

desider

the magazine for defence equipment and support



Hercules - 60 years of service
and still delivering the goods

A person wearing a blue BAE SYSTEMS uniform is working on a large piece of equipment inside an anechoic chamber. The chamber's walls are covered in dark, pyramid-shaped electromagnetic absorbers. The person is standing on a blue scissor lift, looking into the open front panel of the equipment, which is illuminated by a bright light. The overall scene is dimly lit, with the primary light source coming from the equipment's interior.

Pioneering solutions in a fast-changing world

www.baesystems.com

BAE SYSTEMS
INSPIRED WORK

cover image



Hercules C-130J

desider

www.gov.uk/government/publications/desider-2015

Editor:

Tom Morris - 9352 37888 or 0117 9137888
tom.morris114@mod.uk

Reporters

Hazel Stanley, Emma Lancaster, Laura Martin Plaza,
Tom Knight and Francesca Yuille.

Photography and Design:

Andrew Linnett, David Tucker, Ed Low, Mark Hawke
and Paul Griffin

Distribution Manager:

Dick Naughton - 9352 34342 or 0117 9134342
DES HR-Corp-BusMgr1a@mod.uk

Advertising:

Richard Stillman – Ten Alps Media, 1 New Oxford
Street, High Holborn, London SC1A 1NU
Tel: +44 (0)20 7657 1837
Fax: +44 (0)20 7379 7155
richard.stillman@tenalps.com

Printing:



desider is distributed free to DE&S employees and the equipment capability organisations. Copies may be sent to readers outside MOD, including in the defence industries and is published on the world wide web via GOV.UK. While the editor takes care to ensure all material produced is accurate, no liability can be accepted for errors or omissions. Views expressed in *desider*, and products and services advertised, are not necessarily endorsed by DE&S or the MOD. All editorial submissions must be cleared by the relevant MOD authorities with content for advertorials to be cleared by the relevant MOD project team before publication.

© Crown Copyright

This magazine is produced on Cocoon Silk 90gsm which contains 50 per cent recycled and de-inked pulp from post consumer waste and Forest Stewardship Council certified material from well-managed forests.



FOREWORD

By Tony Douglas, CEO

I am very pleased that the start of 2016 has been so positive for DE&S.

We recently agreed the £369 million deal for the continued in-service support of the RAF Hercules C-130J fleet, securing around 1,200 UK jobs until 2022.

The support contract plays a crucial role in maintaining the aircraft's availability and is in line with the Strategic Defence and Security Review (SDSR) announcement to extend the life of the aircraft until 2030.

The Royal Air Forces' Puma Mk2 aircraft has reached Full Operating Capability on time and on budget, with aircraft and crews ready for worldwide operations. The upgrade of 23 Puma Mk1 aircraft will deliver a step change in capability, safety and increased performance for at least the next decade.

And future successes lay ahead with several more exciting projects due to reach important milestones in the very near future.

It is our fantastic people across DE&S that are behind each one of our successes, and I am delighted that some of them have been recognised in the 2016 New Year Honours list for their services to defence.

This month we also say farewell to one of our Executive Board Members, Director General Commercial, Susanna Mason, after eight years within the MOD. Susanna has been the most senior woman in DE&S for 18 months, and instrumental in delivering our single source procurement law. I am grateful to Susanna for her commitment, and passion for the department and our people.

Finally it is important that DE&S continues to attract the best talent, and you will notice that *Desider* now features some of our latest positions in its new recruitment pages.

SENIOR LEADERS COMMENT

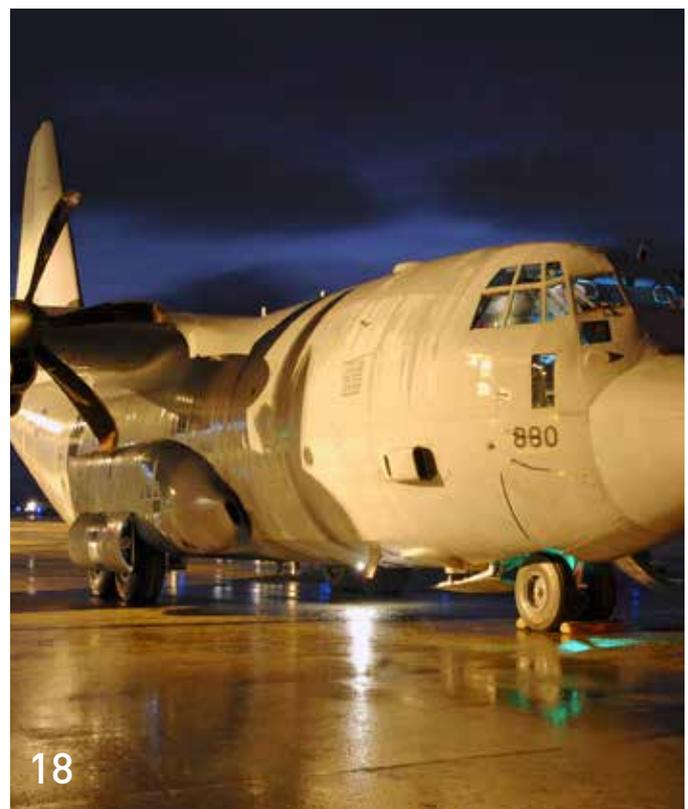
- 06 Pete Worrall, Chief of Materiel (Joint Enablers), talks about his 35 years as a Civil Servant

NEWS

- 08 Simulating success: DE&S deliver flight deck training simulator to Culdrose
- 10 Puma team praised after Mark2 is delivered on time and budget
- 12 All the best: Director General Commercial Susanna Mason bids a fond farewell to DE&S
- 14 Congrats! DE&S staff are recognised in New Year Honours list
- 16 All Aboard: Final carrier piece is lifted into place
- 18 Staying power: Hercules flies on after £369 million contract sees it through to 2030
- 22 Two new Voyager and two new A400M aircraft for the RAF
- 24 New state-of-the-art radar system for Royal Navy
- 30 DECA: Min DP Philip Dunne praises the Centre of excellence

FEATURES

- 26 Explosive content: Desider visits Defence Munitions at Gosport





14

REGULARS

- 28 First person** - Richard Spencer, Chief Safety Practitioner in Land Equipment discusses key achievements, assisting the Royal Marines and mountain biking
- 31 Jobs** - Desider's new recruitment pages
- 35 60 Second spotlight** - SCOUT/AJAX trials officer Dale Lister talks about motorcycling, family, and his love of 007 and Madonna
- 36 DE&S People** - Dr Eluned Lewis of the DE&S Technology Office tells Desider about meeting the Queen after her team scooped a Civil Service Award
- 37 DE&S People** - DE&S Senior Aircraftwoman Pamela Garth hits the high notes for the Armed Forces One Voice initiative



24

FEBRUARY 2016

Inside this month

Pete Worrall, Chief of Materiel (Joint Enablers), talks about his 35 years as a Civil Servant and what motivates him to get out of bed in the morning

Picture: David Tucker 

It may surprise some people to learn that I joined the MOD over 35 years ago, straight from school, as an Engineering Apprentice in the then Military Vehicles Engineering Establishment.

From this beginning I have been fortunate to experience a broad range of challenging and enjoyable jobs in the former MOD Procurement Executive and the follow-on Defence Procurement Agency (DPA). I left the DPA in 2005 on promotion to 2* and signed up for a three-year tour in NATO. I returned to the newly formed DE&S in 2008 as Director Helicopters.

In July 2011 I took up the role of Chief of Materiel (Joint Enablers) on a temporary basis and was officially appointed into the role four months later, following an external competition, on promotion to 3*.

Looking back over my career to date it is nice to be able to say, while there were some really tough times, jobs don't get better than supporting our Armed Forces. Delivering and supporting some of the world's most complex defence equipment as a professional engineer and programme manager is what has got me out of bed in a morning and keeps me motivated.



Looking back over my career to date it is nice to be able to say, while there were some really tough times, jobs don't get better than supporting our Armed Forces

Pete Worrall CoM JE



In terms of my current job I am responsible for a diverse range of equipment from helicopters to Military Air Traffic Management across two Operating Centres (OC); Helicopters and ISTAR (Intelligence, Surveillance, Target Acquisition and Reconnaissance). Unlike most other domains, the 1,300 military and civilian JE staff deliver and support capability for all three Single Services and the Joint Forces Command.

I am pleased to say that there are many aspects of excellence across my Domain based on my peoples' hard work. Last year the ISTAR OC Marshall Military Air Traffic Management Team excelled by not only winning a Min(DP) Acquisition Award but



also being judged as the overall winner of Min(DP)'s Special Award.

The Helicopters OC Rotary Wing Strategy is another area of excellence that stands out. This ground-breaking strategy won the Association for Project Management Programme of the Year Award in 2015. The team were up against public and private sector entries and their success demonstrates that our people and work can be even more innovative and successful than that of our private sector counterparts.

In delivering and supporting equipment I obviously come into contact with a wide range of people and I am greatly impressed by the people across Defence and especially within JE. It's their drive and determination to do the very best they can on behalf of our Armed Forces that's so impressive, regularly requiring them to go the extra mile.

Interacting with our people across the MOD and wider stakeholders and especially the variety of new conversations I have, when I get out and about to meet staff and as part of my mentoring, is one of the favourite aspects of my job. My passion for wanting to support people to do their

jobs not only led me to mentoring people myself but also to my initiating and leading the MOD's Mentoring Initiative. One can get a real buzz when a mentee tells you that your interaction with them has made a really positive difference to their work, development and work-life balance.

Looking to the future, I wanted to round up with a few words on our DE&S Transformation. Based on my experience across many change initiatives over my career to date there is no doubt in my mind how vital it is for us all to get behind our DE&S Transformation and make it a success.

The prize is really worth the effort since, if we get it right, we will: make it easier for our people to work across DE&S during their careers based on a common 'DE&S Way' and in the process maximise the use of their time and minimise their wasted effort; use a pay and performance system that rewards 'good' performance and addresses 'bad'; input information once and use many times; and ultimately excel in delivering our promises to our Customers.



PEOPLE WHO KNOW HOW
**TO HELP YOU
SECURE
OPERATIONAL
ADVANTAGE**

Through their technical expertise, know-how and rigorous independent thinking, our engineers and scientists are uniquely placed to help customers meet challenges that define the modern world. Our prized possession is trust.

