

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













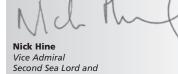






Attitude Survey (AFCAS) is your opportunity to tell me what you think about life in the Royal Navy. The AFCAS results provide me and my team with the critical evidence required to argue your case at the verv top of Defence and to drive forward change. I encourage you to take the opportunity to share 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.

The Armed Forces Continuous



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/337867

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/337867

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.

Please only complete one version of the survey.

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 2022 AFCAS survey is provisionally due to be released in May 2022.

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 7**th **February 2022 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, 0300 1668740.

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 2022 Armed Forces Continuous Attitude Survey (AFCAS): Royal Navy.

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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 2022 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 2022 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 7th February 2022 in order to be included in the survey.

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

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Your Pay

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

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

Q2	How satisfied are you with the following?						
	A. My rate of basic pay (basic pay includes X-Factor, but excludes Recruitment and Retention Payment	Very satisfied	Satisfied 2	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	(RRP) and any allowances).						
	b. My pension benefits.		2	3	4	5	
	 c. Information about pay and allowances (e.g. from the intranet, DINs and brochures). 		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	pt of a Rec	ruitment	and Retenti	on Paymer	nt (RRP)?	
	Yes - Please go to Q4		se go to Qt		,	` ,	
Q4	How satisfied are you with the following?			Maithan			
	My Recruitment and Retention Payment (RRP).	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	Your '	Work					
Q5	How satisfied are you with RN life in general?	•					
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
Q6	How would you rate the level of morale of						
	a. Myself.b. My Unit.c. The RN as a whole.	Very high 1 1	High 2 2 2 2	Neither high nor low 3 3 3 3	Low 4 4 4 4	Very Low 5 5 5 5	
Q7	How satisfied are you with the following aspe	ects of you	r current				
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	a. My job in general.b. The sense of achievement I get from my work.c. The challenge in my job.d. The amount of variety in my work.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2 2 2 2 2	3 3 3 3	4 4	5 5 5 5 5	

		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	6		
	b. I am given sufficient authority to make decisions.	1	2	3	4	5	6		
	c. If I make a genuine mistake at work, I do not feel that it will be held against me.	1	2	3	4	5	6		
	d. Where I work people do not automatically look for someone to blame when things go wrong.	1	2	3	4	5	6		
	e. I am encouraged to find better ways of doing things at work.	1	2	3	4	5	6		
	f. When I am set a task at work, I understand clearly what output is required.	1	2	3	4	5	6		
	g. I have a choice in deciding how I do my work.	1	2	3	4	5	6		
	h. I know that if I do my job well I will be praised or recognised.	1	2	3	4	5	6		
	Resources ar	nd Woı	kload						
Q9	How satisfied are you with the following?	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied			
	a. The standard of personal equipment/kit I have to do my job (e.g. clothes, boots, personal weapon).	1	2	3	4	5			
	b. The availability of personal equipment/kit I have to do my job.	1	2	3	4	5			
	c. The standard of major equipment (e.g. vehicles and systems) I have to do my job.	1	2	3	4	5			
	d. The availability of major equipment I have to do my job.	1	2	3	4	5			
Q10	How would you rate your workload over the last 12 months? Much About Much								
		too high	Too high	right 3	Too low	too low			
	Your C	areer							
Q11	Overall how satisfied are you with the way yo	ur career i	s being m	_					
		Very satisfied	Satisfied 2	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied			
future Se	lanagement is defined as 'The assignment of indi ervice requirements, exploiting skills, career deve ces, whilst providing advice on future career path	lopment n							
Q12	Overall how satisfied are you with the career and Branch Advisers?	manageme	ent servic		by the Car	eer Manag	ers		
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	<i>N/A</i>		

How strongly do you agree or disagree with the following?

Q13	Who do you think is responsible for managing your career? (Tick all that apply) a. You.									
	b. Immediate superior (line manager).	1								
	. ,									
	c. Career Manager.									
Q14	In terms of your current assignment, how stre	ongly do y	you agree	or disagree Neither	with the fo	ollowing?				
		Strongly	A	agree nor	Diagona	Strongly				
	a. I have the knowledge, skills and experience to do my job.	agree	Agree 2	disagree	Disagree	disagree 5				
	b. My knowledge, skills and experience are being used		2	3	4	5				
	c. The assignment provides development opportunities that will enhance my promotion prospects.	s 1	2	3	4	5				
	d. My personal preferences were taken into account.	1	2	3	4	5				
Q15	How satisfied are you with the following?									
		Very		Neither satisfied nor		Very				
	T	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied				
	a. The notice I received for my current/last assignment.			3	4	5				
	b. Involvement in decisions that affect my career.									
	c. The fairness of the appraisal system.		2	3	4	5				
	d. The fairness of the promotion system.		2	3	4	5				
	e. My opportunities for promotion.		2	3	4	5				
	f. My opportunities for further service.	1	2	3	4	5				
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 M	anage	ement							
Q17	How strongly do you agree or disagree with t	he followi	ing statem	ents about	your imme	diate super	ior			
	(Service or Civilian)?			Neither						
		Strongly	Agree	agree nor disagree	Disagree		on't now			
	a. Understands and represents my interests.	agree	Agree 2	3			6			
	b. Supports me in my job.		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> 1 1	2	3	<u> </u>	5	- 6			
	e. Is supportive over work/life balance issues.	<u> </u>	2	3	4	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. 		2	3	4	5	6			
	 j. Helps me to understand how major change decisions will affect me. 			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	How strongly do you agree or disagree with t	How strongly do you agree or disagree with the following statement?									
	My Divisional Officer supports me.	Strongly agree	Agree 2	Neither agree nor disagree	Disagree	Strongly disagree	Don't Know				
	Senior Le	aders	hip								
Q19	How strongly do you agree or disagree with the Royal Navy (i.e. Commodore and above)?	he followi	ing statem	ents about	the senior	leaders of	fthe				
	a. They understand and represent my interests.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know				
	b. They are keen to listen to Service people's feedback.	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 RN.	1	2	3	4	5	6				
	Comm	itment	t								
Q20	How strongly do you agree or disagree with the	he followi	ing?	Neither							
	a. In the last 12 months, I have fulfilled my	Strongly agree	Agree 2	agree nor disagree	Disagree	Strongly disagree					
	commitments/promises to the RN.		Ш			Ш					
	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.	1	2	3	4	5					
	e. I would recommend joining the RN to others.	1	2	3	4	5					
	f. I feel a strong personal attachment to the RN.	1	2	3	4	5					
	g. I feel a strong personal attachment to my Unit.	1	2	3	4	5					
	h. The RN inspires me to do the best in my job.	1	2	3	4	5					
	 i. 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				
	the enduring spirit from our people's loyalty to the and strong leadership, which gives us courage					•					
Q21	How strongly do you agree or disagree with the	he followi	ing?								
	a. The ethos of the RN is an important part of life in the RN.	Strongly agree	Agree 2	Neither agree nor disagree	Disagree 4	Strongly disagree					
	b. The ethos of my branch is important to me.	1	2	3	4	5					

Working with Others

QZZ	following?	to what e	xterit do y	ou agree o	i uisagiee	with the	
	a. My team know exactly what their responsibilities are b. The people in my team can be relied upon to help	Strongly agree	Agree 2	Neither agree nor disagree	Disagree 4 4	Strongly disagree	
	when things get difficult in my job. c. We have confidence in ourselves as a team.	1	2] 3	4	5	
	d. The people in my team work together to find ways to improve the service we provide.	1	2	3	4	5	
	e. Team members work well with personnel from different backgrounds.	1	2	3	4	5	
Q23	Have you had working contact with any of the IF NONE APPLY PLEASE GO TO Q26	following	g in the <u>las</u>	st two years	<u>s</u> ? (Tick all	that apply)	
	a. Armed Forces Reserves.						
	b. MOD Civil Servants.	□'					
	c. MOD contractors.	1					
Q24	In your experience, how would you rate the co	ontributio	n to the R	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	
Q25	In your experience, how well integrated into t	he RN are)				
•		Very		Not very	Not at all	Don't know/	
	a. Armed Forces Reserves.	well	Well 2	well	well	<i>N/A</i>	
	b. MOD Civil Servants.	1	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 followi	ng?				
	a. Change is managed well in my immediate	Strongly agree	Agree	Neither agree nor disagree	Disagree	• • •	Don't know
	working team.						
	b. Change is managed well in my Unit/Establishment.	1	2	3	4	5	
	c. Change is managed well in the RN.	1	2	3	4	5	
	Your Depl	loyme	nts				
If you ha	ve NOT been on an operational deployment since	e 1 Jan 20)19, please	go to Q30			
Q27	With regards to your current/last sea-going/o				ou deploye	ed individua	lly
	Individually 1	As part o	of a Unit	2			

Q28	With regards to your current/last sea-going/operational deployment, how satisfied are you with the following?								
		.,		Neither					
		Very satisfied	Satisfied	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		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.	1	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			
O20	What is your view of the following regarding a	COUR OVE	rionoo of a	oo going/o	norotional	donlovmon	to 2		
Q29	What is your view of the following regarding y	-		Not often	perational	deploymen	ILS f		
		Too often	About right	ινοι οπεπ enough					
	 a. The frequency of my sea-going/operational deployments. 	1	2	3					
	b. The length of my sea-going/operational deployments	Too long	About right	Too short					
	Training and I	Develo	pmen	t					
Q30	How satisfied are you with the following?								
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied			
	a. My opportunities for professional development.	1	2	3	4	5			
	b. My opportunities for personal development.	<u> </u>	2	3	<u> </u>	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			
Q31	How much importance do you place on profes	ssional/civ		reditation?					
	Some 2	None at a	<u> </u>]] 4					
	Joine	ivone al a	an]					

Your Future Plans Q32 What are your plans for the future? (Tick one box only). To stay serving as long as I can To stay serving to the end of my current engagement/commission To leave the RN before the end of my current engagement/commission To leave the RN as soon as I can I have put in my notice to leave N/A / Don't know **Q33** How actively have you searched for a job outside the RN in the last 12 months? Very actively Not very actively Quite actively Not at all When you leave the RN, would you consider joining the Volunteer Reserve Forces (RN/RM: Maritime **Q34** Reserves, Army: Army Reserves, RAF: RAF Volunteer Reserves)? Don't know a. Full-time. b. Part-time. Q35 What would make you join the Volunteer Reserve Forces? (Please write in the text box below) **Q36** How do the following factors impact on your intention to stay or leave the RN? Strongly Has no Strongly Increases effect on my Increases increases increases my intention my intention intention to my intention my intention to stay to stay stay or leave to leave to leave a. Impact of RN life on family and personal life. b. Opportunities outside the RN. c. Current job satisfaction. d. Job security. e. My morale. f. Service morale.

	increases my intention	Increases my intention	effect on my intention to	Increases my intention	increases my intention	
a Amount of nov	to stay □ 1	to stay	stay or leave	to leave	to leave	
g. Amount of pay.			<u></u>		5	
h. Amount of allowances.			3		5	
i. Opportunities for career development.						
j. Opportunities for personal development.			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.	<u></u> 1	2	3	4	5	
t. Opportunities for operational deployment	1	2	3	4	5	
u. Financial Incentives available to me (e.g. Commitment Bonus).	1	2	3	4	5	N/A
v. Spouse/partner's career.	1	2	3	4	5	
w. Childcare.	1	2	3	4	5	
x. Work/life balance whilst in a seagoing role.	1	2	3	4	5	
y. Work/life balance while ashore.	1	2	3	4	5	
z. Management in my current Unit.	1	2	3	4	5	
aa. Accommodation provision.	1	2	3	4	5	
ab. Armed Forces House Purchase Incentive Scheme (i.e. Forces Help to Buy Scheme)	e	2	3	4	5	
ac. Other (if applicable, please specify in the text box	below):					
ac. Other (if applicable, please specify in the text box						
ac. Other (if applicable, picase specify in the text box						
What single factor could be changed to posi (Please specify in the text box below):	tively affec	t your dec	ision to rer	nain in the	RN?	
What single factor could be changed to posi (Please specify in the text box below): If you have put in your notice to leave, pleas most influenced your decision to leave the R the boxes provided.)	e indicate	the 3 facto	rs from the	list above	in Q36 tha	

Strongly

Has no

Strongly

Q39	How would having the following options in	mpact on you	r intentior	n to stay or	leave the F	RN?
		Strongly		Has no		Strongly
		increases my intention	Increases my intention	effect on my intention to	Increases my intention	increases my intention
		to stay	to stay	stay or leave	to leave	to leave
	a. Opportunities to work part-time.	1	2	3	4	5
	b. Opportunities for reduced separated Service (including sea-going/operational deployment).	1	2	3	4	5
	(molading dod going/operational doploymont).					
	Fairne	ss at Wo	rk			
	aims to achieve an environment free from har all have equal opportunity and encourageme	assment, bull	ying, intin		d unlawful	discrimination,
Q40	How strongly do you agree or disagree wi in the RN?		-		ng fairness	and equality
	iii die KN:			Neither		
		Strongly	A	agree nor	Diagona	Strongly
	I am treated fairly at work.	agree □ 1	Agree	disagree	Disagree	disagree
	i ani treateu famy at work.					
Q41	Do you feel that the RN discipline system	is?				
	Very fair	Unfair	4			
	Fair 2	Very unfair	5			
	Neither fair nor unfair 3					
	may be characterised as offensive, intimidati of power through means intended to undermi	•		_	•	
				-	-	
sexual o	<u>nation</u> can occur when a person is treated les rientation, pregnancy or maternity, marriage of nation can also occur where a policy or praction the basis of the characteristics mentioned	or civil partne ice which app	rship, gen	der reassig	nment, ag	e or disability.
<u>Harassm</u>	nent includes unwanted conduct which is related the effect of violating another's dignity or cre	ted to the cha				
individu from th contact	note that the data gathered is strictly for rese uals in your response. No action will be taken te Defence Bullying, Harassment and Discrimi t the SSAFA Confidential Helpline: 0800 731 4 thttps://www.ssafa.org.uk/help-you/forcesline	on this, and y nation helplir 880 (freephon	you are in ie on 0800	stead advis) 783 0334.	sed to seek Alternative	guidance ly, please
Q42	Do you believe you have been subject to a 12 months? (Tick all that apply).	any of the follo	owing in a	Service er	nvironment	in the last
	a. Bullying	1				
	b. Discrimination	<u></u> 1				
	c. Harassment	1				
			DI	t- 045		
	d. None of the above		Please go	10 Q45		
Q43	If you believe you have been subject to <u>bu</u> please specify on what grounds in the tex		rvice envi	ronment in	the last 12	months,
	1					ı

