



Ministry  
of Defence

# UK Regular Armed Forces Continuous Attitude Survey Results 2025

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This statistical release provides results from the Armed Forces Continuous Attitude Survey (AFCAS) 2025, along with results from previous years.

Statistics from the annual AFCAS are used by both internal Ministry of Defence (MOD) teams and external bodies to inform the development of policy and measure the impact of decisions affecting personnel, including major programmes such as the Armed Forces Covenant.

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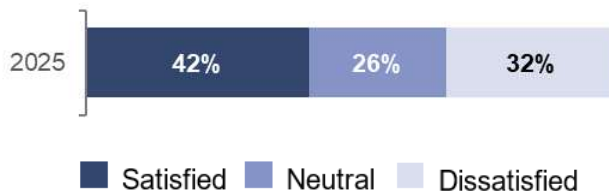
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**Background Quality Report:** [AFCAS Webpage](#)

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## Four in ten personnel are satisfied with their Service life in general

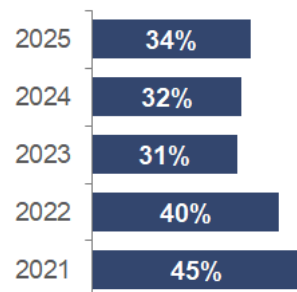
Just over four in ten personnel (42%) are satisfied with their Service life in general. This is unchanged since 2023 and remains at its lowest reported level.



In 2021, overall satisfaction with Service life rose to 50%, but this fell over the next two years, returning to its lowest reported level, in line with 2018 results. Peak satisfaction with Service life in general was reported in 2009 (61%).

## Attitudes towards pay show some signs of improvement in 2025

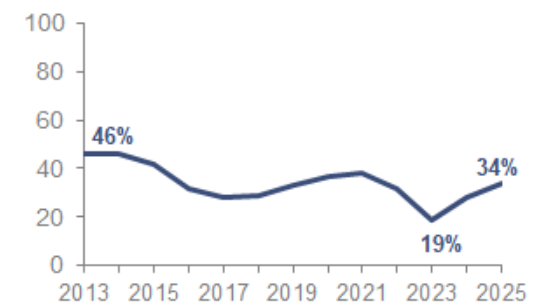
Satisfaction with the rate of basic pay fell sharply between 2021 and 2023. This year, satisfaction has increased by two percentage points to just over a third (34%).



However, this remains well below the level of peak satisfaction reported in 2010 (52%).

## Satisfaction with responses to SFA maintenance has improved slightly this year

Following a large decrease in 2023, satisfaction with responses to requests for maintenance / repair work of Service Family Accommodation (SFA) has improved for the second year in a row, back in line with the level reported in 2022.



However, this remains well below the peak level reported in 2014.

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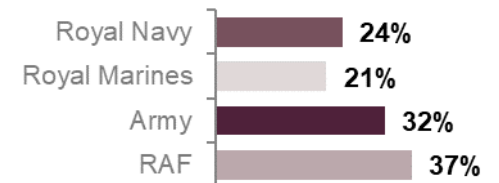
## About these statistics

The 2025 Armed Forces Continuous Attitude Survey (AFCAS) was distributed to a sample of 31,955 trained UK Regular Armed Forces personnel between September 2024 and February 2025 using both online (all Services) and paper (Royal Navy and Army only) questionnaires. Participants were chosen using (disproportionate) stratified simple random sampling, designed to ensure sufficient responses from each Service and from each rank group within each Service, whilst minimising respondent burden.

### Response Rates

Overall, 9,360 responses were received, representing a response rate of 29%. This is 0.3 percentage points lower than the response rate last year (30%).

The 2025 response rate for Army is up three percentage points since last year. Response rates for the RAF and Royal Marines have fallen by three percentage points and the Royal Navy's by one percentage point since 2024.



### Reference Tables

The Reference Tables, Background Quality Report (BQR) and AFCAS 2025 Question List are published as separate documents and can be found on the [AFCAS webpage](#). The BQR has full details of the survey methodology, analysis, and data quality considerations.

### Changes since 2020 and Impact of COVID-19

AFCAS 2021 was in field during a period of two national lockdowns, imposed as a result of the COVID-19 pandemic. AFCAS 2022 was in field September 2021 to February 2022 and, whilst COVID-19 continued to feature heavily in daily life, national restrictions were being eased. Several areas of improvement were reported in 2021, such as in job satisfaction, pay, engagement and future plans. However, in 2022 and 2023, many of the increases in these areas reverted back to levels reported prior to the pandemic. This may have been due, in part, to Service personnel re-evaluating their employment situation following the lifting of restrictions as attitudes shifted back to pre-COVID levels. In 2024, attitudes towards many of these aspects remained unchanged, below those levels reported in 2021. The amount of separation experienced by personnel has shifted back to pre-COVID levels which, may, in part, have had some impact on attitudes in recent years.

## Accredited Official Statistics Publication

Accredited Official Statistics are called National Statistics in the Statistics and Registration Service Act 2007.

These Accredited Official Statistics were independently reviewed by the Office for Statistics Regulation (OSR) in August 2020. They comply with the standards of trustworthiness, quality and value in the Code of Practice for Statistics and should be labelled 'Accredited Official Statistics'.

Accreditation can be broadly interpreted to mean that the statistics:

- meet identified user needs;
- are well explained and readily accessible;
- are produced according to sound methods; and
- are managed impartially and objectively in the public interest.

Further information on the accreditation process can be found here: [Accreditation explanation web page](#)

Once statistics have been designated as Accredited Official Statistics it is a statutory requirement that the Code of Practice shall continue to be observed. Further details about how this report has been developed since its confirmation as an Accredited Official Statistic can be found in the Background Quality Report.

Our statistical practice is regulated by the OSR. OSR sets the standards of trustworthiness, quality and value in the [Code of Practice for Statistics](#) that all producers of official statistics should adhere to.

You are welcome to contact us directly with any comments about how we meet these standards.

Alternatively, you can contact OSR by emailing [regulation@statistics.gov.uk](mailto:regulation@statistics.gov.uk) or via the OSR website.

## Additional Information and Comparisons

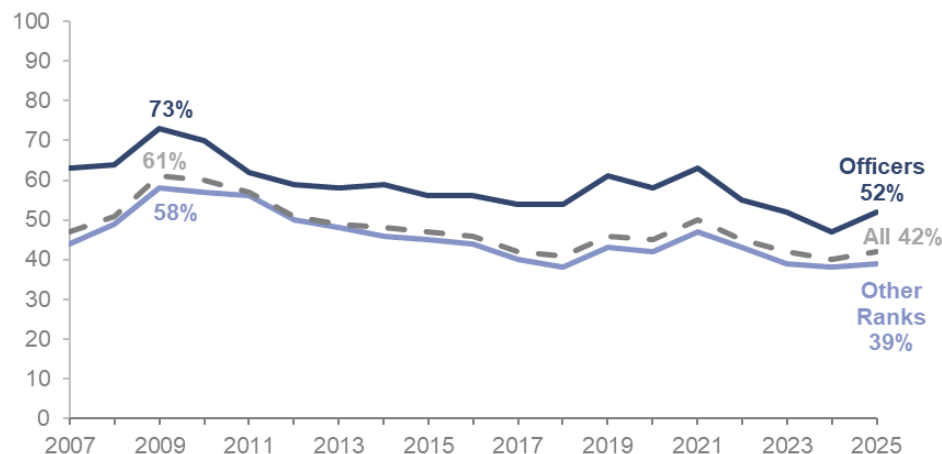
Where possible, additional contextual information has been added to the report to aid the interpretation of some results. Information from other sources, such as national well-being results from the Office for National Statistics, are also used to provide context. However, these are rarely directly comparable due to demographic differences between the general population and the population of the Armed Forces.

*Note: Throughout the report, where statistical significance tests are applied, they are carried out at the 99% confidence level. This is at a fairly stringent level and means that there should be less than a 1% (1 in 100) chance that differences observed in AFCAS results are not representative of the Armed Forces as a whole. This reduces the likelihood of wrongly concluding that there has been an actual change based on the survey results, which only cover a sample of the Regular Armed Forces. Percentage point changes are calculated on unrounded estimates.*

## Section 1 – Morale, Commitment and Engagement

### Just over four in ten personnel are satisfied with their Service life in general, remaining at the lowest reported level

% satisfied with Service life in general



In 2021, overall satisfaction with Service life in general rose to 50%. Over the next two years satisfaction fell, returning to its lowest reported level, in line with 2018 results. This year, satisfaction with Service life remains unchanged since 2023, at 42%.

Officers consistently rate their satisfaction with Service life higher than Other Ranks. Following three years of decline, Officers' satisfaction has improved this year, up five percentage points, back in line with 2023 results.

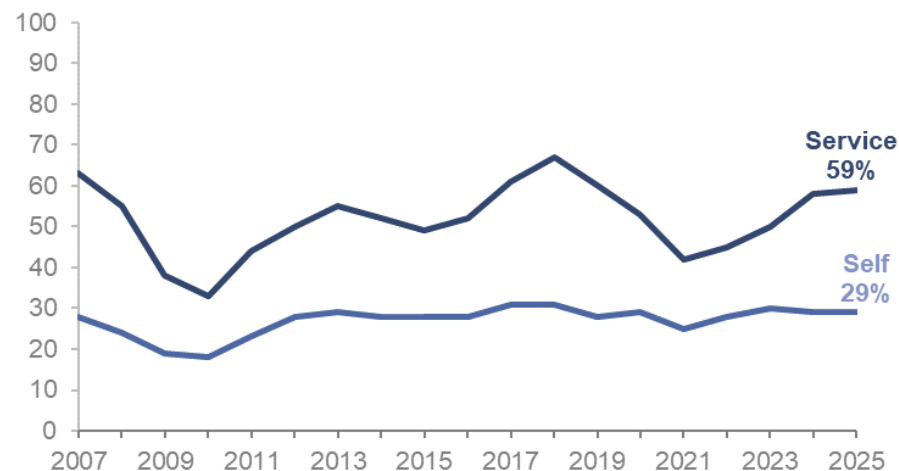
Satisfaction with Service life amongst RAF personnel has increased by four percentage points since last year, to 41%. This is back in line with 2020 results, but remains below the recent peak reported in 2021 (50%).

Satisfaction with Service life amongst Royal Navy personnel has recovered this year, following a slight dip in 2024, back in line with 2023 results, at 36%.

Personnel are asked how they would rate the level of morale of their self, their Unit, and their Service as a whole based on a five-point scale from 'Very high' to 'Very low'. To aid interpretation, these are regrouped into a three-point scale: 'high', 'neutral' and 'low'.

### Nearly six in ten personnel (59%) rate their Service morale as 'low' in 2025

% reporting low ... morale

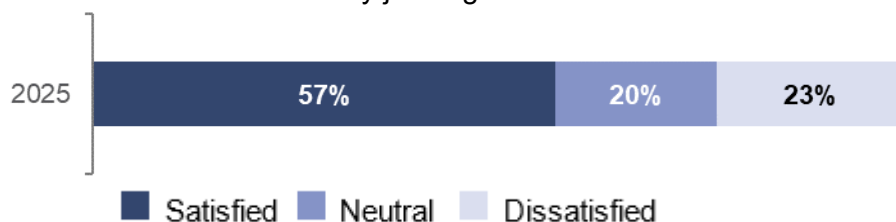


Following increases in the last three years, the proportion of personnel rating their Service morale as low in 2025 is unchanged, at 59%. Whilst levels of low Service morale have fluctuated over time, levels of low self-morale, currently just under three in ten (29%), have been relatively stable.

Overall, just 8% of personnel rate their Service morale as high. In comparison, personnel are more positive about their own and their unit morale (39% and 23% rate these as high, respectively). AFCAS consistently shows year-on-year that Service morale is rated less positively than Unit and self-morale.

## More than half of personnel (57%) are satisfied with their job in general

% satisfied/dissatisfied with my job in general



Job satisfaction has been relatively stable since 2013. However, there was a brief increase in satisfaction in 2021 during the COVID-19 pandemic.

## Attitudes towards feeling valued by their Service are mixed

Whilst over a third of personnel (35%) feel valued by their Service, a similar proportion do not feel valued (36%). These proportions are unchanged since 2023, with the proportion of personnel feeling valued remaining below the peak level reported in 2021 (41%).

## Half of personnel do not believe that their family benefits from being a Service family, unchanged since 2023

Yet, the majority of personnel (79%) still agree that their family is supportive of their career in the Services.

