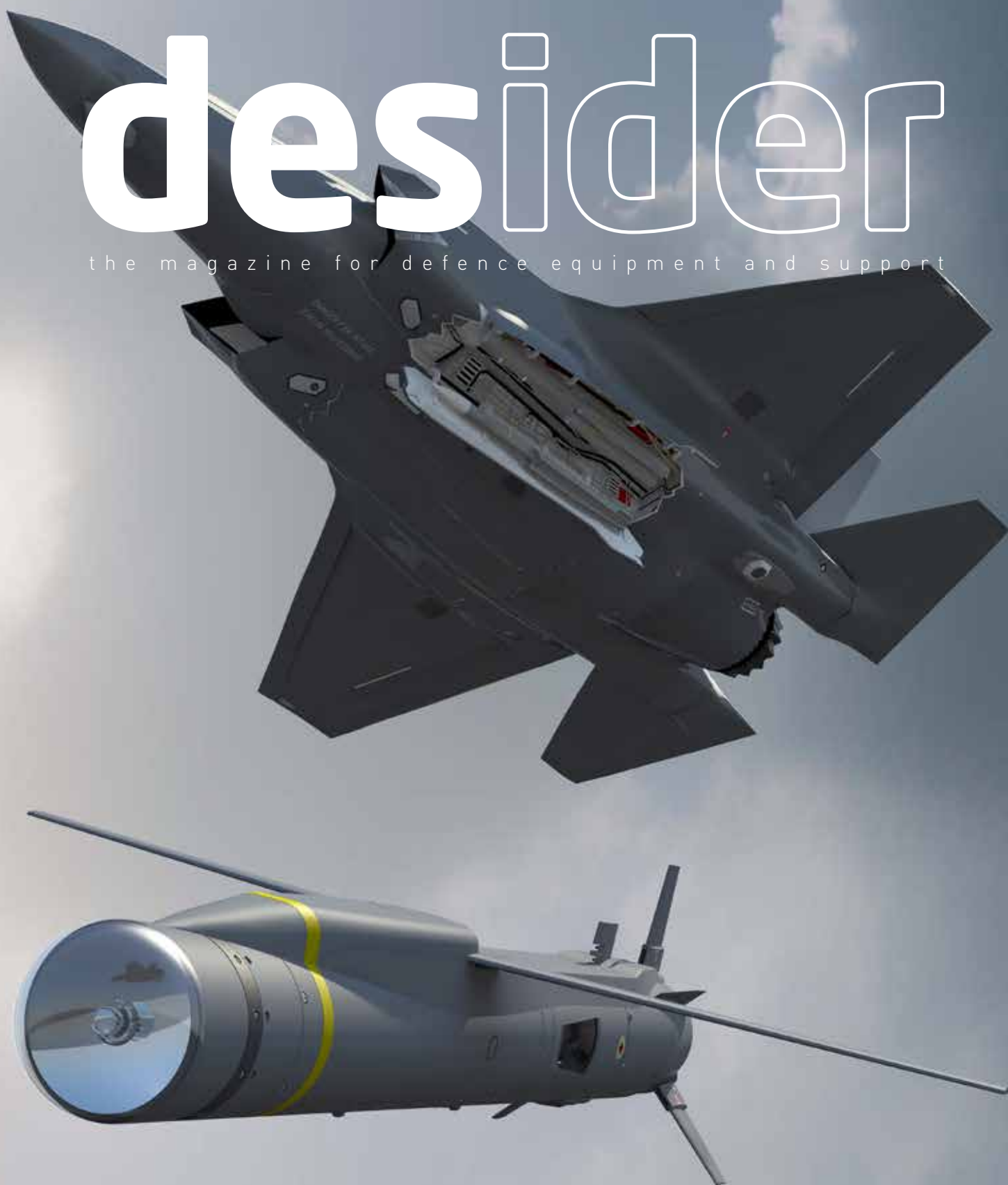


# desider

the magazine for defence equipment and support



**Progress on new missile for UK's F-35**



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TOGETHER TO  
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EDGE CAPABILITY.***

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***THE VALUE OF PERFORMANCE.***

***NORTHROP GRUMMAN***

cover image



CGI of F35 firing a SPEAR missile  
(cover image - MBDA)

**desider**

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# FOREWORD

By Tony Douglas, CEO

I wanted to start this month by saying well done to all those recognised at my first Chief Executive Officer Commendation Awards in London at the beginning of last month.

Almost 200 people attended and in total there were 10 individuals and 20 teams that I had the great pleasure of presenting with awards for their remarkable contributions to the success of DE&S.

It was a humbling experience being in a position where I could meet and congratulate them all on their extraordinary work. It was recognition that was richly deserved and I offer my sincere thanks to each and every one of them for their efforts.

While we continue to meet key milestones across the business I want to take a moment to recognise the monumental achievement of DE&S employee Sarah Cole.

Sarah, a submarine naval architect in the Naval Authority Group, is the first civil servant to have become a qualified submariner after spending three months on board a nuclear powered ballistic missile submarine as part of Operation Relentless.

I have been told it takes a truly remarkable person to be able to go to sea on board a submarine and deal with all the challenges involved.

The enormity of Sarah's achievement cannot be underestimated and I am sure the whole organisation joins me in offering our wholehearted congratulations.

Sarah's story is again just one of several great news stories coming from DE&S this month.

In February we announced the award of a £1.1 billion contract for fixed wing training, which will prepare future aircrew to fly aircraft such as Atlas, Voyager, Typhoon and Lightning II.

And now, just three months on, a new contract worth around the same amount has been awarded to UK industry to supply rotary wing training to the Armed Forces.

The award means all four core training elements within UKMFTS, which cover training for rotary wing, fixed wing, fast jet and rear crew, are now under contract with Ascent Flight Training with a total value of £2.8 billion, and brings the number of UK jobs sustained to 500.

We also awarded a £411 million contract to develop a new long range missile – Spear 3 – for the UK's future F-35B supersonic stealth aircraft.

In doing so we have secured around 350 highly skilled missile engineering jobs across MBDA's sites in Stevenage, Bristol and Lostock, with an equivalent number of jobs in the wider supply chain.

In addition to this we secured a £17 million contract with Lockheed Martin Integrated Systems UK to fit more than 30 Royal Navy ships, submarines and shore facilities with a new state-of-the-art navigation system with highly accurate sensors and the latest fibre optic technology.

The first surface ships will receive the new Navigation Compass system in early 2017, with work to begin fitting it to the submarines later that year.

## SENIOR LEADER COMMENT

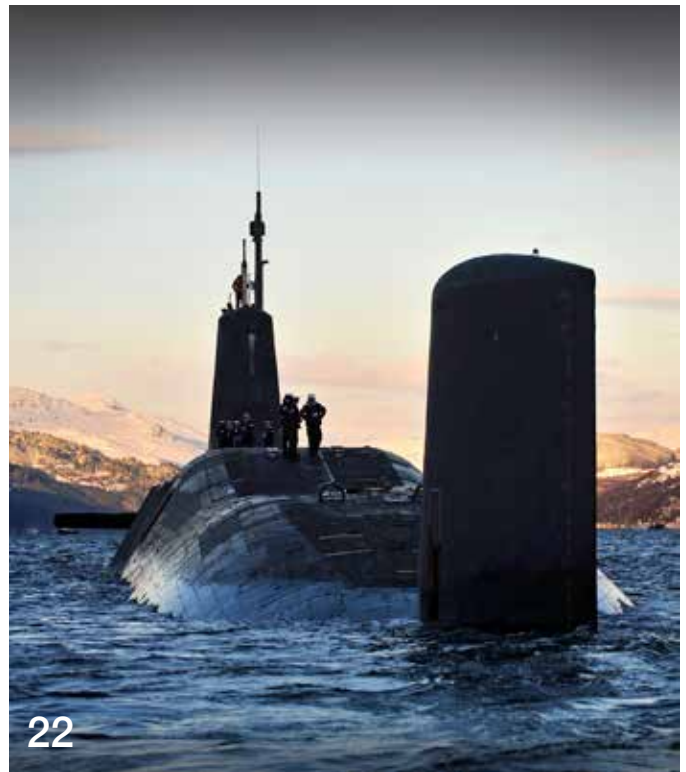
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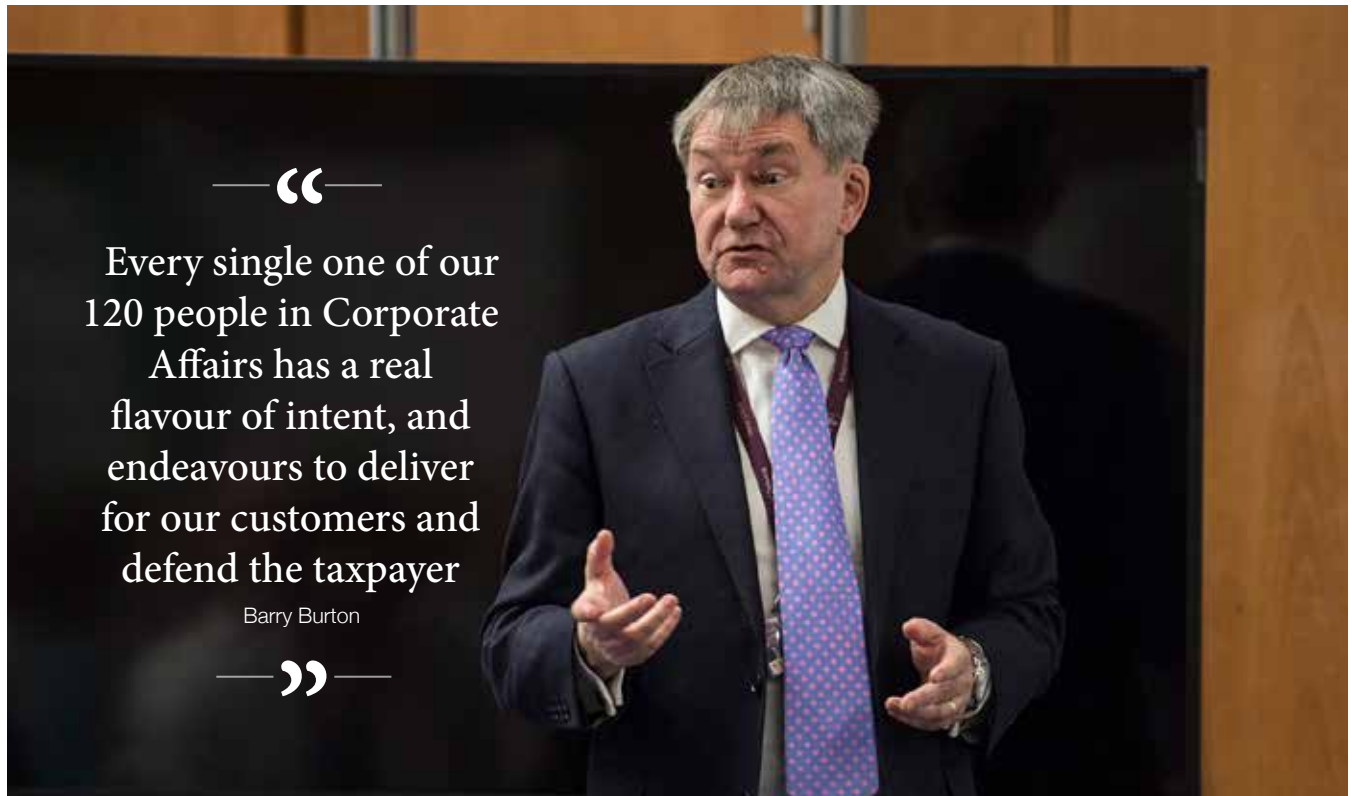
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## Barry Burton, Director Corporate Affairs, talks to Desider about his career, his roles in transforming DE&S, our people, and his taste for jazzy ties