a. Gender. b. Gender reassignment. c. Race, colour, nationality, ethnic or national origin. d. Marriage/civil partnership. e. Religion or beliefs. f. Sexual orientation. g. Age. h. Disability. i. Pregnancy or maternity. Sexual harassment is defined as verbal, non-verbal or physical conduct of a sexual nature that is unwanted degrading, offensive or humiliating for the recipient. Such conduct includes, but is not limited to: unwelcon sexual advances, unwanted sexual attention, requests for sexual favours, or verbal, online or physical acts gestures of a sexual nature. It can be experienced by anyone regardless of age or gender. Q45 Do you believe you have been subject to sexual harassment in a Service environment in the last months? Yes 1 No 2 Angle 1 2 2 4 4 5 6 7 7 8 7 8 7 8 7 8 7 8 8 8	ne or
b. Gender reassignment. c. Race, colour, nationality, ethnic or national origin. d. Marriage/civil partnership. e. Religion or beliefs. f. Sexual orientation. g. Age. h. Disability. i. Pregnancy or maternity. Sexual harassment is defined as verbal, non-verbal or physical conduct of a sexual nature that is unwanted degrading, offensive or humiliating for the recipient. Such conduct includes, but is not limited to: unwelcon sexual advances, unwanted sexual attention, requests for sexual favours, or verbal, online or physical acts gestures of a sexual nature. It can be experienced by anyone regardless of age or gender. Q45 Do you believe you have been subject to sexual harassment in a Service environment in the last months?	ne or
c. Race, colour, nationality, ethnic or national origin. d. Marriage/civil partnership. e. Religion or beliefs. f. Sexual orientation. g. Age. h. Disability. i. Pregnancy or maternity. Sexual harassment is defined as verbal, non-verbal or physical conduct of a sexual nature that is unwanted degrading, offensive or humiliating for the recipient. Such conduct includes, but is not limited to: unwelcon sexual advances, unwanted sexual attention, requests for sexual favours, or verbal, online or physical acts gestures of a sexual nature. It can be experienced by anyone regardless of age or gender. Q45 Do you believe you have been subject to sexual harassment in a Service environment in the las months?	ne or
d. Marriage/civil partnership. e. Religion or beliefs. f. Sexual orientation. g. Age. h. Disability. i. Pregnancy or maternity. Sexual harassment is defined as verbal, non-verbal or physical conduct of a sexual nature that is unwanted degrading, offensive or humiliating for the recipient. Such conduct includes, but is not limited to: unwelcon sexual advances, unwanted sexual attention, requests for sexual favours, or verbal, online or physical acts gestures of a sexual nature. It can be experienced by anyone regardless of age or gender. Q45 Do you believe you have been subject to sexual harassment in a Service environment in the las months?	ne or
e. Religion or beliefs. f. Sexual orientation. g. Age. h. Disability. i. Pregnancy or maternity. Sexual harassment is defined as verbal, non-verbal or physical conduct of a sexual nature that is unwanted degrading, offensive or humiliating for the recipient. Such conduct includes, but is not limited to: unwelcon sexual advances, unwanted sexual attention, requests for sexual favours, or verbal, online or physical acts gestures of a sexual nature. It can be experienced by anyone regardless of age or gender. Q45 Do you believe you have been subject to sexual harassment in a Service environment in the las months?	ne or
f. Sexual orientation. g. Age. h. Disability. i. Pregnancy or maternity. Sexual harassment is defined as verbal, non-verbal or physical conduct of a sexual nature that is unwanted degrading, offensive or humiliating for the recipient. Such conduct includes, but is not limited to: unwelcon sexual advances, unwanted sexual attention, requests for sexual favours, or verbal, online or physical acts gestures of a sexual nature. It can be experienced by anyone regardless of age or gender. Q45 Do you believe you have been subject to sexual harassment in a Service environment in the las months?	ne or
g. Age. h. Disability. i. Pregnancy or maternity. Sexual harassment is defined as verbal, non-verbal or physical conduct of a sexual nature that is unwanted degrading, offensive or humiliating for the recipient. Such conduct includes, but is not limited to: unwelcon sexual advances, unwanted sexual attention, requests for sexual favours, or verbal, online or physical acts gestures of a sexual nature. It can be experienced by anyone regardless of age or gender. Q45 Do you believe you have been subject to sexual harassment in a Service environment in the last months?	ne or
h. Disability. i. Pregnancy or maternity. Sexual harassment is defined as verbal, non-verbal or physical conduct of a sexual nature that is unwanted degrading, offensive or humiliating for the recipient. Such conduct includes, but is not limited to: unwelcon sexual advances, unwanted sexual attention, requests for sexual favours, or verbal, online or physical acts gestures of a sexual nature. It can be experienced by anyone regardless of age or gender. Q45 Do you believe you have been subject to sexual harassment in a Service environment in the last months?	ne or
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degrading, offensive or humiliating for the recipient. Such conduct includes, but is not limited to: unwelcon sexual advances, unwanted sexual attention, requests for sexual favours, or verbal, online or physical acts gestures of a sexual nature. It can be experienced by anyone regardless of age or gender. Q45 Do you believe you have been subject to sexual harassment in a Service environment in the las months?	ne or
months?	112
Yes No 2	
Q46 Did you make a formal written complaint within the last 12 months about this discrimination, harassment and/or bullying?	
Yes Please go to Q47	
No Please go to Q48	
N/A Please go to Q49	
Q47 If you DID make a formal written complaint, how satisfied were/are you with the following aspect your complaint?	ts of
Neither	
Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied dissatisfie	d N/A
a. The objectivity and fairness with which my complaint was handled/is being handled.	6
b. The amount of time taken/it is taking to resolve	6
c. How well I was/am being kept informed about the progress of my complaint.	6
d. The support provided by my Assisting Officer.	☐ ⁶
e. The outcome of my complaint.	6
Q48 If you did NOT make a formal written complaint, why was this? (Tick all that apply)	
a. I was not aware of the Service Complaints process.	
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.	
e. I did not believe anything would be done if I did complain. f. I did not want to go through the complaints procedure.	
e. I did not believe anything would be done if I did complain.	

	k. Other reason(s) - (please specify in the	text box belo	below):								
Q49	Which of these best sums up your	awareness	of the Se	rvice Com	plaints <u>Pro</u>	ocess?					
	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									
Q50	Which of these best sums up your	awareness	of the Se	rvice Com	plaints <u>On</u>	nbudsman?	•				
	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									
	tion about the Service Complaints Prod www.gov.uk/government/publications/js					ervice-com	plaints				
-	tion about the Service Complaints Omb	-									
	www.servicecomplaintsombudsman.org		arr be rour	ia on the i							
	Your	Work-L	ife Ba	lance							
Q51	In the past 12 months approximate	In the past 12 months approximately how much time have you spent away from your family (e.g. spouse/partner or children) for Service reasons?									
	Not been away			months (27-39	9 weeks)	5					
	Up to 1 month (4 weeks)	E	Between 10-1	12 months (40	-52 weeks)	6					
	Between 1-3 months (5-13 weeks)		V/A		· .	7					
	Between 4-6 months (14-26 weeks)				I						
Q52	In the past 12 months, how satisfie	d were you	with the	following?	•						
			Very		Neither satisfied nor		Very				
			satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied				
	 a. The ability to plan my own life - short to (e.g. work/weekend leave). 	rm		2	3	4	5				
	b. The ability to plan my own life - long ter (e.g. holidays/career training).	m	1	2	3	4	5				
	 c. The opportunity for me to work flexibly (e.g. variable start/finish times, Compress Working from home). 	ed Hours,	1	2	3	4	5	N//A			
	d. The amount of time away from my usua of duty.	al place	1	2	3	4	5	N/A			
	e. The amount of time away from my fam friends.	ly and	1	2	3	4	5				
	f. The effect of Service life on my children	's education.	<u> </u>	2	3	4	5				
	g. The effect of Service life on my spouse career.	/partner's	1	2	3	4	5				

j. I was discouraged from doing so.

	I am able to maintain a balance between my personal and working life.	Strongly agree	Agree 2	Neither agree nor disagree	Disagree 4	Strongly disagree	
	Your	Leave					
Q54	How satisfied are you with the following?			A			
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	 a. My overall leave allowance i.e. annual leave, post operational leave (POL), Sea-Goers Leave (SGL), leave carried over from previous years. 	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	
Q55	If you did not take all of your annual leave al reason for this? (Tick all that apply)	lowance w	rithin the la	ast leave ye	ar, what wa	as the	
	a. Operational tour.						
	b. Not allowed.						
	c. Courses/training.						
	d. Workload.						
	e. Understaffing.						
	f. I wanted to carry days over to the next leave year.g. Other (please specify in the text box below):						
	Your Health a	and We	II-hein	a			
Q56	If you have received Service-provided medic years, how satisfied were you with:			ng mental l	nealthcare)	in the last 2	
		Very	0 (; 5)	Neither satisfied nor	D: (: 5:)	Very	
	a. Being able to access the medical care when I needed it.	satisfied	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied N/	/A] 6
	b. The medical treatment.	1	2	3	4	5] 6
Q57	If you have received Service-provided <u>denta</u> with:	<u>l</u> treatment	in the las	t 2 years, h	ow satisfie	d were you	
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied N	/A
	a. Being able to access the dental care when I needed it.	1		3	4	5	6
	b. The dental treatment.	1	2	3	4	5	7 6

How strongly do you agree or disagree with the following?

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 <u>life in general</u>.

Q58	Overall, how satisfied are you with your life nowadays? Not at all Completely	
	0 1 2 3 4 5 6 7 8 9 10	
Q59	Overall, how happy did you feel yesterday?	
	Not at all Completely 0 1 2 3 4 5 6 7 8 9 10	
Q60	Overall, how anxious did you feel yesterday?	
	Not at all Completely 0 1 2 3 4 5 6 7 8 9 10	
Q61	Overall, to what extent do you feel the things you do in your life are worthwhile? Not at all Completely	
	0 1 2 3 4 5 6 7 8 9 10	
	Fitness, Sport and Adventurous Training	
Q62	How satisfied are you with the following?	
	Very satisfied nor Very satisfied 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	
	Welfare	
Q63	How satisfied are you with the following? Neither Very satisfied nor Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A	Ά
	a. The welfare support provided by the RNRMW for me.] 6
	b. The welfare support provided by the RNRMW for my family.] 6
	c. The support my spouse/partner gets from the RNRMW when I am absent.] 6
	d. The Operational/Deployment Welfare Package.]6
Q64	How satisfied are you with the following? Neither	
	Very satisfied nor Very Not Not satisfied Satisfied dissatisfied Dissatisfied dissatisfied used heard of	of
	a. My Divisional Officer.	
	b. The chaplaincy support provided by	

	c. The RNRMW, Specialist Welfare	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not used	Not heard of			
	Support (e.g. the Portal and casework).										
	d. The RNRMW, Community Support.	1	2	3	4	5	6	7			
	e. The RNRMW Information Services.	1	2	3	4	5	6	7			
	f. The Naval Families Federation.	1	2	3	4	5	6	7			
	g. RNRMW Digital Communications (e.g. RN Forum).	1	2	3	4	5	6	7			
	h. Royal Navy Welfare social media (e.g. Facebook).	1	2	3	4	5	6	7			
	You	r Acco	mmoo	dation							
Q65	What kind of accommodation do y				e working y	wook? (Tic	k one b	ov only)			
QUU	Service Family Accommodation (SFA)	ou live iii	at preser	1. daiiig tii	_	•		ox only)			
	Substitute Service Family Accommodation	on (SSFA)		2	Please go to Q66 Please go to Q66						
	Single Living Accommodation (SLA))		3		ase go to Q 6					
	Substitute Service Single Accommodation	un (888A) (1	Formerly S	S/ A)		ase go to Q 6					
	Ship or Submarine	n (000n) (i	ormeny of	527) 5		ase go to Q 6					
	Property I own			6		ase go to Q 6					
	Privately rented accommodation					ase go to Q6					
	In a relative's (e.g. parents') home					ase go to Q6					
	Other (please specify in the text box below	טאע)		9		ase go to Q 6					
Q66	With regard to your current Servic	e Accomr	nodation,	how satisf	fied are you	ı with the fo	ollowing	g?			
			Very		Neither satisfied no	r	Vei	N/A / v Don't			
			satisfied	Satisfied	dissatisfied	Dissatisfied		sfied know			
	a. The overall standard.			2	3			5 6			
	b. The value for money.			2	3	4		5 6			
	c. The response to requests for maintenato my current accommodation.	ance/repair	1	2	3	4		5 6			
	d. The quality of maintenance/repair work current accommodation.	k to my	1	2	3	4		5 6			
	e. How fairly Service Accommodation is a	allocated.	1	2	3	4		5 6			
Q67	Do you currently own your own ho or not.	ome? Plea	ise answe	er this ques	tion wheth	er you live	in this	property			
	Yes			1	Ple	ase go to Q6	9				
	No			2	Ple	ase go to Q6	8				
	No, but I am currently saving up to buy a	e future	3	Ple	ase go to Q6	8					

Q68	Please indicate whether each of the following (Tick all that apply) Once completed please ga. I don't want to own a home at this stage in my life/ca	o to Q71.	n why you	u <u>do not ow</u>	<u>n</u> your owi	ı home.	
	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 with when I am posted.	ı me	1				
	d. I don't want to buy a home where I am currently loca	ited.	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):		1				
Q69	Please indicate whether each of the following (Tick all that apply).	was a rea	son why y	ou bought	your own I	nome	
	a. To give stability for myself and my family.	1					
	b. The allowances for living in my own home.	1					
	c. To rent it out.	1					
	d. Poor standards of SLA or SFA.	1					
	e. Poor location of SLA or SFA.	1					
	f. The cost of SLA or SFA.	1					
	g. I wanted to live with my partner.	1					
	h. Other (please specify in the text box below):	1					
Q70	If you currently own a home, how satisfied are	you with	the follow	ving? Neither			
		Very	Catiofical	satisfied nor	Dissotiation	Very	N//A
	a. The opportunity to live in my own home.	satisfied	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied 5	N/A
	b. The allowances for living in my own home.	1	2	3	4	5	
Q71	Which of these best sums up your awareness I've never heard of it	of the For	ces Help	to Buy Sch	eme (FHTB)?	
	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					
You can fin	d more information on Forces Help to Buy at th	ne followin	ng link: wv	ww.gov.uk/f	orces-help	-to-buy	
Q72	Have you used Forces Help to Buy (FHTB) in t	the last ye	ar?				
	No 2						

Q73	Are you considering using Forces Help to Buy (FHTB) for a future home purchase? Yes								
	No 2								
	Catoring Pot	ail and	Loieu						
	Catering, Reta								
Q74	Thinking specifically about food and drink s which of these factors are important to you? a. Price.			, when cons	sidering wh	ere to eat	:		
	b. Value for money.		<u> </u>						
	c. Choice.		1						
	d. Quality.		<u> </u>						
	e. Quantity.		1						
	f. Well known brand.		<u> </u>						
	g. Where it is sourced from (e.g. Fairtrade, locally pro	oduced).	1						
	h. Other (please specify in the text box below):		<u> </u>						
Q75	How often do you use Service-provided cate	ring facilit Always	iles? Often	Sometimes	Rarely	Never	N/A		
	a. For eating at breakfast.		2	3	4	5	☐ ⁶		
	b. For eating at lunchtime.		2	3	4	5	<u> </u>		
	c. For eating in the evening.	1	2	3	4	5	6		
	d. For drinking, socialising in the bar.		2	3	4	5	6		
	e. For informal functions.		2	3	4	5	6		
	f. For formal functions (<u>Officers/SNCOs/WOs only</u>).	1	2	3	4	5	6		
Q76	How satisfied are you with the following?			N a itha a r					
		Very		Neither satisfied nor	5	Very			
	a. The availability of food during the week on my Unit (e.g. opening hours).	satisfied t 1	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied 5	N/A		
	b. The number of functions during the year.	1	2	3	4	5	6		
	c. The standard of service from catering contractors on my Unit.	1	2	3	4	5	6		
	Your Fa	mily Li	ife						
Q77	What is your current personal status?								
	Single (never married or formed a civil partnership)			¹ Pleas	se go to Q79				
	In a long term/established relationship (but not married or in a civil partnership)			2					
	Married/In a civil partnership		Γ	3					
	Separated, but still legally married or in a civil partner	rship	Ī	4 Pleas	se go to Q79				
	Divorced/Formerly in a civil partnership which is now	legally disso	olved	 ⁵ Pleas	se go to Q79				
	Widowed/The surviving partner from a civil partnersh	nip	Ī	of Pleas	se go to Q79				
	Prefer not to say			⁷ Pleas	se go to Q79				

Q78	What is your spouse/partner's current employment situation? In the Armed Forces
	In full-time paid employment/full-time self-employment (other than Armed Forces)
	In part-time paid employment/part-time self-employment
	In voluntary (unpaid) employment
	Not employed (for any reason) In full-time or part-time education
Q79	Do you have any children whom you support financially? Yes 1
	No Please go to Q84
	The date go to go
Q80	If YES, how many children do you have in each age group? (Please write the number of children for each category in each box, e.g. "3", or if you do not have children in a category please insert "0".) Under 5 years
	Between 5 and 17 years
	18 years and over
Q81	Do any of your children live with you? (Tick one box only). Yes 1
	Shared access 2
	Weekends/holidays only Please go to Q84
	No Please go to Q84
	N/A Please go to Q84
Q82	If you have a child or children living with you, do you consider yourself to be a lone/single parent? Yes $NA = 3$
Q83	If you require childcare, how satisfied are you with accessibility to childcare facilities?
	Very satisfied nor Very satisfied Satisfied dissatisfied dissatisfied N/A
Q84	Do you have caring responsibilities for infirm or elderly adult(s)?
	Yes 1 No 2
-	Navy would like to understand how Service life affects personal finance. The information could ining and policy.
Q85	If you have been declined credit in the last 12 months, what was the reason for this? (Tick one box only). Failed credit check
	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):

	Yes No						
	Being Par	t of Soc	ciety				
Q87	Are you currently registered to vote?		,				
QUI	Yes		Г	¹ Plea	se go to Q88		
	No		F	□ □ ² Plea	se go to Q89		
	Don't know			⊒]³ Plea	se go to Q90		
You car	n register to vote at the following link: www.gov.u	uk/register-	to-vote				
Q88	If you are currently registered to vote, are you An ordinary/residential voter - registered for one year usually via the annual update of voters (annual can	nr,	ed as…? (ʾ		ox only). se go to Q90		
	A Service voter - registered for five years, via a Serv	rice declaratio	n.	² Pleas	se go to Q90		
	An overseas voter - registered for one year, in the sa non-Forces British citizen living overseas.	ame way as a		3 Pleas	se go to Q90		
Q89	If you are not currently registered to vote, we I did not receive an electoral registration form	hat is the <u>n</u>	<u>nain</u> reaso	on for this?	(Tick one b	oox only)	
	I have not got around to it, but aim to do it sometime	; <u> </u>					
	I do not know how to register	3					
	I am not interested in politics	4					
	I wish to remain impartial	5					
	Other	6					
	med Forces Covenant', announced by the Gover se who serve or who have served in the Armed						3
Q90	Which of these best sums up your awarenes	ss of the Ar	med Forc	es Covenar	nt?		
	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	ınt.gov.uk -	for more i	nformation			
Q91	Which, if any, of the following areas do you compared to the general public?	feel advant	aged or d		ed as a Ser	vice person,	,
		Strongly advantaged	Advantaged	Neither advantaged nor disadvantaged			on't now/ N/A
	a. Family's access to NHS care.	1	2	3	4	5	
	b. Children's Education.	1	2	3	4	5	
	c. Housing.	1	2	3	4	5	
	d. Family life.	1	2	3	4	5	
	e. Benefits.	1	2	3	4	5	
	f. Tax.	1	2	3	4	5	
	g. Commercial Products and Services (e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit).	1	2	3	4	5	

Do you currently have personal debt levels that concern you?