We inspire confidence by working in partnership with our customers to ensure that they meet their goals, first time, every time.

Culdrose Flight Deck Training Simulator



Above: The new flight simulator based at RNAS Culdrose in Cornwall

DE&S has delivered a refurbished Flight Deck Training Simulator that will train Flight Deck Officers and Aircraft Handlers to safely operate aircraft on and off a ship's flight deck.

The simulator at RNAS Culdrose in Cornwall will be able to train-up crews for the new HMS Queen Elizabeth class Aircraft Carriers, as well as the Type 45 Destroyers, Type 23 Frigates and in the future Type 26 Combat Ships and MARS Tankers.

The refurbished facility allows flight deck crews to simulate every aspect of deck operations. Fire fighting and engineering emergencies, aircraft refuelling, marshalling and multi-spot landings can be simulated as well as changing sea states and day and night conditions.

All the current helicopters types in service are used and over 28 different serials can be set to test individuals on drills taught at Culdrose in the classroom before students are released into the Fleet.

The simulator has been brought into service by the DE&S Maritime Combat Systems (MCS) Maritime Training & Acquisition Organisation (MTAO) team at Abbey Wood.

— “ —
This facility has the ability to deliver much better training and lessen the need and associated costs of training with real aircraft

Tim Kingswell

— ” —
 The MTAO team, led by project leader Tim Kingswell, worked closely with the Royal Navy's School of Flight Deck Operations (RNSFDO) and a civilian contractor, SEA (Systems Engineering and Assessment). This allowed the MTAO team to progress from contract signature to equipment installation in just six months.

Mr Kingswell told Desider: "This facility has the ability to deliver much better training and lessen the need

and associated costs of training with real aircraft".

At a small ceremony on the Fleet Air Arm's West Cornwall Air Station, Captain Ade Orchard OBE, Commanding Officer of RNAS Culdrose opened the facility.

He said: "The reason for this facility is to improve training and give people better currency. This facility is truly quite impressive and matches anything I've seen across in the United States. I'm thrilled with just a few mouse clicks the simulator is well and truly open and well done to everyone involved."

Ben Webb, SEA Project Manager, led a dedicated team of software designers, 3-D modellers and computer developers to produce as life-like as possible flight deck and aircraft representations

The FDO Simulator team are now looking to install newer aircraft types in the shape of Chinook, Apache, Osprey and F35 Jets and more training serials for students to practice on, within the next few months of 2016.

T&E begins here



All images©MOD Crown Copyright

QinetiQ and the MOD working together to provide **Test, Evaluation and Training Support Services**

www.LTPA.co.uk

Puma MK2 delivered on time and on budget



The teams behind the Royal Air Forces' Puma Mk2 have been praised after the aircraft achieved Full Operating Capability (FOC), on time and on budget.

The achievement has been due to the professionalism and effort of the Puma Project Team in DE&S, their industry partners and other stakeholders.

The successful delivery of the £339 million programme means that the helicopters benefit from new engines, providing 35 per cent more power and improved fuel efficiency to allow them to fly

faster and twice as far as the Puma Mk1. They also have highly advanced digitised glass cockpits with upgraded liquid-crystal



THE PROGRAMME HAS BEEN DELIVERED ON TIME AND ON BUDGET MAKING IT A GREAT DE&S PROCUREMENT SUCCESS



display instruments.

The Puma Mk2 can fit into a C-17 Globemaster transport aircraft, which means that it can be transported anywhere

in the world and, crucially, can be ready to deploy in support of both combat and humanitarian missions in just four hours.

The aircraft, with improved ballistic protection, is capable of carrying up to 16 fully-equipped troops. Twin cargo doors and low rotor downwash make it ideal for transporting personnel and equipment in and out of confined urban environments.

Air Vice-Marshal Julian Young, Director Helicopters at the MOD's Defence Equipment & Support organisation, added: "The Puma is a remarkable aircraft



and its ability to operate in urban and harsh conditions will see it play a key role in any future deployments.

"The programme has been delivered on time and on budget making it a great DE&S procurement success"

The early achievement of the Initial Operating Capability (IOC) in February 2015 enabled the deployment of three aircraft to Kabul in Afghanistan to support Operation TORAL in March last year. The Puma Mk2 are now providing vital aviation support to British and coalition troops who are assisting the Afghan Government and Afghan National Security Forces. This task

includes the movement of people who would otherwise need to make more dangerous journeys by road, so the capability is undoubtedly saving lives.

THE HELICOPTERS BENEFIT FROM NEW ENGINES, PROVIDING 35 PER CENT MORE POWER AND IMPROVED FUEL EFFICIENCY TO ALLOW THEM TO FLY FASTER AND TWICE AS FAR

Since achieving IOC, the aircraft has been further upgraded to expand the operating envelope, and to add capabilities such as a Rescue Hoist, extended range

fuel tanks, as well as an abseil, fast roping and parachuting capability. Wire cutters and a Traffic Advisory System have also been developed and are being introduced to enhance the safety of the fleet.

Almost a third of the programme was carried out by Airbus Helicopters in the UK, with the remainder undertaken at Airbus Helicopters premises in France and Romania, with other contributions made by a range of other companies in Oxford, Oldham, Redditch, Gloucester, Boscombe Down, Basildon, Surrey, Marlow, Cheltenham and Reading.



Susanna Mason bids farewell

Susanna Mason talks to Desider about the tough decision to make her next career move after eight years within the MOD and 18 months in DE&S.

I joined the MOD having spent 14 years working as a consultant, and have spent eight years in the department in a number of roles before joining DE&S 18 months ago as Director General Commercial. This has been a challenging role with a wide ranging portfolio of responsibilities so it has been a tough 18 months but I'm proud of the progress we have made; we've improved the structure and quality of the commercial function and now really understand the issues we face and are taking steps to overcome them. However, the hard work is not finished and we need to focus on successfully implementing a number of projects before we can realise all of the benefits.

Whilst I would find it difficult to identify just one professional highlight, I'm particularly delighted to have delivered the Orange Book, or Single Source Contract Regulations, in 2014. A lot of blood, sweat and tears were shed during the five years it took to introduce this law, and I'm pleased to say that it has changed the way we do business with single source contractors, allowing us a greater understanding of cost and transparency. It has already saved us tens of millions of pounds on

current contracts, and will I'm sure, save hundreds more.

From a personal perspective one of my proudest achievements was being asked in 2014, to lead the commercial function as Head of Profession. For a while I was the most senior woman in the department and actually being

— “ —

When I started at the MOD I was surprised by the fact that women tended to leave when they were in their mid-thirties. I wanted to try and address this

Susanna Mason

— “ —

one of very few senior women has always been a great privilege, and a lot of fun! Another personal highlight has been the way that the Villiers Club has had a positive impact on female commercial staff. When I started in the MOD I was surprised by the fact that women tended to leave when they were in their mid-thirties.

I wanted to try and address this by providing opportunities to access continuing professional development, and so in 2008, the Villiers Club was born. Since then we've had many inspirational speakers, including the Head of Research and Development for the US Department for Defence and the first female military 2* officer, Elaine West, who have provided fascinating and informative speeches. I'm proud to say its membership has grown to 300+ from across industry and government and I've no doubt the Villiers Club will continue to inspire both professionally and personally.

It was an incredibly tough decision to leave. I've had a wonderful time over the past eight years; I've seen and done things that I could never have imagined, and I'll look back on my time with great fondness. But I feel that the time is right for me to take on a new and exciting challenge, and it is with sadness that I shall leave the department. I hope to find as many hard-working and dedicated people in my future work as I have in the Civil Service as I'm enormously proud of what we, and the department do. It's been a privilege to work here and I will miss it hugely.



A growing threat requires a resourceful response.

It could be secreted in a piece of old water pipe, an oil drum or perhaps a slight depression on a road surface. Identifying and dealing with improvised explosive devices, or IEDs, is a highly specialised job. Should the global trend continue, over 10,000 of these devices will be deployed annually by 2017, posing continuing danger to lives and normality.

Optima Group develops capabilities and builds capacity in the UK and overseas. We provide bespoke, threat specific, defence and security services, specialising in Counter-IED, Explosive Ordnance Disposal (EOD) and Counter-Threat Search, delivering a wealth of expertise to a range of clients that include the UK MoD and the UN, globally.

We develop comprehensive, strategic and operational plans to tackle complex problems in countries requiring world-leading insight to mitigate contemporary threats. As these threats grow exponentially, so does our reach and capability.

We are Optima Group.

+44(0)1793 207979 | info@optimagroup.co | optimagroup.co

OPTIMA GROUP

Every threat is individual. So is our response.



proudly
sponsoring



DE&S Staff recognised in New Year Honours

Several DE&S employees were recognised for their efforts in the New Year Honours list. Desider caught up with some of them to get their thoughts.

Air Marshal Simon Bollom thought something had gone wrong when the Chief of the Air Staff took him aside for a chat but in fact it was to tell him he was going to receive a Knighthood.

The Air Marshal, who had already been appointed Companion of the Order of the Bath (CB) in 2011, was awarded the Knight Commander of the Most Excellent Order of the British Empire.

"When I heard I was honoured and obviously absolutely delighted," Air Marshal Bollom told Desider.

"My family are clearly delighted about the award and prospect of a day out to the Palace. I am pleased for them as well as they have had to make many sacrifices to ensure I can do my job to the best of my ability."

He also paid tribute to those he worked with adding: "The truth is that any achievements that I might have been part of, or led, have certainly been the summation of the efforts of the excellent team that I have assembled around me.

"I am very proud of them and grateful for their outstanding effort and support."

And while Air Marshal Bollom admits being referred to as 'Sir Simon' does make him cringe a little it won't stop him from going to watch his beloved Bath rugby club.

"Being called Sir Simon does make me feel slightly awkward I confess," he said.

"But I'll still be standing on the Thatchers Terrace at Bath Rugby with the rest of them none the wiser about my title and hoping for miracles this season."

“

The truth is that any achievements that I might have been part of, or led, have certainly been the summation of the efforts of the excellent team that I have assembled around me

Sir Simon Bollom (CoM Air)

”



Julia Hurrell was also stunned to receive the news that she had successfully been nominated for a British Empire Medal for services to Defence and Charity.