Picture: Andrew Linnett



— “ —

Every single one of our 120 people in Corporate Affairs has a real flavour of intent, and endeavours to deliver for our customers and defend the taxpayer

Barry Burton

— ” —

Having worked for the MOD for over 35 years I am now on my 19th job and in that time I have been “lucky” enough to tackle a wide range of very different roles! In Washington DC, Baghdad, London, Andover, Wilton, Upavon, Bath and Bristol the opportunity for another challenge has, so far, always been there; lucky indeed.

Variety has been an important feature for me. From operations policy to private offices, from exports to finance, from commercial to HR, from project management to leading change; the opportunity to learn new things and acquire new skills (I hope) has been really important.

In my last few jobs change has been a constant thread; SDSR in the Defence Secretary's office, detention policy in the Operations Directorate, and of course more recently the Materiel Strategy here in DE&S.

Now, as Director Corporate Affairs and Head of Establishment for Abbey Wood, I have a role that is as varied and colourful as my taste in ties!

On any given day I might need to deal with infrastructure, security, policy, secretariat, governance and board support, and if that isn't enough we can always find a leaky roof or blocked drain in Abbey Wood that generates a phone call.

I regularly describe Corporate Affairs as the glue that, at the centre, holds DE&S as a Bespoke Trading Entity together and I, and

the colleagues I work with, operate in the background, so if all is going well you would be forgiven for not knowing we're there. When something does go wrong though it becomes very noticeable, very quickly; if we give the wrong advice to Ministers or we fail to address a security problem there is nowhere to hide.

I have a real passion for DE&S and what we all collectively get done. I led the secretariat and communications teams when DE&S was created in 2007 and was delighted to have the chance to come back to lead the next phase of change as the Mat Strat Programme Director. That role was one of the toughest I have done but in two years we created the opportunity for us to change DE&S fundamentally; the bespoke status and freedom to operate we won underpins the way we are changing today.

Since joining the MOD from school (as what was then an Executive Officer – now Band D) I have been a Civil Servant and proud of it. The MOD has provided training, education and development alongside personal challenge and I hope that in turn I have made a contribution to defence outputs. As part of my attempt to pay back part of this debt I am serving as a Trustee for the Civil Service Charity, which provides a fantastic range of support to service and ex-Civil Service colleagues.

Recently I've taken great satisfaction from the visible improvements we have made to the Abbey Wood site. The infrastructure team have

worked tirelessly with external contractors over the last few months to clean the buildings, lay new paths and erect new cycle racks and seating.

It may seem trivial but the visible changes have made a substantial improvement to the working environment. Since I first stepped foot on the site 10 years ago the exterior has never been cleaned!

Every single one of our 120 people in Corporate Affairs has a real flavour of intent, and endeavours to deliver for our customers and defend the taxpayer.

Through DE&S transformation, I look forward to recognising some of the unsung hero roles in Corporate Affairs, and the wider Corporate Services function for which I am the executive sponsor.

The corporate services function is one of 11 functions in our new balanced matrix and encompasses 900 DE&S staff at the core of the business, across Corporate Affairs and business management.

It is easy to understand and appreciate the role that our engineers and project managers play in delivering the programme, but through transformation, I hope that we can increase the value placed on staff within Corporate Services, and develop their skills.

They are vital to the function of DE&S and continuing to deliver the best for our Armed Forces and the taxpayer.

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INSPIRED WORK

# Contract to develop new missile for F-35B



Above: Philip Dunne, Minister for Defence Procurement (right) and Dave Armstrong, Managing Director MBDA UK

**T**he DE&S Air Dominance and Suppression project team has awarded a £411 million contract to develop a new missile for the UK's future F-35B Lightning II supersonic stealth aircraft.

The contract secures around 350 highly skilled missile engineering jobs across MBDA's sites in Stevenage, Bristol and Lostock, with an equivalent number of jobs in the wider supply chain, and will draw on engineering and manufacturing expertise from companies across the UK.

SPEAR 3 is from the same family of weapons as Brimstone, currently being used by the RAF to combat Daesh in Syria and Iraq, but contains a multi-effects warhead that engages a wider target set and has a significantly increased range.

The contract, with MBDA, will enable four years of critical design and development work which will tailor the weapon for use within the internal weapons bay of F-35B, the world's most advanced combat aircraft.

It is being designed specifically for F-35B Lightning II operations launched from HMS Queen Elizabeth and HMS Prince of Wales, the Royal Navy's two aircraft carriers.

Defence Minister Philip Dunne, said: "This contract will give UK pilots a state-of-the-art British designed weapon to be used on board our next-generation F-35B jets, with the precision and punch that we need to give decisive operational advantage over our adversaries and keep Britain safe.

"This investment is good news not only for our pilots, but also for UK industry, safeguarding 350 highly skilled missile engineering jobs across MBDA's sites in Stevenage, Bristol and Lostock, and an equivalent number of jobs in the wider supply chain. It has been made possible by this Government's £178 billion commitment to the very best equipment for our Armed Forces and by our growing Defence budget."

Although the SPEAR 3 airframe is similar to that of Brimstone, it uses an innovative turbojet engine rather than a traditional rocket motor, giving it a range of more than 60 miles. The weapon recently undertook an ambitious and successful Typhoon launched firing trial at the MOD Aberporth range.

Lee Fowell, SPEAR Cap 3 Programme Manager, said: "This

was a very pleasing result as all trial objectives were achieved, including safe separation, wing and fin deployment and turbojet initiation and flight. This has helped to significantly de-risk the missile going into the next phase."

The £411 million contract award follows an initial £150 million assessment phase and, if successful, it is expected that Spear 3 will enter service in the mid-2020s.



This was a very pleasing result as all trial objectives were achieved, including safe separation, wing and fin deployment and turbojet initiation and flight

Lee Fowell, SPEAR Cap 3 Programme Manager





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# NEWS IN BRIEF →



**Little and large:** A F35B Lightning II fighter jet takes part in Air to Air Refuelling (AAR) trials in April. The RAF deployed a Voyager aircraft to US Naval Air Station Patuxent River to assist. The much anticipated fighter aircraft will make its UK debut in July at the Royal International Air Tattoo and Farnborough International Air Show.

## COBRA PLUS HEAD SYSTEM

A Canadian company that develops and delivers purpose-built protective soldier equipment for military and law enforcement use worldwide has opened a facility in Bristol.

DE&S secured a contract with Revision Military to provide their Cobra Plus Head System as the new helmet and facial protection system for UK Soldiers as part of the VIRTUS Programme.

The company, which employs more than 440 people in Canada, America, and Luxembourg,

officially opened their Bristol facility last month with DE&S Director Land Equipment Major General Robert Talbot Rice in attendance.

Peter S Rafferty MBE, Revision Military (UK) Ltd President Brigadier (Retd), said: "The UK is and will always be a priority for Revision and these first steps in establishing our Landed Subsidiary, Revision Military (UK) Limited, demonstrates our commitment to the UK now and in the years to come."



## NEW DE&S DG COMMERCIAL



Nick Elliott has been appointed DE&S Director General Commercial following the departure of Susanna Mason.

DE&S Chief Executive, Tony Douglas announced the appointment to his executive team last month.

Nick will be joining DE&S from Network Rail where he has been the Managing Director of their National Supply Chain. As well as an impressive private

sector career Nick also had a 19 year career in the Army during which time he held a number of leadership positions and worked in joint environments at PJHQ and the MOD.

Tony Douglas, DE&S Chief Executive Officer, said: "I am very pleased to welcome Nick Elliott to this important senior leadership and delivery role in Defence, Equipment and Support. He brings with him a wealth of personal skills, experience and business acumen attained through a varied career in the Army and private sector, to lead the commercial function in delivering our £178bn equipment programme, one of the most complex and demanding portfolios across government."

Tony is grateful to Morag Stuart for covering the role in the interim and is delighted she is staying as part of the Commercial team.

# DEFENCE BOARD VISIT



The Defence Board met at Abbey Wood last month. Secretary of State for Defence Michael Fallon, Minister for Defence Procurement Philip Dunne, Permanent Secretary Stephen Lovegrove, Chief of the Defence Staff General Sir Nicholas Houghton and the rest of the Board visited the Bristol site and discussed key issues affecting Defence including the nuclear enterprise. The Board also discussed Defence's priorities for 2016 and answered a range of staff questions at a Town Hall (see intranet for full report).



## THE DE&S WAY

The CEO, Tony Douglas, launched The DE&S Way last month, a document which sets out the ways of working in DE&S and outlines how the organisation delivers its comprehensive programme of work.

The DE&S Way is designed to mean something to everyone in the organisation – new joiners and existing members of staff. It outlines what's important to the delivery of business, including the processes and behaviours that everyone in DE&S will be expected to embody as the transformation programme progresses.

## SAFETY IS PARAMOUNT

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

An all staff Safety Day will be held on all DE&S main sites in tandem with the second day of the Symposium. A range of safety related activities will be available on the day to choose from. All staff are encouraged to take time out of their day to get involved

and help contribute to improving the safety culture within DE&S.