	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)). 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 2	Neither advantaged noi disadvantaged 3 3	Disadvantaged 4 4	Strongly disadvantaged 5	Don't know/
Q92	How strongly do you agree or disagree with		ing?	Neither			
		Strongly agree	Agree	agree nor disagree	Disagree 1	Strongly disagree	Don't know
	a. I offer an important service to the country. b. Members of the Armed Forces are valued by society at large.	1	2	3	4	5	
			I				
	Your Bac	:кgrou	na				
Q93	Have you ever been a member of a Service C Air Training Corps/Combined Cadet Force)? Yes	e (Sea Cao Please go		army Cadet	Force/		
	No	2	Please go	to Q95			
Q94	If YES, were you a member of the: (Tick all the a. Sea Cadet Corps (SCC)?	at 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	d Your	Comm	nents			
Q95	How strongly do you agree or disagree with	the follow	ing?				
		Strongly	Agraa	Neither agree nor	Diagras	Strongly	Don't
	a. I believe the leaders in the RN will take action on the results of AFCAS.	agree	Agree 2	disagree 3	Disagree	disagree 5	know
	b. I think effective action has been taken in the RN on the results of AFCAS.	1	2	3	4	5	
Q96	How strongly do you agree or disagree with	the follow	ing?				
		Strongly		Neither agree nor		Strongly	Don't
	I believe the leaders in the RN are committed to creating a diverse and inclusive workplace.	agree	Agree 2	disagree 3	Disagree 4	disagree 5	know

P010

Q97

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 7th February 2022 in order to be included. Please allow sufficient time for postage.

Continuous Attitude Survey

What is Life in the Royal Marines like for you?

Your views are important

You can complete this survey online - see inside for details











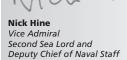








The Armed Forces Continuous Attitude Survey (AFCAS) is your opportunity to tell me what you think about life in the Royal Navy. The AFCAS results provide me and my team with the critical evidence required to argue your case at the very top of Defence and to drive forward change. I encourage you to take 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/514614

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/514614

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.

Please only complete one version of the survey.

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/

¹ Armed Forces Continuous Attitude Survey reports are publicly available via: <u>https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index</u>. The report of the findings of the 2022 AFCAS survey is provisionally due to be released in May 2022.

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 7**^h **February 2022 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, 0300 1668740.

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 2022 Armed Forces Continuous Attitude Survey (AFCAS): Royal Marines.

5

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 2022 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 2022 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 7th February 2022 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/514614

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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.

Please only complete one version of the survey.

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

Your Pay

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

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

Q2	How satisfied are you with the following?								
	a. My rate of basic pay (basic pay includes X-Factor, but excludes Recruitment and Retention Payment	Very satisfied	Satisfied 2	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied			
	(RRP) and any allowances).								
	b. My pension benefits.	1	2	3	4	5			
	c. Information about pay and allowances (e.g. from the intranet, DINs and brochures).	1	2	3	4	5			
	d. My ability to access JPA.	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	on Paymer	nt (RRP)?			
	Yes - Please go to Q4		ase go to Q		,	,			
Q4	How satisfied are you with the following?								
	M. D. with and Detailin Demont (DDD)	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied			
	My Recruitment and Retention Payment (RRP).								
	Your '	Work							
Q5	How satisfied are you with RM life in general?	?							
•	,			Neither		17			
		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 Mysolf	high □ 1	High ☐ 2	high nor low	Low	Low 5			
	a. Myself.		2] 3	4	5			
	b. My Unit.			3	4	5			
	c. The RM as a whole.								
07	How satisfied are you with the following aspects of your current job?								
Q7	How satisfied are you with the following aspe	ects of you	r current	-					
Q7	How satisfied are you with the following aspe	ects of you	r current	job? Neither satisfied nor		Very			
Q7			Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	dissatisfied			
ųγ	a. My job in general.	Very	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	dissatisfied 5			
Q1	a. My job in general. b. The sense of achievement I get from my work.	Very	Satisfied 2 2	Neither satisfied nor dissatisfied	Dissatisfied 4 4 4	dissatisfied 5 5 5			
ųγ	a. My job in general.b. The sense of achievement I get from my work.c. The challenge in my job.	Very	Satisfied 2 2 2	Neither satisfied nor dissatisfied 3 3 3	Dissatisfied 4 4 4	dissatisfied 5 5 5 5 5 5			
ųγ	a. My job in general. b. The sense of achievement I get from my work.	Very	Satisfied 2 2	Neither satisfied nor dissatisfied	Dissatisfied 4 4 4 4 4	dissatisfied 5 5 5			

		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	N/A
	 a. My superiors do not interfere excessively in my work activities. 	-	2	3	4	5	6
	b. I am given sufficient authority to make decisions.	1	2	3	4	5	6
	c. If I make a genuine mistake at work, I do not feel that it will be held against me.	1	2	3	4	5	6
	d. Where I work people do not automatically look for someone to blame when things go wrong.	1	2	3	4	5	6
	e. I am encouraged to find better ways of doing things at work.	1	2	3	4	5	6
	f. When I am set a task at work, I understand clearly what output is required.	1	2	3	4	5	6
	g. I have a choice in deciding how I do my work.	1	2	3	4	5	6
	h. I know that if I do my job well I will be praised or recognised.	1	2	3	4	5	6
	Resources ar	nd Wor	rkload				
Q9	How satisfied are you with the following?	ia vvoi	IKIOAG				
	,	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	1
	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	nst 12 mon	nths?	About		Much	
		too high	Too high	right 3	Too low	too low	
	Your C	areer					
Q11	Overall how satisfied are you with the way you	ur career i	s being m	Neither			
		Very satisfied	Satisfied 2	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	1
future Ser	nnagement is defined as 'The assignment of indivice requirements, exploiting skills, career devees, whilst providing advice on future career path	lopment n					
Q12	Overall how satisfied are you with the career rand Branch Advisers?	nanageme	ent servic	e provided	by the Car	eer Manaç	gers
	and Dianch Advisers?	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	/ <i>N/A</i>

How strongly do you agree or disagree with the following?

Q13	Who do you think is responsible for managing	your care	er? (Tick	all that app	oly)		
	a. You.						
	b. Immediate superior (line manager).	1					
	c. Career Manager.	1					
Q14	In terms of your current assignment, how stro	ngly do yo	ou agree o	or disagree	with the fo	llowing?	
		Strongly	Agree	agree nor disagree	Disagree	Strongly disagree	
	a. I have the knowledge, skills and experience to do my job.	agree	Agree 2	3	Disagree 4	uisagree 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.	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 satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	a. The notice I received for my current/last assignment.		2			5	
	b. Involvement in decisions that affect my career.		2	3	4	5	
	c. The fairness of the appraisal system.		2	3	4	5	
	d. The fairness of the promotion system.	□'	2	3	4	5	
	e. My opportunities for promotion.		2	3	4	5	
	f. My opportunities for further service.	1	2	3	4	5	
Q16	How important is promotion to your satisfaction	on with yo	ur 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 Ma	anager	nent				
Q17	How strongly do you agree or disagree with the (Service or Civilian)?	ne followin	g statem	ents about	your imme	diate supe	erior
	(Service of Civillari):			Neither			
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	Don't know
	a. Understands and represents my interests.			3	4	5	
	b. Supports me in my job.			3	4	5	
	c. Sets a positive example.		2	3	4	5	
	d. Encourages me to develop my skills.		2	3	4	5	
	e. Is supportive over work/life balance issues.		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.		2	3	4	5	6
	h. Is someone I trust.		2	3	4	5	
	i. Helps me to understand how I contribute to RM objectives.		2	3	4 	5	
	 j. Helps me to understand how major change decisions will affect me. 					Ш°	∐°
	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	How strongly do you agree or disagree with the following?						
	My immediate chain of command supports me.	Strongly agree	Agree 2	Neither agree nor disagree	Disagree 4	Strongly disagree	Don't Know
	Senior Le	aders	hip				
Q19	How strongly do you agree or disagree with the following statements about the senior leaders of the Royal Marines (i.e. Brigadier and above)?						
		Strongly	Agraa	Neither agree nor	Diagras	Strongly	Don't
	a. They understand and represent my interests.	agree	Agree 2	disagree ³	Disagree 4	disagree 5	know 6
	b. They are keen to listen to Service people's feedback	(. 1	2	3	4	5	
	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	t				
Q20	How strongly do you agree or disagree with the following?						
		Strongly		Neither agree nor		Strongly	
	a. In the last 12 months, I have fulfilled my commitments/promises to the RM.	agree	Agree 2	disagree 3	Disagree 4	disagree 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 6
	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.

Q21	How strongly do you agree or disagree with t	he followi	ing?				
		Strongly		Neither agree nor		Strongly	
	The other of the DM is an important part of life in	agree	Agree	disagree	Disagree	disagree □ 5	
	 a. The ethos of the RM is an important part of life in the RM. 						
	Working w	ith Otl	hers				
Q22	In considering your immediate working team, to	o what ext	ent do you	agree or di	sagree wit	h the followi	ng?
		Strongly		Neither agree nor		Strongly	
	a. My team know exactly what their responsibilities are	agree	Agree	disagree	Disagree	disagree	
	b. The people in my team can be relied upon to help	⁵ .	2	3	4	5	
	when things get difficult in my job.						
	c. We have confidence in ourselves as a team.		2	3		5	
	 d. The people in my team work together to find ways to improve the service we provide. 	∐'	2	3		5	
	e. Team members work well with personnel from different backgrounds.	1	2	3	4	5	
Q23	Have you had working contact with any of the IF NONE APPLY PLEASE GO TO Q26	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					
Q24	In your experience, how would you rate the c		n to the R				
		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	
Q25	In your experience, how well integrated into t	the RM 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	
	Cha	nge					
Q26	How strongly do you agree or disagree with t	he followi	ing?	Neither			
		Strongly	Agroo	agree nor disagree	Disagree	0,	Don't
	Change is managed well in my immediate working team.	agree	Agree 2	alsagree 3	Disagree 4	5 5	know
	b. Change is managed well in my Unit/Establishment.	1	2	3	<u> </u>	5	☐ 6
	c. Change is managed well in the RM.	1	2	3	4	5	
	Your Dep	loyme	nts				
If you ha	ave NOT been on an operational deployment sinc			go to Q30			
Q27	With regards to your current/last operational		•			ally or as pa	art
	of a Unit?		_	. , ⊐²			
	Individually 1	As part c	or a Unit	1-			

Q28	With regards to your current/last operational deployment, how satisfied are you with the following?								
		Very		satisfied nor		Very			
		satisfied	Satisfied	dissatisfied	Dissatisfied	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.	<u> </u>	2	3	4	5			
	e. The welfare support I received from Royal Navy Royal Marines Welfare (RNRMW) when I returned from operational deployment.	1	2	3	4	5			
	f. The welfare support that my family, partner and/or parents received from the RNRMW when I returned from operational deployment.	1	2	3	4	5			
	g. The decompression and post operational tour support I received when I returned from operational deployment.	1	2	3	4	5			
	h. The Post Operational Stress Management that I received when I returned from operational deployment.	1	2	3	4	5			
	i. The operational role I was assigned to.	1	2	3	4	5			
Q29	What is your view of the following regarding y	our exper	ience of d	perational	deploymer	nts?			
	a. The frequency of my operational deployments.	Too often 1 Too long	About right 2 About right	Not often enough 3 Too short					
	b. The length of my operational deployments.		2	3					
	Training and I	Develo	pmen	t					
Q30	How satisfied are you with the following?								
		Very		Neither satisfied nor		Very			
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied			
	a. My opportunities for professional development.	1	2	3	4	5			
	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			
Q31	How much importance do you place on profes	ssional/civ	ilian accr	editation?					
	A lot	Very little] 3					
	Some 2	None at a	<i> </i>	4					

Your Future Plans

Q32	What are your plans for the future? (Tick o To stay serving as long as I can	ne box only).	1		
	To stay serving to the end of my current engageme	ent/commission [
	To leave the RM before the end of my current engagement	<u> </u>			
	I leave the RM as soon as I can				
	I have put in my notice to leave	L			
	N/A / Don't know		6		
Q33	How actively have you searched for a job of	outside the RM in the la	ist 12 mont	hs?	
	Very actively	Not very actively	3		
	Quite actively 2	Not at all	4		
Q34	When you leave the RM, would you consid Reserves, Army: Army Reserves, RAF: RA			Forces (RN	/RM: Maritime
	a. Full-time.	1 2	3		
	b. Part-time.	1 2	3		
Q35	What would make you join the Volunteer R	eserve Forces? (Pleas	e write in th	ne text box	below)
Q36	How do the following factors impact on yo	ur intention to stay or	eave the R	M?	
		Strongly increases Increases my intention my intention to stay to stay	Has no effect on my intention to stay or leave	Increases my intention to leave	Strongly increases my intention to leave
	a. Impact of RM life on family and personal life.	1 2	3	4	5
	b. Opportunities outside the RM.	1 2	3	4	5
	c. Current job satisfaction.	1 2	3	4	5
	d. Job security.	1 2	3	4	5
	e. My morale.	1 2	3	4	5
	f. Service morale.	1 2	3	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. 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. q. Pension. r. Opportunities for flexible working conditions. s. Excitement of the job. t. Opportunities for operational deployment. u. Financial incentives available to me (e.g. Commitment Bonus). v. Spouse/partner's career. w. Childcare. x. Work/life balance whilst in a seagoing role. y. Work/life balance while ashore. z. Management in my current Unit. aa. Accommodation provision.	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. q. Pension. r. Opportunities for flexible working conditions. s. Excitement of the job. t. Opportunities for operational deployment. u. Financial incentives available to me (e.g. Commitment Bonus). v. Spouse/partner's career. w. Childcare. x. Work/life balance whilst in a seagoing role. y. Work/life balance while ashore. z. Management in my current Unit. aa. Accommodation provision. ab. Armed Forces House Purchase Incentive Sch (i.e. Forces Help to Buy Scheme). ac. Other (if applicable, please specify in the text What single factor could be changed to p (Please specify in the text box below): If you have put in your notice to leave, ple most influenced your decision to leave the boxes provided.) Most important reason Seconfor leaving Seconfor leavin	Strongly increases my intentior	Increases n my intention	Has no effect on my intention to	Increases my intention	Strongly increases my intentio
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			nt 2			
Most important reason Second most important Third most important		Strongly increases	Increases	Has no effect on my	Increases my intention to leave	Strongly increase my intent to leave
Most important reason for leaving Second most important reason for leaving Third most important reason for leaving How would having the following options impact on your intention to stay or leave the RM? Strongly Has no Strong increases effect on my Increases increase my intention my intention intention to my intention my in	a. Opportunities to work part-time.	1	2	3	4	5
Most important reason for leaving Second most important reason for leaving Third most important reason for leaving How would having the following options impact on your intention to stay or leave the RM? Strongly Has no Strong increases effect on my Increases increase my intention my intention intention to my intention my intention to stay or leave to leave	b. Opportunities for reduced separated Service (including operational deployment).	1	2	3	4	5

Fairness at Work

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

Q40	How strongly do you agree or disagree with the following statement regarding fairness and equality in the RM?							
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree		
	I am treated fairly at work.	1	2	3	4	5		
Q41	Do you feel that the RM discipline system is. Very fair Fair	? Unfair Very unfai	r 5					
	Neither fair nor unfair 3							
misuse of p Discriminate sexual orie Discriminate	ay be characterised as offensive, intimidating bower through means intended to undermine, tion can occur when a person is treated less to ntation, pregnancy or maternity, marriage or continuous can also occur where a policy or practice	humiliate, of favourably be civil partner which appl	denigrate because o ship, gene	or injure th f race, relig der reassig	ne recipient gion or beli jnment, ag	t. ief, sex, e or disability.		
<u>Harassmen</u>	n the basis of the characteristics mentioned and the basis of the characteristics mentioned and includes unwanted conduct which is related to the effect of violating another's dignity or creatent.	d to the chai						
individual from the I contact th	te that the data gathered is strictly for researds in your response. No action will be taken or Defence Bullying, Harassment and Discriminate SSAFA Confidential Helpline: 0800 731 4880 https://www.ssafa.org.uk/help-you/forcesline).	n this, and y ition helplin	ou are ins e on 0800	stead advis 783 0334.	sed to seek Alternative	guidance ly, please		
Q42	Do you believe you have been subject to any 12 months? (Tick all that apply).	y of the folio	wing in a	Service er	nvironment	in the last		
	Bullying Discrimination	1						
	c. Harassment	1						
	d. None of the above	1	Please go	to Q45				
Q43	If you believe you have been subject to <u>bullying</u> in a Service environment in the last 12 months, please specify on what grounds in the text box below:							

