

Armed Forces Continuous Attitude Survey 2007

Results

July 2008



**Deputy Chief of Defence Staff
Personnel**

ADMINISTRATION PAGE

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AFCAS FOREWORD
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Any discussion on Defence issues is impossible without taking into consideration the professionalism and dedication of the men and women of the UK Armed Forces. Discovering and understanding the views of our Service personnel, therefore, is a top priority and why the Department places so much value on the results of this first ever tri-Service Armed Forces Continuous Attitude Survey (AFCAS).

This AFCAS survey was conducted during late Summer 2007 against a backdrop of increasing public consciousness of our operational tempo and the resultant impact on Service people and their families. Responses from Service personnel, therefore, need to be viewed against the context of events and initiatives that had either been announced or were currently being run at that time: in mid-2007 15,000 military personnel were committed to operational theatres in Iraq, Afghanistan and the Balkans with a further 15,000 deployed on other military tasks around the world in the Falkland Islands, Cyprus, Royal Navy and Royal Fleet Auxiliary ships and elsewhere; in May 2007, it had been announced that, following a review, troop levels in Iraq and Afghanistan would be adjusted or reduced and that the majority would leave the Balkans that year; the Armed Forces had also just received a 3.3% pay increase - the highest of the public sector pay rises announced by the Government that year - with the 13,000 lowest paid seeing their pay rise by 9.2%; X Factor had been increased and, additionally, tax-free Operational Allowances, announced in 2006, were beginning to benefit 31,000 service personnel. Meanwhile, a major drive was being made to improve the quality of families and single living accommodation as part of the rolling upgrade programme costing 8.4 Billion over 10 years with £870M being spent in 2007 alone. All of these factors thus provide the context in which individuals completed their first AFCAS questionnaires.

As a result of harmonising the techniques and methodologies used to support the production of this Continuous Attitude Survey there is no direct read across between these results and those that were produced by the single Services in their own Continuous Attitude Surveys. As further AFCAS are conducted it is expected that robust data will be collected which can then be analysed over time to detect significant trends, allowing us to address more easily the concerns and issues that our people are telling us are important to them. With this caveat in mind, this first AFCAS is presented as an opportunity to consider the views and attitudes of Service personnel on a tri-Service basis and so test the effectiveness of current policy and inform our personnel strategy over the coming years

TECHNICAL REPORT

INTRODUCTION

Genesis of AFCAS

1. The Naval Services (RN and RM), Army and Royal Air Force (RAF) have been conducting their individual Continuous Attitude Surveys (CASs) for many years. These provided high quality information to inform Service Personnel policy development. However, the individual nature of each made it difficult to compare data across the Services and meant that each was published at different times. Following direction from Under Secretary of State for Defence a single attitude survey across the Armed Forces was required. The Deputy Chief of Defence Staff (Personnel) [DCDS(Pers)] was tasked with delivering this. The remit was to draw upon the expertise gathered in the single Services, but produce a single product. This was named the Armed Forces Continuous Attitude Survey (AFCAS).

2. The aim of the AFCAS is to assess and monitor the attitudes of Service Personnel across the Royal Navy (RN), Royal Marines (RM), Army and RAF in key Personnel management areas. The data are used to identify where measures are needed to influence motivation and retention in the Armed Forces and to inform policy development and assessment. The continuous nature of the survey allows for attitudes to be tracked over time.

3. The Service Chiefs and the Ministry of Defence (MOD) place a high value on attitude data gathered from Service Personnel. They are a vital means of understanding how our people feel about key issues. The information is used to inform the Defence Board and the Armed Forces Pay Review Body, as well as many other individual policy areas.

Research Team

4. The AFCAS was designed and delivered by MOD Occupational Psychologists, researchers and statisticians. Members of the project team have considerable expertise in military psychological research, attitude surveys and statistics.

Questionnaire

5. Four versions of the AFCAS were produced, one each for the RN, RM, Army and RAF. These were approximately 80% the same, but did allow the Services some flexibility in addressing unique issues. Each questionnaire was distributed with a participant information sheet to ensure that respondents made an informed decision before completing.

Who this Survey Covers

6. This questionnaire was sent to a sample of 24,760 Service personnel from the RN, RM, Army and RAF. The sample was stratified by rank and Service and the following groups were excluded: untrained personnel, personnel on unpaid leave, illegal absentees, personnel with a known discharge date with 4 months of drawing the sample, personnel on maternity leave, personnel on the Y list (those on sick

leave, maternity leave etc), Personnel in units with no address, reserve personnel, Ghurkhas, and members of the Special Forces.

Sample Size

7. The sample was a stratified random sample of personnel, stratified by rank and Service. There were 3 strata with rank, including officers, Sergeant and above and Corporal and below. There were 4 strata under service including Army, RAF, Navy and Marines. The sample size calculations assumed similar response rates to previous similar studies and aimed to yield similar response rates to previous similar research. Specifically, we aimed to yield estimates to within $\pm 3\%$ by Service, and to within $\pm 5\%$ by rank and Service. The resulting overall tri-Service precision should be to within 2%. Details of the numbers of questionnaires distributed by service and rank can be found in the response rates table.

8. This report details the first distribution of the AFCAS (AFCAS), which was distributed between late July – late October 2007 by the Defence Analytical Services Agency (Surveys) on behalf of DCDS(Pers). (The end date was extended from that written on the questionnaires to overcome block summer leave and postal strikes adversely impacting the response rates.) Across the Armed Forces a total of 8857 questionnaires were returned, representing a response rate of 36%. The response rate by Service and rank is shown in Table 1.

[Table 1: Response rates by Service and rank](#)

Service	Rank	Sample	Respondents	% Response rate
RN	Officers	1534	779	51
	Senior ratings: PO and above	3147	1415	45
	Junior ratings: LR and below	3267	703	22
	Total RN	7948	2897	36
RM	Officers	532	235	44
	Senior other ranks: Sgt and above	958	365	38
	Junior other ranks: CPL and below	2858	483	17
	Total RM	4348	1083	25
Army	Officers	1511	858	57
	Senior Soldiers: Sgt and above	1835	835	46
	Junior soldiers: CPL and below	3492	761	22
	Total Army	6838	2454	36
RAF	Officers	1485	763	51
	Senior airmen: Sgt and above	1572	807	51
	Junior airmen: CPL and below	2569	853	33
	Total RAF	5626	2423	43
Total Armed Forces		24760	8857	36

Weighting

9. The percentages presented in these results have been weighted to make them as representative of the population as possible. This is to reduce bias towards services or rank groups with higher levels of response. The services and rank groups which were under-represented in the dataset were given more weight so they represent more of the people who were not sampled or did not respond. Groups that were over-sampled were given less weight. For more information about the weighting procedures, please contact DASA (Surveys) 02073052191.

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RESULTS

Please note:

- 1) The question may not appear exactly as it did in the Service specific questionnaire. This is to make these tables appropriate to all Services i.e. where the name of a Service appeared in the question it has been replaced with (Service).
- 2) The questions may not appear in the same order as they did in the Service specific questionnaire. The Royal Navy questionnaire was used as the template for this annex.
- 3) A * next to the Service name indicates questions where all applicable answers were ticked.
- 4) Zero values have been replaced with "-"
- 5) Values for numbers between 1 and 4 have been replaced with "~"

Your pay and allowances

Table 1: How satisfied are you with your rate of basic pay (basic pay includes X-factor but excludes Specialist Pay and any allowances)?

	Royal Navy			Royal Marines			Army			Officers			RAF		
	Officers	Ratings	Total	Officer	Other ranks	Total	Officers	Soldiers	Total	n	%	n	n	%	Total
Very Satisfied	57	7	133	4	3	26	1	74	3	130	4	56	7	67	123
Satisfied	428	54	1,156	37	109	325	23	419	49	581	33	389	51	705	1,094
Neither satisfied nor dissatisfied	159	20	534	26	39	226	22	192	22	392	27	584	27	381	545
Dissatisfied	134	17	751	27	73	380	38	162	19	415	28	577	27	421	556
Very dissatisfied	17	2	173	7	6	123	16	26	3	122	8	148	8	81	98

Table 2: How satisfied are you with your pension benefits?

	Royal Navy			Royal Marines			Army			Officers			RAF		
	Officers	Ratings	Total	Officer	Other ranks	Total	Officers	Soldiers	Total	n	%	n	n	%	Total
Very Satisfied	125	16	265	9	26	65	5	114	13	166	8	280	9	105	194
Satisfied	507	64	1,621	53	139	501	41	528	62	862	52	1,390	53	483	1,332
Neither satisfied nor dissatisfied	123	15	712	28	46	328	36	144	17	390	29	534	27	125	622
Dissatisfied	36	5	252	8	20	158	16	66	8	144	9	210	9	41	232
Very dissatisfied	~	1	52	2	~	21	2	~	<1	22	2	24	2	8	36

Table 3: How satisfied are you with information about pay and allowances e.g. from the intranet and DINs and brochures?

	Royal Navy			Royal Marines			Army			Officers			RAF		
	Officers	Ratings	Total	Officer	Other ranks	Total	Officers	Soldiers	Total	n	%	n	n	%	Total
Very Satisfied	18	2	68	2	5	24	2	35	4	75	4	110	4	18	69
Satisfied	296	37	920	30	84	365	34	356	42	640	40	996	40	253	807
Neither satisfied nor dissatisfied	269	34	1,001	35	66	301	29	252	30	430	28	682	28	240	783
Dissatisfied	177	22	697	26	62	301	28	183	22	343	22	526	22	208	610
Very dissatisfied	30	4	174	7	13	74	7	24	3	73	6	97	5	38	131

Table 4: How satisfied are you with your allowances e.g. Longer Separation Allowance (LSA) and Get You Home (GYH)?

	Royal Navy			Royal Marines			Army			Officers			RAF		
	Officers	Ratings	Total	Officer	Other ranks	Total	Officers	Soldiers	Total	n	%	n	n	%	Total
Very Satisfied	25	3	81	3	~	14	1	40	5	75	4	115	4	11	46
Satisfied	310	39	954	34	69	354	19	338	39	540	31	878	32	188	589
Neither satisfied nor dissatisfied	261	33	910	31	86	362	33	261	30	506	33	767	33	256	870
Dissatisfied	168	21	730	25	65	308	30	177	21	342	23	519	22	230	661
Very dissatisfied	28	4	224	8	12	141	17	42	5	121	8	163	8	78	246

Table 9: How satisfied are you with the speed in resolving pay and allowance enquiries?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officer n	%	Other ranks n	Officers n	%	Soldiers n	Officers n	%	Airmen n
Very Satisfied				~	1	13	1	16	1	29	3	87
Satisfied				53	23	115	10	168	12	240	28	528
Neither satisfied nor dissatisfied				63	27	152	17	215	18	236	22	588
Dissatisfied				66	28	280	35	346	34	224	26	706
Very dissatisfied				50	21	284	36	334	34	127	15	524
This question was not asked for the Royal Navy												
This question was not asked for the RAF												

Table 10: Did you know about the X factor?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officer n	%	Other ranks n	Officers n	%	Soldiers n	Officers n	%	Airmen n
Yes	722	91	1,505	208	89	424	40	632	45	799	93	1,312
No	73	9	612	27	11	424	60	451	55	58	7	344
Total	685			451			558			2,021		

Table 11: Do you agree that this extra 13% in your salary is enough compensation for Service lifestyle working conditions and expectations?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officer n	%	Other ranks n	Officers n	%	Soldiers n	Officers n	%	Airmen n
Strongly agree	11	1	20	~	1	14	1	16	1	20	1	27
Agree	160	20	220	25	11	58	7	83	7	147	17	344
Neither agree nor disagree	120	15	292	18	8	106	12	124	12	83	10	308
Disagree	321	41	858	106	45	304	37	410	38	354	41	963
Strongly disagree	174	22	662	84	36	318	36	402	36	243	28	693
Don't know	5	1	52	-	-	41	6	41	6	7	1	28
Total	57			31			70			32		

Aspects of working in the (Service)

Table 12: How satisfied are you with (Service) life in general?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officer n	%	Other ranks n	Officers n	%	Soldiers n	Officers n	%	Airmen n
Very Satisfied	54	7	110	34	14	77	8	111	8	92	11	209
Satisfied	420	53	764	150	64	428	48	578	50	491	57	1,180
Neither satisfied nor dissatisfied	188	24	534	27	11	176	23	203	22	139	16	486
Dissatisfied	119	15	566	23	10	131	17	154	16	128	15	487
Very dissatisfied	14	2	136	~	<1	30	4	31	4	5	1	85
Total	1,506			685			85			602		

Table 17: To what extent do you agree with members of my team have confidence in each other?

	Royal Navy				Royal Marines				Army				RAF				
	Officers		Ratings		Officer		Other ranks		Officers		Soldiers		Officers		Airmen		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
Strongly agree	175	22	377	15	552	17	82	35	27	312	17	538	19	182	24	290	16
	524	66	1,239	57	1,763	59	133	57	547	64	837	51	1,384	53	996	59	
	69	9	347	19	416	17	14	6	54	6	267	19	321	17	239	16	
	22	3	138	8	160	7	5	2	22	3	160	12	182	10	120	8	
Strongly disagree	~	<1	11	1	12	1	-	<1	~	<1	12	1	14	1	11	1	

Table 18: To what extent do you agree with members of my team pull together to complete tasks?

	Royal Navy				Royal Marines				Army				RAF			
	Officers		Ratings		Officer		Other ranks		Officers		Soldiers		Officers		Airmen	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Strongly agree	224	28	486	20	710	22	90	38	290	34	392	22	682	24	32	449
Agree	467	59	1,260	59	1,727	59	123	53	477	56	883	56	1,360	56	922	56
Neither agree nor disagree	72	9	245	14	317	13	17	7	60	7	178	12	238	11	61	8
Disagree	25	3	108	7	133	6	~	2	20	2	125	9	145	8	24	3
Strongly disagree	~	<1	13	1	16	1	-	7	~	<1	11	1	15	1	11	1

Table 19: To what extent do you agree with members of my team have a shared understanding of the tasks that have to be done?

	Royal Navy				Royal Marines				Army				RAF			
	Officers		Ratings		Officer		Other ranks		Officers		Soldiers		Officers		Airmen	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Strongly agree	164	21	430	17	594	18	77	33	245	29	339	19	584	20	173	23
Agree	488	62	1,231	58	1,719	58	132	56	497	58	894	56	1,391	56	476	63
Neither agree nor disagree	103	13	314	17	417	16	17	7	69	8	209	14	278	13	75	10
Disagree	30	4	120	7	150	6	8	3	35	4	123	9	158	8	30	4
Strongly disagree	6	1	18	1	24	1	-	5	~	<1	23	2	27	2	~	<1

Table 20: To what extent do you agree with I feel proud to be in the (Service)?

