in the envelope provided. **Responses must reach us by 8**th **February 2021 in order to be included**. Please allow sufficient time for postage.

Frequently asked questions:

Q. What is the purpose of the survey?

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

Q. How is the information used?

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

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

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

Q. Do I have to complete the survey?

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

Q. What will I be asked to do?

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

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

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

Q. Will my records be kept confidential?

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

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

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

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

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

Q. What if I want to make a complaint?

A. Complaints about the survey should be addressed to Alexander Zammit, <u>Alexander.Zammit100@mod.gov.uk</u>, 07971 770576.

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

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

Please turn the page for the 2021 Armed Forces Continuous Attitude Survey (AFCAS):
Royal Marines.

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

Armed Forces Continuous Attitude Survey 2021 Royal Marines

You may have recently received an AFCAS email inviting you to complete the electronic version of this survey. If you have already completed the electronic version of this 2021 AFCAS survey then please ignore this paper copy.

Please fill in this survey as **fully** and **honestly** as you can.

Your completed survey will be **treated in confidence**: it will be processed by people outside your Chain of Command and the Ministry of Defence. Responses from individuals **will not be identified**.

Please **read all instructions** carefully before answering a question and follow any **routing instruction** after answering a question. A few questions will require a written answer - please write clearly in **BLOCK CAPITALS**.

Once completed please return the survey to:
Civica Engagement Solutions, 33 Clarendon Road, London, N8 0NW using the
prepaid envelope provided.

Responses must reach us by 8th February 2021 in order to be included in the survey.

This survey is available for you to complete online. It is recommended you use **Google Chrome** to access the survey. The TOKEN you are asked to enter is your **Service Number** (this is case sensitive).

If you are accessing the survey via a MOD computer e.g. a MODNET or DII computer, please visit the following internal webpage:

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https://surveys.mod.uk/index.php/871347

Completing the survey electronically is the quickest and cheapest way for you to send us your views.

Your Pay

To compensate for differences in lifestyle, working conditions and expectations between Service personnel and their civilian equivalents, Service salaries are increased by 14.5% (for the majority of personnel). We call this the 'X-Factor'.

Q1	How strongly do you agree or disagree with t	he followi	ng?			
	The X-Factor in my salary is enough compensation for Service lifestyle, working conditions and expectations.	Strongly agree	Agree 2	Neither agree nor disagree	Disagree	Strongly disagree
	b. The pay and benefits I receive are fair for the work I do.	1	2	3	4	5
	c. The RM offer (including dental & healthcare, subsidised accommodation, pay & pension) is better than that which industry offers.	1	2	3	4	5

You can find the Armed Forces Pension, Annual Allowances and Scheme Pays Calculator at the following link: http://mod-abc.co.uk/

Q2	How satisfied are you with the following?						
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	 a. My rate of basic pay (basic pay includes X-Factor, but excludes Recruitment and Retention Payment (RRP) and any allowances). 	1	2	3	4	5	
	b. My pension benefits.	1	2	3	4	5	
	c. Information about pay and allowances (e.g. from the intranet, DINs and brochures).	1	2	3	4	5	
	d. My ability to access JPA.	1	2	3	4	5	N/A
	e. My allowances (e.g. Longer Separation Allowance (LSA), Get You Home (GYH), Continuity of Education Allowance (CEA), Local Overseas Allowance (LOA), and Food and Incidentals Allowance (FIA)).	1	2	3	4	5	6
Q3	In the last 12 months, have you been in receip	t of a Rec	ruitment	and Retent	ion Paymeı	nt (RRP)?	
	Yes - Please go to Q4 1		se go to Q		•	, ,	
Q4	How satisfied are you with the following?						
	My Recruitment and Retention Payment (RRP).	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	Your \	Nork					
Q5	How satisfied are you with RM life in general?						
		Very		Neither satisfied nor		Very	
		satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	
Q6	How would you rate the level of morale of						
	•	Very		Neither		Very	
	a. Myself.	high	High	high nor low	Low 4	Low 5	
	b. My Unit.	1	2	3	4	5	
	c. The RM as a whole.		2	3	4	5	
Q7	How satisfied are you with the following aspec	cts of you	r current	job? Neither			
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	a. My job in general.	1	2	3	4	5	
	b. The sense of achievement I get from my work.		2	3	4	5	
	c. The challenge in my job.		2	3	4	5	
	d. The amount of variety in my work.		2	3	4	5	
	e. My current work location.	1	2	3	4	5	
Q8	How strongly do you agree or disagree with the	ne followir	ng?				
		<u> </u>		Neither			
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	N/A
	 a. My superiors do not interfere excessively in my work activities. 	1	2	3	4	5	
	b. I am given sufficient authority to make decisions.	1	2	3	4	5	

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	N/A
	c. If I make a genuine mistake at work, I do not feel that it will be held against me.	1	2	3	4	5	
	d. Where I work people do not automatically look for someone to blame when things go wrong.	1	2	3	4	5	
	e. I am encouraged to find better ways of doing things at work.	1	2	3	4	5	
	f. I am always given a clear deadline as to when work needs to be completed.	1	2	3	4	5	
	g. When I am set a task at work, I am told very clearly what output is required.	1	2	3	4	5	
	h. I have a choice in deciding how I do my work.	1	2	3	4	5	
	i. I know that if I do my job well I will be praised or rewarded.	1	2	3	4	5	
	Resources ar	nd Wor	kload				
Q9	How satisfied are you with the following?			Neither			
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	1	2	3	4	5	
	b. The availability of personal equipment/kit I have to do my job.	1	2	3	4	5	
	c. The standard of major equipment (e.g. vehicles and systems) I have to do my job.	1	2	3	4	5	
	d. The availability of major equipment I have to do my job.	1	2	3	4	5	
Q10	How would you rate your workload over the la	st 12 mon	ths?				
		Much too high	Too high	About right	Too low	Much too low	
		1	2	3	4	5	
	Your C	areer					
Q11	Overall how satisfied are you with the way you	ur career i	s being m	•			
		Very	0 4 5 4	Neither satisfied nor		Very	
		satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	
future Serv	nagement is defined as 'The assignment of indi vice requirements, exploiting skills, career deve es, whilst providing advice on future career path	lopment n					
Q12	Overall how satisfied are you with the career and Branch Advisers?	manageme	ent servic	e provided	by the Car	eer Manag	ers
		Very satisfied	Satisfied 2	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
Q13	Who do you think is responsible for managing a. You.	g your care	eer? (Tick	all that ap	ply)		
	b. Immediate superior (line manager).	1					
	c. Career Manager.	1					

