

# desider

the magazine for defence equipment and support

Pick up a print  
copy for the new  
Org Chart



**First Tide Class tanker  
arrives on UK shores**

# THE DE&S WAY

THE BLUEPRINT OF THE ORGANISATION

NOW AVAILABLE BY DOWNLOADING THE DESIDER APP



Also available for  
smartphones

Search 'Desider' in  
your app store  
to download



cover image



Pictured: RFA Tidespring arrives in Cornwall

**desider**

[www.gov.uk/government/publications/desider-2017](http://www.gov.uk/government/publications/desider-2017)

**Editor:**

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

**Reporters:**

Laura Martin Plaza, Amy Marsh, Tom Knight, Hannah Carolin, Hannah Wood and Louise Allford

**Photography and Design:**

Andrew Linnett, Charlie Perham, Jack Eckersley, Mark Hawke and Ally Bowman

**Distribution Manager:**

Dick Naughton - 9352 34342 or 0117 9134342  
DES CEO-CorpOC-BusMgr1a@mod.uk

**Printing:**



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

© Crown Copyright

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



# FOREWORD

By Tony Douglas, CEO

I always delight in celebrating our achievements and it was my privilege to play a part last month when I initiated the start of work on HMS Spey – the fifth ship in a fleet of new Offshore Patrol Vessels being built for the Royal Navy.

I am acutely aware that simply pushing a button to start the steel cut for this magnificent vessel must be the easiest part of the entire process, so I salute all those who played their part in making sure this venture will continue to be an outstanding success.

The event exemplified the talent within the organisation and, with that in mind, I would encourage staff to nominate teams that have made an exceptional contribution to Defence in the past year for a Minister of Defence Procurement Award – there are more details on how you can do this on page 14.

A team I'd like to mention in this foreword is the Maritime Supply Chain Improvement Programme. Along with the Royal Navy, I set them the challenge of significantly improving materiel availability for the Royal Navy's vital T23 Frigates and T45 Destroyers and overall they were able to exceed the targets set for them – a tremendous effort.

This was just one of several achievements last month that reiterate this organisation's commitment to procuring the best equipment and support for our Armed Forces.

Our MARS tanker team ensured the 39,000-tonne tanker, RFA Tidespring, arrived in Cornwall for customisation before she joins the Royal Fleet Auxiliary to provide support for warships and the future Queen Elizabeth carriers when they come into service, sustaining the Royal Navy's 24/7 global operations.

Meanwhile, the DE&S F-35 Lightning Team secured a £90 million contract to deliver essential support services until 2020 at RAF Marham in Norfolk for the UK's cutting edge F-35 aircraft.

The DE&S Submarine Programme negotiated a new £1.4 billion contract for the Royal Navy's new attack submarine, the sixth in a total fleet of seven. The submarine, named Agamemnon, will protect the UK's new aircraft carriers and nuclear deterrent.

And three new missile contracts worth a combined £539 million for state-of-the-art Meteor, Common Anti-air Modular Missile (CAMM) and the Sea Viper missile systems were announced, ensuring our Armed Forces have the best equipment available to protect the new carriers and the extended fleet from current and future threats.

Finally, I wanted to mention Nick Semmens in the Corporate Communications department, who successfully completed the energy-sapping Marathon Des Sables.

The dogged determination and mental strength needed to complete this 250km race in the Sahara reflect well the attributes required of our staff on a daily basis!

Enjoy the issue.

\*

*Please note: In line with pre-election protocol that prevents central and local government from making official announcements which could be viewed as advantageous to any candidates or parties ahead of an election there will be no edition of Desider in June.*

*This edition only contains details of announcements, contracts or milestones that took place prior to the beginning of this pre-election period. We will be back with all the DE&S news in July.*

## SENIOR LEADER COMMENT

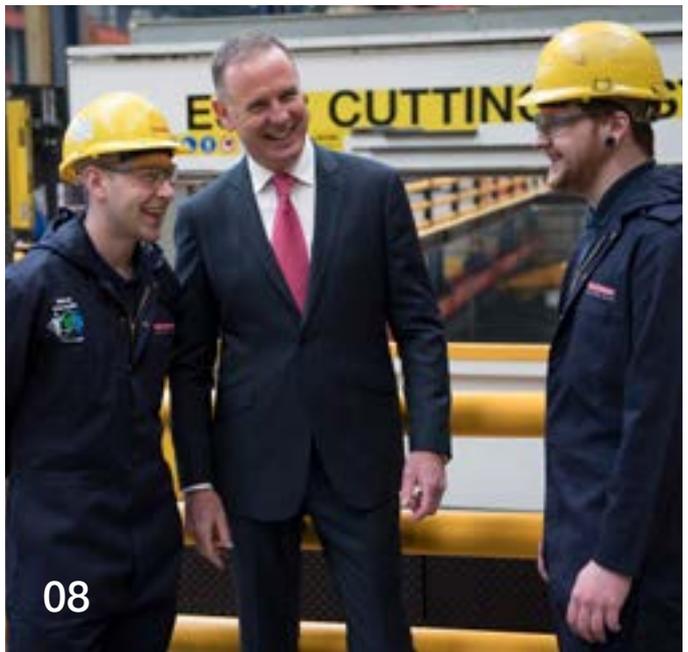
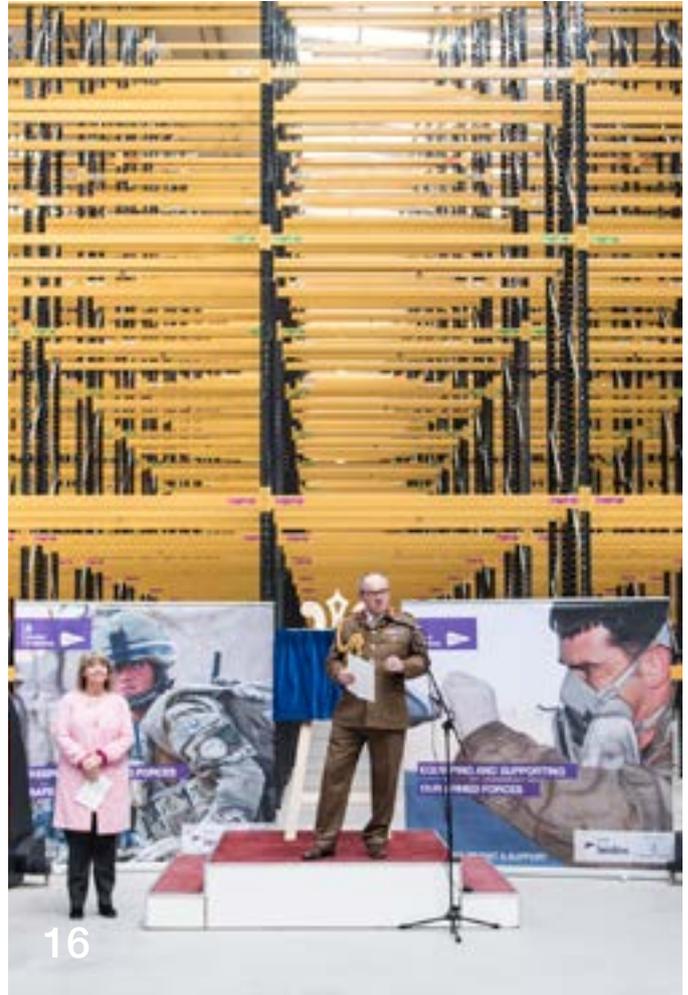
---

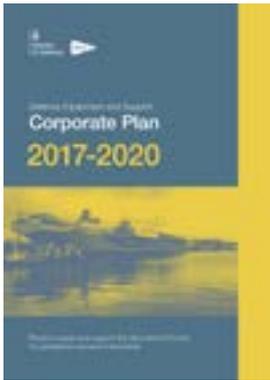
- 06** Pete Worrall, Chief of Materiel (Joint Enablers), talks to Desider about embracing new ways of working, improving the way DE&S does business and the pride he has in his teams

## NEWS

---

- 07** **Protect and serve:** New £1.4 billion contract for the Royal Navy's new attack submarine, which will protect the UK's new aircraft carriers and nuclear deterrent
- 08** **Job-tastic:** Work officially begins in Scotland on fifth new Offshore Patrol Vessel HMS Spey, sustaining 800 jobs and the vital skills needed to build the fleet of next-generation Type 26 Frigates
- 12** **Spring arrival:** The first of the newest support ships procured by DE&S for the Royal Navy, RFA Tidespring, arrives in Cornwall for customisation
- 15** **Cutting-edge support:** DE&S secures a £90 million contract to deliver essential support services for the UK's F-35 aircraft, sustaining hundreds of jobs at RAF Marham until 2020
- 16** **A huge development:** State-of-the-art £83 million logistics centre the size of ten football pitches formally opened by Minister for Defence Procurement Harriett Baldwin
- 18** **Missile medley:** Three new missile contracts worth a combined £539 million for state-of-the-art Meteor, Common Anti-air Modular Missile (CAMM) and Sea Viper missile systems announced
- 19** **Shining a light on support:** Ships OC praised after improving the support required for the Royal Navy's T23 Frigates and T45 Destroyers
- 22** **Joint working:** The UK and France sign agreement launching a joint Concept Phase to investigate options for the next generation of Future Cruise / Anti-Ship Weapons
- 24** **Championing Chinooks:** Mk6 has reached Full Operating Capability (FOC) on time and on budget, giving the RAF one of the largest Chinook fleets in the world





For new Corporate Plan please click here

## FEATURES

- 20 Identifying innovation:** The Armed Forces put hundreds of pieces of new kit and capabilities through their paces as DE&S continues its drive to unearth world-class innovation

## REGULARS

- 26 First Person** - DE&S Protected Mobility Vehicle Portfolio team leader Steve O'Leary on career progression, team pride and almost dropping a £25,000 piece of art
- 28 Jobs** - Desider's latest recruitment pages
- 32 60 Second spotlight** - DE&S consultant systems engineer Ross Young on his love of rugby, why Edinburgh is his favourite city and how he is an abstract artist outside of work
- 34 DE&S People** - DE&S nuclear graduate Heather Fraser shines at the Nuclear Skills Awards, Nick Semmens completes the gruelling Marathon des Sables and the DE&S ISTAR Programme Delivery Group raise £2,000 for a four-year-old with cerebral palsy



MAY 2017

Inside this month

## Pete Worrall, Chief of Materiel (Joint Enablers), talks to Desider about his six years in the role, how DE&S' transformation is proving exhilarating and his pride in his award-winning staff



Picture: David Tucker

I joined DE&S as Director Helicopters in February 2008, following a three-year NATO tour in Germany, where I was the General Manager responsible for Typhoon and Tornado on behalf of the Partner Nations.

