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Issue 138
February 2020

*the magazine for
defence equipment
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Foreword

It has been a productive first month of 2020 and I am optimistic that we are continuing to improve the way we equip and support the armed forces.

"Understanding the needs and objectives of our military customers must be at the heart of what we do"



By Sir Simon Bollom, CEO

Part of that optimism stems from the visit of our new Minister for Defence Procurement, James Heapey, to Abbey Wood last month.

I was struck by his energy, enthusiasm and appreciation of what we do at DE&S. When taking time to reflect on his time as a serving soldier in Northern Ireland, Iraq and Afghanistan, the minister praised our commitment to delivering to the front line and noted our efforts saved lives, perhaps even his.

I am looking forward to working with him and I have assured the minister that DE&S is most definitely up for the challenges that come our way.

Elsewhere, DE&S Chairman Mark Russell and I hosted Board-to-Board meetings with Navy Command and UK Strategic Command in Abbey Wood to discuss their ambitious transformation agendas and where we have synergies and opportunities to explore further. For the Navy, the Future Maritime Support Programme – which is looking at a future contract to support the operation of the Naval Bases – has the potential to deliver a significantly positive impact on the way our ships and their crew are supported. Understanding the needs and objectives of our military customers must be at the heart of what we do as it helps us to improve our operating relationship.

I also took the opportunity to visit RAF Valley to meet with our employees, alongside the RAF and BAE Systems staff who operate and sustain the Hawk jet under the UK Military Training System (UKMFTS) programme.

I was able to garner crucial insight to the success and challenges within the programme and see first-hand the collaboration of efforts between our people to ensure challenges are met head on, and successes reflected upon.

The £3.2 billion UKMFTS programme to increase training capacity for UK military pilots overall, is gaining momentum and we recently signed a £183 million contract amendment to boost training for new Rotary Wing pilots.

This includes the uplift of four new Airbus H145 helicopters and a state-of-the-art simulator allowing students to fly a range of missions and best prepare them for the demands of the front line.

DE&S takes its social responsibility seriously, so I was pleased to see we have now undertaken the first delivery of unused operational ration packs following a deal DE&S negotiated last year so that surplus food is distributed to those who need it most.

This first delivery to FareShare provides 14,000 nutritious meals to community groups, homeless hostels and lunch groups for the elderly, and underlines our commitment to reducing waste in an environmentally sustainable way.

Our social responsibility was also highlighted by the 20 DE&S staff who visited a Bristol primary school where they joined children planting native trees in the local area. The green agenda is set to be central to all that we do at DE&S and I fully support this initiative, looking at our corporate social responsibilities.

And finally, congratulations to all of those recognised in the New Year Honours including Executive team member Air Marshal Sir Julian Young who received a knighthood. A further 15 DE&S employees were rewarded for their hard work and dedication and my sincere thanks go to you for all your efforts.

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As Deputy Chief Executive (DCE), I'm extremely fortunate in that I get to see pretty much everything that the organisation does, from both a delivery and business perspective.

Since assuming the role in April 2019, I've seen some fantastic achievements from across the organisation such as the Prince of Wales aircraft carrier setting sail, the signing of the Boxer contract for the Army's new mobile infantry vehicle and the innovative Type 31 frigate contract. I think Type 31 is a game-changer for the Navy. It's a very different way of doing things and will give them a new flexible capability, both modular and scalable, at a competitive price. But for every one of these highly visible achievements, I am also aware there are myriad less visible but equally important and hard-won successes across the business at every level.

My role as DCE has a number of elements. The most important is to ensure Sir Simon Bollom is supported as CEO and he has someone with whom he can share the demands of his workload. But I'm also responsible for a wide variety of other things including

our principle delivery functions (project management, project controls, iLog, commercial, engineering and IM&IT) and making sure that they operate effectively in a cohesive way in support of the business.

The use of performance metrics is now adding real value and helping us manage our projects better in both their procurement and support. The Chief Information Officer and his team have brought us out of the dark ages with greater laptop availability and remote working. And we are leading defence in the implementation of robotic processes. There is still more work to do with Defence Digital (the new name for ISS) in terms of the stability and performance of the platforms and systems they provide, but even this is now starting to show continuous improvement.

Under the leadership of Director Programmes, we're undertaking a business planning process this year to look at our long-term plans in a more focused and co-ordinated way. The annuality of defence means we've sometimes been a bit reactive in how we manage our business

As we continue to further develop and improve, our unique role at the heart of defence will become even more invaluable

so we're trying to think more proactively about what we'll need at the end of next year, in two year's time and in five year's time, in order to meet our customers' future needs.

