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April 2016 Issue 94

# desider

the magazine for defence equipment and support



## Sea King: Farewell to an Icon



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**desider**

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# FOREWORD

By Tony Douglas, CEO

Just three months ago I stood in front of an already dedicated workforce and asked them to 'get better at getting better'. I can see this mantra has been taken on board.

It's been another busy month with DE&S project teams continuing to focus on delivering the best possible equipment to the Armed Forces.

We have announced a further £472 million for the Royal Navy's Type 26 Global Combat Ship programme which will replace the Type 23 frigate as the workhorse of the fleet.

Not only does this move us ever closer to delivering the 21st Century warship, it underlines DE&S' commitment to engage the wider supply chain, with suppliers from across the UK set to benefit.

I was proud to see the result of a disused forklift truck factory in Merthyr Tydfil being transformed into a specialist engineering hub for Ajax - all thanks to a £390 million contract awarded by DE&S to General Dynamics UK.

This wonderful achievement is not only another significant step towards delivering the British Army's next generation of armoured vehicles but creates 250 new, highly skilled jobs.

As we look forward to welcoming Ajax in the coming years we say goodbye to Sea King which has spent 47 years delivering Royal Navy and RAF operations.

DE&S are proud to have supported the iconic aircraft through the Sea King Project Team and I am pleased that many past and present employees were able to attend a ceremony in Yeovil to bid it farewell.

Transformation continues at pace as DE&S looks to become an organisation that sets the benchmark for acquisition. This month Tim Sheldon – appointed to new Corporate Head of Project Controls – makes some wonderful analogies explaining how his function will help DE&S achieve this.

We must also bid a very fond farewell to Sir Simon Bollom who retires from DE&S next month. Simon spent more than 35 years in the RAF and more than a decade with DE&S, holding the position of Chief of Materiel (Air), since October 2012.

During that time he achieved an extraordinary amount including bringing Voyager and A400M into service and taking the first delivery of F35s.

I think I can speak for everybody when I offer sincere thanks for all his hard work and wish him all the best for the future.

On a final note please take a couple of minutes to complete the Desider survey you will find in the magazine and online this month. Your opinions can help make Desider even better.

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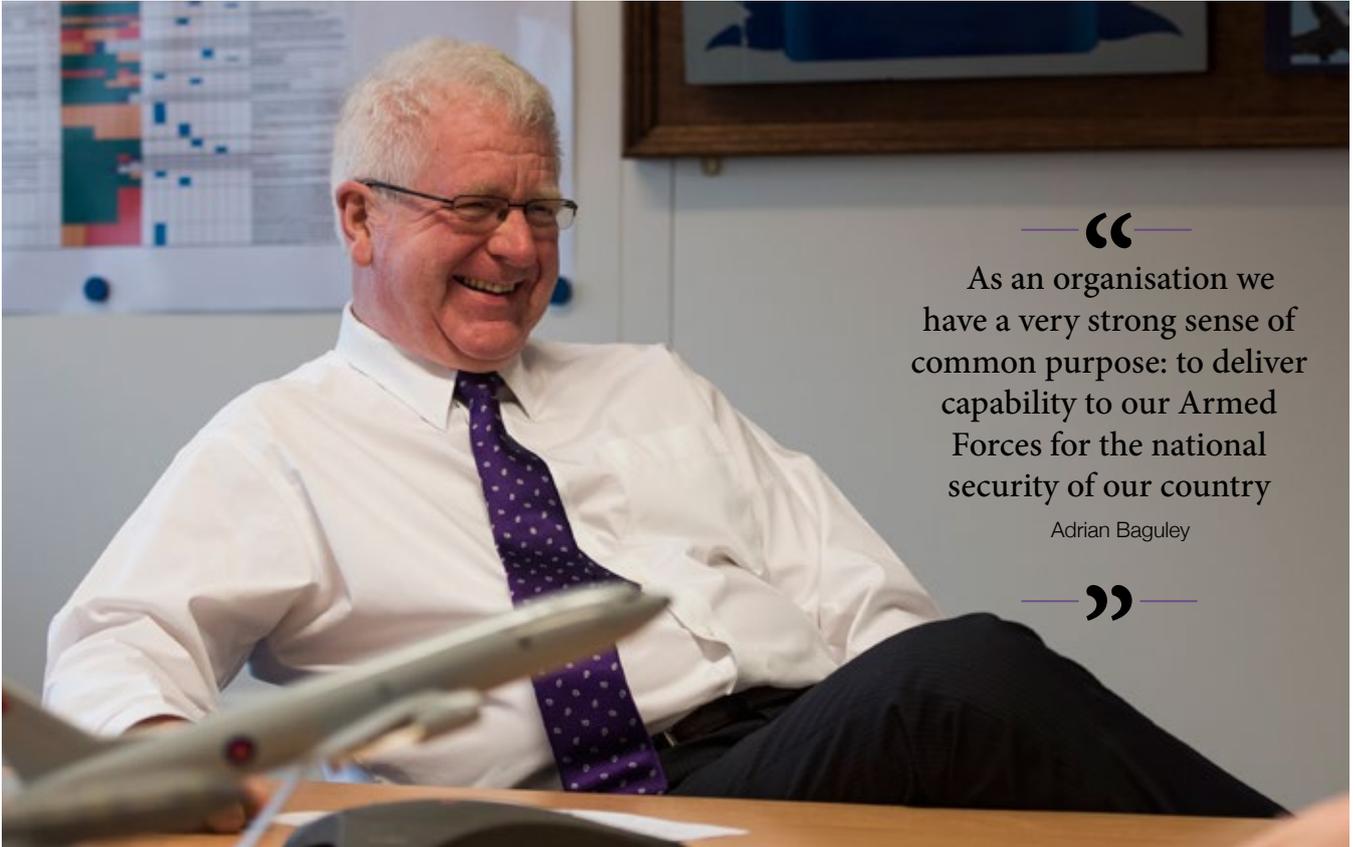


APRIL 2016

Inside this month

# Adrian Baguley, Director Air Support, talks to Desider about recent achievements in the operating centre, the impact of SDSR 2015, and his pride in what he and his team have achieved

Picture: Andrew Linnett 



“  
As an organisation we have a very strong sense of common purpose: to deliver capability to our Armed Forces for the national security of our country

Adrian Baguley

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Since returning to DE&S in November 2005 I've held a number of senior positions, including four proud years as Director Helicopters and most recently Director Air Support. Air Support encompasses some 900 people and has an annual spend of around £1.5 billion - which most people forget is equivalent to the turnover of a FTSE 100 company.

As an organisation we have a very strong sense of common purpose: to deliver capability to our Armed Forces for the national security of our country. It is this sense of purpose that inspires us all to succeed in what we do and certainly motivates me to ensure we meet our promises.

For me, the combination of financial, business, organisational, leadership and engineering responsibilities as an Operating Centre Director in DE&S provides genuinely unique challenges. In private businesses these roles would be separate. This is a tremendous test of a broad range of professional skills and it is a great honour and privilege to lead the Operating Centre.

Within Air Support, we have three main areas of responsibility: we support the Air

Mobility fleets, Airborne intelligence and surveillance fleets and a huge spectrum of aircraft support equipment ranging from aircrew clothing and survival aids to synthetic training simulators. Every day brings different, and often unexpected, challenges and it is this range of issues that makes the job so fascinating and certainly keeps us busy - Fridays always seem to be the day when the unexpected happens!

A great achievement for us in September last year was the delivery of our seventh A400M aircraft, achieving the UK in-service date for the multi-national programme. Since then our fleet has been on extended world-wide tasks, and the next challenge is delivering a further 15 aircraft and releasing the full capabilities of this amazing new air transport aircraft. Last year we also delivered our second Rivet Joint aircraft in the Airseeker programme, enabling us to sustain continuous intelligence gathering operations.

This coming year will arguably be even busier for Air Support, following the release of the 2015 SDSR. Nearly every fleet has seen enhancements or life extensions, and we are set to buy a whole new fleet of P-8 Poseidon maritime patrol aircraft. Negotiations with

the US Government on the programme are progressing well and we are looking at the delivery of the first aircraft.

We are also working towards main gate for our Mode 5 IFF programme that will equip over 400 platforms across air, sea and land with the new radio transponders that tell other platforms that you are a friendly aircraft - essential to enable major collation operations.

Smaller, but equally important current projects, include new flying clothing and life preservers for aircrew and new personal locator beacons to enable search and rescue assets to locate aircrew in the event of an accident.

I have immense pride for what we do. Our people really want to achieve, and do achieve fantastic things.

See page 10 for a farewell interview with Air Marshal Sir Simaon Bollom 



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# Hawk contracts award



The RAF's latest jet trainer, the Hawk TMk2, during a flight over North Wales

**A**ir Vice Marshal Sue Gray, Director Combat Air at DE&S, has hailed the announcement of new contracts to support Hawk fast jets. The Ministry of Defence has committed £372 million across four contracts for the continued in-service support of the world-class training fast jet, securing around 700 UK jobs until 2020. The fleet of Hawk TMk1 and TMk2 aircraft are used by the UK Armed Forces for military flying training prior to conversion onto frontline fast jet aircraft, such as Typhoon or the future F35 Lightning II, and for a variety of other Royal Navy and Royal Air Force training requirements.