## The proportions of personnel that feel proud (74%), and feel a strong personal attachment to their Service (58%) remain unchanged this year, below the peak levels reported in 2021

Other aspects of engagement, such as feeling their Service inspires personnel to be the best at their job (45%) and motivates them to achieve the Services' objectives (39%) are also unchanged this year, below the peak levels reported in 2021.

The proportion of Royal Marines who agree that their Service inspires them to do the best in their job has increased eight percentage points this year, to 64%, back in line with the level reported in 2016. This has contributed to an overall increase in the Royal Marines' engagement score reported this year (see opposite).

## Engagement Index

The Engagement Index is calculated using the same method as that used in the [Civil Service People Survey](#), using the following questions: How strongly do you agree or disagree with the following? (a) I am proud to be in the [Service]; (b) I would recommend joining the [Service] to others; (c) I feel a strong personal attachment to the [Service]; (d) The [Service] inspires me to do the best in my job; (e) The [Service] motivates me to help it achieve its objectives.

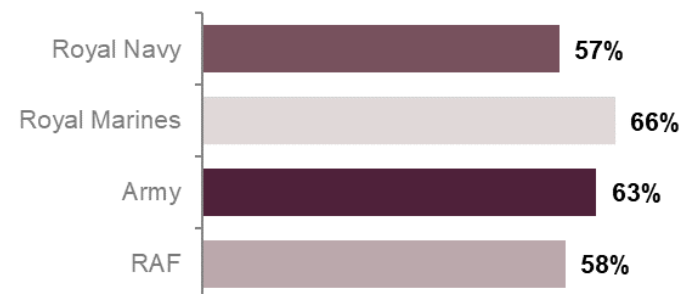
## The Engagement Index for Service personnel is 61%

This has been relatively consistent since 2015. However, there was a brief increase in 2021 during the COVID-19 pandemic, to 64%.

Officers continue to be more engaged than Other Ranks in 2025 (66% and 59%, respectively). However, the gap has widened slightly this year.

## Royal Marines have the highest Engagement score compared to the other Services

Engagement Index



The Engagement Index for Royal Marines is up three percentage points since last year, to 66%, returning to the level reported in 2022.

Engagement scores amongst the other Services are unchanged this year.

Despite a higher engagement score for Royal Marines, their personnel are the least satisfied with their job in general (46%) compared to the other Services (between 57% and 58%).

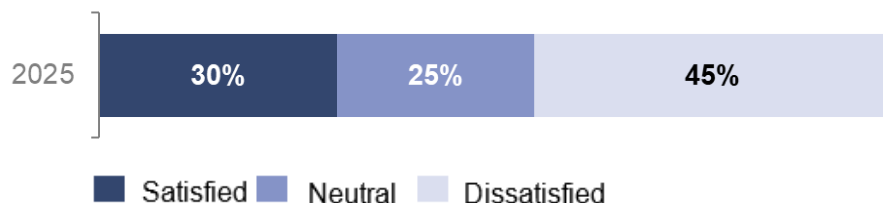
## Civil Service comparison

In the latest [Civil Service People Survey](#) (2024), MOD participants had an Engagement Index of 63%, unchanged since last year, remaining below the record high reached in 2020 (67%).

## Section 2 – Equipment, Work and Line Management

### Satisfaction with the standard of major equipment personnel have to do their jobs remains at its lowest reported level in 2025

% satisfied/dissatisfied with the standard of major equipment



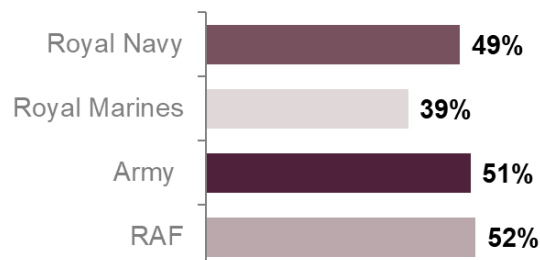
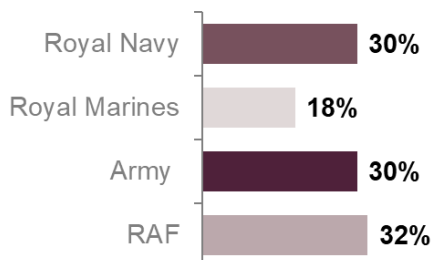
This level of satisfaction is 15 percentage points below the peak level reported in 2012. Satisfaction with the availability of major equipment is also three in ten (30%), down 11 percentage points from its peak level in 2013.

Overall, satisfaction with personal equipment/kit is higher than for major equipment. Half of personnel (50%) are satisfied with the standard of personal equipment/kit, unchanged following a decrease last year. A slightly lower proportion (46%) are satisfied with the availability of personal equipment/kit, unchanged since 2022.

### Royal Marines remain the least satisfied with the standard and availability of both major and personal equipment

% satisfied with the standard of major equipment

% satisfied with the standard of personal equipment/kit



### Attitudes towards aspects of work are unchanged this year

For example, nearly two-thirds of personnel agree they are given sufficient authority to make decisions, and that they are encouraged to find better ways of doing things at work (both 64%). Both levels are unchanged since last year following a slight dip in 2023.

### Attitudes towards many aspects of line management are also unchanged this year, following slight decreases in 2023

% agree that their immediate superior...



Positive attitudes towards line management remain at their highest reported levels in 2025.

Officers are more satisfied with many aspects of line management compared to Other Ranks.

### Overall, attitudes towards team members remain relatively unchanged in recent years

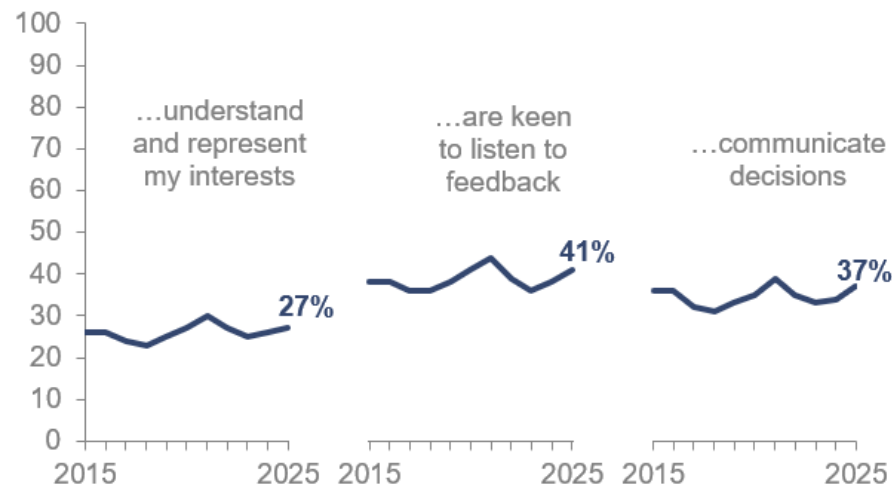
For example, the majority of personnel (86%) agree that team members work well with personnel from different backgrounds, unchanged since 2022. Also, just over eight in ten (81%) agree that they have confidence in themselves as a team, unchanged since 2022.



### Section 3 – Leadership and Managing Change

Positive attitudes towards senior leaders have fluctuated in recent years, with 2025 results remaining below the peaks reported in 2021

% agree that their senior leaders...



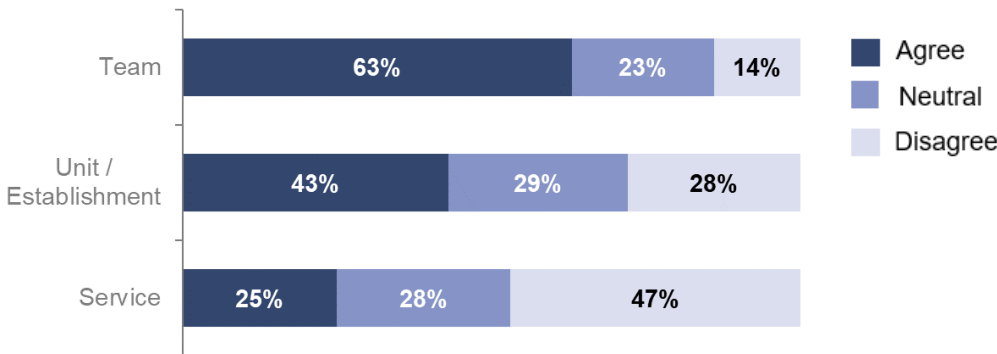
Overall, levels of agreement with aspects of senior leadership generally followed an increasing trend between 2018 and 2021. However, several decreases were reported in 2022 with some aspects declining for a second year in a row in 2023.

Although the levels of agreement reported in 2025 are unchanged compared to last year, personnel are more positive than in 2023 for most aspects of senior leadership. This change has largely been driven by improvements amongst RAF personnel.

In 2023, attitudes towards senior leaders amongst RAF personnel fell to their lowest reported levels. This year, their results have improved for the second year in a row, bringing levels of agreement with aspects of senior leadership back in line with those reported in 2021/2022.

Perceptions about how well change is managed vary, with change management at a team level consistently viewed more positively than at a Service level

% agree/disagree that change is managed well in their...

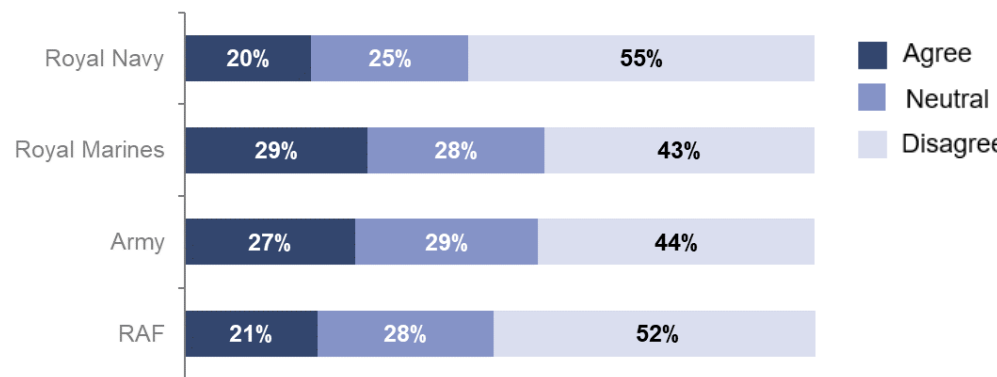


These levels are unchanged since 2022.

Whilst Officers are more agreeable about how well change is managed in their immediate working team (68%) than Other Ranks (62%), Other Ranks are more agreeable about how well change is managed in their Service (27%) than Officers (17%).

Royal Navy and RAF personnel remain the least positive about how well change is managed in their Service

% agree/disagree that change is managed well in their Service



## Section 4 – Working with Others

### Although unchanged for four years, levels of working contact with the Reserves, MOD civil servants and contractors have fallen since 2021

Reduced working contact since 2021 may be due, in part, to how the COVID-19 pandemic has changed the way personnel integrate at work. Working practices such as higher incidences of remote working amongst both Service and Civilian staff than in previous years may well have impacted the level of contact with those outside their immediate working team.

### Less than half of personnel (46%) have had working contact with Reserves in the last two years

Overall, levels of working contact with the Reserves had been fairly stable since this question was first asked in 2015. However, in 2022 the proportion of personnel who had worked with the Reserves fell below 50% for the first time and has since remained unchanged.

RAF personnel continue to be the most likely to have had working contact with the Reserves in the last two years (54%), whilst the Royal Marines are the least likely (32%).

### More than half of personnel (57%) have had working contact with MOD civil servants in the last two years

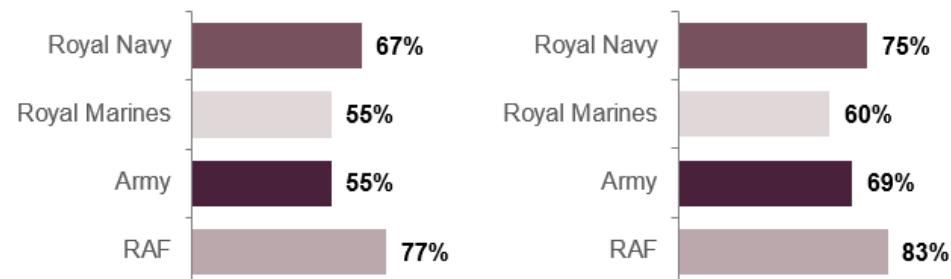
RAF personnel are the most likely to have had working contact with MOD civil servants in the last two years (67%), whilst the Royal Marines are the least likely (44%).

