

# desiderer

**Issue 119**  
**June 2018**

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defence equipment  
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# Foreword

I must start my first Desider foreword as CEO by saying how incredibly honoured I feel to have been given the opportunity to lead DE&S.

**"I'm delighted to see how many DE&S employees are giving back to their community through wonderful work like this"**



By Sir Simon Bollom CEO

at risk and Merlin Mk 4 helicopter is being released into service.

The first firing trials of the British Army's Land Ceptor missile system have taken place successfully demonstrating its accuracy and power.

Meanwhile the RAF's A400M Atlas has gained full aeromedical evacuation capability for high dependency and highly infectious patients, signalling another important step forward for this integral programme.

And the first Phenom jet – part of DE&S' £1.1 billion upgraded pilot-training fleet – has been acclaimed after making its maiden training flight.

Finally, I must recognise those DE&S Science, Technology, Engineering and Mathematics (STEM) ambassadors who led classes at Vinney Green Secure Children's Home which accommodates boys and girls, aged between 10 and 17, many of whom have committed serious crimes.

Do not underestimate how your efforts can boost not only their interest in these core subjects, but also their range of skills and, perhaps most importantly, self-esteem. I'm delighted to see how many DE&S employees are giving back to their community through wonderful work like this.

Keep up the good work.

Michael Bradley has done a tremendous job as interim CEO and has given me such solid foundations on which to build upon (*read more about Sir Simon and his hopes for the future on pages 12&13*).

Starting off on a personal note, I had the tremendous privilege of greeting George "Johnny" Johnson at MOD Abbey Wood again when he visited to close our successful Learning at Work Week and spoke to staff about his experiences with 617 Squadron in 1943 and his part in the famous Dambusters mission.

Turning the clock forward, it also reinforced the importance of what we do here to support the front line and I'm delighted that I can report yet another very successful month.

Many of you or your teams were recognised for your outstanding efforts with a CEO Commendation – congratulations to all, you are a credit to DE&S and your outstanding contribution to defence is truly appreciated.

Moving on to business as usual, there have been several significant announcements.

The Defence Secretary Gavin Williamson announced £2.5 billion to boost Britain's submarine building projects – Astute and Dreadnought – which sees thousands of jobs being sustained.

The Royal Navy have received an autonomous minesweeper system that can clear sea lanes of mines without putting sailors

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## David Ball, Acting Director Human Resources, talks to Desider about his retirement at the end of June 2018 and his 35 years as a defence Civil Servant



Ever since my first Senior Civil Service job, back in 1995, managing finance and secretariat for what is now the Land Equipment Operating Centre, I have enjoyed the business we do and the professional atmosphere we work in at DE&S.

I have been given the chance, since I first became Director HR in 2010, to fundamentally change the way we manage people, treating everyone seriously as an accountable professional in a specialist market. That is the sort of chance you can normally only dream of as an HR professional. Although I wasn't expecting to be back in the chair as Director HR last November, I've appreciated the chance to finish my MOD career in the post where I'm proudest of the difference I've made.

As an HR professional, the part I played in designing, building and then running the MOD's HR shared services is another opportunity that's stayed with me and again, not the kind you expect to get.

In general, I've seen some remarkable things over these 35 years. I saw the Greenham Peace camps when drafting things for Michael Heseltine to say about them in my very first job in 1983; I wrote the investigation into 'who knew what' about the Supergun; I took the minutes of the meeting when Mrs Thatcher committed us to military action in 1990; I was in the room with a Chinese General from the Long March when he visited the then Secretary of State; I heard an IRA mortar go overhead in the Cabinet Office.

Most of all, I just consider myself very lucky to have had a career supporting the armed forces, with colleagues, both civilian and military, who are a pleasure to work with.

Timescales are funny things here. It's remarkable to think that, when I joined, Sir Douglas Lowe was about to retire from the job Sir Simon Bollom does now as CEO: Lowe had been a bomber pilot in the Second World War. And there were still a few around Main Building who had been

civil servants in the war. My own children think of it as old history.

A lot stays the same, but a lot has changed too. The MOD is a kinder place. When I started, women had only very recently been allowed to become graduate trainees in the MOD and gay men were still refused security clearances. People said things that would shock us today. I contrast that with the way we are all determined today to make Defence an inclusive place where everyone can be themselves.

If I came back to DE&S in five years, I would hope we'd have finished the job on transformation and it would be normal for people to be treated as accountable professionals and move flexibly around assignments adding value; that we would attract the best and develop them over careers; and that we'd have a healthy mix of civilians, military and contractors working together to deliver the programme. I hope we'd still have our freedoms – I'm not sure everyone appreciates just how precious they are, and how fragile

if we don't use them responsibly. We have to be seen to have earned the right to make our own decisions through the performance and value for money that we demonstrate.

I've had great colleagues in DE&S and I'll miss that – I do think that DE&S is fantastically well positioned now to thrive in the years ahead and I wish it, and my successor, well.

**Most of all, I just consider myself very lucky to have had a career supporting the armed forces**

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Pictured: Land Ceptor during firing trials,  
picture credit MBDA

# British Army's new air defence missile blasts airborne target by Baltic Sea

**"The DE&S project team will continue to work closely with our suppliers to ensure this cutting-edge system provides an effective shield for UK troops as they, in turn, protect the UK's security and interests"**

DE&S Director Weapons, Richard Smart

**A** brand-new missile system at the heart of the British Army's future air defences has completed its first successful firing trials.

Trials of the new Land Ceptor weapon took place close to the Baltic Sea on a Swedish test fire range, with video footage showing a missile being launched from a vehicle and destroying an aerial target in a display of the new weapon's accuracy and power.

Built by MBDA, Land Ceptor comprises the Common Anti-air Modular Missile, a launcher vehicle and two fire unit support vehicles. It is being developed to protect British troops on operations from aerial threats, including hostile combat aircraft and air-launched munitions.

The development and manufacture of Land Ceptor is enabled through a £250 million contract between DE&S and MBDA.

DE&S Director Weapons, Richard Smart, said: "This trials firing is an important stepping stone towards bringing Land Ceptor into service with the British Army as part of the wider Sky Sabre air defence system. Land Ceptor performed as expected and the firing has helped us to verify innovative modelling of overall system performance.

"The DE&S project team will continue to work closely with our suppliers to ensure this cutting-edge system provides an effective shield for UK troops as

they, in turn, protect the UK's security and interests."

From the same family of weapons systems as Sea Ceptor, which will defend the Royal Navy's Type 23 and Type 26 Frigates, Land Ceptor will provide the stopping power within the cutting-edge Sky Sabre air defence system, and will equip 16th Regiment, Royal Artillery.

Land Ceptor is highly mobile, can be rapidly deployed across challenging terrain, and be brought into action in less than 20 minutes. The missiles can be launched in quick succession to defeat as many as eight different threats at once, even if obstacles such as trees and terrain are in the way.

Work to develop both Land Ceptor and Sea Ceptor is sustaining 760 MBDA jobs in the UK.

Defence Secretary Gavin Williamson, who announced the successful trials, said: "In the face of intensifying threats, it is vital that our armed forces have the capabilities to keep Britain safe.

"Land Ceptor will be a formidable battlefield barrier, protecting our troops from strikes and enemy aircraft while on operations."

The system will now undergo further development and trials before Sky Sabre enters service, in the early 2020s.

## Confidence boost

DE&S staff have been helping to boost teenagers' interest in Science, Technology, Engineering and Mathematics (STEM).

So far six STEM ambassadors have led classes at Vinney Green Secure Children's Home in Emersons Green, South Gloucestershire, which accommodates up to 24 young boys and girls, aged between 10 and 17, many of whom have committed serious crimes.

Within Vinney Green's environment of specialised help, DE&S is supporting the youngsters develop a range of skills, build self-esteem, and changes in attitude.