They are also the aircraft of choice by the Royal Air Force Aerobatic Team, and the Red Arrows - one of the world's premier aerobatic display teams. Air Vice Marshal Gray said: "These new contracts to support our fleet of Hawk fast jets set the support service bar higher than ever before. "Our partners, BAE Systems and Rolls-Royce, will provide through-life support, including maintenance and

— “ —

**These new contracts to support our fleet of Hawk fast jets set the support service bar higher than ever before**

Air Vice Marshal Sue Gray,  
DE&S Director Combat Air

— ” —

the provision of spares, while delivering cost savings and providing a high level of aircraft availability, all of which will ensure our future fast jet pilots have the right equipment to conduct their flying training."

The five year support contracts will play a crucial role in providing a range of

services to the Royal Navy and Royal Air Force's Hawk aircraft at bases around the country.

Minister for Defence Procurement Philip Dunne added: "The Hawk is a world-class training aircraft for our future fast jet aircrew. Pilots currently flying Typhoons and Tornados with such precision targeting Daesh in Iraq and Syria to keep Britain safe first learnt their skills in the Hawk. It will also be used to train the pilots that will fly our new F-35s, some of the most advanced aircraft in the world.

"The contracts to support these vital training aircraft are a boost to British industry, sustaining hundreds of jobs across the UK – all made possible by our growing Defence budget and our £178 billion investment in buying and maintaining the best possible kit for our Armed Forces."

A £79 million contract has also been placed with Rolls-Royce to provide support for the 'Adour' engines which power the Hawk aircraft, with testing, repairs and overhauls taking place at RAF Valley and in Filton, Bristol, sustaining 40 jobs across both sites.

# LTPA

T&E begins here



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# Simon Bollom talks retirement

After 13 years working within DE&S, Chief of Materiel (Air), Air Marshal Sir Simon Bollom, is preparing for retirement. He talks to Desider about how he'll miss being part of a big team, and the key to delivering equipment and support to the front line



**A**ir Marshal Bollom, who has been in the RAF for over 35 years, joined DE&S – then known as the Defence Logistics Organisation – in 2003 as a project team leader.

He took up the role as Director Combat Air in January 2008, which led on to the position of Chief of Materiel (Air), which he has held since October 2012.

“For the last three and a half years I have been responsible for acquisition and support for all fixed wing air platforms, and the Head of Airworthiness in DE&S,” he said.

Discussing his time at DE&S, Air Marshal Bollom said: “I’ve always enjoyed acquisition; the challenge of delivering equipment to the front line, solving complex problems and negotiating with industry. My favourite bit about the job is delivering, getting

and dramatically reduced costs.

“My proudest achievement (over my career in acquisition) is the roll out of support transformation across a number of platforms and equipments which has saved Defence billions.”

He added: “It all started for me as the Tornado project team leader in 2005, when we needed to save 30 per cent on support costs to retain Tornado in service.

“Since then we have developed the concept and rolled it out across the fixed and rotary wing sector.”

Air Marshal Bollom will be remembered for the delivery of some important programmes and as a key driver of change. Above all, he hopes that he has begun to put the right framework in place to allow his domain to continue delivering.

When asked about how transformation would help DE&S to deliver, he said: “We have some truly outstanding people in DE&S, I’ve worked here long enough to know that. Our people are craftsmen and through DE&S transformation we’ll give them a new tool set to realise their potential and deliver better outcomes for our Armed Forces.”

He conceded that leaving DE&S and the Royal Air Force after 35 years was going to be a real change.

“I’ll look for something very different outside of defence to challenge me,” he said.

“I might even take up gardening, something which until now I’ve loathed, it must be my age.”

Air Marshal Bollom starts a new chapter in his life with a 10-day trip to the Caribbean, somewhere that he’s never been, adding that if he had one piece of personal advice for his successor it would be to “take your leave – it’s a rewarding but challenging appointment which can easily consume all your time,” he added with a smile.

He concluded: “I’ve had a brilliant 35 years in the RAF. I’ve been on real operations and spent nearly 14 years in procurement and loved every minute of it, both the highs and the lows.

“I would absolutely recommend DE&S as an employer to others. Nowhere else could you experience such diversity, with the opportunity to work on so many different projects and deliver such significant results.”

— “ —  
**We have some truly outstanding people in DE&S, I’ve worked here long enough to know that**

Air Marshal Sir Simon Bollom

new air systems or improved support into the hands of the front line.”

Air Marshal Bollom has a passion for delivery and he proudly identifies some of his highlights.

“During my time as CoM(A), we’ve brought Voyager and A400M into service, Airseeker, Watchkeeper, taken the first delivery of F35s, plus many important capability upgrades.

“Celebrating a job well done with the team gives me a real buzz.”

During his time in post, Air Marshal Bollom has been key to improving delivery performance, including adherence to time and cost for acquisition. He has also improved support efficiency across the domain



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# HMS Artful Commissioned



Left: First Sea Lord, Admiral Sir George Zambellas, on board HMS Artful

**A**stute-class submarine HMS Artful officially became a commissioned warship of the Royal Navy at a ceremony at HM Naval Base Clyde.

Guest of honour at the ceremony was the submarine's sponsor Lady Zambellas, who had named Artful in September 2013, before her launch in May 2014, in Barrow in Furness. Amanda Zambellas was joined by her husband Admiral Sir George Zambellas, the First Sea Lord and head of the Naval Service, representatives of the companies involved in Artful's construction and operation as well as the submarine's 150 crew, their families and friends.

Admiral Zambellas said: "This is a red letter day that marks the beginning of the next crucial stage of development for the Royal Navy and its Submarine Service.

"The ceremony dramatically increases the operational capability of the Submarine Service with the commissioning of our third Astute-class boat, and is another milestone in the journey towards HM Naval Base Clyde becoming the UK Submarine Centre of Specialisation by 2020."

Lady Amanda Zambellas said: "Over a decade has passed since her keel was laid, so it is hugely rewarding for everyone involved with the project to finally see the White Ensign flying from her stern. While the technology inside is impressive, it is the Ship's Company who really give HMS Artful her soul. Through their expertise and a good sense of fun, I know they really

will live up to her name, and I look forward to supporting her in the many years ahead."

Since she was handed over to the Royal Navy by DE&S in December 2015, Artful, built by BAE Systems, has been conducting trials to prove her systems and equipment at sea, ahead of her first operational deployment later in 2017.

The highlight of the trials was the firing of six heavyweight Spearfish torpedoes on the British Underwater Testing and Evaluation Centre near the Isle of Skye.

Artful is the first of the Royal Navy's

submarines to be fitted with the Common Combat System (CCS), which was delivered ahead of time by DE&S. CCS is regarded as the digital 'brain' of the boat controlling its 'eyes', 'ears' and 'nervous system'.

Artful's two sister boats Astute and Ambush have already successfully conducted operational deployments. Both have deployed to the Mediterranean and Middle East where they have been involved in anti-smuggling and security operations and have provided Tomahawk Land Attack Missile (TLAM) capability in support of anti-terrorism operations in the region.

The Astute-class are the largest, most advanced and most powerful attack submarines ever operated by the Royal Navy, combining world leading sensors, design and weaponry in a versatile vessel.

HMS Astute, HMS Ambush, and now HMS Artful, are the first of the class to be accepted by Navy Command, which is responsible for operating all of the Royal Navy's vessels. The next two submarines in the class, Audacious and Anson, are currently being built in Barrow, with Agamemnon and the, as yet, unnamed Boat 7 to follow.

\* See Desider's feature with the Astute team on page 17

Below: The commissioning at HM Naval Base Clyde, Home of the UK Submarine Service



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# A UK home for AJAX

**M**inister for Defence Procurement Philip Dunne has officially opened the Merthyr Tydfil engineering hub which will become the assembly, integration and testing centre for Ajax and the next generation of the British Army's armoured vehicles.

The facility, a disused forklift truck factory now managed by General Dynamics UK, will create 250 highly skilled jobs, an addition to the 300 jobs sustained in nearby Oakdale, and a further 2,250 jobs throughout the UK supply chain.

Minister Philip Dunne said: "This is a very important project for the Merthyr Tydfil economy and the first visible demonstration of the new strategic objective of the Ministry of Defence, highlighted in the Strategic Defence and Security Review (SDSR), that Defence should play a part in the

prosperity of the nation.

"The Ajax programme alone is sustaining 2,800 jobs across the country, 550 of which are here in Wales. Thanks to the close partnership between the UK Government and industry, this site will spring back into life as a significant centre of employment and bring in valuable skills with a lasting legacy for the entire region."

The Minister visited the facility, which will start production in 2017, and enjoyed a static display of armoured vehicles which included Foxhound, Ocelot and Ares. He was joined by Major General Robert Talbot-Rice, Head of Armoured Vehicles and Kevin Connell, Vice President of General Dynamics Land Systems-UK, as well as First Minister of Wales Carwyn Jones and several Welsh MPs.

At the official opening the Ajax prototype made a triumphant entrance, advancing towards the audience flanked by two soldiers, and turned its highly effective 40-millimetre cannon in demonstration.