"I didn't know anything about it and was genuinely shocked. I was very well behaved though and told no one, apart from my husband who was there when I opened it!" Julia told Desider.

Julia started supporting the Samaritans' Christmas Child Shoebox Appeal in 2000 and at its peak a remarkable 2,500 shoeboxes were delivered from Abbey Wood to disadvantaged children abroad.

Over the years more than 20,000 shoeboxes containing toys, gifts, letters of hope, and hygiene products have been delivered from Abbey Wood to children in desperate need around the world.

Julia, who works as an inventory manager in the DE&S International Guns Missiles & Rockets Project Team, has also helped raise money for charities including the NSPCC, St Peter's Hospice and McMillan but insists her award is very much thanks to others.

"I might be holding the medal but so many people played their part," she said.

"The support I have had over the years has been simply wonderful and I would not be in this position if it were not for that."

Julia was also surprised to receive several personal congratulations letters including one from new CEO Tony Douglas, and Chief of Defence People, Lieutenant General Andrew Gregory CB.

Julia has asked that her medal presentation, which will be carried out by the Lord Lieutenant of Gloucestershire Dame Janet Trotter, takes place at Abbey Wood in May.



Above: Julia Hurrell

"It has been overwhelming and I wanted the presentation to take place at Abbey Wood so other people who have supported me can play their part," Julia added.

Major Albert Keeling, of the DE&S Medical delivery team, was awarded an OBE for helping to deliver a field hospital to combat Ebola in Sierra Leone.

He told Desider: "My award is very much as a result of a fantastic, dedicated and talented team that I was privileged to work with at Abbeywood, Bicester and Donnington."

Other honoured were Lieutenant Colonel Michael Evanson-Goddard of the Royal

Logistics Corps and Wing Commander Andrew Knight, an A400M Intergrated Logistics Support Manager - both of whom received an OBE.

Congratulations also go to Colonel David Casey, who works for Land Equipment, who was awarded an OBE for achievements prior to joining DE&S, while Squadron Leader Timothy Ellis and Commander Chris Franks also both received MBEs for their roles prior to joining DE&S.

In addition Warrant Officer Alan Maxwell who works in Air Commodities received a Meritorious Service Medal (MSM) - a silver medal awarded for distinguished service.

Linette Haines was left baffled after being awarded an MBE.

Linette spent the past five years as Executive Assistant (EA) and then Assistant Private Secretary (APS) to Sir Bernard Gray. She is now APS to new CEO Tony Douglas.

In her role Linette would be the one to deal with honours nominations so was totally unaware of the impending award.

Linette told Desider: "The letter from the Cabinet Office, notifying me of my nomination was posted through my neighbour's mail box. I got it at the end of the week when I returned home after working in Main Building".

When I did get around to opening the letter, my first thought was that it was a mistake, closely followed by the thought 'how on earth did my office get the paperwork past me

Linette Haines

Initially, Linette said, she thought it was a bill, so put it to one side until she could face opening it!

"When I did get around to opening the letter, my first thought was that it was a mistake, closely followed by the thought 'how on earth did my office get the paperwork past me' For one second, Linette said, she was more impressed with that achievement than with the nomination itself"

"When the nomination finally sunk in, her natural excitable nature kicked in, but then Linette realised she couldn't share the news with anyone for quite some time, so had to practise a level of restraint. "My mum, aunt, siblings and friends were all thrilled to bits when they were finally told the news, they had no restraint and wasted no time telling everyone they knew from Newport to Canada, and from Canada to St Kitts.

Linette Haines (right) initially ignored her letter informing her she was to be awarded an MBE because she thought it was a bill.



Final Carrier section lifted into place

Defence Minister Philip Dunne has paid tribute to the “highly skilled” workforce whose hard work has seen the final section of the UK’s second new aircraft carrier successfully being lifted into place.

The 750 tonne Aft Island that will control aircraft operations aboard HMS Prince of Wales was raised 25 metres in the air using the Goliath crane at the Babcock Rosyth facilities.

The operation brings assembly work on the ship significantly closer to completion.

HMS Queen Elizabeth and HMS Prince of Wales are being delivered by the Aircraft Carrier Alliance, a unique partnering relationship between BAE Systems, Thales UK, Babcock and the MOD.

The carriers will be the centrepiece of Britain’s maritime capability. Each 65,000 tonne aircraft carrier will provide the armed forces with a four acre military operating base, which can be deployed worldwide. The vessels will be versatile enough to be used for operations ranging from supporting war efforts to providing humanitarian aid and disaster relief.

Minister Dunne, said: “The final section of HMS Prince of Wales being put in place marks a huge achievement for the thousands of highly skilled people across the UK that have contributed to the construction of what will be the UK’s largest aircraft carriers.

“Supported by a £178 billion equipment budget, the carriers - along with our new Lightning II aircraft, which we are buying more quickly - will provide the spearhead of the UK’s military capability for the next 50 years, keeping the nation safe at home and protecting our interests abroad.”

Angus Holt, HMS Prince of Wales Delivery Director, said: “Thanks to the dedication of thousands of workers across the country we now only have just a few sections remaining to be assembled, here in Rosyth.”

As the Aircraft Carrier Alliance 750-tonne island settled onto the flight deck on January 8, it sealed into place a plaque positioned underneath it.

This contains the emblems of the Royal Navy, Royal Air Force and Army. The plaque was handed over

to the Aircraft Carrier Alliance by Rear Admiral Henry Parker and will remain part of the fabric of the warship for its entire life.

The second of the Queen Elizabeth Class aircraft carriers, HMS Prince of Wales will be structurally complete by mid-2016 and will be handed over to the Royal Navy in 2019 with Initial Operating Capability in 2023.

The Queen Elizabeth Class are the first aircraft carriers in the world to use an innovative twin-island design. The Aft Island is responsible for the ship’s mission systems and acts as an aircraft control tower. The Forward Island contains the bridge and is primarily responsible for the command of the ship.

—“—

The final section of HMS Prince of Wales being put in place marks a huge achievement for the thousands of highly skilled people across the UK that have contributed to the construction of what will be the UK’s largest aircraft carriers

Philip Dunne, Min DP

—”—



Continued in-service support for RAF's 24 remaining workhorses

DE&S has agreed a £369 million deal for the continued in-service support of the RAF Hercules C-130J fleet, securing around 1,200 UK jobs until 2022.

Hercules aircraft first entered service with the US Air Force in 1956 with the RAF taking delivery of the aircraft in 1966.

Being one of the RAF's workhorses the aircraft are a vital part of its transport fleet, carrying troops, supplies and equipment in support of operations around the world. Recently, they have been involved in humanitarian relief efforts in Iraq, Nepal and South Sudan.

The support contract plays a crucial role in maintaining the aircraft's availability and is in line with the Government's recent Strategic Defence and Security Review (SDSR) announcement to extend the life of the aircraft until 2030.

As well as securing 1,200 jobs, around 1,100 of which are based in Cambridge, savings of £64 million for the taxpayer have

been achieved during negotiations with Marshall Aerospace and Defence Group for the six year support contract.

Director Air Support at DE&S, Adrian Baguley said: "This new deal for UK C-130J Hercules support builds upon improved performance at a lower cost that will deliver strategic and tactical air transport capability and excellent value for UK Defence. It represents the culmination of excellent work by DE&S working closely with the three principal industrial suppliers and the RAF customer."

Work will also be undertaken by Lockheed Martin and its sub-contractors at sites in Havant, Stansted and Cheltenham.

The Havant team have around 25 people supporting the programme, with nine of those based at Brize Norton and between 10 to 15 directly based in Havant, with more jobs supported across the UK in the supply chain.

Meanwhile, Rolls-Royce will undertake



— “ —

As well as agreeing a deal that has secured more than 1,000 jobs – which is great news for UK industry – the hard work of the DE&S team in Cambridge and Bristol has resulted in huge savings of more than £60 million

Wing Commander Jim Thorley

— ” —

work in Filton and Brize Norton. Lockheed Martin will look after supply chain management and Rolls-Royce will maintain the engines.

Defence Secretary Michael Fallon said: "This contract is further evidence of what the growing Defence budget with £178 billion investment in equipment means for the UK.

"It will secure around 1,200 skilled jobs and ensure our essential RAF transport aircraft are prepared for operations for years to come."

The Hercules Integrated Operational Support contract has provided a through-life support solution for the aircraft fleet since 2006. The contract is delivered over a series of instalments and will now focus solely on the 24 RAF C-130Js following the retirement of the C-130K variant.

Since June 2006 more than £1 billion has been awarded to UK industry by the MOD to maintain the Royal Air Force's Hercules aircraft.



Left: Wing Commander Jim Thorley

View from the team

Wing Commander Jim Thorley, who took over as deputy team leader and delivery manager of the C-130J Project Team in early September, underlined the role DE&S played in the success.

"The first thing to say is that I took over from Wing Commander Simon Young who did a tremendous job and laid the platform on which I have been able to build on," he said.

"As well as agreeing a deal that has secured more than 1,000 jobs – which is great news for UK industry – the hard work of the DE&S team in Cambridge and Bristol has resulted in huge savings of more than £60 million.

"This has been achieved by the strong working relationship that has been nurtured between the team and industry partners.

"Being based where you can have face to face meetings with industry has been a massive advantage and allowed DE&S to build an enduring relationship that is beneficial to all parties; not only DE&S and industry, but ultimately the aircrew and groundcrew on the C-130J force at RAF Brize Norton.