	Royal Navy				Royal Marines				Army				RAF			
	Officers		Ratings		Officer		Other ranks		Officers		Soldiers		Officers		Airmen	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Strongly agree	268	34	400	18	668	21	176	75	442	52	562	31	1,004	34	289	38
Agree	401	50	970	44	1,371	46	56	24	355	41	696	45	1,051	44	388	51
Neither agree nor disagree	102	13	489	24	591	22	~	1	46	5	219	15	265	14	62	8
Disagree	24	3	201	11	225	9	~	<1	14	2	99	8	113	7	22	3
Strongly disagree	~	<1	54	3	55	3	-	-	~	-	17	1	17	1	~	<1

Table 25: To what extent do you agree with I feel myself to be part of the (Service)?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officer n	%	Other ranks n	Officers n	%	Soldiers n	Officers n	%	Airmen n
Strongly agree	118	15	192	9	310	10	80	34	210	22	290	24
Agree	481	61	850	38	1,331	43	129	55	425	51	554	51
Neither agree nor disagree	134	17	753	37	887	33	129	8	155	20	174	18
Disagree	50	6	246	12	296	11	6	3	42	6	48	5
Strongly disagree	10	1	73	4	83	4	-	-	10	2	10	1
Total	793	100	1,342	100	1,606	100	195	100	642	100	872	100

Table 26: To what extent do you agree with the offer of more pay outside would not seriously make me think about leaving the (Service)?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officer n	%	Other ranks n	Officers n	%	Soldiers n	Officers n	%	Airmen n
Strongly agree	30	4	85	4	115	4	13	6	45	5	58	5
Agree	114	14	215	10	329	11	29	12	131	14	160	14
Neither agree nor disagree	116	15	335	16	451	15	35	15	165	18	200	18
Disagree	366	46	771	36	1,137	38	109	46	268	32	377	33
Strongly disagree	169	21	706	34	875	32	49	21	235	30	284	29
Total	735	100	1,212	100	1,702	100	206	100	644	100	872	100

Table 27: To what extent do you agree with I would recommend joining the (Service) to others e.g. friends and family?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officer n	%	Other ranks n	Officers n	%	Soldiers n	Officers n	%	Airmen n
Strongly agree	47	6	110	6	157	6	46	20	116	12	162	13
Agree	321	40	532	26	853	29	118	50	316	37	434	38
Neither agree nor disagree	216	27	510	23	726	24	54	23	200	26	254	26
Disagree	172	22	596	27	768	26	14	6	143	17	157	16
Strongly disagree	39	5	368	19	407	16	-	1	70	8	73	8
Total	703	100	1,116	100	1,357	100	110	100	644	100	872	100

Table 28: To what extent do you agree with I want my work to make a positive contribution to the (Service)?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officer n	%	Other ranks n	Officers n	%	Soldiers n	Officers n	%	Airmen n
Strongly agree	292	37	424	19	716	19	116	50	302	34	418	36
Agree	465	59	1,282	59	1,747	59	112	48	456	55	568	54
Neither agree nor disagree	33	4	364	19	397	16	5	2	81	10	86	9
Disagree	-	<1	19	1	22	1	-	<1	7	1	8	1
Strongly disagree	-	<1	21	1	22	1	-	-	-	-	-	-
Total	790	100	1,390	100	1,762	100	117	100	644	100	872	100

Table 29: To what extent do you agree with I would miss the benefits of being in the (Service) if I left'

	Officers			Royal Navy Ratings			Royal Marines			Army			RAF										
	n	%		n	%		Officer	Other ranks	Total	Officers	Soldiers	Total	Officers	Airmen	Total								
Strongly agree	79	10	197	9	276	10	43	18	122	14	165	14	124	14	241	14	365	14	73	10	155	11	228
Agree	361	45	675	33	1,036	35	103	44	326	38	429	38	397	46	594	37	991	38	310	41	554	34	864
Neither agree nor disagree	220	28	615	29	835	28	59	25	221	26	280	26	179	21	393	25	572	25	218	29	484	28	707
Disagree	112	14	422	19	534	18	23	10	125	16	145	15	123	14	260	17	383	17	130	17	316	19	446
Strongly disagree	22	3	204	10	226	9	7	3	51	6	58	6	33	4	99	7	132	7	29	4	149	9	178

Table 30: How secure do you believe your employment with the (Service) is?

	Officers			Royal Navy Ratings			Royal Marines Other ranks			Army Soldiers			RAF Airmen											
	n	%		n	%		n	%		n	%		n	%										
Very secure	261	33	693	33	954	43	106	45	349	42	455	42	397	46	668	41	1,065	43	225	30	344	20	569	22
Secure	395	50	1,055	49	1,450	49	112	48	369	45	481	45	385	45	663	43	1,048	43	376	49	801	49	1,177	46
Neither secure nor insecure	95	12	257	12	352	12	16	7	79	8	95	8	47	5	172	11	219	10	93	12	300	18	393	14
Insecure	38	5	88	5	126	5	~	<1	38	4	39	4	26	3	62	4	88	4	56	7	168	10	224	10
Very insecure	7	1	23	1	30	1	-	-	12	1	12	1	-	<1	23	1	24	1	10	1	44	3	54	2

Table 31: How strongly do you agree with the (Service) offers me all the help and support I need?

	Officers			Royal Navy Ratings			Royal Marines			Army Soldiers			RAF Airmen			Total n			
	n	%		n	%		Officer	Other ranks	Total	n	%		Officers	Soldiers	Total		n	%	
Strongly agree	16	2	55	3	71	3	17	7	33	3	50	4	37	4	74	4	30	2	38
Agree	318	40	707	32	1,025	34	107	46	309	33	416	35	378	44	484	28	448	27	673
Neither agree nor disagree	289	36	791	36	1,080	36	69	29	287	37	356	36	244	29	539	34	656	39	927
Disagree	160	20	458	23	618	23	41	18	186	23	227	22	177	21	401	26	447	27	666
Strongly disagree	13	2	106	6	119	5	-	-	32	4	32	4	20	2	92	7	79	5	119

Table 32: How strongly do you agree with the (Service) is honest and fair in its dealings with me?

	Royal Navy						Royal Marines						Army						RAF					
	Officers			Ratings			Officer			Other ranks			Officers			Soldiers			Officers			Airmen		
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%	
Strongly agree	31	3	45	2	66	2	21	9	34	3	55	4	39	5	68	3	107	3	14	2	28	2	42	2
Agree	239	43	617	28	956	31	124	53	323	36	447	38	413	48	503	29	716	31	264	35	454	26	718	28
Neither agree nor disagree	243	31	750	34	993	34	56	24	277	33	333	32	245	29	493	32	738	31	251	33	610	37	861	36
Disagree	170	21	534	26	704	25	29	12	171	22	201	21	146	17	389	26	535	25	193	25	432	28	625	27
Strongly disagree	23	3	171	10	194	8	~	1	42	6	45	5	14	2	137	10	151	9	39	5	135	8	174	7

Table 33: How strongly do you agree with I have the opportunity to express my opinion through the Chain of Command in the (Service)?

	Royal Navy						Royal Marines						Army						RAF															
	Officers			Ratings			Total			Officer			Other ranks			Total			Officers			Soldiers			Total			Officers			Airmen		Total	
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%					
Strongly agree	75	9	141	5	216	6	39	17	74	7	113	8	88	10	135	7	223	7	47	6	62	4	109	4	385	51	736	42	1,121	44				
	493	62	1,019	45	1,512	49	148	63	434	48	582	50	492	57	662	38	1,154	41	395	51	385	51	385	51	385	51	385	51	385	51				
	134	17	465	23	599	22	29	12	169	21	198	20	151	18	350	23	501	22	174	23	420	25	594	25	1,740	23	420	25	594	25				
	77	10	372	20	449	17	18	8	122	16	140	15	106	12	318	22	424	21	125	16	321	21	446	20	1,121	16	321	21	446	20				
Disagree	15	2	116	7	131	6	~	~	<1	49	7	150	6	20	2	127	10	147	9	30	4	121	8	151	7	30	4	121	8	151	7			
	15	2	116	7	131	6	~	~	<1	49	7	150	6	20	2	127	10	147	9	30	4	121	8	151	7	30	4	121	8	151	7			
	15	2	116	7	131	6	~	~	<1	49	7	150	6	20	2	127	10	147	9	30	4	121	8	151	7	30	4	121	8	151	7			
	15	2	116	7	131	6	~	~	<1	49	7	150	6	20	2	127	10	147	9	30	4	121	8	151	7	30	4	121	8	151	7			

Table 34: How strongly do you agree with the (Service) acts fairly towards personnel.?

	Royal Navy						Royal Marines						Army						RAF																	
	Officers			Ratings			Total			Officer			Other ranks			Total			Officers			Soldiers			Total			Officers			Airmen			Total		
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%				
	33	4	53	2	86	3	32	14	46	4	78	5	63	3	113	3	23	3	23	3	23	1	46	2												
Strongly agree																																				
Agree	391	49	608	28	999	32	126	54	336	37	462	38	412	48	435	25	259	34	397	23	356	25	656	25												
Neither agree nor disagree	217	27	714	32	931	31	50	21	270	33	320	32	244	28	526	34	270	35	596	35	866	35	866	35												
Disagree	133	17	555	27	688	25	26	11	149	20	175	19	137	16	424	28	178	23	499	31	677	30	677	30												
Strongly disagree	19	2	180	11	199	9	-	-	46	6	46	5	14	2	141	11	155	10	131	4	143	9	174	8												

Table 35: Do you feel that the military discipline system is...

	Royal Navy Ratings						Royal Marines						Army Soldiers						RAF Airmen												
	Officers			Total			Officer			Other ranks			Total			Officers			Soldiers			Total			Officers			Airmen			Total
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		
Very fair Fair Neither fair nor unfair Unfair Very unfair	200	25	247	10	447	13	49	21	115	12	164	13	204	24	190	10	394	12	122	16	206	12	328	13							
	533	67	1,101	49	1,634	53	168	71	499	57	667	59	551	65	803	47	1,354	49	528	69	940	56	1,468	59							
	53	7	471	24	524	20	15	21	155	21	166	19	67	8	350	26	417	23	82	11	331	20	413	18							
	10	1	227	13	237	11	7	3	54	7	61	6	29	3	186	13	215	12	26	3	143	9	169	8							
	-	-	65	4	65	3	-	-	24	3	3	3	-	-	<1	59	5	62	4	5	1	37	2	42	2						

Table 36: How strongly do you agree with I understand what the (Service) ethos is?

[illegible]

Table 37: How strongly do you agree with I understand the values of the (Service)?

	Officers			Royal Navy Ratings			Royal Marines			Army			RAF											
	n	%		n	%	Total	Officer	Other ranks	Total	Officers	Soldiers	Total	Officers	Airmen	Total									
Strongly agree	235	60	314	12	549	16	157	67	392	44	549	46	503	59	555	28	1,058	32	263	35	350	19	613	23
Agree	502	63	1,496	71	1,998	69	74	32	424	53	498	51	346	40	957	66	1,303	62	457	60	1,127	69	1,584	67
Neither agree nor disagree	44	6	235	13	279	11	~	1	27	3	30	3	~	<1	63	5	66	4	36	5	143	9	179	8
Disagree	11	1	55	3	66	3	-	-	<1	~	<1	<1	~	<1	9	1	11	1	~	1	36	2	40	2
Strongly disagree	~	<1	17	1	17	1	-	~	~	<1	<1	<1	<1	<1	~	<1	6	<1	<1	<1	~	<1	<1	<1

Table 38: How strongly do you agree with the (Service) ethos is important to me.?

	Royal Navy			Royal Marines			Army			RAF										
	Officers	n	%	Total	n	%	Other ranks	n	%	Officers	n	%	Airmen	n	%	Total	n	%		
Strongly agree	243	31	287	11	530	15	69	368	40	530	43	412	51	412	20	850	24	483	17	
Agree	444	56	948	42	1,392	45	66	28	377	46	443	44	373	44	781	49	1,154	48	1,203	48
Neither agree nor disagree	799	10	674	35	753	30	5	2	86	12	91	11	36	4	322	25	358	22	580	28
Disagree	24	3	163	10	187	8	~	<1	9	1	10	1	8	1	53	4	61	4	127	6
Strongly disagree	~	<1	41	3	44	2	-	-	6	1	6	1	~	<1	19	2	20	1	29	1

Table 39: How strongly do you agree with the ethos of the (Service) is an important part of life in the (Service)?

	Royal Navy			Royal Marines			Army			Army			Army											
	Officers	n	%	Total	n	%	Officer	n	%	Other ranks	n	%	Officers	n	%	Soldiers	n	%	Officers	n	%	Airmen	n	%
Strongly agree	279	35	347	14	626	18	165	70	368	41	533	44	496	58	487	25	983	29	233	31	282	15	515	18
	398	50	1,027	47	1,425	48	69	29	388	47	457	45	320	37	778	49	1,098	47	389	51	800	47	1,189	48
Agree	77	10	538	28	615	24	~	<1	72	10	73	9	33	4	251	21	2,084	18	92	12	391	26	483	23
Neither agree nor disagree	36	5	149	8	185	7	-	-	12	2	12	2	7	1	51	4	58	4	40	5	145	9	185	9
Disagree	~	1	50	3	84	2	-	-	6	1	6	1	-	-	17	1	17	1	7	1	40	3	47	2
Strongly disagree																								

Table 40: How satisfied are you with your job in general?

	Royal Navy						Royal Marines						Army						RAF											
	Officers			Ratings			Total			Officer			Other ranks			Total			Officers			Total			Officers			Total		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%		
Neither satisfied nor dissatisfied	146	18	248	10	394	12	35	15	30	7	115	8	163	19	246	13	409	15	144	19	218	12	362	13	409	15	362	13		
	406	51	1,013	46	1,419	47	131	56	378	43	509	45	483	54	743	44	1,206	45	399	52	754	45	1,153	46	1,206	45	1,153	46		
	120	15	392	18	512	18	37	16	152	19	189	19	116	14	241	17	357	16	104	14	304	18	408	17	357	16	408	17		
	108	14	353	18	461	17	25	11	170	22	195	20	103	12	277	21	380	20	93	12	287	19	380	17	380	20	380	17		
	13	2	111	7	124	6	6	3	63	9	69	8	12	1	81	6	93	6	22	3	92	6	114	5	93	6	114	5		

Table41: How satisfied are you with the sense of achievement you get from your work?