For more information on ESAS visit [www.esas2016.co.uk](http://www.esas2016.co.uk)

## TYPE 26 DIESEL GENERATORS

BAE Systems has awarded an equipment contract to Rolls-Royce to manufacture diesel generators for the first three Type 26 anti-submarine warfare ships for the Royal Navy.

Each world-class Type 26 ship will require four of the MTU diesel generators based on

20-cylinder MTU Series 4000 engines, which will provide a low-emission solution to the ships' electrical supply and slow speed propulsion. Each generator set will deliver enough to power around 6,000 homes.

This is the first Type 26 manufacturing contract to be

agreed since the UK Ministry of Defence (MOD) announced a £472 million contract extension to progress the programme in March.

Geoff Searle, Type 26 Programme Director at BAE Systems, said: "We are pushing forward innovation in the way we design and manufacture warships, harnessing new technologies and processes to make sure we can deliver cutting-edge solutions to meet the Royal Navy's requirements."

## AJAX MAKES TRACKS

A multimillion contract to supply parts for the British Army's future fleet of Armoured Fighting Vehicles – Ajax – has been awarded to Cook Defence Systems.

The company will supply the track system for Ajax, which will be one of the most advanced armoured vehicles in the world when it comes into service in 2019.

The 589 Ajax vehicles are being delivered by General Dynamics Land Systems-UK.

Defence Secretary Michael Fallon said: "This company has a long and proud

tradition of providing track for British armoured vehicles, having done so since the Second World War. This contract follows on from the £70 million I announced when I visited William Cook group last year. It is part of our £178 billion equipment plan, backed by a growing Defence budget."

William Cook, General Manager, said: "We won this contract despite stiff international competition. I am pleased that we can help deliver the very best for the British."



# New CoM Air ready for the challenge

Picture: David Tucker



**Last month Air Marshal Julian Young took up the position of Chief of Materiel (Air) after 15 months as Director Helicopters. He told Desider about his pathway to DE&S and why he is excited by the challenges of his new role.**

Air Marshal Young joined the Royal Air Force in 1980, spending the majority of his time since in the front line using the equipment and services which DE&S delivers, and managing change of technical-trade and organisational structures.

He has also spent time at the Defence Logistics Organisation (DLO) and DE&S, re-joining in December 2012 as Director Technical, which he enjoyed enormously, before taking up his “dream come true” role as Director Helicopters in February 2015.

“For my first eight years in the RAF I worked with helicopters, and served on four helicopter squadrons across Chinook, Puma, Sea King and Gazelle”, Julian said.

“Going back to helicopters was a sheer delight, and something that I never thought I would have the opportunity to do.”

With his CV, there are few others in a better position to sit at the top of his branch, overseeing delivery of key acquisition projects to the front line.

“I am excited to deliver equipment and support, and influence the future of the RAF”, he said.

“There is so much going on. Over the next three years or so I

am destined to be a part of some momentous milestones, including the delivery of our first new P-8A Poseidon aircraft and our first F-35 Lightning II squadron will begin operations from RAF Marham.

“That’s what keeps me at DE&S: the desire to make what we have better. Having spent so long on the front line, it is not that what we have is not good enough, but it could always be better.”

Julian is also passionate about helping staff develop their careers.

“I am excited when people grow, flourish and deliver in a way they never thought they could.”

“All that often is needed is a bit of encouragement and away they go. Unlike equipment projects, with people you can make a difference within weeks and months, and helping to develop people for me is a passion.”

In his new role, Julian re-joins the DE&S Executive Committee, having previously inputted as Director Technical. He also joins the Air Force Board as Air Member for Materiel and now serves as the Chief Engineer of the RAF.

He said: “It is a great honour to re-join the DE&S Executive Committee as a full member and to sit on the Air Force Board, which I have invested 36 years of my life in.

“As the Defence Engineering Champion, a ‘secondary duty’ that I was appointed to by the Defence Board in 2015, I also look forward to working with all of the four Services to encourage them to attract, train,

“  
What keeps me at  
DE&S: the desire to  
make what we have  
better

AM Julian Young

Above:  
AM Julian Young

deploy, retain and transition engineers and technicians in an improved way that benefits Defence and UK plc.”

Aside from his ambitions, Julian recognises that the Air Domain is in good shape thanks to his predecessor, Air Marshal Sir Simon Bollom, a man and friend he greatly respects.

“Right now, it is steady as she goes,” he said.

“Over the next few weeks and months I shall be taking stock of where we are, respond to inevitable defence business requirements as I go, and learn as much as I can about the portfolio and our people, and of course to meet transformational change in DE&S.”

“Meanwhile, my job in the months and years to come is to support and care for people in the Air Domain, and to remove the obstacles that are hampering positive change towards smoother delivery, making DE&S ‘match fit,’ and beyond.”



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**QinetiQ**

# Rotary wing training for UK Armed Forces

A new contract worth in the region of £1.1 billion has been awarded by the Ministry of Defence (MOD) to UK industry to supply rotary wing training to the Armed Forces.

The contract, awarded to Ascent Flight Training, will pave the way for the design, delivery and management of a new military helicopter aircrew training service until the early 2030s.

It will see the delivery of Airbus H135 and H145 training aircraft, and install new infrastructure and ground-based equipment at RAF Shawbury in Shropshire to train future aircrew to use aircraft such as Apache, Chinook, Merlin and Wildcat.

The contract will also support a further 220 jobs, on top of the 280 already supported by the UK Military Flying Training System (UKMFTS).

The award means all four core training elements within UKMFTS, which cover training for rotary wing, fixed wing, fast jet and rear crew, are now under contract with Ascent Flight Training with a total value of £2.8 billion.

Nick Moore, UKMFTS deputy head for DE&S said: "It is incredibly exciting to get to this point with all

the elements of the holistic training system now under contract.

"We are a fairly small team and I must pay tribute to the fantastic effort everyone has put in to what has been an extremely complex process to get to these contract awards whilst maintaining the existing output. It is always at the forefront of our minds that we are responsible for delivering the best possible training and equipment to the Armed Forces."

Under the new contract, aircrew across the three Services will continue to conduct their basic and advanced rotary training at RAF Shawbury (with regular detachments at Army Air Corps Middle Wallop). Aircrew selected for training in mountain and maritime helicopter operations will receive instruction at RAF Valley.

Air Cdre David Bentley, Director of Flying Training for 22 (Training) Group, responsible for implementing the training, said: "I and all of my personnel fully embrace this exciting and pioneering partnership, which will provide the UK Armed Forces with cutting-edge aircrew training that will optimise their readiness for operational flying and thus protecting and serving the nation.

"I applaud the outstanding work of all my personnel who are involved in turning the innovative plans for the future of flying training under UKMFTS into a reality."

DE&S CEO Tony Douglas said: "This contract will provide world-leading facilities for aircrew training in the use of our advanced aircraft such as Apache, Chinook, Merlin and Wildcat.

"The success of the UKMFTS Programme demonstrates how the MOD, through DE&S, can create a positive and innovative partnership with industry to deliver real, tangible results, both commercially and for our Armed Forces."

Ascent, selected as the MOD's flying training partner in 2008, are contracted to deliver instruction, infrastructure and support required to provide military flying training across the three Armed Services until 2033.

Paul Livingston, managing director of Ascent, said: "UKMFTS is a unique partnership between industry, Defence and DE&S. There have been and continue to be so many exciting challenges and I am both honoured and privileged to be supporting the Armed Forces."



Above: Members of the UKMFTS Team outside Bldg 1300, Bristol, including UKMFTS head for DE&S Richard Murray (centre front) and his deputy Nick Moore (on his right)

“

This contract will provide world-leading facilities for aircrew training in the use of our advanced aircraft such as Apache, Chinook, Merlin and Wildcat

DE&S CEO Tony Douglas

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# New Army hearing protection system in service ahead of schedule

**T**he DE&S Soldier Training and Special Programmes (STSP) team have achieved a key milestone with the delivery of a new hearing protection system for the British Army three months ahead of schedule.

Provided by Surrey-based Marlborough Communications Limited, the INVISIO S10 system will further improve mission success with enhanced communications and situational awareness.

It is also more comfortable to use in operations while helping protect the hearing of personnel in high noise environments, such as in tracked vehicles or on air platforms.

The new system provides two-way, crystal clear communications in both ears when transmitting and receiving radio traffic, allowing greater situational awareness irrespective of the surrounding noise.

Major General Robert Talbot Rice, Director Land Equipment, said: "The INVISIO S10 hearing protection system will deliver a key capability for the Armed Forces, providing first rate situational awareness and better prevents hearing damage to personnel on operations whilst offering more comfort.

"Reaching the in service date three months ahead of schedule is a major milestone in the programme and the direct result of DE&S and industry's hard work."

INVISIO S10 is comprised of an in-ear hearing protection headset

and a control unit which houses the electronics for situational awareness and impulse noise protection.

Allan Aird, Head of the Command and Battlespace Management Project Team added: "The INVISIO S10 is a brand-new hearing protection and situational awareness capability for soldiers specifically in the close combat role.

"This fantastic achievement has been enabled by a close working relationship fostered between STSP,

Marlborough Communications and INVISIO.

Achieving such a key milestone so early in the programme is testament to the hard work and dedication of both teams in delivering such a key piece of equipment to the user."

The contract will also provide support for the next four years, with the option of a three year extension.

Below: SSgt Wellington Gazi, from the STSP team, wearing the new hearing protection system



“

Reaching the in service date three months ahead of schedule is a major milestone in the programme

Major General Robert Talbot Rice

”

Picture: David Tucker

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# Falkland Islands Search and Rescue Service commences

The DE&S Special Projects Multi Air Platforms (SPMAP) project team have established a new Search and Rescue (SAR) and Support Helicopter (SH) service on the Falkland Islands.

At noon on March 31, the service commenced operations at Mount Pleasant Complex, marking the start of a 10 year civilian helicopter service in the Islands.

The £180 million contract, placed with AAR Airlift Group in January 2015, will deliver two helicopter capabilities to British Forces South Atlantic Islands.

Two brand new AW189 helicopters will deliver a 24 hour, seven days a week, 365 days a year SAR capability, replacing the RAF Sea King SAR service.

The SH capability, delivered using two Sikorsky S-61 helicopters, will provide essential support through transporting personnel and equipment around the Islands.

DE&S Director Helicopters Ian Craddock said: "This is a huge achievement by SPMAP project team of the Helicopters Operating Centre. It has worked closely with Defence and industry stakeholders to oversee the establishment of a new SAR service on time and in only 14 months from Contract Award.