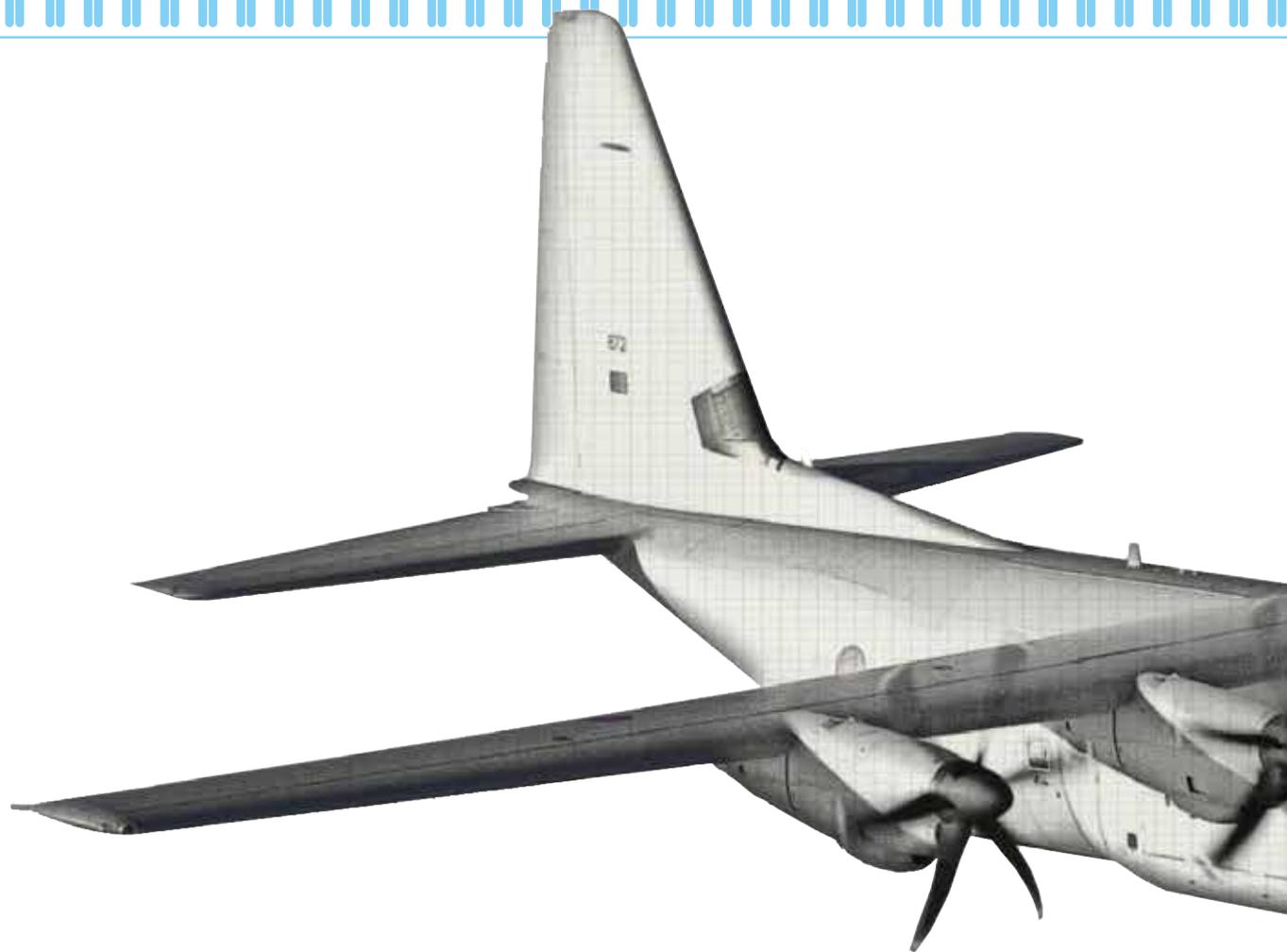
"The Hercules announcement is not only a positive story but underlines the success of the team and puts us on a really good footing for the future negotiations that will be required following the SDSR announcement last year."

Steve Fitz-Gerald, CEO of Marshall Aerospace and Defence Group, added: "We look forward to continuing to support the RAF C-130J fleet with the highest possible levels of availability, commitment and excellence, as one team.

"We are very honoured that the MOD has chosen to continue to place so much trust in us. 2016 marks our 50th year of supporting the RAF C-130 aircraft and we are absolutely committed in continuing to support and deliver for the Armed Forces of our nation".

Over the page: Hercules infographic

£369 million support contract secures **1200 UK jobs** until



£64 million savings

The Heron...
a vital part...
and equ...
Recently...
efforts in

Contract
2022



6 year
contract



Hercules aircraft – one of the RAF's workhorses - are a key part of its transport fleet, carrying troops, supplies and equipment in support of operations around the world. Recently, they have been involved in humanitarian relief operations in Iraq, Nepal and South Sudan.

HERCULES C-130J

Two new Voyager and two new A400M aircraft for RAF

Two new Voyager and two new A400M aircraft will be delivered by DE&S to help support operations around the globe it has been announced.

Defence Secretary Michael Fallon revealed the news when he paid a visit to RAF Brize Norton - the Royal Air Force's largest station - at the end of last month.

During the visit he also highlighted a continuing investment of £366 million in world class training facilities at the Oxfordshire base which is the home of the country's air transport and air-to-air refuelling fleets.

The four new aircraft will form an important part of the RAF's growing fleet, helping them to support operations world wide.

During the visit Mr Fallon also met with personnel working at the base, the number of which has grown following the arrival of the Hercules force from RAF Lyneham.

He announced a plan to invest £50 million in 200 new homes for Service personnel and their families based near there.

The A400M aircraft will eventually replace the Hercules fleet. The arrival of two new A400M aircraft will bring the number at the base to seven, with another fifteen to be delivered over the next three years.

To support the growing fleet £366 million will be invested to provide

world class training facilities at Brize. Pilots are already training on an A400M flight simulator, and a second one is set to be installed - a £50 million investment - which will be ready for training in June this year.

In addition, £25 million will see the installation of a Cargo Hold Trainer, a full-size representation of the A400M's cargo hold and will be used for training loadmasters and other specialist personnel. Smaller trainers are also being installed, including one for parachutists, with all due to be ready for use in the summer.

The final two Voyager aircraft



The arrival of two new Voyager and two new A400M aircraft here at Brize, supported by a £366 million investment in world class training facilities, will allow the RAF to continue carrying troops and equipment on operations around the world

Defence Secretary Michael Fallon



Above:
Defence Secretary Michael Fallon on his visit to RAF Brize Norton

will be delivered to the base over the next few months, ensuring the full operational capability of the Voyager fleet until the aircraft go out of service in 2035.

Mr Fallon said: "The arrival of two new Voyager and two new A400M aircraft here at Brize, supported by a £366 million investment in world class training facilities, will allow the RAF to continue carrying troops and equipment on operations around the world.

"Additionally, we plan to invest in 200 new homes for our service families near RAF Brize Norton, helping to ensure the station will endure as a vibrant place to work and live for over 7,000 people."

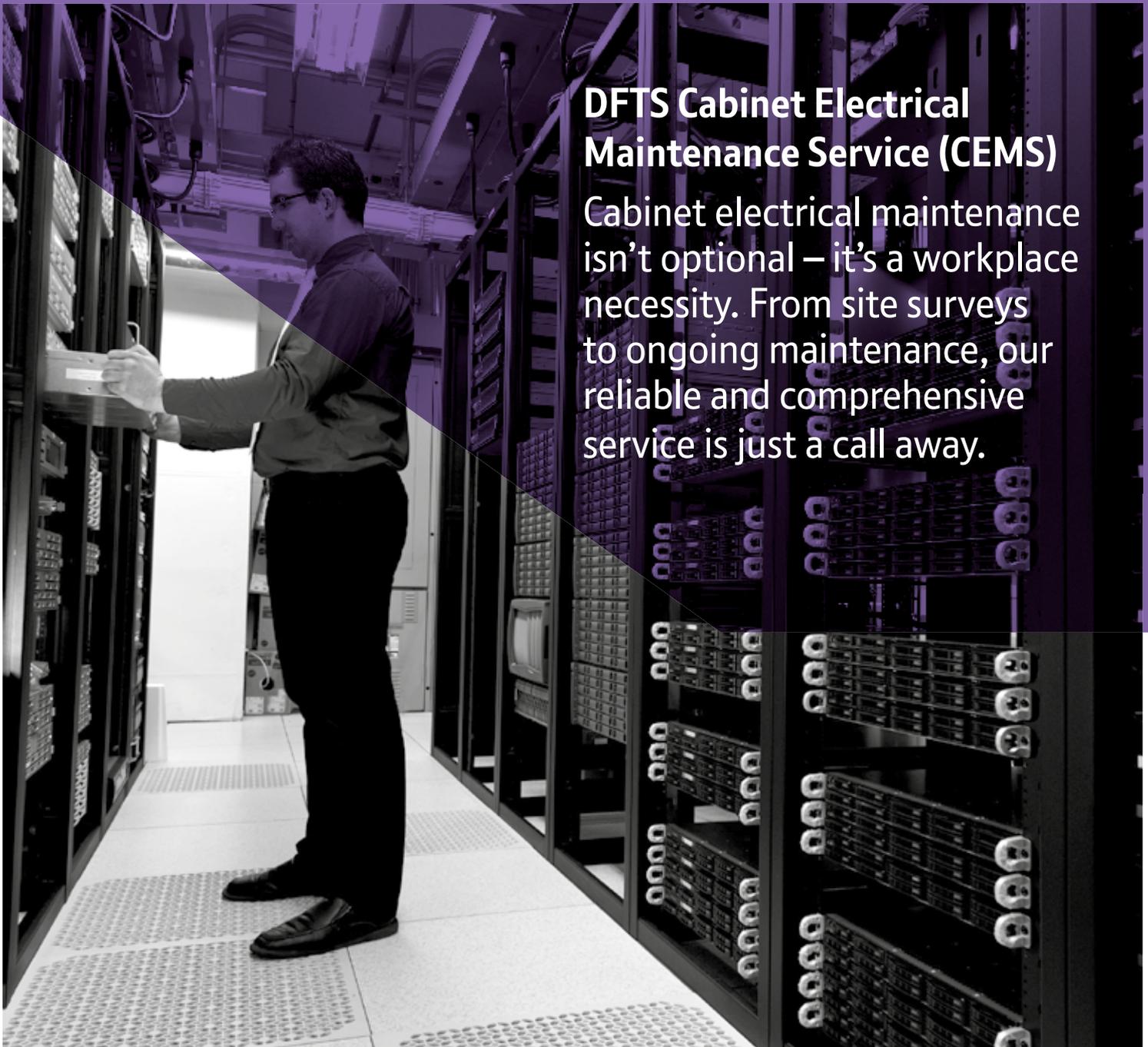
Group Captain Simon Edwards, Station Commander RAF Brize Norton, added: "RAF Brize Norton is delighted to welcome the Secretary of State for Defence, for him to see our modern fleet of Air Transport and Air to Air Refuelling aircraft, and - importantly - for him to meet the people who deliver our operations safely, together."