	Royal Navy						Royal Marines						Army						RAF														
	Officers			Ratings			Officer			Other ranks			Total			Officers			Soldiers			Total			Officers			Airmen			Total		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%			
Very Satisfied	137	17	297	12	434	13	35	15	99	10	134	10	165	19	277	15	442	15	154	20	230	13	384	14	358	15	428	15	1017	40			
Satisfied	358	45	835	38	1,193	39	120	52	330	38	450	39	432	50	636	36	1,068	38	356	47	661	38	1,017	40	368	45	835	38	1,193	39			
Neither satisfied nor dissatisfied	155	20	463	22	618	22	41	18	173	21	214	20	129	15	300	21	429	20	134	18	364	22	498	21	155	20	463	22	618	22			
Dissatisfied	122	15	382	20	504	19	34	15	183	24	217	23	110	13	283	21	393	20	91	12	284	17	375	17	122	15	382	20	504	19			
Very dissatisfied	21	3	136	8	157	7	~	1	57	8	60	7	20	2	93	7	113	7	28	4	116	8	144	7	21	3	136	8	157	7			

Table 42: How satisfied are you with your workload?

[illegible]

Table 43: How satisfied are you with your amount of responsibility?

	Royal Navy			Royal Marines			Army			RAF																
	Officers	n	%	Total	n	%	Other ranks	n	%	Officers	n	%	Airmen	n	%											
Very Satisfied	124	16	1.70	7	294	9	42	18	68	6	110	8	137	16	195	10	332	11	94	12	136	7	230	8	1,220	48
Satisfied	405	51	1.097	50	1,502	51	123	53	431	49	554	49	489	57	790	46	1,279	48	438	57	782	45	1,270	48		
Neither satisfied nor dissatisfied	141	18	0.73	23	614	22	33	1.4	186	24	219	23	120	14	323	24	423	22	120	16	353	22	473	20	1,270	48
Dissatisfied	106	13	2.83	14	389	14	32	1.4	116	15	148	15	95	11	214	16	309	15	93	12	302	20	395	18	1,270	48
Very dissatisfied	18	2	0.89	5	107	5	~	1	40	6	43	5	15	2	64	5	79	4	17	2	82	6	99	5	1,270	48

Table 44: How satisfied are you with the challenge in your job?

	Royal Navy						Royal Marines						Army						RAF											
	Officers			Ratings			Officer			Other ranks			Total			Officers			Soldiers			Total			Officers			Airmen		
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%				
Very Satisfied	137	17	193	7	330	9	39	17	84	9	123	9	172	20	223	13	395	13	141	19	199	11	340	12	12	12	12			
Satisfied	370	47	900	41	1,270	42	115	49	357	41	472	42	435	51	670	39	1,105	41	392	51	673	39	1,085	42	41	41	41			
Neither satisfied nor dissatisfied	156	20	541	26	697	25	43	18	190	23	233	23	131	15	363	25	494	24	128	17	386	23	514	21	17	17	17			
Dissatisfied	106	13	335	17	441	16	32	14	151	19	183	19	101	12	241	18	342	17	85	11	285	19	370	17	17	17	17			
Very dissatisfied	23	3	140	9	163	7	~	2	60	8	64	8	17	2	92	7	109	6	16	2	113	8	129	7	7	7	7			

Table 45: How satisfied are you with the extent to which you can use your abilities?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officer n	%	Other ranks n	Officers n	%	Soldiers n	Officers n	%	Airmen n
Very Satisfied	120	15	197	7	317	9	35	15	77	112	8	173
Satisfied	341	43	867	39	1,208	40	101	43	329	430	38	666
Neither satisfied nor dissatisfied	150	19	492	24	642	23	46	20	175	211	18	338
Dissatisfied	158	20	402	21	560	20	49	21	198	247	25	360
Very dissatisfied	24	3	156	9	180	8	~	1	64	66	8	120
										143	8	149
												7

Table 46: How satisfied are you with the opportunity to show initiative?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officer n	%	Other ranks n	Officers n	%	Soldiers n	Officers n	%	Airmen n
Very Satisfied	133	17	253	10	386	11	39	17	105	144	10	269
Satisfied	372	47	1,020	48	1,392	48	121	52	401	522	46	744
Neither satisfied nor dissatisfied	165	21	497	24	662	23	39	17	174	213	22	335
Dissatisfied	103	13	258	13	361	13	32	14	129	161	17	180
Very dissatisfied	21	3	87	5	108	5	~	1	33	35	4	57
										71	5	75
												2
												18
												2
												75
												5
												93
												4

Table 47: How satisfied are you with the amount of variety in your work?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officer n	%	Other ranks n	Officers n	%	Soldiers n	Officers n	%	Airmen n
Very Satisfied	121	15	200	8	321	10	34	15	85	119	9	203
Satisfied	359	45	766	34	1,125	36	120	52	300	420	36	569
Neither satisfied nor dissatisfied	185	23	595	28	780	27	41	18	191	232	22	390
Dissatisfied	113	14	403	20	516	19	34	15	191	225	23	298
Very dissatisfied	16	2	150	9	166	7	~	1	72	75	9	127
										144	10	147
												2
												19
												2
												147
												11
												166
												9

Table 48: How satisfied are you with the amount of control you have over your work?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officer n	%	Other ranks n	Officers n	%	Soldiers n	Officers n	%	Airmen n
Very Satisfied	91	11	167	7	258	8	26	11	61	87	6	185
Satisfied	320	40	817	36	1,137	37	109	47	280	389	31	587
Neither satisfied nor dissatisfied	207	26	580	29	787	28	48	21	224	272	27	402
Dissatisfied	145	18	381	19	526	19	45	19	195	240	26	289
Very dissatisfied	30	4	171	9	201	8	5	2	80	85	10	124
										148	9	119
												4
												28
												4
												119
												8
												147
												7

Table 49: How satisfied are you with the standard of equipment and resources you have to do your job?

	Royal Navy			Royal Marines			Army			RAF					
	Officers		Ratings	Officer		Other ranks	Total	Officers		Soldiers	Total	Officers		Airmen	Total
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n
Very Satisfied	27	3	73	4	8	3	100	4	30	2	139	6	31	4	88
Satisfied	217	27	492	23	69	30	709	24	259	21	670	25	238	31	656
Neither satisfied nor dissatisfied	189	24	456	22	47	20	645	22	179	20	521	21	163	21	470
Dissatisfied	256	32	638	29	72	31	894	30	339	34	744	31	232	30	761
Very dissatisfied	105	13	457	22	37	16	562	20	222	23	371	18	98	22	445

Table 50: How satisfied are you with the amount of equipment and resources you have to do your job?

	Royal Navy						Royal Marines						Army						RAF																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
	Officers			Ratings			Total			Officer			Other ranks			Total			Officers			Soldiers			Total			Officers			Airmen			Total																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%

Table 51: How would you rate your current workload?

	Royal Navy			Royal Marines			Army			RAF						
	Officers n	%	Ratings n %	Total n	Officer n	Other ranks n %	Total n	Officers n	%	Soldiers n	Total n	Officers n	%	Airmen n	Total n	
Much too high	58	7	138	6	20	9	96	8	61	7	162	9	72	9	143	8
Too high	242	30	539	24	65	28	279	24	270	32	427	24	263	35	472	28
Neither high nor low	438	55	1,259	62	132	56	620	60	483	56	844	55	365	48	844	52
Too low	46	6	133	7	14	6	66	7	39	5	113	8	51	7	161	10
Much too low	10	1	40	2	~	1	11	1	~	<1	36	3	8	1	28	2

Table 52: How strongly do you agree with my superiors do not interfere excessively in my work activities?

	Royal Navy			Royal Marines			Army			RAF					
	Officers n	%	Ratings n %	Officer n	%	Other ranks n %	Total n	Officers n	%	Soldiers n	Total n	Officers n	%	Airmen n	Total n
Strongly agree															
Agree															
Neither agree nor disagree															
Disagree															
Strongly disagree															

Table 53: How strongly do you agree with I am given sufficient authority to make decisions?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree										106	14	271
Agree										466	61	1,346
Neither agree nor disagree										93	12	373
Disagree										81	11	344
Strongly disagree										16	2	84
												4

Table 54: How strongly do you agree with I have confidence in the people I work with at my own level?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree										106	14	370
Agree										523	69	1,547
Neither agree nor disagree										92	12	334
Disagree										38	5	130
Strongly disagree										-	<1	34

Table 55: How strongly do you agree with I am allowed to take risks in my work?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree										60	8	136
Agree										374	49	833
Neither agree nor disagree										171	22	704
Disagree										134	18	555
Strongly disagree										22	3	187

Table 56: How strongly do you agree with I have been well trained in how to assess risks at work?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree										60	8	217
Agree										324	43	1,175
Neither agree nor disagree										198	26	575
Disagree										148	20	370
Strongly disagree										28	4	70

Table 57: How strongly do you agree with If I make a genuine mistake at work I do not feel that it will be held against me?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree										31	4	128
Agree										348	46	1,031
Neither agree nor disagree										175	23	545
Disagree										166	22	536
Strongly disagree										40	5	177
												8
This question was not asked for the Royal Navy												
This question was not asked for the Royal Marines												
This question was not asked for the Army												

Table 58: How strongly do you agree with where I work people do not automatically look for someone to blame when things go wrong?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree										39	5	107
Agree										313	41	778
Neither agree nor disagree										188	25	622
Disagree										192	25	656
Strongly disagree										30	4	255
												13
This question was not asked for the Royal Navy												
This question was not asked for the Royal Marines												
This question was not asked for the Army												

Table 59: How strongly do you agree with I am encouraged to find better ways of doing things at work?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree										91	12	242
Agree										422	55	1,290
Neither agree nor disagree										169	22	600
Disagree										70	9	239
Strongly disagree										10	1	47
												2
This question was not asked for the Royal Navy												
This question was not asked for the Royal Marines												
This question was not asked for the Army												

Table 60: How strongly do you agree with I am always given a clear deadline as to when work needs to be completed?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree										45	6	192
Agree										381	50	1,217
Neither agree nor disagree										211	28	622
Disagree										116	15	331
Strongly disagree										9	1	56
												2
This question was not asked for the Royal Navy												
This question was not asked for the Royal Marines												
This question was not asked for the Army												

Table 61: How strongly do you agree with when I am set a task at work I am told very clearly what output is required?

	Royal Navy			Royal Marines			Army			Officers			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Soldiers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree										28	4	89	5	117	5
Agree										297	39	781	48	1,078	46
Neither agree nor disagree										273	36	507	29	780	31
Disagree										149	20	233	14	382	15
Strongly disagree										13	2	45	3	58	3
This question was not asked for the Royal Navy															
This question was not asked for the Royal Marines															
This question was not asked for the Army															

Table 62: How strongly do you agree with as long as I do my job well my superiors Do not mind how I do it?

	Royal Navy			Royal Marines			Army			Officers			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Soldiers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree										65	9	115	7	180	8
Agree										386	51	684	41	1,070	43
Neither agree nor disagree										173	23	484	28	657	27
Disagree										122	16	304	19	426	18
Strongly disagree										16	2	66	4	82	4
This question was not asked for the Royal Navy															
This question was not asked for the Royal Marines															
This question was not asked for the Army															

Table 63: How strongly do you agree with where I work people share information rather than keep hold of it?

	Royal Navy			Royal Marines			Army			Officers			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Soldiers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree										58	8	124	7	182	7
Agree										364	48	688	40	1,052	42
Neither agree nor disagree										195	26	413	25	608	25
Disagree										122	16	319	20	441	19
Strongly disagree										23	3	112	8	135	7
This question was not asked for the Royal Navy															
This question was not asked for the Royal Marines															
This question was not asked for the Army															

Table 64: How strongly do you agree with I feel that I have sufficient knowledge and skills to make all the decisions relating to my role?

	Royal Navy			Royal Marines			Army			Officers			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Soldiers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree										119	16	313	19	432	18
Agree										442	58	952	57	1,394	57
Neither agree nor disagree										125	16	237	15	362	15
Disagree										66	9	128	8	194	8
Strongly disagree										9	1	24	1	33	1
This question was not asked for the Royal Navy															
This question was not asked for the Royal Marines															
This question was not asked for the Army															

Table 65: How strongly do you agree with I know that if I do my job well I will be praised or rewarded?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree										40	5	106
Agree										272	36	715
Neither agree nor disagree										235	31	802
Disagree										170	22	593
Strongly disagree										42	6	198
												9

Table 66: How strongly do you agree with I trust my subordinates to do their jobs competently?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree										106	16	231
Agree										449	67	1,174
Neither agree nor disagree										93	14	425
Disagree										24	4	169
Strongly disagree										~	<1	19

Table 67: How strongly do you agree with as long as my subordinates do their jobs well I do not mind how they do them?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree										69	10	127
Agree										353	52	738
Neither agree nor disagree										123	18	488
Disagree										115	17	537
Strongly disagree										13	2	123

Table 68: How strongly do you agree with I can rely on my subordinates to accept responsibility?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree										93	14	188
Agree										443	66	1,181
Neither agree nor disagree										100	15	438
Disagree										34	5	179
Strongly disagree										~	1	29

Your deployments and postings

Table 69: Have you been deployed, either at sea or not at sea?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Yes	718	91	2,658	91	211	857	792	92	2,223	589	77	1,965
No	68	9	224	9	21	206	66	8	224	173	23	445

Table 70: Approximately how many operational tours have you carried out during your Service career

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Median	This question was not asked for the Royal Navy			This question was not asked for the Royal Marines			This question was not asked for the Royal Marines			This question was not asked for the RAF		
Range												

Table 71: What was the year of your last sea-going deployment i.e. on boats/ships?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Before 1991	18	3	21	5	3	11	~	-	~	~	-	~
1991 to 2000	140	20	214	26	14	126	77	-	77	589	77	1,965
2001	37	5	88	5	3	39	~	-	~	~	-	~
2002	44	6	85	12	7	41	~	-	~	~	-	~
2003	45	6	141	17	9	63	~	-	~	~	-	~
2004	64	9	220	19	10	61	~	-	~	~	-	~
2005	76	11	368	37	20	76	~	-	~	~	-	~
2006	116	16	640	33	18	135	~	-	~	~	-	~
2007	165	23	823	28	15	129	~	-	~	~	-	~
2008	-	-	~	~	1	~	~	-	~	~	-	~
Median	2,005	-	2,006	2,005	-	2,005	~	-	~	~	-	~
Minimum	1,979	-	1,979	1,976	-	1,976	~	-	~	~	-	~
Maximum	2,007	-	2,008	2,008	-	2,008	~	-	~	~	-	~
Range	28	-	29	32	-	32	~	-	~	~	-	~

Table 72: What was the year of your last non-sea going deployment i.e. operational tour?