In June 2011, I took on the role of Chief of Materiel (Joint Enablers) on a temporary basis, before securing the role via open competition permanently in November 2011. So for nearly six years now I've been responsible for the Joint Enablers domain, delivering diverse equipment and support for the Single Service Commands and the Joint Forces Command.

Last time I had the opportunity to write a Senior Leader Comment, I explained how vital I thought transformation was going to be for DE&S. We're now one month into life within the 'new normal' organisation and we're putting into practice everything we've been planning over the last few years.

It's been a rollercoaster of a ride that started off slowly but has, especially over the last year, gathered pace as we approached 'Match Fit'. It's been eye-opening at times but also exhilarating and rewarding. We're already improving the way DE&S does business based on the hard work and commitment of our staff, from hitting our numbers to putting more 'S' (Support) in DE&S and developing our people and processes.

As we continue to embed the new structure and embrace our new ways of working, my priority is to continue to deliver on my promises to my customers and staff. We've had a challenging but ultimately successful year and my aim is for us to continue our success.

I'm really proud of what the people in my domain do, whatever their function or role and whatever the challenge.

A few highlights that come to mind include supporting our ISTAR (Intelligence, Surveillance, Target Acquisition and Reconnaissance) and helicopter capability around the world.

This would be, specifically, securing Merlin Crowsnest Airborne Surveillance and Ground Based Air Defence design and manufacture contracts, and releasing much needed savings benefits to our customers, without a reduction in capability, throughout the year.

I'm especially proud of the external recognition my teams have received. Hot on the heels of my Helicopters Team winning the Association of Project Management (APM) Project of the Year Award in 2015, in 2016 one of my Helicopters Project Managers won the APM Young Project Professional of the Year. My ISTAR Chemical, Biological, Radiological and Nuclear (CBRN) Team also won the 2016

Civil Service Excellence Award for Project Delivery.

People often ask me why I chose to work in DE&S after completing my NATO tour, which itself required me to leave the Civil Service. For me, as an engineer and portfolio leader, it's the sheer cerebral challenge of leading, delivering and supporting some of the world's most complex and vital capability for our Armed Forces.

Those of us who work in the MOD and DE&S can truly say that their jobs make a real, positive difference on the world stage; it doesn't get much better than that!

— “ —  
 I'm really proud of what  
 the people in my domain  
 do, whatever their  
 function or role and  
 whatever the challenge

— ” —

# £1.4bn deal for RN's new attack submarine



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

**D**E&S has negotiated a new £1.4 billion contract for the Royal Navy's newest attack submarine, the sixth in a total fleet of seven, which will protect the UK's new aircraft carriers and nuclear deterrent.

The submarine, named Agamemnon, is part of the Astute Class, the largest, most advanced and most powerful attack submarines ever to enter service with the Royal Navy. The submarines are being built by BAE Systems in Barrow-in-Furness, Cumbria, which employs around 8,000 people in its submarines business, with thousands more working in the UK submarine supply chain.

The new incentivised contract arrangement will help to save money and demands the best possible work from industry.

Julie Morris, DE&S Submarine Programme Head (pictured), said: "Signing a whole boat contract for Boat 6 is a fantastic achievement which secures commitment from all parties – Ministry of Defence, BAES and Rolls-Royce – to improve their collective performance and deliver the best possible boat to our Royal Navy, in the earliest timeframe.

"This is the culmination of many months of hard work by the Submarine Production team but also required significant input from colleagues across the Submarine Delivery Agency, including Nuclear Propulsion, Combat Systems and the Cost Analysis and Assurance team in Barrow, and, more recently, the fantastic support of the customer and scrutiny communities in Main Building. This was a real team effort."

Construction of the 7,400 tonne, 97-metre long Agamemnon began in 2012, and is well underway in the Devonshire Dock Hall at Barrow, alongside Boat 4 – Audacious, Boat 5 – Anson – and the yet-to-be-named Boat 7.

Their sister submarines, HMS Astute, Ambush and Artful are already in service with the Royal Navy, contributing to operations around the globe.

Rear Admiral Paul Methven, Director Submarines Acquisition for the Submarine Delivery Agency, said: "The signature of this contract secures another world-class nuclear submarine for the Royal Navy. These are the most technologically advanced submarines we have ever operated, offering much greater firepower, better communications and more advanced stealth technology than their predecessors.

"This marks another significant milestone for the Astute programme, that demonstrates the UK's ability to deliver complex engineering projects, providing a fleet of submarines which will protect the UK's interests around the globe."

Featuring the latest nuclear-powered technology, the Astute Class submarines can circumnavigate the world submerged, manufacturing the crew's oxygen from seawater as they go.

They also have the ability to operate covertly and remain undetected in almost all circumstances, despite being 50 per cent bigger than the Royal Navy's current Trafalgar Class submarines, which they are replacing.

Defence Secretary Sir Michael Fallon said: "These are the most advanced submarines ever operated by the Royal Navy and are already providing unprecedented levels of

stealth and attack capability across the world.

"Backed by a rising defence budget and a £178 billion equipment plan, Barrow will remain the hub of our submarine build programmes providing high skilled jobs for years to come."

Alongside work on the Astute Class, BAE Systems is also the industrial lead for the Dreadnought programme, the Royal Navy's next generation of nuclear deterrent submarines.

Will Blamey, Managing Director of BAE Systems Submarines, added: "Securing the contract for the sixth Astute class submarine is a significant milestone for BAE Systems and the result of many years of hard work by our highly skilled workforce.

"The Astute Class submarines are amongst the most highly capable and technologically advanced in the world and we're immensely proud to build them for the Royal Navy."



—“—

The team at DE&S has driven the successful delivery of the OPV programme; the steel cut was a proud moment not only for us, but for the Royal Navy and our industry partners

DE&S CEO Tony Douglas

—”—

# Steel cut sparks excitement in Govan



Pictured: DE&S CEO Tony Douglas presses the button to commence the steel cut on HMS Spey

**D**E&S CEO Tony Douglas travelled to Scotland to signal the official start of work on HMS Spey, the fifth ship in a fleet of new Offshore Patrol Vessels (OPVs) being built for the Royal Navy.

Like her four sister ships HMS Forth, HMS Medway, HMS Trent and HMS Tamar, which are all either under construction or preparing for sea trials, HMS Spey will be built at Govan before she is transferred to the Scotstoun yard, where she will be fitted out for operations.

Work to build HMS Spey and the rest of the OPV fleet is sustaining 800 jobs and the vital skills needed to build the fleet of next-generation Type 26 Frigates, construction of which will begin at Govan in the summer.

Mike Holstead, DE&S OPV and T26 Head, said: "The steel cut of Spey means that all five of our OPV ships are now in manufacture or outfit on the Clyde.

"This is a proud moment for my project team, who have worked tirelessly on the OPV programme to deliver these important ships and pave the way to the production of the Type 26 frigates later this year."

HMS Spey, which will be 90 metres long and displace around 2,000 tonnes, is one of two ships being built under a £287 million agreement signed between the Ministry of Defence (MOD) and BAE Systems in December 2016. She is due to be delivered to the Royal Navy in 2019 and enter service by 2021.

She is expected to carry a 30mm cannon and a flight deck capable of receiving a Merlin helicopter, in support of counter-terrorism, anti-piracy, anti-smuggling and maritime defence operations.

DE&S CEO Tony Douglas, who pressed the button to start the steel cut, said: "The team at DE&S has driven the successful delivery of the OPV programme; the steel cut was a proud moment not only for us, but for the Royal Navy and our industry partners too.

"I am looking forward to continuing this long-standing and close relationship when we begin manufacturing for the Type 26 fleet later in the summer."

Batch 2 Offshore Patrol Vessels have a maximum speed of 24 knots and can sail 5,500 nautical miles before having to resupply.

Minister for Defence Procurement, Harriett Baldwin, added: "The start of work on HMS Spey, the fifth Offshore Patrol Vessel, is another milestone in a significant programme of work which is sustaining hundreds of jobs in Scotland and the vital shipbuilding skills needed to build the Royal Navy's new Type 26 Frigates.

"The on-going successful delivery of these ships is a key element of the Government's ten-year, £178 billion equipment plan to provide the UK's Armed Forces with the kit they deserve."



# NEWS IN BRIEF

## DE&S CEO CHALLENGES INDUSTRY

DE&S CEO Tony Douglas addressed defence industry representatives at a networking event hosted by the oldest serving military charity.

Tony was asked to deliver the keynote speech during the Soldiers, Sailors, Airmen and Families Association (SSAFA) Corporate Friends networking evening last month.

He appealed to industry to be pioneering and bring innovation to the table to ensure we keep one step ahead of our adversaries.

“Change requires pioneers. Change requires innovators. Change requires you”, he said.

“Just as DE&S is seeking to be a procurement agency for the future, so too do we need you to be the Defence companies of the

future.”

He also took the opportunity to highlight his introduction of tools such as the Desider app, Commercial Transformation, The P3M tool suite and the DE&S Way, underlining how industry will benefit from the organisation’s transformation programme if they follow DE&S’ lead.

SSAFA is the longest serving, national tri-service military charity and has been providing lifelong support to service personnel and their families for over 130 years. Their team of over 7,000 volunteers has helped over 61,000 people with practical, emotional and financial care in the last year alone.



## £7.5 MILLION EUROPEAN GRANT



Chris Carpenter (pictured), the Head of DE&S Information, Surveillance, Target Acquisition and Reconnaissance (ISTAR) Programme Delivery Group 3, has signed two European Grant Agreements that will provide up to £7.5 million of funding over the next four years.