### Just over half of personnel (51%) have had working contact with MOD contractors in the last two years

Royal Marines are the least likely to have had working contact with MOD contractors in the last two years (37%), with the other Services ranging between 45% and 62%.

### Of those who have had working contact with the Reserves, RAF personnel are the most likely to rate the Reserves as well-integrated, and to rate their contribution as valuable

% rating Reserves as well-integrated    % rating Reserves as valuable



Overall, the proportion of personnel who report that the Reserves are well-integrated is 62%. Although lower than the peak level reported in 2021 (68%), it remains higher than in 2015 when this question was first asked (52%). The overall proportion that rate the contribution of the Reserves as valuable follows a similar trend, currently 73%, up from the 62% reported in 2015 but below the peak level reported in 2021 (76%).

### Working experiences with MOD civil servants remain highly positive this year

Of those who have working contact with MOD civil servants, eight in ten rate their contribution as valuable, whilst just under seven in ten feel MOD civil servants are well-integrated. These levels have been relatively stable since 2019.

### Working experiences with MOD contractors have been relatively stable since 2020

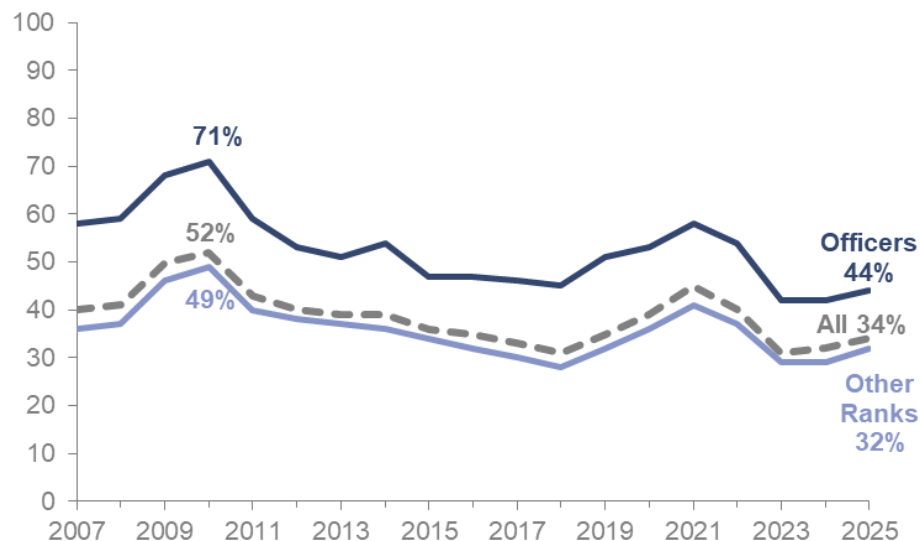
Of those who have had working contact with MOD contractors, seven in ten rate their contribution as valuable, whilst over half (55%) rate MOD contractors as well-integrated. These levels remain consistent with the 2015 results when these questions were first asked.



## Section 5 – Pay, Allowances and Pension

### Satisfaction with the rate of basic pay has improved slightly this year, above the low levels reported in 2023 and 2024

% satisfied with basic rate of pay



Satisfaction with pay had been following a steady, increasing trend from 2018 to 2021. However, satisfaction then fell sharply between 2021 and 2023. This year, just over a third of personnel (34%) are satisfied with their pay, up two percentage points since last year. However, this remains well below peak satisfaction reported in 2010.

A similar picture is reflected elsewhere in this section: Attitudes towards many pay-related items declined between 2021 and 2023 to some of the lowest reported levels. In 2025, attitudes are showing some signs of improvement.

According to the Armed Forces' Pay Review Body (AFPRB) 2024 report, over the last decade, Armed Forces' pay has weakened in comparison to earnings across the economy. This, and other factors such as cost of living pressures may have impacted recent attitudes towards pay. The AFPRB's 2024 recommendation delivered a considerable pay uplift for new recruits and a large headline increase of 6%. This may have contributed, in part, to the increase in satisfaction reported this year. Further details on Armed Forces' pay and those allowances in scope are available in the [AFPRB's 53rd report](#).

### Just over a third of personnel (35%) agree that the pay and benefits they receive are fair for the work they do, up four percentage points since last year

This level of agreement is back in line with 2019 results, and above the recent low levels reported in 2023 and 2024 (both 31%). However, it remains below the peak level reported in 2021 (46%).

Officers are more likely to agree (40%) compared to Other Ranks (34%).

**X-Factor** Additional payment to Armed Forces personnel to compensate for differences in lifestyle, working conditions and expectations compared to civilian equivalents.

### Three in ten personnel (30%) agree that the X-Factor payment is enough compensation for Service lifestyle, up three percentage points since last year

This level of agreement is back in line with 2019 results, and above the levels reported in 2023 and 2024 (both 27%). However, agreement remains below the peak level reported in 2021 (38%).

The increase reported this year is largely driven by Other Ranks. Officers remain more likely to agree that X-Factor is enough compensation for Service lifestyle (37%) than Other Ranks (29%).

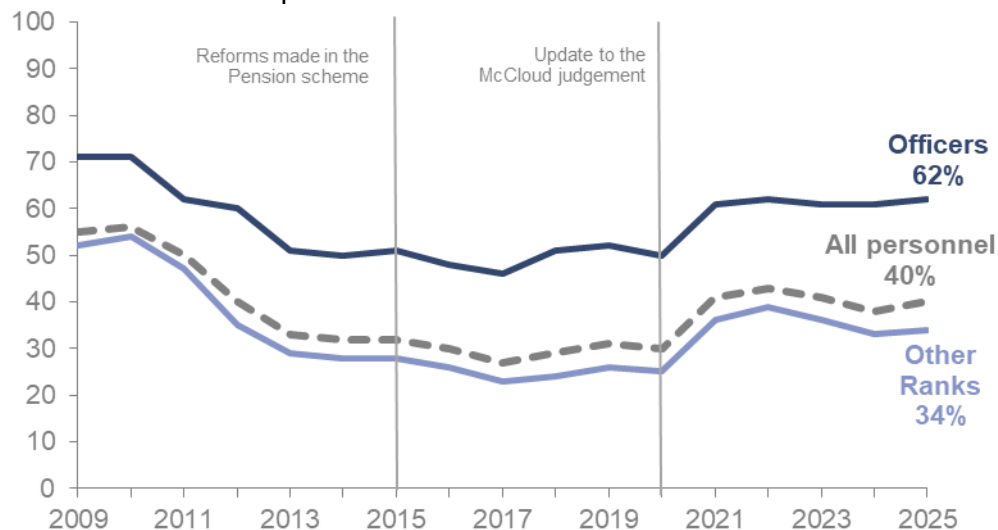
### Royal Marines are the least positive about many pay-related items compared to the other Services

Fewer Royal Marines agree that the pay and benefits they receive are fair for the work they do, and that X-factor is enough compensation for Service lifestyle, compared to the other Services.

Furthermore, less than a quarter of Royal Marines (23%) are satisfied with their basic rate of pay compared to at least three in ten for the other Services (between 31% and 36%).

## Overall, four in ten personnel are satisfied with their pension benefits, unchanged since 2023

% satisfied with their pension benefits



Officers' satisfaction with their pension benefits has been stable for the last few years following an increase in 2021. Satisfaction amongst Other Ranks has fluctuated a little more over the same period, continuing to increase in 2022, but then fell two years in a row. Officers continue to be considerably more satisfied with their pension (62%) compared to Other Ranks (34%).

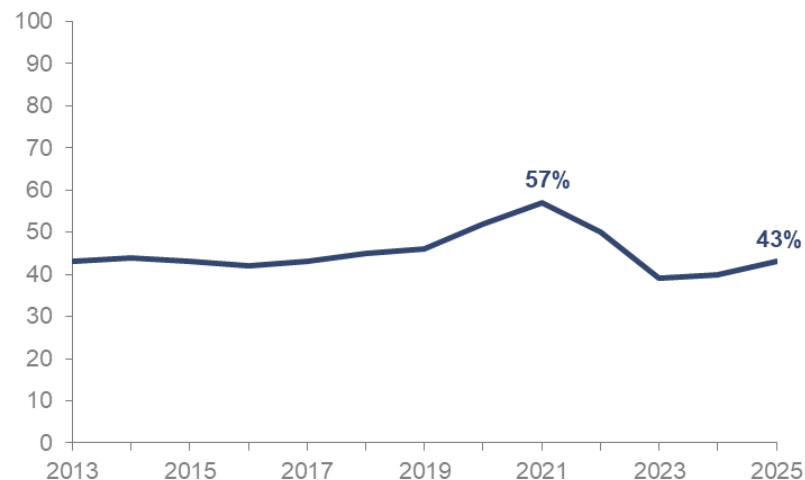
In December 2018 the Court of Appeal's McCloud judgement ruled that the transitional protection policy, part of the 2015 reforms to public service pension schemes, including the [Armed Forces Pension Scheme](#), was discriminatory. An update to the judgement was published in July 2020. This included a [public consultation](#) which sought views on proposals to address the discrimination. The subsequent implementation of the Armed Forces Pension Scheme 2015 Remedy (McCloud) started in October 2023. These activities may have had some impact on recent attitudes towards pension benefits.

## RAF personnel continue to be the most satisfied with their pension benefits, at 46%

This compares to 41% of Royal Navy and 37% of Army personnel. Royal Marines are the least satisfied with their pension benefits, at 30%.

## Following a sharp decline between 2021 and 2023, satisfaction with allowances has improved slightly this year, to 43%

% satisfied with their allowances

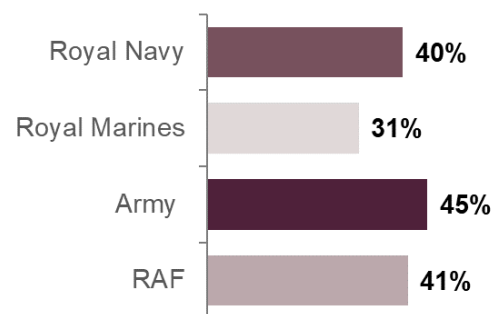


Satisfaction with allowances fell 19 percentage points between 2021 and 2023 to its lowest reported level, remaining unchanged in 2024. In 2025, satisfaction has improved slightly, increasing by four percentage points to 43%. This is above the levels reported in 2023 and 2024 but remains below peak satisfaction in 2021.

Allowances are routinely reviewed with [further guidance on expenses and allowances](#) for Service personnel available on GOV.UK.

## Royal Marines remain the least satisfied with information about pay and allowances compared to the other Services

% satisfied with information about their pay and allowances



Overall, more than four in ten (42%) are satisfied with information about pay and allowances. This has been relatively stable since 2013.

## Section 6 – Deployment

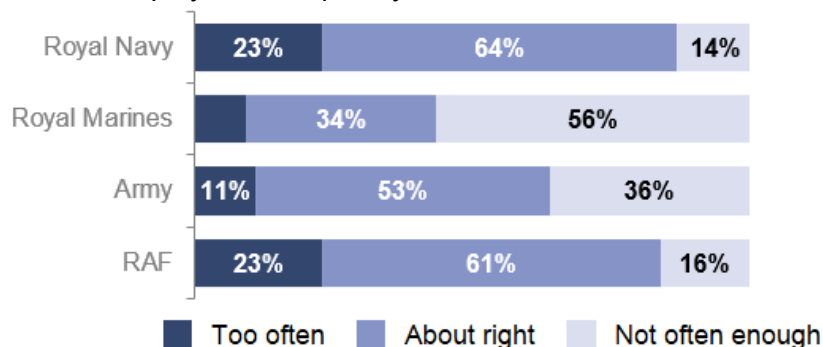
This section focuses only on those who have been deployed at any time since 1<sup>st</sup> January 2022.

**Overall, just under two-thirds of personnel (64%) are satisfied with their deployment notice, however, this differs by Service**

Army and RAF personnel are the most satisfied with their deployment notice, at 67% and 66%, respectively. Royal Navy and Royal Marines personnel are the least satisfied, at 53% and 49%, respectively.

**Royal Marines are more likely to report that the frequency of their deployments is not often enough, followed by Army personnel**

Views on deployment frequency



Conversely, Royal Navy and RAF personnel are more likely to report that they deploy too often (both 23%) than Royal Marines (9%) and Army personnel (11%).

**Just over three-quarters of personnel (77%) report that the length of their deployments is about right, unchanged since 2021**

Royal Navy personnel continue to be the most likely to report that their deployments are too long (27%).

In general, Royal Navy personnel are deployed for longer periods of time than personnel from the other Services.