DE&S STEM ambassador Luke Sullivan said: "We were able to show that engineering is more than overalls and fixing vehicles, and how STEM makes a valuable contribution to society."

Rona Chellew, from Vinney Green Secure Children's Home, said: "To have the support and engagement of an organisation such as DE&S is invaluable and has already proved a huge success with the young people here."

Chief of Materiel (Air) Air Marshal Julian Young, DE&S STEM Champion, said: "As an organisation, DE&S is committed to supporting and giving back to our local community."

## SALMO pay tribute to HMS Royal Oak crew

The DE&S Salvage and Marine Operations (SALMO) team at DE&S conducted a memorial service following diving operations at Scapa Flow, Orkney.

Members of the team from Abbey Wood, Faslane and Devonport visited the body of water in Scotland to continue the oil recovery process on HMS Royal Oak.

The Revenge-class battleship was torpedoed by a German submarine whilst anchored at Scapa Flow on October 14, 1939. The attack resulted in 833 of the ship's 1,234 crew losing their lives.

Following a successful diving

programme, which saw more than 30 valves serviced and valuable data on the steel thickness of the Royal Oak's hull gathered, team leader Jim Griffiths decided it was only right that the team paid tribute to those that had been killed in the attack.

Organised by former Royal Navy diver Grant Lancaster, the memorial, alongside crew from MV Cameron, saw a brief tribute read before a minute's silence was held and a wreath laid directly over the wreck. A tot of rum or Scapa Malt whisky, to toast the lost crew, concluded the service.



## APS for armoured vehicles

The DE&S Technology Office is undertaking research to help de-risk the potential introduction of advanced survivability systems onto armoured vehicles to better protect them against missile attacks.

The study, funded by Army Headquarters, will see the team identify the considerations for integrating Active Protection Systems (APS) to better protect troops on board armoured vehicles including Ajax, Challenger, Mastiff and Warrior.

As part of the work, the team will describe the opportunities for the introduction of APS onto legacy and future UK armoured vehicles. It is also being investigated whether the cross-cutting technology could

also apply to Royal Air Force and Royal Navy capabilities.

The research will address both 'hard' and 'soft' kill Active Protection Systems, the first of which fires a projectile to defeat the missile while the second uses jamming and lasers to deal with the projectile.

The work will help develop a solution to offer both excellent protection for the users of armoured vehicles and also increased situational awareness.

Major Michael Lavelle, of the DE&S Technology Office team, said: "This is incredibly important work to identify and present our findings on systems that can provide high-level protection to personnel on a wide range of platforms against a very real threat."



## DVD2018 to take place in September

DVD2018, which showcases the equipment and technology needed to support the British Army now and in an ever-changing future, takes place on September 19 and 20.

The event, held at Millbrook Proving Ground in Bedfordshire, is jointly run by DE&S Land Equipment and Army HQ.

It brings together the military, industry and the acquisition community for two days of informal discussions, engagement with users, briefings, seminars, demonstrations and live displays.

Those attending will be able to see a wide range of equipment that is fit to meet the future challenges faced by the British Army, produced by Defence industry exhibitors who have embraced the need for continuous adaptation.

For those involved in Land Equipment for Army Headquarters, DE&S and Front Line Commands, DVD2018 provides an ideal opportunity to identify innovation, develop ideas and generate a greater understanding of technologies, capabilities and requirements.

Major General Colin McClean, Director Land Equipment at DE&S, said: "DVD2018 will afford both customer and supplier the opportunity to enhance our shared understanding of the challenges that we face and to generate solutions."

Visit [www.theevent.co.uk/](http://www.theevent.co.uk/) for more information.



A RAF Typhoon flies over the RAF's Air Defence Radar delivered by the DE&S Air Defence and Electronic Warfare Systems Team at Saxa Vord, on the Island of Unst, Shetland.

## DE&S joins Employers for Carers group

DE&S is the latest organisation to become a member of Employers for Carers (EfC) – a pioneering group of businesses committed to supporting working carers.

EfC's key purpose is to ensure that employers have the support to retain and manage employees who have responsibilities for caring for someone older, disabled or seriously ill.

Launched in 2009, and backed up by the specialist knowledge of Carers UK, EfC now has more than 100 member organisations

across the public, private and voluntary sectors representing in the region of 140,000 working carers.

DE&S staff can now access help and guidance around subjects including flexible working, costs of caring and where to seek support.

Richard Smart, Director Weapons and Champion of the DE&S Carers & Parents Network, said: "Becoming a member of EfC is a really positive step for DE&S, and reaffirms our commitment to supporting our people and promoting diversity and inclusion throughout the organisation."

For details of how to access EfC services please email [DES-CarersandParentsNetwork@mod.gov.uk](mailto:DES-CarersandParentsNetwork@mod.gov.uk)

## CoM Land meets with industry

Lieutenant General Paul Jaques, Chief of Materiel (Land), has been meeting with industry teams delivering DE&S programmes in support of the UK's armed forces.

At MBDA in Bolton he inspected Meteor air-to-air missiles, held a semiconductor the size of a grain of sand and met younger personnel, including apprentices and graduates.

At Pearson Engineering in Newcastle he met with members of the senior team, toured the company's manufacturing facility and was shown mine-clearance equipment.





Pictured: Sir Simon Bollom CEO  
Picture by: Jack Eckersley

# Meet the new CEO

## ***You spent 36 years in the RAF – had you always wanted to serve your country?***

To be perfectly honest I joined the RAF on a short service contract (five years) when I was still at university because my father told me I needed to get a grip on life. But five years turned into 12 years and before I knew it I had served 36 years and I can honestly say I thoroughly enjoyed it.

## ***You are a familiar face at DE&S – what positions have you held here?***

I first joined the Defence Logistics Organisation (DLO) as a deputy team leader on Tornado before becoming team leader in 2005. My first role at the newly formed DE&S in 2008 was Director Combat Air and in 2012 I was appointed Chief of Materiel (Air). After three and a half years in that role I 'retired', only to return a year later as Chief of Materiel (Ships).

## ***You retired in 2016 but came back just months later. What made you return?***

I never really retired. After going on holiday and spending a bit of time in the garden I set myself up as an independent consultant and had great fun doing that. Then Tony Douglas rang me and asked if I fancied the role of Chief of Materiel (Ships). I missed the buzz of running a large team and getting projects over the line. Ships is an exciting portfolio so I just couldn't say no.

## ***Why did you decide to apply for the role of CEO?***

It's not something I took lightly because it is a role that comes with massive responsibility and one that consumes your life. But I spoke with my family and my wife, who, even though she had been looking forward to some stability after moving house 17 times in the 30 years we have been married, said that I had to go for it. Those I consider close friends said the same and at Christmas I finally made the decision to apply.

## ***How do you think your previous roles will help inform your role as CEO?***

I think the organisation is looking for continuity and I can provide some measure of that having been in acquisition at every level since the late 80s. Really importantly I was also part of the Executive team that helped devise the DE&S transformation programme so I understand what we are trying to do, and the context. The other part of it is on the business side. I know the defence industry very well, I know the CEOs, how they operate and how their businesses operate. With my military background I also understand our military customers so I believe I'm well equipped to take us forward.

## ***Can you describe your leadership style?***

I'm a team person which is evident from my professional background and on the sports field. Nothing gives me greater pleasure than being part of a team that does something really well. Now I have a new role in a team that I know well and it's my job to make sure we weld ourselves into an effective unit under my leadership and put the afterburners on.

## ***What most impresses you about DE&S employees?***

Commitment. We have a committed group of highly skilled people with great experience who rarely get the credit they deserve from the media. I consider that at a team and individual level we have the people who are a match for anyone in the private sector. My job is to provide the leadership and support to enable us to realise our collective potential

## ***Which of the transformation achievements are you most proud of?***

I am a results sort of person. If you look at the numbers since 2014 the evidence that we have improved is clear in terms of outputs to the front line and cost efficiencies. There is a lot of work to still do but from my point of view we have now reached base camp and have the solid foundations in place within the organisation to really push on which is what Defence expects us to do. I also think that we have made significant progress on the people dimension, but there is clearly much more to do.

