

Naval Families

F E D E R A T I O N

Armed Forces Pay Review Body

2017

Background

In preparation for presenting evidence to the Armed Forces Pay Review Body (AFPRB) 2017 the Naval Families Federation (NFF) asked you what you thought about pay in the Naval Service.

Summary of Findings

438 of you responded with 215 choosing to provide us with invaluable free text feedback.

The most common themes could be categorised as:

- a sense of unfairness between rank/job roles and branches within the Royal Navy and Royal Marines
- the strain of the cost of living
- the comparison with Private Sector pay
- a perception that the AFPRB is not independent

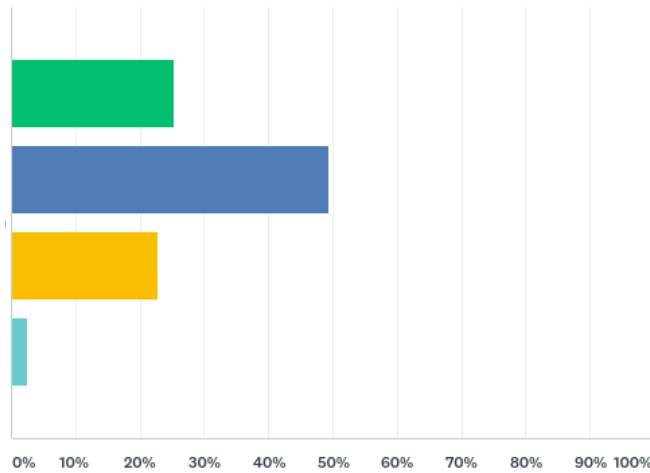
Around 50% of you told us that you were: concerned about your financial situation some of the time; able to save for a rainy day some of the time; worried about managing your debts some of the time; and felt there was enough money coming in to pay for the things that you need some of the time.

Around 25% of you felt satisfied with your financial situation and shared with us that there was enough money coming into your household to pay for the things that you need a lot of the time.

Of those of you who said you have had to make changes as a result of the ongoing public sector pay restraint during the past 12 months, three quarters of you told us that you had to cut back on holidays/leisure activities.

WHAT YOU TOLD US

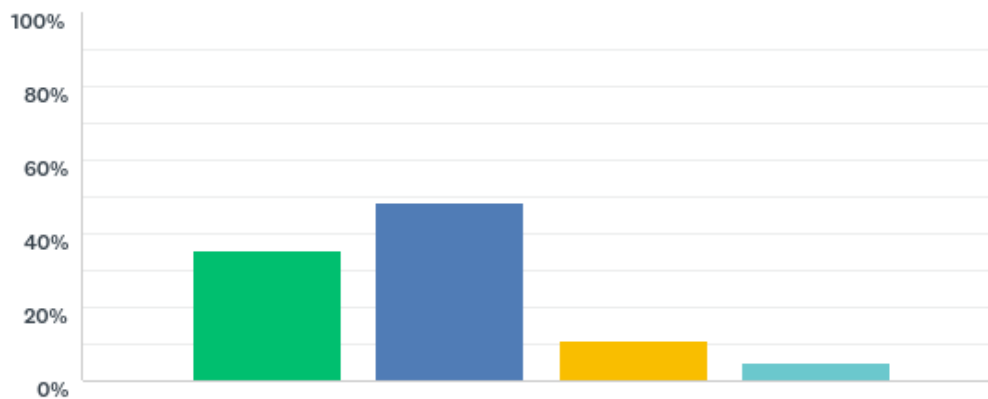
1) I feel satisfied with my financial situation