Q44	If you believe that you have been subject to <u>discrimination or harassment</u> in a Service environment in the last 12 months, please specify on what grounds:									
	0. 1	Discriminatio	n	Harassment						
	a. Gender.									
	b. Gender reassignment.									
	c. Race, colour, nationality, ethnic or national origin.			2						
	d. Marriage/civil partnership.									
	e. Religion or beliefs.									
	f. Sexual orientation.			2						
	g. Age.			2						
	h. Disability.	1		2						
	i. Pregnancy or maternity.	1		2						
degradir sexual a	narassment is defined as verbal, non-verbal or p ng, offensive or humiliating for the recipient. Sud Idvances, unwanted sexual attention, requests f is of a sexual nature. It can be experienced by an	ch conduct or sexual fa	includes, avours, or	but is not I verbal, onl	imited to: ι ine or phys	ınwelcom	е			
Q45	Do you believe you have been subject to semonths?		ment in a	Service en	vironment i	in the last	12			
	Yes No	0								
Q46	Did you make a formal written complaint wit harassment and/or bullying?	thin the last	12 month	ns about thi	s discrimin	ation,				
	Yes	1	Please go	to Q47						
	No	2	Please go	to Q48						
	N/A	3	Please go	to Q49						
Q47	If you DID make a formal written complaint, your complaint?	how satisfic			the followi	ng aspect	s of			
		Very		Neither satisfied nor		Very				
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	N/A			
	 a. The objectivity and fairness with which my complaint was handled/is being handled. 	☐' — .	2		4	°	☐ °			
	 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			
Q48	If you did NOT make a formal written comple	aint, why wa	as this? (Γick all that	apply)					
	a. I was not aware of the Service Complaints proces		•		1					
	b. I considered the incident(s) to be too minor to repo	ort.			1					
	c. The incident(s) was/were resolved informally.				1					
	d. The incident(s) was/were resolved through media	tion.								
	e. I did not believe anything would be done if I did co				1					
	f. I did not want to go through the complaints proced	-			1					
	g. I believed it might adversely affect my career.				<u> </u>					
	h. I believed it might adversely affect another work c	olleague or th	ie workina e	nvironment						
	i I was worried that there would be recriminations from	-	_							

	j. I was discouraged from doing so.				1		
	k. Other reason(s) - (please specify in the text box	below):			1		
Q49	Which of these best sums up your awaren	ess of the Se	ervice Com	plaints <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						
Q50	Which of these best sums up your awaren	ess of the Se	ervice Con	nplaints <u>On</u>	<u>nbudsman</u> ?	•	
	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						
	ww.servicecomplaintsombudsman.org.uk/ Your Work	-Life Ba	lance				
Q51	In the past 12 months approximately how i spouse/partner or children) for Service rea		ave you sp	ent away f		ımily (e.g.	
	Not been away	Between 7-9	months (27-3	9 weeks)	5		
	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)						
Q52	In the past 12 months, how satisfied were	you with the	following				
	a. The ability to plan my own life - short term	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	(e.g. work/weekend leave).						
	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 i,	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.	1	2	3	4	5	
	f. The effect of Service life on my children's educat	ion. 1	2	3	4	5	
	1. The enect of convice me on my enhancing caucat						

Q53	How strongly do you agree or disagree with	the follow	ing?			
	I am able to maintain a balance between my	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	personal and working life.					
	Your	Leave				
Q54	How satisfied are you with the following?					
	,	Very		Neither satisfied nor		Very
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied
	 a. My overall leave allowance i.e. annual leave, post operational leave (POL), Sea-Goers Leave (SGL), leave carried over from previous years. 	1		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
Q55	If you did not take all of your annual leave al reason for this? (Tick all that apply)	lowance w	ithin the l	ast leave ye	ear, what w	as the
	a. Operational tour.	1				
	b. Not allowed.	1				
	c. Courses/training.	1				
	d. Workload.	1				
	e. Understaffing.	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 a	nd We	II-bein	g		
Q56	If you have received Service-provided medic years, how satisfied were you with:	<u>al</u> treatme	nt (includi		nealthcare)	in the last 2
		Very	0.41.5	Neither satisfied nor	5	Very
	Being able to access the medical care when I needed it.	satisfied	Satisfied 2	dissatisfied	Dissatisfied	dissatisfied N/A
	b. The medical treatment.	1	2	3	4	5 6
Q57	If you have received Service-provided denta with:	<u>l</u> treatmen	t in the las	-	ow satisfie	d were you
		Very		Neither satisfied nor		Very
	Being able to access the dental care when I needed it.	satisfied	Satisfied 2	dissatisfied	Dissatisfied	dissatisfied N/A
	b. The dental treatment	1	2	3	4	5 6

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

Q58	Overall, how satisfied are you with your life i	nowaday	s?				
	Not at all 0 1 2 3 4	5	6 7	8	Comp 9	oletely 10	
Q59	Overall, how happy did you feel yesterday?						
	Not at all 0 1 2 3 4	5	6 7	8	9 	oletely 10	
Q60	Overall, how anxious did you feel yesterday?	?			•		
	Not at all 0 1 2 3 4	5	6 7	8	9 	oletely 10	
Q61	Overall, to what extent do you feel the things	you do	in your life	are worthw		pletely	
		5	6 7	8	9	10	
	Fitness, Sport and A	dven	turous	Trainin	g		
Q62	How satisfied are you with the following?						_
		Very satisfied		Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	a. RM sport, exercise and fitness facilities in general.			3	4	5	
	 b. My opportunities to undertake fitness activities (e.g. to meet fitness standards). 		2	3		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	
	Wel	fare					
Q63	How satisfied are you with the following?						
		Very	0-4-6-4	Neither satisfied nor		Very dissatisfied N/A	
	a. The welfare support provided by the RNRMW for m	satisfied e. 1	Satisfied	dissatisfied	Dissatisfied	dissatisfied N/A	1] ⁶
	b. The welfare support provided by the RNRMW for my family.	1	2	3	4	5] 6
	c. The support my spouse/partner gets from the RNRMW when I am absent.	1	2	3	4	5] 6
	d. The Operational/Deployment Welfare Package.	1	2	3	4	5] 6
Q64	How satisfied are you with the following?		Neither				
	Very	Catiofied	satisfied nor	Dissortiation	Very	Not Not	£
	a. The Regimental system.	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisfied 5	used heard of	,
	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. 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).	Very satisfied 1 1 1 1 1 1 1	Satisfied 2 2 2 2 2 2	Neither satisfied nor dissatisfied 3 3 3 3 3 3 3	Dissatisfied 4 4 4 4 4	Very dissatisfied 5 5 5 5 5 5 5 5 5 5 5 5 5	Not used 6 6 6 6 6	Not heard of 7 7 7 7 7 7 7
	Your	Acco	ommod	lation				
Q65	What kind of accommodation do you Service Family Accommodation (SFA) Substitute Service Family Accommodation Single Living Accommodation (SLA) Substitute Service Single Accommodation Ship or Submarine Property I own Privately rented accommodation In a relative's (e.g. parents') home Other (please specify in the text box below	1 (SSFA) 1 (SSSA) (Plea Plea Plea Plea Plea Plea	veek? (Tick ase go to Q6 ase go to Q6	6 6 6 6 9 7	ox only)
Q66	a. The overall standard. b. The value for money. c. The response to requests for maintenar to my current accommodation. d. The quality of maintenance/repair work current accommodation. e. How fairly Service Accommodation is all	nce/repair to my	Very satisfied	Satisfied 2 2 2 2 2 2	Neither satisfied nor dissatisfied 3 3 3 3 3		Ver dissatis	N/A / y Don't
Q67	Do you currently own your own howor not. Yes No No, but I am currently saving up to buy a h			r this ques	Ple:	er you live ase go to Q6 ase go to Q6 ase go to Q6	9	property

	(Tick all that apply) Once completed please g a. I don't want to own a home at this stage in my life/ca		<u> </u>				
	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 with when I am posted.	n me	1				
	d. I don't want to buy a home where I am currently loca	ated.	1				
	e. I can't afford to buy a suitable home at the moment.						
	f. I don't want to risk losing money.		<u> </u>				
	g. I wouldn't be able to live in the home.		1				
	h. Other (please specify in the text box below):		1				
Q69	Please indicate whether each of the following (Tick all that apply). a. To give stability for myself and my family.	was a rea	son why	you bought	your own l	nome	
	b. The allowances for living in my own home.	1					
	c. To rent it out.	1					
	d. Poor standards of SLA or SFA.	1					
	e. Poor location of SLA or SFA.	1					
	f. The cost of SLA or SFA.	1					
	g. I wanted to live with my partner.	1					
	h. Other (please specify in the text box below):	1					
Q70	If you currently own a home, how satisfied are	e you with	the follow	•			
		Very		Neither satisfied nor		Very	
	a. The opportunity to live in my own home.	satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied 5	N/A
	b. The allowances for living in my own home.	1	2	3	4	5	
Q71	Which of these best sums up your awareness I've never heard of it	of the Fo	rces Help	to Buy Sch	eme (FHTB)?	
	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					
You can fi	nd more information on Forces Help to Buy at t	he followi	ng link: w	ww.gov.uk/1	forces-help	-to-buy	
Q72	Have you used Forces Help to Buy (FHTB) in	the last ye	ar?				
	No \square^2						
	110						

Please indicate whether each of the following is a reason why you do not own your own home.

Q73	Are you considering using Forces Help to Buy (FHTB) for a future home purchase? Yes	
	No 2	
	Catering, Retail and Leisure	
Q74	Thinking specifically about food and drink supplied on your Unit, when considering where to eat which of these factors are important to you? (Tick all that apply) a. Price.	t
	b. Value for money.	
	c. Choice.	
	d. Quality.	
	e. Quantity.	
	f. Well known brand.	
	g. Where it is sourced from (e.g. Fairtrade, locally produced).	
	h. Other (please specify in the text box below):	
	II. Other (please specify in the text box below).	
Q75	How often do you use Service-provided catering facilities? Always Often Sometimes Rarely Never	N/A
	a. For eating at breakfast.	6
	b. For eating at lunchtime.	6
	c. For eating in the evening.	6
	d. For drinking, socialising in the bar.	☐ 6
	e. For informal functions.	6
	f. For formal functions (Officers/SNCOs/WOs only).	6
Q76	How satisfied are you with the following?	
	Neither Very satisfied nor Very	
	satisfied Satisfied dissatisfied Dissatisfied dissatisfied a. The availability of food during the week on my Unit 1 2 3 4 5 (e.g. opening hours).	N/A 6
	b. The number of functions during the year.	6
	c. The standard of service from catering contractors	6
	Your Family Life	
Q77	What is your current personal status? Single (never married or formed a civil partnership) 1 Please go to Q79	
	In a long term/established relationship (but not married or in a civil partnership)	
	Married/In a civil partnership	
	Separated, but still legally married or in a civil partnership	
	Divorced/Formerly in a civil partnership which is now legally dissolved 5 Please go to Q79	
	Widowed/The surviving partner from a civil partnership 6 Please go to Q79	
	Prefer not to say Please go to Q79	

Q/8	In the Armed Forces
	In full-time paid employment/full-time self-employment (other than Armed Forces)
	In part-time paid employment/part-time self-employment
	In voluntary (unpaid) employment
	Not employed (for any reason) 5
	In full-time or part-time education
Q79	Do you have any children whom you support financially?
Q19	Yes 1
	No Please go to Q84
Q80	If YES, how many children do you have in each age group? (Please write the number of children for
	each category in each box , e.g. "3", or if you do not have children in a category please insert "0".)
	Under 5 years
	Between 5 and 17 years
	3
	18 years and over
Q81	Do any of your children live with you? (Tick one box only).
	Yes1
	Shared access 2 Weekende/helidaya anly
	Please go to Q04
	No Please go to Q84
	N/A Please go to Q84
Q82	If you have a child or children living with you, do you consider yourself to be a lone/single parent?
	Yes 1 No 2 N/A 3
Q83	If you require childcare, how satisfied are you with accessibility to childcare facilities?
	Neither Very satisfied nor Very
	satisfied Satisfied dissatisfied dissatisfied N/A
004	De very house series were excitation for infirms on alderly adult/o)?
Q84	Do you have caring responsibilities for infirm or elderly adult(s)? Yes 1 No 1 ²
The Devel I	
	Navy would like to understand how Service life affects personal finance. The information could ining and policy.
Q85	If you have been declined credit in the last 12 months, what was the reason for this?
	(Tick one box only). Failed credit check
	Lack of UK credit history
	Too many address moves 3
	Don't know
	Prefer not to say 5
	Other (please specify in the text box below):

Q86	Do you currently have personal debt levels Yes 1 No 1	that conce	rn you?			
	Being Par	t of So	ciety			
Q87	Are you currently registered to vote? Yes No Don't know]² Plea	se go to Q88 se go to Q89 se go to Q90	1
You car	n register to vote at the following link: www.gov.	uk/register-	to-vote			
Q88	If you are currently registered to vote, are y An ordinary/residential voter - registered for one year usually via the annual update of voters (annual can)	ar,	ed as? ([*]		ox only). se go to Q90	
	A Service voter - registered for five years, via a Serv	vice declaration	on	² Pleas	se go to Q90	
	An overseas voter - registered for one year, in the sanon-Forces British citizen living overseas.	ame way as a	a [³ Pleas	se go to Q90	
Q89	If you are not currently registered to vote, we I did not receive an electoral registration form	vhat is the r	nain reaso	on for this?	(Tick one b	oox only)
	I have not got around to it, but aim to do it sometime	• <u> </u>				
	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 Gove se who serve or who have served in the Armed					
Q90	Which of these best sums up your awarene I've never heard of it	ss of the Ai	rmed Force	es Covenar	nt?	
	I've heard of it but know nothing about it	2				
	I've heard of it and know a little about it	3				
	I've heard of it and know a lot about it	4				
See the	following link - https://www.armedforcescovena	ant.gov.uk -	for more i	nformation		
Q91	Which, if any, of the following areas do you compared to the general public?	feel advant	taged or di	isadvantage	ed as a Ser	vice person,
		Strongly advantaged	Advantaged	Neither advantaged nor disadvantaged		Don't Strongly know/ disadvantaged N/A
	a. Family's access to NHS care.		2	3	4	5 6
	b. Children's Education.	1	2	3	4	5 6
	c. Housing.	1	2	3	4	5 6
	d. Family life.	1	2	3	4	5 6
	e. Benefits.	1	2	3	4	5 6
	f. Tax.	1	2	3	4	5 6
	g. Commercial Products and Services (e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit).	1	2	3	4	5 6

	h. HM Forces and Veterans-specific financial advice and discounts (e.g. Money Force, Defence Discount Service, Defence Privilege Cards and Joining Forces (Credit Unions)).	Strongly advantaged	Advantaged 2	Neither advantaged nor disadvantaged	Disadvantaged 4	Strongly disadvantage	Don't know/ d N/A
	i. Participation as Citizens (e.g. contacting a local councillor, MP or other public official, attending a public meeting, rally or signing a petition).	1	2	3	4	5	
	j. Other (please specify in the text box below):	1	2	3	4	5	
Q92	How strongly do you agree or disagree with	Strongly		Neither agree nor	Diagrae	Strongly	Don't
	a. I offer an important service to the country.	agree	Agree	disagree 3	Disagree	disagree 5	know
	b. Members of the Armed Forces are valued by society at large.	1	2	3	4	5	
	Your Bac	ckgrou	nd				
Q93	Have you ever been a member of a Service C Air Training Corps/Combined Cadet Force)? Yes	1	e (Sea Cad		rmy Cadet	Force/	
	No	2	Please go	to Q95			
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)?						
	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	d Your	Comn	nents			
Q95	How strongly do you agree or disagree with	the followi	ing?				
	a. I believe the leaders in the RM will take action	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	on the results of AFCAS.	<u></u>	2	<u> </u>	4	5	
	 I think effective action has been taken in the RM on the results of AFCAS. 						
Q96	How strongly do you agree or disagree with	the followi	ing?	Neither			
		Strongly		agree nor	D.	Strongly	Don't
	I believe the leaders in the RM are committed to creating a diverse and inclusive workplace.	agree	Agree 2	disagree 3	Disagree	disagree 5	know

Please use tr	is 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 7th February 2022 in order to be included. Please allow sufficient time for postage.

ARMED FORCES CONTINUOUS ATTITUDE SURVEY 2022

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 Paul Griffiths Director Personnel (DPers)

ADR010169





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/718595

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/718595

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.

Please only complete one version of the survey.

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: <u>https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index</u>. The report of the findings of the 2022 AFCAS survey is provisionally due to be released in May 2022.

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 7**th **February 2022 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:

0300 160 9060 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 2022 Armed Forces Continuous Attitude Survey (AFCAS): Army.

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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 2022 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 2022 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 7th February 2022 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/718595

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/718595

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.

Please only complete one version of the survey.