	Royal Navy			Royal Marines			Army			RAF		
	Officers	Ratings	Total	Officer	Other ranks	Total	Officers	Soldiers	Total	Officers	Airmen	Total
	n	%	n	n	%	n	n	%	n	n	%	n
Before 1991	~	<1	7	~	<1	~	13	2	15	~	<1	~
1991 to 2000	43	1.4	6	7	14	4	88	11	45	107	5	195
2001	8	3	31	3	8	4	20	3	35	35	2	55
2002	18	6	55	6	5	2	31	4	28	34	2	65
2003	33	11	99	9	31	15	110	14	122	201	12	311
2004	28	9	101	9	17	8	76	10	66	133	8	209
2005	51	16	173	17	24	11	96	12	63	237	18	333
2006	52	17	222	24	43	20	158	20	161	312	25	470
2007	78	25	260	26	67	32	190	24	37	341	29	531
2008	-	-	~	<1	-	-	-	-	~	-	-	-
Median	2,005	2,006	2,005	2,006	2,006	2,006	2,005	2,006	2,006	2,006	2,006	2,006
Minimum	1,987	1,981	1,981	1,986	1,983	1,983	1,979	1,979	1,979	1,979	1,979	1,979
Maximum	2,007	2,008	2,008	2,007	2,008	2,008	2,007	2,007	2,007	2,007	2,007	2,007
Range	20	27	27	21	25	25	28	28	25	28	28	28

This question was not asked for the RAF

Table 73: Are you currently on a sea-going deployment?

	Royal Navy			Royal Marines			Army			RAF		
	Officers	Ratings	Total	Officer	Other ranks	Total	Officers	Soldiers	Total	Officers	Airmen	Total
	n	%	n	n	%	n	n	%	n	n	%	n
Yes	87	12	459	23	13	7	2,005	9	58	~	~	~
No	617	88	1,443	77	163	93	1,979	91	606	~	~	~

This question was not asked for the Army

This question was not asked for the RAF

Table 74: How many weeks notice were you given for your current/last sea-going deployment?

	Royal Navy			Royal Marines			Army			RAF		
	Officers	Ratings	Total	Officer	Other ranks	Total	Officers	Soldiers	Total	Officers	Airmen	Total
	n	%	n	n	%	n	n	%	n	n	%	n
1-2 weeks	34	5	95	7	4	43	2,005	9	50	~	~	~
3-5 weeks	43	7	158	12	22	14	1,979	20	112	~	~	~
6-8 weeks	94	15	287	19	36	23	2,007	27	156	~	~	~
9-10 weeks	25	4	77	4	10	6	2,007	5	32	~	~	~
11+ weeks	436	69	1,024	57	85	53	2,007	38	252	~	~	~

This question was not asked for the RAF

Table 75: How satisfied were you with this?

	Royal Navy			Royal Marines			Army			RAF		
	Officers	Ratings	Total	Officer	Other ranks	Total	Officers	Soldiers	Total	Officers	Airmen	Total
	n	%	n	n	%	n	n	%	n	n	%	n
Very Satisfied	209	31	365	47	29	70	2,005	17	117	~	~	~
Satisfied	330	49	859	91	55	181	1,979	44	272	~	~	~
Neither satisfied nor dissatisfied	86	13	353	23	14	146	2,007	30	169	~	~	~
Dissatisfied	42	6	140	~	1	33	2,007	6	35	~	~	~
Very dissatisfied	12	2	103	~	1	13	2,007	3	14	~	~	~

This question was not asked for the Army

This question was not asked for the RAF

Table 76: How satisfied were you with the pre-operational training that you received for your current/last sea-going deployment

	Royal Navy				Royal Marines				Army		RAF	
	Officers n	%	Ratings n	%	Officer n	%	Other ranks n	%	Officers n	%	Officers n	%
Very Satisfied	80	12	131	7	211	8	24	5	37	6	This question was not asked for the RAF	
Satisfied	400	60	1,021	55	1,421	57	228	54	323	54		
Neither satisfied nor dissatisfied	117	18	412	23	529	22	132	30	171	29		
Dissatisfied	56	8	189	10	245	10	6	38	8	48		
Very dissatisfied	10	2	79	5	89	4	1	15	3	17		
Total	663		2,032		2,555		368		606			

Table 77: How satisfied were you with the support received from the Service when you returned from your last sea-going deployment?

	Royal Navy				Royal Marines				Army		RAF	
	Officers n	%	Ratings n	%	Officer n	%	Other ranks n	%	Officers n	%	Officers n	%
Very Satisfied	25	4	53	3	78	3	14	4	23	4	This question was not asked for the RAF	
Satisfied	277	42	498	26	775	30	86	55	179	42		
Neither satisfied nor dissatisfied	260	40	793	42	1,053	42	54	35	181	41		
Dissatisfied	72	11	303	18	375	16	7	43	9	50		
Very dissatisfied	20	3	154	10	174	9	-	19	4	19		
Total	654		2,081		2,433		266		446			

Table 78: What is your view of the frequency of your sea-going deployments?

	Royal Navy				Royal Marines				Army		RAF	
	Officers n	%	Ratings n	%	Officer n	%	Other ranks n	%	Officers n	%	Officers n	%
Too often	90	13	687	37	32	15	58	14	73	13	This question was not asked for the RAF	
About right	507	74	1,059	55	1,566	59	132	80	323	70		
Not often enough	84	12	121	8	205	9	19	11	68	16		
Total	681		1,867		1,897		210		464			

Table 79: What is your view of the gaps between your sea-going deployments?

	Royal Navy				Royal Marines				Army		RAF	
	Officers n	%	Ratings n	%	Officer n	%	Other ranks n	%	Officers n	%	Officers n	%
Too often	55	8	198	11	253	10	7	4	42	9	This question was not asked for the RAF	
About right	508	76	1,010	53	1,518	58	138	85	346	78		
Not often enough	109	16	643	36	752	32	18	11	55	13		
Total	672		1,851		2,523		223		443			

Table 80: What is your view of the length of your sea-going deployments?

	Royal Navy				Royal Marines				Army		RAF	
	Officers n	%	Ratings n	%	Officer n	%	Other ranks n	%	Officers n	%	Officers n	%
Too often	103	15	582	31	685	27	17	10	70	17	This question was not asked for the RAF	
About right	552	81	1,204	64	1,756	68	144	87	368	80		
Not often enough	23	3	75	5	98	5	5	3	14	3		
Total	678		1,861		2,539		126		452			

Table 81: Are you currently on operational tour?

	Royal Navy						Royal Marines						Army						RAF																	
	Officers			Ratings			Total			Officer			Other ranks			Total			Officers			Soldiers			Total			Officers			Airmen			Total		
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%				
Yes	30	11	124	13	154	13			10	5	34	6	44	6		80	10	216	18	296	17			20	3	73	6	93	5							
No	246	89	839	87	1,085	87			199	95	584	94	783	94		709	90	1,225	82	1,934	83			591	97	1,334	94	1,925	95							

Table 82: How many weeks notice were you given for your current/last operational tour?

	Royal Navy						Royal Marines						Army						RAF														
	Officers			Ratings			Total			Officer			Other ranks			Total			Officers			Total			Officers			Airmen			Total		
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%				
1-2 weeks	19	7	58	8	77	8	20	11	66	12	86	12	46	6	79	5	125	5	57	10	120	9	177	9	177	9	177	9	177	9			
3-5 weeks	34	13	92	13	126	13	29	15	121	23	150	22	112	15	185	13	297	13	72	12	184	15	256	14	256	14	256	14	256	14			
6-8 weeks	45	17	121	17	166	17	25	13	102	17	127	17	145	19	257	19	402	19	127	22	276	22	403	22	403	22	403	22	403	22			
9-10 weeks	40	4	38	4	48	4	7	4	17	3	24	3	31	4	44	3	75	3	25	4	69	5	94	5	94	5	94	5	94	5			
11-12 weeks	153	59	455	57	608	57	109	57	260	46	369	47	421	56	809	60	1,230	59	302	52	607	48	909	49	909	49	909	49	909	49			

Table 83: How satisfied were you with this much notice?

	Royal navy			Royal Marines			Army			RAF														
	Officers	n	%	Other ranks	n	%	Officers	n	%	Officers	n	%	Airmen	n	%	Total	n	%						
	37	17	108	16	145	16	53	27	116	19	169	20	245	31	335	24	580	25	121	21	301	23	422	22
Very Satisfied	120	54	317	44	437	46	107	54	282	51	389	52	325	42	616	43	941	43	253	43	593	42	846	42
Satisfied	32	14	150	23	182	22	23	12	118	21	141	19	130	17	265	18	395	18	193	19	259	19	368	19
Neither satisfied nor dissatisfied	20	9	65	11	85	10	14	7	34	6	48	6	60	8	132	10	192	9	59	10	127	9	186	10
Dissatisfied	14	6	37	6	51	6	-	-	21	3	21	3	22	3	76	6	98	5	43	7	100	8	143	8
Very dissatisfied	20	9	65	11	85	10	14	7	34	6	48	6	60	8	132	10	192	9	59	10	127	9	186	10

Table 84: How satisfied were you with the pre-operational training that you received for your current/last operational tour?

[illegible]

Table 85: How satisfied were you with the support received from the Service when you returned from your last Operational Tour?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Very Satisfied	8	4	36	4	20	11	53	7	143	7	3	61
Satisfied	59	28	285	34	113	59	343	45	871	38	177	551
Neither satisfied nor dissatisfied	86	41	302	35	41	22	223	30	659	32	216	791
Dissatisfied	33	16	123	15	13	7	91	12	319	16	117	389
Very dissatisfied	22	11	85	12	~	2	44	6	136	7	55	165

Table 86: Thinking about your current/last operational deployment did you receive JPA 001 - Compassionate Card?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Yes	This question was not asked for the Royal Navy			This question was not asked for the Royal Marines			This question was not asked for the Army			This question was not asked for the Army		
No												

Table 87: Thinking about your current/last operational deployment did you receive SSAFA details?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Yes	This question was not asked for the Royal Navy			This question was not asked for the Royal Marines			This question was not asked for the Army			This question was not asked for the Army		
No												

Table 88: Thinking about your current/last operational deployment did you receive community information?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Yes	This question was not asked for the Royal Navy			This question was not asked for the Royal Marines			This question was not asked for the Army			This question was not asked for the Army		
No												

Table 89: Thinking about your current/last operational deployment did you receive letter from Stn Exec?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officer n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Yes	This question was not asked for the Royal Navy			This question was not asked for the Royal Marines			This question was not asked for the Army			This question was not asked for the Army		
No												

Table 95: What is your view of the gaps between your operational tours?

	Royal Navy						Royal Marines						Army						RAF																	
	Officers			Ratings			Total			Officer			Other ranks			Total			Officers			Soldiers			Total			Officers			Airmen			Total		
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%				
Too often	17	8	68	11	85	10	12	6	69	12	81	11	99	13	222	16	321	15	69	12	215	16	284	15	60	1,167	65	799	59	1,167	60	1,167				
About right	166	78	437	64	603	66	134	69	325	62	459	63	482	63	729	54	1,211	55	368	65	799	59	1,167	60	1,167	65	799	59	1,167	60	1,167					
Not often enough	30	14	150	25	180	23	49	25	157	26	206	26	181	24	441	30	622	29	125	22	326	25	451	24	30	125	22	326	25	451	24	30				

Table 96: What is your view of the length of your operational tours?

	Royal Navy						Royal Marines						Army						RAF					
	Officers			Ratings			Officer			Other ranks			Officers			Soldiers			Officers			Airmen		
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%	
Too often	24	11	138	23	162	21	36	18	201	36	237	34	142	18	369	27	511	26	63	11	269	20	332	18
About right	187	84	484	71	671	73	162	81	353	61	515	64	634	81	1,025	71	1,659	72	493	85	1,072	78	1,565	79
About short	12	5	32	6	44	6	~	1	12	2	13	2	7	1	34	3	41	2	25	4	31	2	56	3

Table 97: In which year were you posted to your current unit

[illegible]

Table 98: Did you submit a Posting Preference Performa (PPP)?

[illegible]

Table 99: If yes did you receive counselling/advice over whether your wishes reflected on your PPP?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Other ranks n	%	Total n	Officers n	%	Soldiers n	Other ranks n	%	Total n
Yes												
No												
This question was not asked for the Royal Navy												
This question was not asked for the Royal Marines												
This question was not asked for the RAF												
Yes							469	68	421	37		890
No							220	32	638	63		858
Total							489		1059		497	
Total							220		638		858	

Table 100: Did your assignment (posting) correspond with one of the preferences you submitted to the MCM Div?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Other ranks n	%	Total n	Officers n	%	Soldiers n	Other ranks n	%	Total n
Yes												
No												
This question was not asked for the Royal Navy												
This question was not asked for the Royal Marines												
This question was not asked for the RAF												
Yes							529	75	711	63		1,240
No							173	25	399	37		572
Total							702		1,110		1,812	
Total							702		1,110		1,812	

Table 101: How many weeks notice were you given for your current/last assignment?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Other ranks n	%	Total n	Officers n	%	Soldiers n	Other ranks n	%	Total n
1-2 weeks												
3-5 weeks												
6-8 weeks												
9-10 weeks												
11+ weeks												
This question was not asked for the Royal Navy												
This question was not asked for the Royal Marines												
This question was not asked for the RAF												
1-2 weeks	33	4	150	10	183	9	7	3	150	14	173	12
3-5 weeks	62	8	189	12	251	11	17	7	297	24	358	22
6-8 weeks	107	14	257	16	364	15	28	12	340	23	468	22
9-10 weeks	26	3	69	4	95	3	13	6	69	4	107	4
11+ weeks	542	70	1,293	58	1,835	61	167	72	560	34	1,135	40
Total							702		1,110		1,812	
Total							702		1,110		1,812	

Table 102: How satisfied were you with this much notice?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Other ranks n	%	Total n	Officers n	%	Soldiers n	Other ranks n	%	Total n
Very Satisfied												
Satisfied												
Neither satisfied nor dissatisfied												
Dissatisfied												
Very dissatisfied												
This question was not asked for the Royal Navy												
This question was not asked for the Royal Marines												
This question was not asked for the RAF												
Very Satisfied	238	30	519	23	757	25	72	31	311	18	655	21
Satisfied	369	47	977	46	1,346	46	116	50	665	45	977	44
Neither satisfied nor dissatisfied	88	11	302	17	390	15	15	6	252	18	333	17
Dissatisfied	62	8	168	8	230	8	26	11	157	12	234	11
Very dissatisfied	29	4	102	6	131	6	5	2	112	8	142	8
Total							702		1,110		1,812	
Total							702		1,110		1,812	

Table 103: Did you get the assignment you wanted?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Other ranks n	%	Total n	Officers n	%	Soldiers n	Other ranks n	%	Total n
Yes												
No												
This question was not asked for the Royal Navy												
This question was not asked for the Royal Marines												
This question was not asked for the RAF												
Yes	546	70	1,480	68	2,026	69	163	70	838	53	1,420	55
No	169	22	456	22	625	22	63	27	441	30	659	30
I had no preference	68	9	143	9	211	9	8	3	223	17	270	15
Total							702		1,110		1,812	
Total							702		1,110		1,812	

Table 104: How satisfied are you that your views are taken into consideration when assignments (postings) are planned?