Photo:
An A400M lands at
RAF Brize Norton



Trusted electrical safety testing – we have you covered



DFTS Cabinet Electrical Maintenance Service (CEMS)

Cabinet electrical maintenance isn't optional – it's a workplace necessity. From site surveys to ongoing maintenance, our reliable and comprehensive service is just a call away.

To get a quotation or book a site survey, call **0800 389 2272 (option 8)**. Or for more information, visit **dfts.r.mil.uk** (available on the RLI).

New digital radar will help Royal Navy set the standard

New state-of-the-art navigation radars will be fitted to more than 60 Royal Navy ships, submarines and shore facilities following the award of a £44 million contract secured by DE&S.

The contract was awarded to Lockheed Martin Integrated Systems UK and will modernise ship and submarine navigation systems which are critical for safe navigation at sea.

Over the next five years, the MOD's Navigation Radar Programme will replace existing radars fitted across the fleet and shore facilities with solid-state SharpEye™ radar transceivers designed and developed in the UK by Kelvin Hughes.

The radars will be fitted to the

Royal Navy's Type 23 frigates, Hunt and Sandown class Mine Counter Measure Vessels, Royal Fleet Auxiliary vessels, fast patrol boats, as well as the Astute, Trafalgar and Vanguard class submarines.

The contract also includes options for the introduction of the navigation radars to future Royal Navy platforms such as the Queen Elizabeth Carriers, the Type 26 Global Combat Ship, and Successor submarines.

Minister for Defence Procurement Philip Dunne said: "The replacement of navigation radars across more than 60 ships, submarines and shore facilities will see the Royal Navy receive the latest generation of

digital radar systems which set the standard for the future.

"This has been as a direct result of our pledge to invest £178 billion in defence equipment and support, to help to ensure the UK can respond to diverse threats around the world."

Five shore facilities will also benefit from the new technology which provides a highly reliable and safe collision avoidance system. This includes equipment for training at HMS Collingwood, in Hampshire, HMS Raleigh, in Cornwall, and at the Land Based Test Site at Portsmouth Technology Park in Hampshire.

Steve Hyde, Head of Maritime Combat Systems at DE&S, added: "This contract will see new radars that use the latest technology rolled out across the entire Royal Navy fleet, providing a reliable, technically capable and easy to maintain system that will give our Navy the extra confidence they need when serving on operations."

The contract with Lockheed Martin will cover the demonstration, manufacture and in-service support for the system providing the optimal technically compliant solution and best value for money for the Royal Navy.

Below:
HMS Artful



— “ —

This contract will see new radars that use the latest technology rolled out across the entire Royal Navy fleet, providing a reliable, technically capable and easy to maintain system that will give our Navy the extra confidence they need when serving on operations

Steve Hyde, Head of Maritime Combat Systems at DE&S

— ” —

Isode

Secure Military Messaging Software

We have been delivering server software, at the heart of Military communication systems, to NATO and Allied Nations for over 20 years.

A trusted provider of optimized server software, gateways and clients designed for use in both standard and constrained networks.

Contact us now for more information on why our software is the first choice for militaries around the world.

www.isode.com/desider

info@isode.com
+44 (0)20 8783 0203
twitter.com/Isode_Ltd

VBCI-2:

No compromise for UK soldiers

nexTER
SYSTEMS

CREATING NEW REFERENCES IN DEFENCE | WWW.NEXTER-GROUP.COM

DESIDER @ Gosport



Defence Munitions Gosport in Portsmouth Harbour is one of seven Weapons Operating Centre depots in the UK and the biggest in terms of DE&S employees, with 240 staff.

The facility provides support and storage for a vast array of complex and general munitions, as well as maintenance for naval guns.

Divided into three areas, the depot contains a non-explosive zone as well as explosive processing and explosive storage areas. Bedenham Pier and the Up Harbour Ammunitioning Facility (UHAF) are available for deliveries and collections and, more importantly, for all major ammunitioning. The Pier serves smaller platforms, such as the River Class patrol vessels, and the UHAF all larger ships, such as Type 45 destroyers, Type 23 frigates and the River Class vessels. Its capability will also allow support to Type 26.

Charles Carpenter, Logistics Manager Bedenham Pier and UHAF, said: "My team prepares and loads up the stores required and we present them to the customer vessel at the UHAF. We support all of the lifting activities, and it is our responsibility to provide explosives in a safe, timely manner."

Raffaele Turk works as a Missile Explosives Maintenance Examiner for complex weapons. He said: "It is of fundamental importance, with the Navy having such a big presence in Portsmouth, that we can meet all the

ships' issues efficiently."

Ian Stainer, a complex weapons Missile Fitter who is deployed to examine and test the missile system currently fitted to Type 45 Destroyers, agrees.

"It is crucial to have DE&S people based in Gosport. The fact that we have the dockyard just over the water and the UHAF is available to load and unload all the weapons and bring them over to the depot saves on transportation costs."

The depot also holds regular

“ Once the ammunition is back in Gosport, we undergo an in depth examination to determine whether it can be reissued or whether it needs to be disposed of ”

Charlie Goulding

munitions. Charlie Goulding is a Conventional Ammunition, Explosives Maintenance Examiner, and his work involves deammunitioning ships and making sure the weapons are safe to be brought back to the depot. He said: "Once the ammunition is back in Gosport, we undergo an in depth examination to determine whether it can be reissued or whether it needs to be disposed of."

Additionally, DM Gosport supports a vast array of naval guns, and the DE&S

team provide immediate support to the Royal Navy around the globe, rectifying defects to ensure the weapons remain available at all times.

Operating a safe and secure site remains DM Gosport's top priority. A team led by the Explosive Compliance Manager ensure the facilities comply with all the stringent rules and regulations for handling munitions. Gosport is a Top Tier Major Accident and Control Regulation (MACR) site and this leads to having a duty roster requiring on site cover 24/7, 365 days a year.

In addition, DM Gosport operates a highly successful engineering apprenticeship scheme. Hannah Stanbury, a graduate that now works as a calibration fitter, won the Women into Science and Engineering (WISE) award during her apprenticeship at the depot. She said: "In the three years of apprenticeship I was entered into a lot of competitions and had some fantastic experiences, such as the opportunity to shadow a Minister in Whitehall."

This year, one of their apprentices, Andrew Willoughby, has been awarded the prestigious MOD Apprentice of the Year 2015 prize. He said: "I was so thrilled to get the award. This scheme allows us to gain knowledge and experience. I would recommend it to anyone. We get hands-on experience in one of the best paid apprenticeships in the country and we get given a lot of opportunities."



Pictures: David Tucker 



Charles Carpenter



Hannah Stanbury



Charlie Goulding



Raffaele Turk



“I have been fortunate to have benefited from some really good mentors, which has definitely helped to shape my career.”

Picture: Andrew Linnett 

On safety, skill retention and mountain biking

Richard Spencer is the Chief Safety Practitioner in Land Equipment and has been temporarily promoted as Principal Engineer. He manages a team of 15 people responsible for the operating centre's safety and engineering output.

Brief outline of your career?

I started as a Technician Apprentice in 1992 at RAF Henlow. I graduated as a Professional and Technological Officer and then moved on promotion to RAF Wyton and later to Abbey Wood in 2008, just after DE&S had formed, as the Output Manager for the Technical Working Environment team.

In 2010 I gained promotion to B2 as the Chief Safety Practitioner (CSP) for the Land Equipment Operating Centre. I am currently also acting as Principal Engineer while my Line Manager is seconded to Transformation.

What does your role involve?

As the CSP I am primarily responsible for providing assurance to Director Land Equipment that Safety is being managed effectively and efficiently across the Operating Centre (OC). This is split into providing advice and guidance as well as audit and assurance.

As a Principal Engineer I lead the wider team and provide wider assurance of the engineering 'goodness' of the OC programmes, encompassing quality, open systems and professionalism. I am also proud to have the KiT magazine editor as part of the team, as this is key to communicating with the users of our equipment.

Key achievements within Land Equipment?

I see a positive shift in safety culture. There is still work to be done, but we are moving to an environment where safety is done not because it is a box to be ticked, but because it is embedded into peoples' behaviour. This is, I feel, linked to improved training. Furthermore, we have a more collaborative working relationship with the Front Line Commands. Safety is no longer seen as solely DE&S's business, but a joint activity.

More widely I think we can look back at the support we have provided to operations with a sense of professionalism and personal pride.

How will Transformation affect your team?

The challenge will centre on clarifying the roles and how individuals are assigned to tasks or are retained as part of a core cross-cutting team of specialists. In terms of positives, I feel that the Engineering Function will be better defined and given, in some sense, greater standing within the organisation. This should in turn lead to improved recruitment and retention opportunities for junior engineers which will reduce the need to employ external consultants.

I have, as Principal Engineer, met with some of these junior engineers and have always been impressed with their appetite to learn and progress. We must harness this enthusiasm and do our best to retain the skills we have grown.

As a mentor, what made you decide to take on this role? And what advice would you give?

I have been fortunate to have benefited from some really good mentors, which has definitely helped to shape my career. From early on I have been involved in mentoring. This is not only about giving something back but also about learning more about myself as an individual and as a Line Manager.

Advice? DE&S currently offers considerable opportunities for self-development; people just need to understand their needs aligned to the business, seek the opportunity and put the effort in.

What do you like best about working in DE&S?

The flexibility and opportunities. It would be hard to find a career that would

provide the chance to travel the world, to stand on top of Edinburgh Castle, fly in a helicopter over Northern Ireland or travel to Southern California to assist the Royal Marines during an exercise, to name but a few!

Is there anything that you have not yet achieved within your career that you would like to, before leaving DE&S?

An overseas tour has always appealed, but with a family now that may not be so easy or practical. The job I am currently doing now is really enjoyable and would like to continue for some time, but the core aspiration is probably to become a Project Team Leader, which may under Transformation mean crossing to the Dark Side from Engineering to Project Management.

What would most surprise people about yourself?