"This is more remarkable given the

remote location in which the service is being provided and that it represents the first ever certified AW189 operation."

Team AAR, which incorporates sub-contractors British International Helicopters and Air Rescue Systems along with AAR Airlift Group, have established a robust service within a challenging timeframe set by the out of service date of the Sea King.

Steve Harrison, President of AAR Airlift Group, said: "Team AAR is committed to providing a reliable, quality SAR service that maintains the standards of the Royal Air Force, as well as continued excellence for the commercial support helicopter services."

Team AAR recruited over 30 personnel including pilots, rear crew, engineers and operations staff. These recruits completed comprehensive training programmes, which included training in Italy, Aberdeen, Newquay and the Falkland Islands, to ensure a high standard of service is delivered.

The new service commenced following a formal handover ceremony in the Falklands capital Stanley, in front of several hundred people, to commemorate the end of Military SAR and establishment of the new service.

A sunset ceremony held later at Mount Pleasant Complex marked the end of Military SAR operations in the

Islands after almost 34 years.

Commodore Darren Bone, Commander British Forces South Atlantic Islands said: "The delivery of a civilian SAR and SH service, exactly as scheduled, represents a fantastic achievement. The fact that it has been delivered in the Falkland Islands, the UK's most distant Permanent Joint Operating Base, is quite simply remarkable.

"Whilst the closure of the last military SAR flight represents the end of an era, I am confident that the AAR service will continue the phenomenal record that the RAF has delivered over the years."



Above: Sikorsky S-61 Support Helicopter (foreground) and Finmeccanica AW189 Search and Rescue Helicopter (background)

Below: Commander British Forces South Atlantic Islands, Cdre Darren Bone, marks the commencement of the service with 1564Flt and Team AAR personnel



# CVR(T) vehicles delivered to the Republic of Latvia

The first Base Overhauled (BoH) Combat Vehicle Reconnaissance Tracked (CVR (T)) vehicles have been delivered to the Republic of Latvia Ministry of Defence (MOD) thanks to DE&S.

The DE&S Disposal Services Authority (DSA) and Armoured Vehicles Programme (AVP) delivered the vehicles as part of a four year, £37.9 million project to assist Latvia develop its armoured capability.

Latvia officially collected their first vehicles from MOD Donnington on April 28, which included seven Spartans and three training vehicles. This is a significant milestone within the CVR(T) project and subsequent deliveries are planned until project completion in September 19.

The vehicles will be used by Latvia for up-scaling their Armed Forces and for joint forces' exercises with NATO. They have previously been used on operations in Bosnia and Herzegovina, Iraq and Afghanistan, and were declared as surplus to requirements.

Following marketing and then detailed engagements between the DSA and the Latvian MOD, a Government to Government Sales Agreement was signed at the NATO Summit in September 14, between the

UK MOD and Latvian MOD for the purchase of 123 CVR(T) vehicles.

These include Spartan, Scimitar, Sultan, Samson and Samaritan, together with complete equipment schedule kits, spares and special tools, and test equipment tooling.

Babcock DSG will complete 116 BoH vehicles enabling the Latvian MOD to take collection of fully refurbished assets. These vehicles are expected to enable the Latvian army to better transport infantry, reconnaissance teams, air defence sections and mortar fire controllers whilst also providing vital battlefield capabilities including ambulances, armoured command vehicles and armoured recovery vehicles.

In closing this sale, the DSA is on target to achieve its key objectives of: disposing of surplus equipment in an environmentally friendly manner whilst providing a receipt to the Army Front Line Command, providing business opportunity to UK industry and supporting defence engagement between the UK and Latvia.

Gavin Burns, CVR(T) Latvia Project Manager for DE&S Disposals Services Authority, said: "I am delighted that the first batch of Base Overhauled Vehicles have been

delivered, which has come from successful joint collaborative working between the DSA & AVP project teams, our partners at Babcock DSG, BAE Systems and the Latvian MOD.

"Everyone has worked very hard and long hours to be able to deliver these vehicles on time for official handover to Latvia. Being able to help support international relations and to further the Latvian Armed Forces is a great honour and I look forward to many more successful deliveries in the near future."



Above: From L to R - Capt Andzejs Zarakovskis (Latvian Army), Russ Evans (Babcock DSG), Steve Slack (Latvia Project Manager, AVP, DE&S), Jelena Zubenkova-Birzniece (Latvian MOD), Lee Nicholls (Team Leader, Capital Equipment Sales, DSA, DE&S), Gavin Burns (Latvia Project Manager, DSA, DE&S)



# A small project which is starting to make a big difference

Hundreds of prisoners are building skills and confidence to aid their prospects of employment on release by manufacturing equipment on behalf of DE&S for the Armed Forces. At the same time it is saving the Ministry of Defence significant sums of money. Desider found out more about Project Claustrum



Left:  
Handover of  
first Fibre-optic  
Repair tool kit to  
Royal Signals at  
HMP Ford (near  
Arundel)

In the coming months around 50 offenders at Lindholme prison, near Doncaster, will start the refurbishment of a large number of Demountable Rack Offload and Pickup System (DROPS) flat racks – a project that will generate millions of pounds worth of savings to the MOD.

Elsewhere, in a number of prisons across England and Wales, more than 900 offenders will begin to manufacture a range of camouflage nets used for the Armed Forces – gaining meaningful employment in work previously carried out in the Far East.

These are two of the latest of several initiatives organised through Project Claustrum (Latin for prison), a collaboration between the OIP Team of DE&S which identifies the need and ONE3ONE Solutions

– part of the Ministry of Justice (MOJ) – that in turn identifies prisons able to undertake the work.

Both parties work together to deliver mutual benefits to the UK taxpayer, both in terms of savings to the MOD and reducing the risk of reoffending upon release. Evidence shows having sustainable work on release significantly reduces reoffending; the work provided by the MOD supports efforts by prisons and prison staff to gain offenders such employment opportunities.

Since its launch only 15 months ago, DE&S is already the biggest external customer of ONE3ONE Solutions. In the next few months Project Claustrum will provide work for more than 1,000 prisoners of the prison population that currently stands at around 86,000.

Other work being undertaken by prisoners for the MOD includes the preparation and repair of toolkits and the recycling of serviceable tools at HMP Ford (Arundel). An increasing range of jacks is also being repaired at HMP Portland – jacks that were previously deemed Beyond Economic Repair – and saving the MOD 50 per cent compared to buying new.

Another example is for the provision of textile products which commenced with sandbags last year, with camouflage nets and small canvas products soon to be added, leading to the manufacture and repair of heavy canvas covers later this year.

Diana Allpress, from Operational Support Programmes (OSP) in the Land Operating Centre, manages Project Claustrum from the

DE&S perspective.

She said: "Claustrum is an innovative project, bringing benefits to both the MOD and the MOJ, with an additional social dimension. Everyone benefits: the MOD receives quality equipment at lower prices, the MOJ gets real work to fill prison workshops, offenders gain skills and a work ethic to help reduce reoffending. Taxpayers' money is put to maximum use.

"Through Claustrum I've seen for myself that a lot of people end up in prison due to a lack of education, family support or by making a stupid mistake. With the right support and training many of them can go on to lead worthwhile lives. I'm proud that Claustrum can play a part in this rehabilitation."

Lieutenant General Paul Jaques, Chief of Materiel Land at DE&S, has already voiced his support and passion for the project.

"This highly novel but commercially-focused venture is shaping up to deliver enduring worthwhile benefits to the United Kingdom as a whole," he said.

In addition to the obvious financial benefits it has also been found that the regular work provided by the MOD is valued by prisoners who understand their efforts are 'supporting the Armed Forces'. Often this can be the first step in engaging with the support offered in prisons in rehabilitation.

A prisoner, who previously served in the Royal Marines Commandos, is working in the MOD flat racks. He gave his views.

"I know how important the restoration of this equipment is to the logistics within the armed services," he said.

"I am also fully trained in operating the vehicles which use them. I think the work undertaken by prisoners at HMP Lindholme is a great way to give back to society and our Armed Forces."

Philip Dunne, Minister for Defence Procurement has praised Project Claustrum



Above: Offenders working on tool kits for Typhoon at HMP Ford

in the past for being a "win-win situation" that has "significant benefits" for both the MOD, in terms of cost savings, and the MOJ by helping it meet its goal of reducing reoffending.

Andrew Selous MP, Minister for Prisons added: "It is only through better rehabilitation that we will reduce reoffending, cut crime and make our streets safer, and equipping men and women in custody with the right skills is key to helping them into sustained employment on release. It is important that the Government sets an example and Project Claustrum is evidence that partnering ONE3ONE Solutions does work but we can and must do more - delivering wins for both parties and society at all levels."

The Claustrum team are always seeking new products that might be added to the Claustrum portfolio. If you wish to discuss this project, or to get more involved, please contact Diana Allpress on:

ABW Mil 9679 Ext 80561 or

Civilian Telephone 030 679 80561

Below: Dry coat finishing of 6 foot picket post at HMP Coldingley (near Woking)



# New Navigation System for the Royal Navy

**D**E&S has secured a £17 million contract with Lockheed Martin Integrated Systems UK to fit more than 30 Royal Navy ships, submarines and shore facilities with a new state-of-the-art navigation system.

The new system will equip the Royal Navy with highly accurate sensors and the latest fibre optic technology, and will be fitted on the Type 23 frigates, the Trafalgar and Vanguard Class submarines, the Hunt and Sandown Class mine counter measure vessels and other Royal Fleet Auxiliary ships.

The Navigation Compass Programme contract, which covers the demonstration, manufacture and in-service support, will also provide a single support solution, making future maintenance more flexible and manageable.

Philip Dunne, Minister of State for Defence Procurement, said: "The new compass system will modernise navigation systems on board our ships and submarines, which are critical for safely plotting courses at sea.

"This contract will therefore provide state-of-the-art technology for the Royal Navy while delivering the best value for money for the UK taxpayer, and is yet another example of how we are investing our £178 billion equipment fund and growing Defence budget in providing the best possible kit for our Armed Forces."

Lockheed Martin says the units are highly reliable, as they don't have any moving parts which deteriorate over time. They are also compact and lightweight, saving space and providing more options as to where to locate them within the ships and submarines, the company says.

Cdr Gavin Edward, Communications and Situational Awareness Deputy Team Leader in DE&S, added: "The Navigation Compass Programme will deliver a sustainable and flexible solution which responds to the higher accuracy requirements demanded of modern Defence geospatial and navigation systems.