[illegible]

Table 105: In the past 12 months approximately how many weeks have you been away from home i.e. your home or usual place of residence for Service reasons?

[illegible]

Table 106: How satisfied were you with this?

	Royal Navy						Royal Marines						Army						RAF																	
	Officers			Ratings			Total			Officer			Other ranks			Total			Officers			Soldiers			Total			Officers			Airmen			Total		
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%				
Very Satisfied	131	17	263	12	384	13	29	13	77	7	106	8	154	18	166	18	320	10	90	12	155	9	245	9												
	286	37	577	27	863	29	87	37	220	24	307	25	339	41	471	29	810	30	296	39	550	33	846	34												
	234	30	637	32	871	32	68	29	308	39	376	38	235	28	493	33	728	32	255	34	618	39	873	37												
	104	13	370	19	474	18	42	18	173	22	215	21	89	11	262	19	351	18	95	13	218	13	313	13												
Very dissatisfied	23	3	191	10	214	9	6	3	63	8	69	8	19	2	144	11	163	10	22	3	92	6	114	5												

Service leadership

Table 107: How strongly do you agree with I respect my senior leaders?

	Officers			Royal Navy Ratings			Total			Royal Marines						Army						RAF						Total								
	n	%		n	%		n	%		Officer	n	%	Other ranks	n	%	Total	Officers	n	%	Soldiers	n	%	Total	Officers	n	%	Airmen		n	%						
Strongly agree	80	10		252	13		332	12		84	36		168	20		252	21		178	21		320	20		498	20		67	9		141	10		208	9	
Agree	492	62		1,008	48		1,500	51		135	58		442	51		577	52		546	64		808	50		1,359	52		386	51		672	41		1,058	43	
Neither agree nor disagree	146	18		572	25		718	23		12	5		178	22		190	20		94	11		335	21		425	20		201	26		370	34		771	32	
Disagree	70	9		232	11		302	11		~	40		5	42		48	5		30	4		97	7		127	6		86	11		212	12		298	12	
Strongly disagree	7	1		51	3		58	3		~	<1		17	2		21	2		7	1		3	1		38	2		20	3		58	4		78	3	

Table 108: How strongly do you agree with senior leaders keep me informed about issues affecting the (Service)?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officer n	%	Total n	Soldiers n	%	Total n	Officers n	%	Total n
Strongly agree	29	4	74	32	14	103	6	94	187	7	36	67
Agree	416	52	705	1,121	35	443	33	443	974	31	297	697
Neither agree nor disagree	228	29	746	33	47	974	37	342	710	31	262	916
Disagree	112	14	469	24	8	581	21	171	471	24	140	618
Strongly disagree	10	1	119	7	<1	129	4	28	97	7	24	114

Table 109: How strongly do you agree with the senior leaders of the (Service) understand and represent my interests?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officer n	%	Total n	Soldiers n	%	Total n	Officers n	%	Total n
Strongly agree	12	2	39	28	12	51	5	75	147	5	15	33
Agree	189	24	275	109	47	464	16	322	655	22	104	259
Neither agree nor disagree	329	41	772	35	72	1,101	36	405	879	35	287	919
Disagree	225	28	737	33	21	962	33	219	601	28	279	899
Strongly disagree	40	5	286	1	<1	326	7	55	159	9	73	303

Table 110: How strongly do you agree with I find the senior leadership of the (Service) inspiring?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officer n	%	Total n	Soldiers n	%	Total n	Officers n	%	Total n
Strongly agree	14	2	32	27	12	46	2	72	140	6	12	32
Agree	116	15	179	111	48	299	24	299	568	20	73	182
Neither agree nor disagree	381	48	917	84	36	1,298	43	506	1,109	44	315	1,018
Disagree	229	29	689	32	11	918	31	149	480	21	258	845
Strongly disagree	54	7	295	15	<1	349	13	52	145	9	98	333

Table 111: How strongly do you agree with senior leaders are keen to get Service peoples views on key decisions?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officer n	%	Total n	Soldiers n	%	Total n	Officers n	%	Total n
Strongly agree	19	2	41	19	8	60	2	55	153	6	18	45
Agree	229	29	344	103	44	573	19	292	671	22	165	363
Neither agree nor disagree	282	36	707	83	36	989	33	417	840	36	283	894
Disagree	216	27	677	31	11	893	30	233	587	26	223	781
Strongly disagree	48	6	344	18	<1	392	15	78	191	11	64	325

Table 117: How strongly do you agree with my immediate superior sets a positive example?

	Royal Navy						Royal Marines						Army						RAF																	
	Officers			Ratings			Total			Officers			Other Ranks			Total			Officers			Soldiers			Total			Officers			Airmen			Total		
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%				
Strongly agree	164	21	276	13	440	14	63	27	143	16	206	17	253	30	302	17	555	18	165	22	254	15	419	17	165	22	254	15	419	17	165	22	254	15	419	17
	446	56	1,071	49	1,517	51	114	49	443	52	557	52	425	50	699	44	1,124	45	393	52	826	49	1,219	49	393	52	826	49	1,219	49	393	52	826	49	1,219	49
	125	16	519	25	644	23	35	15	158	19	193	19	115	13	377	25	492	24	133	17	367	23	500	22	133	17	367	23	500	22	133	17	367	23	500	22
Neither agree nor disagree	38	5	184	9	222	8	17	7	70	9	87	9	46	5	152	10	198	10	53	7	146	9	199	9	53	7	146	9	199	9	53	7	146	9	199	9
Disagree	17	2	52	3	69	3	6	3	28	4	34	4	13	2	52	4	65	3	16	2	60	4	76	4	16	2	60	4	76	4	16	2	60	4	76	4
Strongly disagree																																				

table 118: How strongly do you agree with my immediate superior encourages team members to develop their skills?

	Royal Navy						Royal Marines						Army						RAF																	
	Officers			Ratings			Total			Officers			Other Ranks			Total			Officers			Soldiers			Total			Officers			Airmen			Total		
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%							
Neither agree nor disagree	136	17	284	14	420	14	57	24	143	16	200	17	224	26	291	17	515	18	155	20	248	15	403	16												
	449	57	1,077	50	1,526	51	124	53	448	53	572	53	436	51	733	45	1,169	45	418	55	840	50	1,258	51												
	149	19	528	25	677	24	41	17	167	20	208	20	129	15	370	25	499	24	121	16	358	22	479	21												
	43	5	159	8	202	8	8	3	65	8	73	8	48	6	142	10	190	9	55	7	159	10	214	9												
	14	2	54	3	68	3	5	2	19	3	24	3	15	2	44	3	59	3	11	1	49	3	60	3												

Table 119: How strongly do you agree with my immediate superior gives me feedback on my performance?

	Royal Navy Ratings						Royal Marines						Army						RAF								
	Officers			Total			Officers			Other Ranks			Total			Officers			Total			Officers			Total		
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%	
Strongly agree	125	16	221	11	346	12	50	21	113	13	163	14	165	19	268	15	433	15	128	17	187	11	315	12			
	421	53	1,040	48	1,461	49	102	43	203	51	535	50	422	50	710	44	1,132	45	364	48	790	47	1,154	47			
Agree	148	19	581	26	689	24	46	20	251	25	247	24	169	20	362	25	531	24	164	22	394	23	558	23			
Neither agree nor disagree	78	10	230	11	308	11	28	12	78	9	106	10	76	9	184	12	260	11	87	11	216	14	303	13			
Disagree	20	3	72	4	92	4	9	4	17	2	26	2	19	2	60	5	79	4	17	2	67	5	84	4			
Strongly disagree																											

Tabel 120: How strongly do you agree with my immediate superior tells me what is expected of me?

	Royal Navy						Royal Marines						Army						RAF														
	Officers			Ratings			Total			Other Ranks			Total			Officers			Soldiers			Total			Officers			Airmen			Total		
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%				
Strongly agree	121	15	226	12	347	12	41	18	126	15	167	15	183	22	268	16	451	16	112	15	186	11	298	12									
Agree	415	52	1,161	54	1,576	54	116	50	477	58	593	57	438	52	763	49	1,201	49	407	54	867	53	1,274	53									
Neither agree nor disagree	162	20	508	24	670	23	52	22	171	20	223	20	142	17	342	23	484	22	161	21	393	23	554	23									
Disagree	77	10	156	7	233	8	19	8	53	7	72	7	67	8	154	10	221	10	64	8	154	9	218	9									
Strongly disagree	17	2	50	3	67	3	6	3	12	1	18	1	15	2	40	3	55	3	15	2	54	3	69	3									

Table 121: How strongly do you agree with my immediate supervisor is supportive over work/life balance issues:

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree	200	25	496	16	63	211	226	27	508	175	23	435
Agree	405	51	1,379	45	113	507	401	48	1,026	387	51	1,178
Neither agree nor disagree	128	16	641	24	39	229	150	18	524	129	17	473
Disagree	42	5	262	10	16	91	50	6	255	48	6	224
Strongly disagree	17	2	116	5	~	38	16	2	95	20	3	102

Table 122: How strongly do you agree with my immediate supervisor recognises my efforts?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree	161	20	458	15	52	190	196	23	482	149	20	390
Agree	440	56	1,474	49	114	541	411	48	1,053	394	52	1,205
Neither agree nor disagree	132	17	611	22	52	214	177	21	539	149	20	506
Disagree	45	6	252	10	14	87	56	7	266	46	6	203
Strongly disagree	14	2	98	4	~	43	11	1	96	21	3	108

Table 123: Overall how satisfied are you with the Divisional/Regimental system?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Very Satisfied	107	14	310	10	36	86	5	15	5			
Satisfied	461	58	1,461	49	155	516	42	66	42			
Neither satisfied nor dissatisfied	175	22	733	26	38	362	40	16	40			
Dissatisfied	36	5	288	11	5	86	10	2	10			
Very dissatisfied	11	1	101	4	~	25	3	<1	3			

This question was not asked for the RAF

This question was not asked for the Army

Your career plans and personal development

Table 124: What are your hopes for the future?

	Royal Navy			Royal Marines			Army			RAF													
	Officers n	%	Ratings n	Total n	%	Officers n	Other Ranks n	%	Total n	%	Officers n	Airmen n	Total n	%									
I plan to stay in serving as long as I can	213	27	470	21	683	23	52	22	238	26	236	28	519	31	755	31	172	23	444	29	616	28	
	244	31	788	32	1,032	32	80	34	266	24	241	28	539	25	780	26	342	45	595	35	937	37	
	172	22	303	15	475	17	57	24	91	13	148	14	168	20	279	11	90	12	216	11	306	11	
I plan to stay serving to the end of current engagement/commission	22	3	119	8	141	7	~	1	59	9	26	3	103	9	129	8	13	2	59	4	72	3	
I plan to leave the (Service) before the end of my current engagement/commission	16	2	81	5	97	4	7	3	25	4	32	4	25	3	74	7	6	18	2	61	3	79	3
I have put in my notice to leave	121	15	312	18	433	18	35	15	156	25	191	24	156	18	377	18	120	16	263	17	383	17	
Don't know																							

Table 125: How does the impact of (Service) life on family and personal life impact on intention to stay or leave the (Service)?

	Royal Navy Ratings			Royal Marines Other Ranks			Army Soldiers			RAF Airmen			
	Officers	%	Total	Officers	%	Total	Officers	%	Total	Officers	%	Total	
Strongly increases intentions to stay	10	1	60	3	2	32	3	27	5	10	1	68	3
Increases intentions to stay	52	7	107	6	4	57	7	57	7	35	5	116	5
No effect	188	24	604	28	25	312	30	161	28	216	22	634	27
Increases intentions to leave	362	46	819	39	105	445	41	392	46	553	36	945	37
Strongly increases intentions to leave	178	23	516	26	59	232	21	215	25	325	22	540	22

Table 126: How does the effect of operational commitment and stretch impact on intention to stay or leave the (Service)?

	Royal Navy			Royal Marines			Army			RAF												
	Officers		Ratings	Total		Other Ranks	Officers		Total	Soldiers		Officers	Airmen	Total								
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%						
Strongly increases intentions to stay	5	1	23	1	28	1	5	2	16	2	49	4	6	1	30	2	36	2				
Increases intentions to stay	24	3	91	5	115	5	12	5	90	13	102	12	35	5	60	4	95	4				
No effect	305	39	809	42	1,114	41	94	40	369	45	463	44	370	45	538	34	803	34				
Increases intentions to leave	365	46	800	35	1,165	38	91	39	256	28	347	29	37	480	28	793	29	310	37			
Strongly increases intentions to leave	92	12	373	17	465	16	32	14	106	12	138	12	91	11	211	12	302	12	384	22	567	22

Table 127: How do opportunities outside the (Service) impact on intention to stay or leave the (Service)?

	Royal Navy			Royal Marines			Army			RAF												
	Officers n	%	Ratings n	Total n	%	Officers n	Other Ranks n	%	Total n	%	Officers n	Airmen n	Total n	%								
Strongly increases intentions to stay	14	2	55	3	69	3	~	1	16	2	14	2	62	4	76	4	11	1	52	4	63	3
Increases intentions to stay	47	6	203	11	250	10	15	6	68	9	83	9	171	12	232	11	45	6	140	9	185	9
No effect	218	28	679	30	897	30	65	28	312	33	377	32	298	35	623	36	263	35	615	35	878	35
Increases intentions to leave	377	48	761	36	1,138	38	125	53	312	40	437	41	496	31	868	33	317	42	594	36	911	37
Strongly increases intentions to leave	135	17	403	20	538	19	27	11	135	17	162	16	228	16	336	16	123	16	253	16	376	16

Table 128: How does management in my unit impact on intention to stay or leave the (Service)?

	Royal Navy			Royal Marines			Army			RAF		
	Officers	Ratings	Total	Officers	Other Ranks	Total	Officers	Soldiers	Total	Officers	Airmen	Total
Strongly increases intentions to stay	16	2	18	1	8	9	13	2	15	12	13	25
Increases intentions to stay	148	19	167	36	73	109	143	17	160	85	112	197
No effect	483	61	544	166	501	667	512	60	572	471	63	534
Increases intentions to leave	109	14	123	18	183	201	156	18	174	142	19	161
Strongly increases intentions to leave	33	4	37	9	73	82	28	3	31	43	6	49

Table 129: How does current job satisfaction impact on intention to stay or leave the (Service)?