This is great preparation for the upcoming Strategic Defence Review where we will have a key advisory role in helping the front-line commands work out what they need for the future. Space, digital, cyber and how we meet the challenge of being carbon neutral by 2050 are all going to be high on the agenda, as will the Prime Minister's focus on maintaining and developing UK-based capability. We're going to be challenged on affordability, new requirements and the aspirations of our customers; on being more agile, being quicker and getting to market in a more efficient way.

I genuinely believe the work we have done in re-shaping and improving DE&S has been great preparation for this future and, as we continue to further develop and improve, our unique role at the heart of defence will become even more invaluable.

A FIRST FOR THE UK SECOND TO NONE

Congratulations to the Royal Air Force on taking delivery of their first P-8A Poseidon. A multi-mission aircraft, it will deliver advanced intelligence, surveillance and reconnaissance solutions, cutting-edge anti-submarine capability and the ability to support search-and-rescue and humanitarian missions. As a proud partner of the UK, Boeing looks forward to many more years building the future together.

DE&S secure £183 million boost for military helicopter training

Pictured: A new contract has been signed to boost training services for Rotary Wing pilots (Picture provided by Ascent)



DE&S' UK Military Flying Training System (UKMFTS) team has signed a £183 million contract to boost training services for new Rotary Wing pilots.

The contract amendment includes an uplift of four new Airbus H145 helicopters, a state-of-the-art simulator, infrastructure improvements and support in attracting and training personnel to meet the increased helicopter demand from the frontline.

The new H145 helicopters and simulator will enable students to learn how to fly a range of missions, covering expected scenarios on operational deployment. In addition, the H145s enable students to practise winching tasks and rear crew activities.

The Rotary Wing contract amendment was signed by UKMFTS – part of DE&S – and Ascent Flight Training Management Ltd, which delivers pilot training for the UKMFTS in a partnering arrangement.

It is part of a wider programme to increase training capacity for UK military pilots overall, as part of the £3.2 billion UKMFTS programme and helps address

These crucial upgrades will help our students become the finest helicopter pilots in the world

Minister for Defence
Procurement
James Heapey

the increased demand for pilot training identified in the 2015 Strategic Defence and Security Review.

Commodore Tom Manson, UKMFTS Head at DE&S, said: "I am delighted to uplift the capacity of our tri-service military helicopter pilot training services that we deliver in partnership with Ascent.

"The new twin-engine Airbus H145s will enhance the current mix of H135 and H145s that are used on UKMFTS; providing increased flexibility to deliver the range of training required for both pilots and aircrewmembers in advance of flying front-line helicopters."

The four new H145 helicopters and simulator will be based at RAF Shawbury, Shropshire, which is where the Rotary Wing element of UKMFTS is delivered. The infrastructure improvements will cater for the increased student numbers.

The H145 family (BK117, EC145 and H145) is a well-proven training aircraft with more than 1,300 helicopters in service around the world and has clocked more than 5.5 million flight hours.

Minister for Defence
Procurement James Heapey

said: "This £183m boost for our helicopter training will see our student pilots benefit from an ultra-modern simulator, new infrastructure at RAF Shawbury and four brand-new Airbus H145 helicopters. These crucial upgrades will help our students become the finest helicopter pilots in the world.

"The UKMFTS programme is delivering a world-class, state-of-the-art training system which is a global exemplar for training aircrew in preparation for the operational front line."

DE&S delivers on promise to supply unused ration packs to UK charity

Pictured: Ration packs arriving at FareShare charity in their Deptford depot (Picture by Sgt Peter Devine)



DE&S has, for the first time, donated unused ration packs to FareShare, a charity that distributes food to more than 11,000 UK charities including community groups, homeless hostels and lunch groups for older people.

The effort was put together by the Logistic Delivery Operating Centre (LDOC) headquarters, Commissioning and Managing Organisation, Defence Equipment Sales Authority and MOD delivery partner Team Leidos.

This consignment consisted of 210 boxes of Operational Ration Packs (ORP); each box sustaining 10 soldiers for a 24-hour period.

The packs include ingredients that enable the preparation of nutritionally balanced meals for breakfast, lunch and dinner such as porridge, sausages, baked beans, pasta and rice, and provide an average of 4,000 calories.

The ORP were delivered to FareShare headquarters in Deptford just before Christmas, where they were sorted and distributed to charities in need of food donations over the festive period. FareShare were able to

FareShare were able to turn the components of the ration packs into the equivalent of 14,000 meals

turn the components of the ration packs into the equivalent of 14,000 meals.