"The replacement of this system across surface ship and submarine fleets will optimise supportability and significantly reduce the training requirement."

The first surface ships will receive the new Navigation Compass system in early 2017, with work to begin fitting it to the submarines later that year.

Below:  
Type 23 frigate,  
HMS Lancaster

— “ —

**The new compass system will modernise navigation systems on board our ships and submarines, which are critical for safely plotting courses at sea**

Philip Dunne, Minister for Defence Procurement

— ” —





# Optima Group: A more rounded offering.

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# CEO Commendations

**MOD Main Building welcomed DE&S staff on May 6 to our CEO Tony Douglas' first Commendation Ceremony. Congratulations to all DE&S staff and teams who were recognised**

**T**he CEO Commendation ceremony was held last month to recognise teams and individuals at DE&S whose incredible efforts make such a difference.

In opening the event at Main Building in London CEO Tony Douglas said: "I feel humbled to be here today. These awards highlight some of the amazing things we do daily and it's not often we get the chance to reflect on the importance of it. We will see some incredible examples of your work today and it's an absolute pleasure to be part of this with you; a celebration of the recognition you so rightly deserve and it's something we should do more often. On behalf of the wider team, let

me say - thank you."

Tony handed out commendation certificates to the award winners with tribute and thanks coming from DE&S senior managers and customers which included:

- Customer, Brigadier Ian Gibb, who congratulated the VIRTUS team for their role in delivering the new integrated body armour describing the team's work as "truly exceptional, committed and deeply impressive." He also praised the achievements of the FUCHS Project Team for their role in returning 11 FUCHS vehicles back into service five months ahead

of approval, adding: "The team delivered a unique contingent capability for defence, and for their dedication and helpfulness, they have my sincere thanks."

- Customer, AVM Malcolm Brecht, COS Capability Air Command, paid tribute to the work of the Unmanned Air Systems Reaper team saying: "Reaper is now flying more and more and for longer than was originally envisaged – flying on operations, placing additional and constantly changing demands on the team while enabling rapid deployment of this essential capability."



- AVM Gavin Parker, AOCNo 2 Group, paid tribute to the work of Mrs Terry Cooper for her role in delivering the UK's first Airbus A400M aircraft saying "your exceptional knowledge and judgement ensured sound commercial outcomes and enabled customer requirements to be met on time and to schedule."

In his closing remarks, Tony congratulated all of the award winners saying: "Having listened to all the awards, I am now even more taken back by the extraordinary work by all of those who are being commended today. It's incredible work that really makes a difference and I'd just like to finish with one simple sincere word – thank-you."

Award winners Terry Cooper (A400M) and John Allan (D Tech), took time out of their celebrations to share their thoughts on receiving their commendations.

Terry said: "I feel honoured to be awarded this CEO commendation, especially as I appreciate that many people across DE&S are delivering to high standards every day. I also appreciate how lucky I am to work in an area that people take the time to recognise achievements of their individuals and teams."

John Allan said on behalf of the DE&S Safety Day Committee: "The Team Commendation was really recognition for the whole team effort that went in to the last Safety Day. It also gives us all a real boost as we look forward to this year's event on June 23."

"On the commendation day, it was hugely humbling to understand the full contribution of all the winners and some of the amazing stories behind their endeavours."



Above: Terry Cooper receiving her certificate from CEO Tony Douglas

Below: John Allen receives a certificate on behalf of the DE&S Safety Day Committee



## Award Winners

### Individuals

- Mrs Carolyn McGlynn – Joint Service Administration Unit
- Mr Tommy Byrne – Merlin Project Team
- Commander Mark Smith Royal Navy – Merlin Project Team
- Mrs Terry Cooper – A400M Team
- Squadron Leader Terry Sweeney – Air Intelligence Surveillance, Target Acquisition and Reconnaissance Team
- Lieutenant Commander Amy Alexander – Maritime Anti Air Warfare Systems Team
- Warrant Officer Class 2 Michael Poland – Defence Support Chain Operations & Movements Team
- Dr Robert Little – United States Arm Aviation & Missile Research, Development & Engineering Centre
- Mr Manoj Jethwa – Special Projects Communications, Information, Surveillance and Reconnaissance Team
- Mr Peter Jennings – Assistance and Guidance Group

### Teams

- Submarine Production Boat 5 Deal Team
- Unmanned Air System – Reaper Team
- UK Military Flying Training Systems – Hawk Support Team
- Chinook JULIUS Project Team
- DE&S Safety Day Committee
- DE&S Nuclear Undergraduate Apprenticeship Team
- Management Information Systems Team
- DE&S Salvage & Marine Operations – Salvage Team
- Air Commodities Safety Team
- C130J Radio Frequency Defensive Aids System Team
- Weapons OC, Defence Munitions Team and Lightweight Missile Attack Systems Project Team
- Fast Air Support Team Finance and Inventory Control Team
- VIRTUS Project Team
- Land Domain in Support of Operation GRITROCK Team
- HONEYSUCKLE CBRN Capability Project Team
- CERBERUS Project Team
- FUCHS Project Team
- ISTAR Business Management Team
- DE&S Principal Security Advisor's Office
- Strategic Weapons Targeting System Team

Pictures: Andrew Linnett



# Shock testing barge undergoes move to quarry

A 450-tonne barge that helps maintain the UK's leading capabilities in shock analysis and testing has now reached its final destination in a water-filled quarry in Scotland after being towed from Rosyth, dismantled, moved to the quarry (see *Desider* Issue 76) and reassembled.

The hazard of shock damage to warships, submarines and their equipment from non-contact underwater explosions is an enduring one. Most of the UK's testing lies in industry, but is overseen by the Vulnerability Reduction team in DE&S' Naval Authority Group (NAG). A key part of this capability is the STV02 large shock barge, which is about the size of a minehunter and has the capability, the greatest in NATO, to test the largest equipment fitted to the Royal

Navy's ships and submarines for their resistance to shock damage.

Moving the barge from its former home at Rosyth provides the opportunity for more flexible and cost effective testing at the new location where it will be operated by Thornton Tomasetti Defence Ltd, a key supplier of shock and weapons effects testing, analysis and advice to NAG.

David Manley, head of the NAG Ships group, said: "The requirement for shock testing has not gone away, so we decided the barge had to be moved to the quarry, run by Thornton Tomasetti Defence Limited, where we undertake most of our other in water shock testing."

Stuart Machin, head of NAG-VR, added: "When this capability is added to previous investment in air gun shock testing technology, it will provide the ability to test

any equipment at considerably less cost than previous explosive testing and to be able to do it when we want and for how long we want."

Phillip Thompson, Director European Operations at Thornton Tomasetti Defence Ltd said: "The movement and reactivation of the shock barge was very challenging and involved towing to a separate shipyard where it was cut up, cleaned up and moved by road to the quarry test site in eleven sections up to 75 tonnes in size."

Mr Machin said: "A key challenge of the programme was getting the local shipyard experienced in welding thick 'submarine quality' steel to the required standard in a location without the facilities usually found in a submarine dockyard or shipyard and we had a bad feeling this would be difficult to

achieve. Using a moveable tent and local pre-heating, with a welding procedure reviewed by NAG's Material Technology team, the shipyard have delivered a very good result with no weld defects."

Once rebuilt the barge was lifted into the water with a heavy 450 tonne mobile crane in an operation that took a week to build the crane and a full day to move the barge into the water.

Mr Machin added: "We haven't quite finished yet. We still need to get the painters in for the interior and the NAG Ship Stability, Ship Structures, Fire and Escape and Evacuation teams will have to complete their assessment that the barge is fit to obtain key hazard certification, just like any other vessel. But soon we can say that the shock barge is fully operational."



# Nominations open for Minister (DP) Acquisition Awards



**D**o you know a team that has made an exceptional contribution to Defence Acquisition over the past year?

Philip Dunne sponsors the Minister (Defence Procurement) Acquisition Awards and would like to invite nominations. The scheme aims to give recognition to teams that have made exceptional contributions to Defence Acquisition. It is open to personnel from across the whole of the MOD who are working in or in support of Defence Acquisition.

There are a number of awards:

- Up to six standard awards,
- New this year 'Innovation of the Year' award,
- 'Recognition of Achievement' awards (as appropriate),

- and an overall winner, awarded to the team who has made the most outstanding contribution to defence acquisition.

Nominations are invited from teams from across the MOD including the Front Line Commands, Head Office, Defence Equipment and Support, Information Systems and Services, Defence Infrastructure Organisation, and Defence Science and Technology Laboratory, and those in functions that enable acquisition such as human resources, information systems, finance, science and technology, commercial, policy and secretariat.

Teams can be nominated by line management, their peers, other stakeholders and they can also nominate themselves. All nominations

must be endorsed at Two Star level or above.

The Minister(DP) Acquisition Awards are the highest accolade teams can achieve within this field and surpass other departmental commendation awards.

The Minister will present this year's awards on Tuesday, November 15, 2016.

Applications should be made via DIN 2016DIN04-086. Further information can be obtained from Alyson Rees, ASA-Awards-Sec, Tel: (9)612 86865 or 020 721 86865, or email: ASA-Awards@mod.uk.

The closing date for nominations is **June 20, 2016.**

Above: Philip Dunne, Min(DP), with the 6 Award winners and Special Award winner at last year's Awards ceremony



# A VIRTUAL ALADDIN'S CAVE

**S**imulation based training is proving a vital tool for preparing the Armed Forces for battle. The interim Defence Simulation Centre at MOD Boscombe Down has many reusable resources including a huge database of terrains and training aids just waiting to be exploited.

"Simulation training, experimentation and analysis saves lives, there is no doubt in my mind about that," Royal Navy Lieutenant Joshua Evans told Desider.

"It's vital. It allows you to go over scenarios just not possible in live training again, and again. It prepares you the best you can possibly be prepared."

Lt Evans is speaking from the Defence Academy at Shrivenham where he is studying a Masters in defence simulation and modelling, a course he volunteered for because he understands the value of Suitably Qualified and Experienced Personnel (SQEP).

He has to excuse himself because a virtual task is about to get underway in which he is in charge of a T45 destroyer that is on standby if other forces dealing with narcotics traffickers need his help. A series of screens are showing all manner of information including maps and his view from the bridge.

With the importance of simulation in many aspects across Defence formally recognised, from SDSR 2010 to last year's Defence Policy for Simulation, funding has become available

to help exploit investment and ensure coherence across Defence and with Allies.

The simulations on the screen are examples of the type of tools and resources that can be sourced from a little less than 40 miles away from Shrivenham at MOD Boscombe Down.