I am, to the best of knowledge, the longest recorded survivor of a rare form of Cancer known as desmoplastic small round cell tumour. I was diagnosed on my 24th birthday and spent a year receiving chemotherapy and radiotherapy. I've been in remission since May 1998 and am proud to have two beautiful girls both born through IVF treatment. It was a tough time but my wife and I always had a positive outlook to the future and still do.

What do you enjoy doing in your spare time?

Mountain Biking is a big passion and I regularly ride at Ashton Court and in the Forest of Dean. I have to be careful that enthusiasm doesn't outmatch ability, as falling off tends to hurt – so far I've only managed a broken rib but that was bad enough!



DECA: Centre of Excellence

The Defence Electronics and Components Agency (DECA) is an executive agency that offers support predominantly to the air domain within DE&S. Their teams already support Tornado, Chinook and tri-service calibration equipment. The MOD is now looking for DECA to further expand their capabilities across all defence environments.

For the Tornado programme, DECA undertakes tests and repairs in over 300 items, including the ground mapping and terrain following radar, the power supply for the automatic pilot and laser designators.

In addition, the agency has provided significant savings to the MOD with "repair-not-replace" technologies, finding innovative ways of mending electronics and components, as well as reusing items that would otherwise require significant additional cost to find replacements for. For instance, Typhoon has benefited from DECA's development of specialised Fibre Optic Cable repair capability, which assesses cable damage and reduces repair needs, improving aircraft readiness.

Air Marshal Sir Simon Bollom, Chief of Defence Materiel (Air), said: "DECA provides crucial support for a wide range of air platforms engaged on operations now and Tornado in particular. DECA's support in repairing critical electronic items ensures our aircraft are maintained to the highest standards and available for operations."

Based in North Wales, DECA formed an executive agency owned by the Ministry of Defence in April 2015. It was officially launched to the defence industry in October by Minister for Defence Procurement (MinDP) Philip Dunne. Its Agency origins go back to 2000, when it was part of the Electronics and

Components Business Unit of the Defence Aviation Repair Agency, latterly the Defence Support Group. The MOD strategically retained DECA when the rest of the group was sold to Babcock, ensuring access to its capabilities and through-life specialist maintenance, repair and overhaul pedigree.

Minister Dunne said: "DECA is a world leading electronic and components business and a key agency supporting the MOD. We want its capability to become the UK's avionics hub in Europe, and we are confident it has a bright future ahead, providing the MOD with highly valued skills and expertise."

As an in-house capability for

— “ —

DECA is a world leading electronic and components business and a key agency supporting the MOD. We want its capability to become the UK's avionics hub in Europe, and we are confident it has a bright future ahead, providing the MOD with highly valued skills and expertise

Minister for Defence Procurement
Philip Dunne

— ” —



Above: DECA staff have been praised by Philip Dunne

Top: RAF Tornado GR4

the Ministry of Defence, DECA specialises in electronic and component maintenance, repair, overhaul and upgrade. It aims to deliver best value for money services that sustain the Armed Forces at home and during deployment. In addition, DECA is the MOD's hub for all tri-service calibration and repair activity, as well as offering medical and dental services, cryptographic support and general engineering activities from their satellite site at Stafford and deployed locations around the UK.

The Agency is now working with MOD and Industry to consider how DECA's capabilities can be expanded to reduce the support costs on platforms such as the Typhoon under the Future State Operating Model and the F-35 Lightning II.

DECA Chief Executive Geraint Spearing said: "The decision to retain DECA as an in-house capability has ensured the MOD access to our technical excellence. The MOD is looking to promote the full range of DECA capabilities across all Defence environments and in support of deployed operations and we look forward to working with together with customers, old and new, to ensure best value support solutions and services for Defence."

WORK FOR DE&S

Welcome to the first edition of DE&S jobs in Desider. There are great opportunities available at DE&S and each month we will list current and future posts. For even more opportunities visit the Civil Service Jobs Portal at www.civilservicejobs.service.gov.uk

Graduate and apprentice schemes

DE&S offers a number of top class graduate and apprenticeship opportunities, providing successful applicants with "hands-on" experience in roles across a range of projects.

If you have recently left school or university and are interested in embarking on a career in defence but do not yet have the experience/skills required for our listed

vacancies, DE&S offers a number of top class graduate and apprenticeship opportunities, providing successful applicants with "hands-on" experience in roles across a range of projects.

More information on the range of graduate and apprentice opportunities DE&S has to offer is available www.civilservicejobs.service.gov.uk

Rewards and benefits

In addition to the fantastic variety of cutting edge jobs and an excellent opportunity to develop skills through training, including working towards professional qualifications, we also provide first rate benefits for all of our employees. These include flexible working, excellent annual leave, maternity and paternity allowances as well as a very competitive pension scheme.

Our headquarters are based in Abbey Wood, Bristol

and, like many other sites, boasts an impressive range of facilities including a fully equipped gym, an on site nursery, a range of restaurants and coffee bistros and a hairdressers.

We understand the commitments our staff have, both inside and outside of the office. Our aim is to provide you with a place of work which allows you the flexibility you require to maintain a great work/life balance.

Equality and diversity

DE&S is committed to embracing diversity: it is one of our core values. Irrespective of gender, marital status, race, religion, age, disability and without reference to social background or sexual orientation, DE&S operates an inclusive environment to allow you to develop your career.

Whether uniformed or civilian, we expect the attitudes of our people to reflect our approach to diversity by:

- fostering a working environment where all staff feel comfortable, welcomed and valued for their contributions

- promoting a workplace that values dignity, respect and fairness
- promoting high standards of behaviour and complying with the law by creating equality of opportunity

To demonstrate our commitment, we are members of Stonewall, Race for Opportunity, Opportunity Now, The Employers Forum on Disability, The Employers Forum on Age, and we are also affiliated to a:gender.

Read more about equality and diversity in MOD.

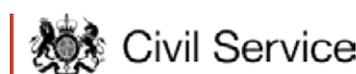
How to apply

We are looking for innovative, talented, focused individuals to join us in being instrumental in defending Britain's interest both at home and overseas.

DE&S provides the opportunity for a truly rewarding career, working on complex, interesting and often sensitive projects of great significance and consequence, with excellent training opportunities for your continued professional development.

If you would like to view all current vacancies across DE&S and the wider civil service, please visit the Civil Service Job Portal.

In addition, for an easy, hassle free way of keeping up to date with all the latest vacancies, you can now follow us on Twitter or like our page on Facebook.



DE&S jobs

CURRENT VACANCIES

Supply Chain Managers

Ministry of Defence
Bristol, Abbey Wood
Closing date: 21 Feb 2016

Reference number
1479928

Salary
£37,071

Grade
Senior Executive Officer
C1

Post type
Permanent

Type of role
Logistics

Hours
37 Hours

MOD Procurement and Contract Management – Graduate Programme

Ministry of Defence
Bristol, Abbey Wood
Closing date: 11 Feb 2016

Reference number
1476854

Salary
£24,362 - £28,253

Grade
Executive Officer / D

Post type
Permanent

Length of employment
4 years

Type of role
Commercial,
Procurement and
Contracts, Management

Hours
37 Hours

Platform Systems Manager

Ministry of Defence
Bristol, Abbey Wood
Closing date: 19 Feb 2016

Reference number
1465031

Salary
£30,424

Grade
Higher Executive Officer
C2

Post type
Permanent

Type of role
Engineering

Hours
37 Hours

Engineering Management Apprentice

Ministry of Defence
Bristol, Abbey Wood
Closing date: 20 Mar 2016

Reference number
1475980

Salary
£14,432 (Year 1) £15,445
(Year 2) £18,484 (Year 3)

Grade
Industrial

Post type
Fixed – 3 years

Type of role
Engineering

Hours
37 Hours

CAAS (title to be confirmed)

Ministry of Defence
Bristol, Abbey Wood
Closing date: 21 Feb 2016

Reference number
1479996

Salary
£24,362

Grade
Executive Officer / D

Post type
Permanent

Hours
37 Hours

Nuclear Undergraduate Engineering Apprentice

Ministry of Defence
Bristol, Abbey Wood
Closing date: 20 Mar 2016

Reference number
1476633

Salary
£14,432

Grade
Industrial, Nuclear
Undergraduate,
Engineering Apprentice

Post type
Fixed Term – 3-5 Years

Type of role
Engineering, Project
Delivery, Business
Management and
Improvement

Hours
37 Hours

jobs&careers

FUTURE VACANCIES

Please note – This is the currently planned recruitment activity for the coming months and may be subject to change according to business needs and priorities.

Project professionals

Ministry of Defence
Estimated launch: Early March 2016

Salary
£30,424
Grade
Higher Executive Officer C2
Post type
Permanent
Type of role
Project
Hours
37 Hours

Procurement Managers

Ministry of Defence
Estimated launch: Mid March 2016

Salary
£37,071
Grade
Senior Executive Officer C1
Post type
Permanent
Type of role
Commercial
Hours
37 Hours

Engineering Weapons (Safety)

Ministry of Defence
Estimated launch: Early April 2016

Salary
£24,362 / £30,424
Grade
Executive Officer / Higher Executive Officer / D / C
Post type
Permanent
Type of role
Engineering
Hours
37 Hours

Engineering Air

Ministry of Defence
Estimated launch: Mid April 2016

Salary
£24,362
Grade
Executive Officer / D
Post type
Permanent
Type of role
Engineering
Hours
37 Hours

CAAS Cost Modellers

Ministry of Defence
Estimated launch: Mid April 2016

Salary
£30,424
Grade
Higher Executive Officer / C2
Post type
Permanent
Length of employment
4 years
Type of role
Engineering
Hours
37 Hours

Finance managers

Ministry of Defence
Estimated launch: Mid April 2016

Salary
£49,835
Grade
Grade 7 / B2
Post type
Fixed Term
Post type
Permanent
Type of role
Finance
Hours
37 Hours

desider

Cross-Sector Innovation Event (CSIE)

The DES TECH Technology office hosted a Cross-Sector Innovation Event (CSIE) at Abbey Wood.

The thought provoking event showcased the benefits of developing or sourcing technology and innovation from other industry sectors such as healthcare, energy, cyber, sports science & motorsport.

DE&S staff took advantage of a unique opportunity to view and operate technologies such as Oculus Rift and to view demonstrations from companies such as Celox, which has revolutionised combat casualty care with its Haemostatic Gauze technology.