**Just over four in ten personnel (43%) are satisfied with the welfare support they receive when they return from deployment, whilst a quarter are dissatisfied**

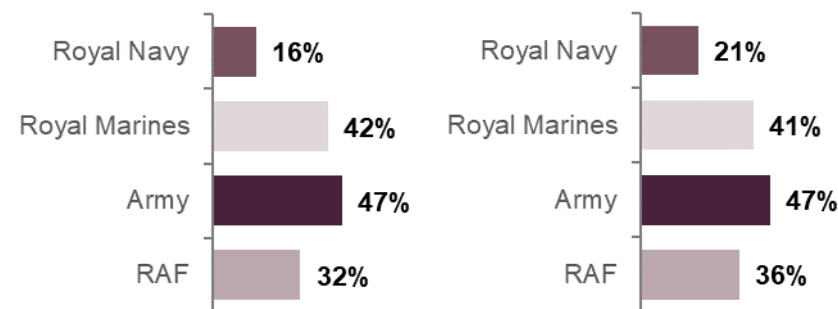
Less than four in ten personnel (37%) are satisfied with the welfare support their families receive when they return from deployment (29% are dissatisfied). These levels have been relatively stable over time.

Royal Navy personnel are the least satisfied with the welfare support they receive when they return from deployment (27%), compared to the other Services (between 34% and 50%). These differing attitudes on support between the Services are also reflected below.

**Royal Navy personnel continue to be the least satisfied with aspects of post-deployment support, compared to the other Services**

% satisfied with Post Operational Stress Management

% satisfied with decompression and post operational tour support



Furthermore, fewer Royal Navy personnel agree that “Rest & Recuperation” gives them sufficient time to rest to sustain operational effectiveness (30%) than the other Services, with Army personnel the most likely to agree (56%).

## Section 7 – Career, Training and Development

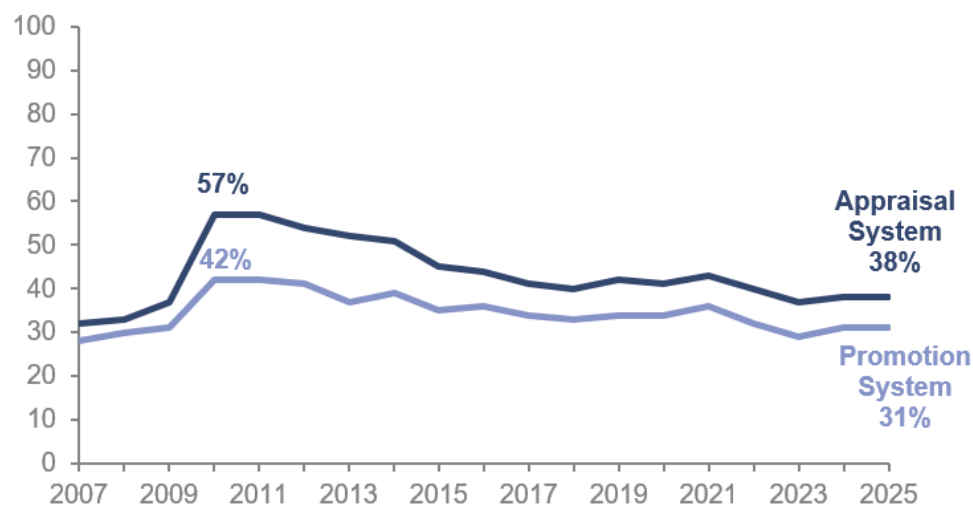
### Four in ten personnel (40%) are satisfied with the way their career is being managed

This has been relatively stable since the question was first asked in 2015.

Overall satisfaction with Service career management providers has also been relatively stable over the last 13 years, with 36% of personnel satisfied in 2025.

### Satisfaction with the fairness of the promotion and appraisal systems remains at some of the lowest reported levels this year

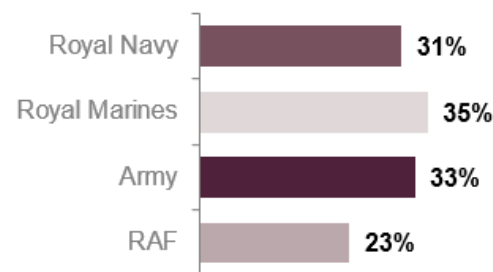
% satisfied with the fairness of the...



Levels of satisfaction with the appraisal and promotion systems were relatively stable between 2015 and 2021 but then fell in 2022; as current levels of satisfaction remain unchanged since then, this decrease means satisfaction remains well below the peak levels reported in 2010.

### RAF personnel continue to be the least satisfied with the fairness of the promotion system, compared to the other Services

% satisfied with the fairness of the promotion system



RAF personnel are also the least satisfied with the fairness of the appraisal system (31%), compared to the other Services (between 38% and 40%).

### More than seven in ten personnel (73%) report that promotion is important in how satisfied they are with their Service career

This remains unchanged since 2022.

### However, less than four in ten personnel (37%) are satisfied with their opportunities for promotion this year

Satisfaction with promotion opportunities had been fairly consistent between 2010 and 2021 (between 40% and 43%), but this level fell in 2022 and has remained unchanged since.

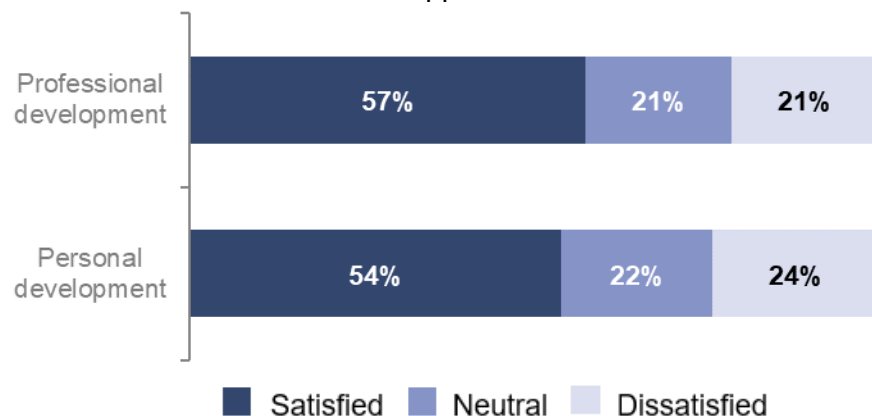
RAF personnel remain the least satisfied with their opportunities for promotion (31%), compared to the other Services (all 39%).

### More than four in ten personnel (44%) are satisfied with their opportunities for further service in 2025

Although unchanged for Other Ranks this year, Officers' satisfaction with their opportunities for further service has improved slightly, to 51%, returning to the level previously reported in 2022.

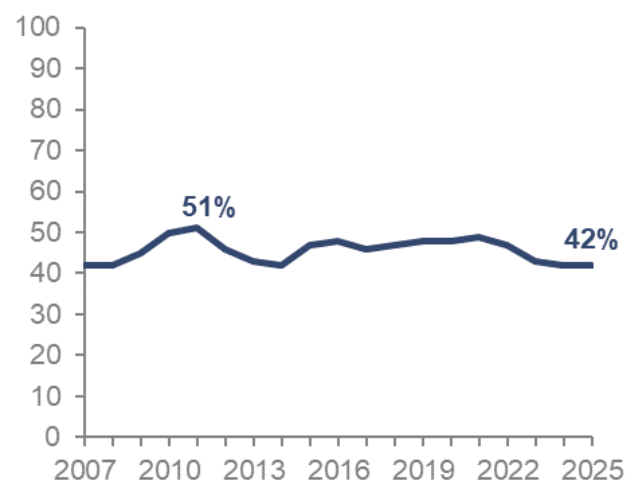
## Over half of personnel are satisfied with their opportunities for professional and personal development, unchanged since 2022

% satisfied/dissatisfied with the opportunities for...



## Satisfaction with opportunities to gain civilian accreditation for Service training remains in line with the lowest reported levels, at 42%

% satisfied with the opportunities to gain civilian accreditation

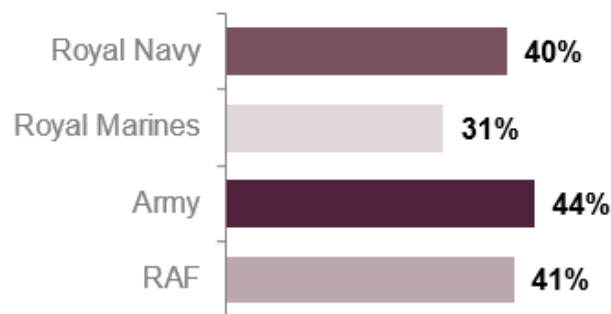


Levels of satisfaction have fluctuated over time, although remained relatively stable between 2015 and 2022. Satisfaction fell in 2022 and has remained unchanged since, eight percentage points lower than the peak reported in 2011.

## Royal Marines personnel continue to be the least satisfied with some aspects of training and development compared to the other Services, as explored below

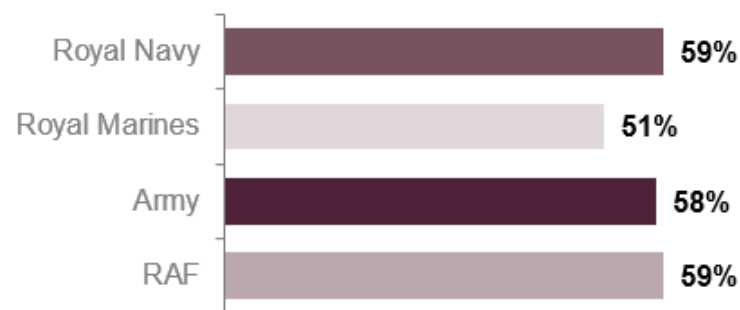
### Fewer Royal Marines are satisfied with their opportunities to gain civilian accreditation for Service training, compared to the other Services

% satisfied with the opportunities to gain civilian accreditation



### Royal Marines are the least satisfied with the extent to which they are doing the job they were trained for, compared to the other Services

% satisfied with the extent to which they are doing the job they trained for

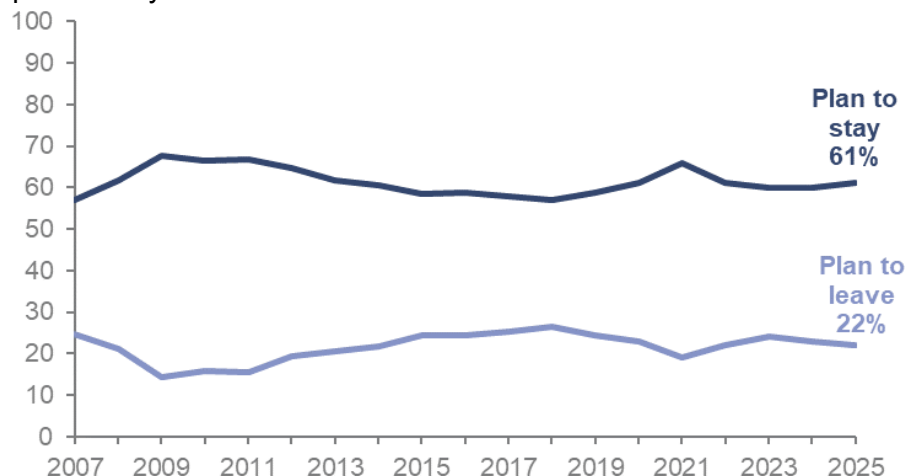


Although still fairly high, results also show that fewer Royal Marines agree that their knowledge, skills and experience are being used in relation to their current assignment (65%) compared to the other Services (between 73% and 75%).

## Section 8 – Future Plans

**Six in ten personnel (61%) plan to stay in the Services this year, unchanged since 2022**

% plan to stay/leave



This overall proportion is consistent with all years since 2019, except the peak level reported in 2021 during the COVID-19 pandemic (66%).

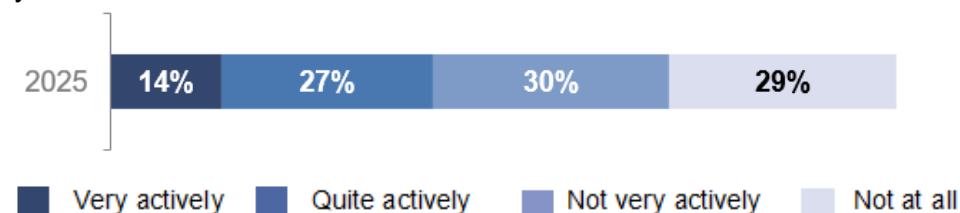
Over a fifth of personnel (22%) plan to leave the Services, which includes 7% intending to leave as soon as they can and 3% who have already put in their notice to leave.