Major General Talbot-Rice said: "This was a really important day for the British Army. Ajax represents the biggest single order for armoured vehicles for the British Army in three decades, as well as a major step towards putting world beating equipment into our soldiers' hands."

The first of the 589 production standard vehicles is expected to be completed in 2017. Ajax will be a key component in the Army's future Strike brigades and represents a step change in capability.

The facility was dedicated to Sir Tasker Watkins, a World War II hero decorated with the Victoria Cross.

Above: Ajax  
Below: Major Jude Priesley with his Armoured Trials and Development Unit (ATDU) team

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This was a really important day for the British Army. Ajax represents the biggest single order for armoured vehicles for the British Army in three decades, as well as a major step towards putting world beating equipment into our soldiers' hands

Major General Robert Talbot-Rice

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# Type 26 gets extra £472m

**T**he Ministry of Defence (MOD) has announced a further £472 million for the Royal Navy's Type 26 Global Combat Ship programme.

It will allow DE&S to continue progressing the project's demonstration phase, with additional investment for detailed design work, the purchase of essential equipment and setting up shore-based testing facilities.

This demonstrates an enduring commitment to the programme, centred on the Clyde, which will benefit suppliers across the UK including companies in Fife, Midlothian, Derbyshire, Warwickshire, West Yorkshire, Hampshire, Dorset, Bristol and Leicestershire.

Tony Douglas, Chief Executive of DE&S, said: "We have a long history of delivering complex warships in the UK and as a result of this announcement we will continue to develop a clear way forward for the Type 26 Global Combat Ship Programme that reflects the recent Strategic Defence and Security Review, in which the design is further matured while extending the engagement of the wider UK supply

chain."

Key equipment purchases will include diesel generators; sonar domes, which form the bow-mounted sonar used for anti-submarine detection; helicopter handling equipment to control the movement of aircraft to and from the hanger; mission bay side doors, for the loading and unloading of equipment; and the stabiliser and steering gear system, key elements of the T26 navigation system. These will all provide further work for the Type 26 Global Combat Ship supply chain.

Meanwhile, shore-based testing facilities will assess key parts of the ship's power and propulsion system and the Combat System.

The Type 26 Global Combat Ship will replace in time the Type 23 frigates, and will undertake the Royal Navy's three core roles - warfighting, maritime security and international engagement - worldwide.

Together with two additional Offshore Patrol Vessels (OPVs), making five OPVs in total, and the planned light General Purpose Frigate, the warships will be a key element of the UK's defence, specialising in anti-

submarine warfare.

Defence Secretary Michael Fallon said: "These highly advanced ships will help keep Britain safe and support our ship-building industry. Investing in them is part of our plan to increase defence spending so our Armed Forces have the most modern equipment they need."

The Type 26 Global Combat Ship will be in service with the Royal Navy into the 2050s. The ship is being designed so it can be upgraded as new technology develops, so that it remains relevant and capable far into the future.

Above: Artist impression of the Type 26 Global Combat Ship. Credit: BAE Systems

“

**We have a long history of delivering complex warships in the UK and as a result of this announcement we will continue to develop a clear way forward for the Type 26 Global Combat Ship Programme**

Tony Douglas, Chief Executive of DE&S

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# Astute, a class above

Desider talks to Submarine Production, the team responsible for the delivery of the Astute-class submarines to the Royal Navy



Continued on next page ↘

Continued from previous page

**T**he Astute Programme is one of the most complex projects undertaken by DE&S and one which draws wide attention from the public and media.

“We are hugely proud of the work we do in support of the Royal Navy”, said Submarine Production Team Leader Julie Morris. “We are very conscious that the equipment we provide is operated and maintained by members of our Armed Forces, our nation’s sons and daughters, who volunteer to be put in harm’s way and who are routinely asked to do exceptional things. That is why we do what we do, to give them what they deserve, the very best equipment that we can.

“On high profile, complex programmes like Astute, it is inevitable to get media interest. This team works incredibly hard every day, and sometimes negative media

coverage can be demoralising. However, we have a strong sense of purpose, we are clear about what we need to achieve and we are committed to delivering to the best of our ability. My job, as Team Leader, is to make sure that each member knows that their contribution makes a real difference.”

The team’s presence is split between Abbey Wood and BAE Systems’ shipyard at Barrow-in-Furness, with one member of staff based at HMNB Clyde.

In Abbey Wood, the team’s focus is set on the engineering, support, safety, project control, finance and commercial aspects of the Astute programme.

Richard Long manages a team of six engineers who deal with the naval architecture aspects of the design and the platform safety case, a huge suite of documents which describe and

demonstrate the safe operation of the submarines.

Richard said: “The safety case covers all the systems on board, processes such as diving and surfacing and the identification and mitigation of hazards. “From an engineering perspective, our team is responsible for a whole range of things, from the design of the pressure hull to the integrity of the numerous valves and hatches that keep the water out, as well as carpets and ovens.”

In Barrow, where Astute Boats 4-7 are currently in various stages of construction, the team provides project management, quality assurance and product acceptance activities.

Captain Mark Gale, Department Head (Barrow), said: “Over the last 12 months, the Submarine Production team has



supported the achievement of a number of significant milestones for the Astute programme. The highlight for me was seeing Boat 3, Artful, leaving the shipyard in August to commence contractor's sea trials, prior to being formally handed over to the Royal Navy."

The team also benefits from first-hand knowledge and experience.

Sea Trials Manager John Delaney joined in 2007 as a Requirements Manager, but he has been involved with submarines for all his life. He enlisted in the Royal Navy after leaving school and served for 24 years. He was a crew member aboard all of the Resolution class, and was even involved in the UK rescue mission offered by the UK for the Russian submarine Kursk disaster.

He said: "Living in a submarine is a routine, you get accustomed to it. I used to love it. Now, most of my time my role involves following Artful around while she completes her sea trials, so I am on the road quite frequently, which I enjoy immensely."

The next two years will involve a significant amount of testing and commissioning of Boat 4, Audacious, as the submarine reaches the final stages of

build. This will include launch, trim dive and testing of the nuclear reactor.

Gordon Mailer is the MOD Project Manager for Boat 4 and interacts with the shipbuilder on a daily basis. He said: "The relationship with BAE Systems definitely benefits from me being available in Barrow. Both DE&S and the company have the same aim, which is to deliver the best product we can to the Royal Navy as quickly, safely and as cost effectively as possible."

To achieve this, DE&S is implementing a series of measures, such as two-way relocation packages, to improve the prospects of enticing people to Barrow and allow them to establish a successful career in the area.

Barry Miller, Build Portfolio Manager, said: "We are significantly growing MOD's footprint in the shipyard at Barrow, which opens up new opportunities for most functions and a career structure. My move here was supported by the MOD and the role is a new and exciting one, working with our contractor and liaising with staff at all levels, both within the company and MOD."

Following signature of the whole boat contract for Boat 5, Anson, in November,

one of the team's principal objectives this year is to place Boat 6, Agamemnon, and Boat 7, still to be named, on contract.

Andrew Charles is the MOD Project Manager for Boats 6 and 7. He said: "My colleague Neil Pirie and I are responsible for the project management of boats 6 and 7, managing their delivery in accordance with agreed schedules and cost. Although we are based in Abbey Wood we spend a large part of the year with our supplier, BAE, in Barrow. Being away from home can be challenging at times, especially for our families, but we are both clear in how important our roles are to the successful completion of the Astute programme and are very focussed on that goal."

If you are interested in joining the team there are a number of vacancies in both ABW & Barrow across several functions. Please contact SMP Business Manager, Louise Hames, for further details.

— “ —

We are very conscious that the equipment we provide is operated and maintained by members of our Armed Forces, our nation's sons and daughters, who volunteer to be put in harm's way and who are routinely asked to do exceptional things

Julie Morris, Submarine Production Team Leader

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# New policy on SMEs set to cut through red tape

The Ministry of Defence (MOD) has launched a new policy for Small and Medium Enterprises (SMEs), cutting red tape to make it easier for companies to work with Defence.

The changes will help DE&S play its role in the drive towards the MOD's target of 25 per cent of all procurement spending – both direct and indirect – going to SMEs by 2020.

The final set of published figures for the last parliament showed the MOD as achieving a total of 19.4 per cent, or £3.8 billion, with SMEs in 2014-15.

In order to achieve the spend target of 25 per cent by 2019-20 this figure will need to increase to around £4.9 billion, and the refreshed SME policy is designed to help achieve this.

The revised policy (see panel) has been developed in partnership with SMEs, trade associations and other government departments.

Minister of State for Defence Procurement Philip Dunne said: "We spend £4 billion a year with small firms, and this new policy is a signal of our intent to do more to tap into the innovation of SMEs in our supply chain.

"This new approach will harness UK brainpower so that our Armed Forces get the best possible equipment, deliver better

value for money, and boost exciting new companies."

The changes are all underpinned by wider MOD commitments to encourage competition and make it easier for companies to innovate within the Defence supply chain.

These include ensuring all contract opportunities which arise as part of large programmes are better advertised and competed and, where appropriate, removing turnover threshold requirements from the procurement selection process to give smaller companies a fairer chance.