Q14	In terms of your current assignment, how s	trongly do y	ou agree	or disagree	with the fo	ollowing?
		Strongly		Neither agree nor		Strongly
		agree	Agree	disagree	Disagree	disagree
	 a. I have the knowledge, skills and experience to do my job. 	1	2	3	4	5
	b. My knowledge, skills and experience are being use	ed. 1	2	3	4	5
	 c. The assignment provides development opportunities that will enhance my promotion prospects. 	1	2	3	4	5
	d. My personal preferences were taken into account	t1	2	3	4	5
Q15	How satisfied are you with the following?					
		Very		Neither satisfied nor		Very
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied 5
	a. The notice I received for my current/last assignment	nt.		3		
	b. Involvement in decisions that affect my career.		2			5
	c. The fairness of the appraisal system.		2	3	4	5
	d. The fairness of the promotion system.	1	2	3	4	5
	e. My opportunities for promotion.	1	2	3	4	5
	f. My opportunities for further service.	1	2	3	4	5
Q16	How important is promotion to your satisfac	ction with y	our Servic	e career at	the preser	nt time?
	Very important					
	Fairly important 2					
	Neither important nor unimportant 3					
	Fairly unimportant 4					
	Very unimportant 5					
	Your Line I	Manage	ment			
Q17	How strongly do you agree or disagree with			ents about	your imme	ndiate superior
Q(1)	(Service or Civilian)?	i the followi	ing statem		your mine	diate Superior
		Strongly		Neither agree nor		Strongly Don't
		agree	Agree	disagree	Disagree	disagree know
	a. Understands and represents my interests.					
	b. Supports me in my job.			3		
	c. Sets a positive example.		2			
	d. Encourages me to develop my skills.		2	3	4	5 6
	e. Is supportive over work/life balance issues.	1	2	3	4	5 6
	f. Provides regular feedback on my performance.		2	3	4	5 6
	g. Tells me what's going on at work.	1	2	3	4	5 6
	h. Is someone I trust.	1	2	3	4	5 6
	i. Helps me to understand how I contribute to RM objectives.	1	2	3	4	5 6
	j. Helps me to understand how major change decisions will affect me.	1	2	3	4	5 6
	k. Works well with personnel from different backgrounds.	1	2	3	4	5 6
	I. I am satisfied with the leadership provided by my immediate supervisor.	1	2	3	4	5 6

Q18	0-3 months		or comma re months	and?			
Q19	How strongly do you agree or disagree with	the followi	ng statem	ents?			
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't Know
	a. I trust my immediate chain of command to support m	ne. 1	2	3	4	5	6
	b. My immediate chain of command knows me well.	1	2	3	4	5	6
	Senior Le	eaders	hip				
Q20	How strongly do you agree or disagree with Royal Marines (i.e. Brigadier and above)?	the followi	ng statem	ents about	the senior	leaders of	the
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	a. They understand and represent my interests.	1	2	3	4	5	6
	b. They are keen to listen to Service people's feedback	<.	2	3	4	5	6
	c. They champion the RM's interests in Tri-Service issues.	1	2	3	4	5	6
	d. They communicate decisions to personnel.	1	2	3	4	5	6
	e. They understand the impact of change on personnel.	1	2	3	4	5	6
	f. I have confidence in the leadership of the RM.	1	2	3	4	5	6
	Comm	itment					
Q21	How strongly do you agree or disagree with	the followi	ng?				
		Strongly		Neither agree nor		Strongly	
		agree	Agree	disagree	Disagree	disagree	
	 a. In the last 12 months, I have fulfilled my commitments/promises to the RM. 	1	2	3	4	5	
	b. In the last 12 months, the RM has fulfilled its commitments/promises to me.	1	2	3	4	5	
	c. I am proud to be in the RM.	1	2	3	4	5	
	d. I am valued by the RM.	1	2	3	4	5	
	e. I would recommend joining the RM to others.	1	2	3	4	5	
	f. I feel a strong personal attachment to the RM.	1	2	3	4	5	
	g. I feel a strong personal attachment to my Unit.	1	2	3	4	5	
	h. The RM inspires me to do the best in my job.	1	2	3	4	5	
	i. The RM motivates me to help it achieve its objectives.	1	2	3	4	5	
	j. My family is proud of me serving in the Armed Forces.	1	2	3	4	5	N/A
	k. My family benefits from being a Service family.	1	2	3	4	5	6
	I. My family supports my career in the RM.	1	2	3	4	5	6

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

Q22	How strongly do you agree or disagree with the	he followi	ng?				
		Strongly		Neither agree nor		Strongly	
		agree	Agree	disagree	Disagree	disagree	
	 a. The ethos of the RM is an important part of life in the RM. 					LJ°	
	Working w	ith Otl	ners				
Q23	In considering your immediate working team, to	what ext	ent do you	•	sagree with	the follow	ing?
		Strongly		Neither agree nor		Strongly	
	A. My team know exactly what their responsibilities are	agree e.	Agree 2	disagree	Disagree 4	disagree	
	b. The people in my team can be relied upon to help when things get difficult in my job.	1	2	3	4	5	
	c. We have confidence in ourselves as a team.	1	2	3	4	5	
	d. The people in my team work together to find ways to improve the service we provide.	1	2	3	4	5	
	e. Team members work well with personnel from different backgrounds.	1	2	3	4	5	
Q24	Have you had working contact with any of the IF NONE APPLY PLEASE GO TO Q28	e following	g in the <u>las</u>	st two years	s? (Tick all	that apply)
	a. Armed Forces Reserves.	1					
	b. MOD Civil Servants.	1					
	c. MOD contractors.	1					
Q25	In your experience, how would you rate the co	ontributio	n to the R	M of			
		Very valuable	Valuable	Not very valuable	Not at all valuable	Don't know/ N/A	
	a. Armed Forces Reserves.	1	2	3	4	5	
	b. MOD Civil Servants.	<u> </u>	2	3	4	5	
	c. MOD contractors.		2	3	4	5	
Q26	In your experience, how well integrated into the	he RM are)				
		Very well	Well	Not very well	Not at all well	Don't know/ N/A	
	a. Armed Forces Reserves.	1	2	3	Wen 4	5	
	b. MOD Civil Servants.	1	2	3	4	5	
	c. MOD contractors.	1	2	3	4	5	
Q27	In your experience, how would you rate the p	rofession:	alism of				
G(Z)		Very		Not very	Not at all	Don't know/	
	a. Armed Forces Reserves.	professional	Professional 2	professional 3	professional 4	<i>N/A</i>	
	b. MOD Civil Servants.			3	4	5	
				3	4	5	
	c. MOD contractors.						
Q28	How strongly do you agree or disagree with t		na?				
Q_U	non shongry do you agree or disagree with the	Strongly	a .	Neither agree nor		Strongly	Don't
		agree	Agree	disagree	Disagree	disagree	know
	 a. Change is managed well in my immediate working team. 		2	3	4	5	
	b. Change is managed well in my Unit/Establishment.	1	2	3	4	5	6
	c. Change is managed well in the RM.	<u> </u>	2	3	4	5	