In addition, a further 17% do not know what their plans are for the future. This is in line with all levels reported since this question was first asked in 2007.

Many areas of Service life described in this section peaked in 2021. The decreases reported since then may be, to some extent, a reflection of personnel re-evaluating their employment situation following the impact of the COVID-19 pandemic, as attitudes towards leaving the Services and active job searching (discussed opposite) shift back to pre-COVID levels.

**Four in ten personnel (41%) have actively searched for a job outside the Services in the last 12 months, unchanged since 2023**

% actively/not actively searched for a job outside the Services in the last year



The proportion of personnel actively searching for a job has been relatively stable since this question was first asked in 2015, except for a dip in 2021.

**The proportions of personnel who would consider joining the Volunteer Reserves full-time or part-time remain below the peak levels reported in 2021**

Just over three in ten (32%) would consider joining on a part-time basis, unchanged since 2022, down from 35% in 2021.

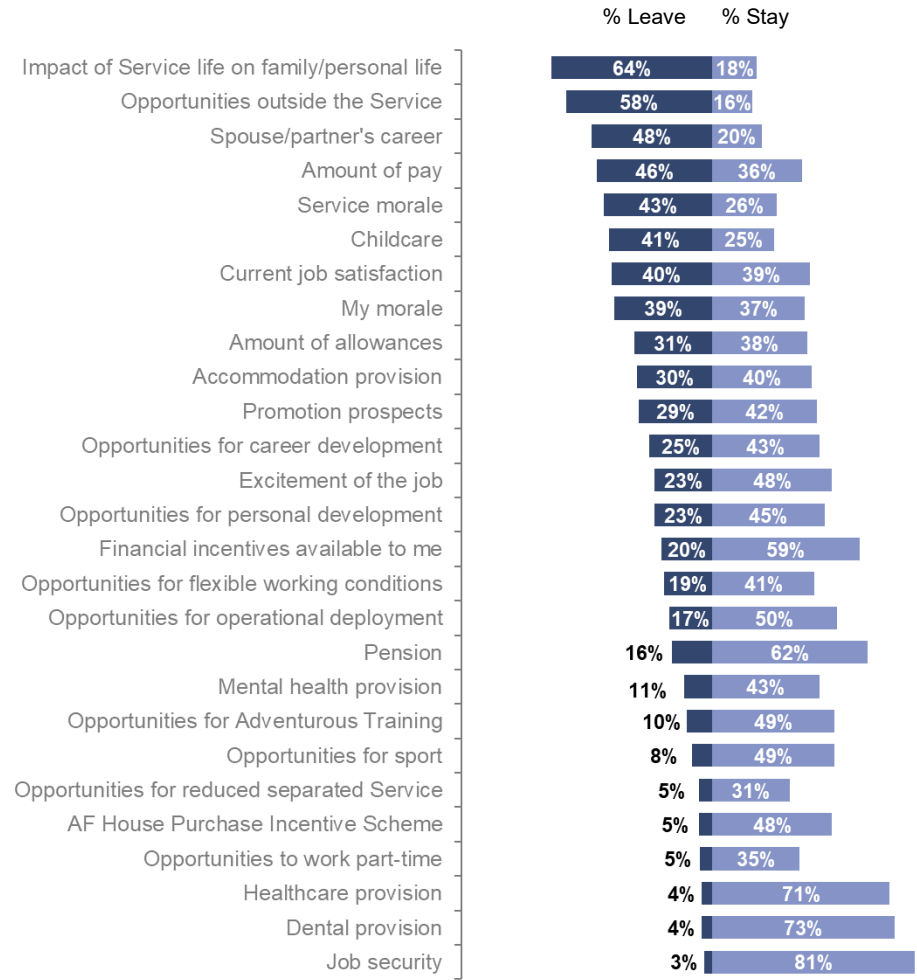
Just over a fifth (21%) would consider joining the Volunteer Reserves on a full-time basis. This is a slight improvement on last year, up two percentage points, but remains below the peak reported in 2021 (25%).

Current levels of those who would consider joining the Volunteer Reserves on a full- or part-time basis are above all those reported prior to 2020.

Under the Future Force 2020 programme, the MOD introduced financial incentives for Regular personnel to join the Reserve Forces on completion of their Regular Service.



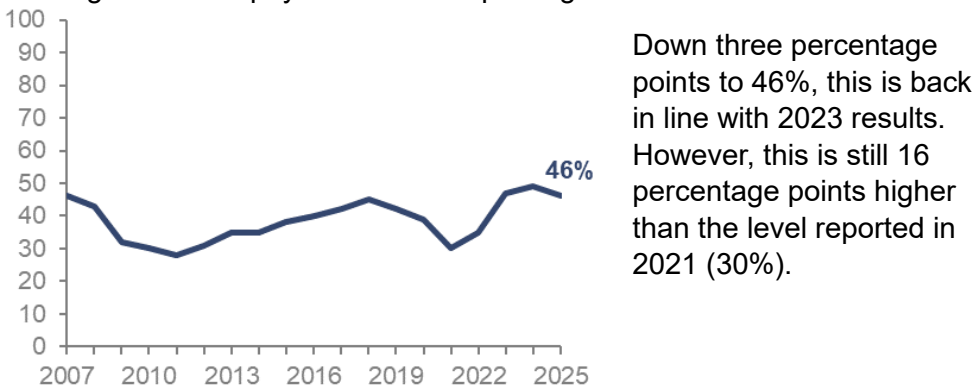
**More than six in ten personnel (64%) cite the impact of Service life on family and personal life as a factor impacting their intention to leave the Armed Forces**



This is the most common factor impacting intentions to leave across the Services and for both Officers and Other Ranks. Opportunities outside the Service and spouse/partner’s career are the second and third most common reasons influencing intentions to leave.

More Officers cite the impact of Service life on family and personal life (76%) compared to Other Ranks (60%). This may be due, in part, to differences in their age demographic and personal status.

**The proportion of personnel citing amount of pay as a factor impacting their intentions to leave has fallen slightly this year**



The proportion of personnel citing amount of allowances as a factor influencing intentions to leave has also fallen this year, now 31%, back in line with 2023 results.

These decreases may be a reflection of the improvements to satisfaction with pay and allowances reported in 2025 (see Section 5 for further details).

**Of those personnel who have put their notice in to leave (3%), the most cited reason for leaving is the impact on family and personal life**

Opportunities outside the Service, current job satisfaction, self-morale and amount of pay make up the five most cited reasons for leaving.

**Job security remains the most common factor influencing intentions to stay, at 81%**

This is unchanged since 2022, four percentage points lower than the peak level reported in 2021 (85%), but above all levels reported prior to 2021.

Dental and healthcare provision continue to feature highly as factors impacting intentions to stay in the Services at 73% and 71%, respectively.

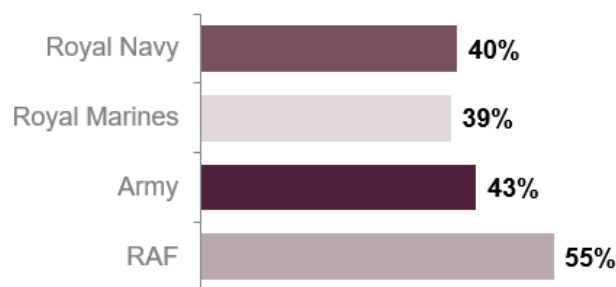
## Section 9 - Work-Life Balance

### The proportion of personnel able to maintain a balance between their personal and working life is unchanged this year, at 45%

Between 2021 and 2023, the level of agreement fell nine percentage points to 40%. Whilst this year's level is higher than this, agreement remains below the peak level reported in 2021 (49%).

### More RAF personnel agree that they are able to maintain a balance between their personal and working life, than in the other Services

% agree they are able to maintain a balance between personal/working life



RAF personnel are also more satisfied with other aspects of work-life balance, including the amount of time away from their usual place of duty, and the ability to plan their own life in the short, and long term. This may be due, in part, to the amount of time spent away (discussed opposite).

### Four in ten personnel (40%) are satisfied with their opportunity to work flexibly in 2025

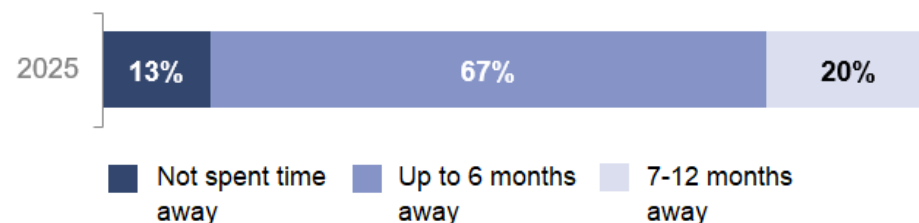
Although the level of satisfaction remains higher than in 2019 when this question was first asked, it has remained stable since 2021.

RAF personnel are the most satisfied with their opportunities to work flexibly at 45%, with the other Services ranging between 34% and 40%.

Changes to working practices, such as an increase in personnel working from home, may have had an impact on attitudes to working flexibly and work-life balance in recent years.

### The amount of time personnel spent away from their family for Service reasons in the past 12 months is unchanged this year

% time spent away from family in the last year for Service reasons



Around one in eight personnel (13%) did not spend time away from their family in the last year, in line with the previous two years.

In 2021, there was a considerable increase in personnel not spending time away from their family, as well as fewer personnel spending between seven and 12 months away. These changes may have been due, in part, to the COVID-19 pandemic.

### A higher proportion of RAF personnel did not spend time away from family for Service reasons in the past year, compared to the other Services

Around one in six RAF personnel (17%) did not spend any time away from their family in the last year. This compares to around one in eight Royal Navy and Army personnel (13% and 12%, respectively), and less than one in ten Royal Marines (8%).

In recent years, Royal Navy personnel were the most likely to have spent longer periods of time away from their family. However, this year has seen a decrease in the proportion of Royal Navy personnel spending seven to 12 months away, now 23% compared to 29% last year, bringing them in line with Royal Marines and Army personnel.

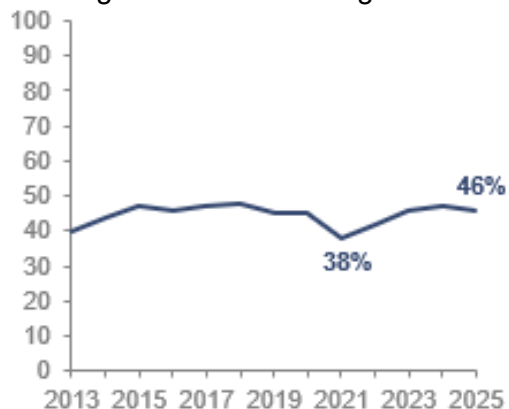
## Levels of satisfaction with aspects of work-life balance remain relatively unchanged in recent years

For example, the proportion of personnel satisfied with the ability to plan their own life in the long term is unchanged since 2019, at 43%.

Additionally, the proportion of personnel satisfied with the amount of time away from family and friends has been relatively stable since 2019, at 34%. However, there was a brief increase in satisfaction in 2021 during the COVID-19 pandemic.

## The proportion of personnel rating their workload as too high remains at its highest reported level in 2025

% rating workload as too high



Between 2014 and 2020, the proportion of personnel rating their workload as too high was fairly stable. This then fell in 2021 which may have been due, in part, to the COVID-19 pandemic. For the next two years, this figure steadily increased with 2025 results unchanged since 2023.

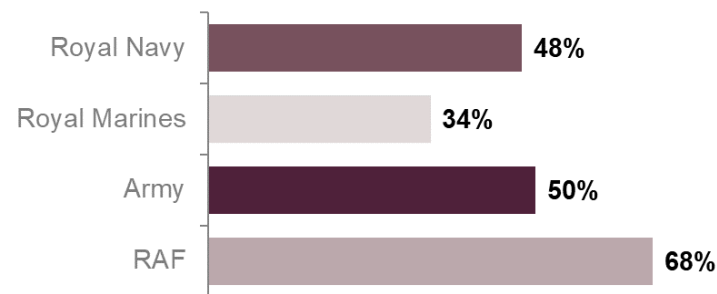
It is worth noting that nearly half of personnel (49%) report their workload as about right, but this remains below the peak figure reported in 2021 (54%).

## Based on those personnel that did not use all of their annual leave allowance in the last leave year (62%), workload continues to be the main reason for personnel not using all their leave

At 45%, this figure has remained stable since 2019. The second most common reason, wanting to carry over days to the next leave year, remains at 39% following an increase last year. This is followed by understaffing (31%).