This funding will support Project Marshall, a 22-year programme updating and sustaining pan-MOD Terminal Air Traffic Management (ATM) facilities, specifically the implementation of Short-Term

Conflict Alert (STCA) and replacement of the MOD’s ageing ATM radios.

These projects will be co-funded by the Trans European Transport Network, under the auspices of the Single European Skies (SES) Programme, which aims to meet airspace capacity needs, enhance safety and

interoperability and reduce environmental impact.

The funds are managed by the European Commission’s Innovation and Networks Executives Agency (INEA), whose staff assisted MOD personnel in obtaining the payments. The MOD is expecting the first payment imminently.



Co-financed by the European Union

Trans-European Transport Network (TEN-T)

## FIRST UK POSEIDONS ORDERED

The first two P-8A Poseidon aircraft for the UK Armed Forces have been ordered under a \$2.2 billion contract signed between the US Navy and Boeing.

In July last year the MOD confirmed plans to purchase nine of these Maritime Patrol Aircraft for the RAF, which will be based at RAF Lossiemouth in Scotland from 2020.

The aircraft, based on the Boeing 737 commercial airliner, offers the most advanced anti-submarine, anti-surface warfare and intelligence, surveillance and reconnaissance capabilities.

It will play a vital role in

protecting the UK’s nuclear deterrent and two new aircraft carriers.

They will be able to locate and track hostile submarines, and will enhance the UK’s maritime Search and Rescue capability.

The UK aircraft are being purchased from the US Government via a Foreign Military Sale.

This latest contract placement will see the US Navy receive a further 11 aircraft and the Royal Australian Air Force expand its current fleet by four.

The UK’s first two P-8A aircraft are due to be delivered in 2019.



# HMS WESTMINSTER REVAMPED

HMS Westminster is back at sea marking the end of one of the most comprehensive and complex revamps in the frigate's 24-year life.

The major overhaul saw more than 800 engineers, technicians and shipwrights from BAE Systems swarm over the ship in Portsmouth Naval Base to prepare her for the final decade of her life.

They were joined by ever-increasing numbers of the ship's company, who have this week taken Westminster to sea on trials – the first step in the road back to rejoining the front-line fleet.

The overhaul of the Type 23 frigate, which enjoyed a Rededication Ceremony in March

(pictured), included updating both its radar system and Air Defence systems, servicing of the main 4.5in gun, an overhaul of the engines and machinery, and a facelift for the mess and communal areas.

The hull was cleaned and repainted with anti-fouling paint to prevent marine life attaching itself to the ship.

Westminster is one of three Type 23s to emerge from similar major overhauls simultaneously. HMS Montrose and HMS Argyll were revamped in their native Devonport.

The latter will go on to be a trials vessel for Sea Ceptor missile system.



# NEW SUBMARINE AGENCY IN PLACE

The new organisation for procurement and in-service support of nuclear submarines within DE&S has been stood up.

Establishing the Submarine Delivery Agency (SDA) is a key milestone in implementing the Government's Strategic Defence and Security Review commitment to create a world-class, enduring submarine enterprise.

During the next 12 months there will be a carefully controlled transition of accountability from DE&S to the SDA to enable full executive agency status to be obtained no later than April 2018.

The SDA will be led by Vice Admiral Simon Lister, as Chief of Materiel (Submarines), pending the appointment of the permanent CEO SDA through a competitive process.

The Ships Domain will be led by Sir Simon Bollom, who will take the Chief of Materiel (Ships)

role as a civilian on an interim basis.

DE&S CEO Tony Douglas said: "I'd like to thank Vice Admiral Simon Lister for the dedication he has shown during the past four years as CoM (Fleet) and I have no doubt will continue in the interim role as CoM (Submarines).

"I am also delighted to welcome former CoM (Air) Sir Simon Bollom back to DE&S into the newly formed CoM (Ships) role.

"The formation of the SDA is an important milestone for DE&S and helps focus effort on delivering our SDSR commitments.

"We will continue to implement DE&S transformation within the SDA, including the new performance and reward strategy which will equally benefit DE&S and SDA staff."



# INSPIRING INNOVATION EVENT



As a significant step in the implementation of the DE&S Innovation Strategy, on May 17-18, Inspiring Innovation 2017 will give MOD Abbey Wood a different look and feel.

This event, the first of its kind in defence, will see the word 'innovation' brought to life for DE&S with stories, talks, market stalls, demonstrations, food, workshops and more.

The event is centred on three key messages: innovation is more than technology – people and processes are key, encourage and support others in thinking

outside the box – this is a safe place to voice ideas, and seek and implement best practice for DE&S wherever it is found.

It will also see the launch of the DE&S Innovation Portal and the use of a 'hackathon' to develop a DE&S ideas scheme, which will incorporate existing ones. There will be plenty of events on May 17 which can be booked in advance, along with thought-provoking TED talks open to all to join in.

Teams wishing to exhibit at the market stall event on May 18 should contact DESTECH-InnovationStrategy@mod.uk



# Arriving on a spring tide

The first of the newest support ships procured by DE&S for the Royal Fleet Auxiliary (RFA), Tidespring, arrived in Cornwall from South Korea last month for customisation, helping to sustain UK jobs.

The 201 metre long, 39,000-tonne tanker, which can carry up to 19,000 cubic metres of fuel and 1,300 cubic metres of fresh water, will join the RFA, a civilian-manned fleet which provides support for warships, helping the Royal Navy to maintain its operations 24/7, 365 days a year, around the world.

RFA Tidespring is the first of a fleet of four

Tide Class tankers, which will all be taken through customisation in Falmouth. She will now undergo an intense programme of work at the A&P shipyard, and is expected to enter service before the end of the year.



The new Tide Class tankers will provide key support to the Queen Elizabeth Class carriers when they come into service, alongside the wider fleet.

The tanker's arrival marks the culmination of a long and, on occasion, challenging period for the DE&S Tide Class (MARS) Tanker project team – some of whom have dedicated more than 15 years of their working lives to the delivery of the vessels.

Platform manager Jonathan Adams (pictured inset left) is part of the team which is comprised of just over 30 staff.

He said: "What is common amongst everyone on the team is their loyalty and dedication. All the team pulled together to deliver four world class naval auxiliary tankers to the Royal Fleet Auxiliary. This has been a truly remarkable effort by an inspirational group of people who represent all the talent and professionalism that DE&S has to offer."

The customisation work is helping to support around 300 jobs at A&P Falmouth. The UK work content in the wider Tide Class

programme is worth around £150 million, sustaining further jobs at 27 UK-based companies. The project is being delivered well within budget by the MOD.

Systems to be installed in Falmouth include the communications equipment, self-defence weapons and armour needed to allow the ship to operate in the most challenging environments.

The Tide Class has a flight deck able to accommodate the large Chinook helicopter and offer significant improvements over previous RFA tankers, such as double hulls and greater environmental protection measures.

The tankers can travel at speeds in excess of 15 knots and have a range of more than 8,000 nautical miles.

Vice Admiral Simon Lister, who led procurement of the Tide Class at DE&S, said: "RFA Tidespring will be a familiar and reassuring presence for Royal Navy ships as they undertake missions in defence of the UK's interest."

"The continued successful delivery of

Pictured: RFA Tidespring sails into Cornwall last month



Pictures: Andrew Linnett



Pictured: Back L to R: Ashley Walker (DE&S graduate), Chief Officer Mick Hadfield and Chief Officer Miles Lewis (NCHQ), Ian Brinklow, Jason Lapham, Dave Dickinson, Nigel Andrews (all DE&S), Capt Terry Edwards (Chief Engineer – NCHQ), Huw Doman, Trevor McKerlich, Ian Tuck (all DE&S). Front L to R: Chris Cha (Daewoo Shipbuilding & Marine Engineering Co. (DSME)), Robin Boulby (DE&S TL), Capt Jim Collins (Onsite Superintendent), Capt Duncan Lamb (Chief Officer and now Commodore of the Royal Fleet Auxiliary), David Farmer (DE&S Commercially Supported Shipping - Hd), Chris Osborne (DE&S), Bogdan Kim (DSME), Eddie O'Brien (DE&S), YS Kim (DSME).



The galley, and below, the bridge on board Tidespring which has a ship's complement of 109 people



the Tide Class programme, meeting all requirements and under budget, stands as a testament to the excellent working relationships which DE&S has built with suppliers in the UK and around the world."

The arrival is also a significant milestone in the 'Year of the Navy', which will see the debut in Portsmouth of the first of the Queen Elizabeth-Class aircraft carriers, the start of construction for the fleet of new Type 26 Frigates and the opening of the first permanent Royal Navy base east of Suez in more than half a century.

Minister for Defence Procurement Harriett Baldwin said: "RFA Tidespring's UK arrival is a key milestone in 2017, the Year of the Royal Navy, which will also see the MOD develop world-class ships and submarines in support of Britain's role as a leading naval power.

"Backed by a rising Defence budget, the delivery of the Tide Class tankers is a crucial element of the Government's £178 billion plan to ensure our Armed Forces have the equipment they need."



Pictured: Harriett Baldwin, Min(DP), with the eight Award winners, Innovation of the Year Award winner and Special Award winner at last year's Awards ceremony

# 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?

Minister (DP), Harriett Baldwin, sponsors the Minister (Defence Procurement) Acquisition Awards and would like to invite nominations for this year's awards. 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 working in or in support of Defence Acquisition.

The awards take into account:

- Successful delivery
- Difficulty of objectives
- Contribution to defence capability
- Value for defence, including value for money, saving lives, time reduction, simplifying process, introducing new policy, increasing efficiency and long term effectiveness
- Innovative working
- Contributing to best practice within the acquisition community across the MOD.

Continuing the Department's focus on innovation, there is a specific 'Innovation of

the Year' award. In addition, there are likely to be awards for excellence in the following categories: Capability Development, In Service Support, Infrastructure and Acquisition Enablers, including policy development.