	Royal Navy			Royal Marines			Army			RAF		
	Officers	Ratings	Total	Officers	Other Ranks	Total	Officers	Soldiers	Total	Officers	Airmen	Total
Strongly increases intentions to stay	67	8	75	18	43	61	82	10	92	8	116	124
Increases intentions to stay	279	35	314	78	217	295	330	39	369	281	37	318
No effect	240	30	270	84	293	377	244	29	273	220	29	249
Increases intentions to leave	156	20	176	43	179	222	155	18	173	129	17	146
Strongly increases intentions to leave	47	6	53	11	110	121	43	5	48	46	6	52

Table 130: How does my morale impact on intention to stay or leave the (Service)?

	Royal Navy			Royal Marines			Army			RAF		
	Officers	Ratings	Total	Officers	Other Ranks	Total	Officers	Soldiers	Total	Officers	Airmen	Total
Strongly increases intentions to stay	40	5	45	13	55	68	74	9	83	47	6	53
Increases intentions to stay	244	31	275	96	240	336	306	36	342	258	34	292
No effect	216	27	243	65	281	346	220	26	246	183	24	207
Increases intentions to leave	254	32	286	53	183	236	210	25	235	211	28	239
Strongly increases intentions to leave	38	5	43	7	83	90	43	5	48	57	8	65

Table 131: How does Service morale impact on intention to stay or leave the (Service)?

	Royal Navy			Royal Marines			Army			RAF		
	Officers	Ratings	Total	Officers	Other Ranks	Total	Officers	Soldiers	Total	Officers	Airmen	Total
Strongly increases intentions to stay	9	1	10	9	33	42	23	3	26	17	2	19
Increases intentions to stay	114	14	128	79	206	285	189	22	211	125	17	142
No effect	321	41	362	105	383	488	373	44	417	271	36	307
Increases intentions to leave	299	38	337	39	179	218	238	28	266	290	38	328
Strongly increases intentions to leave	48	6	54	1	41	43	32	4	36	54	7	61

Table 132: How does the amount of extra duties impact on intention to stay or leave the (Service)?

	Royal Navy Ratings			Royal Marines			Army Soldiers			RAF Airmen			
	Officers	%	Total	Officers	%	Total	Officers	%	Total	Officers	%	Total	
Strongly increases intentions to stay	~	<1	11	1	12	1	~	<1	5	1	17	1	7
Increases intentions to stay	7	1	52	3	59	2	~	1	14	2	61	4	67
No effect	580	74	1,138	52	1,718	57	184	79	667	78	1,015	61	1,386
Increases intentions to leave	166	21	639	30	805	28	41	18	217	139	360	24	293
Strongly increases intentions to leave	35	4	262	15	297	13	6	3	25	3	129	10	111

Table 133: How does the amount of pay impact on intention to stay or leave the (Service)?

	Royal Navy Ratings						Royal Marines Other Ranks						Army Soldiers						RAF Airmen							
	Officers			Total			Officers			Total			Officers			Total			Officers			Total				
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%			
	29	41	73	4	102	4	6	3	23	3	29	3	27	3	87	4	114	4	21	3	79	5	100	5		
	196	25	344	16	540	18	34	14	83	9	117	10	154	18	264	15	418	16	163	22	292	18	485	19		
	309	39	721	32	1,030	33	76	32	231	23	307	24	319	37	550	33	869	33	318	42	606	34	924	35		
	26	662	32	864	31	97	41	291	36	388	37	267	31	461	30	728	30	197	26	468	29	665	29			
	56	7	301	16	357	14	22	9	213	26	235	27	84	10	220	17	304	16	159	8	205	13	264	12		
	Strongly increases intentions to leave																									

Table 134: How does the amount of allowances impact on intention to stay or leave the (Service)?

	Royal Navy Ratings						Royal Marines						Army						RAF								
	Officers			Total			Officers			Other Ranks			Total			Officers			Total			Officers			Total		
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%	
	20	3	40	3	60	3	~	1	19	2	21	2	26	3	60	3	86	3	14	2	51	4	65	3			
	144	18	288	16	432	16	31	13	90	11	121	11	126	15	259	17	385	16	96	13	217	15	315	15			
	404	51	964	44	1,368	45	97	41	350	40	447	40	427	50	764	45	1,191	46	357	47	822	48	1,179	48			
	173	22	536	25	709	25	86	37	248	31	334	31	211	25	349	24	560	24	221	29	377	22	598	24			
	49	6	265	13	314	11	19	8	130	16	149	15	62	7	152	11	214	10	68	9	185	11	253	11			

Table 135: How do opportunities for career development impact on intention to stay or leave the (Service)?

	Royal Navy Ratings			Royal Marines			Army Soldiers			RAF Airmen							
	Officers	n	%	Total	n	%	Officers	n	%	Officers	n	%	Total	n	%		
Strongly increases intentions to stay	30	4	95	5	2	29	4	34	3	38	4	81	5	68	5	107	5
	254	32	452	26	64	27	214	26	278	26	316	37	470	29	786	30	684
	248	31	941	42	93	40	366	42	459	41	295	35	643	39	938	38	949
	177	22	354	16	531	17	57	24	158	20	155	18	274	19	429	17	452
	83	10	261	13	3444	12	16	7	90	9	49	6	118	9	167	8	217

Table 152: How satisfied are you with your opportunities for personal development?

	Royal Navy Ratings						Royal Marines						Army						RAF Airmen														
	Officers			Total			Officers			Other Ranks			Total			Officers			Soldiers			Total			Officers			Airmen			Total		
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%				
Very Satisfied	23	67	3	90	3		7	3		3	25	4	32	3		51	6		6	75	4	126	4		33	4		60	4	93	4		
	350	44	783	38	1,133	39	103	44	34	39	443	40	40	35		454	53		53	619	36	1,073	38		340	45		627	39	967	40		
	265	34	856	39	1,121	38	68	29	36	299	36	367	35	235	27	534	36		27	534	36	769	35		247	33		33	675	39	922	38	
	136	17	292	15	428	15	50	21	140	17	190	18	18	94	11	255	18		11	255	18	349	17		121	16		216	13	340	14		
	17	2	103	5	120	5	6	3	37	4	43	4	4	21	2	99	7		2	99	7	120	7		18	2		68	4	86	4		

Table 153: How satisfied are you with training for your Service job?

	Royal Navy Ratings						Royal Marines						Army Soldiers						RAF Airmen											
	Officers			Total			Officers			Other Ranks			Total			Officers			Total			Officers			Total					
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%				
Very Satisfied	14	29	3	83	3		9	4	35	5	44	5	50	6	80	5	130	5	34	4	80	5	114	5	34	4	80	5	114	5
	387	49	790	38	1,177	40	98	42	359	43	457	43	408	48	661	41	1,069	42	383	51	744	46	1,127	47	383	51	744	46	1,127	47
	260	33	733	34	993	34	86	37	296	35	382	35	246	29	546	35	792	34	213	28	573	34	786	32	213	28	573	34	786	32
	113	14	389	18	502	17	34	15	127	14	161	14	133	16	214	15	347	15	130	15	198	12	308	12	130	15	198	12	308	12
Very dissatisfied	17	2	127	7	144	6	7	3	27	3	34	3	20	2	84	6	104	5	18	2	60	4	78	4	18	2	60	4	78	4

Tabel 154: How satisfied are you with the extent to which you are doing the job for which you were trained?

[illegible]

Table 155: How satisfied are you with your opportunities to gain civilian accreditation for Service training e.g. NVQs, in-service degrees?

	Royal Navy			Royal Marines			Army			RAF														
	Officers		Ratings	Total		Officers		Other Ranks		Total		Officers		Airmen		Total								
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%								
Very Satisfied	58	7	111	5	169	6	6	3	36	4	42	4	5	112	7	156	7	33	4	85	6	118	5	
	261	33	745	35	1,006	35	81	35	261	29	342	30	283	33	584	36	867	35	242	32	618	40	860	38
	299	38	620	29	919	31	81	35	270	35	351	35	353	41	403	25	756	27	298	39	537	30	835	32
	144	18	413	20	557	19	49	21	182	21	231	21	121	14	137	11	438	20	143	19	293	18	436	18
Very Dissatisfied	29	4	216	11	245	9	16	7	93	11	109	11	54	6	169	11	223	11	42	6	120	7	162	6

Table 164: How strongly do you agree that the constant change of location make it difficult to buy your own home?

	Royal Navy			Royal Marines			Army			RAF					
	Officers n	%	Ratings Total n	Officers n	%	Other Ranks Total n	Officers n	%	Soldiers Total n	Officers n	%	Airmen Total n			
Strongly agree	215	27	531	29	746	51	492	50	406	48	800	50	1,097	46	1,097
Agree	320	41	745	37	1,065	38	353	32	278	33	430	30	770	36	770
Neither agree nor disagree	142	18	507	23	649	22	133	12	98	12	200	13	298	12	298
Disagree	95	12	222	10	317	10	69	5	56	7	88	5	144	5	144
Strongly disagree	13	2	35	1	48	1	7	1	9	1	30	2	39	2	39

Table 165: How strongly do you agree that the current cost of housing make it difficult to buy your own home?

	Royal Navy			Royal Marines			Army			RAF											
	Officers n	%	Ratings n	Total n	%	Other Ranks n	Officers n	%	Soldiers n	%	Officers n	%	Airmen n	Total n							
Strongly agree	375	48	1,168	60	1,543	57	151	65	612	74	763	73	579	68	1,074	67	1,653	67	1,581	67	1,581
Agree	315	40	652	29	967	32	65	28	180	21	245	22	213	25	318	22	531	23	508	27	428
Neither agree nor disagree	65	8	183	9	248	9	12	5	28	3	40	3	42	5	113	7	155	7	7	7	83
Disagree	25	3	45	2	70	2	5	2	13	2	18	2	13	2	39	2	52	2	17	2	28
Strongly disagree	~	<1	13	1	15	<1	-	-	<1	<1	~	<1	~	<1	13	1	17	1	-	-	<1

Table 166: How strongly do you agree that difficulties getting a mortgage make it difficult to buy your own home?

	Royal Navy Ratings			Royal Marines Other Ranks			Army Soldiers			RAF Airmen													
	Officers	%	Total	Officers	%	Total	Officers	%	Total	Officers	%	Total											
Strongly agree	49	6	376	29	13	280	37	309	35	151	18	540	38	691	69	9	363	26	432	22			
	99	13	421	43	19	199	25	242	25	166	20	347	23	513	103	14	352	23	485	21			
Agree	341	44	776	37	35	1,117	39	301	25	295	35	413	26	708	27	296	39	597	34	893	35		
Neither agree nor disagree	248	32	377	16	625	20	67	29	110	12	177	14	199	24	201	11	400	13	243	32	275	15	
Disagree	38	5	68	3	106	3	1	14	2	17	2	29	3	40	2	29	3	40	2	42	6	84	4
Strongly disagree	38	5	68	3	106	3	1	14	2	17	2	29	3	40	2	29	3	40	2	42	6	84	4

Table 167: How strongly do you agree that other reasons make it difficult to buy your own home?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Strongly agree	14	3	120	12	134	10	This question was not asked for the Army					
Agree	18	4	109	10	127	9						
Neither agree nor disagree	437	90	1,044	74	1,481	77						
Disagree	12	2	24	1	36	2						
Strongly disagree	~	<1	25	2	27	2						

Table 168: What kind of accommodation do you live in at present during the working week?

	Royal Navy			Royal Marines			Army*			RAF		
	Officers n	%	Ratings n	Officers n	%	Other Ranks n	Officers n	%	Soldiers n	Officers n	%	Airmen n
SFA - inside the base	18	2	51	3	69	3	7	3	22	3	110	13
SFA - outside the base	123	16	264	14	387	14	44	19	105	13	265	10
SSFA	28	4	19	1	47	1	8	3	6	1	267	31
SSLA	214	28	583	32	797	31	82	36	368	52	35	4
Perpety you own	297	38	839	33	1,136	34	75	33	266	26	259	30
Privately rented accommodation	27	3	51	3	78	3	6	3	2	27	138	16
In a relative's e.g. parent's	-	-	30	3	30	2	-	-	5	1	26	3
Other	67	9	191	11	258	11	7	3	18	2	12	1
											23	1
											19	3
											6	<1
											9	1
											1	38
											1	1

Table 169: If you live in Service Accommodation of any type how satisfied are you with the overall standard of your current accommodation?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officers n	%	Other Ranks n	Officers n	%	Soldiers n	Officers n	%	Airmen n
Very Satisfied	65	16	168	14	233	15	21	14	77	12	98	12
Satisfied	194	47	401	35	595	37	67	46	181	33	248	34
Neither satisfied nor dissatisfied	53	13	162	14	215	14	17	12	69	12	86	12
Dissatisfied	81	20	258	23	339	22	28	19	112	22	140	21
Very dissatisfied	20	5	152	14	172	12	14	10	105	22	119	21
											52	8
											278	17
											11	50
											11	148
											15	198
											11	164
											35	545
											13	205
											23	372
											26	372
											14	198

Table 170: If you live in Service Accommodation of any type how satisfied are you with the value for money of Service accommodation?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officers n	%	Other Ranks n	Officers n	%	Soldiers n	Officers n	%	Airmen n
Very Satisfied	75	18	184	17	259	17	28	19	71	10	99	11
Satisfied	196	48	428	37	624	39	74	51	196	36	270	37
Neither satisfied nor dissatisfied	85	21	279	24	364	23	23	16	130	24	153	24
Dissatisfied	35	9	150	13	185	12	17	12	79	16	96	16
Very dissatisfied	16	4	90	8	106	8	~	2	65	14	68	12
											34	5
											176	10
											19	4
											11	71
											8	90
											16	224
											15	155
											42	437
											23	218
											20	324
											12	204
											12	204
											8	90

Table 171: If you live in Service Accommodation of any type how satisfied are you with efforts made to maintain/improve your current accommodation?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Officers n	%	Other Ranks n	Officers n	%	Soldiers n	Officers n	%	Airmen n
Very Satisfied	26	6	89	8	115	7	11	8	52	7	63	7
Satisfied	123	30	323	28	446	29	42	29	133	24	175	25
Neither satisfied nor dissatisfied	115	28	260	23	375	24	38	26	92	18	130	19
Dissatisfied	108	26	279	25	387	25	34	23	147	26	181	26
Very dissatisfied	38	9	182	16	220	15	20	14	118	24	138	23
											147	22
											22	286
											22	433
											27	548
											30	335
											24	218
											23	330
											7	78
											4	60
											18	202
											18	202
											25	189
											117	306
											20	400
											27	548
											22	433
											23	330

Table 183: If yes how many children do you have...