## RAF personnel remain the most satisfied with the opportunity to take leave when they want to; Royal Marines are the least satisfied

% satisfied with the opportunity to take leave when personnel want to



Overall, satisfaction with the opportunity to take leave when personnel want to remains at its highest level (53%), unchanged since 2020.

Officers are more satisfied with their opportunity to take leave when they want to (62%) compared to Other Ranks (51%).

## RAF personnel are also the most satisfied with the amount of leave they were able to take in the last 12 months

% satisfied with the amount of leave taken in the last 12 months



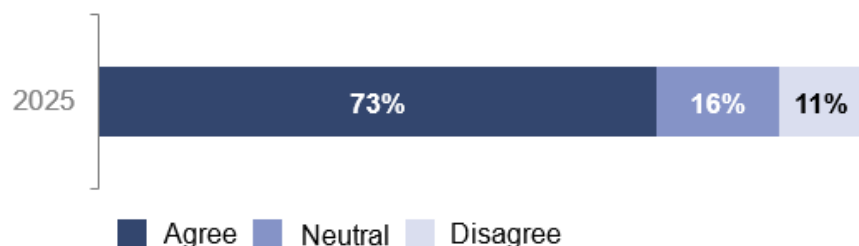
Overall, satisfaction with the amount of leave personnel were able to take in the last 12 months is at its highest level, at 67%, unchanged since 2024.

Officers are also more satisfied with the amount of leave they were able to take in the last 12 months (71%) compared to Other Ranks (65%).

## Section 10 – Fairness at Work

### More than seven in ten personnel (73%) agree that they are treated fairly at work in 2025

% agree/disagree they are treated fairly at work

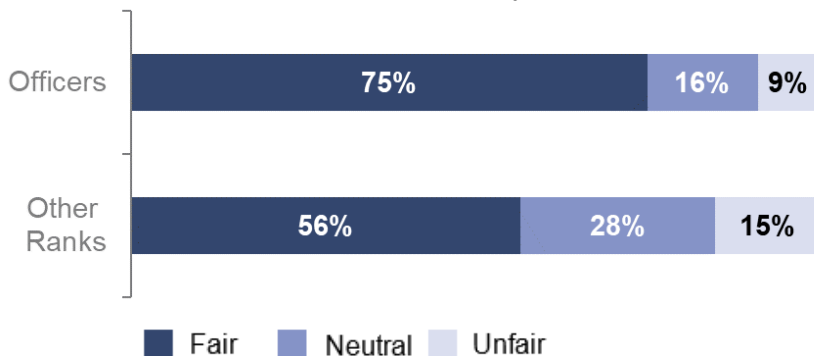


The level of agreement has been relatively stable since 2015 when this question was first asked, except for a brief increase in 2021.

Officers are more likely to agree that they are treated fairly at work than Other Ranks. This difference is particularly evident between Army Officers (87%) and Army Other Ranks (67%).

### Officers are considerably more likely to feel that the discipline system is fair in comparison to Other Ranks

Views on the fairness of the discipline system



Overall, positive attitudes towards how fair the discipline system is remain at their lowest levels this year (60%), compared to the peak level reported in 2009 (72%).

### Just over one in ten personnel (12%) report that they have been subject to bullying, discrimination or harassment in a Service environment in the last 12 months

This is consistent with all levels reported since this question was first asked in 2015.

Although, overall, 2% of personnel report being subject to sexual harassment in a Service environment in the last 12 months, it is important to consider these results by sex: 10% of all female personnel report being subject to sexual harassment in a Service environment, whilst for male personnel, this figure is less than 1%. These levels are unchanged since the question was first asked in 2021.

### Of those who have experienced bullying, harassment or discrimination in the last 12 months, around one in seven made a formal written complaint about their experience

This is unchanged since 2023 which saw the proportion of personnel making a formal complaint almost double, returning to previously reported levels. However, the majority of personnel who have been subject to bullying, discrimination or harassment do not make a complaint (86%).

The main reasons why personnel do not make a formal written complaint continue to be: not believing anything would be done if a complaint was made (58%) and believing that it might adversely affect their career (51%).

### Awareness of the Service Complaints Ombudsman has remained stable since 2023, with over half of personnel (57%) knowing at least a little about it

This indicates a slight improvement in awareness of the [Service Complaints Ombudsman](#) since this question was first asked in 2021 (53%).

Overall, awareness of the [Service Complaints Process](#) remains unchanged since 2023, at 79%. This is still considerably higher than the proportion of personnel who know at least a little about the Service Complaints Ombudsman (57%).

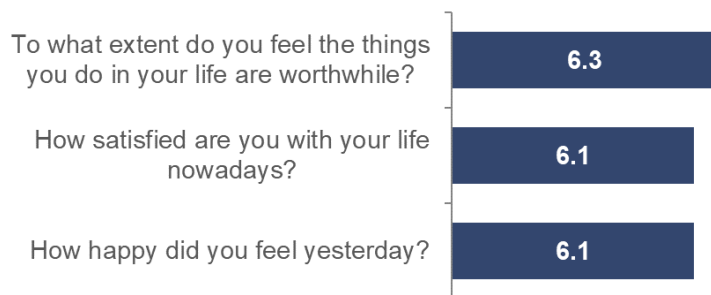
## Section 11 – Health, Fitness and Welfare

### Measuring well-being

The Office for National Statistics collects data on well-being for the UK population in their Annual Population Survey. Average ratings are released in their [Personal Well-being in the UK report](#). Well-being is measured on a scale of 0-10 with a score of 0 being 'not at all' and 10 being 'completely'.

### Average well-being scores for happiness, life satisfaction and feeling things done in life are worthwhile remain stable following decreases in 2022

Average well-being ratings (out of ten)



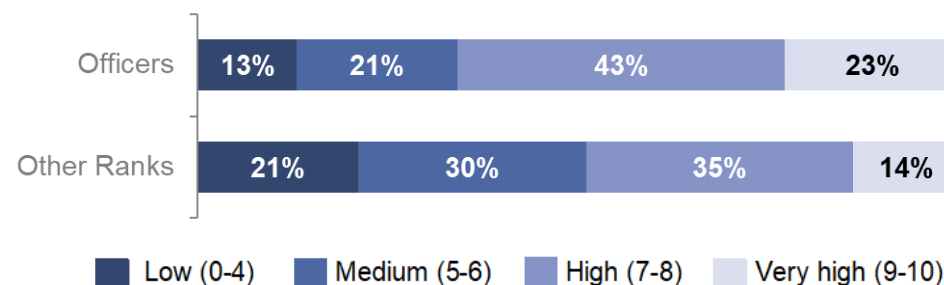
The average worthwhile score for Royal Navy personnel has risen slightly since last year, from 6.1 to 6.4, back in line with 2021 results.

### National comparison

National well-being results are not directly comparable to those of Service personnel due to differences in demographics e.g. the majority of Service personnel are male. Furthermore, national figures include a larger proportion of over 60s who generally rate their well-being higher than younger people. However, the [latest UK well-being results by sex](#) may still provide some context. The proportion of UK males scoring aspects of their well-being as 'very high' (a score of 9-10) ranges between 25-32%. These are considerably higher than corresponding results for male Service personnel (9-16%).

### Officers tend to rate their well-being higher than Other Ranks

Views on the extent personnel feel the things they do in life are worthwhile



Officers have higher average scores than Other Ranks for their life satisfaction, happiness and to what extent the things they do in life are worthwhile.

There is little difference in the average anxiety scores of Officers and Other Ranks.

Officers' worthwhile and life satisfaction results have improved slightly this year, back in line with 2023 levels.

### Just under seven in ten personnel (69%) are satisfied with Service sport, exercise and fitness facilities, unchanged this year following a drop in satisfaction in 2021

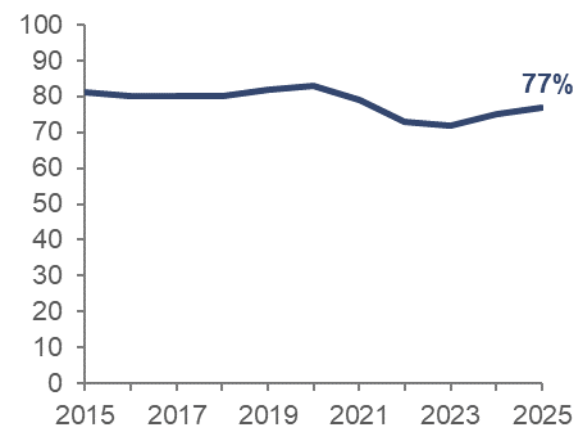
This level of satisfaction is below all years prior to 2021, except for 2007.

Satisfaction with opportunities to undertake fitness activities (66%), sport (56%), Adventurous Training (43%), and Force Development Activities (35%) also remain unchanged this year following decreases in satisfaction in 2021.

RAF personnel are more satisfied with their opportunities to take part in Force Development Activities compared to the other Services.

**Satisfaction with access to medical care is unchanged this year, above the low levels reported in 2022 and 2023, but below the peak level reported in 2020**

% satisfied with access to medical care when they needed it



Satisfaction with medical treatment follows a similar trend, with 75% satisfied this year, down from 80% reported in 2020.

**Levels of satisfaction with access to dental care and dental treatment are unchanged since 2022**

Although stable over the last three years, satisfaction with access to dental care and dental treatment has fallen 12 and seven percentage points since 2020 remaining at the lowest reported levels (now 73% and 82%, respectively).

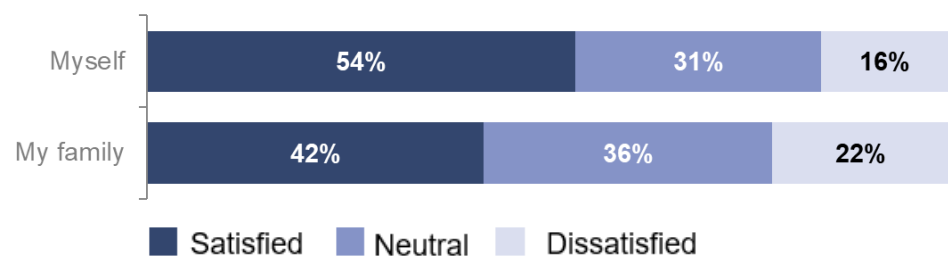
Prior to the changes discussed above, levels of satisfaction with medical and dental care had been relatively stable. The lack of recovery, particularly for dental care, in recent years, may be due, in part, to the ongoing impact of the COVID-19 pandemic on medical and dental facilities.

**Officers are more satisfied with both medical and dental treatment than Other Ranks**

For example, eight in ten Officers (80%) are satisfied with their medical treatment, compared to over seven in ten Other Ranks (73%).

**Levels of satisfaction with welfare support provided by the Services for personnel and their family remain relatively stable**

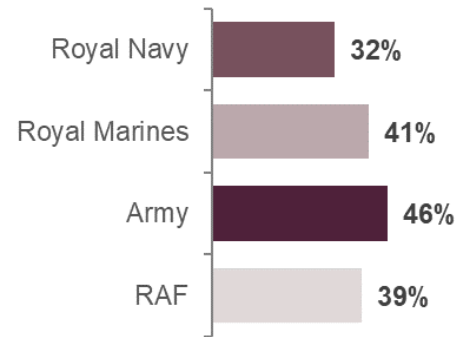
% satisfied/dissatisfied with welfare support provided by the Services for...



Levels of satisfaction with both aspects of welfare support are in line with those reported in recent years, but below the peak levels reported in 2020 (myself: 57%; my family: 48%).

**Royal Navy personnel are the least satisfied with the welfare support provided for their family, compared to the other Services**

% satisfied with the welfare support provided by the Services for their family



**Satisfaction with the Operational/Deployment Welfare Package has improved slightly this year, to 35%, back in line with the level reported in 2023**

The proportion of personnel satisfied with the Operational/Deployment Welfare Package has increased three percentage points, up from 32% in 2024. Despite this increase, satisfaction remains below all levels reported prior to 2022.



## Section 12 – Accommodation and Catering

### Over three-quarters of all personnel (78%) live in Service accommodation<sup>1</sup> during the working week, whilst just under a fifth (18%) live in their own home

These results differ by Service. For example, Army and RAF personnel are more likely to live in Service Family Accommodation (SFA) during the working week. In addition, Army personnel are less likely to live in their own property compared to the other Services.

Officers are more likely to live in SFA (33%) or their own property (27%) compared to Other Ranks (29% and 15%, respectively) and less likely to live in Single Living Accommodation (SLA) (Officers: 27%; Other Ranks: 45%).