A series of insightful presentations were given from organisations such as Atkins, QinetiQ, DSTL, Perform Better, Motorsport in Action/Williams engineering, IASME and UK Defence Solutions Centre.

Personnel from DE&S were also on hand to discuss and present on topics such as the Small Business Research Initiative (SBRI) and Land Open System Architecture (LOSA).

Charles Critchett, Atkins Client Director said: "At Atkins, we work

across a wide range of market sectors, employing corporate innovation processes to help cross-fertilize ideas that create real value for our clients.

"The DE&S Innovation Day last November was a fantastic opportunity to share some of those ideas from across our business. These included innovations from our infrastructure, cyber and geomatics teams as well as the PENSAR system that helps our Defence clients to integrate safety cases."

Heather Goldstraw, Head of the DTECH Technology office, added: "Investment in civil sector technologies far outstrips that in Defence. In the Tech office we are actively looking at how we can harness this investment to our advantage.

"A key approach when looking for cross sector innovation opportunities is to look at our business through other peoples' eyes: the sports science technologies that now routinely optimise training and performance of elite athletes are directly applicable if we recognise our deployed troops as just such athletes."

MOTTO

the MOD Lottery

November winners

£10,000:

Lee Escot (Abbey Wood),

£10,000:

Jonathan Handysidee (Wimborne).

£5,000:

Stephen Poole (Abbey Wood).

£2,000:

Malcolm Wroth (Feltham),

£500:

Jane Hawe (Southampton).

Gary Dougan (Lisburn).

£100:

Kevin Ringwald (Corsham)

Barrie Richards (Abbey Wood)

Hannah Luton (Abbey Wood)

Jennifer Hall (Catterick)

Elizabeth Vesey (Bulford)

Samantha Earl (Croughton)

Andrew Clamp (High Wycombe)

Richard Howard (Northolt)

Peter Harwood (DSTL)

John White (Telford)

Patricia Weeks (Deepcut)

Iain Dalrymple (Kirkcudbright)

Joanne Dunning (Innsworth)

Dean Howse (Lakenheath)

Clare Hourahine (Whitehall)

Kim Robinson (Honington)

Emily Brushett (Wyton)

Christine Fellowes (Corsham)

Marc Lockwood (Marham)

Alexandra Walker (Shrivenham)

A demonstration of how digital technology can support the blind

A session demonstrating how digital technology can provide support for people with sight loss has been organised at Abbey Wood by the Royal National Institute of Blind People.

The three-hour tutorial will help those attending to understand how to make full use of the internet and digital technology including smart phones, tablets and Kindles in everyday life and outside work.

There will be practical support with email, and social media such as twitter and facebook, chatting online with Skype, and even a demonstration of how to use GPS to get around.

The session, which takes place between 1pm and 4pm, on Monday, February 29 in NH2, in Meeting Room 201 (above the shop) is aimed at anyone who is blind, partially sighted or experiencing sight loss, or for those supporting someone with these issues.

Please book on via e-solutions or email DESHR-Contact-Ability@mod.uk. More information can be found at <http://www.rnib.org.uk/online-today>



60 SECOND SPOTLIGHT

Name?

Dale Lister

Job?

I am a SCOUT/AJAX Trials Officer. I spend my time working with the contractor proving the vehicle does or doesn't meet the requirement. I get to spend a lot of time with the vehicle early in the project and see the capability grow as knowledge is gained. The most interesting part on my job is the Reliability Growth Trials Phase. Identifying faults and taking corrective action to improve the reliability of the system is very rewarding.

Your route into DE&S?

I joined the Defence Aircraft Repair Agency in May 2003 after spending 22 years in the Royal Air Force as an Airframe Technician. From there I transferred into the then Dismounted Close Combat Team of the Defence Procurement Agency (DPA) in September 2005. I spent two years working as an Integrated Logistics Support (ILS) Manager then moved into the position of Trials Officer. After the DPA and the Defence Logistics Organisation (DLO) merged the team changed its name to Dismounted Soldier Systems Team (DSS). I spent two years there as Trials Officer. I left DSS and became the Trials Officer for TERRIER as it went through Reliability Growth Trials. With the conclusion of that phase of work I moved into my current position.

Your claim to fame?

I decided to have a look on Google to see what could be my claim to fame but the only entry I could find was my Facebook page! I guess I'm just an ordinary guy getting on with his life. Nothing special, just one of the cogs that help makes the world go round.

Your advice to anyone?

It's not a rehearsal, you are only here once and you never know when you will leave, so try to do everything you want to. There are no pockets in a shroud: spend it – you can't take it with you

What do you do when you're away from work?

Plan holidays and travel. I enjoy going on city breaks and touring Europe with my wife on our



motorcycles. I tend to go on a three to four week tour every September. Over the last few years I've toured, on a motorcycle, the French Alps, Midi Dordogne, Provence and the French Pyrenees. By car I have toured the Appalachian and Blue Ridge Mountains, the Everglades and Florida Keys and the Canadian Rockies.

What are you most proud of?

My family. My wife and I have been married for over 30 years and have two grown up children. We have a five-year-old grandson and another grandchild on the way. Family is the most important thing in the world.

If you were sent to a desert island, what three things would you take with you?

Some Islay Malt Whisky, probably a Lagavulin, a solar power charging panel and the complete set of James Bond Movies on a tablet of some kind (hence the solar panel). I never tire of 007.

What irritates you the most?

Unnecessary bureaucracy and change for change sake.

What is your favourite place in the world?

It's a close call between Chicago, New York City and the Arizona and Utah National Parks. I think Monument Valley on the Arizona Utah border steals it by a small margin.

Your secret?

Not really sure I have a secret, what you see is what you get with me. The closest thing I have is I like Madonna's music, the older stuff from the 80's and early 90's.

Do you or someone you know deserve their 60 seconds in the spotlight?

Email tom.morris114@mod.uk

Civil Service Awards Triumph

Dr Eluned Lewis led a multi-disciplinary team of MoD specialists whose pioneering work won the highly coveted "Innovation Award" at the Civil Service Awards. She spoke to *Desider* about their life-saving research and the unexpected thrill of meeting the Queen.

"These doors opened and she walked in – I was in awe," Dr Eluned Lewis said after meeting the Monarch at the Civil Service Awards.

Eluned, Strategy Section Head of the DE&S Technology Office and the DE&S Senior Fellow in personal ballistic protection, led a team including Army doctor Major John Breeze and senior Dstl scientist Dr Rob Fryer that devised innovative ways to better protect Service personnel.

Over the past 12 months the three professionals from very different backgrounds; with expertise including medicine, ballistics, body armour and equipment procurement; have evolved into a unique, and almost virtual team addressing the challenge of defining body armour coverage.

This diversity allowed the team to successfully define the optimum coverage and size of armour needed to reduce risk of injury to those organs of the body that are most vulnerable and where injury is most likely to result in death or long term disability.

Eluned said: "We have always wanted

to be able to define the optimum area of coverage because it has never been done before.

"This is something that no one else in the world has been able to do yet.

"DE&S simply does not have all the resources, capability and expertise to tackle such challenges alone, but when specialist fellows such as myself have the opportunity to collaborate across the department; it's the solid ground that benefits. There can be no greater reward.

"We are all geeks in our own fields but it's about working together to come up with something to change people's lives.

"Little things mean a lot when you are talking about that."

And not only was the team's work vital but was a world first that has attracted much interest. Their achievements have been published in scientific literature and has encouraged collaborations across government agencies in NATO and with the UK Home Office.

To reach their goal the team exploited advanced medical imaging and computing techniques such as CT scans of wounded personnel to measure internal organs.

This allowed the coverage of the armour to be visualised and define points on the body that allow it to be accurately fitted.

As well as undoubtedly saving lives, the work is estimated to have already saved the MOD more than £1.5 million in procurement

costs.

The team was shortlisted for the Innovation Award at the Civil Service Awards which were held at Buckingham Palace in November.

The Civil Service Awards, now in their 10th year, are known as the 'Oscars' of the Civil Service and recognise and celebrate the wealth of inspirational individuals and innovative projects. A total of 200 nominations were received for 'The Innovation Award' alone, out of over 900 total nominations across 16 categories.

"Actually winning was amazing," Eluned said.

"It was so surreal. One minute we were enjoying the ceremony sat in the back row, and then suddenly as a winner you are politely but efficiently ushered into a sumptuous room to meet the Queen.

"I had to introduce the team to the Queen. My mind momentarily went blank and my mouth went dry. It's a day none of us will ever forget."

Eluned's line manager Alastair Goodson, Deputy Head, DE&S Technology Office, said: "We at The Technology Office are very proud of Eluned's achievement.

"As a DE&S Senior Fellow; much of this work was carried out in addition to Eluned's day job but demonstrates the impact that DE&S fellows can have for the benefit of Defence and across the Civil Service."



Above: Dr Eluned Lewis meets the Queen

Forces music for religious tolerance

The Armed Forces One Voice initiative has released a multi-faith single championing tolerance and diversity in support of the Soldiers, Sailors, Airmen Families Association (SSAFA).

The Faith Societies came together in August to record the piece *Una Voce-A Path to Piece*.

The eight lead singers represented the Christian, Hindu, Muslim, Sikh, Jewish, Buddhist and Humanist religions, and they joined their voices with the Royal Air Force Central Band, as well as with the North London Military Wives, Vocal Dimension, The Royal Harmonics Windor and the Andover Fijian Choir.

Senior Aircraftwoman Pamela Garth, a DE&S employee, was the lead soprano in the initiative.

She said: "In the military, we have different religions and we come from different backgrounds, but we all work together."

"This is the message that the single wants to put across: it doesn't matter who you are or where you come from, because if we can work together, surely everyone else can too."

Una Voce-A Path to Piece was composed by Flight Lieutenant Harriet Tadikonda and



Left: The Armed Forces One Voice initiative, with Pamela Garth, Centre

Nigel Hayward.

Harriet said: "The role of the Faith Societies within the MOD extends far more than pastoral support. The moral values of courage, integrity and honesty that underpin military life are amplified through those who are willing to represent their religious background. I wanted to give the societies a different platform and way of reaching serving personnel outside their own communities."