Your Deployments

If you have NOT been on an operational deployment since 1 Jan 2018, please go to Q32 With regards to your current/last operational deployment, were you deployed individually or as part **Q29** of a Unit? Individually As part of a Unit Q30 With regards to your current/last operational deployment, how satisfied are you with the following? Neither Very satisfied nor Very Satisfied dissatisfied Dissatisfied dissatisfied N/A satisfied a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA). b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc.). c. The deployment notice. d. The pre-operational/sea training. e. The welfare support I received from Royal Navy Royal Marines Welfare (RNRMW) when I returned from operational deployment. f. The welfare support that my family, partner and/or parents received from the RNRMW when I returned from operational deployment. g. The decompression and post operational tour support I received when I returned from operational deployment. h. The Post Operational Stress Management that I received when I returned from operational deployment. i. The operational role I was assigned to. Q31 What is your view of the following regarding your experience of operational deployments? Not often Too About often enough right a. The frequency of my operational deployments. Too About Too short Iona right b. The length of my operational deployments. Training and Development **Q32** How satisfied are you with the following? Neither Verv satisfied nor Verv Satisfied Dissatisfied dissatisfied satisfied dissatisfied a. My opportunities for professional development. b. My opportunities for personal development. c. The timing of the training I have received in order to carry out my current job roles. d. The extent to which I am doing the job for which I was trained. e. My opportunities to gain civilian accreditation for Service training (e.g. NVQs, apprenticeships).

Q33	How strongly do you agree or disagree with	5
		Neither Strongly agree nor Strongly
		agree Agree disagree Disagree disagree
	I am given enough training to enable me to make moral decisions within my role.	1 2 3 4 5
024	·	
Q34	How much importance do you place on profe	Very little
	Some 2	None at all 4
	Your Fut	ure Plans
Q35	What are your plans for the future? (Tick on	e box only).
	To stay serving as long as I can	at/commission 2
	To stay serving to the end of my current engagemer To leave the RM before the end of my current engagement	II/COMMISSION
	I leave the RM as soon as I can	enenicommission 4
	I have put in my notice to leave	5
	N/A / Don't know	6
Q36	How actively have you searched for a job ou	Itside the RM in the last 12 months? Not very actively 3
	Quite actively 2	Not at all
Q37	In the last 12 months, have you been approa	ched by industry with offers of employment? No 2
Q38	Reserves, Army: Army Reserves, RAF: RAF	r joining the Volunteer Reserve Forces (RN/RM: Maritime Volunteer Reserves)?
	- W.	Yes No Don't know
	a. Full-time.	1 2 3
	b. Part-time.	
Q39	What would make you join the Volunteer Res	serve Forces? (Please write in the text box below)

	increases my intention	Increases	CC 1	,	Strongl
			effect on my intention to	Increases my intention	increase my intent
a. Impact of RM life on family and personal life.	to stay	to stay	stay or leave	to leave	to leave
b. Opportunities outside the RM.	1	2	3	4	5
c. Current job satisfaction.	1	2	3	4	5
d. Job security.	1		3	4	5
e. My morale.			3		
·			3		
f. Service morale.			3		
g. Amount of pay.			3		
h. Amount of allowances.		2			
i. Opportunities for career development.		2	3	4	
j. Opportunities for personal development.	1	2	3	4	
k. Opportunities for sport.	1	2	3	4	
I. Opportunities for Adventurous Training.	1	2	3	4	
m. Promotion prospects.	1	2	3	4	
n. Healthcare provision.	1	2	3	4	
o. Dental provision.	1	2	3	4	
p. Mental health provision.	1	2	3	<u> </u>	
q. Pension.	1	2	3	4	
r. Opportunities for flexible working conditions.	1	2	3	4	
s. Excitement of the job.	1	2	3	4	
t. Financial incentives available to me (e.g. Commitment Bonus).	1	2	3	4	E
u. Spouse/partner's career.	1	2	3	4	
v. Childcare.	1	2	3	4	
w. Work/life balance while at sea.	1	2	3	4	
x Work/life balance while ashore.	1	2	3	4	
y Management in my current Unit.	1	2	3	4	
z Accommodation provision.	1	2	3	4	;
aa. Other (if applicable, please specify in the text b					

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

Q40

Q43	How would having the following options imp	act on your intentio	n to stay or leave th	e RM?
		Strongly increases Increases my intention my intentior to stay to stay	Has no effect on my Increase intention to my intention stay or leave to leave	ion my intention
	a. Opportunities to work part-time.	1 2	3 4	5
	b. Opportunities for reduced separated Service (including operational deployment).	1 2	3 4	5
	Fairness	at Work		
	ns to achieve an environment free from haras tion, in which all have equal opportunity and e			
Q44	How strongly do you agree or disagree with in the RM?	the following statem		ess and equality
		Strongly	Neither agree nor	Strongly
	I am treated fairly at work.	agree Agree	disagree Disagre	e disagree 5
0.45				
Q45	Do you feel that the RM discipline system is. Very fair 1	Unfair	4	
	Fair 2	Very unfair	5	
	Neither fair nor unfair 3			
	ay be characterised as offensive, intimidating power through means intended to undermine,	•	•	
sexual orie	tion can occur when a person is treated less tentation, pregnancy or maternity, marriage or can also occur where a policy or practice in the basis of the characteristics mentioned a	civil partnership, ger which applies to ev	nder reassignment,	age or disability.
	nt includes unwanted conduct which is related he effect of violating another's dignity or creat nt.			
individua from the contact tl	ote that the data gathered is strictly for researd is in your response. No action will be taken or Defence Bullying, Harassment and Discriminate SSAFA Confidential Helpline: 0800 731 4880 ttps://www.ssafa.org.uk/help-you/forcesline).	n this, and you are ir tion helpline on 080	nstead advised to se 0 783 0334. Alternat	eek guidance ively, please
Q46	Do you believe you have been subject to any 12 months? (Tick all that apply). a. Bullying	of the following in	a Service environmo	ent in the last
	b. Discrimination	1		
	c Harassment	1		
	d. None of the above	Please go	o to Q49	
Q47	If you believe you have been subject to <u>bully</u> please specify on what grounds in the text b		ironment in the last	12 months,