There's an online catalogue of accurate virtual terrains alongside thousands of 3D models featuring all manner of platforms, weapons systems and personal protective equipment. All these resources are available to the military often without cost, including to industry, providing the company have a current contract with the MOD. Any improvements made to any of the resources must be provided back for further reuse.

DSC Programme manager Ian Page shows Desider a selection of the simulation tools available.

Ian said: "Having this vast range of terrains and 3D models allows us to recreate accurately exactly the area the personnel are going to. We can walk them through the streets they will be patrolling and even highlight previous locations of IEDs or sniper attacks.

"This is a huge advantage in training and means they are prepared as best they can be before they go into the theatre of war."

But for Ian the battle is making people aware that this huge resource exists and can be exploited.

"The biggest challenge is getting the word

out there and letting people know about it," he says with an attack helicopter simulator as his backdrop.

"We have a very good solid user base but we need to grow that so it benefits everybody. Currently the largest users are industry, DE&S and the Army.

"We want everybody to use the same simulations and resources so not only do we have interoperability but it is far easier to manage. It's about having a consistency in approach and advice ensuring we save lives and money.

"The basic rule is, before you go and buy something, make sure the MOD does not already have it."

Back at the Defence Academy Major Tom Mouat is the Simulation Liaison Officer for the military. He ensures that the simulation courses delivered by Cranfield University's Jonathan Searle and his team contain the right content to satisfy defence requirements.

He has no doubt that simulation is increasingly important but is also passionate that training people to understand the technology is equally vital.

"We are in a high-tech but smaller Army now and there are new bits of equipment coming out and we need to know how to use them," Maj Mouat said.

"If we don't understand it, all sorts of things can go wrong and simulation is one of the best

—“—

# Simulation training, experimentation and analysis saves lives, there is no doubt in my mind about that

—”—

Lieutenant Joshua Evans RN

ways we can learn. That means it is crucial that SQEP understand the technology.

“Only then can we ensure we are not overspending unnecessarily and also that we are not purchasing technology that is actually of no use.

“It may look all new and shiny but, unless it is practical and meets the specified requirements, it is a waste of money.”

And that is why Boscombe Down is keen to shout about what's available.

The last word goes to Grant Bailey, a DES Specialist Fellow for Simulation from DE&S Engineering Group who works on the Defence Training & Education Coherence (DTEC) approach, which ensures technical coherence

for simulation across Defence also providing advice and guidance.

“The biggest problem we have is communicating to people we are here, and that we are here to help - not hinder,” he said.

For more information visit the ASG and search for DTEC, or if you need help or guidance on any simulation matter contact the iDSC Front Door via [www.defac.mod.uk/dsc](http://www.defac.mod.uk/dsc)

For information on MOD funded places on the Master of Science (MSc) in Defence Simulation and Modelling (and on other MOD simulation courses) see the Defence Academy web page at <http://www.da.mod.uk/Courses/Course-Details/Course/477>

## Key points on simulation:

1. The Defence Training & Education Coherence (DTEC) approach is responsible for technical coherence for simulation both internally to the MOD and externally with Allies.
2. DTEC covers all uses of simulation in Defence. Its aims for simulation include improved performance, less cost and improved environmental impact.
3. The interim Defence Simulation Centre (iDSC) acts as a single point of focus for simulation across Defence with enquiries for common resources, help and guidance accepted from MOD, Industry and Academia.
4. The iDSC and subsequent Defence Training, Education and Simulation Centre (DTESC) are being delivered by DES Training & Simulation Systems Programme (TSSP).
5. DES DTech Engineering Group directly supports JFC's DTEC Technical Authority (under Cap C4ISR) managing simulation policy, standards, and technical coherence and provides technical advice and guidance.
6. Suitably Qualified and Experienced Personnel (SQEP) for simulation related posts are key to the success of simulation in Defence.



Above: Ian Page



Above: Major Tom Mouat



Above: Grant Bailey

Pictures: Ed Low

“ I would say that I’m blessed with an extremely capable team of civilian and military engineers, supported by a transient workforce of MOD apprentices and graduates ”



# On safety culture, graduates and Tae Kwon Do

Keith Woodbridge is the Safety Team Leader for the Fast Air Support Team. Over the last year, he has been running a Health and Safety legal awareness campaign and working closely with junior staff employed through the Defence Engineering and Science Group (DESG) Graduate Scheme.

## ***A brief outline of your career?***

I joined the MOD back in 1991 as the first tranche of Technical Trainee Engineers, where I enjoyed varied roles, based initially at Devonport Dockyard wiring Trafalgar Class submarines before graduating into a team supporting Royal Naval Radar systems at the Land Based Test Site in Portsmouth.

I later joined the Typhoon team's Avionics section, initially as their Attack and Identification lead and then as the Cockpit, Displays and Controls specialist. Seduced by mountains, beer and a "small" pay rise, I moved to Munich in 2008 joining NATO on secondment, acting on behalf of the three partner nations as their structural specialist. On return to the UK I joined the newly formed Fast Air Support Team (FAST) as the Tornado Safety Manager and more recently as the FAST Safety Team Leader.

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

I am the Safety Team Leader within Combat Air's Fast Air Support Team (FAST), responsible for military and civilian staff at Abbey Wood and Typhoon and Tornado's Main Operating Bases. My principal role is the delivery of a modern safety management system spanning all of FAST's programmes, ranging from the RAF's new fast jet aircraft to Battle of Britain Memorial Flight's flying antiques. Of course, success is in safety terms defined to a certain extent by the absence of incidents and accidents, but I'm also highly motivated by improving our safety culture across the team, which is much harder to measure. Open and honest communication is vital.

## ***You manage teams in Abbey Wood, RAF Marham and RAF Coningsby. How do you deal with this?***

I would say that I'm blessed with an extremely capable team of civilian and military engineers,

supported by a transient workforce of MOD apprentices and graduates. The geographical divide can be frustrating but also opens up opportunities to work with the front line and our industrial counterparts, as well as having ready access to Abbey Wood based teams. Driving along the M4/M5 is a standard part of our lives, but we also hold weekly dial-ins and routine team meetings.

## ***How will Transformation affect your team?***

The niche engineering roles in my team will remain largely unchanged as FAST moves through the Transformation programme. However, formal recognition of the skills and professionalisation of the organisation can only be a good thing. Recent Spiral 1 training was quite the revelation. We've had to think carefully in defining our outputs and how they contribute to the various programmes. The trick here is to avoid double accounting time and I had to resist the temptation of fitting my existing resource to the task rather than producing an honest resourced based schedule.

## ***You have been promoting knowledge of Health and Safety Regulation and Law across DE&S. What are your thoughts on this?***

I have some fairly exciting hobbies and on a personal level I'm arguably the least safe person I know. It is of course extremely easy to take our own safety for granted and we make many subconscious risk-based decisions every single day. However, we all work within a legal framework and it is implicit as employers and employees that we take care of ourselves and others and that we actively seek out, document and reduce the potential for harm. To elevate our legal awareness and to remind staff of good practice, my graduates have produced a series of Health and Safety posters covering such things as manual handling, lone working, working at height and noise in the workplace.

## ***What is your involvement in the DESG graduate scheme?***

The graduate scheme offers an incredible opportunity for those on it to gain rapid exposure to the DE&S organisation, across all aspects of our business. Of course adopting a graduate for six months does come with an overhead and must represent a mutually beneficial relationship, where a meaningful project is identified at the outset and delivered at the end of the contract. I have been delighted by the graduates that I've employed so far, and it's definitely true that enthusiasm and a willingness to learn are just as useful a resource as experience and seniority.

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

My principal mode of transport is an absolute joy, my matt-black 2009 Triumph Speed Triple motorbike. I also practice Tae Kwon Do with my two teenage daughters twice a week and last month I won Gold in the English Southern championships, in the veteran category. My one real talent is art, although I haven't told anyone yet that my middle name is Banksy.

## CASE STUDY

## Deputy Head Commercial for Land Equipment Patricia Fernon gives her insight into working for DE&amp;S

**Name:**

Patricia Fernon

**Job title:**

Deputy Head Commercial for Land Equipment

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

20 Years and 30 years in MOD Commercial

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

I saw it as an opportunity to support the troops on the front line by ensuring they had the right equipment delivered to the right place at the right time. I also saw the security and benefits of a job which had plenty of opportunities for career advancement, up skilling and travel.

**What does your role entail?**

I currently support the Head of Commercial for Land Equipment and therefore oversee all the Commercial activities across the Land Operating Centre. In doing this I provide robust Commercial Solutions that deliver value for money to the Armed Forces. The portfolio of work across the Land Equipment OC can range from face paint to heavy armoured vehicles.

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

I have had many opportunities to develop and progress my career and I have had, and continue to have, great mentors and bosses. I have had a mixture of direct civilian and military bosses and each have taught me skills that I have not possessed before. I have experienced working overseas in Washington DC, Bosnia, Croatia and the Falkland Islands, with first-hand experience of working with the Armed Forces on the frontline in Bosnia and Croatia.

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

The pace of the work, my colleagues and not knowing what is going to pop up on the day and surprise you. The satisfaction that we are making a difference in providing enhanced capability for the Armed Forces.

**What's your ambition?**

To be as professional and helpful in my job as possible, enjoy life to the full, not be grumpy (ask my colleagues), and achieve a work life balance.

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

15 Years of delivering Urgent Operational Requirement (UOR) equipment to the Armed Forces, which included the Future Integrated Soldier Technology project, Head mounted Night Vision and VIRTUS, all of which are considered as step change capability for the Armed Forces. Seeing the troops wearing the kit when they are filmed on TV or appear in newspaper articles gives me a real feeling of pride and achievement.



Picture: Ed Low

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

DE&S is going through a big change programme with career development, personal development and professional up skilling key. Part of the programme is to ensure people are at the heart of the changes. DE&S has provided me with practical experience, acquisition skills and professional qualifications in Finance, Project Management, Business management and my anchor function Commercial. There are no procurement jobs out there that match those within DE&S.

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

Coming directly from London to Abbey Wood you can't help but be grateful for an open plan working environment with gardens within the complex.

The onsite gym facilities are accessible and good quality, there are always class activities going on over the lunchtime periods ranging from Zumba to five a side football. This also allows for meeting people and therefore networking.

There is very much more of an ethos of working around individual's personal requirements and therefore more opportunities of flexible working, condensed hours and working from home.