The policy refresh is just one of the ways in which the MOD is making it easier for SMEs to work with the Defence sector, and it follows the announcement by the Government of a £800 million Innovation Fund, aimed at harnessing the entrepreneurship and ingenuity of the private sector and in turn helping the UK to maintain an operational edge over adversaries.

Hugh Griffiths is the CEO of SME Inzpire, a provider of consultancy and training services, as well as a developer of software applications for military customers.

He said: "We find that the MOD is an excellent partner for SMEs to work with and our relationship with them has got

ever stronger over time. With the imminent launch of the MoD's new SME policy, it is encouraging to see that even greater advances in the MOD's support for SME's will now be made. This is fabulous news for all SME's in the Defence Sector."

## The new SME Policy will see:

- A new Supply Chain Champion and a supply-chain advocate network, to provide single points of contact for suppliers
- A fresh assault on red tape with unnecessary bureaucracy amended or scrapped by the middle of 2016. The MOD are exploring ways of simplifying the procurement processes, for example by investigating the use of purchase order templates for the simplest low value and low volume contracts
- A new online tool for suppliers that highlights opportunities, explains our policy and advises how they can target funding streams

Defence Minister Philip Dunne at the UK Defence Solutions Centre in February where he highlighted the importance of SMEs





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# news in brief

## CARDIFF SHOWCASE

**Barry Burton, Director of Corporate Affairs, represented DE&S at the Defence Procurement, Research, Technology & Exportability (DPRTE) event in Cardiff.**

The event, attended by more than 1,500 people, provides buyers and suppliers with an interest in the defence acquisition supply chain the chance to enhance knowledge, share best practice and showcase innovation.

It also allows them to gain an insight into the latest policies and initiatives currently impacting the defence

procurement marketplace.

As well as more than 100 stands there were zones including Buyer Excellence, Research and Technology Export, and Business Growth Knowledge Transfer Zones.

Mr Burton presented the event's keynote speech to a packed Keynote Arena highlighting DE&S' desire to engage with new suppliers and hear their ideas.

"At DE&S we are very clear that everything we do is done to support Her Majesty's Armed Forces," he told the audience.



## WISE DRAGONS

**A team of DE&S Finance Apprentices have narrowly missed out on progressing to the regional final of the local West of England Business Challenge.**

The team member -: Montana Mulzac, Adam Wilson, Andy McCabe, Scott Crane, and Tom Summerhill - attended the event, organised by the National Apprenticeship Service (NAS), at South Gloucestershire and

Stroud College's WISE Campus in March.

The challenge - only given on arrival - was to prepare a presentation on why every UK business should employ an apprentice.

The team then delivered the presentation to a 'Dragon's Den' style panel made up of local dignitaries including the CEO of the Chamber of Commerce.



## FROM ENERGY TO DEFENCE

**It has been announced that Stephen Lovegrove, currently Permanent Secretary of the Department for Energy & Climate Change, will assume the role of MOD Permanent Secretary upon Jon Thompson's departure.**

The Defence Secretary, Michael Fallon said: "I am delighted that Stephen Lovegrove is to be our new Permanent Secretary and he will bring his wealth of experience from DECC, the Shareholder Executive and the private sector. I look forward to working with him to implement the SDSR, to make Defence more innovative, and to protect this country."

Mr Lovegrove said: "I am thrilled to be joining the Ministry of Defence: keeping Britain safe and employing over 250,000 people all over the world in a hugely diverse



variety of roles. I look forward to getting to grips with its many different challenges, not least implementing last year's Strategic Defence and Security Review."



## ARMED FORCES DAY

**DE&S is proud to support our Armed Forces and now there are less than 100 days to go until Armed Forces Day, which takes place on Saturday, June 25.**

There are many Armed Forces Day events taking place across the UK from Lochgilphead in Scotland to Jersey in the English Channel. To find an event near you visit the events listing at <https://www.armedforcesday.org.uk/find-events/>



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# A celebration of Sea King



Poignant: Five Sea Kings pass over Clifton Suspension Bridge in Bristol during their final flight last month

**A**fter 47 years of delivering Royal Navy and RAF operations, the majority of the Sea King fleet has been retired from service.

Air Vice-Marshal Julian Young, Director Helicopters; Rear Admiral Keith Blount, Assistant Chief of the Naval Staff (Aviation and Carriers); DE&S employees past and present; Royal Navy and Royal Air Force personnel; veterans and AgustaWestland Ltd representatives all celebrated the iconic aircraft in a ceremony at the Fleet Air Arm Museum (FAAM) in Yeovil.

Air Vice-Marshal Young thanked all the people who served within the Sea King Project Team. He said: "I maintained the Sea King helicopter in the Falkland Islands as a junior officer, and it is with much sadness, though a huge amount of pride, that we say goodbye to the Sea King and mark the end of the project team.

"Since its introduction to UK Service with the Royal Navy in 1969, the MOD has purchased over 180 Sea Kings and that fleet has flown over 1.48 million flying hours. Delivering 47 years - and still counting - of successful support takes dedicated effort and the maintenance of

strong relationships, both within the project team, across industry and with the Front Line Commands."

Sea King Mk3, Mk4 and Mk5 aircraft retired from service at the end of March, after almost five decades of sterling work supporting operational, humanitarian and search and rescue roles worldwide. Eight Mk7 aircraft will continue to fly while the Airborne Surveillance & Control (ASaC) capability is transitioned to the Merlin fleet under the Crowsnest project.

All marks of Sea King were on display at the AgustaWestland site in Yeovil, in full view of staff employed in DE&S's Centenary House building. Hundreds of DE&S and industry employees dropped in throughout the day to take a last look at the aircraft they helped to manufacture and support.

Captain Kieran O'Brien Royal Navy, Sea King Project Team Leader, said, "This is an emotional day. I started my service with Sea Kings and have spent nearly two years as the Team Leader. It is a sad goodbye, but the team and the aircraft have done an exceptional job throughout 47 years of service. Today is a fantastic opportunity to recognise all the unsung heroes in the

Project Team, both past and present, who tirelessly gave their time to make sure that the front line users had the best equipment available.

"I am immensely proud to have been the last Sea King Project Team Leader and to have been part of the Sea King helicopters' remarkable achievements and its significant contributions to Defence".

Lieutenant Commander Bob Bond was one of the aircraft crew members who welcomed visitors on board of the Mk4 aircraft, which did a 'goodbye flight' around the South West a few days later. He said: "This marks the end of an era. The Sea Kings have proven to be a very capable and versatile aircraft, and they have done a fantastic job. We will be sorry to see them go, but we are looking forward to the future with Merlin Mk4."

The four aircraft flew from Yeovil to FAAM, where they circled the airfield and landed in front of the assembled guests. Also present at the ceremony were former Sea King team members, who didn't want to miss the chance to say goodbye to the helicopters.





# BFPO is delivering

**L**ieutenant General Paul Jaques CBE, Chief of Materiel (Land) for DE&S has – on behalf of the Ministry of Defence (MOD) – signed an £11 million agreement with Royal Mail to continue to provide the carriage of mail to and from service personnel based overseas.

The agreement, which reaffirms the relationship between Royal Mail and the British Forces Post Office (BFPO), means military personnel will continue to be able to keep in touch with family and friends back in the UK, wherever they are in the world, at affordable rates.

In accordance with the Armed Forces Covenant, sending mail to personnel overseas will remain at inland UK prices. For Service men and women on operations, the vital action of keeping in touch with home will remain free.

Lt Gen Jaques signed the Forces Mail Settlement during a visit to the BFPO head office at RAF Northolt.

He said: “There is nothing like getting a letter from back home, whether you’re a few hours away or on the other side of the world.

“This deal will ensure that friends and family members can continue to support our troops overseas with letters, parcels and packages without incurring extra postage costs.

“It is crucial that Service personnel, who work so hard to keep Britain safe, both at home and abroad, have

the support of agreements like this one between Government and Royal Mail as part of the Armed Forces Covenant.”

Forces Post Offices based all over the world handle service personnel’s mail while it is overseas, with the Royal Mail taking over its handling when it reaches the UK, whether at the beginning or end of its journey.

The Forces Mail Settlement, in place until March 2020, sees the BFPO receive a percentage of the cost of postage for the letters and parcels it handles from Royal Mail.

The Royal Mail also pays half the

costs of the Enduring Families Free Mail Service, which allows relatives and friends within the UK or at BFPO addresses to send letters and small parcels to military personnel on operations overseas for free.

Mike Newnham, Royal Mail’s Chief Customer Officer, said: “Royal Mail is delighted that its long standing contract with the British Forces Post Office is continuing.

“We are proud to play our part in delivering mail to our Armed Forces stationed around the world.”

Above: Royal Mail’s Chief Customer Officer Mike Newnham and Lt Gen Paul Jaques sign the agreement  
Below: Lt Gen Jaques tours the BFPO head office at RAF Northolt



# Training boost for Royal Navy

The Aircraft Carrier Alliance (ACA) has signed over the first compartments of HMS Queen Elizabeth to her crew, more than a year ahead of when the ship is due to be delivered to the Royal Navy.