## ***What difference do you think this will make to DE&S staff and the way they work?***

Transformation is a two-way street. It's about upskilling our workforce so they can deliver what is expected of us. But this is also about investing in our people in terms of training and experience to develop them as individuals and their career opportunities.

## ***What do you expect from DE&S employees?***

I'd like our workforce to remain dedicated and to keep an open mind but above all I want them to feel confident in their ability to do their job. If they do that I'm sure that we will continue to deliver the outputs that the front line need and to create a positive and enjoyable working environment.

## ***What makes you laugh?***

Having a sense of humour is everything to me. There is enough serious business in the world already. Humour and friendships are vital to engender good working relationships.

## ***The people you would love to have at a dinner party?***

England rugby coach Eddie Jones, former Manchester United manager Sir Alex Ferguson and Boris Johnson. It would be fun to compare leadership methods and have a laugh.

## ***Desert island book?***

I guess that would have to be Robinson Crusoe as it would give me lots of practical advice to surviving on a desert island. The other would be Shogun by James Clavell because it was the best holiday book I have ever read.

## ***Hobbies?***

I just love my sport whether it's cricket, hockey or rugby - I'm a Bath season ticket holder. I also enjoy running and cycling. I just love being outside - it's a great antidote to the pressures of work.

## ***Favourite places?***

Home and Barbados. I went to Barbados just after I 'retired' in 2016 and was lucky enough to go again recently for our 30th wedding anniversary. It's beautiful and very relaxing.

# Defence Secretary announces £2.5bn investment in UK nuclear submarines

Pictured: HMS Artful, the third of the Royal Navy's new Astute Class attack submarines

The Ministry of Defence is investing a massive £2.5 billion to boost Britain's submarine building projects.

A total of £1.5 billion will go on building the Royal Navy's seventh Astute hunter-killer submarine, which will be called Agincourt - the sixth vessel in the Royal Navy to be named after the Battle of Agincourt of 1415.

Another £960 million will go to the second phase of construction for the UK's four nuclear-armed Dreadnought submarines.

The work will sustain around 8,000 jobs in BAE Systems' Submarine business, 700 at Rolls-Royce in Derby and thousands more across the UK submarine supply chain.

The announcements were made by Defence Secretary Gavin Williamson on 14 May when he visited BAE Systems' shipyard

in Barrow-in-Furness, Cumbria where he opened the £100 million state-of-the-art Central Yard Facility building.

The building, which, at 26,700 metres squared, is equivalent in size to 21 Olympic-sized swimming pools and, at 45 metres high, is as tall as ten double-decker buses, will be used to outfit and test each section of the new Dreadnought submarines.

The Defence Secretary said: "This multi-billion-pound investment in our nuclear submarines shows our unwavering commitment to keeping the UK safe and secure from intensifying threats. Agincourt will complete

the Royal Navy's seven-strong fleet of hunter-killer attack subs, the most powerful to ever enter British service, whilst our nuclear deterrent is the ultimate defence against the most extreme dangers we could possibly face.

"Not only is this a massive boost for our armed forces, but it's huge for Barrow, the heart of sub-building in this country. This news supports 8,000 BAE Systems' submarine jobs, as well as thousands more in the supply chain, protecting prosperity and providing opportunity right across the country."

The Submarine Delivery Agency, which was established in April, will project manage the construction of future Royal Navy submarines, and support those in-service, working with Navy Command and the Defence Nuclear Organisation.

Chief Executive Officer of the Submarine Delivery Agency, Ian Booth said: "The incredibly complex Astute and Dreadnought programmes maximise the tremendously skilled and experienced workforce we have across the UK submarine business.

"Both programmes require commitment and close collaboration with our industrial partners across the supply chain and in the newly formed Dreadnought Alliance, which will deliver a step change in how we will work together to efficiently and effectively deliver nuclear submarines for the Royal Navy."

**This multi-billion-pound investment in our nuclear submarines shows our unwavering commitment to keeping the UK safe and secure from intensifying threats**

Defence Secretary Gavin Williamson





# ENGINEERING A BRIGHTER FUTURE

With a presence dating back to the 1930s, Boeing continues to help grow economic prosperity in the United Kingdom by creating new jobs, strengthening partnerships, investing in research and inspiring future innovators. Since 2011, Boeing has tripled spending with UK suppliers and doubled the company's UK workforce to meet the needs of local airline, military and security customers. That's just the start. In the years to come, Boeing is committed to reaching new heights, together.

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# DE&S deliver first unmanned minesweeping system to Royal Navy

Pictured: The autonomous minesweeper system in action in Weymouth Harbour (Picture by: Jack Eckersley)

An autonomous minesweeper system that can clear sea lanes of mines without putting sailors at risk has been handed over to the Royal Navy.

Following a period of successful trials led by DE&S, the demonstrator system could go on to be used by the Royal Navy in the future to defeat the threat of modern digital mines.

The system has been designed and manufactured by Dorset based Atlas Elektronik UK, under a £13 million contract which has sustained around 20 jobs and created 15 new jobs with the company.

Neal Lawson, Director Ships Support at DE&S, said: "I started my MOD career 29 years ago at Bincleaves in Dorset and I'm delighted that is where we are marking the handover of this critical programme.

"The autonomous minesweeper offers a commander the ability to defeat mines that cannot be countered by current hunting techniques and significantly reduces the risk to crew members in pressured and time-constrained operations, allowing the Royal Navy to respond better to the sea-mine threat in the long-term."

The system consists of an 11-metre-long (36 ft) unmanned surface vessel towing three coil-auxiliary boats equipped with electrodes and sensors for detonating mines.

The innovative and modernised technology is designed to defeat digital sea mines, which can detect and target warships as they pass overhead. In addition, it has the ability to sense and avoid other vessels and navigation hazards, and can work with other robotic systems in coordinated exercises.

Handing over the system on

**I am extremely pleased with how we have worked closely with industry and the customer to deliver a system we are very pleased with**

Alex du Pré, DE&S Mine Countermeasures and Hydrographic Capability (MHC) team leader

behalf of DE&S, Alex du Pré, Mine Countermeasures and Hydrographic Capability (MHC) team leader, said: "This has been a proud moment for the team, as there has been a lot of hard work to get the project to this point. I am extremely pleased with how we have worked closely with industry and the customer to deliver a system we are very pleased with."

Now in the hands of the Navy, the system will undergo a series of more detailed trials in Scotland.

Brigadier Jim Morris Royal Marines, Assistant Chief of Staff, Maritime Capability, and Senior Responsible Officer for the MHC programme, said: "The team from DE&S that have worked on this programme have been fantastic. It has required team work, honest and frank discussion and compromise all the way."





Pictured: Commando Merlin MK4  
Pictured by: Beth Squire

# Defence Minister welcomes first of new Carrier-ready Marine helicopter fleet

The **Commando Merlin Mk4** has been upgraded to a faster and more powerful aircraft than its predecessor

Defence Minister Guto Bebb announced the delivery of the first of a fleet of new helicopters designed for Royal Marine aircraft carrier operations.

Mr Bebb was speaking at Royal Naval Air Station Yeovilton, where the helicopters will be based when not out on operations.

The helicopter, known as the Commando Merlin Mk4, has been upgraded to a faster and more powerful aircraft than its predecessor. It now sports a maritime grey coat, has a folding main rotor and tail, upgraded flight controls and a tactical computer.

The modifications are designed to ensure it can now operate from sea, and it will take off from ships including the UK's new 65,000-tonne aircraft carrier, HMS Queen Elizabeth.