# 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.

DESIDER



Civil Service

## CURRENT VACANCIES

**Commercial Officer** DE&S

Cambridge | £24,362 | Executive Officer / D | Closing date: 10 June 2016

Reference number **1493928** Post type **Permanent** Type of role **Commercial** Hours **37 Hours**

**Job Description:** Duties of the post include the contract management of a range of spares and support contracts; together with the processing of new requirements; provide advice and support on business cases and procurement strategies; and provide general commercial support. The post holder will also be required to maintain various contract data bases and use e-procurement tools.

**QEC Strategic Class Authority – Equipment Manager** DE&S

Bristol | £30,424 | Higher Executive Officer /C2 | Closing date: 12 June 2016

Reference number **1482073** Post type **Permanent** Type of role **Project Delivery** Hours **37 Hours**

**Job Description:** Within Ship Acquisition, the QEC Support team are responsible for the development and implementation of QEC Stage 1 & 2 Support solution and the transition into Surface Ship Support (SSS) Phase 3 Common Support Model within the Maritime Support Delivery Framework (MSDF).

**Finance Higher Apprenticeship (Level 4)** DE&S

Bristol | £19,101 | Administrative Officer / E1 | Closing date: 13 June 2016

Reference number **1493600** Post type **Fixed Term - 18 Months** Type of role **Accountancy, Finance** Hours **37 Hours**

**Job Description:** As a member of the DE&S Finance Higher Apprenticeship Scheme you will learn how DE&S finances, purchases and manages the equipment and supplies it needs to support the Armed Forces. You will work in a project team or Operating Centre, primarily in the DE&S area to gain 'hands on' experience in finance or purchasing and contract management. Day-to-day, your placements will provide the opportunity to learn about all aspects of finance or purchasing and contract management.

**Science and Technology Capability** DE&S

Reading | £30,424 | Higher Executive Officer /C2 | Closing date: 19 June 2016

Reference number **1493777** Post type **Permanent** Type of role **Engineering, Proj Delivery, Science** Hours **37 Hours**

**Job Description:** The post is responsible for the maintenance and delivery of the hydrodynamics and engineering analysis elements of the agreed long-term Science and Technology Programme conducted by AWE (currently known as the Warhead Underpinning Technology Programme).

**Type 26 Global Combat Ship – Production Approval Authority 2b** DE&S

Govan | £30,424 | Higher Executive Officer /C2 | Closing date: 17 June 2016

Reference number **1487161** Post type **Permanent** Type of role **Engineering, Project Delivery** Hours **37 Hours**

**Job Description:** Within D Ships the Ship Acquisition team is a Two Star led team responsible for the delivery and future support in service of the Queen Elizabeth Class (QEC) aircraft carrier programme the T26 Global Combat Ship (GCS) and RN Offshore Patrol Vessels (OPV's). This outcome is enabled by a professional and integrated team ensuring safe and efficient delivery through a transformed Industrial Sector.

**Type 26 Global Combat Ship – Production Approval Authority 3a** DE&S

Govan | £30,424 | Higher Executive Officer /C2 | Closing date: 17 June 2016

Reference number **1487161** Post type **Permanent** Type of role **Engineering, Project Delivery** Hours **37 Hours**

**Job Description:** As above.

## FUTURE VACANCIES

**Subs Engineering** DE&S

Bristol | £30,424 &amp; £37,071 | Estimated launch: Mid July 2016

**Grade** Higher Executive Officer / C2 & Senior Executive Officer / C1 **Post type** Permanent**Type of role** Engineering **Hours** 37 Hours

DE&S' engineers work with industry partners to deliver programmes, provide specialist input to projects, and solve a range of engineering challenges.

**Supply Chain Management** DE&S

Bristol | £30,424 | Estimated launch: Late July 2016

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

Work with a variety of partners to ensure the flow of equipment and support services go to where the Armed Forces need them, when they need them.

**Engineering** DE&S

Barrow | £30,424 &amp; £37,071 | Estimated launch: Early June 2016

**Grade** Higher Executive Officer / C2 & Senior Executive Officer / C1 **Post type** Permanent**Type of role** Engineering **Hours** 37 Hours

DE&S' engineers work with industry partners to deliver programmes, provide specialist input to projects, and solve a range of engineering challenges.

**Project Professionals** DE&S

Bristol | £30,424 | Estimated launch: Late July 2016

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

Project professionals at DE&S can work on complex, interesting and often sensitive projects of great significance across many of the operating areas. There are excellent training opportunities for continued development.

**Project Professionals** DE&S

Barrow | £30,424 &amp; £37,071 | Estimated launch: Mid August 2016

**Grade** Higher Executive Officer / C2 & Senior Executive Officer / C1 **Post type** Permanent**Type of role** Project **Hours** 37 Hours

Project professionals at DE&S can work on complex, interesting and often sensitive projects of great significance across many of the operating areas. There are excellent training opportunities for continued development.

**Engineering - ISTAR** DE&S

Bristol | £30,424 &amp; £37,071 | Estimated launch: Early August 2016

**Grade** Higher Executive Officer / C2 & Senior Executive Officer / C1 **Post type** Permanent**Type of role** Engineering **Hours** 37 Hours

DE&S' engineers work with industry partners to deliver programmes, provide specialist input to projects, and solve a range of engineering challenges.

*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.*

## 60 SECOND SPOTLIGHT

**Name?**

Andrew Montgomery

**Job?**

I am a Commercial Officer for the United Kingdom Military Flight Training Systems (UKMFTS) project team, which is responsible for delivery of fully trained aircrew across all three Armed Services. I am currently responsible for a range of contracts for the Red Arrows, Hawk T2, Air Cadet Gliders and Tucano Basic Fast Jet Trainer Aircraft. I am also helping to lead the Spiral 2 Transformation for the Commercial Function in UKMFTS.

**Your route into DE&S?**

I came into DE&S on the C2 Band Recruitment Campaign for Procurement Managers after being a Rolls-Royce commercial graduate and studying European Legal Studies at the University of Bristol. The attraction of following up on my interests in contract law and international business while working on interesting projects within the Air Domain across the UK and abroad was too good to miss.

**Your claim to fame?**

I help keep the Red Arrows flying with the Royal Air Force Aerobatic Team (RAFAT) and Hawk Majors project team. It's exciting to think that I'm part of making the displays around the world a possibility.

**Your advice to anyone?**

Ask lots of questions and take advantage of the training on offer in the Civil Service!

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

I windsurf and rock climb as well as lots of community work through my church.

**What are you most proud of?**

I can speak fluent Spanish and I'm learning French.

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

My surf board, a good book and a 'how to' guide on long distance swims....

**What irritates you the most?**

When people in the organisation refuse to see the big picture and pull together for a team effort. Arguments over finance or the contract make us forget the service personnel relying on our good and timely decisions.



Picture: Ed Low 

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

Valencia in Spain or the coast line of North West Wales and England.

**Your secret?**

I memorised all of the relevant financial and commercial codes for the Ministry of Defence (MOD) payment system to make paying contractors less time consuming. I'm cool like that.

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

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

# First female civil submariner

— “ —

**The true value of this achievement will emerge in years to come**

Alasdair Stirling  
Head of Future Submarines

— ” —



Above: Sarah Cole

**D**E&S employee Sarah Cole has become the first British female civil servant to qualify as a submariner.

Sarah earned her Dolphins during a three month patrol on board HMS Victorious – a nuclear powered ballistic missile submarine – as part of a Continuous At Sea Deterrence posture referred to as Operation Relentless.

A restriction on female submariners was lifted in 2011 and the first female submariners qualified in 2014.

Sarah, who works as a submarine naval architect for the DE&S Naval Authority Group and sought this opportunity for professional development, is a member of the Royal Corps of Naval Constructors (RCNC) – a civilian organisation and an integrated part of the Defence Engineering and Science Group.

Before the tour Sarah had to undertake submarine escape and firefighting safety training and a seven week Nuclear General Course at HMS Sultan to learn the principles of nuclear reactors and secondary propulsion systems.

Sarah told Desider: “Life on board is dominated by routine. The majority of the boat works six hour watches principally to fit around meal times. For most of the patrol I worked in second watch, 1pm-7pm and 1am-7am every day.

“The insidious nature of sleep deprivation is an abiding memory of patrol. However the occasional little things such as helping the galley make bread brought me some semblance of normality.”

She said food and the gym proved to be important contributors to morale on board.

“The chefs on board do an impressive job with the resources available,” Sarah said.

“The weekly menu would follow a regular drumbeat of curry on Wednesday, fish on Friday, steak on Saturday and a roast on Sunday. Submarine food often has colloquial Jackspeak (naval slang) names such as sweet corn being called smokers teeth and bread rolls being referred to as fat pills.

“The gym was for me, and many others, a temporary escape. A collection of gym equipment and weights were fitted around the missile tubes. Running while staring at a bulkhead required some imagination or an iPad but it was pivotal to morale.”

One of the hardest things for Sarah was being away for such a long period of time and having such limited contact with family and friends.

She said: “Contact from family and friends was limited to one way 120 word weekly messages called familygrams. For most they quickly become incredibly important in providing some connection and reassurance that

everything is OK at home.”