Nominations are invited from teams across the whole of the MOD, including the Front Line Commands (FLC), Head Office and Corporate Services (HOCS), Defence Equipment and Support (DE&S), Submarine Delivery Agency (SDA), Defence Infrastructure Organisation (DIO), Information Systems and Services (ISS) and Defence Science and Technology Laboratory (Dstl), and those in functions that enable acquisition (human resource, 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. Nominations are, therefore, welcomed from teams who are recipients of or who have applied for other commendations such as DE&S CEO Commendation, CSA Commendation or DIO Awards.

The Minister will present this year's awards on November 28 2017, in the Main Conference Room at MOD Main Building with a reception in the Memorial Courtyard. Each team will receive a framed certificate, signed by the Minister. Trophies will also be awarded for the 'Innovation of the Year' award and for a special award to the team who has demonstrated an outstanding achievement in acquisition. These awards will be announced at the ceremony on the day.

Applications should be made via DIN 2017DIN09-009. Further information can be obtained from Alyson Rees, ASA-Awards, Tel: (9)612 86865 or 020 721 86865, or email: ASA-Awards@mod.uk.

**The closing date for nominations is June 16, 2017.**

# F-35 support boosted



Pictured: CGI of new facility at RAF Marham  
Below: Defence Secretary, Rt Hon Michael Fallon with the US Secretary of Defense Jim Mattis during a press conference at Lancaster House

The Ministry of Defence (MOD) has announced a £90 million contract to deliver essential support services for the UK's cutting edge F-35 aircraft until 2020.

The contract, which will sustain hundreds of highly skilled jobs, will provide maintenance, repair and upgrade services, training services and logistic planning services at RAF Marham in Norfolk, the future home of the UK's F-35B Lightning II squadrons.

Defence Secretary Sir Michael Fallon announced the investment to support the UK's new F-35 Lightning aircraft when he hosted US Secretary of Defense Jim Mattis last month.

The F-35 programme is a joint undertaking with the US and other nations that will deliver the cutting-edge aircraft to British and American Armed Forces.

The support services contract builds on a previous investment of £167 million in RAF Marham, announced a year ago, which started construction of three new state-of-the-art buildings at the base. With construction now well under way, this latest contract will support the services that will be operated out of these facilities.

Andy Hewitt, deputy head of the DE&S Lightning team, said: "I am very proud of how the Lightning team have worked closely with industry to deliver this contract which will help support the UK's cutting-edge F-35 aircraft.

"This contract will provide vital maintenance, repair and upgrade services

whilst building on the £167 million investment at RAF Marham."

The contract was placed through the F-35 Joint Program Office with Lockheed Martin, who in turn are partnering with BAE Systems, to support the delivery of the training of both F-35 pilots and aircraft maintenance personnel; the coordination of logistics to support the aircraft, such as the ordering of spare parts; and aircraft maintenance.

DE&S Chief of Materiel (Air), Air Marshal Julian Young, said: "We are gearing up to welcome our first F-35 aircraft to the UK next year, and this support contract will ensure we have world-class facilities and services in place to sustain our most advanced aircraft. "Working closely with our industry partners, UK Defence will be able to operate and maintain a battle-winning fleet of jets, deployable anywhere in the world."

Sir Michael Fallon said: "Nothing demonstrates the strength of our relationship better than our joint work on the most advanced combat aircraft in the world – the F-35.

"This additional investment at RAF Marham will ensure that we have a formidable fighting force that, at a time of growing danger, will help us work with our US partners to promote international peace and security."



—“

I am very proud of how the Lightning team have worked closely with industry to deliver this contract, which will help support the UK's cutting-edge F-35 aircraft

Andy Hewitt, deputy head of the DE&S Lightning team

—”



A huge state-of-the-art £83 million Ministry of Defence (MOD) logistics centre has been formally opened by Minister for Defence Procurement Harriett Baldwin.

The 80,000 square metre Defence Fulfilment Centre (DFC) in Shropshire is the size of ten football pitches and will be a central hub for the storage and distribution of Defence's £30 billion inventory, including spare parts, food, clothing and medical supplies.

The centre will revolutionise the way our Armed Forces are supported across the world and streamline distribution and storage, delivering savings of around £500 million to the MOD by 2028.

Delivered to time and on budget, the DFC consists of two warehouses and a support building. The facility, managed by Kuehne + Nagel on behalf of Team Leidos, will use new warehouse management systems to maximise value for money and manage the complex supply chains of the 21st century.

Roger West, DE&S Director Logistics Delivery, said: "The opening of the DFC, on time and on budget, stands as a testimony to the investment and hard work by both the Logistics Delivery Operating Centre and Team

# A revolution in

Leidos in bringing this project to fruition.

"It is an excellent example of how teams, from the public and private sectors, can work together successfully to deliver a shared outcome. Completion of the DFC is a huge achievement, but is only one part of the transformation of our supply chain. I am confident that, by continuing to work together, we will deliver an improved service to our Armed Forces, wherever they are."

Alongside special environmental storage, the DFC's automated storage and retrieval system will be capable of picking more than 1,000 items an hour.

Lieutenant General Paul Jaques, Chief of Materiel (Land), said: "The Defence Fulfilment Centre will transform the way we support our servicemen and servicewomen. Contribution to Operational Readiness through the provision of supplies and commodities to our

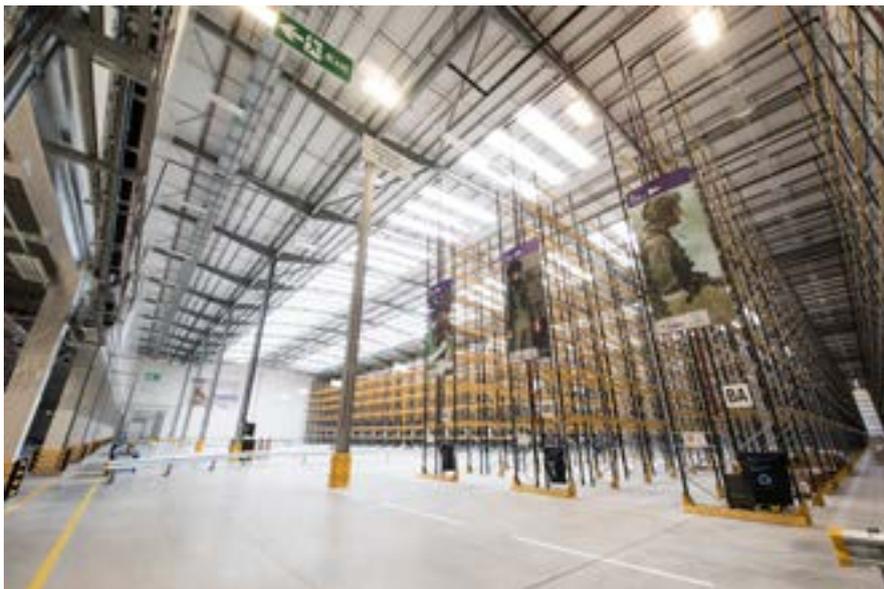
Armed Forces will be on a par with industry best practice as a result of this investment in state-of-the-art facilities.

"The opening of this centre on time and on budget is testament to the close and positive collaboration between DE&S and Team Leidos. I very much look forward to seeing this fabulous facility fully operational in 2019."

The site has been opened as part of the Logistic Commodities and Services Transformation (LCST) programme, which aims to deliver our Armed Forces what they want, when and where they want it as efficiently as possible.

The programme is being delivered collaboratively by the MOD and Team Leidos and will build an efficient and agile support network with the ability to support current and future military operations.

Minister for Defence Procurement, Harriett



Left: Minister for Defence Procurement opens the Defence Fulfilment Centre in Donnington  
 Above top: The vast 80,000 square metre centre will be a central hub for the storage and distribution of Defence's £30 billion inventory.  
 Below: Lieutenant General Paul Jaques, Chief of Materiel (Land) chats with the media



# storage

Baldwin, said: "The Defence Fulfilment Centre in Donnington will transform the way we store and distribute essential supplies to the Armed Forces who keep us safe. Supported by our rising defence budget, this £83 million investment and partnership with leading logistics specialists is concrete evidence of our determination to give our personnel the very best support wherever they are in the world."

Leidos Chairman and Chief Executive Officer, Roger Krone, added: "The completion of the Defence Fulfilment Centre is an important milestone in our strategic plan to deliver enhanced information technology and logistics services to the Armed Forces."

"This state-of-the-art facility is a conduit to ensuring front-line troops can get what they need, when they need it, by offering a more efficient and effective processes across the supply chain."



The opening of this centre on time and on budget is testament to the close and positive collaboration between DE&S and Team Leidos. I very much look forward to seeing this fabulous facility fully operational in 2019

Lieutenant General Paul Jaques  
 Chief of Materiel (Land)



Defence Secretary Sir Michael Fallon, announced three new missile contracts worth a combined £539 million for state-of-the-art Meteor, Common Anti-air Modular Missile (CAMM) and Sea Viper missile systems at MBDA Stevenage.

The deal, negotiated by DE&S, ensures our Armed Forces have the best equipment available to protect the new Queen Elizabeth Class Carriers and the extended fleet from current and future threats.

Richard Smart, DE&S Director Weapons, said: "This latest package of weapon development, production and support contracts, involving systems integrated on both air and maritime platforms, is a fantastic example of the work we do in support of the UK's Armed Forces and the close involvement we have with other operating centres across DE&S."

"The three weapons project teams, supported by specialists in enabling teams such as the Defence Ordnance Safety Group, have done a great job in getting us to this stage."

The half a billion-pound contracts will sustain over 130 jobs with MBDA in the UK, with missile modification and service support being carried out in Stevenage, Henlow, Bristol and Bolton.

Tony Douglas, DE&S CEO, said: "Work on these cutting-edge missiles, which will help to protect the UK at home and abroad and secure jobs across the country, demonstrates the importance of Defence investment. That is why, working closely with our industry partners, we continue to drive innovation and value into everything we do, securing next generation equipment for our Armed Forces at the best possible value for the taxpayer."

As part of a £41 million contract, the Meteor air-to-air missiles will arm the UK's F-35B Lightning II squadrons. It will provide the Royal Air Force and Royal Navy with a world beating missile that can engage with targets moving at huge speed and at a very long range. The weapon will enter service on Typhoon with the RAF in 2018 and the F-35B from 2024, and will be used on a range of missions, including protecting the Queen Elizabeth Class Carriers.