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?			
	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 4	Strongly disagree
	b. The pay and benefits I receive are fair for the work I do.	1	2	3	4	5

	now 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				on Paymer	nt (RRP)?	
	Yes - Please go to Q4	No - Plea	ase go to Q	· 🗀 -			
Q4	How satisfied are you with the following?			Neither			
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	My Recruitment and Retention Payment (RRP).	1	2	3	4	5	
	Your '	Work					
Q5	Your How satisfied are you with Army life in general						
Q5		al? Very		Neither satisfied nor		Very	
Q5		al?	Satisfied		Dissatisfied	Very dissatisfied □ 5	
	How satisfied are you with Army life in genera	Very satisfied		satisfied nor dissatisfied		dissatisfied	
Q5 Q6		Very satisfied		satisfied nor dissatisfied		dissatisfied 5	
	How satisfied are you with Army life in genera	Very satisfied		satisfied nor dissatisfied		dissatisfied	
	How satisfied are you with Army life in genera	Very satisfied Very	2	satisfied nor dissatisfied 3 Neither	4	dissatisfied 5 Very	
	How satisfied are you with Army life in general How would you rate the level of morale of	Very satisfied Very	2 High	satisfied nor dissatisfied 3 Neither high nor low	Low	dissatisfied 5 Very Low	
	How satisfied are you with Army life in general How would you rate the level of morale of	Very satisfied Very	High	satisfied nor dissatisfied 3 Neither high nor low	Low 4	dissatisfied 5 Very Low 5	
	How satisfied are you with Army life in general How would you rate the level of morale of a. Myself. b. My Unit.	Very satisfied Very high 1	High 2 2 2 2 2	satisfied nor dissatisfied Neither high nor low 3 3 3 job?	Low 4	dissatisfied 5 Very Low 5 5	
Q6	How satisfied are you with Army life in general 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 very high 1 Cets of you	High 2 2 2 2 2 2 3r current	satisfied nor dissatisfied Neither high nor low 3 3 job? Neither satisfied nor	Low 4 4 4 4	Very Low 5 5 Very Very	
Q6	How satisfied are you with Army life in general 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 asper	Very satisfied Very high 1 1 very high 1 1 cets of you	High 2 2 2 2 2	satisfied nor dissatisfied Neither high nor low 3 3 3 Job? Neither	Low 4	Very Low 5 5 5	
Q6	How satisfied are you with Army life in general 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 asperal.	Very satisfied Very high 1 cts of you	High 2 2 2 2 ar current Satisfied	satisfied nor dissatisfied Neither high nor low 3 3 job? Neither satisfied nor dissatisfied	Low 4 4 4 Dissatisfied	Very Low 5 5 Very Low 5 5 Very dissatisfied	
Q6	How satisfied are you with Army life in general 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 aspectations. a. My job in general. b. The sense of achievement I get from my work.	Very satisfied Very high 1 cts of you	High 2 2 2 2 2 Ir current Satisfied 2 2	satisfied nor dissatisfied Neither high nor low 3 3 job? Neither satisfied nor dissatisfied 3	Low 4 4 4 Dissatisfied	Very Low 5 Very dissatisfied 5 Very 5 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 asperance. a. My job in general. b. The sense of achievement I get from my work. c. The challenge in my job.	Very satisfied Very high 1 cts of you	High 2 2 2 2 Ir current Satisfied 2 2 2 2	satisfied nor dissatisfied Neither high nor low 3 3 job? Neither satisfied nor dissatisfied 3 3 3	Low 4 4 4 Dissatisfied	Very Low 5 5 Very dissatisfied 5 Very 5 5 5 5	
Q6	How satisfied are you with Army life in general 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 aspectations. a. My job in general. b. The sense of achievement I get from my work.	Very satisfied Very high 1 cts of you	High 2 2 2 2 Ir current Satisfied 2 2 2	satisfied nor dissatisfied Neither high nor low 3 job? Neither satisfied nor dissatisfied 3 3 3 3 3 3 3 3 3 3 3	Low 4 4 4 Dissatisfied	Very Low S Very Low S S S Very dissatisfied 5 5 5 5	

		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. When I am set a task at work, I understand clearly what output is required.	1	2	3	4	5	
	g. I have a choice in deciding how I do my work.	1	2	3	4	5	
	h. I know that if I do my job well I will be praised or recognised.	1	2	3	4	5	
Q9	How satisfied are you with the following?	Von		Neither		Ven	
		Very		satisfied nor		Very	
	a. The standard of personal equipment/kit I have to	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied	dissatisfie	d
	do my job (e.g. clothes, boots, personal weapon).						
	do my job (e.g. clothes, boots, personal weapon). b. The availability of personal equipment/kit I have to do my job.	1	2	3	4	5	
	b. The availability of personal equipment/kit I have	1 1	2	3	4	5	
	b. The availability of personal equipment/kit I have to do my job.c. The standard of major equipment (e.g. vehicles				4		
Q10	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.	111 st 12 mont	2 2	3			
Q10	 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. How would you rate your workload over the last 	Much	2 2 ths?	3 About	4	5 Much	
Q10	 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. How would you rate your workload over the last 		2 2	3		5	
Q10 Q11	 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. How would you rate your workload over the last 	Much	2 ths?	3 About right	4	5 Much too low	
	 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. How would you rate your workload over the last 	Much	2 ths?	3 About right	4	5 Much too low	
	 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. How would you rate your workload over the last How satisfied are you with the following? 	Much too high	2 ths?	About right 3	4	Much too low	d
	 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. How would you rate your workload over the last How satisfied are you with the following? a. The training facilities/training estate you have 	Much too high	2 ths? Too high 2 Satisfied	About right 3 Neither satisfied nor dissatisfied	Too low 4 Dissatisfied	Much too low Very dissatisfie	d

How strongly do you agree or disagree with the following?

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	Very dissatisfied	
		Salisiled	Salisileu 2	dissatisfied	Dissalisiled 4	uissalisileu 5	
Q13	Overall how satisfied are you with the career Centre?	managen	nent servic	e provided	by the Arm	ıy 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 quality his survey (Q97).	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	1 S.	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	M 4	5	
	b. Involvement in decisions that affect my career.	1	2	3	4	5	
	c. The fairness of the appraisal system.	1	2	3	4	5	
	d. The fairness of the promotion system.		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 satisfact	ion with y	our Servic	e career at	the presen	t time?	
	Very important						
	Fairly important	2					
	Neither important nor unimportant	3					
	Fairly unimportant	4					
	Very unimportant	5					

Your Line Management

Q17	How strongly do you agree or disagree with t (Service or Civilian)?	he followi	ng statem	ents about	your imme	diate sup	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	<u> </u>	5	<u> </u>
	c. Sets a positive example.	<u> </u>	2	3	<u> </u>	5	☐ 6
	d. Encourages me to develop my skills.	<u> </u>	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.	1	2	3	4	5	6
	g. Tells me what's going on at work.	1	2	3	4	5	6
	h. Is someone I trust.	1	2	3	4	5	6
	 i. Helps me to understand how I contribute to 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 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 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	6
	Comm	itment					
Q19	How strongly do you agree or disagree with t	he followi	ng?	Neither			
		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	
	 a. In the last 12 months, I have fulfilled my commitments/promises to the Army. 	1	2	3	4	5	
	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		agree nor		Strongly
		agree	Agree	disagree	Disagree	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 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
	that spirit which inspires soldiers to fight. It der nent, self-sacrifice and mutual trust, which toge					
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	vith Ot	hers			
004						
Q21	In considering your immediate working team following?	i, to what e	extent do y	Ou agree o	r disagree	with the
		Strongly		agree nor		Strongly
	a. My team know exactly what their responsibilities a	agree	Agree	disagree	Disagree	disagree
		E. _		3	4	5
	b. The people in my team can be relied upon to help when things get difficult in my job.					
	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	፮? (Tick all	that apply)
	a Armed Forces Reserves.	1				
	b. MOD Civil Servants.					
	c. MOD contractors.	1				
	C. MOD CONTRACTOR.					
Q23	In your experience, how would you rate the		on to the Aı	-		
		Very valuable	Valuable	Not very valuable	Not at all valuable	Don't know/ N/A
	a. Armed Forces Reserves.	<u> </u>	2	3	4	5
	b. MOD Civil Servants.		2	3	<u> </u>	5
	c. MOD contractors.	1	2	3	4	5
004	In have a least the same of the sam	415 a A				
Q24	In your experience, how well integrated into	tne Army a	are	Not very	Not at all	Don't know/
		well	Well	well	well	N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.	1	2	3	4	5
	c. MOD contractors.	1	2	3	4	5

	Cha	nge								
Q25	How strongly do you agree or disagree with the following?									
	a. Change is managed well in my immediate	Strongly agree	Agree 2	Neither agree nor disagree	Disagree	Strongly Don't disagree know				
	working team. b. Change is managed well in my Unit/Establishment.	1	2	3	 4	5 6				
	c. Change is managed well in the Army.	1	2	3	4	5 6				
	Your Depl	oyme	nts							
(unacco	purpose of this survey, operational deployments s impanied by family) with an operational title (e.g. 0 mental factors or hostile forces). Such operations	Op BLAN	K), respon	ding to any	form of the	reat (such as				
If you h	ave NOT been on an operational deployment since	• 1 Jan 20)19, please	go to Q29		•				
Q26	With regards to your current/last operational deployment, were you deployed individually or as part of a Unit?									
	Individually 1	As part o	of a Unit	2						
Q27	With regards to your current/last operational deployment, how satisfied are you with the following?									
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied N/A				
	 a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA). 	1	2	3	4	5 6				
	 b. Operational allowances (e.g. Overseas Assistance, Concessionary travel for immediate families, Unpleasant work allowance, Unpleasant living allowance etc.). 	1	2	3	4	5 6				
	c. The deployment notice.	1	2	3	4	5 6				
	d. The pre-deployment training.	1	2	3	4	5 6				
	e. That the equipment I used during training was the same as that used on operations.	1	2	3	4	5 6				
	f. The personal kit and equipment I received for use on operations.	1	2	3	4	5				
	g. The major equipment (e.g. vehicles and systems) I used on operations.	1	2	3	4	5				
	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				
	k. The Post Operational Stress Management that I received when I returned from operational deployment.	1	2	3	4	5				
	I. The operational role I was assigned to.	1	2	3	4	5 6				

Q28	What is your view of the following regarding	your expe	rience of	operational	deploymer	nts?
		Too often	About 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	short 3		
	Training and	Develo	pmen	t		
Q29	How satisfied are you with the following?					
	•	Very		Neither satisfied nor		Very
		satisfied	Satisfied	dissatisfied	Dissatisfied	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 Futi	ure Pla	ns			
Q30	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	commission/	•	2		
	To leave the Army before the end of my current engage	gement/com	mission [3		
	To leave the Army as soon as I can			4		
	I have put in my notice to leave			5		
	N/A / Don't know			6		
Q31	For how many more years do you plan on se (Please write the number of years in the boxe write '0' in the first box and '5' in the second	es e.g. if y	ou plan to			rmy, please
Q32	How actively have you searched for a job out	tside the A	rmy in the	e last 12 mo	onths?	
	Very actively 1	Not very	actively	3		
	Quite actively 2	Not at al	<i>'</i>	4		
Q33	When you leave the Army, would you conside Maritime Reserves, Army: Army Reserves, RA	AF: RAF V	olunteer F	Reserves)?	e Forces (R	RN/RM:
	a. Full-time.	Yes	No 2	Don't know		
	b. Part-time.		2	3		
Q34	What would make you join the Volunteer Res	erve Force	es? (Pleas	e write in t	he text box	below)

Q35 How do the following factors impact on your intention to stay or leave the Army? Strongly Has no Strongly increases Increases effect on my Increases increases my intention my intention intention to my intention my intention to leave to leave to stay to stay stay or leave a. Impact of Army life on family and personal life. b. Opportunities outside the Army. c. Current job satisfaction. d. Job security. e. My morale. 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. I. Opportunities for Adventurous Training. m. Promotion prospects. n. Healthcare provision. o. Dental provision. p. Mental health provision. q. Pension. r. Opportunities for flexible working conditions. s. Excitement of the job. t. Opportunities for operational deployment. u. Work/life balance. v. Financial Incentives available to me (e.g. Commitment Bonus). w Spouse/partner's career. x. Childcare. y. Accommodation provision. z. Armed Forces House Purchase Incentive Scheme (i.e. Forces Help to Buy Scheme) **Q36**

aa. Other (if applicable,	please specify in t	the text box below):			
		ave, please indicate the ave the Army. (Write t			
Most important reason for leaving	1	Second most important reason for leaving	2	Third most important reason for leaving	3

Q37	How would having the option to apply for the to stay or leave the Army?	following	commitme	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
	Fairness	at Wo	rk			
	ims to achieve an environment free from harass individual has an equal opportunity and encou					scrimination, in
Q38	How strongly do you agree or disagree with t in the Army?	the following	ng statem	ent regardi	ng fairness	and equality
		Strongly		Neither agree nor		Strongly
		agree	Agree	disagree	Disagree	disagree
	I am treated fairly at work.	' '	2	3		5
Q39	Do you feel that the Army discipline system i	s?				
	Very fair	Unfair	4			
	Fair 2	Very unfa	air 5			
	Neither fair nor unfair 3					
	ay be characterised as offensive, intimidating, power through means intended to undermine,					
sexual orie Discriminat	tion can occur when a person is treated less fantation, pregnancy or maternity, marriage or contion can also occur where a policy or practice on the basis of the characteristics mentioned al	ivil partne which app	rship, gen	der reassig	nment, age	or disability.
	<u>t</u> includes unwanted conduct which is related e effect of violating another's dignity or creati nt.					
individual from the s	te that the data gathered is strictly for researces in your response. No action will be taken on support helpline: 0306 7704656 (civ) or 96770 4 ely, please contact the Defence Bullying, Hara	this, and the thick that the thick t	you are in or email: A	stead advis rmy-Speak	sed to seek Out@mod.	guidance gov.uk.
Q40	Do you believe you have been subject to any 12 months? (Tick all that apply).	of the foll	owing in a	Service er	nvironment	in the last
	a. Bullying	1				
	b. Discrimination	1				
	c. Harassment	1				
	d. None of the above	1	Please go	to Q43		
Q41	If you believe you have been subject to <u>bully</u> please specify on what grounds in the text be		rvice envi	ronment in	the last 12	months,

Q42	If you believe that you have been subject to <u>discrimination or harassment</u> in a Service environment in the last 12 months, please specify on what grounds:								
		Discriminatio	n	Harassment					
	a. Gender.								
	b. Gender reassignment.			2					
	c. Race, colour, nationality, ethnic or national origin.			2					
	d. Marriage/civil partnership.	1		2					
	e. Religion or beliefs.			2					
	f. Sexual orientation.	1		2					
	g. Age.	1		2					
	h. Disability.	1		2					
	i. Pregnancy or maternity.	1		2					
degrading sexual adv	rassment is defined as verbal, non-verbal or ph , offensive or humiliating for the recipient. Suc vances, unwanted sexual attention, requests for of a sexual nature. It can be experienced by any	h conduct or sexual fa	includes, vours, or	but is not l verbal, onl	imited to: u ine or phys	nwelcom	е		
Q43	Do you believe you have been subject to sex months?	ual harass	ment in a	Service en	vironment i	n the last	12		
	Yes 1	No	2						
Q44	Did you make a formal written complaint with harassment and/or bullying?	nin the last	: 12 month	s about thi	s discrimin	ation,			
	Yes	1	Please go	to Q45					
	No	2	Please go	to Q46					
	N/A	3	Please go	to Q47					
Q45	If you DID MAKE a formal written complaint,	how satisf	fied were/a	are you wit	h the follow	ing aspec	cts of		
	your complaint?			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		
Q46	If you did NOT make a formal written compla	int, why wa	as this? (1	ick all that	apply)				
	a. I was not aware of the Service Complaints process				1				
	b. I considered the incident(s) to be too minor to report.								
	c. The incident(s) was/were resolved informally.	<u></u> 1							
	d. The incident(s) was/were resolved through mediation	on.			1				
	•				1				
	d. The incident(s) was/were resolved through mediation	nplain.							
	d. The incident(s) was/were resolved through mediation	nplain.							
	d. The incident(s) was/were resolved through mediation e. I did not believe anything would be done if I did confi. I did not want to go through the complaints procedure.	nplain. re.	e working e	nvironment.					
	d. The incident(s) was/were resolved through mediation e. I did not believe anything would be done if I did confi. I did not want to go through the complaints procedure. I believed it might adversely affect my career.	nplain. re. lleague or th		nvironment.					