DE&S Merlin team leader, Captain Kieran O'Brien, said: "The delivery of the first Merlin HC Mk4 to the Royal Navy Commando Helicopter Force is a fantastic achievement. It reflects on the outstanding efforts of my team and the strong relationships we have with our wider stakeholders, particularly Leonardo Helicopters and the Royal Navy. I'm immensely proud of my team and thank them for their continuing dedication and passion in supporting our armed forces."

A total of 25 Commando Merlin aircraft will be delivered to the air wing of the Royal Marines – the Commando Helicopter Force – who will use them to

deliver troops and supplies from sea to land.

Mr Bebb said: "This fleet will deliver troops and supplies to the centre of the action, be that a conflict zone or the site of a humanitarian disaster, as well as providing search and rescue cover."

The Commando Merlin Mk4 aircraft are being delivered through a £388 million contract between DE&S and Leonardo Helicopters, supporting 175 skilled jobs at Leonardo in Yeovil, and a further 500 across the UK supply chain.

DE&S Director Helicopters, Air Vice-Marshal Graham Russell, said: "Today underscores that DE&S and their industrial partners are delivering. And delivering more with less, thanks to our effective change programme and fantastic staff."

"We look forward to all 25 aircraft being fully operational by 2023. DE&S will also ensure the Commando Merlin are supported with a full training and support solution, so they are always available to be deployed across the globe."

The delivery will allow air crews to familiarise themselves with the Commando Merlin before they enter service, expected in the summer. They have been acquired to replace the veteran Sea Kings.



# On safety, training and a unique symposium

**James Inge is deputy head in the Quality, Safety and Environmental Protection group. His job is to ensure DE&S is delivery focused and safety driven**

## ***What does your role involve?***

As the Safety and Environmental Protection (SEP) deputy head, I lead the team that provides the DE&S focal point for acquisition safety and environmental management. DE&S strives to be delivery focused and safety driven. It's our job to give people the policy and direction needed to help them deliver and support battle-winning capabilities that are safe for our customers to use, with minimal adverse impact on the environment; and the guidance, tools and training needed to achieve these goals.

## ***What about your role is exciting, rewarding or interesting?***

Knowing your work makes a difference is always rewarding, and that's particularly true for this role. It's all about making people's lives better, both directly by keeping our customers safe and indirectly through safeguarding the environment. It is also interesting to be working with people from across the organisation, seeing the huge variety of projects. You're forever coming across people doing amazing things to help support our armed forces.

## ***How important to you is teamwork?***

Our role would be impossible without teamwork. Because the SEP team's products are used across the whole of DE&S, Information Systems & Services, the Submarine Delivery Agency and beyond, getting them right needs a mix of people with different backgrounds and experiences. Delivering our output needs contributions from across the functions too, and it's also

vital we work together with our colleagues in the operating centres and external stakeholders like the Defence Safety Authority.

## ***What is your view on transformation?***

I am optimistic that transformation becoming more embedded will make us more agile: able to react quicker to new priorities and to use our people's skills more effectively. However, making our new processes perform well is going to take time.

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

I was planning to study Engineering after leaving school and bumped into a Defence Engineering & Sciences Group mentor who was taking his son to a university open day. After hearing their praise for the myriad of benefits of being a sponsored student, I applied to the MOD's Student Engineer Training Scheme. After that I never looked back.

## ***What do you most enjoy about your job?***

I love learning, so I'm a big advocate of continuing professional development and upskilling. A great part of this job is being able to help people develop themselves professionally, whether through providing guidance and formal training, or events like Safety Day and the Environmental & Safety Assurance Symposium (ESAS).

## ***DE&S holds its flagship ESAS every two years. Tell us about it.***

Hosted at Abbey Wood, over 500 people attend ESAS (<https://esas2018.co.uk/>) over two days

– this year it's September 18 and 19. Focusing on safety and environment, it's the only UK event of its kind. It brings together defence, academia and industry to network, learn and share. ESAS is about upskilling, sharing best practice and building networks. It's a chance for everyone to share new insights into how to manage equipment safety and environmental impacts, and to better understand the needs and challenges of defence.

## ***This year the symposium's theme is 'Disruptive World Challenges' so what can people expect?***

With new technologies such as Artificial Intelligence emerging, regulation continuing to develop and the detail of Brexit uncertain, we're in a period of real change. We want ESAS to explore the challenges this poses for safety and environmental assurance. We'll have speakers on topics like the impact of the cyber threat to safety, new technologies such as autonomous systems, and developments in tools and methodologies. And we'll also address how DE&S needs to change to meet these challenges. With the Institution of Engineering and Technology and International Institute of Risk and Safety Management, we're offering awards for innovation in safety and environmental management. The nomination deadline is July 31, so there's still time to put forward your project!



## CEO commendations highlight remarkable achievements

Pictured: Interim CEO Michel Bradley presented the awards (Pictures by: Andrew Linnett)

The inspirational DE&S CEO Commendation awards, which celebrate the efforts and achievements of its truly remarkable workforce, took place in London at MOD Main Building.

The annual ceremony provides the opportunity for senior leaders and customers to come together and thank some of the excellent teams and employees at DE&S for their outstanding contribution to defence.

Michael Bradley, who presented the awards as interim CEO at DE&S, told the assembled audience: “Whether you’re delivering radars, in the Outer Hebrides or you’re delivering corporate dashboards in Abbey Wood – you’re all my heroes. You do some absolutely fantastic work and we’re very proud of you, wherever you work in DE&S.”

Award winners were recognised across the delivery and support elements of the organisation, something Michael said he was “delighted” with, as support areas “don’t always get the same headlines as those in the delivery teams.”

**Awards highlighting some of the exceptional personal achievements from individuals in DE&S, included:**



- **Helen Wheatley** – UK Military Flying Training System (UKMFTS) Team – recognising her role in leading Transformation across DE&S through her remarkable, path-finding work on the UKMFTS Delivery Team, which has enabled other DE&S teams to benefit from a smoother Transformation journey.
- **Geoff Forder** – Queen Elizabeth Class Platform Systems Team – showcasing his role in delivering long term and first-class service to the Royal Navy’s support organisation. Leadership in the development of a support solution for the nation’s aircraft carriers, which exemplified the virtues and behaviours of DE&S.
- **Lieutenant Rob Du Feu** (Royal Navy) – Lynx Wildcat Project Team – for improving the management of Wildcat engines to deliver cost reductions projected at more than £100 million through life. Identifying a potential improvement opportunity, he conducted an evidence-based

analysis to prove the validity of his concept, developed it and created the wider-system framework for successful implementation.

- **Rory Grehan** - recognising his outstanding performance within a specialist environment in the delivery of a multinational programme to a demanding customer.
- **Ashish Raichura** – Fast Air Support Team – for his innovative and persistent approach to a potentially serious issue with aircraft cryptographic material, where he produced a solution that has not just benefitted Typhoon but other Air Systems as well, focusing on delivering airworthy and operational capability.

In his closing remarks Michael said: “I always come out of these events with a spring in my step, having listened to all the things you’ve been doing inspires me and I know the rest of the Executive team come out of these events feeling the same, thank you for everything.”

## Teams recognised

- Fixed Wing Manned Airborne Surveillance – Defender/Islander Future Capability Team
- P3M Pilot Delivery Teams
- DE&S Ships Warship Support
- UK Military Flying Training System Project Team – Certification Team
- Families Section, Defence Support Chain Operations and Movements Team
- Operation RUMAN Team
- Security Awareness Team
- Aircraft Carrier Alliance Client Team
- Embedding Change Team
- Support Chain Finance Team
- Internal Technical Support Team
- Dismounted Close Combat Team
- Special Projects Search and Counter Measures Team
- Land Domain P3M Super User Team
- Corporate Performance and Risk and Business Intelligence Hub
- Reactor Production Team
- Project Professional Graduates, Apprentices and Interns Team
- Defence Munitions Gosport – Complex Weapons Processing Team
- DE&S Future Cruise/Anti-Ship Weapons Team
- Air Defence and Electronic Warfare – SAXA VORD Team
- Medical Counter Measures In-Service Delivery Team
- Special Projects Information Systems and Networks Team
- Vehicle Demonstration Insourcing Customer Support Team



# £850M Sea Ceptor missile system enters service with the Royal Navy

Pictured: Sea Ceptor undergoing trials on HMS Montrose

**A** world-class missile system procured by DE&S that will protect the Royal Navy's new aircraft carriers has officially entered service.

