FAMILIES CONTINUOUS ATTITUDE SURVEY (FAMCAS)
IAMPS MAY 2018
Continuous Attitude Survey (CAS)

- Armed Forces (AFCAS)
- Families (FAMCAS)
- Reserves (RESCAS)
Cas's

What We Want To Know

Morale, Commitment and Engagement

Working with Others

Leadership and Managing Change

Deployment

Allowances & Pay

Future Plans

Life in the Reserves

Childcare & Children's Education

Kit & Equipment

Fairness at Work

Work/Life Balance

Health, Fitness & Welfare

Family Healthcare

Family Housing

Perception of Reserves

Training, Development & Career

Spousal Employment

Recruitment & Retention

Accommodation & Catering

Family Life & Being Part of Society

Colours are random and do not represent any relationship.
The CAS’s are the most robust method for capturing evidence based information to:

- inform policy
- monitor important items
- address hot topics

The longitudinal design allows for attitudes to be monitored annually making it possible to highlight trends.

ARMED FORCES PEOPLE PROGRAM

- FLEXIBLE SERVICE
- FUTURE ACCOMMODATION MODEL
- NEW JOINER OFFER
Established: 2010

Code of Practice: Official / National Statistic

The Armed Forces Act 2011 created a statutory requirement to report on families to Parliament each year.

To assess and monitor the views of the married and civil partners of Service Personnel (SP) on key welfare areas.

To strengthen the evidence-based decision making within the Ministry of Defence (MOD).

Data is used to aid the development and track the impact of military personnel policies; and to inform Defence personnel programmes.

**FAMCAS - Key Areas**

- About you (Spouse/Civil Partner of SP)
- Electoral registration
- Childcare and children’s education
- Healthcare
- Accommodation
- Employment
- Deployment
- Welfare
FAMCAS METHODOLOGY

- Review existing survey
- Consult stakeholders
- Revise survey
- Distribute to SP
- Communicate to SP
- Analyse data
- Report findings

- FAMCAS 2016 (Previous lessons learnt)
- Hot topics & alterations to questions
- Make revisions based on feedback
- Distribute surveys to sample
- Utilisation of different communication methods
- Look at comparisons between OR’s & OF’s, trends, and response rates
- Develop headline report and national statistics
SP married/civil partnership selected from HR system

12,084 (Army) - 28,383 (Tri-Service)

Stratified by rank (England) – Census (Non-UK)

Unable to contact spouses directly (Data Protection)

Rely on SP to pass on surveys and emails

Impact on response rates

Army response rate of 24% - data extrapolated

Questions

- 146 Tri-Service & 61 Army questions
- Core questions to ensure trend analysis
- New questions to understand attitudes of current events

Distribution

- Paper surveys – security of personal data in other countries (carbon footprint & £££)
- Online – Not all have access to computers (OF vs OR)

Communications

- Reminder emails, radio announcements, postcards, infographics and posters
- Announcement Briefing Notes & Message of the Day
Reported separately due to Terms of Service

Officers
Soldiers

Figures that are reported as unchanged or similar to figures from previous years should be interpreted as *not being statistically different*.

NA & don’t know responses
Not included in analysis – %’s were based on the numbers of respondents who chose the remaining item response options

Unchanged & Similar = Not statistically different

Attitudinal questions - 5 point scales:
Strongly Agree to Strongly Disagree were regrouped to assist analysis
**Margin of Error**

Only a sample is used and the results extrapolated to the wider spousal population. A degree of variability may exist and small percentage differences might not represent a significant change.

Lower responding groups are weighted to ensure representation.

To be aware of…

- The Army FAMCAS contains **61 Army only questions** and not reported as an official statistic.
- The results are generally presented in the order within the questionnaire.
- Only **significant differences** and/or trends in results are presented.
- Sections with few respondents (i.e. less than 50) are **not included**.

65% 55%
Army FAMCAS response rates by region and rank

<table>
<thead>
<tr>
<th>Region</th>
<th>Officers' spouses</th>
<th>ORs' spouses</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>England</td>
<td>61%</td>
<td>22%</td>
<td>45%</td>
</tr>
<tr>
<td>Scotland</td>
<td>33%</td>
<td>18%</td>
<td>20%</td>
</tr>
<tr>
<td>Wales</td>
<td>23%</td>
<td>16%</td>
<td>15%</td>
</tr>
<tr>
<td>NI</td>
<td>44%</td>
<td>14%</td>
<td>19%</td>
</tr>
<tr>
<td>Germany</td>
<td>54%</td>
<td>22%</td>
<td>15%</td>
</tr>
<tr>
<td>Cyprus</td>
<td>47%</td>
<td>19%</td>
<td>15%</td>
</tr>
<tr>
<td>Non-UK</td>
<td>29%</td>
<td>15%</td>
<td>20%</td>
</tr>
<tr>
<td>Overall</td>
<td>45%</td>
<td>20%</td>
<td>45%</td>
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</tbody>
</table>
### Key Findings