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.

The six large compartments handed over are the first sections of the ship the crew has taken ownership of and marks an important step towards delivering the nation's flagship.

The compartments are part of the dry storage areas for the catering teams and will be used to train the ship's company in damage control including fire-fighting, flood

and medical emergencies.

Over the longer-term it will also help the catering teams train their people in using stores equipment, such as the portable electric transporters and lifts.

Minister of State for Defence Procurement, Philip Dunne, said: "The UK's new aircraft carriers are impressive feats of engineering, brought to life by the best of British shipbuilding skills.

"This latest milestone marks the demonstrable progress being made in the progressive handover of HMS Queen Elizabeth to the Royal Navy crew, allowing them to conduct vital training before taking this state-of-the-art vessel to sea.

"The carriers, supported by our £178 billion investment in equipment for our Armed Forces, will spearhead Britain's sea power for the next five decades, protecting UK interests both at home and abroad."

Lieutenant Commander John Ball, the

ship's defence control officer, added:

"Having the capability to start our damage control training on-board the ship so early is extremely exciting and will save us a vast amount of time. It will help us accelerate our learning opportunities and go some way to make sure our people are ready to operate the ship ahead of sea trials.

"While we could undertake similar training on-board other ships, there's nothing like training on the actual vessel you'll sail on as we learn the specialist techniques required to operate such a large and complex warship."

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 Ministry of Defence. A national endeavour, at its peak the programme directly employed 10,000 people across six UK build yards.



Above: ACA hand over the first compartments onboard HMS Queen Elizabeth

“  
The UK's new aircraft carriers are impressive feats of engineering, brought to life by the best of British shipbuilding skills

Philip Dunne,  
Minister for Defence Procurement

”



# news in brief

## COMMERCIAL GRADUATES EVENT

### Minister for Defence Procurement Philip Dunne attended the Commercial Graduate Alumni Event at Abbey Wood.

The annual event celebrates the successful completion of the Commercial Graduate Programme for its members and this year the event also celebrated the first cohort of Commercial Apprentices to complete their programme.

Guest speakers were asked for their perspective on the "Grow Our Own" strategy, which focuses on growing and developing already employed staff. There are already approximately 150 past and current programme members working within DE&S and the Ministry of Defence (MOD).

At the event Jane Squire, project lead for both programmes, welcomed the speakers which included Mr Dunne, MOD Commercial

Director Steven Morgan, Director Commercial Management Control and Assurance Morag Stuart, Director Commercial Function Mike Greatwich, and Commercial Professionalism Programme Lead Graham Hyndman.

Successful graduate Jon Christian also provided an honest and insightful talk about his experience on the programme and excellent advice to those currently on it.

All of the successful Graduates and Apprentices were presented with their graduation certificates by Mike Greatwich and have been wished good luck in their new roles in the department.

Graduate Amy Barnett said: "It was an excellent event which attracted almost 200 people and I think the fact that Mr Dunne, Steven Morgan, Morag Stuart and Mike Greatwich all attended gave it a great sense of credibility."

"It's really important that people are recognised for their hard work and it is acknowledged that they are doing a great job for DE&S or for the MOD."



## GOING OFF ROAD

**A new five-year contract has given the MOD regular access to facilities where vehicles are tested to ensure they meet the demands of operational conditions.**

The Operational Support Programmes Testing Advice & Trialling Arrangement (OSP TATA) is an enabling contract between OSP and Millbrook Proving Ground in Bedfordshire.

The contract will save time replacing the need to negotiate lengthy individual bespoke arrangements for each trial. It will also assist OSP in delivering new and in-service vehicles and equipment by testing that

they are able to perform to the customer's requirements in operation.

Phil Burton, Deputy Head of Operational Support Vehicles Programme at DE&S, said: "The Millbrook contract offers us access to specialised independent automotive engineering advice and the much needed ability to test vehicles over terrain that is representative of the user's demand. This contract will bring rigour to our testing regimes to ensure we buy the best equipment for our Armed Forces."

## BATCIS APPEAL

**The Battlefield and Tactical Communications and Information Systems (BATCIS) delivery team are urging DE&S project managers to engage with them at the earliest opportunity.**

BATCIS specialise in meeting today's relentless demand for all types of quality information in battle situations including safe, secure verbal and digital communications, as well as up to the minute battlefield images to ensure strategic and tactical decisions can be made in an instant.

Within BATCIS, the Integration Support and Fielding (ISF) team members pride themselves on personally liaising with individual delivery teams, the wider military user community and other key stakeholders involved in delivering projects across defence.

Ben Redstone, integration support manager at BATCIS, said: "The message we really want to get out there is that engaging with us early means we can come in and help guide projects to a successful conclusion."

"If you are involved in a large project you need to be talking to us because this technology provides the Armed Forces with a future proofed, cyber-secure communications capability and saves lives."

Through the nature of this work, ISF has become increasingly more visible within DE&S and has supported the delivery of major programmes such as AJAX, the Queen Elizabeth Carrier class and Foxhound.

David Pilch, Assistant Head of DE&S Protected Mobility Vehicle Programme, has worked with ISF on the delivery of Husky, Warthog, Mastiff, Wolfhound and Ridgback vehicles over the last seven years.

He said: "Early engagement with the BATCIS ISF team is paramount and utilising their expertise will pay dividends when delivering a capability. There is a danger of underestimating the complexities of Tactical Comms and it's not simply a case of adding them in at the end."

Email ISS Dev-BATCIS-ISF-Group (MULTIUSER) for more information.

# Further funding for cutting edge Successor Submarine programme

**D**efence Secretary Michael Fallon has announced a further £642 million of investment for the Successor submarine programme.

The funding will help to progress work on the four new submarines that will begin replacing the Vanguard class, from the 2030s. The investment will also go towards new parts and facilities, as well as further design work.

The funding will include £225 million for new facilities at BAE Systems at Barrow-in-Furness, where the submarines will be assembled and will ensure the submarines are built with maximum efficiency.

It will also see significant investment in the UK/US collaboration for the Common Missile Compartment and around £200 million for the submarine's power plant, including long lead items.

This confirms the announcement made in last year's Strategic Defence and Security Review and will provide a sound foundation for the next phase where a staged investment approach will be implemented.

The new submarine will be one of the stealthiest submarines in the world. It will also be the safest and most technically advanced submarine ever built in the UK.

Defence Secretary said: "Our nuclear deterrent provides the ultimate guarantee of our security and our way of life. That's why we are getting on with this investment.

"This money will support further design work, new infrastructure and the purchase of key parts such as engines and gearboxes, as well as jobs across the UK."

The announcement comes shortly after the £201 million funding package

highlighted by DE&S' Chief of Materiel (Fleet) Simon Lister in February.

That block of funding was provided to enable BAE Systems to develop the design of the submarine, including the layout of equipment and systems, and to develop manufacturing processes, including the production of early prototypes.

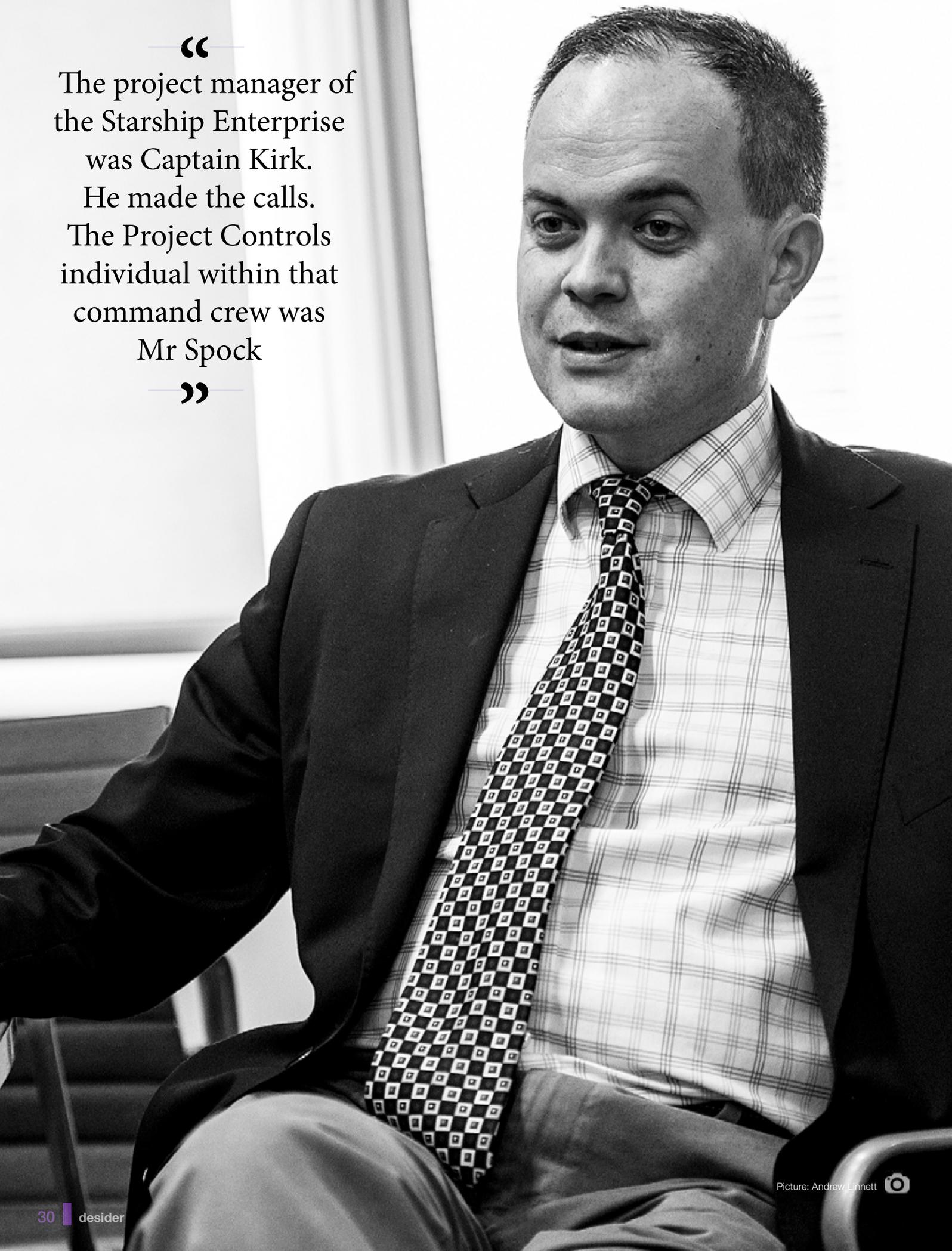
The latest investment of £642 million will take the total cost of the assessment phase to £3.9 billion.