Meanwhile, a £175 million in-service support contract for the anti-air Sea Viper weapon system will ensure that the Royal Navy's Type 45 Destroyers can continue to provide unparalleled protection from air attack to the extended fleet. Under the

contract, the missiles will be maintained, repaired and overhauled as and when required to ensure continued capability. The Sea Viper missile defends ships against multiple threats, including missiles and fighter aircraft.

The final contract is a £323 million deal to



Air Defence capability by replacing the in-service Rapiers system.

Defence Secretary, Sir Michael Fallon, said: "This substantial investment in missile systems is vital in protecting our ships and planes from the most complex global threats as our Armed Forces keep the UK safe."

"Backed by our rising Defence budget, these contracts will sustain high-skilled jobs across the UK and demonstrate that strong defence and a strong economy go hand in hand."

Dave Armstrong, Managing Director of MBDA UK, added: "MBDA is delighted by the continued trust placed in us by the Ministry of Defence and the British military. The contracts will help to secure hundreds of high-skilled people at MBDA UK and in the UK supply chain, maintaining the UK's manufacturing base and providing us with a platform for exports."

purchase the next batch of cutting-edge air defence missiles for the British Army and Royal Navy, will offer increased capability at a lower cost.

Designed and manufactured by MBDA UK at sites in Bolton, Stevenage and Henlow, the next-generation CAMM missile will provide the Armed Forces with missiles for use on sea and on land. CAMM has the capability to defend against anti-ship cruise missiles, aircraft and other highly sophisticated threats and will provide the anti-air defence capability on the new Type 26 Frigates for the Royal Navy. It will also form part of the Sea Ceptor weapon system on the Type 23 Frigate, as well as enhance the British Army's Ground Based

# £539 million missile contracts announced

# A roaring success for T23 and T45 materiel availability

The Ships Operating Centre (OC) has been praised after improving the support required for the Royal Navy's Type 23 Frigates and Type 45 Destroyers – the backbone of the fleet.

The Maritime Supply Chain Improvement Programme (MSCIP) was set the significant challenge of improving materiel availability for these platforms by at least 20 per cent during the last year by DE&S CEO Tony Douglas and Second Sea Lord Vice Admiral Jonathan Woodcock.

The project, named Aurora after the supply ship SY Aurora that supported Sir Ernest Shackleton's Antarctic expeditions a century ago, has illustrated the value of the team and its persistent focus to deliver success.

And focused intervention, imaginative thinking and hard work from the Ships OC staff, the units and industry helped deliver a 23 per cent improvement for T23s and an impressive 36 per cent improvement for T45s.

This improvement has been across the board, from essential kit to gas turbine engine

maintenance and navigation radars, as well as the delivery of everyday essentials like paint and ropes, which allow sailors to do their job.

Captain Charles Evans Royal Navy, Head of MSCIP, said: "The Ships Operating Centre inventory, technical and commercial staff have worked collaboratively with supply chain logisticians at sea to get more of the stores the fleet needs across the gangway on time. It's all about increasing equipment availability and enhancing the lived experience of our Navy colleagues out there right now."

The challenge reinforced DE&S' commitment to more 'Support' in the organisation and the key focus in the Maritime Domain and Navy Command to improving support to the fleet – especially around the availability of stores.

Neal Lawson, DE&S Director Ships Support, said: "Driving down the number of Demands Passed Required Delivery Date for T45 and T23 has been enormously challenging. All functions have worked together to deliver an outstanding success."

He added: "Navy Command Headquarters' commitment of staff has also been vital. More contracts are in place. More orders have been placed and more deliveries have taken place. The 'S' has well and truly been put in DE&S."

This year, while continuing to increase materiel availability across the fleet, the team intends to apply many of the principles of Project Aurora to improve support for submarines.

DE&S CEO Tony Douglas said: "The Maritime Supply Chain Improvement Programme were set a significant challenge of improving materiel availability for Type 23 Frigates and Type 45 Destroyers and exceeded the demands made of them. I know they are keen to keep on improving the support provided to the Royal Navy. This determination is typical of teams I have encountered within DE&S. Whether focused on acquisition or support, there is a clear ambition to provide the best equipment and support for our Armed Forces".

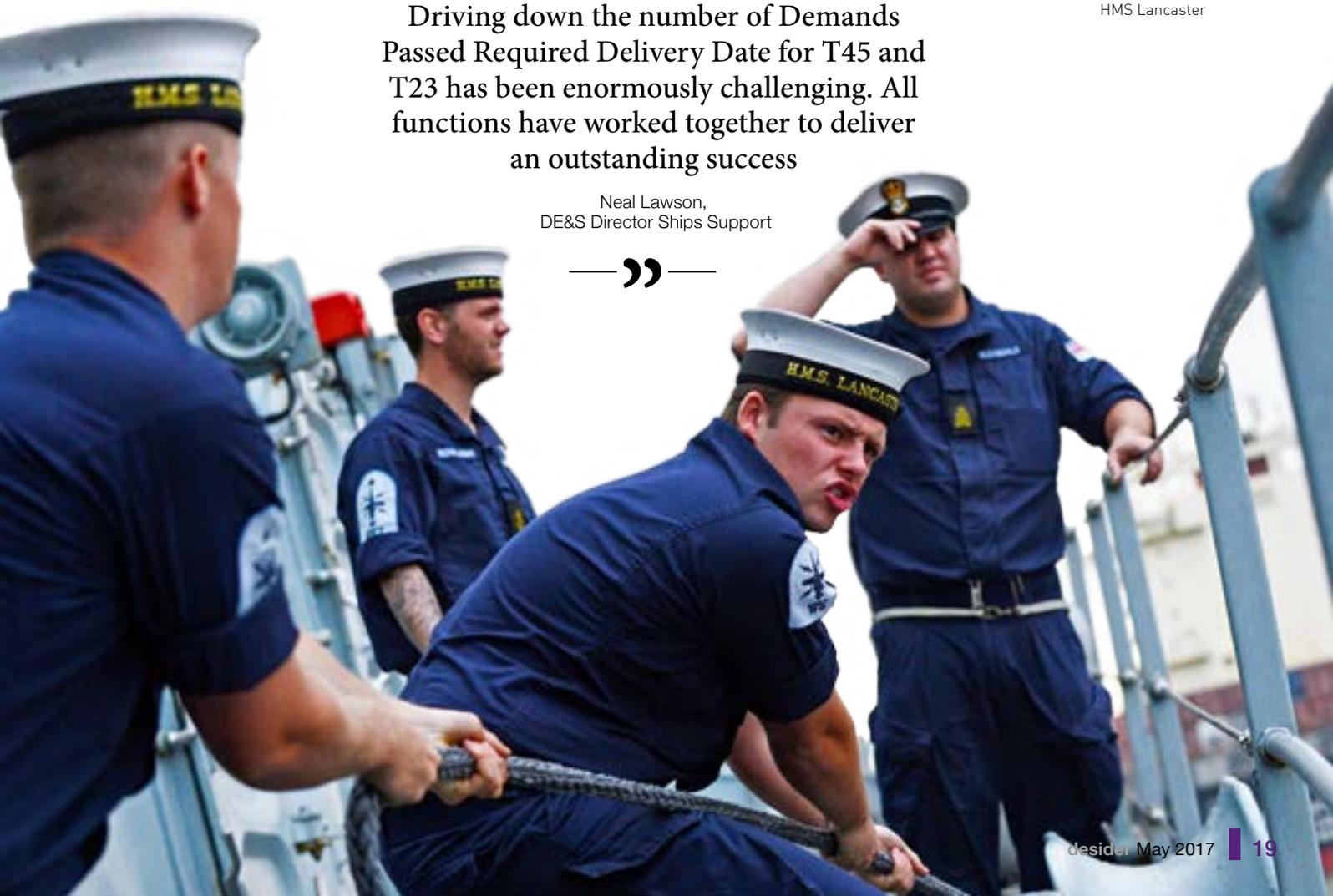
— “ —

Driving down the number of Demands Passed Required Delivery Date for T45 and T23 has been enormously challenging. All functions have worked together to deliver an outstanding success

Neal Lawson,  
DE&S Director Ships Support

— ” —

Pictured: Sailors at work aboard the Type 23 Frigate HMS Lancaster



The Black Hornet 2 nano unmanned aerial vehicle (UAV) is put through its paces

# On t out for inn

Members of the Armed Forces have put hundreds of pieces of new kit and capabilities through their paces as DE&S continues its drive to unearth world-class innovation.

The DE&S Technology Office managed Army Warfighting Experiment 2017 (AWE17) on behalf of Army's Head of Capability Combat, allowing major companies, Small and Medium-sized Enterprises and even 'innovators in their garden shed' to show off their wares.

The aim of the event was to give the Ministry of Defence (MOD) a wider insight into what type of systems, technology and equipment are available and help inform Army Headquarters when it comes to future procurement decisions.

To aid the process, 15 US exchange troops, who had staged similar projects in the past, were brought in to work alongside their UK counterparts.

AWE received 275 initial submissions for problems, set by the AWE team with 72 products from a self-sterilizing water bottle and a 56 foot 'EasiBridge' making the final cut

at the end of March.

That concluding stage saw more than 200 personnel from 1st Battalion The Mercian Regiment, 51 Squadron RAF Regiment and 45 Commando Royal Marines get their hands on the kit to try it out on Salisbury Plain in Wiltshire.

AWE culminated in a day of demonstrations and industry stands set up around the village of Copehill Down on Salisbury Plain, where visitors, both from the military and industry, were able to see the equipment at first hand and to talk to the specialist manufacturers and troops involved.

James Morris, Land Section Head with the DE&S Tech Office, said: "The intent of AWE has been to draw out from industry as many technologies as possible to try and meet some of the emerging requirements within the Army. We have worked on a non-competitive commercial tender basis to allow the smaller subject matter expert companies to participate alongside larger companies, something which small industries are not familiar with when engaging with the MOD.