### Following a large decrease in 2023, satisfaction with responses to requests for maintenance of SFA has increased for the second year in a row, back in line with the level reported in 2022

% satisfied with response to requests for maintenance/repair work of SFA



In 2023, satisfaction with responses to requests for maintenance/repair work of SFA fell markedly to 19%. Since then, satisfaction has recovered to its highest level since 2022, at 34%. However, this remains below the peak level reported in 2014 (46%).

Satisfaction with the overall standard of SFA remains unchanged since last year, at 51%, which is also below the peak level reported in 2014 (60%).

### Levels of satisfaction with most aspects of SLA remain unchanged this year

However, satisfaction with the value for money of SLA has returned to the level reported in 2023, at 61%, following a slight dip last year.

Satisfaction with most aspects of Service accommodation fell markedly in 2016 due, in part, to underperformance by the National Housing Prime contractor and changes to the SFA charging method in April 2016.

The Future Defence Infrastructure Services contract launched in April 2022 using industry partners Pinnacle Group, VIVO and Amey. This change in contracts may have had some impact on results in recent years. The performance of industry partners is closely monitored by the Defence Infrastructure Organisation as all suppliers continue to focus on how they can improve performance, service delivery and levels of customer satisfaction for Service families.

### Overall, less than half of personnel (46%) own their own home, unchanged since last year

This is six percentage points lower than the peak home ownership level reported in 2021, and lower than all levels reported between 2017 and 2023.

Officers are considerably more likely to own their own home (72%) than Other Ranks (39%).

The Forces Help to Buy Scheme was introduced in April 2014. Although home ownership amongst Other Ranks rose to 46% in 2020, it has since fallen to 39%, in line with the level reported in 2014. Home ownership amongst Officers remains unchanged since 2023, also in line with 2014 results.

Home ownership remains much lower amongst Army personnel (37%) compared to the other Services (between 54% and 60%).

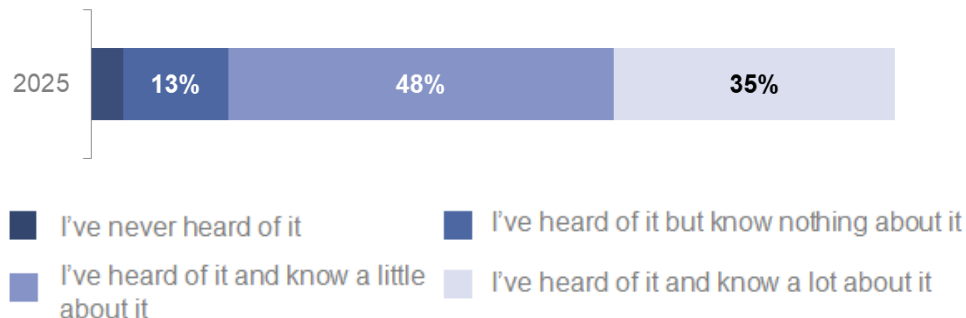


<sup>1</sup>Service accommodation refers to SFA, SLA, Substitute SFA, Substitute SLA, on board ship/submarine.

**Forces Help to Buy** In April 2014, the MOD introduced the Forces Help to Buy (FHTB) scheme, under the New Employment Model programme. The scheme offers advances of salary to Service personnel for the purpose of buying a home. More information can be found in MOD's [FHTB Quarterly Statistics publication](#).

## Awareness of Forces Help to Buy (FHTB) remains high, with the majority (83%) of personnel knowing at least a little about it

Awareness of the FHTB Scheme



Less than one in ten personnel (7%) used FHTB in the last year. Although unchanged since last year, this is lower than the 9% reported in 2022 and 2023. This change is largely driven by Other Ranks.

More than a third of all personnel (35%) are considering using FHTB for a future home purchase, unchanged since this question was first asked in 2022. However, this proportion is considerably higher amongst non-homeowners at 59% compared to 7% of personnel who already own their own home.

## The most common reason why personnel purchase their own home continues to be stability for themselves and their family, at 78%<sup>2</sup>

The second most common reason is 'I wanted to live with my partner' (32%). A similar proportion cite 'poor standards of SLA or SFA' as a reason why personnel bought their own home (31%). This remains at its highest ever level despite some improvements reported to Service accommodation this year (see previous page).

<sup>2</sup> Based on those personnel who own their own home (46% in 2025).

## Satisfaction with allowances for living in my own home has increased by four percentage points this year, to 26%

This is a return to the level previously reported in 2020. [Recent changes in extending the waiver of SLA charges for homeowners](#) may have, to some extent, contributed to the increase in satisfaction reported this year.

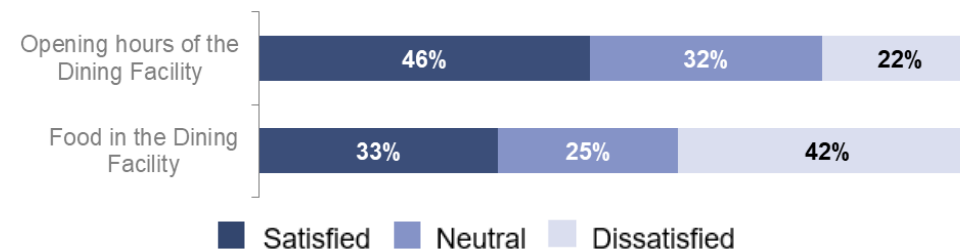
## Affordability remains the most common reason why personnel do not own their own home, at 65%<sup>3</sup>

This has been relatively stable since the question was first asked in 2012. The second and third most common reasons for not owning a home are not wanting to buy a home in their current location (27%), and not being able to live in that home (26%).

A new set of questions on catering, retail and leisure were added to AFCAS this year following the introduction of the new dining offer as the initial implementation phase of the Defence Catering Strategy in May 2024.

## More than four in ten personnel are satisfied with the opening hours of their unit dining facility, whilst a third are satisfied with the food

% satisfied/dissatisfied with...at your unit



In relation to food provision at unit dining facilities, personnel feel most agreeable about how well-maintained their unit dining facility is (53%), and the temperature of the food being just right (50%). Attitudes towards other aspects of food provision are more mixed. For example, less than four in ten personnel (37%) agree that the number of choices available is adequate; the same proportion disagree.

<sup>3</sup> Based on those personnel who do not own their own home (54% in 2025).

## Section 13 – Family Life and Being Part of Society

### Family life of Service personnel

**46%** are married. **27%** are in a long-term relationship.

**47%** have children they support financially.

#### **The majority of personnel (85%) report that their spouse/partner is employed in 2025<sup>1</sup>**

This includes 55% in full-time employment, 16% in part-time employment and 13% in the Armed Forces. The overall level of employment reported for partners has been relatively stable over the past three years and remains at its highest level since this question was first asked in 2007.

#### **Just over one in ten personnel (12%) report that they have caring responsibilities**

This includes anyone who looks after a family member, partner or friend who needs help because of their illness, frailty, special educational need, disability, mental health problem or addiction and cannot cope without their support. The care given is unpaid.

#### **More than eight in ten personnel (85%) are registered to vote, unchanged since 2017**

Officers are more likely to be registered to vote (95%) compared to Other Ranks (82%).

#### **One in ten personnel (10%) currently have concerns about personal debt levels, unchanged since 2023**

The [Armed Forces Covenant](#) is a promise by the nation ensuring that those who serve or who have served in the Armed Forces, and their families, are treated fairly.

#### **Awareness of the Armed Forces Covenant has remained stable since 2022, with over half of personnel (53%) knowing at least a little about it**

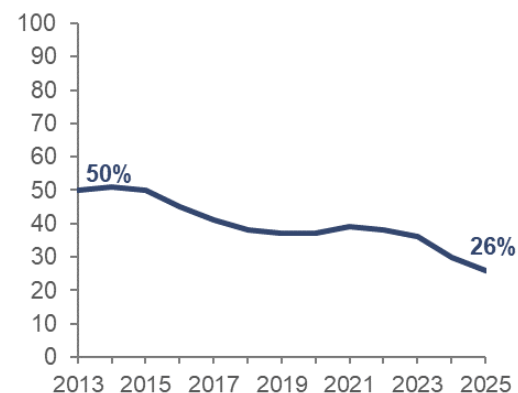
However, over a quarter of personnel (27%) have never heard of it.

Officers are considerably more likely to know at least a little about the Armed Forces Covenant (84%) compared to Other Ranks (45%).

Overall, the proportions of personnel feeling advantaged or disadvantaged about aspects of life as a Service person, compared to the general public remain relatively unchanged this year. For example, just under half of personnel (48%) report feeling disadvantaged about family life, compared to the general public.

#### **The proportion of personnel that agree ‘members of the Armed Forces are valued by society’ continues to fall in 2025, to 26%**

% agree that members of the Armed Forces are valued by society



The level of agreement has fallen 13 percentage points since 2021 and has almost halved since this question was first asked in 2013.

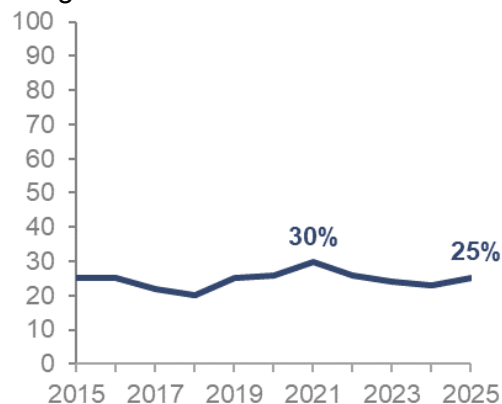
This decrease in agreement is seen across all of the Services and may be somewhat echoed by the recent rise in low Service morale (see Section 1).

<sup>1</sup> Based on those who are married/in a civil partnership or in a long term relationship (73% in 2025).

## Section 14 – Taking Action

### Perceptions about Service leaders taking action on the results of AFCAS have been relatively stable since 2022, remaining below the peak level reported in 2021

% agree that Service leaders will take action on the results of AFCAS

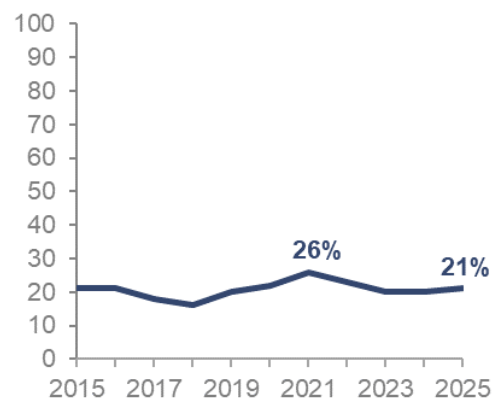


A quarter of personnel (25%) believe that leaders will take action on the results of AFCAS, five percentage points lower than in 2021.

Overall, more than four in ten personnel (46%) disagree that leaders will take action on the results.

### Perceptions that effective action has been taken on the AFCAS results are also unchanged since last year

% agree that effective action has been taken on the results of AFCAS



The level of agreement that effective action has been taken in the Services as a result of AFCAS remains at 21%, six percentage points lower than 2021.

More than four in ten personnel (45%) disagree that effective action has been taken on the results of AFCAS.

### More Officers agree that Service leaders will take action on the results of AFCAS compared to last year

Just over a third of Officers (34%) agree that Service leaders will take action on the results, up from 30% last year. This is a return to previously reported levels.

In addition, just under a quarter of Officers (24%) agree that effective action has been taken in the Services on the results of AFCAS, up from 21% in 2024.

These increases are particularly evident amongst RAF Officers and are, to some extent, a reflection of the improvement in attitudes towards senior leaders reported this year for RAF personnel (see Section 3).

Perceptions about Service leaders taking action on the AFCAS results amongst Other Ranks remain unchanged since 2022.

### Nearly two-thirds of personnel (65%) believe their Service leaders are committed to creating a diverse and inclusive workplace

This is unchanged since the question was first asked in 2022.

Levels of agreement have remained stable over time for all the Services, except for RAF personnel. In 2022, their level of agreement was 72%. This fell by fifteen percentage points the following year, to 57%. Although this level has since improved to 66%, it remains below the peak level of agreement reported in 2022.

Officers continue to be more likely to agree that their Service leaders are committed to creating a diverse and inclusive workplace (76%) than Other Ranks (61%).

## Methodology

### 1. Target population

The target population for AFCAS 2025 was trained UK Regular Armed Forces personnel including Gurkhas and excluding Special Forces and those deployed or attending training courses at the time the survey sample was drawn from the Joint Personnel Administration (JPA) system.