	in the last 12 months, please specify on wha	t grounds	:					
	a. Gender.	Discriminati	ion	Harassment				
	b. Gender reassignment.							
	c. Race, colour, nationality, ethnic or national origin.			2				
	d. Marriage/civil partnership.							
	e. Religion or beliefs.			Ш				
	f. Sexual orientation.			2				
	g. Age.			2				
	h. Disability.			2				
	i. Pregnancy or maternity.			2				
degradi sexual a	harassment is defined as verbal, non-verbal or phing, offensive or humiliating for the recipient. Sucadvances, unwanted sexual attention, requests for a sexual nature. It can be experienced by any	ch conduc or sexual f	t includes, favours, or	but is not li verbal, onli	mited to: u ne or physi	nwelcom	е	
Q49	Do you believe you have been subject to sex months?	ual haras	sment in a	Service env	vironment i	n the last	12	
	Yes 1	No		2				
Q50	Did you make a formal written complaint with harassment and/or bullying?	nin the las	st 12 month	s about this	s discrimin	ation,		
	Yes	1	Please go	to Q51				
	No	2	Please go	to Q52				
	N/A	3	Please go	to Q53				
Q51	If you DID make a formal written complaint, how satisfied were/are you with the following aspects of your complaint?							
	,	17		Neither				
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A	
	 a. The objectivity and fairness with which my complaint was handled/is being handled. 	1	2	3	4	5	6	
	 b. The amount of time taken/it is taking to resolve my complaint. 	1	2	3	4	5	6	
	 c. How well I was/am being kept informed about the progress of my complaint. 	1	2	3	4	5	6	
	d. The support provided by my Assisting Officer.	1	2	3	4	5	6	
	e. The outcome of my complaint.	1	2	3	4	5	6	
Q52	If you did NOT make a formal written compla	int, why w	vas this? (T	ick all that	apply)			
	a. I was not aware of the Service Complaints process	i.			1			
	b. I considered the incident(s) to be too minor to repo	rt.			1			
	c. The incident(s) was/were resolved informally.				1			
	d. The incident(s) was/were resolved through mediation	on.			1			
	e. I did not believe anything would be done if I did cor	nplain.			<u> </u>			
	f. I did not want to go through the complaints procedu	re.			<u> </u>			
	g. I believed it might adversely affect my career.				<u> </u>			
	h. I believed it might adversely affect another work co	lleague or t	he working e	nvironment.	1			
	i. I was worried that there would be recriminations from	m the perpe	etrators.		1			

If you believe that you have been subject to <u>discrimination or harassment</u> in a Service environment

Q48

k. Other reason(s) - (please specify in the text box below):	1
Q53 Which of these best sums up your awareness of the Service Comp	plaints <u>Process</u> ?
I've never heard of it	
I've heard of it but know nothing about it 2	
I've heard of it and know a little about it	
I've heard of it and know a lot about it	
Q54 Which of these best sums up your awareness of the Service Comp	plaints Ombudsman?
I've never heard of it	
I've heard of it but know nothing about it	
I've heard of it and know a little about it	
I've heard of it and know a lot about it	
Information about the Service Complaints Process can be found on the follow	vina link:
https://www.servicecomplaintsombudsman.org.uk/	
Your Work-Life Balance	
Your Work-Life Balance	ent away from your family (e g
Your Work-Life Balance Q55 In the past 12 months approximately how much time have you spensouse/partner or children) for Service reasons?	_
Q55 In the past 12 months approximately how much time have you spensed spouse/partner or children) for Service reasons? Not been away Between 7-9 months (27-39)	9 weeks) 5
Q55 In the past 12 months approximately how much time have you spe spouse/partner or children) for Service reasons?	9 weeks) 5
In the past 12 months approximately how much time have you spensed spouse/partner or children) for Service reasons? Not been away Up to 1 month (4 weeks) Between 1-3 months (5-13 weeks) N/A	9 weeks) 5
Q55 In the past 12 months approximately how much time have you spensore spouse/partner or children) for Service reasons? Not been away Up to 1 month (4 weeks) Between 7-9 months (27-39) Between 10-12 months (40-	9 weeks) 5
In the past 12 months approximately how much time have you spensed spouse/partner or children) for Service reasons? Not been away Up to 1 month (4 weeks) Between 1-3 months (5-13 weeks) N/A	9 weeks) 5 1-52 weeks) 6 7
In the past 12 months approximately how much time have you spense spouse/partner or children) for Service reasons? Not been away Up to 1 month (4 weeks) Between 1-3 months (5-13 weeks) Between 4-6 months (14-26 weeks) In the past 12 months, how satisfied were you with the following? Very	9 weeks) 5 1-52 weeks) 6 7 Neither satisfied nor Very
In the past 12 months approximately how much time have you spensed spouse/partner or children) for Service reasons? Not been away Up to 1 month (4 weeks) Between 1-3 months (5-13 weeks) Between 4-6 months (14-26 weeks) In the past 12 months, how satisfied were you with the following? Very satisfied Satisfied	9 weeks) 5 1-52 weeks) 6 7 Neither
In the past 12 months approximately how much time have you spense spouse/partner or children) for Service reasons? Not been away	9 weeks) 5 1-52 weeks) 6 1-7 Neither satisfied nor dissatisfied Dissatisfied dissatisfied
In the past 12 months approximately how much time have you spense spouse/partner or children) for Service reasons? Not been away	9 weeks) 5 1-52 weeks) 6 1-7 Neither satisfied nor dissatisfied Dissatisfied dissatisfied
In the past 12 months approximately how much time have you spense spouse/partner or children) for Service reasons? Not been away	9 weeks) 5 1-52 weeks) 6 1-52 weeks) 7 Neither satisfied nor dissatisfied Dissatisfied dissatisfied 3 4 5
In the past 12 months approximately how much time have you specific spouse/partner or children) for Service reasons? Not been away	9 weeks) 5 -52 weeks) 6 7 Neither satisfied nor dissatisfied Dissatisfied dissatisfied 3 4 5 3 4 5 3 4 5
In the past 12 months approximately how much time have you spensed spouse/partner or children) for Service reasons? Not been away	9 weeks) 5 -52 weeks) 6 7 Neither satisfied nor dissatisfied Dissatisfied dissatisfied 3 4 5 3 4 5 3 4 5 13 4 5
In the past 12 months approximately how much time have you specific spouse/partner or children) for Service reasons? Not been away	9 weeks)