"AWE has been a huge success and

hopefully what we have learnt will be offered up to inform future procurement activities."

Lieutenant Colonel Nick Serle, Commanding Officer, Infantry Trials and Development Unit (ITDU), added: "Industry has been very generous in its commitment to the Army Warfighting Experiment 2017. Together, we have formed a mutually beneficial partnership: industry has been able to put their equipment in the hand of users during a month-long force on force experiment, while the British Army has been able to experiment with the latest technology in order to seek novel ways to create a competitive advantage.

"It has been most humbling to see so many industry partners working together to integrate solutions to help the Army's experimentation. The Army plans to run regular Army Warfighting Experiments."



ting Experiment 2017

# he look ovation



A soldier carries a colleague on an abseiling system



Major General Robert Talbot Rice , DE&S Director Land Equipment, views one of the latest off-road vehicles

One developer taking part in the experiment produced a two-part lift and pulley system, designed to create an efficient and practical method for rescuing a casualty, such as a driver, navigator or commander, either through the turret or the rear door of an armoured vehicle.

Called the Armoured Casualty Evacuation Rescue System (ACERS), the life saving capability has the potential to take vital minutes off of the time it would take to get the casualty out of a damaged vehicle and to medical aid.

The inventor of the system, Paul Bateman, an ex-soldier of 22 years' service, now runs his one man business from Hereford and believes his military experience has given him an insight into the requirements of the product. He is delighted that he has been able to get ACERS tested by the very people who may use it in the future.

He said: "I've set the system up in the office and tested it with my wife lifting my weight. I have also used it in a mocked up vehicle but the AWE has given me a unique opportunity to get my product tested in the field."





Pictured: British and French project staff with MBDA's Dave Armstrong and CEO Antoine Bouvier, centre, observe Min(DP) and the Délégué Général pour l'Armement sign the Agreement to launch the Concept Phase for a new UK/FR Future Cruise/Anti-Ship Weapon

# UK and France sign new weapon agreement

The UK and France have signed a Technical Agreement launching a joint Concept Phase to investigate options for the next generation of Future Cruise/Anti-Ship Weapons (FC/ASW). This Concept Phase will be delivered by MBDA Group (UK and France) and will draw on mutually beneficial national technical expertise within both nations.

FC/ASW is planned to replace and improve UK capabilities currently provided by the Storm Shadow and Harpoon weapon systems in the deep strike and anti-ship roles. The Concept Phase is a key constituent of the 2010 UK/French Lancaster House treaty, in which the UK Prime Minister and French President agreed to take forward a wide range of cooperative capability initiatives.

This phase will see the UK and France working closely together over the next three years to deliver the evidence both nations require to progress into the subsequent phase.

It will examine, de-risk and develop a range of missile concept options, sub-systems and technologies, in order to inform an Initial Gate decision in 2020. Each nation will contribute 50 million Euros to this phase with work to be

shared on a 50/50 basis.

This latest weapon cooperation with France was led in the UK by DE&S' FC/ASW team within the Weapons Operating Centre.

Team Leader James Shearer said: "The signing of the FC/ASW Technical Agreement and subsequent start of the Concept Phase represents a massive achievement by the joint UK and French FC/ASW stakeholder community, which includes Weapons, Evaluation & Capability Assurance (WECA), DE&S, the French Direction Générale de l'Armement (DGA), Defence Science and Technology Laboratory (Dstl) and MBDA.

He added: "This marks the start of a truly exciting and far reaching project, which will lead to the delivery of a range of key military capabilities for both nations. Working cooperatively this early in a Concept Phase, with multiple user requirements under development and a correspondingly large scope of candidate concepts, technologies and platforms, comes with a range of complex challenges that will need to be carefully managed and governed. However, my experience to date in working with our UK, French and industry colleagues gives me

every confidence and I am looking forward to delivering the project's objectives over the next three years".

Minister for Defence Procurement Harriett Baldwin made the announcement alongside her French counterpart Laurent Collet-Billon.

Speaking at the signing event in one of Main Building's Historic Rooms, she said: "Our relationship with France is strong and enduring. We have a long history of cooperation in defence and security with our European ally".

This example of UK/French cooperation is just the latest chapter in an impressive sequence of projects in the Complex Weapons sector.

Commenting on the benefits that this approach brings the MOD's Complex Weapons Senior Responsible Officer, Dr Dai Morris, head of WECA, added: "Working with France not only enables us to benefit from each other's considerable operational experience in the missile sector. It also allows us to work more effectively with our European industrial partners – notably through MBDA's new Centres of Excellence".

# desider



**DOWNLOAD THE  
DESIDER APP NOW**

**SEARCH DESIDER IN YOUR APP STORE**



The latest variant of the hugely capable and operationally successful Chinook helicopter, the Chinook Mk6, has reached Full Operating Capability (FOC) on time and on budget, giving the RAF the third largest and one of the most capable Chinook fleets in the world.

The order for 14 new Chinook Mk6 helicopters was announced in 2011 and FOC was formally declared by Director Support, Army Command on time, just six years later.

This investment of almost £850 million has increased the UK's Chinook fleet to 60 aircraft (only the USA and Japan have more), and ensures that the 35 years of operational success will continue for many years to come.

The new Chinooks incorporate a suite of updated systems, including a Digital Automatic Flight Control System (DAFCS), which will provide improved handling qualities and aircraft stability, offering reduced workload for crew; thus increasing safety as well as capability. The aircraft also feature enhanced role equipment for some more specialist roles.

The Chinook is the only heavy lift helicopter in the MOD's inventory. It is operated by the RAF but used to support all areas of the Armed Forces, primarily for troop and load carrying, and is able to carry up to 54 troops or 10 tonnes of freight. A secondary role is battlefield casualty evacuation, most recently seen in Afghanistan, where many lives were saved by the Chinook's ability to accommodate a complete medical crew and their equipment

within the aircraft cabin.

The first Chinook Mk6 aircraft entered into service with the RAF on schedule in April 2014, less than three years after the MOD signed the main contract with Boeing. Initial Operating Capability followed in January 2015 with all aircraft being delivered to the UK by the end of that year. The build-up of operational capability allowed FOC to be declared on March 31.

Mark Geoghegan, DE&S Chinook Team Leader, said: "Achieving FOC across the Chinook Mk6 fleet has required a phenomenal effort, from DE&S, industry and the Front Line, but it was worth it – this really is a significant capability enhancement for the Chinook Force and for the MOD, allowing future operations to be conducted safer and more effectively than ever before."

Air Vice Marshal Graham Russell, DE&S Director Helicopters, added: "Delivery of this new capability to time, cost and performance was extremely complex and challenging and only achieved through excellent proactive and collective working between DE&S, industry and the Front Line Command – and across all Defence Lines of Development. Key to this success, however, has been the specialist skills, focus and dedication of members of the Chinook Project Team, who can be justifiably proud of the central role they have played in the FOC declaration."



# UK Chinook fleet is one of world's biggest

“ Without a highly motivated team all pulling in the same direction, we would not be able to meet our objectives ”

# On working your way up, valuing teamwork and supporting various military charities

**Steve O’Leary heads up the Protected Mobility Vehicle Portfolio within the DE&S Vehicle Support Team, which takes great pride in delivering and supporting armoured vehicles for the Armed Forces**

## **Overview of your career?**

I joined MOD in 1981 as a Royal Arsenal Woolwich mechanical and production engineering apprentice. After completing four years of training, I got my “ticket” as a Professional Technical Officer and worked on infantry weapons and ammunition in a quality assurance role. I then moved to my first project management role, procuring Mechanical Handling Equipment (MHE) on a tri-service basis.

This is the function I have remained in ever since, working on projects including the AS90 self-propelled gun and the Protected Mobility Fleet. I have worked on core programmes, outsourcing, fast moving projects for UK Special Forces (UKSF) and a significant number of Urgent Operational Requirements, of which Jackal and Coyote I am most proud of.

During my career, I have made steady progression up the promotion ladder and am now team leader of the Protected Mobility Vehicle Portfolio (PMVP), part of the newly formed Vehicle Support Team, which is dedicated to putting the “S” into DE&S.

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

As team leader, I see my job as having three key components. Firstly, to ensure our customer’s requirements are met and, where possible, exceeded. This is a very busy team, supporting platforms currently deployed on three separate operations whilst delivering the core programme as business as usual.

Secondly, ensuring my team is effectively resourced and that work streams are prioritised to meet our objectives, whilst balancing team outputs with development opportunities for all team members.

And, finally, to delegate to and encourage my team to push themselves both professionally and personally, increasing our outputs whilst increasing their own knowledge and experience.

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

Every day presents a new challenge or opportunity to test myself and the team. Transformation, efficiencies, deliveries and staff - or just those difficult questions that come down the food chain and need to be answered in the next 30 minutes.

I am very proud of PMVP and what it has and continues to deliver. The “Dogs of War” Mastiff, Wolfhound, Ridgback, Husky, Foxhound, Coyote, and Jackal were all delivered and deployed to Iraq and Afghanistan to protect the young men and women of our Armed Forces doing their job. Unfortunately, sometimes individuals did not come home and this was a very emotional time for the team. However, it is fair to say that there are a lot of men and women who returned safely from those operations as a result of the Protected Mobility Fleet.

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

Without a highly motivated team all pulling in the same direction, we would not be able to meet our objectives. PMVP is not only a team, it is a family where everybody looks out for and helps each other out when necessary. We could not do our job if all the functions within the team did not work to a common goal. So the answer to the question is teamwork is critical and underpins what and who we are.

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

I see this as business as usual. DE&S and its previous incarnations continuously changes and evolves. If we don’t develop, we stagnate and become stale. I was involved when the Procurement Executive moved out of London to Abbey Wood. That was a significant transformation - moving homes and families, introduction of an IT network system, changing cultures and the formation of Integrated Project Teams (IPTs).

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

I don’t really think I chose a career in DE&S – it just happened. I left school at 16 and was lucky to be given a four-year apprenticeship with the MOD. After receiving my indentures in 1985, I was offered an entry-level job working on mortar systems and anti-tank weapons. From there to PMVP Team Leader via a variety of jobs in 30 years isn’t bad for a lad from the streets of South East London.