	Royal Navy				Royal Marines				Army				RAF			
	Officers		Ratings		Officer		Other ranks		Officers		Soldiers		Officers		Airmen	
	Median	Range	Median	Range	Median	Range	Median	Range	Median	Range	Median	Range	Median	Range	Median	Range
Under 5 years	0	3	0	3	0	3	0	3	0	4	1	4	0	4	0	4
	1	4	1	5	1	6	1	6	2	4	2	4	1	5	1	6
	0	4	0	4	0	3	0	4	2	3	1	3	0	3	0	4
Between 5 and 16 years																
Over 16 years																

Table 184: Do any of your children live with you?

	Royal Navy					Royal Marines					Army					RAF						
	Officers		Ratings		Total	Officer		Other ranks		Total	Officers		Soldiers		Total	Officers		Airmen		Total		
	n	%	n	%		n	%	n	%		n	%	n	%		n	%	n	%		n	%
Yes	426	83	993	77	1,419	78	132	84	345	69	477	71	394	80	702	68	349	81	775	78	1,124	79
No	46	9	187	16	233	14	11	7	99	25	110	22	61	12	220	26	60	14	154	17	214	16
Sometimes	42	8	82	7	124	7	15	9	28	6	43	7	39	8	59	5	22	5	50	5	72	5

Table 185: How satisfied are you with the ability to plan your own life - short term e.g. work/weekend leave?

	Royal Navy						Royal Marines						Army						RAF																					
	Officers			Ratings			Total			Officers			Other Ranks			Total			Officers			Soldiers			Total			Officers			Airmen			Total						
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%								
Very Satisfied	86	11	137	5	223	6	19	8	32	3	51	3	92	11	92	4	184	5	58	8	129	7	187	7	58	8	129	7	187	7	58	8	129	7	187	7				
	479	60	917	40	1,396	45	146	62	324	34	470	37	485	57	585	31	1,070	34	448	59	882	52	1,330	54	448	59	882	52	1,330	54	448	59	882	52	1,330	54				
	102	13	340	16	442	15	27	11	146	17	173	17	104	12	291	20	395	19	113	15	253	15	366	15	113	15	253	15	366	15	113	15	253	15	366	15				
Neither satisfied nor dissatisfied	100	13	475	25	575	22	37	16	225	30	262	28	135	16	408	29	543	27	109	14	301	20	410	19	109	14	301	20	410	19	109	14	301	20	410	19	109	14	301	20
	28	4	240	14	268	12	6	3	119	17	125	15	41	5	207	17	248	15	33	4	90	6	123	6	33	4	90	6	123	6	33	4	90	6	123	6	33	4	90	6
Very dissatisfied																																								

Table 186: How satisfied are you with the ability to plan your own life - long term e.g. holidays/career training?

	Royal Navy				Royal Marines				Army				RAF									
	Officers		Ratings		Total		Other Ranks		Total		Officers		Soldiers		Total		Officers		Airmen		Total	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Neither satisfied nor dissatisfied	36	5	60	2	96	3	9	4	24	2	33	2	52	6	62	2	114	3	31	4	60	4
	346	44	495	20	841	25	82	35	175	16	257	18	309	36	323	17	632	19	296	39	579	33
	123	15	358	16	481	16	52	22	137	16	189	17	150	18	285	18	435	18	154	20	336	19
	219	28	739	36	958	34	74	31	329	42	403	41	262	31	605	39	867	38	229	30	533	34
	71	9	457	26	528	22	18	8	180	24	198	22	84	10	312	24	396	22	52	7	147	10
Very dissatisfied																						
Very Satisfied																						

Table 187: How satisfied are you with the amount of separation from family and friends?

	Royal Navy				Royal Marines				Army				RAF											
	Officers		Ratings		Total		Other Ranks		Total		Officers		Soldiers		Total		Officers		Airmen		Total			
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%		
Very Satisfied	25	3	38	1	63	2	~	1	19	2	22	2	27	3	35	1	62	2	20	3	21	1	41	2
	256	32	377	15	633	19	57	24	117	12	174	13	257	30	233	12	490	14	218	29	418	24	636	25
Satisfied	212	27	706	33	918	32	75	32	301	36	376	35	287	34	613	38	900	38	264	35	646	39	910	38
Neither satisfied nor dissatisfied	240	30	653	32	893	32	79	34	273	33	352	33	217	25	456	30	673	30	202	27	411	25	633	26
Dissatisfied	62	8	334	16	396	16	20	9	134	18	154	17	66	8	248	18	314	17	58	8	159	10	217	10
Very dissatisfied	240	30	653	32	893	32	79	34	273	33	352	33	217	25	456	30	673	30	202	27	411	25	633	26
Dissatisfied	62	8	334	16	396	16	20	9	134	18	154	17	66	8	248	18	314	17	58	8	159	10	217	10

Table 188: How satisfied are you with the opportunities available to you for flexible working?

	Royal Navy				Royal Marines				Army				RAF			
	Officers	Ratings	Total		Officers	Other Ranks	Total		Officers	Soldiers	Total		Officers	Airmen	Total	
Very Satisfied	21	37	58	2	2	21	25	2	16	38	54	2	15	25	40	2
Satisfied	199	343	542	17	44	115	159	13	195	227	422	14	141	19	289	18
Neither satisfied nor dissatisfied	285	651	936	31	79	34	363	32	344	40	691	35	312	41	621	36
Dissatisfied	219	688	907	32	89	38	379	37	224	26	496	30	213	28	513	32
Very dissatisfied	70	388	458	18	18	8	151	16	71	8	340	18	79	10	205	13

Table 189: How satisfied are you with the Operational Welfare Package?

	Royal Navy				Royal Marines				Army				RAF			
	Officers	Ratings	Total		Officers	Other Ranks	Total		Officers	Soldiers	Total		Officers	Airmen	Total	
Very Satisfied	12	39	51	2	6	14	20	2	28	43	71	3	6	18	24	1
Satisfied	209	463	672	22	44	129	173	15	250	29	586	21	114	15	201	13
Neither satisfied nor dissatisfied	460	1,037	1,497	51	102	44	467	44	451	53	1,267	51	439	59	922	56
Dissatisfied	80	358	438	17	60	26	251	24	92	11	324	15	129	17	352	22
Very dissatisfied	27	194	221	9	19	8	161	15	29	3	177	10	62	8	145	9

Table 190: How satisfied are you with the support your spouse/partner gets from the (Service) when you are absent?

	Royal Navy				Royal Marines				Army				RAF			
	Officers	Ratings	Total		Officers	Other Ranks	Total		Officers	Soldiers	Total		Officers	Airmen	Total	
Very Satisfied	-	12	12	1	5	14	19	2	8	18	26	1	-	8	8	1
Satisfied	105	201	306	12	49	126	175	17	147	160	307	13	93	15	139	10
Neither satisfied nor dissatisfied	360	741	1,101	45	108	315	423	46	284	40	771	37	281	46	537	40
Dissatisfied	135	468	603	26	39	19	193	22	176	25	515	26	158	26	413	32
Very dissatisfied	51	304	355	17	-	86	90	13	87	12	377	23	70	12	214	18

Table 191: How satisfied are you with the effect of Service life on your childrens education?

	Royal Navy				Royal Marines				Army				RAF			
	Officers	Ratings	Total		Officers	Other Ranks	Total		Officers	Soldiers	Total		Officers	Airmen	Total	
Very Satisfied	8	15	23	1	-	7	10	1	9	17	26	2	5	6	11	1
Satisfied	80	114	194	10	27	52	79	9	63	88	151	9	40	89	129	9
Neither satisfied nor dissatisfied	290	832	1,122	64	73	290	363	58	181	451	632	48	176	43	499	55
Dissatisfied	107	210	317	17	47	106	153	22	125	27	372	25	142	34	233	24
Very dissatisfied	25	104	129	8	10	51	61	10	82	18	229	15	50	12	103	11

Table 200: If you were not able to take all of your annual entitlement within the last year how strongly do you agree that it was for courses/training

	Royal Navy			Royal Marines			Army			Officers			RAF		
	Officers n	%	Total n	Other Ranks n	%	Total n	Officers n	%	Total n	Officers n	%	Total n	Airmen n	%	Total n
Strongly agree	15	5	64	3	29	31	34	8	77	11	10	111	94	8	144
Agree	63	20	250	21	17	70	147	33	288	36	36	435	148	26	524
Neither agree nor disagree	107	34	416	37	18	32	105	23	226	27	27	331	143	25	478
Disagree	63	20	266	23	16	48	93	21	113	15	15	206	149	26	389
Strongly disagree	64	21	173	13	10	43	72	16	94	11	11	166	139	11	226

Table 201: If you were not able to take all of your annual entitlement within the last year how strongly do you agree that it was for personal reasons?

	Royal Navy			Royal Marines			Army			Officers			RAF		
	Officers n	%	Total n	Other Ranks n	%	Total n	Officers n	%	Total n	Officers n	%	Total n	Airmen n	%	Total n
Strongly agree	8	3	29	3	1	23	6	1	16	2	2	22	1	1	45
Agree	34	11	119	11	5	108	38	9	79	10	10	117	78	14	266
Neither agree nor disagree	118	37	459	42	19	317	134	31	317	42	42	451	170	30	594
Disagree	81	26	312	25	22	58	137	32	184	25	25	321	161	29	471
Strongly disagree	74	23	235	19	17	76	119	27	170	21	21	289	146	26	339

Table 202: If you were not able to take all of your annual entitlement within the last year how strongly do you agree that it was for workload?

	Royal Navy			Royal Marines			Army			Officers			RAF		
	Officers n	%	Total n	Other Ranks n	%	Total n	Officers n	%	Total n	Officers n	%	Total n	Airmen n	%	Total n
Strongly agree	87	26	276	21	16	72	127	26	180	18	18	307	159	27	418
Agree	167	50	555	43	40	428	250	52	338	39	39	588	302	51	846
Neither agree nor disagree	38	11	203	19	3	47	45	9	157	21	21	202	63	11	258
Disagree	26	8	119	11	6	21	41	8	81	12	12	122	40	7	171
Strongly disagree	18	5	74	6	3	21	22	5	74	10	10	96	27	5	100

Table 203: If you were not able to take all of your annual entitlement within the last year how strongly do you agree that it was for undermanning?

	Royal Navy			Royal Marines			Army			Officers			RAF		
	Officers n	%	Total n	Other Ranks n	%	Total n	Officers n	%	Total n	Officers n	%	Total n	Airmen n	%	Total n
Strongly agree	52	16	248	31	8	50	63	14	185	20	20	248	162	28	565
Agree	106	33	412	33	30	104	163	36	273	34	34	436	226	39	693
Neither agree nor disagree	84	26	264	22	16	79	103	23	185	25	25	288	79	14	233
Disagree	43	14	137	11	8	24	73	16	81	11	11	154	66	11	171
Strongly disagree	32	10	81	6	6	24	52	11	83	10	10	135	43	7	102

Table 208: If any members of your family have received Service medical treatment in the last 2 years how satisfied were you with the treatment?

	Royal Navy			Royal Marines			Army			RAF		
	Officers	Ratings	Total	Officers	Other Ranks	Total	Officers	Soldiers	Total	Officers	Airmen	Total
	n	%	n	n	%	n	n	n	n	n	n	n
Very Satisfied	15	22	44	22	8	5	29	17	108	25	58	83
Satisfied	34	50	86	47	18	29	94	54	274	73	120	193
Neither satisfied nor dissatisfied	9	13	22	17	12	31	25	14	94	13	40	53
Dissatisfied	10	15	19	10	8	8	21	12	52	14	30	44
Very dissatisfied	-	-	8	5	-	-	6	3	21	7	19	26

Table 209: If any members of your family have received Service dental treatment in the last 2 years how satisfied were you with the treatment?

	Royal Navy			Royal Marines			Army			RAF		
	Officers	Ratings	Total	Officers	Other Ranks	Total	Officers	Soldiers	Total	Officers	Airmen	Total
	n	%	n	n	%	n	n	n	n	n	n	n
Very Satisfied	11	24	39	26	16	8	23	18	101	13	25	38
Satisfied	24	52	69	44	34	19	69	53	230	31	59	90
Neither satisfied nor dissatisfied	7	15	21	25	12	15	12	9	57	7	16	20
Dissatisfied	~	7	7	6	7	~	20	15	38	~	6	9
Very dissatisfied	~	2	~	3	~	~	6	5	19	~	6	9

Table 210: If you had a work-related problem whom would you approach?

	Royal Navy*			Royal Marines*			Army*			RAF*		
	Officers	Ratings	Total	Officers	Other Ranks	Total	Officers	Soldiers	Total	Officers	Airmen	Total
	n	%	n	n	%	n	n	n	n	n	n	n
Immediate superior	704	88	1,767	81	86	904	759	88	2,017	651	85	2,063
Religious representative	54	7	138	9	7	80	48	6	159	9	7	146
Confidential Support line	13	2	82	5	1	55	7	5	81	8	3	50
Welfare officer	8	1	144	10	5	139	33	4	207	12	1	74
Families officer	~	<1	51	3	2	36	4	2	119	7	1	31
Unit medical officer	42	5	178	11	5	114	44	5	221	13	6	184
One of my peers/colleagues	448	56	910	45	53	520	509	59	1,241	50	445	1,216
Family member/friend	242	30	439	24	22	237	250	29	605	25	29	631
Deal with it myself	471	59	1,025	48	51	540	539	63	1,395	55	430	1,288

Note: The RAF no longer has Welfare Officers or Families Officers. SSAFA are contracted to provide units' welfare support, with Personnel Management Sqn OCs acting as overall welfare coordinators.

Table 211: If you had a family/personal-related problem whom would you approach?

	Royal Navy*			Royal Marines*			Army*			RAF*		
	Officers n	%	Ratings n	Other Ranks n	%	Officers n	Other Ranks n	%	Officers n	Soldiers n	Other Ranks n	Airmen n
Immediate superior	387	49	955	42	1,342	43	96	41	361	43	457	42
Religious representative	173	22	409	23	582	23	54	23	178	23	232	23
Confidential Support line	34	4	193	12	227	10	11	5	83	11	94	11
Welfare officer	69	9	356	17	425	16	57	24	306	37	363	35
Families officer	50	6	292	17	342	15	22	9	128	17	150	16
Unit medical officer	77	10	202	11	279	11	23	10	73	9	96	9
One of my peers/colleagues	258	32	512	26	770	28	68	29	226	29	294	29
Family member/friend	510	64	1,079	55	1,589	57	124	53	390	49	514	50
Deal with it myself	540	68	1,274	59	1,814	61	138	59	460	56	598	56
Total												
Note: The RAF no longer has Welfare Officers or Families Officers. SSAFA are contracted to provide units' welfare support, with Personnel Management Sqdn OCs acting as overall welfare coordinators.												