FareShare CEO Lindsay Boswell said: "We're delighted to have partnered with MOD to help them get their surplus food to good causes.

"Because these packs don't need refrigeration, they are ideal for winter night shelters where volunteers need to make food quickly, or to offer out to families in temporary accommodation who might only have access to a kettle or a hob at Christmas time."

Operational Ration Packs offer a high-quality flexible range of food to meet the needs of servicemen and women. The donated packs are used to prepare group meals, usually by military chefs in field kitchens.

DE&S Director Logistic Delivery Roger West said: "A little under a year ago we announced that we would support the important work of FareShare by providing unused surplus rations that MOD would be unable to consume and would otherwise become waste.

"I am very glad that we are able

to provide this support to those most in need."

Around two million ration packs are used by the UK military every year, with less than one per cent of the MOD's stock requiring disposal. This scheme means that there is an opportunity to support those in need and ensure that any good food does not go to waste. Work to include individual 24 hour ORP into this arrangement continues to progress.

The donation is part of the MOD's ongoing commitment to reduce waste in an environmentally sustainable way as well as supporting community groups across the country through FareShare.



Min DP visits Abbey Wood

The new Minister for Defence Procurement, James Heappey, visited MOD Abbey Wood in Bristol full of enthusiasm for 2020, a year he sees as very important for DE&S.

Mr Heappey, who has served with the British Army in Northern Ireland, Iraq and Afghanistan before turning to politics, was greeted by a full lecture theatre of military and civilian personnel.

The minister thanked DE&S as he recalled his first-hand experience of DE&S' delivery of UOR (Urgent Operational Requirements) whilst deployed in Afghanistan, praising DE&S for their professionalism when the armed forces needed equipment to be turned around quickly.

Reflecting on the ever-evolving equipment used on deployments, the minister, said: "Two years later, we were using different weapons, different uniforms, the vehicles were different, the comms system, everything. And the speed with which it was turned around to us... therefore saving lives, perhaps my life."

The town hall closed with the minister saying he is looking forward to working closely alongside DE&S, whilst CEO Simon Bollom thanked the minister for his frank and upfront approach, assuring him that DE&S is up to the challenge.



LGBT+ networks meet at Downing Street

DE&S senior operations manager Patricia Hughes was invited to a meeting at 10 Downing Street to discuss priorities and opportunities with the two cross-government LGBT+ networks.

Patricia was personally invited to the meeting by Department for Education Permanent Secretary and Civil Service LGBTQIA+ champion, Jonathan Slater, following her acceptance onto the Civil Service Positive Action Pathway programme.

The meeting with networks a:gender and Civil Service LGBT+ included representatives from Downing Street, their press office and policy units.

It reviewed the activities and priorities of the networks, how

they can benefit their members, their allies and, importantly, the departments. Key achievements included agreement on ways to progress and enhance the networks' visibility, membership and activities.

It was agreed network activity seen in 2020 should include toolkits, training delivery, procedural reviews, Civil Service Live and PRIDE events.

Patricia, said: "The meeting provided a fantastic opportunity to have an objective discussion and set worthwhile network priorities, and I look forward to the civil service meeting its aim to be the most inclusive employer in the UK."

For more information, please visit www.a:gender.org.uk

MOD Quality Awards success

DE&S teams have been recognised at the MOD Quality Awards ceremony for their efforts in further improving the quality culture of the organisation.

The awards, sponsored by the Chartered Quality Institute (CQI), reward excellent work in a wide range of MOD departments and defence industries, where they have adopted a 'quality approach' through governance, assurance and improvement to their everyday work.

Among the winners of the Inspiring Leadership award was DE&S' John Bullock, head of the skills and communications MOD Quality Policy team. The Medical Counter Measures Quality Team from Chemical, Biological, Radiological, Nuclear (CBRN) and the Air Support Operating

Centre Quality Management Team were among the winners in the Best Improvement category.

Elsewhere, Keith Tilley, FAST quality manager was one of the winners of the Quality Ambassador award.

The awards were opened by DE&S' director engineering and safety, Tim Rowntree, who is also part of MOD Defence Authority for Technical and Quality Assurance. The awards were presented by Vincent Desmond, CEO of the CQI.

Tim said: "I am absolutely impressed by the quality and dedication that has been put into all of the nominations. Thank you and many congratulations to all of the winners who have truly made a significant difference to quality in defence."





HMS Queen Elizabeth trials

HMS Queen Elizabeth has sailed from her home port of Portsmouth to conduct flight trials with UK F-35 Lightning jets in UK waters.