■ Never ■ Some of the time ■ A lot of the time ■ Always

Never	25%
Some of the time	49%
A lot of the time	23%
Always	3%

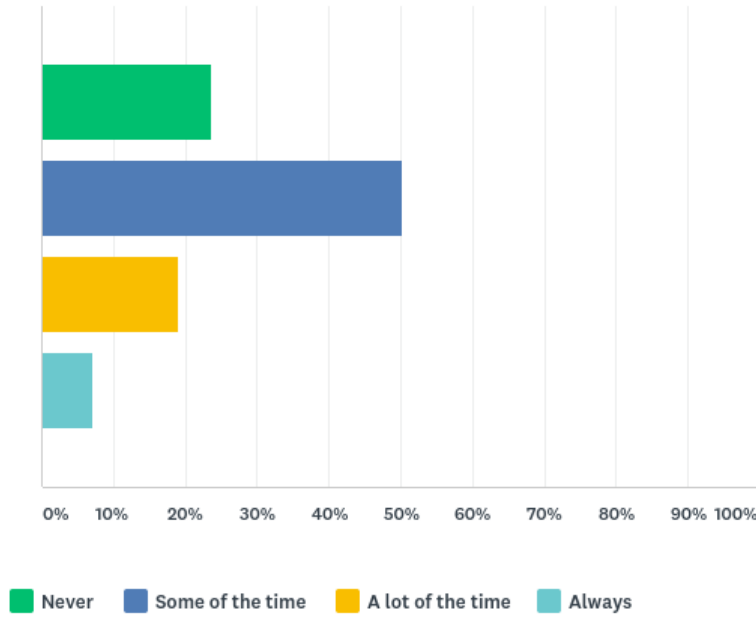
2) I am able to save for a rainy day



■ Never ■ Some of the time ■ A lot of the time ■ Always

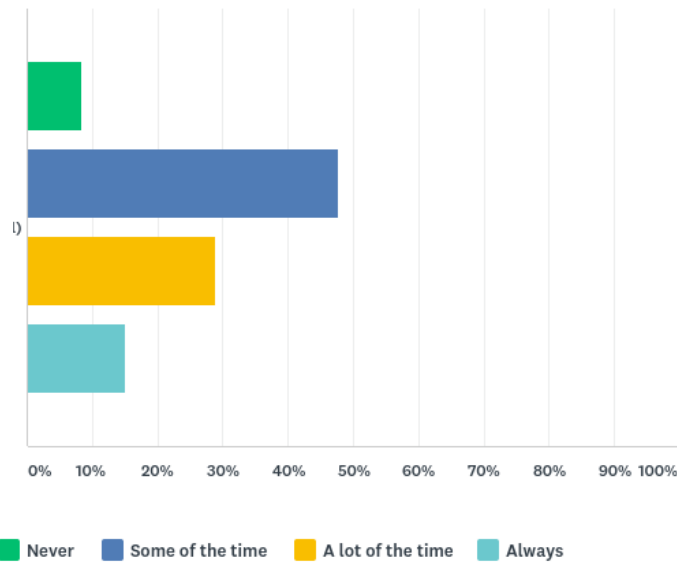
Never	35%
Some of the time	49%
A lot of the time	11%
Always	5%

3) I worry about managing my debts



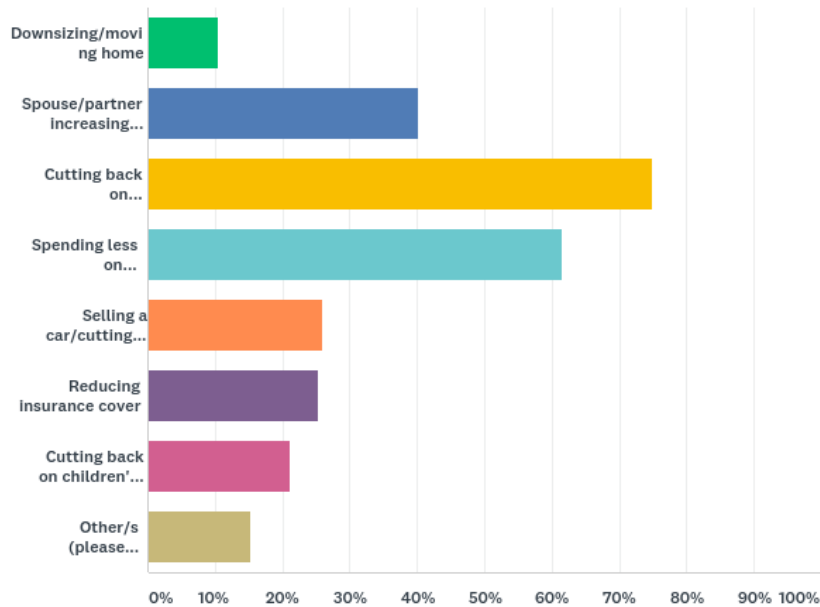
Never	24%
Some of the time	50%
A lot of the time	19%
Always	7%

4) There is enough money coming into my house to pay for the things that I need



Never	8%
Some of the time	48%
A lot of the time	29%
Always	15%

5) Have you had to make changes in any of the following areas over the past 12 months as a result of the ongoing public sector pay restraint?