Table 212: Do you have easy access to a Welfare Officer if you need it?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Other Ranks n	%	Officers n	Other Ranks n	%	Officers n	Soldiers n	Other Ranks n	Airmen n
Yes	311	39	962	40	1,273	40	157	67	580	62	737	63
No	107	14	178	9	285	10	18	8	55	6	73	7
Not sure	371	47	966	51	1,337	50	59	25	209	32	268	31
Total												
Note: The RAF no longer has Welfare Officers or Families Officers. SSAFA are contracted to provide units' welfare support, with Personnel Management Sqdn OCs acting as overall welfare coordinators.												

Table 213: How satisfied are you with the (Service) sport exercise and fitness facilities in general?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Other Ranks n	%	Officers n	Other Ranks n	%	Officers n	Soldiers n	Other Ranks n	Airmen n
Very Satisfied	114	14	436	20	550	19	39	17	157	18	196	17
Satisfied	442	56	1,109	51	1,551	52	130	55	458	54	588	54
Neither satisfied nor dissatisfied	136	17	349	17	485	17	29	12	116	14	145	14
Dissatisfied	86	11	151	8	237	8	31	13	87	10	118	11
Very dissatisfied	15	2	64	4	79	3	6	3	28	4	34	4
Total												

Table 214: Do you have enough time allocated to pursue fitness activities?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Other Ranks n	%	Officers n	Other Ranks n	%	Officers n	Soldiers n	Other Ranks n	Airmen n
Yes	379	48	1,151	51	1,530	51	116	49	473	58	589	57
No	413	52	959	49	1,372	49	119	51	372	42	491	43
Total												

Table 215: Do you have the opportunity to take this time?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Ratings n	Other Ranks n	%	Officers n	Other Ranks n	%	Officers n	Soldiers n	Other Ranks n	Airmen n
Yes	343	44	1,063	49	1,406	47	103	44	427	52	530	51
No	444	56	1,036	51	1,480	53	132	56	415	48	547	49
Total												
This question was not asked for the RAF												

Table 216: How satisfied are you with the (Service) Welfare Service?

	Royal Navy			Royal Marines			Army			RAF								
	Officers n	%	Ratings n	%	Total n	%	Officers n	%	Soldiers n	%	Total n	%	Officers n	%	Airmen n	%	Total n	%
Very Satisfied							40	5	88	6	128	6						
Satisfied							171	20	296	19	467	19						
Neither satisfied nor dissatisfied							297	35	689	43	986	42						
Dissatisfied							17	2	74	6	91	5						
Very dissatisfied							8	1	61	4	69	4						
Not used							317	37	364	22	681	24						
This question was not asked for the Royal Navy																		
This question was not asked for the Royal Marines																		
This question was not asked for the RAF																		

Table 217: How satisfied are you with the Unit Welfare officer?

	Royal Navy				Royal Marines				Army				RAF					
	Officers n	%	Ratings n	%	Total n	%	Officers n	%	Other Ranks n	%	Total n	%	Officers n	%	Airmen n	%	Total n	%
Very Satisfied							98	12	120	8	218	8						
Satisfied							188	22	287	18	475	19						
Neither satisfied nor dissatisfied							232	27	635	41	867	39						
Dissatisfied							15	2	95	6	110	5						
Very dissatisfied							14	2	83	6	97	5						
Not used							304	36	354	21	658	23						
This question was not asked for the Royal Navy																		
This question was not asked for the Royal Marines																		
This question was not asked for the RAF																		

Table 218: How satisfied are you with the support provided by the Unit Padre?

	Royal Navy				Royal Marines				Army				RAF			
	Officers		Ratings		Officers		Other Ranks		Officers		Soldiers		Officers		Airmen	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Very Satisfied									104	12	102	7	206	8		
Satisfied									199	23	274	18	473	19		
Neither satisfied nor dissatisfied									228	27	636	40	864	38		
Dissatisfied									22	3	32	3	54	3		
Very dissatisfied									7	1	18	1	25	1		
Not used									294	34	506	31	800	31		
This question was not asked for the Royal Navy																
This question was not asked for the Royal Marines																
This question was not asked for the RAF																

Table 219: How satisfied are you with the HIVE information office?

	Royal Navy			Royal Marines			Army			RAF								
	Officers n	%	Ratings n	%	Total n	%	Officers n	%	Soldiers n	%	Total n	%	Officers n	%	Airmen n	%	Total n	%
Very Satisfied							73	9	95	6	168	6						
Satisfied							212	25	369	24	581	24						
Neither satisfied nor dissatisfied							234	27	589	38	823	36						
Dissatisfied							12	1	42	3	54	3						
Very dissatisfied							6	1	22	2	28	2						
Not used							317	37	455	28	772	29						
This question was not asked for the Royal Navy																		
This question was not asked for the Royal Marines																		
This question was not asked for the RAF																		

Table 220: How satisfied are you with the Operational Welfare Package (OWP) for you?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Very Satisfied												
Satisfied												
Neither satisfied nor dissatisfied												
Dissatisfied												
Very dissatisfied												
Not used												
This question was not asked for the Royal Navy												
This question was not asked for the Royal Marines												
This question was not asked for the RAF												
Total												
55 6 130 5 5												
259 30 333 20 592 21												
226 27 585 39 811 37												
50 6 116 8 166 7												
18 2 68 5 86 4												
242 28 389 25 631 25												

Table 221: How satisfied are you with the support available to those bringing up dependent children?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Very Satisfied												
Satisfied												
Neither satisfied nor dissatisfied												
Dissatisfied												
Very dissatisfied												
Not used												
This question was not asked for the Royal Navy												
This question was not asked for the Royal Marines												
This question was not asked for the RAF												
Total												
9 1 25 2 34 2												
80 9 151 9 231 9												
237 28 538 34 775 33												
59 7 131 8 190 8												
19 2 71 4 90 4												
443 52 652 43 1,095 44												

Table 222: How satisfied are you with the Operational Welfare Package (OWP) for your family?

	Royal Navy			Royal Marines			Army			RAF		
	Officers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n	Officers n	%	Total n
Very Satisfied												
Satisfied												
Neither satisfied nor dissatisfied												
Dissatisfied												
Very dissatisfied												
Not used												
This question was not asked for the Royal Navy												
This question was not asked for the Royal Marines												
This question was not asked for the RAF												
Total												
21 2 35 2 56 2												
110 13 172 11 282 11												
211 25 514 33 725 32												
73 9 153 9 226 9												
31 4 86 6 117 5												
408 48 613 39 1,021 41												

Table 228: How strongly do you agree with in the (Service) I am encouraged to use my talents to the full?

	Royal Navy						Royal Marines						Army						RAF																	
	Officers			Ratings			Total			Officers			Other Ranks			Total			Officers			Soldiers			Total			Officers			Airmen			Total		
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%				
	117	15	Strongly agree	132	5	249	7			66	28	127	13	193	14	207	11	405	13	108	14	145	8	253	9											
	384	48	Agree	852	39	1,236	41	1,118	50	398	46	516	47	444	52	691	39	1,135	41	356	47	686	40	1,042	42											
	179	23	Neither agree nor disagree	378	18	557	30	32	14	195	25	227	24	139	16	414	28	553	27	198	26	511	31	709	30											
	96	12	Disagree	348	18	444	17	17	7	103	13	120	13	66	8	204	16	270	15	87	11	247	16	334	15											
	17	2	Strongly disagree	6	6	105	5	~	<1	17	2	18	2	10	1	64	5	74	5	11	1	66	4	77	4											
	~	<1	Don't know	6	<1	7	<1	-	-	~	<1	~	<1	-	-	~	<1	~	<1	-	-	~	<1	~	<1											

Table 229: How strongly do you agree with individual differences e.g. differences in cultures...are respected in the (Service)?

	Royal Navy						Royal Marines						Army						RAF					
	Officers			Ratings			Officers			Other Ranks			Officers			Soldiers			Officers			Airmen		
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%	
Strongly agree	89	11	139	6	228	7	62	26	108	10	170	12	143	17	159	9	302	10	96	13	118	7	214	8
Agree	467	59	879	39	1,346	43	130	56	406	49	536	49	462	54	642	37	1,104	40	434	57	745	44	1,179	47
Neither agree nor disagree	175	22	785	37	960	34	31	13	259	32	290	30	149	17	496	32	645	30	168	22	577	35	745	32
Disagree	55	7	216	12	271	11	9	4	51	7	60	6	84	10	204	14	288	14	58	8	170	11	228	10
Strongly disagree	~	1	77	5	81	4	~	1	10	2	12	1	16	2	74	6	90	5	~	1	29	2	33	2
Strongly don't know	~	1	13	<1	17	<1	~	1	8	1	8	1	~	<1	9	1	12	1	~	<1	1	20	1	

Table 230: How strongly do you agree with in the (Service) there are fair treatment and equal opportunities for all?

	Royal Navy						Royal Marines						Army						RAF						
	Officers			Ratings			Officers			Other Ranks			Total			Officers			Total			Officers		Total	
	n	%		n	%		n	%		n	%		n	%		n	%		n	%		n	%		
Strongly agree	105	13	191	8	296	9	69	29	143	14	212	16	169	20	204	11	373	12	118	15	159	9	277	11	
	493	62	939	41	1,432	46	128	55	428	51	556	51	462	54	616	36	1,078	38	431	57	698	41	1,129	44	
Agree	128	16	544	27	672	24	26	11	188	24	214	23	114	13	384	27	498	25	114	15	407	25	521	23	
Neither agree nor disagree	57	7	292	15	349	13	6	3	47	6	53	6	98	11	247	16	345	16	75	10	289	18	364	16	
Disagree	5	1	125	8	130	6	5	2	27	3	32	3	12	1	126	9	138	8	19	2	84	6	103	5	
Strongly disagree	5	1	16	1	21	1	-	-	10	2	10	1	~	<1	9	1	11	1	15	1	18	1	23	1	
Strongly know																									

Table 231: The (Service) aims to provide equal opportunities for all regardless. Do you think that in the last two years the situation has become...

[illegible]

Table 232: Do you know where to get information about the (Service) complaints procedure for unfair treatment, discrimination, harassment and bullying?

	Royal Navy				Royal Marines				Army				RAF			
	Officers	Ratings	Total		Officers	Other Ranks	Total		Officers	Soldiers	Total		Officers	Airmen	Total	
Yes	703	88	1,647	70	183	78	490	49	755	88	1,895	66	590	77	1,107	65
No	17	2	182	12	10	24	181	26	44	5	264	16	60	8	233	15
Not sure	75	9	282	18	27	12	170	25	58	7	285	18	112	15	318	20

Table 233: Do you believe that you have been the subject of discrimination in a Service environment in the last 12 months?

	Royal Navy*				Royal Marines*				Army*				RAF*			
	Officers	Ratings	Total		Officers	Other Ranks	Total		Officers	Soldiers	Total		Officers	Airmen	Total	
No	724	91	1,799	83	219	93	762	89	781	91	1,328	80	674	88	1,427	85
Yes - gender	17	2	72	5	-	-	-	<1	23	3	59	4	20	3	55	4
Yes - race	~	<1	32	2	-	7	1	1	~	<1	46	4	~	<1	13	1
Yes - social background	12	2	55	4	-	12	1	12	15	2	59	4	9	1	32	2
Yes - religion	~	<1	19	1	-	-	<1	-	6	1	17	1	-	-	~	<1
Yes - sexual orientation	-	-	22	1	-	-	<1	-	~	<1	15	1	-	-	11	1
Yes - other	46	6	168	9	12	5	54	6	32	4	132	10	60	8	137	9
			214	8			66	6			164	9			197	8

Table 234: Do you believe that you have been the subject of harassment in a Service environment in the last 12 months?

	Royal Navy*				Royal Marines*				Army*				RAF*			
	Officers	Ratings	Total		Officers	Other Ranks	Total		Officers	Soldiers	Total		Officers	Airmen	Total	
No	752	94	1,939	89	230	98	802	94	820	96	1,438	88	719	94	1,535	91
Yes - gender	11	1	35	2	-	-	-	-	15	2	32	3	12	2	22	2
Yes - race	~	<1	18	1	-	1	1	<1	5	1	24	2	~	<1	9	1
Yes - social background	12	2	35	2	-	8	1	8	5	1	32	3	~	1	21	2
Yes - religion	~	<1	12	1	-	-	<1	-	~	<1	~	<1	~	~	~	<1
Yes - sexual orientation	~	<1	17	1	-	-	<1	-	-	-	15	1	-	-	11	1
Yes - other	20	3	76	4	~	1	23	3	7	1	56	4	26	3	60	4
			96	4			26	3			63	3			86	4

Table 235: Do you believe that you have been the subject of bullying in a Service environment in the last 12 months?

	Royal Navy				Royal Marines				Army				RAF			
	Officers	Ratings	Total		Officers	Other Ranks	Total		Officers	Soldiers	Total		Officers	Airmen	Total	
Yes	56	7	196	10	5	2	37	5	32	4	125	9	47	6	111	8
No	736	93	1,907	89	228	98	806	95	824	96	1,458	91	715	94	1,538	92
			2,643	90			1,034	96			2,282	91			2,253	93

Table 236: Did you make a formal written complaint within the last 12 months about this discrimination harassment and/or bullying?

	Royal Navy				Royal Marines				Army				RAF			
	Officers	Ratings	Total		Officers	Other Ranks	Total		Officers	Soldiers	Total		Officers	Airmen	Total	
Yes	~	1	36	8	~	7	6	5	~	1	28	7	7	5	14	4
No	136	99	425	92	27	93	122	95	118	99	377	93	126	95	334	96
			561	94			149	95			495	94			460	96

Table 244: How do you rate the professionalism of the (Service) Volunteer Reserve Forces?

	Royal Navy			Royal Marines			Army			RAF				
	Officers	%	Ratings	Total	%	Officers	Other Ranks	%	Total	%	Officers	Airmen	Total	%
Professional	63	11	107	8	170	8	39	21	65	10	59	9	81	7
	352	61	637	45	989	49	131	69	373	56	453	66	550	46
	90	16	251	19	341	18	14	7	105	17	134	19	296	27
	15	3	65	5	80	5	-	-	9	2	15	2	60	6
	55	10	296	23	351	20	6	3	85	15	28	4	131	14
Don't know														