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

Easy - the people I work with and the people we work for, the men and women of the Armed Forces. I am very proud of what we do.

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

I am quite involved with a local football team that both my sons play for. I enjoy watching my eldest play on Saturday afternoons and I manage the team my youngest son plays for on a Sunday morning. Additionally, I am the club’s Vice Chairman and a FA Level 2 qualified coach, which consumes the rest of my spare time. If I’m not doing something for the club, then I potter around my own house.

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

I am a keen supporter of military charities and have helped raise a reasonable amount of money for them. I once sold a unique hand drawn picture by Bryn Parry OBE – the founder of Help for Heroes – on HMS Victory for £25,000. It was the most expensive thing I have ever held and almost dropped – that would have been awkward!

# CASE STUDY

## Dawn Graham, a member of the DE&S Support Enabling Operating Centre (SEOC) team, on customer satisfaction, relishing a challenge and tenpin bowling

**Name:**

Dawn Graham

**Job title:**

iHub Service Desk Manager

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

Nine months

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

DE&S is a well-respected employer with a good reputation amongst local people I know who already work in the organisation. I had heard about benefits such as flexible working and good opportunities for training and development. I was returning to working full-time after my children have grown up and was looking forward to taking on new challenges with an employer that offered a wide variety of potential opportunities.

**What does your role entail?**

I manage a small team inside the iHub in the Support Enablers Operating Centre (SEOC). Our Operating Centre delivers logistics information services and a range of other support-related services to DE&S and the frontline commands. My role is to ensure user's requests to the service desk are fulfilled accurately, efficiently and to a high level of customer satisfaction. The requests vary from access to IT accounts, apps and information management systems for newcomers and people changing roles to requests for IT assets (laptops, smartphones, etc.). I also work with my colleagues to deliver training sessions and produce a monthly newsletter. I need to ensure users are kept updated about how to get the best out of our services and that the relevant information security procedures are maintained.

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

Recent changes in the organisation mean that I now have a Functional Development Officer who I will meet with four times each year to set and discuss my objectives and career progression. I will be undertaking a training course in management soon, and have enrolled to take the Level 3 Knowledge and Information Management (KIM) training course, which will help me to progress to the next level in my function. A clear career progression plan is currently being put in place by the functions for all staff.

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

I enjoy a job that provides plenty of variety and relish a challenge, which a customer-facing role such as this offers. I have really enjoyed the opportunity to become a line manager for the first time, and would like to develop these skills further in the future. I am part of a team that strives for excellence and is very supportive, which is so important to the enjoyment of my job.

**What's your ambition?**

I'm motivated by learning new things and knowing that I can fulfil tasks to a high standard, so I would like to keep doing this and progressing to a higher level within the organisation. I'm also keen to explore and understand some of the opportunities which may be available to me



Picture: Jack Eckerstley

within the wider business as a result of transformation and the move towards a matrix-managed organisation.

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

I am very proud of the work achieved by my team during a time of great change. We have been trialling the new main software system (MODNET) and preparing our hundreds of users to undergo the same change. I have also become a member of the Change Advocate Network (CAN) and organised a drop-in event where a group of CAN members provided staff with a face to face opportunity to find out more about the organisation's transformation.

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

I have been impressed with the welcome I received when I first joined, and the importance the organisation places on creating an environment that rewards attitude as well as performance. There are great opportunities in terms of personal and professional development, with staff encouraged to take advantage of these.

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

Membership of the gym at Abbey Wood is really cheap, and there are discounts available in many shops, restaurants and other companies with the Defence Discount Service card. I have attended a national MOD-wide tenpin bowling weekend, lunchtime meditation session, team board games night and escape room evening since I joined last summer.

# 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.

More information on the range of graduate and apprentice opportunities DE&S has to offer is available at [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), 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

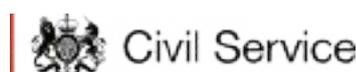
We are looking for innovative, talented, focused individuals to join us in being instrumental in defending Britain's interest both at home and overseas.

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.

S  
O  
C  
I  
A  
L  
S  
&  
D  
E  
S  
I  
R



## CURRENT VACANCIES

**Service Delivery Manager** DE&S

Bristol | £37,071 | Senior Executive Officer C1 | Closing date: 10 May 2017

Reference number **1529286** Post type **Permanent** Hours **37 Hours****Job Description:** By leading a pan-functional section that includes embedded industry expertise, you will take responsibility for oversight and engagement of the PGMU contractor base to ensure the supply chain delivers on time and to quality.**Project Managers** DE&S

DE&amp;S locations | Up to £53,000 | Professional 1 (Level 4) | Closing date: 14 May

Reference number **1536310** Post type **Permanent****Job Description:** You will be accountable for projects over their life cycle (Define, Deliver, Close) by leading on design, planning and implementation of projects to ensure they are delivered on time, to cost and performance.**Systems Engineers** DE&S

Bristol | £30,424-£35,285 | Senior Administrator/Technician | Closing date: 14 May

Reference number **1528140** Post type **Permanent****Job Description:** You will provide subject matter advice to aid DE&S assuring new and existing capabilities are delivered safe to operate.**Systems Engineers** DE&S

Bristol | £37,071 - £42,991 | Professional 2 | Closing date: 14 May 2017

Reference number **1528140** Post type **Permanent** Hours **37 Hours****Job Description:** You will provide subject matter advice to aid DE&S assuring new and existing capabilities are delivered safe to operate.**Electrical Engineers** DE&S

Bristol | £30,424-£35,285 | Senior Administrator/Technician | Closing date: 14 May

Reference number **1528137** Post type **Permanent****Job Description:** You will provide subject matter advice to aid DE&S assuring new and existing capabilities are delivered safe to operate.**Electrical Engineers** DE&S

Bristol | £37,071 - £42,991 | Professional 2 | Closing date: 14 May

Reference number **1528137** Post type **Permanent****Job Description:** You will provide subject matter advice to aid DE&S assuring new and existing capabilities are delivered safe to operate.

# CURRENT VACANCIES

## Mechanical Engineers DE&S

Bristol | £30,424-£35,285 | Senior Administrator/Technician |

Closing date: 14 May 2017

Reference number **1528134** Post type **Permanent**

**Job Description:** Typical roles for a Senior Administrator/Senior Technician are focused on the application of engineering knowledge and skills.

## Mechanical Engineers DE&S

Bristol | £37,071 - £42,991 | Professional 2 |

Closing date: 14 May 2017

Reference number **1528134** Post type **Permanent** Hours **37 Hours**

**Job Description:** Typical roles for a Professional II may include, but not be limited to, taking the lead on design review and providing engineering support for a range of systems or equipment.

## Weapons Scientists and Engineers DE&S

Bristol | Up to £45,000 | Higher Executive Officer/

Senior Executive Officer C1/C2 | Closing date: 14 May

Reference number **1535460** Post type **Permanent**

**Job Description:** You will provide professional advice and guidance on the scientific and technical aspects of Weapons Ordnance, Munitions and Explosives (WOME) in support of safety, performance, storage/transport, and operational deployments.

## Project Managers DE&S

Bristol | £28,000 - £32,000 | Senior Specialist |

Closing date: 31 May 2017

Reference number **1530035** Post type **Permanent**

**Job Description:** You could be supporting project delivery of equipment and services across any of our business areas - Land, Maritime, Air, Joint Enablers or Corporate functions. Projects could be as diverse as developing the nation's future submarines, the procurement of fast jets or armoured vehicles and managing the delivery of food, vehicles and clothing to where they are needed.

## Project Managers DE&S

Bristol | £37,000 - £43,000 | Professional 2 |

Closing date: 31 May 2017

Reference number **1530035** Post type **Permanent** Hours **37 Hours**

**Job Description:** You could be supporting project delivery of equipment and services across any of our business areas - Land, Maritime, Air, Joint Enablers or Corporate functions. Projects could be as diverse as developing the nation's future submarines, the procurement of fast jets or armoured vehicles and managing the delivery of food, vehicles and clothing to where they are needed.

S  
O  
S  
&  
E  
R

## DE&amp;S PEOPLE

## 60 SECOND SPOTLIGHT

**Name?**

Ross Young

**Job?**

I am currently a consultant systems engineer within the Internal Technical Support (ITS) team, which is part of the wider DE&S Directorate Environmental & Safety, Quality and Technology. ITS is an in-house engineering consultancy which serves all domains across DE&S. We bring core skills and expertise and each of us (as an engineer) has their own specialism and knowledge. My pedigree is based upon the aerospace sector after initially completing an aeronautical engineering apprenticeship on helicopters before gaining experience on large aircraft and fast jets. Collectively, we offer a more cost effective alternative to outsourcing technical support. The variation in project and technical work is one of the many positives in my job. Every customer thinks differently and every task differs in the form of inputs and outputs.

**Your route into DE&S?**

My first exposure to DE&S was in 2001, when I joined having completed a secondment to industry at Rolls-Royce in Filton. I completed six years at Abbey Wood initially in the aircraft carriers and then Voyager teams. I've just returned (early March) after being in industry (QinetiQ, then GE Aviation) for 10 years. It's an interesting time to return to DE&S, given the transformation and restructuring programme. The ITS team which I've joined is a fundamental element of this transition.

**Your claim to fame?**

In my time outside of work I am an abstract artist and in 2007 I was commissioned by the management at Bristol Airport to complete a series of paintings. These are on display and can be seen in the corridor between the two check-in areas.

**Your advice to anyone?**

Never assume – as an engineer you should always check before you commit. The same principle applies to life.

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

I enjoy spending time with my family and testing my energy levels with my son, who is very mobile. I'm also a keen rugby union fan and watch both Bath Rugby and Scotland. We have a family tradition, which is playing the drums, so I practice whenever I can at home.

**What are you most proud of?**

My career to date. I have been in various roles as an engineer and leader and it's what you make of your opportunities which helps shape your career. I'm happy with the achievements I have made – becoming a Chartered Engineer and a Project



Picture: Jack Eckersley

Management Professional (PMP) – both of which required dedication and effort. However, it's my family who make me most proud, because without their support I would not function.