Q47	Which of these best sums up your awareness	of the Se	ervice Com	plaints Pro	cess?		
-	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						
Q48	Which of these best sums up your awareness	of the Se	ervice Com	plaints Om	ıbudsman?	,	
	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						
Informa	tion about the Service Complaints Process can be	found o	n the follow	ving link:			
	vww.gov.uk/government/publications/jsp-831-redr			_	ervice-com	plaints	
	tion about the Service Complaints Ombudsman c	an be fou	nd on the f	ollowing li	nk:		
https://v	www.servicecomplaintsombudsman.org.uk/						
	Your Work-L	ife Ba	lance				
040				ant aa fr	6-	maily /a.a.	
Q49	In the past 12 months approximately how muspouse/partner or children) for Service reason		ave you sp	ent away m	om your ta	imily (e.g.	
			months (27-3	9 weeks)	5		
	Up to 1 month (4 weeks)	Between 10-	12 months (40	-52 weeks)	6		
	Between 1-3 months (5-13 weeks)	V/A		[7		
	Between 4-6 months (14-26 weeks)			•			
Q50	In the past 12 months, how satisfied were you	ı with the	following?	•			
		Very		Neither satisfied nor		Very	
		satisfied	Satisfied	dissatisfied	Dissatisfied	dissatisfied	
	 a. The ability to plan my own life - short term (e.g. work/weekend leave). 	□ '					
	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	N/A 6
	e. The amount of time away from my family and friends.	1	2	3	4	5	6
	f. The effect of Service life on my children's education.	1	2	3	4	5	6
	g. The effect of Service life on my spouse/partner's career.	1	2	3	4	5	6

k. Other reason(s) - (please specify in the text box below):

Q51	How strongly do you agree or disagree with the following?					
	I am able to maintain a balance between my personal and working life.	Strongly agree	Agree 2	Neither agree nor disagree	Disagree	Strongly disagree
Only answe	er the following questions (Q52 to Q53) if you had to Q54)	have been	on a state	of readine	ss in the la	est 12 months
Q52	How satisfied were/are you with the following	j ?				
	The impact of my state of readiness on my	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
	domestic/personal life.				Ш	
Q53	How strongly do you agree or disagree with t	the followi	ng?			
	- More that of readings a was/is justified	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly 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.	1	2	3	4	5 6
	Your l	Leave				
Q54	How satisfied are you with the following?					
Q54	How satisfied are you with the following:			Neither		
		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
	 a. My overall leave allowance i.e. annual leave, post operational leave (POL), 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
Q55	If you did not take all of your annual leave alle for this? (Tick all that apply)	owance wi	ithin the la	ıst leave ye	ar, what wa	as the reason
	a. Operational tour.	1				
	b. Not allowed.	1				
	c. Courses/training.	1				
	d. Workload.	∐ ' □ 1				
	e. Understaffing.					
	f. I wanted to carry days over to the next leave year.	1				
	g. Other (please specify in the text box below):	☐ '				

Your Health and Well-being

Q56	years, how satisfied were you with:	<u>ıcaı</u> treatmen	it (includii	ng mentai r	ieaitncare)	in the last 2
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied N/A
	a. Being able to access the medical care when I needed it.	1	2	3	4	5
	b. The medical treatment.	1	2	3	4	5
Q57	If you have received Service-provided dentwith:	<u>al</u> treatment	in the last	t 2 years, h	ow satisfie	d were you
		Very	.	Neither satisfied nor	.	Very
	Being able to access the dental care when I needed it.	satisfied	Satisfied 2	dissatisfied	Dissatisfied	dissatisfied N/A
	b. The dental treatment.	1	2	3	4	5
	measuring national well-being we are interes uestions following are not linked particularly					general with
Q58	Overall, how satisfied are you with your life	nowadays?			0	1.7.1
	Not at all 0 1 2 3 4	5 6	7	8	<i>Comp</i> 9	10
Q59	Overall, how happy did you feel yesterday?	•			Сотр	letely
	0 1 2 3 4	5 6	7	8	9	10
Q60	Overall, how anxious did you feel yesterday	y?				
	Not at all 0 1 2 3 4	5 6	7	8	Comp 9	letely 10
Q61	Overall, to what extent do you feel the thing	gs you do in	your life a	are worthwl		
	Not at all 0 1 2 3 4	5 6	7	8	Comp 9	10
	Fitness, Sport and A	Adventu	rous ⁻	Trainin	a	
Q62	How satisfied are you with the following?	, to voilta			ฮ	
402	now outlened and you wan the following.	Very		Neither satisfied nor		Very
	a. Army sport, exercise and fitness facilities in gene	satisfied ral. 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

		Welfare					
Q63	How satisfied are you with the following	g?					
		Very		Neither satisfied nor	5	Very	
	a. The welfare support provided by the Army fo	satisfied r me.	Satisfied 2	dissatisfied 3	Dissatisfied 4	dissatisf	fied N/A 5
	b. The welfare support provided by the Army fo family.	Ш.	2	3	4		5 6
	c. The support my spouse/partner gets from the Army when I am absent.	e	2	3	4		5 6
	d. The Operational/Deployment Welfare Packa	ge. 1	2	3	4		5 6
Q64	How satisfied are you with the following	j ?					
	Ver		Neither satisfied nor		Very	Not	Not
	a. My Unit Welfare Officer.	ied Satisfied	dissatisfied 3	Dissatisfied 4	dissatisfied 5	used 6	heard of
	b. The chaplaincy support provided by the Army.	12	3	4	5	6	7
	c. The Army Welfare Service, Personal Support.	1 2	3	4	5	6	7
	d. The Army Welfare Service, Community Support.	1 2	3	4	5	6	7
	e. The Army Welfare Service, The HIVE.	1 2	3	4	5	6	7
	f. The Army Families Federation.	1 2	3	4	5	6	7
	Your Ac	commo	dation				
Q65	What kind of accommodation do you liv			e working w	eek? (Tick	one bo	x only)
	Service Family Accommodation (SFA)			•	se go to Q66		- 3,
	Substitute Service Family Accommodation (SS	FA)	2	Plea	se go to Q66	;	
	Single Living Accommodation (SLA)		3	Plea	se go to Q66	;	
	Substitute Service Single Accommodation (SS	SA) (Formerly S	SLA)	Plea	se go to Q66	;	
	Property I own		5	Plea	se go to Q69)	
	Privately rented accommodation		6	Plea	se go to Q67	,	
	In a relative's (e.g. parents') home		7	Plea	se go to Q67	,	
	Other (please specify in the text box below)		8	Plea	se go to Q67	,	
Q66	With regard to your current Service Acc	commodation,	how satisf	-	with the fo	llowing	
		Very	0-4-5-4	Neither satisfied nor	Disselfed	Very	
	a. The overall standard.	satisfied	Satisfied 2	dissatisfied	Dissatisfied 4	dissatisf	fied know 5
	b. The value for money.	1	2	3	4		5 <u> </u>
	c. The response to requests for maintenance/re to my current accommodation.	epair 1	2	3	4		5
	d. The quality of maintenance/repair work to my current accommodation.	y1	2	3	4		5 6
	e. How fairly Service Accommodation is allocat	ed.	2	3	4		5 6

Q67	Do you currently own your own home? Plea	ise answer	r this question	n whether you l	ive in this property
	or not. Yes		<u> </u>	Please go to	Q69
	No		2	Please go to	
	No, but I am currently saving up to buy a home in th	e future	3	Please go to	
Q68	Please indicate whether each of the following (Tick all that apply) Once completed please go to Q71. a. I don't want to own a home at this stage in my life.		son why you	do not own you	r own home.
	b. Living in Service Accommodation is better suited		1		
	my family's needs at present than home ownership				
	c. I want to be able to move about/move my family when I am posted.	vith me	1		
	d. I don't want to buy a home where I am currently le	ocated.	1		
	e. I can't afford to buy a suitable home at the mome	nt.	1		
	f. I don't want to risk losing money.		1		
	g. I wouldn't be able to live in the home.		1		
	h. Other (please specify in the text box below):		1		
Q69	Please indicate whether each of the followin (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):	ng was a re	eason why yo	u bought your o	own home
Q70	a. The opportunity to live in my own home.	Very satisfied	s	ng? Neither atisfied nor dissatisfied Dissati	Very sfied dissatisfied N/A
	b. The allowances for living in my own home.	'			
Q71	Which of these best sums up your awarene I've never heard of it	ss of the F	orces Help to	Buy Scheme (I	FHTB)?
	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			

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

Q72	Have you used Forces Help to Buy (FHTB) i Yes	n the last y	ear?						
	No 2								
Q73	Are you considering using Forces Help to B Yes	Buy (FHTB)	for a futur	e home pur	chase?				
	Catering, Ret	ail and	Leisu	re					
Q74	Thinking specifically about food and drink s which of these factors are important to you'			, when con	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 pr	oduced).	1						
	h. Other (please specify in the text box below):								
Q75	How often do you use Service-provided cate a. For eating at breakfast.	ering facilit	ties? Often	Sometimes 3	Rarely	Never	N/A 6		
	b. For eating at lunchtime.	1	2	3	4	5	6		
	c. For eating in the evening.	1	2	3	4	5	6		
	d. For drinking, socialising in the bar.	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	6		
Q76	How satisfied are you with the following?			Neither					
	a. The availability of food during the week on my Un (e.g. opening hours).	Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	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 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)	
	Married/In a civil partnership	
	Separated, but still legally married or in a civil partnership	Please go to Q79
	Divorced/Formerly in a civil partnership which is now legally dissolved 5	Please go to Q79
	Widowed/The surviving partner from a civil partnership 6	Please go to Q79
	Prefer not to say	Please go to Q79
Q78	What is your spouse/partner's current employment situation? In the Armed Forces	1
	In full-time paid employment/full-time self-employment (other than Armed Forces)	2
	In part-time paid employment/part-time self-employment	3
	In voluntary (unpaid) employment	4
	Not employed (for any reason)	5
	In full-time or part-time education	6
Q79	Do you have any children whom you support financially? Yes No Please go to Q84	
Q80	If YES, how many children do you have in each age group? (Please will each category in each box, e.g. "3", or if you do not have children in a category. Under 5 years Between 5 and 17 years 18 years and over	
Q81	Do any of your children live with you? (Tick one box only).	
	Yes	
	Shared access	
	Weekends/holidays only Please go to Q8	34
	No Please go to Q 8	34
	N/A Please go to Q 8	34
Q82	If you have a child or children living with you, do you consider yourse Yes 1 No 2	elf to be a lone/single parent?
Q83	If you require childcare, how satisfied are you with accessibility to ch	ildcare facilities?
	Neither Very satisfied nor Very satisfied Satisfied dissatisfied dissatisfied N/A	

Q84	Do you have caring responsibilities for infirm	or elderly adult(s)?	
	Yes 1 No 2		
The Army v	would like to understand how Service life affect d policy.	s personal finance. T	he information could improve
Q85	If you have been declined credit in the last 12 (Tick one box only).	months, what was th	e reason for this?
	Failed credit check] ¹	
	Lack of UK credit history	2	
	Too many address moves	3	
	Don't know	4	
	Prefer not to say	5	
	Other (please specify in the text box below):	6	
Q86	Do you currently have personal debt levels th	at concern you?	
	Yes 1 No 2		
	Being Part	of Society	
Q87	Being Part Are you currently registered to vote?	of Society	
Q87		of Society	¹ Please go to Q88
Q87	Are you currently registered to vote?		 Please go to Q88 Please go to Q89
Q87	Are you currently registered to vote? Yes		
	Are you currently registered to vote? Yes No		² Please go to Q89
You can re	Are you currently registered to vote? Yes No Don't know gister to vote at the following link: www.gov.uk.	/register-to-vote	Please go to Q89 Please go to Q90
	Are you currently registered to vote? Yes No Don't know gister to vote at the following link: www.gov.uk If you are currently registered to vote, are you An ordinary/residential voter - registered for one year,	/register-to-vote registered as? (Ti	Please go to Q89 Please go to Q90
You can re	Are you currently registered to vote? Yes No Don't know gister to vote at the following link: www.gov.uk	/register-to-vote registered as? (Ti	Please go to Q89 Please go to Q90 ck one box only).
You can re	Are you currently registered to vote? Yes No Don't know gister to vote at the following link: www.gov.uk If you are currently registered to vote, are you An ordinary/residential voter - registered for one year,	/register-to-vote registered as? (Ties)	Please go to Q89 Please go to Q90 ck one box only).
You can re	Are you currently registered to vote? Yes No Don't know gister to vote at the following link: www.gov.uk If you are currently registered to vote, are you An ordinary/residential voter - registered for one year, usually via the annual update of voters (annual canvas	/register-to-vote registered as? (Ties)	Please go to Q89 Please go to Q90 ck one box only). Please go to Q90
You can reg Q88	Are you currently registered to vote? Yes No Don't know gister to vote at the following link: www.gov.uk If you are currently registered to vote, are you An ordinary/residential voter - registered for one year, usually via the annual update of voters (annual canvas A Service voter - registered for five years, via a Service An overseas voter - registered for one year, in the sam non-Forces British citizen living overseas.	/register-to-vote registered as? (Ticks) e declaration e way as a	Please go to Q89 Please go to Q90 ck one box only). Please go to Q90 Please go to Q90 Please go to Q90 Please go to Q90 Please go to Q90
You can re	Are you currently registered to vote? Yes No Don't know gister to vote at the following link: www.gov.uk. If you are currently registered to vote, are you. An ordinary/residential voter - registered for one year, usually via the annual update of voters (annual canvas A Service voter - registered for five years, via a Service An overseas voter - registered for one year, in the same	/register-to-vote registered as? (Ticks) e declaration e way as a	Please go to Q89 Please go to Q90 ck one box only). Please go to Q90 Please go to Q90 Please go to Q90 Please go to Q90 Please go to Q90
You can reg Q88	Are you currently registered to vote? Yes No Don't know gister to vote at the following link: www.gov.uk. If you are currently registered to vote, are you an ordinary/residential voter - registered for one year, usually via the annual update of voters (annual canvas and Service voter - registered for one year, in the same non-Forces British citizen living overseas. If you are not currently registered to vote, what	/register-to-vote registered as? (Ticks) e declaration e way as a	Please go to Q89 Please go to Q90 ck one box only). Please go to Q90 Please go to Q90 Please go to Q90 Please go to Q90 Please go to Q90
You can reg Q88	Are you currently registered to vote? Yes No Don't know gister to vote at the following link: www.gov.uk. If you are currently registered to vote, are you. An ordinary/residential voter - registered for one year, usually via the annual update of voters (annual canvas A Service voter - registered for five years, via a Service An overseas voter - registered for one year, in the sam non-Forces British citizen living overseas. If you are not currently registered to vote, what I did not receive an electoral registration form	/register-to-vote registered as? (Tiess) e declaration e way as a at is the main reason	Please go to Q89 Please go to Q90 ck one box only). Please go to Q90 Please go to Q90 Please go to Q90 Please go to Q90 Please go to Q90
You can reg Q88	Are you currently registered to vote? Yes No Don't know gister to vote at the following link: www.gov.uk If you are currently registered to vote, are you An ordinary/residential voter - registered for one year, usually via the annual update of voters (annual canvas A Service voter - registered for five years, via a Service An overseas voter - registered for one year, in the sam non-Forces British citizen living overseas. If you are not currently registered to vote, what I did not receive an electoral registration form I have not got around to it, but aim to do it sometime	/register-to-vote registered as? (Ties) e declaration e way as a at is the main reason	Please go to Q89 Please go to Q90 ck one box only). Please go to Q90 Please go to Q90 Please go to Q90 Please go to Q90 Please go to Q90
You can reg Q88	Are you currently registered to vote? Yes No Don't know gister to vote at the following link: www.gov.uk. If you are currently registered to vote, are you. An ordinary/residential voter - registered for one year, usually via the annual update of voters (annual canvas A Service voter - registered for five years, via a Service An overseas voter - registered for one year, in the same non-Forces British citizen living overseas. If you are not currently registered to vote, what 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	/register-to-vote registered as? (Ties) e declaration e way as a at is the main reason 1 2 3	Please go to Q89 Please go to Q90 ck one box only). Please go to Q90 Please go to Q90 Please go to Q90 Please go to Q90 Please go to Q90

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 I've never heard of it	s of the Ar	med Force	es 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 follow	lowing link - https://www.armedforcescovenan	t.gov.uk -	for more i	nformation.			
Q91	Which, if any, of the following areas do you fo compared to the general public?	eel advant	aged or di	sadvantage	ed as a Serv	∕ice perso	n,
		Strongly		Neither advantaged nor		Strongly	Don't know/
	a. Family's access to NHS care.	advantaged	Advantaged 2	disadvantaged 3	Disadvantaged 4	disadvantaged 5	<i>N/A</i>
	b. Children's Education.] 3	4	5	
			2] 3	4	5	
	c. Housing.		2] 3	4	5	
	d. Family life.			3	4	5	
	e. Benefits.			3		5	
	f. Tax.			3	4		
	g. Commercial Products and Services e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit.					LJ°	□°
	h. HM Forces and Veterans-specific financial advice and discounts e.g. Money Force, Defence Discount Service, Defence Privilege Cards and Joining Forces (Credit Unions).	1	2	3	4	5	6
	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	6
	j. Other (please specify in the text box below):	1	2	3	4	5	6
Q92	How strongly do you agree or disagree with t	the following Strongly agree	ng?	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
	a. I offer an important service to the country.	1	2	3	4	5	6
	b. Members of the Armed Forces are valued by society at large.	1	2	3	4	5	6
	Your Bac	kgrou	nd				
Q93	Have you ever been a member of a Service C Training Corps/Combined Cadet Force)?	adet Force	e (Sea Cad	et Corps/A	rmy Cadet	Force/Air	
	Yes	1	Please go	to Q94			
	No	2	Please go	to Q95			

Q94	If YES, were you a member of the: (Tick all that apply) a. Sea Cadet Corps (SCC)?								
	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)?								
	Taking Action and	l Your	Comm	ents					
Q95	How strongly do you agree or disagree with t	he followi	ng?						
		Strongly		Neither agree nor		Strongly	Don't		
		agree	Agree	disagree	Disagree	disagree	know		
	 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	1	2	3	4	5			
	on the results of AFCAS.								
Q96	How strongly do you agree or disagree with t	he followi	ng?	Neither					
		Strongly	A	agree nor	D/	Strongly	Don't		
	I believe the leaders in the Army are committed to creating a diverse and inclusive workplace.	agree	Agree 2	disagree	Disagree 4	disagree 5	know		
Q97	Please use this box to provide any further co	mments a	bout work	ing and livi	na in the A	rmv.			
-					<u>-</u>	, -			

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 7th February 2022 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

1

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

Official Sensitive (when completed)



2022

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/837376

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/837376

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.