Downsizing/moving home	11%
Spouse/partner increasing hours at work/changing jobs	40%
Cutting back on holidays/leisure activities	75%
Spending less on groceries/shopping around for essentials	61%
Selling a car/cutting back on transport costs	26%
Reducing insurance cover	25%
Cutting back on children's education costs/trips	21%
Other/s (please specify)	15%

6. Are there any other comments about pay that you would like us to take to the Armed Forces Pay Review Body on your behalf?

Thank you to the 215 of you who chose to answer this question with free text feedback; we picked up on the following themes:

- A feeling of unfairness between Ranks/Jobs Roles and Branches within the Royal Navy and Royal Marines
- The strain of the cost of living
- The comparison between pay in the Private Sector and the Naval Service
- Perception that the AFPRB is not independent

Some examples of what you told us:

Comparison between Ranks/Job Roles/Branches within the RNRM

I will shortly be promoted to Lieutenant and will then have my pay frozen for 2 years. How is this justifiable considering that there are no positions in my branch which are rank ranged at the OF-2 level?

They have not surveyed the writers for over a few years, yet one of our branches is on a different supplement, it's not fair as we work more hours than them, working 14 hour days at sea.

On entry to the services there is a requirement to meet a specific grade in order to qualify for a particular role. The current pay scaling of bands does not reflect the difference in qualification requirement. Pressure has been put on specific areas in the Navy due to manpower control and advancing technologies, this has not been reflected in pay.

The Navy does not just consist of Engineers, I need more money as I am struggling to pay for things I used to take for granted 6 or 7 years ago. If this continues I will have to leave the service as the long distance travel between home and work is now prohibitively expensive, and eats up a substantial portion of pay above the allowances meant to address this. My pension has been destroyed with the understanding that as I know I will get less than previously promised I can make alternative arrangements, but since I have no money this makes no sense!!! In a nutshell I hate the way I've been treated by my country and if it comes down to it I am no longer prepared to sacrifice myself in defence of people who don't give a damn about myself or my family. I believe this feeling is more widespread than is realised.

Why do aircrew (officers) continue to get flying pay whilst sat doing a desk job?! As other areas of the Royal Navy are neglected of pay with increased stress and work load.

Engineers continued to be undervalued by the Services. Retention and recruitment of Engineers is directly related to current pay, promotion opportunities and the pay restraint currently in place. Engineering Officers have so far been overlooked in any pay initiatives, retaining Junior Engineering Officers is of particular issue and if not addressed now will result in further loss of this highly valued skillset. Current gapping is also resulting in negative pressure on promotion further exacerbating the pay situation.

My husband will get a pay cut of £3k which is just unacceptable. This is due to the banding/specialist pay change. Despite the fact that the new pay is being advertised as getting majority of people pay increases, a £3k pay cut is a huge amount of money to be lost and in conjunction with the increase in rent it is very hard for us

The cost of living

The public sector pay freeze effectively means a cut in real terms over the last 10 years. Coupled to a reduction in pension, increasing fuel (and food costs) but no commensurate increase in allowances means trying to motivate your team to stay is a very hollow argument.

Please could we have a cost of living rise that matches or just slightly above inflation so that the value of our pay does not decrease. Given what we are prepared to sacrifice for our country is it too much to ask our country to sacrifice a little for us.

After years of Pay Freezes and then limited to 1%, with the rate of inflation, I have had an effective £5,000 pay cut over the last 5 years. Combined with the change in pension scheme, which will end up with me receiving less when I retire but have to work for longer, there is little to keep me in the Service. Morale is at an all-time low.

Private Sector pay comparison

Pay needs to be competitive against the private sector otherwise retention will remain an issue.