Lam able to maintain a balance between my	Q5/	How strongly do you agree or disagree with	the followi	ing?			
I am able to maintain a balance between my personal and working life. Your Leave			Stronaly		Neither agree nor		Stronalv
Your Leave			0,	Agree	0	Disagree	
Neither Satisfied are you with the following? Neither Satisfied Dissatisfied Obsatisfied			1	2	3	4	5
A was atisfied are you with the following? Very sabsfied Satisfied Sat		personal and working life.					
a. My overall leave allowance i.e. annual leave, post operational leave (POL). Sea-Goers Leave (SGL), leave carried over from previous years. b. The opportunity to take leave when I want to. c. The amount of leave I was able to take in the last 12 months. Q59 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? (Tick all that apply) a. Operational tour. b. Not allowed. c. Courses/training. d. Workload. e. Undermanning. f. I wanted to carry days over to the next leave year. g. Other (please specify in the text box below): Very sanished or observed in the last 2 years, how satisfied were you with: Very sanished or observed in the last 2 years, how satisfied were you with: Very sanished or observed in the last 2 years, how satisfied were you with: Very sanished or observed in the last 2 years, how satisfied were you with: Very sanished or observed in the last 2 years, how satisfied were you with: Very sanished or observed in the last 2 years, how satisfied were you with: Very sanished or observed in the last 2 years, how satisfied were you with: Very sanished or observed in the last 2 years, how satisfied were you with: Very sanished or observed in the last 2 years, how satisfied were you with: Very sanished or observed in the last 2 years, how satisfied were you with: Very sanished or observed in the last 2 years, how satisfied were you with: Very sanished or observed in years and observed in years and observed in years and observed in years and y		Your	Leave				
As a part of measuring national well-being Very satisfied Very satisfied were you with: Very satisfied were you with	Q58	How satisfied are you with the following?					
a. My overall leave allowance i.e. annual leave, post operational leave (POL), Sea-Goers Leave (SGL), leave carried over from previous years. b. The opportunity to take leave when I want to. c. The amount of leave I was able to take in the last 12 months. Q59 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? (Tick all that apply) a. Operational tour. b. Not allowed. c. Courses/training. d. Workload. e. Undermanning. f. I wanted to carry days over to the next leave year. g. Other (please specify in the text box below): Your Health and Well-being Q60 If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with: Not allowed. a. Being able to access the medical care when I leave year. b. The medical treatment. Q61 If you have received Service-provided dental treatment in the last 2 years, how satisfied were you with: Not allowed. a. Being able to access the dental care when I leave year. a. Being able to access the dental care when I leave year. a. Being able to access the dental care when I leave year. As part of measuring national well-being we are interested to understand how satisfied you are in general with life. The questions below are not linked particularly to the Service but to your life in general. As part of measuring national well-being we are interested to understand how satisfied you are in general with life. The questions below are not linked particularly to the Service but to your life in general. Completely			1/2				1/0
post operational leave (POL), Sea-Coer's Leave (SGL), leave carried over from previous years. b. The opportunity to take leave when I want to 1				Satisfied		Dissatisfied	,
C. The amount of leave I was able to take in the last 12 months. Q59 If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? (Tick all that apply) a. Operational tour. b. Not allowed. c. Courses/training. d. Workload. e. Undermanning. f. I wanted to carry days over to the next leave year. g. Other (please specify in the text box below): The country of the country days over to the next leave year.		post operational leave (POL), Sea-Goers Leave	1	2	3	4	5
If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? (Tick all that apply) a. Operational tour.		b. The opportunity to take leave when I want to.	1	2	3	4	5
If you did not take all of your annual leave allowance within the last leave year, what was the reason for this? (Tick all that apply) a. Operational tour.			1	2	3	4	5
reason for this? (Tick all that apply) a. Operational tour. b. Not allowed. c. Courses/training. d. Workload. e. Undermanning. f. I wanted to carry days over to the next leave year. g. Other (please specify in the text box below): Your Health and Well-being		idst 12 months.					
a. Operational tour. b. Not allowed. c. Courses/training. d. Workload. e. Undermanning. f. I wanted to carry days over to the next leave year. g. Other (please specify in the text box below): Your Health and Well-being Your Health and Well-being If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with: Very satisfied Satisfied Dissatisfied Dissatisfied Dissatisfied N/A	Q59		lowance w	ithin the la	ast leave ye	ear, what wa	as the
b. Not allowed. c. Courses/training. d. Workload. e. Undermanning. f. I wanted to carry days over to the next leave year. g. Other (please specify in the text box below): Your Health and Well-being Go If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with: Very satisfied Satisfied Satisfied Satisfied Satisfied Dissatisfied Dissatisfied M/A		`	1				
C. Courses/training. d. Workload. e. Undermanning. f. I wanted to carry days over to the next leave year. g. Other (please specify in the text box below): Tour Health and Well-being		·					
d. Workload. e. Undermanning. f. I wanted to carry days over to the next leave year. g. Other (please specify in the text box below): Your Health and Well-being Your Health and Well-being I g. Other (please specify in the text box below): Your Health and Well-being Your Health and Well-being Well-being Neither satisfied or satisfied of dissatisfied of dissatisfied of satisfied of dissatisfied of satisfied or needed it. b. The medical treatment. If you have received Service-provided dental treatment in the last 2 years, how satisfied were you with: Nother satisfied or dissatisfied of dissatisfied of dissatisfied or dissatisfied or satisfied were you with: Notither satisfied or dissatisfied or dis							
e. Undermanning. f. I wanted to carry days over to the next leave year. g. Other (please specify in the text box below): Tour Health and Well-being		-					
G60 If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with: Very satisfied Satisfied Satisfied Satisfied Satisfied Satisfied Olissatisfied O		d. Workload.	□'				
Your Health and Well-being Geo If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with: Very satisfied Satisfied Satisfied Dissatisfied Diss		e. Undermanning.	1				
Your Health and Well-being Q60 If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with: Very satisfied Satisfied or dissatisfied nor provided in the last 2 years, how satisfied were you with: Neither satisfied nor dissatisfied nor provided in the last 2 years, how satisfied were you with: Nither satisfied nor provided in the last 2 years, how satisfied were you with: Nither satisfied nor provided in the last 2 years, how satisfied were you with: Neither satisfied nor provided in the last 2 years, how satisfied were you with: Neither satisfied nor provided in the last 2 years, how satisfied were you with: Neither satisfied nor provided in the last 2 years, how satisfied were you with: Neither satisfied nor provided in the last 2 years, how satisfied were you with: Neither satisfied nor provided in the last 2 years, how satisfied were you with: Neither satisfied nor provided in the last 2 years, how satisfied were you with: Neither satisfied nor provided in the last 2 years, how satisfied were you with: Neither satisfied nor provided in the last 2 years, how satisfied were you with: Neither satisfied nor provided in the last 2 years, how satisfied were you with: Neither satisfied nor provided in the last 2 years, how satisfied were you with: Neither satisfied nor provided in the last 2 years, how satisfied were you with: Neither satisfied nor provided in the last 2 years, how satisfied were you with: Neither satisfied nor provided in the last 2 years, how satisfied with provided in the last 2 years, how satisfied of last provided in the last 2 years, how satisfied of last provided in the last 2 years, how satisfied of last provided in the last 2 years, how satisfied nor provided in the last 2 years, how satisfied of last provided in the last 2 years, how satisfied nor provided in the last 2 years, how satisfied nor provided in the last 2 years, how satisfied nor provided in the last 2 years, how sati		f. I wanted to carry days over to the next leave year.	1				
If you have received Service-provided medical treatment (including mental healthcare) in the last 2 years, how satisfied were you with: Very satisfied Sati		g. Other (please specify in the text box below):	1				
years, how satisfied were you with: Very satisfied Satisfied		Your Health a	nd We	II-bein	g		
As part of measuring national well-being we are interested to understand how satisfied you are in general with life. The questions below are not linked particularly to the Service but to your life in general. Very satisfied Satisfied Dissatisfied Dissa	Q60		<u>:al</u> treatme	nt (includi		nealthcare)	in the last 2
a. Being able to access the medical care when I needed it. b. The medical treatment. Disatisfied dissatisfied dissatisfied NIA Disatisfied			Verv				Verv
As part of measuring national well-being we are interested to understand how satisfied you are in general with life. The questions below are not linked particularly to the Service but to your life in general. 1			,			Dissatisfied	dissatisfied N/A
Q61 If you have received Service-provided dental treatment in the last 2 years, how satisfied were you with: Very satisfied Satisfied Satisfied Dissatisfied NIA					3		
with: Very satisfied Satisfied or dissatisfied of dissatisfied or dissatisfie			1	2	3	4	5
with: Very satisfied Satisfied or dissatisfied of dissatisfied or dissatisfie	Q61	If you have received Service-provided denta	I treatment	in the las	t 2 vears. h	ow satisfie	d were vou
As part of measuring national well-being we are interested to understand how satisfied you are in general with life. The questions below are not linked particularly to the Service but to your life in general. Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied NI/A 1	-	-	-				•
a. Being able to access the dental care when I			Very				
b. The dental treatment 1		a. Being able to access the dental care when I	satisfied			Dissatisfied 4	
As part of measuring national well-being we are interested to understand how satisfied you are in general with life. The questions below are not linked particularly to the Service but to your life in general. Q62 Overall, how satisfied are you with your life nowadays? Not at all Completely		needed it.				<u> </u>	
life. The questions below are not linked particularly to the Service but to <u>your life in general</u> . Q62 Overall, how satisfied are you with your life nowadays? Not at all Completely		b. The dental treatment	1	2	3	4	5
Q62 Overall, how satisfied are you with your life nowadays? Not at all Completely							general with
Not at all Completely				-			
		Not at all				,	*
			5 6	3 7 7	8	9	10