Please only complete one version of the survey.

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/

¹ Armed Forces Continuous Attitude Survey reports are publicly available via: <u>https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index</u>. The report of the findings of the 2022 AFCAS survey is provisionally due to be released in May 2022.

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 7**th **February 2022 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, 0300 1563749.

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 2022 Armed Forces Continuous Attitude Survey (AFCAS):
Royal Air Force.

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

Armed Forces Continuous Attitude Survey 2022 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 2022 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 7th February 2022 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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Completing the survey electronically is the quickest and cheapest way for you to send us your views.

Your Pay

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

Q 1	How strongly do you agree or disagree with 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 4	Strongly disagree		
	b. The pay and benefits I receive are fair for the work I do.	1	2	3	4	5		

	now satisfied are you with the following?						
	a. My rate of basic pay (basic pay includes X-Factor, but excludes Recruitment and Retention Payment	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	(RRP) and any allowances).						
	b. My pension benefits.		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 a	and Retenti	on Paymer	nt (RRP)?	
	Yes - Please go to Q4	No - Plea	se go to Q5	5 2			
Q4	How satisfied are you with the following?						
	My Recruitment and Retention Payment (RRP).	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
	, ,		Ш				
	V	\A/ I					
	Your	work					
Q5	How satisfied are you with RAF life in general	l?					
40				Neither satisfied nor		Verv	
40		Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	
		Very	Satisfied	satisfied nor	Dissatisfied	•	
Q6	How would you rate the level of morale of	Very		satisfied nor dissatisfied	Dissatisfied	dissatisfied	
	How would you rate the level of morale of	Very satisfied	2	satisfied nor dissatisfied	4	dissatisfied 5 Very	
	•	Very satisfied		satisfied nor dissatisfied	Dissatisfied 4 Low 4	dissatisfied 5	
	a. Myself.	Very satisfied	2	satisfied nor dissatisfied	4	dissatisfied 5 Very	
	•	Very satisfied	High	satisfied nor dissatisfied	4	dissatisfied 5 Very	
Q6	a. Myself.b. My Unit.c. The RAF as a whole.	Very satisfied Very high 1	High 2 2 2 2	satisfied nor dissatisfied Neither high nor low 3 3 3 3 3 3	4	dissatisfied 5 Very	
	a. Myself. b. My Unit.	Very satisfied Very high 1 cts of you	High 2 2 2 2	satisfied nor dissatisfied Neither high nor low 3 Neither high nor low Neither	4	Very Low 5 5 5 5 5 5 5	
Q6	a. Myself.b. My Unit.c. The RAF as a whole.	Very satisfied Very high 1	High 2 2 2 2	satisfied nor dissatisfied Neither high nor low 3 Neither	4	dissatisfied 5 Very	
Q6	a. Myself.b. My Unit.c. The RAF as a whole.	Very satisfied Very high 1 cts of you	High 2 2 2 2 r current	satisfied nor dissatisfied Neither high nor low 3 Neither high nor low Neither satisfied nor	Low 4 4 4	Very Low 5 5 Very Very Very	
Q6	a. Myself.b. My Unit.c. The RAF as a whole.How satisfied are you with the following asperage	Very satisfied Very high 1 cts of you	High 2 2 2 r current j	satisfied nor dissatisfied Neither high nor low 3 Neither satisfied nor dissatisfied nor dissatisfied	Low 4 4 4	Very Low 5 5 Very dissatisfied	
Q6	 a. Myself. b. My Unit. c. The RAF as a whole. How satisfied are you with the following asperance. a. My job in general. 	Very satisfied Very high 1 cts of you	High 2 2 2 r current j	satisfied nor dissatisfied Neither high nor low 3 Neither satisfied nor dissatisfied 3 Neither satisfied nor dissatisfied	Low 4 4 4	Very Low 5 Very dissatisfied 5 Very 5 5 5 Very dissatisfied 5	
Q6	 a. Myself. b. My Unit. c. The RAF as a whole. How satisfied are you with the following aspecta. a. My job in general. b. The sense of achievement I get from my work. 	Very satisfied Very high 1 cts of you	High 2 2 2 2 r current Satisfied 2 2 2	satisfied nor dissatisfied Neither high nor low 3 Neither satisfied nor dissatisfied 3 Neither satisfied nor dissatisfied	Low 4 4 4	Very Low 5 5 Very dissatisfied 5 Very 5 5 5 5 Very dissatisfied 5 5	

Q8	How strongly do you agree or disagree with th	e 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	6
	b. I am given sufficient authority to make decisions.	1	2	3	4	5	6
	c. If I make a genuine mistake at work, I do not feel that it will be held against me.	1	2	3	4	5	6
	 d. Where I work people do not automatically look for someone to blame when things go wrong. 	1	2	3	4	5	6
	e. I am encouraged to find better ways of doing things at work.	1	2	3	4	5	6
	f. When I am set a task at work, I understand clearly what output is required.	1	2	3	4	5	6
	g. I have a choice in deciding how I do my work.	1	2	3	4	5	6
	h. I know that if I do my job well I will be praised or recognised.		2	3	4	5	6
	Resources an	ıd Woı	rkload				
Q9	How satisfied are you with the following?						
		Very satisfied	Satisfied	Neither 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).		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 las		iths?	A 6 a t		Advala	
		Much too high	Too high	About right	Too low	Much too low	
	Your C	areer					
Q11	Overall how satisfied are you with the way you		s beina m	anaged?			
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	'
Q12	Overall how satisfied are you with the career n	 nanageme	ent servic	e provided	by the RA	F?	
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	I N/A
Q13	Who do you think is responsible for managing	Vour car	└── eer? (Tick	all that an	∟⊥ (vla		Ш
	a. You.		(11011	up	I3 /		
	b. Immediate superior (line manager).						
	c. Career Manager.	1					

Q14	In terms of your current assignment, how stro	ongly do y	ou agree o	or disagree	with the fo	llowing?
		Strongly agree	Agree	Neither 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.	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 satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
	a. The notice I received for my current/last assignment.	1	2	3	4	5
	b. Involvement in decisions that affect my career.		2	3	4	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.		2	3	4	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				
Q17	How strongly do you agree or disagree with the	he followi	ng statem			
		Strongly		Neither agree nor		Strongly
	I am willing to serve overseas (i.e. on a permanent assignment).	agree	Agree 2	disagree 3	Disagree 4	disagree 5
Q18	How influential are/would be the following fac permanent assignment)?	ctors in yo	our willingr	ness to serv	ve overseas	s (i.e. on a
		Very influential	Quite influential	Not very influential	Not at all influential	
	a. Current rates of LOA		2	3	4	
	b. Travel allowances (e.g. Get You Home (Overseas)).	1	2	3	4	
	c. The removals/storage service.		2	3	4	
	d. In-country support (e.g. medical, dental, welfare).		2	3	4	
	e. Local security situation.		2	3	4	
	f. Impact on your career.		2	3	4	
	g. Availability of CEA.		2	3	4	N/A 5
	h. Spouse/partner's prospects of working overseas.	1	2	3	4	5

Your Line Management

QIS	(Service or Civilian)?	ne ionowi	ng statem	Neither	your minie	alate supe	, 101		
		Strongly		agree nor		Strongly	Don't		
	a. Understands and represents my interests.	agree	Agree 2	disagree 3	Disagree	disagree	know		
	b. Supports me in my job.		2	3	4	5			
	c. Sets a positive example.] 3		5			
] 3		5			
	d. Encourages me to develop my skills.					5			
	e. Is supportive over work/life balance issues.			3		5			
	f. Provides regular feedback on my performance.								
	g. Tells me what's going on at work.								
	h. Is someone I trust. i. Helps me to understand how I contribute to			3	4	5			
	RAF objectives. 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	6		
	I. I am satisfied with the leadership provided by my immediate supervisor.	1	2	3	4	5	6		
	Senior Le	aders	hip						
Q20	How strongly do you agree or disagree with the following statements about the senior leaders of the RAF (i.e. Air Commodore and above)?								
		Strongly		Neither agree nor		Strongly	Don't		
	They understand and represent my interests.	agree	Agree 2	disagree	Disagree	disagree 5	know		
	b. They are keen to listen to Service people's feedback.		2	3		5			
	c. They champion the RAF's interests in Tri-Service issues.		2	3	4	5			
	d. They communicate decisions to personnel.	1	2	3	4	5	6		
	e. They understand the impact of change on personnel.		2	3	4	5			
	f. I have confidence in the leadership of the RAF.	1	2	3	4	5	6		
	Comm	itment							
Q21	How strongly do you agree or disagree with the	he followi	ng?	N la itha a u					
		Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree			
	 a. In the last 12 months, I have fulfilled my commitments/promises to the RAF. 			3	4	5			
	b. In the last 12 months, the RAF has fulfilled its commitments/promises to me.	1	2	3	4	5			
	c. I am proud to be in the RAF.	1	2	3	4	5			
	d. I am valued by the RAF.	1	2	3	4	5			
	e. I would recommend joining the RAF to others.	1	2	3	4	5			
	f. I feel a strong personal attachment to the RAF		$\overline{\Box}_{2}$	<u> </u>	\equiv_{4}	<u></u>			

Neither

		Strongly agree	Agree	agree nor disagree	Disagree	Strongly disagree	
	g. I feel a strong personal attachment to my Unit.	1	7 Ig/CC	3	2/6dg/66	5	
	h. The RAF inspires me to do the best in my job.		2	3	4	5	
	i. The RAF motivates me to help it achieve its objectives.		2	3	4	5	
	j. My family is proud of me serving in the Armed Forces.	1	2	3	4	5	V/A
	k. My family benefits from being a Service family.	1	2	3	4	5	_
	I. My family supports my career in the RAF.		2	3	4	5	Ξ
challeng encomp of comn standard	the distinctive character, spirit and attitude of the geand, on occasion, danger. It is underpinned by asses the will to contribute to the delivery of effermand, trust in colleagues and equipment, respect distance the courage to subordinate personal needs	tradition, ective air p for individus for the g	esprit de o ower that duality, sus greater goo	corps and a arises from stainment o	sense of l confidence	pelonging. It e in the cha	
Q22	How strongly do you agree or disagree with	the followi	ng?	N I = 141= = ::			
	The ethos of the RAF is an important part of life in the RAF.	Strongly agree	Agree 2	Neither agree nor disagree	Disagree 4	Strongly disagree	
	Working w	ith Otl	hers				
•							
Q23	In considering your immediate working team following?	, to what e	extent do y	ou agree o	r disagree	with the	
	a. My team know exactly what their responsibilities ar b. The people in my team can be relied upon to help when things get difficult in my job.	Strongly agree e. 1	Agree 2	Neither agree nor disagree	Disagree 4	Strongly disagree	
	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 th IF NONE APPLY PLEASE GO TO Q27	e following	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					
Q25	In your experience, how would you rate the o	ontributio	n to the R	AF of Not very	Not at all	Don't know/	
	Award Farrage Description	valuable	Valuable	valuable	valuable	<i>N/A</i> □ 5	
	a. Armed Forces Reserves.						
	b. MOD Civil Servants.c. MOD contractors.		2	3	4	5	

Q26	In your experience, how well integrated into t	he RAF a	re			
		Very well	Well	Not very well	Not at all well	Don't know/ N/A
	a. Armed Forces Reserves.	1	2	3	4	5
	b. MOD Civil Servants.		2	3	4	5
	c. MOD contractors.		2	3	4	5
	Cha	nge				
Q27	How strongly do you agree or disagree with t		ing?			
		Strongly		Neither agree nor		Strongly Don't
		agree	Agree	disagree	Disagree	disagree know
	 a. Change is managed well in my immediate working team. 	1	2	3	4	5 6
	b. Change is managed well in my Unit/Establishment.	1	2	3	4	5 6
	c. Change is managed well in the RAF.	1	2	3	4	5 6
	Your Depl	loyme	nts			
If you hav	ve NOT been on an operational deployment since	e 1 Jan 20)19, please	go to Q34		
Q28	With regards to your current/last operational of a Unit?	deployme	ent, were y	ou deploye	d individu	ally or as part
	Individually 1	As part o	of a Unit	2		
Q29	With regards to your current/last operational	deployme	ent, how s	atisfied wer	e you with	the following?
		Very	Satisfied	satisfied nor	Dissoliation	Very dissatisfied N/A
	a. Non-operational allowances (e.g. LSA, GYH(T), residual unaccompanied rate of LOA).	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied	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-operational training.		2	3	4	5 6
	e. The welfare support I received from the RAF when I returned from operational deployment.		2	3	4	5 6
	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 6
	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.		2	3	4	5 6
Q30	During your pre-operational preparation, did y	you have Yes	access to	the followin	ng?	
	a. Job specification for the post.	1	700	7V/A		
	b. Assignment Order.		2	3		
	c. Preparation Instruction.		2	3		

Q31	Yes	/ou nave a	access το της Please go to	-	DSITE?	
			•			
	No] 3	Please go to			
	N/A		Please go to	Q33		
Q32	If you had access to the A1 Ops Website, how	strongly		_	e with the f	ollowing?
		Strongly agree	а			rongly sagree
	The preparation instruction provided via the A1 Ops website contained appropriate information to enable me to prepare to deploy.		2	3	4	5
Q33	What is your view of the following regarding y	our exper	About I	erational dep Not often enough	oloyments?	
	a. The frequency of my operational deployments.	Too	About	3 Too		
	b. The length of my operational deployments.	long	right	short 3		
	Training and I	Develo	pment			
Q34	How satisfied are you with the following?					
QU-1	non calcina are year mar are renorming.			A		
		Very		Neither satisfied nor	5: "5"	Very
	a. My opportunities for professional development.	satisfied	d Satisfied	dissatisfied	Dissatisfied	dissatisfied
	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	re Pla	ns			
Q35	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/o	commission		2		
	To leave the RAF before the end of my current engage	ment/comn	nission	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		
Q36	How actively have you searched for a job outs Very actively	side the R		t 12 months	?	
	Quite actively	Not at all		4		
	·					

Q37	If you had the opportunity to do so, do you beyond your current retirement age? Yes - up to 2 years beyond	ı think you w	ould choo	se to rema	in in the Re	egular RAF
	Yes - between 2-5 years beyond		L			
	Yes - between 6-10 years beyond		L			
	Yes - as long as I could		L			
	No		L			
	N/A / Don't know		L			
	N/A / DOITE KNOW		L			
Q38	When you leave the RAF, would you conside Maritime Reserves, Army: Army Reserves,				Forces (RN	N/RM:
	a. Full-time.	1 1	2	3		
	b. Part-time.		2	3		
Q39	When you leave the RAF, would you consider commitment?	der taking up	a Full Tin	ne Reserve	Service (F	TRS)
		Yes	No	Don't know		
		1	2	3		
Q40	What would make you join the Volunteer R	eserve Force	s? (Pleas	e write in th	ne text box	below)
Q41	How do the following factors impact on yo		o stay or		AF?	
		Strongly increases	Increases	Has no effect on my	Increases	Strongly increases
		my intention to stay	my intention to stay	intention to stay or leave	my intention to leave	my intention to leave
	a. Impact of RAF life on family and personal life.	1	2	3	4	5
	b. Opportunities outside the RAF.	1	2	3	4	5
	c. Current job satisfaction.	1	2	3	4	5
	d. Job security.		2	3	4	ш
	e. My morale.				1 1	5
			2	3	4	5 5
	f. Service morale.		2	3	4	5 5 5
	f. Service morale. g. Amount of pay.		2 2 2	3 3	4 4	5 5 5 5 5
				3 3 3 3 3	4 4	5 5 5 5 5 5 5
	g. Amount of pay.			3 3 3 3 3	4 4 4	5 5 5 5 5 5 5
	g. Amount of pay.h. Amount of allowances.i. Opportunities for career development.			3 3 3 3 3 3	4 4 4	5 5 5 5 5 5 5 5 5 5
	g. Amount of pay. h. Amount of allowances.			3 3 3 3 3 3 3 3	4 4 4 4	5 5 5 5 5 5 5 5 5 5 5
	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 3	4 4 4 4 4 4	5 5 5 5 5 5 5 5 5 5 5 5 5
	 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 3 3 3	4 4 4 4 4 4 4	5 5 5 5 5 5 5 5 5 5 5 5 5 5
	 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. 			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	5 5 5 5 5 5 5 5 5 5 5 5 5 5
	 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. 			3 3 3 3 3 3 3 3 3 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	5 5 5 5 5 5 5 5 5 5 5 5 5 5
	 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. 			3 3 3 3 3 3 3 3 3 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	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5

		Strongly	Has no	Strongly
		increases Increa my intention my inte	,	Increases increases my intention my intention
		to stay to sta		to leave to leave
	r. Opportunities for flexible working conditions.		3	5
	s. Excitement of the job.	1	2 3	5
	t. Opportunities for operational deployment.		3	5
	u. Work/life balance.	1] 2	5
	v. Financial Incentives available to me (e.g. Commitment Bonus).	1	2 3	4 5 N/A
	w. Spouse/partner's career.	1	2 3	5
	x. Childcare.		2 3	4 5 E
	y. Accommodation provision.	1	2 3	5
	z. Armed Forces House Purchase Incentive Scheme (i.e. Forces Help to Buy Scheme)	1	2 3	4 5
	aa. Other (if applicable, please specify in the text box	below):		
Q42	If you have put in your notice to leave, please most influenced your decision to leave the R the boxes provided.)			
	Most important reason for leaving Second m reason for	ost important leaving		most important on for leaving
Q43	How would having the following options imp	act on your inter	ntion to stay or	leave the RAF?
Q TO	Tiow would having the following options imp	Strongly	Has no	Strongly
		increases Increa	•	Increases increases my intention my intention
		to stay to sta		to leave to leave
	a. Opportunities to work part-time.	1	3	5
	b. Opportunities for reduced separated Service (including operational deployment).	1	2 3	4 5
	Fairness	at Work		
	ms 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 to in the RAF?	the following sta		ng fairness and equality
		Strongly	Neither agree nor	Strongly
		agree Agre	ee disagree	Disagree disagree
	I am treated fairly at work.			
Q45	Do you feel that the RAF discipline system is	i?		
	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 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.