The single was released in the Anoopam

Mission Temple, in a ceremony attended by the One Voice Ambassador Thelma Stober, survivor of the 7/7 bombings. The piece is available from Sycamore Publishing and was also released on iTunes as a tribute to Lavna Chuttoo, daughter to the One Voice Hindu representative, who sadly passed away recently.

Various celebrities have supported the initiative, amongst which are Dame Judi Dench, Joanna Lumley and Downton Abbey's Jim Carter.

REME Runners

A group of soldiers based at Abbey Wood completed 12 half marathons in 2015 and look set to raise more than £4,000 for charity.

The REME (Royal Electrical and Mechanical Engineers) runners conquered the '12 in 12 Challenge' to raise money for Macmillan Cancer Support and The Army Benevolent Fund.

Warrant Officers Neil Bolton, Stuart Paterson, Raymond Edwards, Stuart Millson, Peter Simpson; Staff Sergeants Dave Glynn, Christopher George, Ervin Brown, Daniel Brown, and Sergeant Edward Quinn all played their part in what was a resounding success.

Organiser Neil Bolton said: "It was my crazy idea inspired by my last posting with 3rd Regiment Royal Horse Artillery where there was a very fit young athlete in the Regiment who ran 12 marathons in 12 months."

"I chose the half marathon distance to get other soldiers on board and to add a bit of individuality to the event. I also didn't think I could finish a single full marathon at the time I was considering this challenge."

"The opportunity of running iconic races such as the Edinburgh, The Great North Run, Cardiff and Brighton and Bath seemed to encourage my colleagues to run and this overcame the negative of giving up 12 weekends with my family."

"It has been a highly enjoyable experience and would love to do it all again. Support from all team members and family has been fantastic throughout the year. I am truly grateful to all the team members who sacrificed time with their family to take part in this adventure."

Neil said he had chosen two charities that had special meaning.

"Macmillan Cancer Support nurses assisted my family during the final months of my auntie's life."

"Their tireless efforts to improve the quality of life for both the family and the unfortunate sufferers of cancer is admirable and deeply moving."

"I am very grateful for the support they provided our family and it enabled us to spend more time with our loved one before she passed away peacefully at home surrounded by her loving family."

"The Army Benevolent Fund is the No 1 forces charity and it is only fitting that we help raise money and awareness for this Military support organisation."



Above: The REME Runners took part in 12 Half Marathons in 2015

The races the REME Runners completed are:

- Jan - Central Lancashire Half
- Feb - Brighton Half
- Mar - Bath Half
- Apr - Manchester Half
- May - Edinburgh Half
- Jun - South Downs Half
- Jul - The Welsh Half (Tenby)
- Aug - Indian Queens Half
- Sep - The Great North Run (Newcastle)
- Oct - Cardiff Half
- Nov - The Poppy Half (Bexhill on Sea)
- Dec - Lulworth Half (Coastal Trail Series)

Staying safe during transformation

Safety remains a priority for DE&S as the next stage of transformation begins.

To coincide with the new ways of working that are being introduced across the business as a result of transformation, the DE&S Safety and Executive Boards have conducted an organisational safety assessment (OSA). The OSA highlights safety risks which might be faced as a result of transformation and outlines the actions needed to support current safety standards.

A key aspect of the work is establishing a safety baseline so that progress can be tracked as changes begin to take effect.

During 2016, DE&S will start to see an increasing number of changes to working practices as a result of the transformation programme. Following Safety Day in October, the DE&S Executive has called on staff to continue developing the safety culture and be vigilant for opportunities to enhance safety practices.

Geoff Robins, Director Transformation, said: "As highlighted in Haddon-Cave's Nimrod Review, safety structures and processes need to be strengthened during periods of change. We can't let transformation compromise either our acquisition safety or our day-to-day OHSE activities; we must maintain and, wherever possible, improve our approach."

Geoff added: "The key message for all our people is that if there's any possibility of safety being compromised as a result of transformation please stop, review and agree with your line manager/safety delegation holder an acceptable way forward."

DE&S safety messages:

- **Leadership:** Safety leadership in DE&S starts at the top, and is visible and accountable at all levels of management and supervision.
- **SQEP (Suitably Qualified & Experienced People):** DE&S uses the appropriate level of SQEP for the business it is in.
- **Proportionate & Appropriate:** In DE&S, hazard analysis/risk assessment is a thinking process - a means to an end and not an end in itself.
- **Learning & Sharing:** In DE&S, we learn and share safety lessons when things go wrong, and share good practice from the things we do well.
- **Accountability & Responsibility:** Everyone in DE&S needs to understand their individual safety responsibilities and to whom they are accountable to.
- **Behaviour:** Everyone in DE&S acts in a safe and professional way at work.
- **Challenge:** Everyone in DE&S has a right and a duty to challenge anything they perceive as unsafe and receive a response.
- **Culture:** Everyone in DE&S understands, adopts and follows these safety messages - sensible and proportionate safety is the way we do business.

Safety responsibilities of DE&S:

As the organisation responsible for equipping the UK's Armed Forces, DE&S:

- ensures that all equipment supplied and supported is demonstrably 'safe to operate' (acquisition safety)
- safely stores, maintains, trials, tests and disposes of equipment used to support the MOD
- has various corporate and environmental responsibilities, including the safety of staff, contractors and visitors throughout all DE&S sites



Environmental and Safety Assurance Symposium (ESAS)

DE&S is holding its flagship biennial Environmental and Safety Assurance Symposium (ESAS) at Abbey Wood in June. The event, which is attended by more than 500 people from the MOD, industry and academia, will be held on June 22 and 23.

Philip Dunne, Minister of State for Defence Procurement, is a keynote speaker at the event, as are a number of DE&S and Frontline Command.

This year the symposium's theme is 'Engineering for Defence - Safely and Responsibly'. Workshops and discussions will cover topics including setting evidenced based regulation, autonomous systems, cyber safety,

sustainability, in-service safety management and the workings of the Coroners' court.

To reinforce further the drive toward improved safety across the organisation, DE&S will be hosting an all-staff Safety Day in tandem with the second day of the Symposium.

Anyone wanting to help shape the discussion at the event by presenting a paper or a workshop idea must do so by February 19 and should visit www.esas2016.co.uk

A full interview with Daz Stevenson, Deputy Head of Safety and Environmental Protection, will feature in *Desider* next month.

Get to know: Corporate Services Group

The recently-formed Corporate Services Group (CSG) has been set up with the aim of driving DE&S forward.

Last year Director of Corporate Affairs Barry Burton (pictured left) set up a small DE&S team which, together with Managed Service Providers (MSP) assistance, is dedicated to setting up CSG.

Barry, who is Corporate Owner of the function, and his team identified six areas of work within DE&S that could be grouped together to collectively form Corporate Services.

Those six specialisms are Business Support, Executive Support, Communications, Media and Marketing, Policy, Strategy and Parliamentary, Infrastructure Management and Security.

The six specialisms consist of between 700 and 1,000 staff across the operating centres at ABW and sites around the UK and overseas.



Mark Grinnall (pictured right), Business Management Team Leader in the ISTAR Operating Centre (OC), is a representative of the Business Support specialism and also sits on both the CSG Business Support Working Group and the Project Board chaired by Barry.

He is a firm advocate of the CSG which he believes is at the heart of DE&S and integral to the organisation's ongoing success.

"We talk a lot about delivery and how that supports the business," he said.

"CSG is unique as a function as we both deliver and support the organisation to ensure that it drives the business forward.

"I liken it to the running of a submarine – within the Departments of the Ship's Staff, the engineers, operate and make it work as a fighting platform, but it is the 'Executive Branch', the Captain his



immediate team, who take it in the right direction.

"I see CSG as the submarine's Exec branch – the heart of the organisation, without it the business couldn't go forward. Without the Exec, the submarine could go the wrong way."

He added: "My particular interest is Business Support and helping to bring consistency through processes and procedures, oversight and control on business improvement programmes, creating a career path and training to aid individual development. The first clear gap was a competency framework for the specialism. A series of workshops have been run for all grades to help develop one and this will be ready for the new reporting year."

Codification roadshows at Abbey Wood

A series of roadshows highlighting the important role that codification plays in optimizing the MOD's inventory will be taking place at Abbey Wood during February.

Codification is the cataloguing of military equipment – essentially allocating all MOD kit a NATO Stock Number (or NSN) by checking the form, fit and function to ensure interoperability.

DE&S Project Teams have a mandatory requirement to consider NATO codification at the very beginning of the project lifecycle in order to ensure that all equipment is assigned an NSN.

The roadshows will help teams understand the importance of codification and the critical role codification plays both in terms of its contribution to through life management and in optimizing the size and cost of the DE&S inventory.

Richard Ireland, Team Leader for the UK National Codification Bureau (UKNCB) based in Glasgow, said: "As a member of the NATO Alliance the UK MOD has for many years used a system of assigning NATO Stock Numbers across all of its military inventory.

"This is generally referred to as

'codification' and the process is designed to ensure that procurement and maintenance of equipment is managed in a way that reduces the cost of ownership burden on the UK tax payers by reducing operational costs through more efficient use of the inventory.

"In simple terms, codification creates a detailed catalogue of everything our armed forces use on a daily basis across the entire spectrum of the inventory including spares, clothing, medical items, food and anything else the Services need to operate effectively.

"This catalogue is designed to provide DE&S procurement staff with the necessary reference information to 'buy once and use many times' in different scenarios and applications wherever this is possible, thus ensuring that specialist and costly items are not procured unless absolutely necessary, and then only by exception.

"Consequently it's important that we take the time to educate and to support DE&S staff on all aspects of NATO codification as its correct usage is critical in maintaining an optimized defence supply chain."

UKNCB and the Central Management Catalogue Agency (CMCA UK) are holding a series of educational activities at Abbey Wood that will run throughout the year.

Events planned include a codification roadshow to encourage DE&S staff to learn more about NATO codification, codification presentations in the lecture theatre, and weekly codification clinics to assist with all technical and administrative queries relating to codification. Dates and locations for the initial roadshow are:

Monday 22nd February 2016 - Neighbourhood 1 Atrium

Tuesday 23rd February 2016 - Neighbourhood 3 Atrium

Wednesday 24th February 2016 - Neighbourhood 2 Atrium

Thursday 25th February 2016 - Neighbourhood 4 Atrium



Hannah Stanbury at work - see Desider @ Gosport on page 26