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

A fine bottle of Scotch malt whisky – perhaps Aberfeldy or Highland Park 25 year old. I'd also have a large supply of crab sandwiches, one of my favourite seaside treats, and a solar powered TV so that I could watch the Six Nations rugby championship.

**What irritates you the most?**

I can't bear people who suddenly realise that they have to get off a train, despite waiting passengers already boarding. Trains are busy enough without the added challenge.

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

Tough question. However, I would have to say Edinburgh, since it is such a

diverse and bustling city with tremendous architecture and a beautiful surrounding landscape. It's also got Murrayfield (Scotland's rugby stadium), not to mention a few excellent whisky shops on the Royal Mile.

**Your secret?**

I have four tattoos, none of which are on show while I am at work!

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

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

# DE&S team hosts a successful Euro event



Valerie Evans presenting to delegates in the Churchill War Rooms on Day 1 of the course

The DE&S International Relations Group (IRG) overcame a huge logistical undertaking to host around 70 delegates from across all of Europe's national armaments divisions and defence industries.

The delegates were here as part of 'Session Européenne des Responsables d'Armement' (SERA) 2017, which was held at various locations across London in March.

It was opened by Rt Hon Earl Howe, Minister of State for Defence in the House of Lords, at the awe-inspiring Churchill War Rooms within the Imperial War Museum.

This prestigious course is run by the French Institute of Advanced Studies in National Defence with the grand aim of promoting deeper links between those nations looking to cooperate on defence procurement.

Representing DE&S was Air Commodore Keith Bethell, Director Combat Air, who delivered a presentation on the collaborative working aspects of the F-35 and Typhoon projects.

Other highlights of the week included

General Sir Gordon Messenger, Vice Chief of the Defence Staff, on the security challenges facing the UK and Europe, and Douglas Barrie from International Institute for Strategic Studies who challenged delegates to consider whether Europe would have a combat air sector after Typhoon.

The specialist topics covered throughout the week included innovation, the Industrial Policy Refresh, and Managing Supply Chains from a number of DE&S, MOD, Foreign & Commonwealth Office and industry experts.

Industry also played a pivotal part in the success of the course. Some highlights included Thales, who hosted a visit to their Crawley factory, while BAE Systems and MBDA presented their perspectives on international collaboration and new technological challenges.

Carly Paxman, DE&S IRG course organiser, said: "For the UK, our plan was to go for a combination of both high level speakers and specialists, whilst also highlighting what the UK defence industry has to offer."

The week's social highlight was the mess dinner, bagpipes and sword dancing held in Larkhill Royal Artillery Officer's Mess, which was funded by a number of industry contributors who also got the opportunity to showcase their products to the SERA cohort.

The week was brought to a conclusion by Valerie Evans, head of DE&S IRG at Bloomsbury House.

Reflecting on the week, she said: "I hope you all leave firmly with the impression that the UK remains absolutely committed to European defence and is a committed and influential power across Europe, with a continued desire to collaborate with our allies on defence."

## DE&amp;S PEOPLE

# Epic orienteers brave filthy weather in charity challenge

A team of DE&S staff braved high winds, heavy rain and pitch darkness during an epic orienteering event last month to raise more than £600 for worthwhile causes.

Mike Turner, Yvonne Parfitt, Adam Clothier and Karawa Ratulailai, from the DE&S Defence Support Chain Operations and Movements (DSCOM), were joined by Duncan Metcalfe, from the DE&S Apache team, to take on the annual StarTrek Challenge on Exmoor National Park.

StarTrek's course, which is around 18 miles in distance if navigated correctly, always encompasses common and moorland. The event is not a race, but a test of initiative, stamina and team

building, with cryptic clues to be found along the course.

The team, which has competed at the event for the past six years, finished the course in just six hours and 38 minutes – crossing the finish line just before 5am.

Team captain Mike Turner said: "The course was as challenging as always and we experienced high winds, driving rain, sleet and hail. We are already looking forward to doing it all again next year!"

The event is run by the Rotary Club of Ilfracombe. Money raised goes to Children's Hospice South West, North Devon Hospice Care Trust, the Devon Air Ambulance Trust and other local charities.

For more information visit <http://www.rotary-startrek.org.uk/>



## MOTTO

the MOD Lottery  
February 2017 winners

£10,000	Leslie Penny, Larkhill
£2,500	Emily Bridle, London
£1,000	Sarah Dixon, Portsmouth
£500	Tina Ramshaw, ABW
£250	George Coleman, Yeovilton
£100	Paul Cowley, London
	Tony Hiscock, UKHO
	Michelle Hockey, Lichfield
	Jennie Rasey, Andover
	Holly Emerson, Portsmouth
	Anthony Husbands, London
	Heather Hawkes, Bristol
	Cherry Powell, Cornwall
	Mark Lyford, Cornwall
	Lawrence Frampton, Royal Fleet Auxiliary
	Terrie McDonald, Sutton Coldfield
	Clive Knaggs, Blandford
	Stephen Bishop, Bristol
	Christopher Wareing, Washington DC
	Alison Light, Menwith Hill
	Ann-Marie McNutt, Perth
	Marion Barclay, Lisburn
	Jonathan Rowe, Huntingdon
	Janet McDougall, Alconbury
	Jennifer Mann, Lisburn



Staff from across DE&S took part in Exercise SKI RLC 17 – a skiing championship for the Royal Logistic Corps held in Ruhpolding, Germany.

The staff, mainly from Defence Munitions (DM) Kineton and Defence Supply Chain Operations and Movements (DSCOM), competed in both Alpine and Nordic disciplines during the 12 day exercise.

The 22nd RLC Championships had the biggest turnout across the Corps than any previous year, involving 13 Regular, 11 Reserve Regiments and nine Minor Units.

The DE&S alpine team tested their physical courage as they hurtled down slopes in six different races at speeds of up to 60mph.

Meanwhile, the Nordic teams were vigorously tested in their physical prowess, determination and leadership as they competed in five different endurance events, culminating in a 20 km Military Patrol Race.

The exercise was a welcome break from the day to day workings in DE&S and allowed the officers and soldiers to participate in one of the largest ski events ran in the Armed Forces.

Exercise SKI RLC is not only for the well-seasoned athletes but also actively encourages Regiments to field novices and nurture talent to safeguard the future of RLC SKIING.

Plans are already underway to ensure that next year the DE&S flag is displayed proudly at the military event.

# Nick breaks pain barrier

**D**E&S employee Nick Semmens battled blistering heat and the searing pain from his broken big toe to complete the Marathon Des Sables last month.

By completing the gruelling 250km course in the sand dunes of the Western Sahara, Nick, who works in Corporate Communications, raised more than £1,500 for Cancer Research UK.

Competitors in the race have to carry everything, including their own food and equipment, which, rather ominously, includes a venom pump and must cope with temperatures exceeding 50°C.

Powered by pepperoni, plentiful water, mint tea and salt tablets, Nick managed to complete the six day race in an impressive 42 hours and 25 minutes.

He said: "I cannot describe how brutal running long distances in the heat was and nothing prepares you for the way your body starts shutting down.

"I was taking on as much water as possible and needed to take 20 salt tablets a day to replace lost sodium. The

threat of camel spiders and scorpions did not go unnoticed either!

"The trick was to hydrate properly, run at night through the long stage (86km) as it was much cooler and get to bed early so you get as much rest as possible.

"I was so grateful to receive messages each day from friends and family because they really helped drive me on when things got tough – which was every day without fail!

"Crossing the finish line was a tearful moment and one that will stay with me forever."

Nick celebrated completing the race by having a shave, good meal and a cold beer at a hotel in the Moroccan city of Ouarzazate.

He added: "It's been the most amazing experience and I have had some wonderful highs and brutal lows. I have learnt a lot about myself and that no matter how tired, in pain or demoralised you might be, you can always summon enough spirit to keep putting one foot in front of the other."



**H**eather Fraser (pictured second left) travelled to Manchester after being shortlisted for the 'UK Scientific Graduate of Year' at the Nuclear Skills Awards 2017.

Heather, who was nominated when she was a member of the Chief Engineer Team within the DE&S Submarine Operating Centre, has since moved to Washington, where she has taken up a new nuclear post with the British Embassy.

And although Heather, who was up against the cream of graduates from industry, narrowly missed out on winning, she said the experience was inspirational.

"When I was nominated for UK Nuclear Scientific Graduate of the year

I never thought that I would reach the top three," Heather said.

"The evening was a night to remember, shared with colleagues and family, a great send off before departing for my new exciting post in the British Embassy in Washington DC.

"I want to thank DE&S and all those who have not only supported and encouraged my ventures in the last year, but have greatly aided my development with their guidance."

Richard McMeekin, head of engineering within the DE&S Submarine Operating Centre, said: "It was a huge achievement for Heather to be short-listed for the final three in UK Scientific Graduate of Year – I cannot commend her highly enough."

**S**taff from the DE&S ISTAR Programme Delivery Group have presented a cheque for more than £2,000 to a mum of a four-year-old with cerebral palsy.

Harry Deegan, the nephew of former DE&S employee Kevin Smith, underwent surgery in the United States last summer that the family hope, following two years of post-operation physiotherapy, will enable him to walk for the first time and improve his quality of life.

Both the surgery (Selective Dorsal Rhizotomy (SDR)) and the aftercare have to be self-funded and Mick Bell of the ISTAR team organised a swimming challenge at the end of last year to help.

The gruelling swim saw the 22-strong team complete more than 5,500m lengths – a staggering 140 kilometres during 10 hours. The swim also raised £750 for the Royal British Legion.

Harry's mum Charlotte (pictured being presented the cheque by Mick Bell) visited Abbey Wood last month to be presented with a cheque for £2,200.

Kevin said: "I am enormously grateful for the support of everyone who took part in and donated to the Sponsored Swim for their efforts, generosity and kindness."

Anyone wanting to follow Harry's progress can search for the Helping Harry page on Facebook.



# desider

  
DOWNLOAD THE APP FOR  
BONUS DIGITAL  
CONTENT



**DOWNLOAD THE  
DESIDER APP NOW**

**SEARCH DESIDER IN YOUR APP STORE**