Q63	Overall, how happy did you feel yesterday?						
	Not at all 0 1 2 3 4 5	6	7	8	Comp.	letely 10	
Q64	Overall, how anxious did you feel yesterday?						
	Not at all 0 1 2 3 4 5	5 6	7	8	Comp.	10	
Q65	Overall, to what extent do you feel the things	you do in	your life ar	e worthwh	ile?		
	Not at all 0 1 2 3 4 5	5 6	7	8	Comp.	letely 10	
	Fitness, Sport and Ad	dventu	rous T	raining	3		
Q66	How satisfied are you with the following?						
	a. RM sport, exercise and fitness facilities in general.b. My opportunities to undertake fitness activities (e.g. to meet fitness standards).	Very satisfied	Satisfied 2 2	Neither satisfied nor dissatisfied	Dissatisfied 4 4	Very dissatisfied	
	c. My opportunities to take part in sport.		2	3	4	5	
	d. My opportunities to take part in Adventurous Training.		2	3	4	5	
	e. My opportunities to take part in Force Development Activities.	1	2	3	4	5	
	Welf	are					
Q67	How satisfied are you with the following?						
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A
	a. The welfare support provided by the RNRMW for me.	· [3		5	
	 b. The welfare support provided by the RNRMW for my family. 						
	c. The support my spouse/partner gets from the RNRMW when I am absent.	1	2	3	4	5	
	d. The Operational/Deployment Welfare Package.	1	2	3	4	5	
Q68	How satisfied are you with the following?	,	Veither				
	Very satisfied S	sati	isfied nor	issatisfied a	Very lissatisfied		Not ard of
	a. The Regimental system.	2	3	4	5	6	7
	b. The chaplaincy support provided by the Royal Navy.	2	3	4	5	6	7
	c. The RNRMW, Specialist Welfare Support (e.g. the Portal and casework).	2	3	4	5	6	7
	d. The RNRMW, Community Support.	2	3	4	5	6	7
	e. The RNRMW Information Services.	2	3	4	5	6	7
	f. The Naval Families Federation.	2	3	4	5	6	7