12 months? (Tick all that apply).

Q46

	a. Bullying		
	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>bullyi</u> please specify on what grounds in the text bo		rvice environment in the last 12 months,
Q48	If you believe that you have been subject to d in the last 12 months, please specify on what	grounds:	
	a. Gender.	Discrimination 1	n Harassment
	b. Gender reassignment.		2
	c. Race, colour, nationality, ethnic or national origin.		2
	d. Marriage/civil partnership.		
	e. Religion or beliefs.		2
	f. Sexual orientation.		
	g. Age.		
	h. Disability.		2
	i. Pregnancy or maternity.		
	i. Fregnancy of maternity.		
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 fa sexual nature. It can be experienced by any	n conduct r 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 sexumonths?	ual harass	ment in a Service environment in the last 12
	Yes 1	No	2
Q50	Did you make a formal written complaint with harassment and/or bullying?	in 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
	16	 6	

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

		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	N/A				
	 a. The objectivity and fairness with which my complaint was handled/is being handled. 				4		Ш,				
	 b. The amount of time taken/it is taking to reso my complaint. 	olve 1	2	3	4	5					
	 c. How well I was/am being kept informed abo progress of my complaint. 	out the	2	3	4	5					
	d. The support provided by my Assisting Office	er.	2	3	4	5					
	e. The outcome of my complaint.	1	2	3	4	5					
Q52	If you did NOT make a formal written complaint, why was this? (Tick all that apply)										
	a. I was not aware of the Service Complaints p	process.			1						
	b. I considered the incident(s) to be too minor	to report.			1						
	c. The incident(s) was/were resolved informall	y.			1						
	d. The incident(s) was/were resolved through mediation.										
	e. I did not believe anything would be done if I	e. I did not believe anything would be done if I did complain.									
	f. I did not want to go through the complaints բ	orocedure.									
	g. I believed it might adversely affect my care	g. I believed it might adversely affect my career.									
	h. I believed it might adversely affect another	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.										
	j. I was discouraged from doing so.										
	k. Other reason(s) - (please specify in the text	box below):									
Q53	Which of these best sums up your awa	areness of the Se	ervice Con	nplaints <u>Pro</u>	ocess?						
	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									
Q54	Which of these best sums up your awa	areness of the Se	ervice Con	nplaints <u>On</u>	nbudsman?	•					
	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									

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 much time have you spent away from your family (e.g. spouse/partner or children) for Service reasons? Not been away Between 7-9 months (27-39 weeks) Up to 1 month (4 weeks) Between 10-12 months (40-52 weeks) Between 1-3 months (5-13 weeks) N/A Between 4-6 months (14-26 weeks) **Q56** In the past 12 months, how satisfied were you with the following? Neither Very Verv satisfied nor satisfied Satisfied dissatisfied Dissatisfied dissatisfied a. The ability to plan my own life - short term (e.g. work/weekend leave). b. The ability to plan my own life - long term (e.g. holidays/career training). c. The opportunity for me to work flexibly (e.g. variable start/finish times, Compressed Hours, Working from home). N/A d. The amount of time away from my usual place of duty. e. The amount of time away from my family and friends. f. The effect of Service life on my children's education. g. The effect of Service life on my spouse/partner's career. **Q57** How strongly do you agree or disagree with the following? Neither Strongly agree nor Strongly agree Agree disagree Disagree disagree I am able to maintain a balance between my personal and working life. **Your Leave Q58** 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 leave (POL), 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. Understaffing 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 <u>medical</u> treatment (including mental healthcare) in years, how satisfied were you with:						in the last 2				
					Very	,		Neither satisfied nor		Very	
	-				satisfie		Satisfied	dissatisfied	Dissatisfied	•	I/A
	a. Being able to a needed it.	ccess the r	nedical ca	re when I		1			4		
	b. The medical tre	atment.				1	2	3	4	5	
Q61	If you have reco	eived Ser	vice-prov	rided <u>dent</u>	<u>al</u> treatme	ent in	the last 2	•	w satisfied	were you wit	h:
					Very		0 " " "	Neither satisfied nor	5	Very	
	a. Being able to a needed it.	ccess the o	dental care	when I	satisfie	9 a 1	Satisfied 2	dissatisfied	Dissatisfied	dissatisfied N	I/A
	b. The dental trea	tment				1	2	3	4	5	
	neasuring natio estions below a									general with	
Q62	Overall, how sa	atisfied a	re you wi	th your lif	e nowada	ays?					
	Not at all 0 1	2	2	4	F	6	7	8	Comp	-	
		2	3	4	5	6	7		9	10	
Q63	Overall, how ha	appy did	you feel y	yesterday	?						
	Not at all								Comp	letely	
	0 1	2	3	4	5	6	7	8	9	10	
Q64	Overall, how ar	nxious di	d you fee	el yesterda	ay?						
	Not at all 0 1	2	3	4	5	6	7	8	Comp. 9	letely 10	
Q65	Overall, to wha	t extent o	do you fe	el the thin	ıgs you d	o in y	our life a	re worthwl			
	Not at all 0 1	2	3	4	5	6	7	8	Comp. 9	letely 10	
	Fi	itness	, Spo	rt and	Adve	ntu	rous 1	Frainin	g		
Q66	How satisfied a		•						.		
400		,			Very	,		Neither satisfied nor		Very	
	a. RAF sport, exe	rcise and fi	itness facili	ities in gene	<i>satisfie</i> eral.	ed 1	Satisfied 2	dissatisfied 3	Dissatisfied	dissatisfied 5	
	b. My opportunitie (e.g. to meet fitne			s activities		1	2	3	4	5	
	c. My opportunitie	s to take p	art in sport	i.		1	2	3	4	5	
	d. My opportunitie Adventurous Trair		art in			1	2	3	4	5	
	e. My opportunitie Development Acti		art in Forc	е		1	2	3	4	5	

		vve	eltare					
Q67	How satisfied are you with the foll	owing?						
			Very	0-4:-51	Neither satisfied nor	Discotistical	Very	
	a. The welfare support provided by the RA	AF for me.	satisfied	Satisfied 2	dissatisfied	Dissatisfied	dissatis	fied N/A 5
	 b. The welfare support provided by the R my family. 	AF for		2	3	4		5
	c. The support my spouse/partner gets fr RAF when I am absent.	om the	1	2	3	4		5
	d. The Operational/Deployment Welfare	Package.		2	3	4		5
Q68	How satisfied are you with the foll	owing?						
		Very		Neither satisfied nor		Very	Not	Not
	a. The chaplaincy support provided by the RAF.	satisfied	Satisfied 2	dissatisfied 3	Dissatisfied 4	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.	1	2	3	4	5	6	7
	e. The Community Development Officer/Worker.	1	2	3	4	5	6	7
	f. My Unit's Service Community Support Officer (SCSO).	1	2	3	4	5	6	7
	g. My Unit's welfare staffs.	1	2	3	4	5	6	7
	You	r Acco	ommod	ation				
Q69	What kind of accommodation do y	ou live in	at present	during the	working w	eek? (Tick	one bo	x only)
	Service Family Accommodation (SFA)		·		•	se go to Q7 0		•
	Substitute Service Family Accommodation	n (SSFA)		2	Plea	se go to Q7	0	
	Single Living Accommodation (SLA)			3	Plea	se go to Q7	0	
	Substitute Service Single Accommodation	n (SSSA) (Formerly SS	LA) 4	Plea	se go to Q7	0	
	Property I own			5	Plea	se go to Q7	3	
	Privately rented accommodation			6	Plea	se go to Q7	1	
	In a relative's (e.g. parents') home			7	Plea	se go to Q7	1	
	Other (please specify in the text box belo	ow)		8	Plea	se go to Q7	1	
Q70	With regard to your current Servic	e Accom	modation,	how satisfi	ed are you	with the fo	llowing	? N/A /
			Very satisfied	Satisfied	satisfied nor dissatisfied	Dissatisfied	Very dissatis	Don't fied know
	a. The overall standard.		1	2	3			5
	b. The value for money.			2	3			5
	 c. The response to requests for maintenate to my current accommodation. 	ance/repair		2	3	4		5
	d. The quality of maintenance/repair work current accommodation.	k to my	1	2	3	4		5
	e. How fairly Service Accommodation is	allocated.	1	2	3	4		5

Q71	Do you currently own your own home? Please	answer th	nis questio	n whether	you live ir	this property	/
	or not. Yes		1	Pleas	e go to Q73		
	No		2	Pleas	e go to Q72		
	No, but I am currently saving up to buy a home in the fo	uture	3	Pleas	e go to Q72		
Q72	Please indicate whether each of the following (Tick all that apply) Once completed please go to Q75. a. I don't want to own a home at this stage in my life/ca		n why you	<u>do not ow</u>	<u>n</u> your ow	n home.	
	b. Living in Service Accommodation is better suited to r my family's needs at present than home ownership is.		1				
	c. I want to be able to move about/move my family with when I am posted.	me	1				
	d. I don't want to buy a home where I am currently loca	ted.	1				
	e. I can't afford to buy a suitable home at the moment.		1				
	f. I don't want to risk losing money.		1				
	g. I wouldn't be able to live in the home.		1				
	h. Other (please specify in the text box below):		1				
Q73	Please indicate whether each of the following (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):	was a reas	son why yo	ou bought	your own	home	
Q74	If you currently own a home, how satisfied are a. The opportunity to live in my own home.	e you with the very satisfied	s	Neither atisfied nor	Dissatisfied	Very dissatisfied N/A	1
	b. The allowances for living in my own home.		2	3	4	5	6
Q75	Which of these best sums up your awareness I've never heard of it	of the For	ces Help to	Buy Sche	eme (FHTE	3)?	
	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					

Q76	Have you used Forces Help to Buy (FHTB) in	the last y	/ear?						
	No 2								
Q77	Are you considering using Forces Help to Buy	y (FHTB)	for a future	e home pur	chase?				
	No 2								
	Catering, Reta	il and	Leisur	'e					
Q78	Thinking specifically about food and drink supplied on your Unit, when considering where to eat which of these factors are important to you? (Tick all that apply) a. Price.								
	b. Value for money.								
	c. Choice.								
	d. Quality.								
	e. Quantity.								
	f. Well known brand.								
	g. Where it is sourced from (e.g. Fairtrade, locally proc	luced)							
	h. Other (please specify in the text box below):	dood).							
070									
Q79	How often do you use Service-provided cater	Ing tacili Always	Often	Sometimes	Rarely	Never N/	Ά		
	a. For eating at breakfast.	1	2	3	4	5	76		
	b. For eating at lunchtime.	1	2	3	4	5	_ 		
	c. For eating in the evening.	1	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	_ 		
	f. For formal functions (<u>Officers/SNCOs/WOs only</u>).	1	2	3	4	5	_ _ _		
Q80	How satisfied are you with the following?								
		Very	Satisfied	Neither satisfied nor	Dissoliation	Very dissatisfied N/A	//		
	a. The availability of food during the week on my Unit (e.g. opening hours).	satisfied		dissatisfied	Dissatisfied	dissatisfied N/] ⁶		
	b. The number of functions during the year.	1	2	3	4	5	76		
	c. The standard of service from catering contractors on my Unit.	1	2	3	4	5	<u></u>		

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

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 Armed	Forces)	2
	In part-time paid employment/part-time self-employment		3
	In voluntary (unpaid) employment		4
	Not employed (for any reason)		5
	In full-time or part-time education		6
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? (Peach 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). Yes	1	
	Shared access	2	
	Weekends/holidays only	3	Please go to Q88
	No	4	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 Yes 1 No 1	r yourself N/A	
Q87	If you require childcare, how satisfied are you with accessibili	ty to child	Icare facilities?
	Very satisfied Satisfied dissatisfied Dissatisfied dissatisfied N/A		
Q88	Do you have caring responsibilities for infirm or elderly adult(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	1			
	Lack of UK credit history	2			
	Too many address moves	3			
	Don't know	4			
	Prefer not to say	5			
	Other (please specify in the text box below):	6			
	,				
Q90	Do you currently have personal debt levels	that concern you	?		
	Yes No] 2			
	Being Par	t of Society	/		
Q91	Are you currently registered to vote?				
40.	Yes		1	Please go to Q92	
	No		2	Please go to Q93	
	Don't know		3	Please go to Q94	
You can i	register to vote at the following link: www.gov.u	uk/register-to-vote	 e		
Q92	If you are currently registered to vote, are yo	ou registered as	? (Tick c	one box only).	
40-	An ordinary/residential voter - registered for one yea usually via the annual update of voters (annual canv	r,		Please go to Q94	
	A Service voter - registered for five years, via a Serv	ice declaration	2	Please go to Q94	
	An overseas voter - registered for one year, in the sa non-Forces British citizen living overseas.	ame way as a	3	Please go to Q94	
Q93	If you are not currently registered to vote, w	hat is the <u>main</u> re	eason for	this? (Tick one box only)	
	I did not receive an electoral registration form	1			
	I have not got around to it, but aim to do it sometime				
	I do not know how to register	3			
	I am not interested in politics	4			
	I wish to remain impartial	5			
	Other	6			
	ed Forces Covenant', announced by the Gover e who serve or who have served in the Armed I				
Q94	Which of these best sums up your awarenes	ss of the Armed F	orces Co	venant?	
	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			

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

Q95 Which, if any, of the following areas do you feel advantaged or disadvantaged as a Service person, compared to the general public? Neither Don't Strongly advantaged nor Strongly know/ Advantaged disadvantaged Disadvantaged disadvantaged N/A advantaged a. Family's access to NHS care. b. Children's Education. c. Housing. d. Family life. e. Benefits. f. Tax. g. Commercial Products and Services (e.g. Home and Car Insurance, Telephone/Media Packages, Access to Credit). 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)). 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): **Q96** How strongly do you agree or disagree with the following? Neither Strongly agree nor Strongly Don't agree Agree disagree Disagree disagree know a. I offer an important service to the country. b. Members of the Armed Forces are valued by society at large. Your Background **Q97** Have you ever been a member of a Service Cadet Force (Sea Cadet Corps/Army Cadet Force/ Air Training Corps/Combined Cadet Force)? Yes Please go to Q98 Please go to Q99 No **Q98** If YES, were you a member of the: (Tick all that apply) 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)?

Taking Action and Your Comments Q99 How strongly do you agree or disagree with the following? Neither Strongly Strongly agree nor Don't Disagree agree Aaree 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 How strongly do you agree or disagree with the following? Neither Strongly agree nor Strongly Don't Disagree agree Agree disagree disagree know I believe the leaders in the RAF are committed to creating a diverse and inclusive workplace. Please use this box to provide any further comments about working and living in the RAF. Q101

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 7th February 2022 in order to be included. Please allow sufficient time for postage.