Sea Ceptor provides a powerful shield against airborne threats, including hostile combat jets, helicopters and other missiles, and has been developed and manufactured through contracts agreed by DE&S worth around £850 million.

The missile system will be carried by the Royal Navy's Type 23 frigates, and has been successfully demonstrated through a trials and test firing campaign that started last year.

The announcement was made by Defence Secretary Gavin Williamson at the RUSI Sea Power Conference in London, where he said: "Sea Ceptor will protect our nation against the intensifying threats we face today and in the future, giving our ships a powerful shield against everything, from supersonic missiles to enemy fighter jets.

"Fitting our warships with this ground-breaking technology not only protects our Navy but shows we are world leaders at sea. HMS Argyll will be the first ship to deploy with this cutting-edge system when she heads to support peace and security in the Asia Pacific region later this year."

Sea Ceptor is a major improvement on the existing Seawolf missile system which is being replaced. It offers improved performance against current and projected future threats, the ability to engage multiple targets and allows the frigates to protect escorted vessels. The system is to be fitted to the Royal Navy's new Type 26 frigates.

Richard Smart, Director Weapons at DE&S, said: "Sea Ceptor's entry into service with the Royal Navy is a significant milestone, a massive achievement for everyone involved and a proud moment for the team.

"It's really exciting to be delivering a new capability that will form part of the protection for the new aircraft carriers and will help to keep our service personnel and our country safe."

Sea Ceptor has been designed and manufactured by MBDA and is directly supporting 600 jobs in Bristol, Stevenage and Bolton as part of the Team Complex Weapons partnering agreement between MOD and MBDA.

**Sea Ceptor's entry into service with the Royal Navy is a significant milestone, a massive achievement for everyone involved and a proud moment for the team**

Richard Smart, Director Weapons at DE&S



## Dambusters hero 'Johnny' Johnson visits DE&S

Pictured: The 96-year-old is welcomed at MOD Abbey Wood by new CEO Sir Simon Bollom (Picture by: Jack Eckersley)

Squadron Leader 'Johnny' Johnson MBE DFM, 'the last British Dambuster' visited DE&S for the closing session of Learning at Work Week.

Johnny, who was greeted at MOD Abbey Wood by CEO Sir Simon Bollom and Rupert McNeil, Cabinet Office Chief People Officer, is the last surviving British member of 617 Squadron, famous for Operation Chastise, the "Dambusters", 16-17 May 1943, 75 years ago.

Johnny shared his experience of being part of this famous raid using the 'bouncing bomb' to destroy fiercely protected dams in the industrial heartland of the Ruhr Valley. The raid was considered a success, with 11 factories destroyed by flood waters. Tragically, around 1300 were killed, 53 of the 133 airmen did not return and 8 of 19 aircraft were lost.

Johnny told a compelling story of bravery, camaraderie

**Johnny was as engaging as ever and spoke with real passion about his time in the RAF. Everyone there was inspired by his story**

Katie Sloggett, DE&S  
Head of Talent

and determination, of how the Dambusters learnt quickly through a period of intense practice to use the bouncing bombs, with the specially adapted Lancaster, flying at 60 feet. On the 10th pass Johnny dropped the bomb damaging the Sorpe Dam.

617 Squadron is to be reformed with the RAF F-35 Lightning II. Based at RAF Marham, they will operate from HMS Queen Elizabeth.

Learning at Work Week is a national annual event with the theme this year of 'networked for learning.' Attendees heard from the Talent & Learning team, professional bodies and interest groups about learning opportunities that contribute to personal and professional development.

In addition Talent & Learning launched the DE&S Way to Learning Strategy, providing a comprehensive guide for the first time.

There were presentations from Exemplars and the Embedding Change Team on how they, with the Change Advocate Network, will help teams understand and adopt the new ways of working and embed transformation.

Katie Sloggett, DE&S Head of Talent, said: "Learning at Work Week was incredibly successful and we were delighted it was so well attended. We hope employees now have a greater awareness of the opportunities to learn across DE&S and will create their personal development plans with this in mind. Johnny was as engaging as ever and spoke with real passion about his time in the RAF. Everyone there was inspired by his story."

## DE&S conclude sale of two C130J to Bangladesh

Pictured: A C130J Hercules transport aircraft operated by the Royal Air Force flying over the Norwegian countryside

The Defence Equipment Sales Authority (DESA) has concluded the sale of two ex-RAF C-130J Mark 5 transport aircraft to the Bangladesh Air Force.

Clive Walker, Head DESA, which is based at MOD Abbey Wood and Bicester, signed the formal Sales Agreement in Bangladesh last month.

The sale will deliver a significant financial return to the front line command, increase defence engagement opportunities as a result of DESA sales activity and provide opportunities for British industry as part of the prosperity agenda.

The signature of the Sales Agreement marks the successful conclusion of the DESA marketing activity to sell C-130J aircraft made available for disposal following the review of the air transport requirements under the 2015 Strategic Defence and Security Review.

Initial indications secured via the DESA network of Defence

advisors and attachés based around the world showed substantial interest from foreign governments to acquire the aircraft and a dedicated bidders conference was held in the spring of 2016.

This innovative route to market secured positive results and, after detailed discussions with a number of potential customers, Bangladesh emerged as the front runner for a successful sale.

Subsequently, DESA arranged inward visits by the Bangladesh delegation to Marshall Aerospace and Defence Group, Cambridge (the C-130J fleet support contractor) and undertook a visit to Bangladesh earlier this year to develop the relationship between the two countries and secure the sale.

Clive Walker said: "This is great example of DESA and the wider defence team delivering a successful sale, satisfying a valued new customer and securing significant benefits for the UK."

**This is great example of DESA and the wider defence team delivering a successful sale, satisfying a valued new customer and securing significant benefits for UK plc**

Clive Walker  
Head DESA

A successful sale would not have been possible without the commitment from teams within DE&S, the wider MOD, other government departments and UK industry partners. In particular, praise must go to the members of the C-130J Project Team and British Defence Staff in Washington for their perseverance when asked to respond to very short notice requests for information.

The acquisition of C-130J will enable the Bangladesh Air Force to enhance their airlift capability and carry out tasks within the country and overseas in support of UN missions.



## New Phenom jet joins RAF training fleet

Pictured: Flight Lieutenant Jon O'Rourke and Ascent instructor Matt Coverley took Phenom on its first flight



**This is a great leap forward in training and flying technology**

Cdre Tom Manson, of the DE&S UKMFTS, team

**T**he first Phenom jet – part of DE&S' £1.1 billion upgraded pilot-training fleet – has undergone its maiden training flight from RAF Cranwell.

The aircraft is used all over the world principally as a civilian executive jet and is considered to be very flexible and capable.

Phenom is equipped with a modern glass cockpit and avionics suite which, paired with high-tech simulators which replicate the cockpit of the aircraft on the ground, makes the transition to advanced Front Line operational aircraft quicker and easier for students, thus driving down the time they spend in training as well as cutting costs.

Trainee pilots using Phenom will learn the skills that will allow them to graduate to multi-engine RAF transporters and tanker aircraft such as Atlas, C130J, Voyager, BAe 146 and C17, as well as the intelligence and surveillance platforms such as Sentry, Sentinel, Rivet Joint and Shadow, and the resurgent maritime patrol pilot requirement for the future P8 Poseidon fleet.