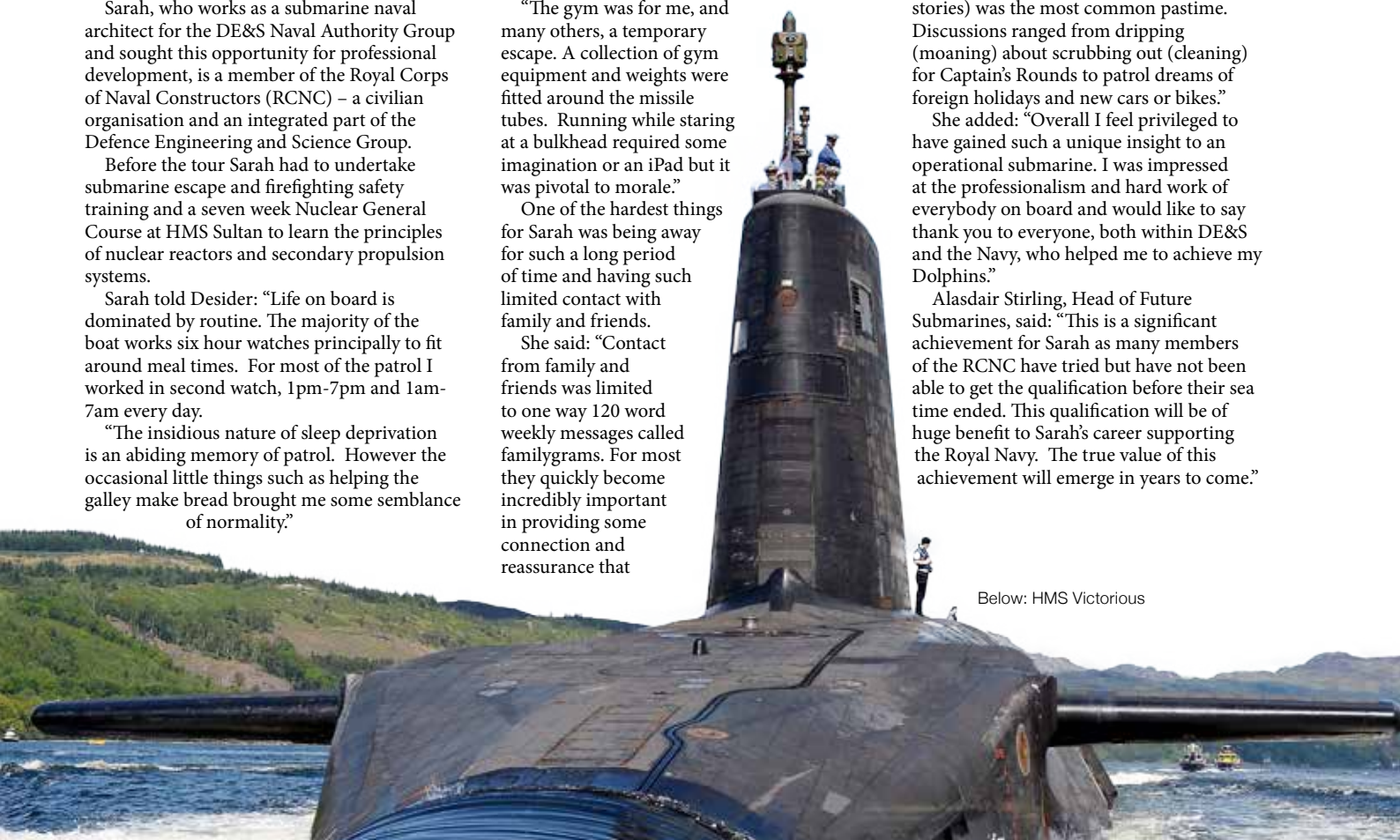
Keeping herself occupied when she was not on watch also proved important.

“Regular pastimes included films, Fifa and music. Additionally there were socials including weekly quizzes, mess dinners and horse racing involving handmade horses and dice. Together as a watch we would see a movie after breakfast on Sundays with chips and chocolate,” Sarah said.

“However spinning dits (telling stories) was the most common pastime. Discussions ranged from dripping (moaning) about scrubbing out (cleaning) for Captain’s Rounds to patrol dreams of foreign holidays and new cars or bikes.”

She added: “Overall I feel privileged to have gained such a unique insight to an operational submarine. I was impressed at the professionalism and hard work of everybody on board and would like to say thank you to everyone, both within DE&S and the Navy, who helped me to achieve my Dolphins.”

Alasdair Stirling, Head of Future Submarines, said: “This is a significant achievement for Sarah as many members of the RCNC have tried but have not been able to get the qualification before their sea time ended. This qualification will be of huge benefit to Sarah’s career supporting the Royal Navy. The true value of this achievement will emerge in years to come.”



Below: HMS Victorious

## DE&amp;S PEOPLE

## Fitter than ever after 12 hour operation to remove brain tumour

**S**ix years ago Tony Riden underwent a 12 hour operation to remove a brain tumour the size of a grapefruit and the idea of running even a short distance seemed impossible.

But as part of his recovery his wife encouraged him to join her jogging and Tony set goals for himself which began with just making it around the block. An added incentive was his daughter Zoe's wedding as he was determined he would walk her down the aisle.

He did just that and incredibly just one year after surgery he ran his first half marathon in Bath.

"It was a long operation and I suffered a massive brain seizure and had to be put in an induced coma for two weeks," Tony, who works in the DE&S Ships Acquisition team, said.

"I was on a Zimmer frame because of muscle wastage and I had to learn how to balance again, it was a very strange time but my wife Dee was wonderful."

He was off work for eight months recovering but incredibly by March 2011 Tony had run the Bath Half Marathon and raised £1,000 for the neurology

ward at Bristol Frenchay where he said his care had been fantastic.

Tony continued running and in 2014 set himself the goal of completing his first marathon when Zoe was diagnosed with breast cancer.

"It was a huge blow but running the Portsmouth Coastal Marathon gave me something to focus on," Tony, 57, said.

"It was really tough because of the wind and mud but I raised £900 for the Bristol Haematology & Oncology Centre (BHOC) and thankfully Zoe has just had her second year clear now."

In April this year Tony took on the Manchester Marathon, this time raising money for the Make-A-Wish Foundation, a charity which arranges experiences for children with life-threatening conditions.

"I had a target of £100 but have been astonished at the generosity of people and have raised £630. I also ran a new PB of 5 hours 5 minutes, although I had hoped to run 4 hours 30."

You can still donate at <https://www.justgiving.com/fundraising/Tony-Riden1>



Above: Tony Riden

## Fundraising for Brain Tumour Charity

**B**onnie Ford from the DE&S Joint Asset Management and Engineering Solutions (JAMES) Delivery Team in Warminster has raised £245.33 for charity.

Bonnie raised the money for the Brain Tumour Charity by baking cakes (£80.33) and running the Plymouth half marathon (£165) on Sunday, April 17.

She said: "It was a hard and

emotional challenge but an amazing experience, and I enjoyed every minute -even the hills! I feel very proud to have been a part of such a fantastic day and raising money for the Brain Tumour Charity."

Right: Bonnie Ford with husband SSgt Andy Ford at the end of the Plymouth half marathon



## ABW RFC reach their first Army Final

**A**bbey Wood Rugby Football Club (ABW RFC) beat the odds to reach their first ever Army Final.

The team, whose players comprise Army, Royal Navy, RAF and Ministry of Defence civil servants, compete in the Army Rugby Union Championship.

The Championship Final was held on April 27 against 11 Signals Regiment at Newbury RFC with many ABW supporters and former players travelling across the country to support their side.

Sadly, despite registering the two best tries of the day, ABW RFC were defeated 49-14 in a physical and entertaining match.

Although disappointed, the team travelled in good spirits to the Flanders

10's rugby tournament, which took place in Belgium in May – a reward for their hard work.

Player Rich Leat said: "I am proud to be able to represent ABW RFC and play

rugby alongside a group of such great friends."

To get involved please email ABW RFC recruitment head James Phillips at [James.Phillips503@mod.uk](mailto:James.Phillips503@mod.uk)

Below: Abbey Wood RFC



# Meet the new Chaplain for MOD Abbey Wood



**R**ev (Wg Cdr) Andrew Jones has been appointed the new Chaplain to MOD Abbey Wood.

This role sees him working as part of the Joint Services Administration Unit providing vital pastoral support as part of the welfare team that looks after the Abbey Wood Service Personnel and their families.

Born in Wales, Andrew spent six years as Curate of Caerphilly before joining the RAF in 1996.

"I have been to all the places you wouldn't want to go on holiday, including Afghanistan, Iraq and the Falklands," Andrew said.

"There has been a mixture of good and bad experiences over the years. I have been stationed where we have lost aircraft and entire crews. I was at Kabul Garrison when convoys were going over landmines – there were some tough times.

"I liked to be proactive – going out to see the troops and making sure they were ok."

Because Andrew was dealing with such trauma he took it upon himself to qualify as a psychotherapist, a discipline in which he has a Masters. It has allowed him in previous roles to hold seminars on a range of topics including

depression and relationship issues.

He said: "The situations I was dealing with such as trauma, stress, depression and marriage issues demanded a higher level of ability and I didn't want to be in a position where I had to pass them on to somebody else when they had come to me for help."

Before joining Abbey Wood on April 4, where he works with part-time officiating Chaplain Karen Jones, Andrew spent three years as Chaplain to the European Joint Support Unit in Belgium.

"I was the one Padre to cover posts between Stavanger in Norway and Izmir in Turkey," he said.

"In terms of numbers it was no bigger than a large camp but the geography was challenging – I had a patch of 18 countries and 31 locations scattered all across Europe!"

"It was my daughter who told me the only way was to take advantage of technology so I set up a Facebook Group, a YouTube account, a blog and Skype and became the first 'Virtual Padre'."

Andrew says Abbey Wood, like all of his posts, offers its own unique challenge.

"Abbey Wood is a very different

## MOTTO

the MOD Lottery  
March 2016 winners

### £10,000

Kelly Payne (Bicester)

### £ 5,000

Philip McQuillan (Aldergrove)

### £ 2,000

Sara King (Bicester)

### £500

Tracey James (Cardiff)

Claire Webb (Catterick)

### £100

Robert Lawrence (Yeovil)

Susan Day (Portsmouth)

Laureano Oro-Campos (Camberley)

Richard Biggs (Andover)

Lee Smith (Fairford)

Kathleen Lamb (Portsmouth)

Frederick Hall (Leeming)

Lee Smith (Fairford)

Bernadette Shield (Whitehall)

Edward Edwards (Carterton)

Helen Hale (Tidworth)

Sarah Dray (York)

Fiona Blake (Plymouth)

Linda Cope (Andover)

Benjamin Harris (Sutton Coldfield)

Diana Smith (Bury St Edmunds)

Alison Williams (Kings Lynn)

Patrick Graham (Beith)

David Welton (Abbey Wood)

Jennifer Biggs (Fareham)

environment. It's Tri-Service, there are civil servants, and while it has a multi faith prayer room there is no church," he said.

"Every community offers unique pressures and differences and myself and Karen are here to offer support to anybody who feels they need it.

"Although I am in uniform I regard myself as a Chaplain for everybody. Our policy is that we will never turn anybody away."

Each Thursday bible study, prayers and coffee are held in the multi-faith prayer room at 7.30am. All are welcome. Andrew would also like to hear from anyone interested in a weekly lunchtime service. He can be contacted at DES-Padre@mod.uk. Read his blog at padreandrew.blogspot.com

# Delivering Capability to the UK Armed Forces'



Finmeccanica is now Leonardo - inspired by the vision, curiosity and creativity of the great master inventor - designing the technology of tomorrow.

Leonardo Helicopter's 'Merlin Life Sustainment Programme' has delivered the first upgraded Merlin Mk3 to the Royal Navy.