### 2. The survey

AFCAS is distributed both electronically and in paper format (except for the RAF and Royal Marines which moved exclusively online in 2023 and 2025, respectively). Data collection ran from September 2024 to February 2025, a relatively long period which allows time for the distribution and receipt of paper surveys, particularly for personnel serving overseas.

The survey is confidential rather than anonymous. An individual's unique Service number is used both to control access to the survey and allow responses to be linked to demographic data held on the JPA system. Personally identifiable data are only available to a small group of professional researchers working on analysis and report production.

### 3. The sample and respondents

The total AFCAS 2025 sample consisted of 31,955 personnel. AFCAS questionnaires were issued to Service personnel selected under a (disproportionate) stratified simple random sampling process.

Samples were designed to provide sufficient responses to yield estimates with a margin of error of plus or minus 3% for the main comparison groups of Officer/Rank and Service. A census of all Royal Marines was employed due to the small size of the Service. Despite a relatively good response rate of 38%, margins of error around the estimates for Royal Marine Officers may be greater than 5%, due to the relatively small number of respondents in this group.

9,360 responses were used in the AFCAS 2025 analysis, giving an overall response rate of 29%. Although this is 0.3 percentage points lower than last year's response rate, the actual number of returns received is slightly higher. The table below contains detailed information on the number of questionnaires issued and received, along with corresponding response rates.

95% of valid responses were received electronically and 5% were received on paper (2024: 93% online; 7% paper).

**Table A1: Response rates by Service and Rank group**

		Sample size	Surveys returned	2025 response rate	2024 response rate
Royal Navy	Officers	1,886	955	51%	49%
	Ratings	8,598	1,584	18%	20%
	<b>Total</b>	<b>10,484</b>	<b>2,539</b>	<b>24%</b>	25%
Royal Marines	Officers	606	229	38%	40%
	Marines	3,686	672	18%	21%
	<b>Total</b>	<b>4,292</b>	<b>901</b>	<b>21%</b>	24%
Army	Officers	1,905	1,144	60%	53%
	Soldiers	8,255	2,144	26%	24%
	<b>Total</b>	<b>10,160</b>	<b>3,288</b>	<b>32%</b>	30%
Royal Air Force	Officers	1,741	856	49%	55%
	Ranks	5,278	1,776	34%	35%
	<b>Total</b>	<b>7,019</b>	<b>2,632</b>	<b>37%</b>	40%
All Services	Officers	6,138	3,184	52%	51%
	Ranks	25,817	6,176	24%	25%
	<b>Total</b>	<b>31,955</b>	<b>9,360</b>	<b>29%</b>	30%

Note that percentages have been rounded to the nearest whole % for ease of interpretation.



#### 4. Weighting methodology and non-response

Due to the sample design and the differences in prevalence of non-response between the Service and rank strata, the distribution of characteristics amongst the AFCAS respondents did not fully reflect the distribution in the whole Armed Forces population. Response rates tend to vary by rank; therefore, responses are weighted by rank in order to correct for the bias caused by over- or under-representation.

The weights were calculated simply by:

Population size within weighting class (p)

Number of responses within weighting class (r)

Weighting in this way assumes missing data are missing at random (MAR) only within weighting classes. This means we assume that within a single weighting class the views of non-respondents do not differ (on average) to the views of respondents.

Note: The weightings in Table A2 have been rounded for presentational purposes.

**Table A2: Weightings used for AFCAS 2025 analysis**

Weighting Class	Weighting Applied
RN_OF-7+	2.73
RN_OF-4 to 6	4.47
RN_OF-3	5.19
RN_OF-1 to 2	6.62
RN_OR-8 to 9	4.51
RN_OR-7	6.53
RN_OR-6	8.25
RN_OR-3 to 4	11.67
RN_OR-2	22.49

Weighting Class	Weighting Applied
RM_OF-4+	3.08
RM_OF-3	2.67
RM_OF-1 to 2	4.82
RM_OR-8 to 9	3.33
RM_OR-7	5.15
RM_OR-6	5.19
RM_OR-3 to 4	7.43
RM_OR-2	12.84

Weighting Class	Weighting Applied
Army_OF-7+	2.58
Army_OF-4 to 6	10.13
Army_OF-3	9.25
Army_OF-1 to 2	12.30
Army_OR-8 to 9	15.82
Army_OR-7	15.89
Army_OR-6	19.75
Army_OR-4	22.56
Army_OR-3	31.91
Army_OR-2	79.21

Weighting Class	Weighting Applied
RAF_OF-7+	2.06
RAF_OF-4 to 6	6.81
RAF_OF-3	7.79
RAF_OF-1 to 2	9.29
RAF_OR-7-9	7.21
RAF_OR-6	9.87
RAF_OR-3 to 4	12.30
RAF_OR-1 to 2	17.73



## 5. Analysis and statistical tests

Attitudinal questions in the questionnaires have generally been regrouped to assist in analysing results and to aid interpretation. For example, questions asked at a 5-point level (e.g. Strongly agree – Agree – Neither Agree nor Disagree – Disagree – Strongly Disagree) have been regrouped to a 3-point level (e.g. Agree – Neutral – Disagree).

Missing values, where respondents have not provided a response/valid response are not included in the analysis. In addition, some questions are filtered to exclude invalid responses. As a result the unweighted counts (or 'n') will vary from question to question and these are shown within the reference tables published alongside this report on the [AFCAS GOV.UK webpage](https://www.afcas.gov.uk/webpage).

Unless otherwise specified, “Don’t know” and “Not applicable” responses are not included, and percentages are based only on the numbers of respondents who chose the remaining item response options.

Where applicable, Z tests at a 1% alpha level were used to test whether observed estimates were significantly different to estimates from previous surveys. A statistically significant difference means that there is enough evidence that the change observed is unlikely to be due to chance variation (less than a 1% probability that the difference is the result of chance alone).

## 6. Reference tables

These are published separately to the report on the [AFCAS GOV.UK webpage](https://www.afcas.gov.uk/webpage). Each reference table refers to a question asked in the survey and includes estimates of the proportion of the population by category.

Tables are generally arranged in the order in which they were asked in the questionnaires, which is not the same as the order of the sections in the Main Report. The question list is extensive, so not all questions are discussed in the narrative of the Main Report.

An index is available within the reference tables. Each table is broken down by Service and also by Rank Group with the Total column referring to the Officers and Other Ranks results combined.

Questionnaire Section	Table Numbers
01 Your Pay	B1.1 - B1.9
02 Your Work	B2.1 - B2.17
03 Resources and Workload	B3.1 - B3.8
04 Your Career	B4.1 - B4.28
05 Your Line Management	B5.1 - B5.14
06 Senior Leadership	B6.1 - B6.6
07 Commitment	B7.1 - B7.14
08 Working with Others	B8.1 - B8.14
09 Change	B9.1 - B9.3
10 Your Deployment	B10.1 - B10.21
11 Training and Development	B11.1 - B11.6
12 Your Future Plans	B12.1 - B12.38
13 Fairness at Work	B13.1 - B13.45
14 Your Work/Life Balance	B14.1 - B14.13
15 Your Leave	B15.1 - B15.11
16 Your Health and Well-being	B16.1 - B16.12
17 Fitness, Sport and Adventurous Training	B17.1 - B17.5
18 Welfare	B18.1 - B18.34
19 Your Accommodation	B19.1 - B19.55
20 Catering, Retail and Leisure	B20.1 - B20.21
21 Your Family Life	B21.1 - B21.26
22 Being Part of Society	B22.1 - B22.16
23 Your Background	B23.1 - B23.11
24 Taking Action	B24.1 - B24.3
25 Topical Issues	B25.1 – B25.16
26 Flexible Service	B26.1 – B26.5

## Glossary

Term	Definition
Armed Forces Covenant	The Armed Forces Covenant defines the principles for ensuring that Armed Forces personnel are not disadvantaged in their access to public and commercial services as a result of their service. It also sets out that in some cases special treatment may be appropriate, for example for those that have given the most, such as the injured and the bereaved
Armed Forces Pay Review Body	Provides independent advice to the Prime Minister and the Secretary of State for Defence on the pay and charges for members of the Naval, Military and Air Forces of the Crown
Bullying	May be characterised as offensive, intimidating, malicious or insulting behaviour, and abuse of or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipients
Discrimination	Can occur when a person is treated less favourably because of race, religion or belief, sex, sexual orientation, pregnancy or maternity, marriage or civil partnership, gender reassignment, age or disability. Discrimination can also occur where a policy or practice which applies to everyone unreasonably disadvantages a person on the basis of the characteristics mentioned above
Engagement	Period of employment usually under contractual terms
Flexible Working	Agreed variation in starting and finishing working hours normally designed to meet work/home life balance
Force Development Activities	Refers to a wide range of activities designed to improve operational effectiveness
Forces Help to Buy Scheme	Scheme providing financial assistance for use towards the purchase of a property.
Harassment	Includes unwanted conduct which is related to the characteristics mentioned above (see Discrimination above) and is intended to or has the effect of violating another's dignity or creating a hostile, degrading, humiliating or offensive environment
JPA	Joint Personnel Administration (JPA) is the system used by the Armed Forces to deal with matters of pay, leave and other personal administrative tasks
Marines	Royal Marines personnel of NATO ranks OR1 to OR9
Missing at Random (MAR)	Statistical theory that states that those who did not respond to a question do not differ from those who did respond

Term	Definition
Missing Value(s)	Refers to the situation where a respondent has not submitted an answer or a valid answer to a question
MOD	Ministry of Defence
Morale	A measure of commitment and willingness to the ethos of a Service
Non-operational allowances	These include Longer Separation Allowance (LSA), Get You Home (GYH) allowance, and residual unaccompanied rate of LOA (Local Overseas Allowance).
Non-response	Refers either to a person who although sampled and sent a questionnaire did not reply or to a respondent who did not reply to a question
Officer(s)	All regular trained officers of NATO ranks OF1 to OF10
Operational/Deployment Welfare Package	Measures taken to support the morale of Service personnel by making the fullest possible provision for their emotional and physical wellbeing whilst on operational deployment
Other Rank(s)	Other Ranks are members of the Royal Marines, Army and Royal Air Force who are not Officers. The equivalent group in the Royal Navy is known as "Ratings"
RAF	Royal Air Force
RM	Royal Marines
RN	Royal Navy
Strategic Defence and Security Review (SDSR)	In the context of the Services, refers to a Review of what needed to be done to restructure and rescale the size of the Armed Forces to meet future Defence requirements of the UK's national security
Service Accommodation	Any type of accommodation that includes 'SFA', 'SSFA', 'SLA', 'SSSA' and 'Onboard a ship or submarine'
Service Complaints Ombudsman	Oversees the Service Complaints system and also acts as an alternative point of contact for Service Complaints including ensuring that Service Complaints are dealt with efficiently, effectively and fairly
Service(s)	Royal Navy, Royal Marines, Army and RAF
SFA	Service Family Accommodation

## Glossary / Further Information

Term	Definition
SLA	Single Living Accommodation
Soldiers	Army personnel of NATO ranks OR1 to OR9
SSFA	Substitute Service Family Accommodation
SSSA	Substitute Service Single Accommodation (formerly SSLA)
Standard Error	A measure derived using weighting factors from the sample proportion and unweighted count in a sampling distribution and used as a benchmark in order to ascertain a range of values within which the true population proportion could lie
Statistically Significant	Refers to the result of a statistical test in which there is evidence of a change in proportions between years
Statistical Tests	Refers to those tests which are carried out to see if any evidence exists for a change in response proportions from one year to another. If not enough evidence exists, these results can be referred to as 'unchanged'.
Trained Strength	Trained Strength comprises military personnel who have completed Phase 1 and 2 training. <ul style="list-style-type: none"><li>• Phase 1 Training includes all new entry training to provide basic military skills</li><li>• Phase 2 Training includes initial individual specialisation, sub-specialisation and technical training following Phase 1 training prior to joining the trained strength</li></ul>
Unit	A sub-organisation of the Service in which personnel are employed
Unweighted Count	Refers to the actual number who provided a valid response to a question in the survey
Weighting (Factors)	Refers to factors that are applied to the respondent data set by Service and rank group in order to make respondent Service rank groups representative of their population equivalents
Weighting Class	Refers to those members of a specific rank group to whom a weighting factor is applied
X-Factor	Additional payment to Armed Forces personnel to compensate for differences in lifestyle, working conditions and expectations compared to civilian equivalents
Z-test	Statistical test based on a standardised distribution which allows comparison between years for populations of different sizes

## Contact Us

The Analysis Directorate welcomes feedback on our statistical products. If you have any comments or questions about this publication or about our statistics in general, you can contact us as follows:

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