DE&S placed a contract in May



2008 with Ascent Flight Training to design, deliver and manage the full range of military flight training for all three Services until 2033 under the UK Military Flying Training System (UKMFTS).

Cdre Tom Manson, of the DE&S UKMFTS, team, said: "This is a great leap forward in training and flying technology, with its advanced glass cockpit featuring latest navigation and situational awareness tools, greatly improving the training provision".

Under UKMFTS, multi-engine pilot training will be conducted on the Phenom by 45 Squadron

at RAF Cranwell and, on April 16, RAF pilot instructor Flight Lieutenant Jon O'Rourke took the aircraft on its first flight, alongside Ascent instructor Matt Coverley.

Flt Lt O'Rourke said: "We're going to be the envy of other nations in terms of bringing our students up to date with the modern avionics that are in the 5th generation aircraft and I see us leading the way with flying training into a more modern era."

# State-of-the-art facility opened in support of our armed forces

Pictured: Major General Colin McLean, DE&S Director Land Equipment, officially opens the state-of-the-art facility



**M**ajor General Colin McLean, Director Land Equipment at DE&S, travelled to North Wales to officially open a state-of-the-art facility enabling surveillance and target acquisition support.

Qioptiq's new £3.7 million facility will be used to support the repair, maintenance and logistical management of in-service dismantled surveillance and target acquisition (and engagement) equipment supplied and used across the armed forces.

It has been built to assist the £83 million MOD surveillance and target acquisition support contract, which was awarded to Qioptiq in 2017.

The deal sees battle-winning equipment – including night-vision goggles and day and night weapon sights – maintained over the next six years, to ensure they are available to personnel around the globe. By merging 20 individual support contracts into one, the MOD will save £47

million for the tax payer over the duration of the deal.

Maj Gen McClean was joined at the site by Nick Taylor, DE&S Soldier, Training and Special Programmes team leader, other MOD, VIPs and industry partners and the senior leadership team at Qioptiq, where he unveiled a commemorative plaque to mark its official opening.

He said: "This exceptional facility will ensure our armed services have the surveillance and target acquisition devices they require, be it in training or on the battlefield, today and in the future. DE&S worked innovatively with industry and our customer to secure an exceptional solution that has resulted in a reduction of cost to the tax payer, as well as securing the future of a world-class engineering capability here in the United Kingdom."

Following the opening, the group undertook a tour to view equipment and the facility's many unique and innovative features,

**This exceptional facility will ensure our armed services have the surveillance and target acquisition devices they require, be it in training or on the battlefield, today and in the future.**

Major General Colin McLean, Director Land Equipment at DE&S

aimed at ensuring the men and women of our armed forces have the equipment needed to carry out their difficult and often dangerous job.

The development of the new facility, built next to the current Qioptiq plant on the St Asaph Business Park, was helped by investment from the Welsh Government.

Peter White, Managing Director at Qioptiq, said, "For this opportunity we acknowledged we needed to take a more collaborative approach. This has helped secure a major contract from UK MOD to support equipment vital to the safety of our soldiers in front line operations."

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Desider is the monthly corporate magazine for DE&S. It is aimed at readers across the wider MOD, armed forces and defence industry. It covers the work of people in DE&S and its partners, and other corporate news and information.

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**NOAH'S ARK**  
MEDIA

# British Army vehicles damaged on operations undergo successful regeneration

Pictured: Brigadier Simon Hamilton, Head of DE&S' Vehicle Support Team, receives the final keys from CCE managing director Michelle Walker

**A**lmost 30 British Army vehicles severely damaged during operations in Iraq and Afghanistan have been repaired.

Commercial Contract Engineers (CCE) in Rochdale were awarded a contract worth in the region of £2 million to repair 28 Heavy Equipment Transporters (HET), vehicles that are used to transport armoured vehicles, such as tanks, into war zones.

The contract was placed with CCE by Fasttrax Ltd under a requirement placed on them by DE&S.

To mark the successful completion of the regeneration/refurbishment contract, Brigadier Simon Hamilton, the head of the Vehicle Support Team at DE&S, travelled to Rochdale to receive the keys from the final repaired vehicle from CCE Managing Director Michelle Walker.

Brigadier Hamilton said: "I am very pleased to be able to mark the success of a programme that has delivered true value to the British Army whilst partnering with an innovative British company. A challenging engineering requirement has been completed to time and cost due to considerable effort from all involved."

The six-year regeneration programme started in 2012 and saw the vehicles fully stripped, repaired and rebuilt.

As a result, CCE has expanded its premises and in 2016 the company invested £1 million in an adjacent site featuring a 11,000sq ft workshop, office and car park.

The repaired vehicles are now going straight back into service, with 15 immediately deploying on Exercise Saif Seria 3 in Oman.

Phil Ewbank, Chairman of CCE, said: "CCE has a dedicated team

**I am very pleased to be able to mark the success of a programme that has delivered true value to the British Army whilst partnering with an innovative British company**

Brigadier Simon Hamilton,  
DE&S Vehicle Support  
Team head

of engineers and the opportunity to tender for the contract was a challenge we could not decline.

"We feel a great deal of pride at being able to work alongside DE&S and fully contribute to this hugely successful project.

"Handing over the keys to the final HET was a proud and special moment for everybody involved in this programme."





## DE&S' Lisa awarded Queen's Commendation for Valuable Service for the second time

Pictured: Lisa Gardner, who has been awarded the Queen's Commendation for Valuable Service for the second time (Picture by: Andrew Linnett)

**In an operational headquarters, everyone pulls in the same direction and focuses on operational success**

Lisa Gardner

**D**E&S employee Lisa Gardner says she is "absolutely delighted" after being awarded the Queen's Commendation for Valuable Service – for the second time.

Lisa, who is assistant head in corporate operations, has done three six-month tours as a policy advisor to the UK armed forces.

Policy advisors are deployed on operations in support of the military Commander. They are part of the senior team and work closely with legal advisors and other specialists to ensure UK Forces operate within legal and policy parameters. They also play a key role in ensuring ministers back in the UK are kept fully briefed about events.

Lisa said: "It's an extremely challenging role and you're on call 24/7. The duty phone can go off in the middle of the night when you're least expecting it, but those are often the most interesting times because you know you'll be dealing with an urgent issue.

"You can be running on

adrenalin for much of the tour, working between 12 and 18 hours a day. Everyone's in the same boat though, and it's teamwork that gets you through the difficult days."

Lisa was awarded her first commendation following her second tour to Afghanistan as part of Operation Herrick in 2013, when she was policy advisor for Commander Task Force Helmand during the final stages of the Army's presence in the country.

In 2010, Lisa undertook the same role but in a very different operational climate, as British Forces were still heavily engaged in fighting the Taliban.

And she has been recognised again following her latest tour, which saw Lisa operate from an American Air Force base in the Middle East, where she was deployed in December 2016 with the RAF.

As part of Operation Shader, Lisa was policy advisor to the UK Air Component Commander, who was in charge of determining how UK air assets would employ their

weapons against Daesh.

She said: "My last tour focused on helping the Iraqi Security Forces to liberate Mosul, where many civilians were still present. Fierce fighting in difficult circumstances required support from the air and our policies had to evolve to keep pace with the challenges this presented.

"We weren't on the front line, but the imagery in the Combined Air Operations Centre allowed the team to see very clearly what was happening on the ground. There was never a sense of detachment from the operation."

Lisa added: "In an operational headquarters, everyone pulls in the same direction and focuses on operational success. I take real pride in having been part of a great team and in being recognised for the role I played."