		Very		Neither satisfied nor		Very	Not	Not
	g. RNRMW Digital Communications (e.g. RN Forum).	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisfied 5	used 6	heard of
	h. Royal Navy Welfare social media (e.g. Facebook).	1	2	3	4	5	6	7
	Your	Acco	ommo	dation				
Q69	What kind of accommodation do yo	ou live in	at preser	nt during th	ne working v	week? (Ticl	cone bo	ox only)
400	Service Family Accommodation (SFA)	, a o	at procor	1	_	ase go to Q7		ox omy,
	Substitute Service Family Accommodation	n (SSFA)				ase go to Q7		
	Single Living Accommodation (SLA)	,		3		ase go to Q7		
	Substitute Service Single Accommodation	n (SSSA) (Formerly S	S <i>LA</i>)		ase go to Q7		
	Ship or Submarine	, , ,	,	´ L 5		ase go to Q7		
	Property I own					ase go to Q7		
	Privately rented accommodation			7		ase go to Q7		
	In a relative's (e.g. parents') home			8		ase go to Q7		
	Other (please specify in the text box belo	w)		9		ase go to Q7		
						-		
	Was/ward the reason(s) for this? ()	ick all th	at annivi					
	was/were the reason(s) for this? (T a. Posting requirement. b. Economy. c. Personal circumstances e.g. marriage, d. Other (please specify in the text box be	separatior		1 1 1 1 1				
Q71	a. Posting requirement.b. Economy.c. Personal circumstances e.g. marriage,	separatior	n, divorce.	how satisf	fied are you	with the fo	ollowing	1?
Q71	a. Posting requirement.b. Economy.c. Personal circumstances e.g. marriage,d. Other (please specify in the text box be	separatior	n, divorce.	how satis	Neither			N/A /
Q71	a. Posting requirement. b. Economy. c. Personal circumstances e.g. marriage, d. Other (please specify in the text box be	separatior	n, divorce.		Neither satisfied no dissatisfied	r	Ver	N/A / y Don't sfied know
Q71	a. Posting requirement.b. Economy.c. Personal circumstances e.g. marriage,d. Other (please specify in the text box be	separatior	modation,		Neither satisfied not dissatisfied	r	Ver	N/A / y Don't
Q71	a. Posting requirement. b. Economy. c. Personal circumstances e.g. marriage, d. Other (please specify in the text box be	separatior	modation,		Neither satisfied no dissatisfied	r	Ver	N/A / y Don't sfied know
Q71	a. Posting requirement. b. Economy. c. Personal circumstances e.g. marriage, d. Other (please specify in the text box be With regard to your current Service a. The overall standard.	separation	modation, Very satisfied 1		Neither satisfied not dissatisfied	r	Ver	N/A / y Don't sfied know
Q71	a. Posting requirement. b. Economy. c. Personal circumstances e.g. marriage, d. Other (please specify in the text box be With regard to your current Service a. The overall standard. b. The value for money. c. The response to requests for maintenant	separation low).	modation, Very satisfied 1		Neither satisfied no. dissatisfied	r	Ver	N/A / y Don't sfied know
Q71	a. Posting requirement. b. Economy. c. Personal circumstances e.g. marriage, d. Other (please specify in the text box be With regard to your current Service a. The overall standard. b. The value for money. c. The response to requests for maintenant to my current accommodation. d. The quality of maintenance/repair work	separation low). Accoming to my	modation, Very satisfied 1	Satisfied 2 2 2 2	Neither satisfied no. dissatisfied	r	Ver	N/A / y Don't sfied know
Q71 Q72	a. Posting requirement. b. Economy. c. Personal circumstances e.g. marriage, d. Other (please specify in the text box be With regard to your current Service a. The overall standard. b. The value for money. c. The response to requests for maintenant to my current accommodation. d. The quality of maintenance/repair work current accommodation.	separation low). Accoming Accoming to my llocated.	modation, Very satisfied 1 1 1	Satisfied 2 2 2 2 2 2 2	Neither satisfied no. dissatisfied 3 3 3 3 3	Dissatisfied 4 4 4 4 4 4	Ver dissati	N/A / yy Don't sfied know 5
	a. Posting requirement. b. Economy. c. Personal circumstances e.g. marriage, d. Other (please specify in the text box be With regard to your current Service a. The overall standard. b. The value for money. c. The response to requests for maintenant to my current accommodation. d. The quality of maintenance/repair work current accommodation. e. How fairly Service Accommodation is a Do you currently own your own how	separation low). Accoming Accoming to my llocated.	modation, Very satisfied 1 1 1	Satisfied 2 2 2 2 2 2 2	Neither satisfied no. dissatisfied 3 3 3 3 3 3 4 5 5 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	Dissatisfied 4 4 4 4 4 4	Ver dissati	N/A / yy Don't sfied know 5
	a. Posting requirement. b. Economy. c. Personal circumstances e.g. marriage, d. Other (please specify in the text box be With regard to your current Service a. The overall standard. b. The value for money. c. The response to requests for maintenant to my current accommodation. d. The quality of maintenance/repair work current accommodation. e. How fairly Service Accommodation is a Do you currently own your own how or not.	separation low). Accoming Accoming to my llocated.	modation, Very satisfied 1 1 1	Satisfied 2 2 2 2 2 2 2	Neither satisfied no. dissatisfied 3 3 3 3 3 4 5 5 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	Dissatisfied 4 4 4 4 4 4 4 4 er you live	Ver dissation of the control of the	N/A / yy Don't sfied know 5

Q73	Please indicate whether each of the following is a reason why you <u>do not own</u> your own home. (Tick all that apply) Once completed please go to Q76. a. I don't want to own a home at this stage in my life/career.
	b. Living in Service Accommodation is better suited to my/ my family's needs at present than home ownership is.
	c. I want to be able to move about/move my family with me when I am posted.
	d. I don't want to buy a home where I am currently located.
	e. I can't afford to buy a suitable home at the moment.
	f. I don't want to risk losing money.
	g. I wouldn't be able to live in the home.
	h. Other (please specify in the text box below):
Q74	Please indicate whether each of the following was a reason why you bought your own home (Tick all that apply). a. To give stability for myself and my family.
	b. The allowances for living in my own home.
	c. To rent it out.
	d. Poor standards of SLA or SFA.
	e. Poor location of SLA or SFA.
	f. The cost of SLA or SFA.
	g. I wanted to live with my partner.
	h. Other (please specify in the text box below):
Q75	If you currently own a home, how satisfied are you with the following? Neither Very satisfied nor Very
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A
	a. The opportunity to live in my own nome.
	b. The allowances for living in my own home.
Q76	Which of the following statements apply to you? (Tick all that apply)
	a. In the last year, I have used Forces Help to Buy (FHTB) for my home purchase.
	b. In the last year, I have used FHTB to extend my home.
	c. I am considering using FHTB for a future home purchase.
	d. In the last year, I purchased my own home without the use of FHTB or the Government Affordable Housing Schemes.
	e. In the last year, I used a Government Affordable Housing Scheme (e.g. Help to Buy: Equity Loan/Mortgage Guarantee/New Buy/ Shared Ownership Schemes).
	f. None of the above.

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

Catering, Retail and Leisure

QII	which of these factors are important to you? (-	, when cons	sidering wit	ere to eat	L
	a. Price.		1				
	b. Value for money.		1				
	c. Choice.		1				
	d. Quality.		1				
	e. Quantity.		1				
	f. Well known brand.		1				
	g. Where it is sourced from (e.g. Fairtrade, locally prod	uced).	1				
	h. Other (please specify in the text box below):		1				
Q78	How often do you use Service-provided cateri	ing faciliti	es?	Sometimes	Rarely	Never	N/A
	a. For eating at breakfast.	1	2	3	4	5	6
	b. For eating at lunchtime.	<u> </u>	2	3	4	5	6
	c. For eating in the evening.		2	3	4	5	6
	d. For drinking, socialising in the bar.	1	2	3	4	5	6
	e. For informal functions.	1	2	3	4	5	6
	f. For formal functions (Officers/SNCOs/WOs only).	1	2	3	4	5	
Q79	How satisfied are you with the following?			Neither			
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	l N/A
	a. The availability of food during the week on my Unit (e.g. opening hours).	1	2	3	Dissaustied 4	5 5	
	b. The number of functions during the year.	1	2	3	4	5	6
	c. The standard of service from catering contractors on my Unit.	1	2	3	4	5	
	Your Fan	nily Li	fe				
Q80	What is your current personal status?						
	Single (never married or formed a civil partnership)				se go to Q82		
	In a long term/established relationship (but not married or in a civil partnership)		L	2			
	Married/In a civil partnership			3			
	Separated, but still legally married or in a civil partners	ship		⁴ Plea	se go to Q82		
	Divorced/Formerly in a civil partnership which is now leading	egally disso	olved	⁵ Plea	se go to Q82		
	Widowed/The surviving partner from a civil partnership)		⁶ Plea	se go to Q82		
	Prefer not to say			⁷ Plea	se go to Q82		
Q81	What is your spouse/partner's current employ In the Armed Forces	ment situ	ation?		1		
	In full-time paid employment/full-time self-employment	t (other than	n Armed Fo	rces)	2		
	In part-time paid employment/part-time self-employme	ent			3		
	In voluntary (unpaid) employment				4		
	Not employed (for any reason)				5		
	In full-time or part-time education				6		
	22	,					