Service pay has failed to keep up with inflation over many years and therefore for the amount of responsibility service personnel hold, the remuneration no longer reflects their equivalents in civilian life, where certainly some management roles have seen significant pay increases.

I believe an enhanced pay rate for engineers should be introduced - not linked to the supplements but actually bespoke to align with the fact civilian engineers are highly sought after and in the armed forces we don't have enough or are able to retain. At Warrant Officer level, the supplements have no effect on pay across the board, even though I can and will be fulfilling engineering roles - hence the need for an enhanced pay rate.

As a pilot in the Royal Navy my pay in no way reflects the danger and difficulty of my job. I am on the same rates of pay as a less qualified and much safer logistics officer or training manager how is this fair. Airline pilots do not receive the same wage as administrators because the civilian world recognises the responsibility of the pilot and the risk of flying.

The independence of the AFRPB

All other public sectors have access to a union to represent their case and drive for better pay equality. Armed Forces have no union to represent their views and therefore in light of recent changes to public sector pay cap, there should also be a drive for an improvement in Armed Forces pay. AFRPB has lost its independence in recent years, sticking to recommending a 1% pay increase, which does not necessarily represent the

needs of the Service personnel. AFPRB now just tows the government policy line and has lost credibility with Service personnel.

Pay in the Public Sector

The press and public are not fully informed of what the public sector are. Daily news and publications are constantly stating NHS/Teachers/Fire service/police force and not once is the Armed Forces mentioned for being on a public sector pay restraint. This results in feeling increasingly undervalued by society and Government officials. The increase in the non-public sector pay which has now better in some circumstances than service pay (including the X factor) is now becoming a factor when joining/leaving the service.

I feel the debate re Public Sector Pay Cap has focussed entirely on the NHS/Police with little thought for the Armed Forces.

Childcare issues

I'm lucky that my husband has a military pension and a good job to supplement my military salary. Childcare costs are the biggest expense and make us adjust our other spending/saving.

Incentive for promotion

For me there is no promotional incentive as there will be a very little pay rise for me and I feel it's not justifiable for the extra work load I will have.

Spousal Employment

My husband is an AB, due to the moving around required by the forces (Cornwall, Edinburgh and Portsmouth within the last 3 years) I am unable to work my way up in a role, and with a negligible pay rise already offset by increasing housing, furniture and other costs, as well as having to pay to travel to see my husband abroad if our 2 yr. old son wants to see him at all.

Marital Status

As a single (Divorced homeowner with 3 dependant children) person I feel completely discriminated against because I have to pay for my accommodation at my duty station whilst married personnel get it for free! It is frankly an outrage and completely unfair to make me pay whilst my next door neighbour gets it for free. I firmly believe that either we all pay or no one pays. No one has ever been able to explain to me why some pay and some pay nothing.....just get the standard answer.....it's in the JSP who pays and who doesn't.....great answer ! I would love to know the actual answer (if there is one).

When I am shore side in HMS Nelson the Junior Rates accommodation costs upwards of £70, however if you are married it is free. I find this very dated as, as a Junior Rate I'm not married but I have three children one of which with disabilities and I have a mortgage. I could get a shotgun wedding to save the money but that defeats the reasons for marriage although we are engaged.

Service Family Accommodation rent increases

The rising cost of SFA is a major concern and without any real information on the long term plans for this system (following information gathering about the community's thoughts on possible and quite extensive changes to the accommodation model) it is very difficult for us to plan where and when to buy our own house and to know what will put us in the most manageable financial situation.

Comparison to Army/RAF

How on earth can they justify Royal Navy Chefs being on the lowest pay bracket? We work longer hours than all on the levels above, we work in the worst conditions with temperatures at times reaching over 40oC. Our chefs have the responsibility of feeding people of all backgrounds on a tiny budget. The knowledge and skill that comes with that deserves more. To pay us the same as a chef in the Army and the RAF is a disgrace where we do more if not double what they do and what is required of them.

Flexible working

Flexible working - if some of the armed forces are going to be allowed to not be so mobile, not work long hours, etc. then there needs to be some way of recognition for those who are working long hours and who have to move.

Reserves

The Reservist pay structure is complicated and can be frustrating when dealing with queries and entitlements and some form of simplification in the pay structure would be useful.