# 60 second spotlight

**“I don’t have a favourite place. As long as I’m on holiday and have my family around me it doesn’t matter where we are”**

## Kevin Wade

### **Job:**

Cost estimator within Project Controls Function

### **Your route into DE&S?**

Having seen Abbey Wood get built on my doorstep, it made perfect sense to look at the careers on offer. The job I was in at the time was a fixed term contract and time was running out. My dad was working at Rolls-Royce in their reliability department so I was always involved with helicopters and aircraft. He suggested I apply for a ‘job for life’.

### **Your claim to fame?**

Not necessarily a claim to fame, but something I am proud of. When I got involved with my current football club they didn’t have a penny to their name. Any money coming in went straight out, playing pitch fees and other bills. Within two seasons, I have taken on the chairman role and treasury role and the club had £5,000 in the bank.

### **Your advice to anyone?**

Find a job/career you enjoy. So much time is spent in work, don’t waste your life doing a job which you don’t enjoy. Outside of work, keep your family close. Friends come and go but family sticks with you. I have a great family around me and we regularly get together for holidays, meals and parties.

### **What do you do when you’re away from work?**

I have a wife and daughter, so that keeps me pretty busy. We have recently bought a caravan, so we’ll no doubt be visiting local seaside towns in the not too distant future. I am also chairman and treasurer of a football club, which takes up every spare minute I have, but I love it.

### **What are you most proud of?**

I am most proud of my daughter.



She is an IVF baby, so although at the time there were lots of stresses and strains for my wife and me, it was all worth it in the end.

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

My family, as they are the most important part of my life (my wife is an excellent cook so we wouldn’t starve). A basic survival kit to help make fire, chop wood, etc. Third thing would be my iPhone. Not only does it have all my music on it, but I would also be able to keep up-to-date with football scores, my daughter would be able to watch Peppa Pig and we’d be able to take lots of pictures to look back at when we finally got rescued.

### **What irritates you the most?**

Rude and/or selfish people.

### **What is your favourite place in the world?**

I don’t have a favourite place. As long as I’m on holiday and have my family around me it doesn’t matter where we are.

### **What would surprise people about you?**

I am manager of the MOD National 11-a-side football team. I currently have 100+ players that are keen to be involved within the setup, which makes for good healthy competition but, as with any successful team, I am always looking to improve the standard. We play in the highly acclaimed Lewis Cup each year and have got the team to the final at Fleetwood Town Football Club in five of the last six years, winning it twice. We are in the final again this year.

### **If you are interested in representing the MOD at football please get in touch at kevin.wade680@mod.gov.uk**

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

Email  
tom.morris114@mod.gov.uk

## A400M Atlas gains full aeromedical capability

Pictured: The Tactical Medical Wing demonstrate the aeromedical evacuation capability of the Atlas



**R**oyal Air Force A400M Atlas, the RAF's newest transport aircraft, has achieved full aeromedical evacuation capability for high dependency and highly infectious patients.

Reaching this new milestone represents another important step forward for DE&S' Atlas programme, which is delivering vital air transport solutions for the RAF.

During a recent demonstration to senior RAF Officers, the Tactical Medical Wing (TMW) based at RAF Brize Norton showed the impressive aeromedical evacuation capability of the Atlas.

The A400M can carry up to 66 low to medium dependency stretcher patients or four high dependency stretcher patients.

The Critical Care Air Support Team (CCAST) are part of TMW and provide specialist care for seriously wounded or critically ill military personnel from the front line anywhere in the world or to

civilians, as part of a humanitarian operation.

CCAST provides care equivalent to that found in an NHS Intensive Care Unit, including intubation and ventilation. The same CCAST equipment is used as on the Voyager transport aircraft, which has minimised the cost of integration and reduced the training burden.

The Atlas also supports the Air Transportable Isolator (ATI) which is a secure high-tech plastic bubble that allows patients with high consequence infectious diseases to be transported safely without infecting others. Once landed, the ATI patient is transported to hospital (usually the Royal Free Hospital in London) by ambulance.

James Dowson, Atlas team leader at DE&S, said: "DE&S personnel have worked very closely with the main user, the RAF's Tactical Medical Wing, and a range of supportive stakeholders from the active A400M Squadrons,

**I am delighted that we at DE&S have helped develop and deliver this crucial capability on the Atlas**

James Fitzmaurice, A400M DE&S trials manager

Airbus UK and the Joint Air Delivery Test & Evaluation Unit at RAF Brize Norton to make this milestone a reality; we look forward to continuing to support this capability and the RAF's critical care airborne medical teams into the future."

James Fitzmaurice, A400M trials manager said: "I am delighted that we at DE&S have helped develop and deliver this crucial capability on the Atlas. This aircraft will greatly enhance the RAF's ability to conduct medical operations in tactical environments and on the international stage."

Wing Commander Robert Linfield, a consultant on public health for the RAF, added: "We're very excited to have the ATI on the A400M, as it significantly expands our capability both strategically and tactically."

# Women's Network display Suffrage Centenary Flag



**T**he MOD Women's Network South West (MWN) had the privilege of displaying the Suffrage Centenary Flag after it arrived at MOD Abbey Wood as part of a celebratory relay.

The Suffrage Flag Relay started earlier this year and the flag is on a whistle-stop tour of Civil Service sites across the UK to commemorate the courage of the Suffragette movement and celebrate the role of women and progressing diversity across the modern Civil Service.

The relay is also aimed at marking 100 years since women got the right to vote, increasing young people's knowledge of UK democracy and aspiring to achieve gender parity in local and national politics by the centenary of the Equal Franchise Act in 2028.

Organisations hosting the flag hold events and discussions on gender equality. MWN held a celebratory event on April 25, which was visited by more than 100 members.

MWN co-leads Deborah Hooper and Sara Enos later met with the Environment Agency at the Clifton Suspension Bridge and handed over the Suffrage Centenary Flag for the next stage of its relay around the UK.

For more information on MWN, please email Deborah or Sarah, who are especially keen to encourage male allies to join the network and contribute to projects.

**M**embers of the Vehicle Support Team (VST) at DE&S seized an opportunity to conduct some team bonding at the Bloc indoor climbing centre in Bristol.

Twelve members of the team, headed up by Emma Downer, spent an afternoon helping and coaching each other up a series of climbing challenges.

With a wide range of climbing abilities, it was a chance for team members to show a different style of support not seen in the workplace.

Staff Sergeant Matthew Bavington said: "The afternoon was a great success, with chalked-

up and tired hands to prove it! Tremendous fun was had and lessons learned by all who attended."

Brigadier Simon Hamilton, Head of the VST, actively encourages these types of events to take place outside of the work setting to diversify the learning environment and strengthen networks.



**A** Girlguiding group led by two DE&S employees has received a cash boost to help fulfil their dream of transforming an old red telephone box into a toy library for local children.

In March's edition of Desider we reported that the 2nd Stoke Gifford Rainbows, led by Alix Evans and Michelle Picton, had obtained permission to do the work but needed help to complete the task.

And they are now on the brink of success after winning second prize and £2,000 in the Airbus Community Awards.

Once completed the phone box will be filled with toys and books donated by members of 2nd Stoke Gifford Rainbows.

# Praise bee for DE&S success

**D**E&S Donnington have been successfully working with the charity Praise Bee to reverse the decline in the UK's bee population.

Insects, particularly bees, are vital to support all plant life through pollination and ultimately underpin much of the food production in the UK.

Recognising the MOD as a major land owner, the charity have been working in partnership with the Government department.

The charity identified the Mason bee as an ideal species to use in this programme, given that it has no sting and doesn't produce honey. Equally, the Mason bee doesn't require a managed hive or cause any damage to buildings.

DE&S Donnington has hosted a Mason bee nest for a number of summers and, as a result of this success, Mason bees from Donnington will now be waking up in RAF Halton.

Lee Sanderson, from the Occupational Health, Safety and Environment Function at DE&S, said: "This sort of work continues to strengthen the Mason bee gene pool and subsequently promotes a healthy population."