Four Vanguard submarines – which currently maintain the UK's nuclear deterrent - will be replaced from the early 2030s. Within the next four years all the UK's submarines will be based in Scotland. This will lead to the creation of 1,400 new jobs taking the total number employed at HM Naval Base Clyde to 8,200 by 2022.



“  
The project manager of  
the Starship Enterprise  
was Captain Kirk.  
He made the calls.  
The Project Controls  
individual within that  
command crew was  
Mr Spock

”



# On Transformation and a New Frontier

Tim Sheldon has been the head of the Cost Assurance and Analysis Service (CAAS) team for five years. He has recently been appointed as the new Corporate Head of Project Controls, a critical new function that aims to implement a disciplined approach to project controls across the organisation

## **Brief outline of your career?**

I joined the MOD in 1997, just after Abbey Wood opened. I came in as a scientist by background and pursued a career in acquisition. Thereafter I experienced a variety of roles with the Defence Procurement Agency, and the Defence Communications Services Agency at Corsham, as well as with the Defence Logistics Organisations and latterly DE&S. I have had a variety of project leadership-type roles, which led me to become the head of Cost Assurance and Analysis Service (CAAS) over five years ago, and I have just been appointed the new DE&S lead for Project Controls.

## **What does your new role as Corporate Head of Project Controls involve?**

My role is focused on establishing a new function within DE&S called Project Controls, which, basic as it sounds, enables the effective control of our projects. This means bringing a degree of rigour to understanding the basis of what a project is, what we contract for and how we track progress in terms of its subsequent delivery, be that a new acquisition or support for equipment in service.

## **What is the most exciting project you have worked on within DE&S?**

There are too many to name! I have had the opportunity to work on a lot of the big, challenging projects, such as Astute and Successor in submarines, the Queen Elizabeth aircraft carrier, the Type 26 frigate and the Ajax family of armoured vehicles.

CAAS provide cost management support to the key DE&S projects, particularly those that are non-competitive, and I have handled a broad level of engagement over the course of the last five years.

## **What is the Project Controls function?**

Although Project Controls is a new function in DE&S, it is a well-established function for our Managed Service Partners, so we are working very closely with colleagues

from CH2MH and Bechtel to set it up.

It will encompass key disciplines such as estimating, cost management, scheduling, risk management and in-contract performance management. We need to establish how we configure an agreed baseline for our projects and then manage performance and change against it in a consistent way. We are currently working to go-live with the new function towards the end of 2016, linked to the wider go-live for functional management across the whole of the DE&S.

Alongside defining how project controls will operate, we also have a big focus on the people that make up the new function, because processes are nothing without people to use them. We have to develop a Project Controls experts who can understand and apply the processes, as well as have successful careers and good prospects within DE&S.

## **What is the difference between Project Controls and Project Management?**

Project Management is the leadership role. They are the people responsible for taking the decisions on the direction and delivery of a project. Project Controls is about providing the facts to enable project managers to take the right leadership decisions. I was a kid of the 70's and 80's, so I grew up with Star Trek, which helps me with the following analogy:

The project manager of the Starship Enterprise was Captain Kirk. He made the calls. The Project Controls individual within that command crew was Mr Spock. He gave the objective, evidence based view to the Captain. Project Controls advises the Captain Kirks in a project so they can take the best decision at the right time, bringing an objective, disciplined approach to project decision making.

## **What is the balanced matrix, and how will DE&S work once this is implemented?**

The balanced matrix is about getting the right people at the right time to deliver the

capability to meet the customer's needs. In a football team, you don't have all the players being goalies or forwards. Instead, you have different people with different skills that come together to play. For the functional group, this is about having the right kind of people available within the teams to go on the pitch and deliver the business as required.

Historically, there hasn't been a strong functional approach in all the disciplines, as some have been stronger than others. What will change is that there will be a more consistent approach as to how the DE&S functions actually operate. The DE&S corporate functional managers will be people looking at the big picture, at what the organisation needs as far as the functions are concerned, and making sure we are responding to that.

## **What benefits is it going to bring to the organisation?**

This is going to have a very positive impact in the way we support and develop our people. It is also going to be a sustainable and healthy model in terms of talent, recruitment and retention. And let us not forget the efficiency aspect - we have to rethink why we pay consultants to come in and do similar pieces of work in different ways. In addition, the lack of consistent approaches means we have to train people in different ways, which is inefficient and costs more money. There is a people benefit side, but we can't forget we are a business.

## **What do you enjoy doing in your spare time?**

I have a very busy life at present, because I come here and deal with serious matters and then I go home to my six-year old son and my two and a half-year old daughter. I enjoy spending my free time with the family, and that keeps me very occupied.

## CASE STUDY

# DE&S Senior Commercial Officer Debbie Probert talks about challenges, benefits, and her aspiration to become the next Chelsea manager

**Name:**

Debbie Probert

**Job title:**

SACC and JSENS Senior Commercial Officer

**How long have you worked for DE&S?**

I have been in the Ministry of Defence (MOD) for just over 22 years and have worked in various roles in the Procurement Executive (PE), Defence Procurement Agency (DPA), Defence Infrastructure Organisation (DIO) and Defence Equipment and Support (DE&S) where I have spent the last three years.

**Why did you choose to pursue a career in DE&S?**

I joined the MOD in 1993 as an Administrative Assistant in the Director General Submarines (DGSM) area straight from school. My uncle, a Navy Commander at the time, said it was an excellent place to work with many benefits and numerous career opportunities. He was right. Since being in the MOD I have worked in the HR function and currently work in the Commercial function where I have more than 15 years experience working in various organisations including DIO and DE&S delivering goods, works and services projects.

**What does your role entail?**

I am the Senior Commercial Officer of the Contract Management team supporting the Situational Awareness Command and Control (SACC) and Joint Sensor & Engagement Networks (JSENS) delivery teams in Intelligence, Surveillance, Target, Acquisition & Reconnaissance (ISTAR). It is an extremely challenging time at present balancing day to day activities. These include drafting contract amendments, developing and maintaining Contract Management Plans and Obligations Matrices for projects, and Post Costing. I am also heavily involved with implementing the Good to Pay principles and data cleansing expired contracts and resolving overspends on live contracts.

**What's your ambition?**

To become the next Chelsea Manager! On a serious note, one day I would like to aspire to become the next Commercial Director. I don't know which one is more achievable!

**What's the greatest achievement (in your role) to date?**

I achieved my MCIPS (the internationally recognised gold standard of achievement for procurement professionals) in October 2015 after three gruelling years of study. However it was well worth the investment both personally and professionally. I also completed the APMP (a respected project management qualification) course in January 2016.

**Why would you recommend DE&S to others as a great place to work?**

DE&S offers numerous benefits including flexible working and flexi time, decent terms and conditions, a pension scheme as well as training opportunities under the



Commercial CPP programme and obtaining the CIPS professional qualification. As well as being an equal opportunities employer, DE&S has the job security that will attract people to work here. If you are lucky you may even have a dog working on your floor plate which is very entertaining.

**What are the social benefits of working for DE&S?**

Going for a team breakfast on a Friday morning!

# WORK FOR DE&S

Welcome to this edition of DE&S jobs in Desider. There are great opportunities available at DE&S and each month we list current and future posts. For even more opportunities visit the Civil Service Jobs Portal at [www.civilservicejobs.service.gov.uk](http://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](http://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, eligibility for performance related pay, free car parking (caveats apply), a proactive employee engagement, access to Benenden Medical care and the opportunity to join many civil-service clubs such as the Sports and Social Association and Motoring Club (CSMA)

which offer numerous discounts to members.

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.