Q82	Do you have any children whom you support financially? Yes 1	
	No Please go to Q87	
Q83	If YES, how many children do you have in each age group? (Please write the number of children for each category in each box, e.g. "3", or if you do not have children in a category please insert "0".) Under 5 years	or
	Between 5 and 17 years	
	18 years and over	
Q84	Do any of your children live with you? (Tick one box only). Yes	
	Shared access 2	
	Weekends/holidays only Please go to Q87	
	No Please go to Q87	
	N/A Please go to Q87	
Q85	If you have a child or children living with you, do you consider yourself to be a lone/single pare Yes 1 NO 2 N/A 3	nt?
Q86	If you require childcare, how satisfied are you with the locally provided childcare facilities?	
	Neither Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied dissatisfie	ed N/A
Q87	Do you have caring responsibilities for infirm or elderly adult(s)? Yes	
	al Navy would like to understand how Service life affects personal finance. The information could training and policy.	
Q88	If you have been declined credit in the last 12 months, what was the reason for this? (Tick one box only). Failed credit check	
	Lack of UK credit history	
	Too many address moves 3	
	Don't know	
	Prefer not to say 5	
	Other (please specify in the text box below):	
Q89	Do you currently have personal debt levels that concern you? Yes 1 No 2	

	Denig Fait	. 01 00	Cicty				
Q90	Are you currently registered to vote?						
	Yes] ¹ Plea	se go to Q91		
	No			² Plea	se go to Q92		
	Don't know			³ Plea	se go to Q93		
You can	register to vote at the following link: www.gov.u	k/register-	-to-vote				
Q91	If you are currently registered to vote, are yo	u register	ed as? (T	ick one bo	x only).		
	An ordinary/residential voter - registered for one year usually via the annual update of voters (annual canv			¹ Pleas	se go to Q93		
	A Service voter - registered for five years, via a Servi	ce declarati	on	² Pleas	se go to Q93		
	An overseas voter - registered for one year, in the sar non-Forces British citizen living overseas.	me way as a	a	³ Pleas	se go to Q93		
Q92	If you are not currently registered to vote, wh	hat is the r	main reasor	for this?	(Tick one bo	ox only)	
	I did not receive an electoral registration form	1					
	I have not got around to it, but aim to do it sometime	2					
	I do not know how to register	3					
	I am not interested in politics	4					
	I wish to remain impartial	5					
	Other	6					
	med Forces Covenant', announced by the Govern se who serve or who have served in the Armed F					on ensurin	g
Q93	Which of these best sums up your awarenes I've never heard of it	s of the A	rmed Force	s Covenan	t?		
	I've heard of it but know nothing about it	2					
	I've heard of it and know a little about it	3					
	I've heard of it and know a lot about it	4					
See the	following link - https://www.armedforcescovenar	ոt.gov.uk -	for more in	formation			
Q94	Which, if any, of the following areas do you f compared to the general public?	eel advant	taged or dis	advantage	ed as a Serv	ice persor	١,
		Strongly	ć	Neither advantaged nor			Don't know/
	a Familia's assess to NUC sore	advantaged	Advantaged 2	disadvantaged	Disadvantaged of	disadvantaged 5	N/A
	a. Family's access to NHS care.			3		5	Ш
	b. Children's Education.			3		5	\sqsubseteq
	c. Housing.		Ш				\sqsubseteq
	d. Family life.		2	3	⁴	5	\sqsubseteq
	e. Benefits.		2	3		5	Ш
	f. Tax.			3	4	5	Ш
	g. Commercial Products and Services (e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit).	1	2	3	4	5	
	h. HM Forces and Veterans-specific financial advice and discounts (e.g. Money Force, Defence Discount Service, Defence Privilege Cards and Joining Forces (Credit Unions)).	1	2	3	4	5	

	 i. Participation as Citizens (e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition). j. Other (please specify in the text box below): 	Strongly advantaged 1 1	Advantaged 2	Neither advantaged nor disadvantaged 3 3	Disadvantaged 4 4	Strongly disadvantage 5	Don't know/ ed N/A 6
Q95	How strongly do you agree or disagree with	the followi	ng?				
	a. I offer an important service to the country.b. Members of the Armed Forces are valued by society at large.	Strongly agree 1	Agree 2 2	Neither agree nor disagree	Disagree 4	Strongly disagree 5 5	Don't know 6
	Your Ba	ckgrou	nd				
Q96	Have you ever been a member of a Service of Air Training Corps/Combined Cadet Force)? Yes No		e (Sea Cad Please go Please go	to Q97	rmy Cadet	Force/	
Q97	If YES, were you a member of the: (Tick all to a. Sea Cadet Corps (SCC)? b. Army Cadet Force (ACF)? c. Air Training Corps (ATC)? d. Combined Cadet Force RN (CCF RN)? e. Combined Cadet Force Army (CCF Army)? f. Combined Cadet Force RAF (CCF RAF)?	that apply)					
Q98	Taking Action an			nents Neither			
	a. I believe the leaders in the RM will take action on the results of AFCAS.b. I think effective action has been taken in the RM on the results of AFCAS.	Strongly agree 1 1	Agree 2	agree nor disagree 3	Disagree 4	Strongly disagree 5	Don't know 6
Q99	This survey is? Too long 1 About right	ght 2		Too shor	t		
Q100	How long did it take you to complete this su Less than 10 minutes 10-20 minutes 20-30 minutes 30-40 minutes	40-50 m 50-60 m Over an	inutes	5 6 7			

Q101	Please use this box to provide any further comments about working and living in the RM.

Thank you for completing this survey.

Please return it as soon as you can to:

Civica Engagement Solutions, 33 Clarendon Road, London, N8 0NW using the <u>envelope provided</u>.

Responses must reach us by 8th February 2021 in order to be included. Please allow sufficient time for postage.