Plans are now in place to develop a bee meadow at Donnington – the first that Praise Bee has created on MOD land.

[www.praisebee.org.uk/](http://www.praisebee.org.uk/)



# MOTTO the MOD Lottery February winners

- £10,000 Sue Joy, Peterborough
- £2,500 Andrew Sargent, Alnwick
- £1,000 Kay Atkins, Catterick
- £500 Danielle Rigby, Northallerton
- £250 Neil Patterson, Gilsland
- £100 Chantelle Edwards, Bicester
- Paola Hayes, Gosport
- Ronald Card, Hull
- Carole Tosh, ABW
- Graeme Hughes, Winchester
- Ishbel Freeman, Bicester
- Ian Hills, Whitehall
- Stephen Cooke, Birmingham
- Helen Smart, ABW
- Stan Fysh, ABW
- Diane Bower, St. Helens
- Clare Hourahine, Whitehall
- Amanda Steed-Hawkins, Emsworth
- William Evans, Lincoln
- Wendy Phillips, Waresley
- Martin Clapperton, Salford
- Robert Dorrian, Faslane
- Jacqui Cameron, Lincoln
- Patricia Broughton, Tewkesbury
- Paul Norman, ABW

Last month's missing word below was:

## Typhoon

## Word Search

- |               |                |                  |
|---------------|----------------|------------------|
| Agincourt     | Jet            | Royal Navy       |
| Armed Forces  | Johnny Johnson | Sea Ceptor       |
| Bee           | Land Ceptor    | Sir Simon Bollom |
| Careers       | Merlin         | Stem             |
| Commendations | Minesweeper    | Submarine        |
| Dambuster     | Phenom         | Training         |
| Equipment     | Qioptiq        | Vehicles         |

Find which word or name is missing from this wordsearch.

Note - they may appear vertically, horizontally, diagonally, forward or backward.

A Y T B O O F V B X T O U S E V M F  
R U Z D M O N E H P N D M R Q E O P  
M R E P E E W S E N I M R E U H L I  
E R A L L Y B O W M A N A E I I L R  
D O E N I R A M B U S J J R P C O A  
F T O F P L Q I O P T I Q A M L B G  
O P D A M B U S T E R L R C E E N I  
R E G X J J O H N N Y J O H N S O N  
C C F X E Y V S E J B I S D T F M C  
E D L Q T U W D A E Q P F T D N I O  
S N O I T A D N E M M O C O E C S U  
P A R O T P E C A E S M Q G X M R R  
E L Z G X T R A I N I N G M O G I T  
X A E L C U N M E R L I N X O Y S I

# Case Study

Simon Gibson, Senior Business Analyst within the Chief Information Office, gives his insight into some of the benefits of working for DE&S

**Name:**

Simon Gibson

**Job title:**

Senior Business Analyst

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

I joined in February 2014, so just over four years.

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

Having been in Financial Services for 12 years, I fancied something different. I've always admired the work our UK armed forces do and this seemed like a good way to support that, through an interesting and varied job. There were Business Analyst positions on offer, so I applied. Three months later I joined the Support Chain Information Services team.

**What does your role entail?**

Since December 2017, I have been working in the Chief Information Office (CIO). I am a part of the Business Engagement Team. We operate the DE&S CIO Front Door and my role, and that of my team, is basically to talk to people about how we can help them implement IT to assist them to deliver for our customers. This all helps business units in DE&S to leverage our IT estate to add value to their processes and deliver for our customers.

**What are the opportunities to develop and progress within your function?**

My other role, within the Information Management & Information Technology (IM&IT) Function, is the Business Analysis Sub-Function Lead. My role

includes identifying relevant training for them, identifying soft skills improvement for them and generally trying to assist them in shaping how they become more proficient in Business Analysis. We are setting up Communities of Practice and Defence Connect sites so that they can collaborate, lean on one another for guidance and be part of a community of like-minded peers that do similar roles in DE&S.

**What do you most enjoy about your job?**

I like talking to people and learning about different aspects of the business. DE&S is big organisation and very diverse. As a Business Analyst, it really helps you understand how you can assist people to do things better, more efficiently and for better value.

**What's your ambition?**

My ambition is simply to get better at what I do. For me it is about building my skillset by learning new things. I try to learn from the people I work with. If I can learn new things from them, and add those things to my own experience and knowledge then, for me, that is progress. Ultimately, if you can do that, the world is your oyster!

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

One of the major things I have been involved in is working collaboratively with members of the CIO team to write the DE&S IT Strategy. That has been hard work but very engaging and we have recently had some great feedback from senior leadership that we are doing the right things.

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

There is so much variation in the work here that it is a very interesting place to be, and given that we are supporting the UK armed forces it can also be really rewarding. There's also a ton of opportunities to develop and build your skillset.

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

DE&S is like a community. There are gym facilities for sporty types, sports teams, and all sorts of different social gatherings. You can have a really great and interesting career and still maintain that work/life balance – which is key for me.



Picture by: Jack Eckerley 

# WORK FOR DE&S

For more info and job opportunities visit:  
[www.des.mod.uk](http://www.des.mod.uk)



## Here are six very good reasons to work for DE&S



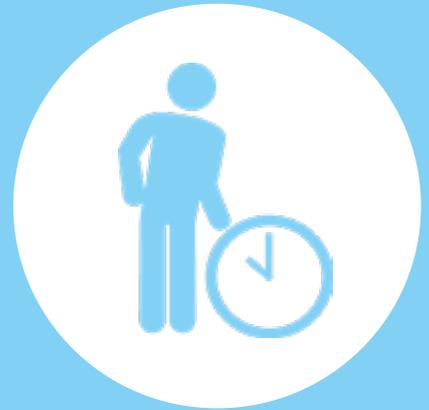
### Bonuses & Recognition

Annual bonus and one-off payments based on performance for going above and beyond



### Pension

Our Alpha pension is conservatively valued at 21% of your salary. Most private companies only offer 6-12%



### Flexible Working

Balancing work and life, various working patterns



### Professional Development

Choose a career path that's right for you



### Holiday

25 days rising to 30 days after 5 years



### Facilities

We provide a modern, safe and convenient work environment

Please find our 'Little Book of Big Benefits' at [www.des.mod.uk](http://www.des.mod.uk)

## Future Vacancies

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### Service Delivery Manager DE&S

Bristol | £19,000 - £29,000pa | Level: Senior Admin Specialist

Estimated timeline: June 2018

Post type **Permanent**

**Job Description:** An exciting opportunity to work in the field of Service Delivery Management – complete the delivery of programmes / equipment throughout their life in service with our front line forces. This could be working on in support of any platform from a radio system to a vehicle to an aircraft to a nuclear submarine! Watch out for this campaign launching soon...

### Chief Engineering Manager - Maritime DE&S

Bristol | £56,000 - £75,000pa | Level: Senior Professional

Estimated timeline: June - July 2018

Post type **Permanent**

**Job Description:** As an Engineering Manager, you will use your skills and subject matter knowledge to help us ensure that equipment is safe, available and capable of operating in the most demanding environments – whilst also developing yourself to improve delivery. At this level, your role will also encompass planning and performance reporting across large programs, whilst also managing the development of our business processes and, crucially, our people.

### Information Manager DE&S

Bristol | £30,000 - £41,000 | Level: Professional 2

Estimated timeline: July 2018

Post type **Permanent**

**Job Description:** The Information Manager post is part of our IMIT function and is key to ensuring that our data is stored, provided with the appropriate level of security and retrievable in the shortest possible timescale. As an integral part of the team, within this role you will advise senior colleagues on strategic issues and liaise with stakeholders on complex and contentious matters in your subject area.

# WORK FOR DE&S

For more info and current live vacancies please visit:

[www.des.mod.uk](http://www.des.mod.uk)



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AS VALUABLE AS  
THE STRENGTH OF YOUR  
**CONNECTIONS.**

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