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Higher Executive Officer / C2  
**Post type**  
Permanent  
**Type of role**  
Logistics  
**Hours**  
37 Hours

## Safety and Environment Approval Authority

Ministry of Defence  
Bristol, Abbey Wood  
Closing date: 22 Apr 2016

**Reference number**  
1468743  
**Salary**  
£37,071  
**Grade**  
Senior Executive Officer / C1  
**Post type**  
Permanent  
**Type of role**  
Engineering, Environment and Sustainability  
**Hours**  
37 Hours

## Engineering Weapons (Safety)

Ministry of Defence  
Bristol, Abbey Wood  
Closing date: 24 Apr 2016

**Reference number**  
1487355  
**Salary**  
£24,362  
**Grade**  
Executive Officer / D  
**Post type**  
Permanent  
**Type of role**  
Engineering  
**Hours**  
37 Hours

## Engineering Weapons (Safety)

Ministry of Defence  
Bristol, Abbey Wood  
Closing date: 24 Apr 2016

**Reference number**  
1487348  
**Salary**  
£30,424  
**Grade**  
Higher Executive Officer / C2  
**Post type**  
Permanent  
**Type of role**  
Engineering  
**Hours**  
37 Hours

## Business Support

Ministry of Defence  
Bristol, Abbey Wood  
Closing date: 15 Apr 2016

**Reference number**  
1488094  
**Salary**  
£37,071  
**Grade**  
Senior Executive Officer/ C1  
**Post type**  
Permanent  
**Type of role**  
Operational delivery, Planning, policy, Project delivery  
**Hours**  
37 Hours

## DESG Graduate

Ministry of Defence  
Bristol, Abbey Wood, Corsham  
Closing date: 25 Apr 2016

**Reference number**  
1472698  
**Salary**  
£25,077 - £25,856  
**Grade**  
Graduate Engineer  
**Post type**  
Permanent  
**Type of role**  
Engineering, Information Technology, Science  
**Hours**  
37 Hours



# 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.

## Supply Chain Managers

Ministry of Defence

**Estimated launch:**  
Mid April 2016

**Salary**

£19,109 & £30,424

**Grade**

Administrative Officer / E1 &  
Executive Officer / D

**Post type**

Permanent

**Type of role**

SCM / Logistics

**Hours**

37 Hours

## Finance Managers

Ministry of Defence

**Estimated launch:**  
Late May 2016

**Salary**

£30,424 & £37,071

**Grade**

Higher Executive Officer / C2  
& Senior Executive Officer /  
C1

**Post type**

Permanent

**Type of role**

Finance

**Hours**

37 Hours

## Engineering Maritime

Ministry of Defence

**Estimated launch:**  
Mid April 2016

**Salary**

£30,424

**Grade**

Higher Executive Officer /  
C2

**Post type**

Permanent

**Type of role**

Project

**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

**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

## Knowledge and Information Management

Ministry of Defence

**Estimated launch:**  
Early May 2016

**Salary**

£24,362

**Grade**

Executive Officer / D

**Post type**

Permanent

**Type of role**

Information Management

**Hours**

37 Hours

sq&des

# 60 SECOND SPOTLIGHT

## Name?

Lana Taverna

## Job?

I work for Joint Sensor and Engagement Network DT. Our mission is to exploit, deliver and support the latest technology, enabling our frontline forces to make better informed command decisions. I have two roles within the team. One is within the supply chain where I provision, repair and work with suppliers and I also assist the inventory manager with scoping, production and maintenance of inventory. In my other role, Integrated Logistic Support, I manage the team Army Equipment Support Publications (AESPs) and Component Reports.

## Your route into DE&S?

I was a casual at Filton Jobcentre and applied whilst working there. It was a little strange at first after starting at ABW, as I kept getting recognised by people I had helped at the job centre! I started back in 1996 so have seen a few changes since then.

## Your claim to fame?

I have served in the Falklands. The Falklands are like Marmite, you either love it or loath it. After the initial culture shock wore off I loved it. I spent most weekends exploring and fell in love with the style of living, slow pace of life, as well as the quietness and peace. The Falkland Islanders are very welcoming and extremely kind. All that I met were friendly and happy to share their life with me. I went to a lot of islands (there are over 700 of them). My most memorable time was Pebble Island where I had an excursion of the whole island and perched on the edge of a cliff in the sun with a cup of tea watching penguins, seals, cara cara, vultures and sheep all enjoying their natural habitat. It was the most memorable and bizarre moment for me and the only time in my life I have felt perfectly at peace. One of the strangest things I did there was learning to milk a cow and make butter. I am sure it has changed somewhat since as I was there nearly 10 years ago. I would love to go back but this time I would probably end up not coming back!

## Your advice to anyone?

Enjoy as much life as possible before your health deteriorates.

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

I enjoy reading about medieval and Tudor history, visiting historical places, gardening, and swimming as I am free in the water. In my past life I was a volunteer for the National Trust and have stayed at a few properties for a week at a time preparing it for opening. I



have also acted as a room steward, helped conserve furniture, carried out condition reports, worked in the office, served in the shop - anything that they needed me to do.

## What are you most proud of?

Parascending from the back of a speedboat in Corfu! Despite being uncomfortable with heights I had a mad moment and decided to conquer my fears! I have a very small photo of me on the desk just to remind me that no matter how tough it gets, it was much worse tied to the back of a speedboat hundreds of feet off the ground.

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

Water purifier, a lifetime supply of Prosecco and Bear Grylls.

## What irritates you the most?

Bad manners like people not saying please and thank you or jumping queues. People making negative personal comments, bullies,

chauvinist attitudes and traffic queues also annoy me.

## What is your favourite place in the world?

I have not seen it all yet of course, but so far I would say I love woodland and if there is a waterfall around and a swimming area even better. I love Dartmoor even in the rain and would live there if it were possible.

## Your secret?

That would be telling! But I try to find pleasure in small things every day. That could be banter with workmates, the car starting, even remembering to get my lunch out of the fridge. I note every small achievement and have something to look forward to - even if it is just a small thing. I try not to spend time on the negative as it can take over if you let it.

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

Email [tom.morris114@mod.uk](mailto:tom.morris114@mod.uk)

# Maximum effort results in citation

A submariner now working on the Successor programme has received a citation following his performance on an MSc course in Marine Engineering.

Lieutenant Max Platt, who works for DE&S Next Generation Nuclear Propulsion Project Team, was awarded a certificate recognising his 'excellent academic performance' on the course at University College London. The citation also recognised his determination and leadership skills.

Making the presentation, Vice Admiral Simon Lister CB OBE, said: "Lieutenant Platt achieved a strong set of individual results and was subsequently awarded a Distinction. He's been placed on the Dean's list of outstanding MSc students."

Lt Platt - currently working at BAE

Systems Submarines' site in Barrow, Cumbria, as the Secondary Propulsion Technical Lead on the Successor programme - was further awarded the 2015 Yard Prize, which is given to the best naval officer on course.

He said: "Until 2014 I was on operations on a Vanguard class submarine. Now I'm embedded in Barrow BAE for the next two years before returning to sea.

"The MSc course is invaluable for developing our academic rigour. I've improved my Marine Engineering knowledge at a university level rather than an industry level.

"I have operators' experience and now academic study which supports and aids my decision making and assists with my use of analysis and design."



Above: Lt Max Platt receives his citation from CoM Fleet, Vice Admiral Simon Lister

## Physical challenge of a lifetime

DE&S employee Squadron Leader Jayne Mitchell pushed her body to the limit in a bid to conquer the physical challenge of a lifetime.

Jayne, a logistics officer on the C130 Hercules team in Cambridge, took on a Quintuple Enduroman, put on by ultra-event organisers Enduroman.

The Quintuple Enduroman sees competitors try to complete a 2.4 mile swim, 116 mile bike ride and a marathon (26.2 miles) run each day for five days straight.

Jayne is a talented athlete and has completed marathons, ironman distance triathlons, open water endurance swims and an ultra-marathon, but this was a step up.

She said: "I had no idea what would happen; whether I'd crash and burn after day one or make it until day five, but my aim was to have a go and see what my body could do."

Jayne did six months focussed training averaging 18 hours of training a week, somehow managing to also work and complete a 20,000 word dissertation for her MSc.

"I was fortunate to have some incredible support from everyone around me: my husband Mitch, friends in my local triathlon club and my chain of command at work," Jayne said.

"Without that, I would not have even made it to the start line."

Backed by her crew: Mitch, and old friend Andy Wolfe, Jayne, the only woman to enter, headed for the New Forest to camp and take on the Quintuple Enduroman.

The marathon route was 24 laps of a 1.1 off road mile course over tree roots, under low hanging branches and around the swim lake.

"The day before the race I was a bag

of nerves, excited, anxious, a little short tempered but equally resigned to what was to come," Jayne said.

With the help of water, coffee, jelly babies and chocolate, Jayne completed the first day in a very respectable 15 hours 30 minutes before heading for an ice bath and then bed knowing that her alarm would be going off at 5am.

After successfully completing the second day things took a turn for the worse.

"Day three was a whole world of hurt," Jayne said. "I woke up at 5am as usual and got into my swimming costume and dry robe. I was reluctant to get into the water as I was feeling the cold by now.