#### The Stability of My Family Life

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Positive</th>
<th>Neither Positive nor Negative</th>
<th>Negative</th>
<th>Not Applicable</th>
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</thead>
<tbody>
<tr>
<td>The stability of my family life</td>
<td>31%</td>
<td>30%</td>
<td>40%</td>
<td></td>
</tr>
<tr>
<td>Prospects of buying own home</td>
<td>29%</td>
<td>29%</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>Effect on relationship with my spouse/civil partner</td>
<td>21%</td>
<td>41%</td>
<td>36%</td>
<td></td>
</tr>
<tr>
<td>My spouse/civil partner’s work-life balance</td>
<td>21%</td>
<td>29%</td>
<td>49%</td>
<td></td>
</tr>
<tr>
<td>Effect on my children</td>
<td>17%</td>
<td>32%</td>
<td>49%</td>
<td></td>
</tr>
<tr>
<td>Number of house moves</td>
<td>12%</td>
<td>37%</td>
<td>36%</td>
<td></td>
</tr>
<tr>
<td>Armed Forces spousal employment support</td>
<td>12%</td>
<td>33%</td>
<td>30%</td>
<td></td>
</tr>
<tr>
<td>Effect on my career</td>
<td>10%</td>
<td>30%</td>
<td>54%</td>
<td></td>
</tr>
<tr>
<td>Amount of separation from spouse</td>
<td>8%</td>
<td>36%</td>
<td>53%</td>
<td></td>
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</table>

#### Effect on My Career

<table>
<thead>
<tr>
<th>Effect on my career support</th>
<th>Positive</th>
<th>Neither Positive nor Negative</th>
<th>Negative</th>
<th>Not Applicable</th>
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<tbody>
<tr>
<td>Effect on my career</td>
<td>36%</td>
<td>65%</td>
<td>4%</td>
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RESULTS

SPOUSAL EMPLOYMENT

Employment Status of respondents
- 40% full-time / 25% part-time / 7% self-employed

Difficulty seeking employment
Employment history (i.e. changing jobs frequently)
Officers’ spouses (44%) / ORs’ spouses (53%)

Negative effect on career progression
- Frequent moves with Service postings (overall 66%).
  - Officers’ spouses (79%)
  - ORs spouses (61%)

If you experienced difficulty finding suitable employment, was it because of any of the following?

If Service life has had a negative effect on your career progression, was it because of any of the following?

- Frequent moves with Service postings
  - Officers 79% / ORs 61%
- Partner unable to assist with care responsibilities
  - Officers 48% / ORs 54%
- Location of Service postings
  - Officers 56% / ORs 51%
- Access to childcare
  - Officers 20% / ORs 34%
RESULTS
SPOUSAL EMPLOYMENT II

Flexible Service

Will provide opportunities for both Regular and Reserve personnel to vary their service.

Will give Service personnel the chance to apply to serve in a way that suits their personal aspirations and family circumstances, although operational capability must always come first.

Opportunities for flexible working (e.g. early finishes, late starts etc.) for their serving spouse,
- 73% of Army spouses reported this would have a positive impact on family life
- 6% reporting that this would have a negative impact
FAMCAS
WHAT WE HAVE DONE

on a Spouse Employment Support Trial

72% of spouses are employed
RESULTS

HOME OWNERSHIP

Since 2013, there has been a gradual increase in home ownership reported by ORs’ spouses (↑ 4%, 42%)

- The top reason for home ownership is ‘stability for self and family’ for both Officers’ (73%) and ORs’ (63%) spouses

Similar to AFCAS 2017 findings

The top reasons for not owning a home:

- **Officers’ spouses** - To be able to move with my spouse/civil partner when she/he is posted (53%)

- **ORs’ spouses** - Can’t afford to buy a suitable home at the moment (60%)

Consistent with AFCAS 2017 findings

If you currently own your own home, why did you decide to buy it?

If you don’t own your own home, which of the following statements apply to you?
WHAT WE HAVE DONE

£80m has been invested in the
SFA Improvement Programme

12,500+ have benefitted from ‘Forces Help to Buy’
with £188.6m being advanced to Service Personnel
Overall satisfaction with the quality of Service family life

- Officers’ (68%)
- ORs’ (57%)

Influence on Army retention

- 37% of Army Spouses had encouraged their serving spouse to stay in the Army, and 17% to leave.
- 45% percent had not encouraged their serving spouse to neither stay nor leave the Army.
**LESSONS LEARNT**

**CONSIDERATIONS & QUESTIONS**

**Response Rates**
(we know our weaknesses)

- How do we increase response rates? (survey fatigue)
- Are surveys the best method for gaining evidence based data?
- How do we gain confidence in the population?

**Communications**
(we are constantly evolving)

- Transient nature of Armed Forces; how do we contact everyone?
- What is the best way to contact families of SP – (data protection)?
- How can we further utilise social media?

**Exploitation**
(we are exploring how we can increase the impact of FAMCAS)

- How can FAMCAS data have more impact?
- What other forms of data can we use to influence policy?
- Development of CAS tool (dashboard) for stakeholders
“I know what my wife thinks, so I completed the FAMCAS on her behalf”  

(Thoughtful Soldier)
Families Continuous Attitude Survey Collection


Or just google: FAMCAS