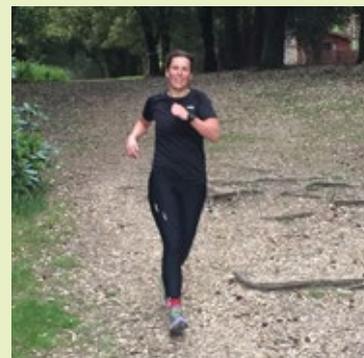
"My body was utterly exhausted and I just couldn't get warm no matter what. The aches and pains had started and my lower limbs were beginning to show the signs of swelling."

But with the support of her crew, painkillers and plasters Jayne battled on and got stronger as the day progressed.

However the decision was taken that she would sit out days four and five having completed a triple ironman at 4am. Still a remarkable achievement.

Jayne said: "The race directors had said I could sleep by the lake in order to be ready for the 6am swim start but I knew in my heart of hearts I had given it everything and whilst I could have done the swim, I knew that getting back on that bike was not an option. I would have happily sold it for less than a fiver at that point and never seen it again!"

She added: "Yes I didn't achieve the five that I set out to do, but that's not to say I won't in the future and no what matter what, I'll always be a triple ironman."



### The Kit for a Quintuple Enduroman

- 2 x bikes
- 2 x spare wheels
- 2 x garmins
- 4 x spare tyres
- 8 x spare tubes
- 3 x trainers (in varying sizes)
- 2 x wetsuits
- 4 x swim hats
- 3 x swim goggles
- 2 x tents
- Bedding
- 5 x running clothes
- 5 x cycling clothes
- 2 x bike helmets
- Imodium, plasters and many, many packets of pain killers
- 6 bottles of Malbec
- 24 x loo rolls
- Chocolate, jelly babies, pretzels, crisps, peanut butter, porridge and Nutella

## DE&amp;S PEOPLE

## Presentation to the Massachusetts Institute

**D**E&S Fellow Duncan Kemp travelled to America to present to the Massachusetts Institute for Technology's System Design Masters (SDM) course.

Duncan, a specialist fellow for systems engineering, was invited to speak to masters students about how capability systems engineering has been used to understand different stakeholder positions, improve railroad capacity, and develop train requirements.

Duncan has more than 25 years of experience as a systems engineer, including service as Chief Systems Engineer in the MOD and Department for Transport.

He said: "As the DE&S specialist fellow for Systems Engineering I am responsible for ensuring that the DE&S' approaches to systems engineering are informed by global best practice.

"I was already in the US on other business and was delighted to be asked to present to the Systems

Design Masters students."

US Army Captain JD Caddell, an SDM fellow, said: "It was interesting and valuable to learn about Duncan's professional experience in applying Systems Engineering for the Defence, Information Services, and Rail industries.

"He demonstrated how the methodologies and tools we are learning in SDM are being applied in a diverse set of industries in the UK."

SDM alumnus John Hefferich, a member of the SDM teaching staff and an MIT PhD student, added: "In the US we tend to hear the same kinds of examples of Systems Engineering. Learning about the UK experience, especially the work Duncan led in the rail industry, broadened our perspective."

As DE&S Fellow for Systems Engineering, Duncan has been working with the MSP's on developing the new DE&S front door process and new engineering competencies.

He is also supporting the Maritime



DE&S Fellow Duncan Kemp

Safety Refresh and has led the development of aspects of the new Systems Engineering Masters Apprenticeship launched by the Prime Minister last year.

Duncan also runs a one day systems thinking master-classes which can be booked on e-solutions.

## Running the London Marathon in aid of the Royal British Legion

**A**Lieutenant Colonel from DE&S Weapons Operating Centre at Abbey Wood is taking on his first ever marathon in a bid to raise more than £2,500 for the Royal British Legion.

Mike Claridge is taking on the Virgin Money London Marathon on Sunday, April 24, to raise funds for the organisation that supports Service personnel, veterans and their families.

He said he chose the Royal British Legion because soldiers under his command who had been injured on operations or experienced family difficulties had directly benefited from the support they offer.

Mike, who has been in the Army for 25 years, has been training since December and will be one of 130 runners aiming to complete the gruelling 26.2 mile challenge in aid of the Legion.

He is hoping to raise £100 a

mile for the cause – a grand total of £2,620. This money will help the Legion provide vital support to the Armed Forces community; including employment and housing advice, holiday breaks for those recuperating from an illness or bereavement, and recovery support.

He said: "I'm really up for the challenge of running the Marathon but it is still a very daunting experience; I've run six half marathons previously and never once have I thought to immediately turn around and do it again!"

Charles Byrne, Director of Fundraising at the Legion said:

"We're thrilled that Mike is taking part in the London Marathon for the Royal British Legion. I know how long and hard the training is and wish him all the best with his training in the coming months and we'll be down there on the day cheering all of our runners on."



To donate to Mike's London Marathon fund, please visit: <http://uk.virginmoneygiving.com/MikeClaridge>

# MOTTO

the MOD Lottery  
January 2016 winners

## £10,000

George Pearson (Balderstone)

## £ 5,000

Debra Wakefield (DSTL)

## £ 2,000

George Garden (Beith)

## £500

Robert Neale (West Bromwich)

Richard Ireland (Glasgow)

## £100

David Stone (Lossiemouth)

Graeme Slaymaker (Corsham)

Griffith Hughes (Catterick)

Jeanette Jarvis (Devonport)

Leighanne Donald (Glasgow)

Jessica Brydon (Abbey Wood)

Margaret Currie (Clyde)

Graham Musto (Hereford)

David Gibbs (Portsmouth)

Richard Coleman (Yeovilton)

Shirley Brown (Corsham)

Julia Flint (Bicester)

Melissa Barr (Wyton)

Anne Ruscoe (DSTL)

Trevor Pocklington (Waddington)

Graham Davidson (Whitehall)

Jacqui Jayne (Aldershot)

Norman Gunning (Abbey Wood)

Sean Graham (Coulport)

Rosalind Mitchell (Whitehall)

## International Women's Day



Above: AVM Sue Gray

Under the motto "Pledge for parity", the MOD Women's Network-South West (MWN-SW) commemorated International Women's Day.

A series of conferences and workshops were hosted in Abbey Wood by Air Vice Marshall Sue Gray, Director Combat Air and Champion for the MWN-SW.

She said: "It is a pleasure to be at this event organised by the Women's Network-South West. As champion, I would encourage people to join to share their experiences, build their confidence and help create a more gender inclusive society.

"Today is not so much about equality, but

about parity of opportunities. We need to take a pledge to support each other and those women around us."

AVM Gray talked about her experiences being the first woman in several posts, and how much it has helped having sponsors with faith in her abilities. She recognised there is still work to do, and praised the MOD as an equal opportunity employer.

The Network also invited two guests of honour, Hilarie Owen, CEO of the Institute of Leadership, and Group Captain Sara Mackmin.

Hilarie tackled some common beliefs about leadership, discussing the importance of education and mentoring, while Sara talked about parity from a military perspective, as well as about her experience as a woman pilot in the Royal Air Force.

Over 150 members of staff had the opportunity to ask questions to these three role models and to take part in a workshop delivered by the Defence Academy.

During the afternoon, Tracey Leghorn, Doctoral Researcher at the University of Leicester, explored the impact women's psychological attachment to work, followed by an intervention from Lee Silver and Paul Winchcomb, from the DE&S Diversity and Inclusion team. The day was closed by Jan Riches and Bernedette Nicholas, MWN Committee Co-Leaders.



Above: Sue Smith and Melanie Oatley-Evans

## Level the playing field like Mel & Sue

The Positive Action Pathway is a cross-Civil Service programme aimed to help progression for under-represented groups of staff. DE&S employees Melanie Oatley-Evans and Sue Smith both undertook the pathway and said it worked wonders for their confidence.

Melanie and Sue were two of the fortunate 170 staff selected from over 1,000 applicants for the HEO/SEO branch of the pathway, launched in December 2014.

Available for all ranks, it is open to women, ethnic minorities, the disabled, and LGBT employees.

Melanie said: "This programme is about improving ourselves and building knowledge. For me, just being chosen was an incredible

boost of confidence. It has been an extra workload in an already busy job, but it has proved an invaluable experience. It is not just about promotion, it is about gaining assurance in your own abilities."

The selection process, very similar to a job application, involves an online test, followed by a competence-based form which is then returned with markings and feedback.

The pathway features a comprehensive pack of modules and action learning sets, including workshops, presentations and training, focused on different competency areas.

Sue said: "I would definitely recommend it. You get some very enlightening feedback on areas to improve, and it is really useful

for your own growth. This has helped me be more confident and actually put myself forward, becoming a more visible part of the organisation."

The programme also encourages employees to find a mentor and to have a stretch project. Melanie and Sue benefited from a mentoring course, and they are now ready to help their peers in their career progression. In addition, a mutual mentoring scheme has been introduced, aimed at senior members of staff, to help them identify equality and diversity issues and understand how to solve them.

For information email [ras.candidates@capita.co.uk](mailto:ras.candidates@capita.co.uk) or call 01256 383669



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