The 65,000-tonne warship previously carried out operational testing with the lightning force jets while training in the Atlantic during 2018 and 2019.

The trials will give the pilots practise in landing on the 4.5-acre deck in a range of conditions, as well as testing the ship's crew and

systems in operating with the jets that the ship, and her sister, HMS Prince of Wales, were specifically built to accommodate.

The joint Royal Navy and Royal Air Force Lightning Force Training squadron, 207 Squadron, will conduct the trials, flying aircraft to and from the decks, day and night from their base at RAF Marham. Six pilots, both navy and air force, will carry out their aircraft carrier qualification in that time.

DLE holds final Town Hall

Major General Colin McClean thanked staff for their exceptional efforts and asked them to continue striving to make DE&S better every day during his final Town Hall as Director Land Equipment at MOD Abbey Wood.

Colin, who has been succeeded by Major General Darren Crook, told staff: "DE&S is a great place to work and every day we should be doing something for our soldiers, sailors and air personnel – that is ultimately why DE&S exists."

Colin highlighted the huge

body of work last year including the support of live operations in Iraq, Afghanistan and Syria, exercises like Saif Sareea 3 and Tractable, and the significant strides in terms of equipment made with programmes including Boxer and Ajax.

He concluded: "I have been lucky enough to have held some incredible roles but can genuinely say Director Land Equipment has been the best one and the reason for that is you, so on a personal note, thank you very much."



DE&S recognised as Diversity champion for second year running



For the second year running, DE&S has been awarded a Stepping Up Diversity Champion 2020 Award for their leadership and support with the 'Stepping Up' programme.

The Stepping Up programme is aimed at Black, Asian and Minority Ethnic (BAME) aspiring senior leaders, who have an interest in expanding their leadership abilities to take up senior leadership roles. It aims to create a sustainable pool of talented and equipped BAME leaders to tackle the social, organisational and psychological barriers restricting BAME colleague's progression to senior leadership.

Programme Director Christine

Bamford said: "DE&S serve as an exemplar for other parts of the country and without their support, 'Stepping Up' would not continue to flourish."

The DE&S 'Stepping Up' team were presented with their award at the Stepping Up Graduation Ceremony at City Hall in Bristol, where the team enjoyed the company of the Bristol Mayor Marvin Rees and his deputy Councillor Asher Craig.

Stepping UP Ambassador, Abimbola Oyekoya, said: "I would recommend the Stepping UP Programme to any BAME colleague aspiring for senior leadership roles. The exposure, knowledge-exchange and networking are unrivalled."



Pictured clockwise from top left: Commander Sue Seagrave, Chief of Materiel (Air) Air Marshal Sir Julian Young, Major Maikali Nawaqaliva, Wing Commander Timothy Rand, Captain John Voyce, Colonel Mike Duff and Group Captain Mark Butterworth (Pictures by Jack Eckersley, Beth Squire and submitted)

DE&S staff celebrated in New Year Honours

Chief of Materiel (Air) Air Marshal Sir Julian Young has been knighted and fellow DE&S staff recognised for their hard work and dedication in the New Year Honours list.

Sir Julian, who has worked at DE&S since 2012 and been in charge of the Air domain since April 2016, has become a Knight Commander of the Order of the British Empire for long-term service to the Royal Air Force, to DE&S and for being the Defence Engineering Champion for the past five years.

He said: "I am absolutely delighted, though it's going to take time to sink in. I told my wife first and we opened a bottle of champagne. Then, as it was about to be announced publicly online, I told my adult children and my mother who were all staying with us at home. It was an incredibly special moment.

"For now, I view this honour as a reflection of multiple teams of people that I have had the great privilege of working with over several years, during which we've delivered some great outcomes. A real bonus for me personally is that my wife Helen, for her 35-years of support (and hassle), gets a name change as well.

"I'm immensely proud that the Air Domain has delivered some game-changing projects to the RAF in the last three-and-a-half years. It's a pleasure to work at DE&S, it really is. I was meant to be retired by now, but had been asked by Sir Simon to stay on and was delighted to do so as I love my job and shall be sorry to go when the time comes this summer."

Elsewhere, **Wing Commander Timothy Rand** who works within the C130J delivery team in Cambridge was awarded an OBE.

Tim said: "Awards like this are only possible with continued and sustained support by other team members and colleagues. In my case, I had a superb, professional and dedicated set of individuals who never failed to impress with their efforts."

Also awarded an OBE was **Colonel Mike Duff**, of the Remotely Piloted Air Systems team, and **Captain John Voyce**, who headed up the Type 45 team in Naval Ships Support before taking up the position of Commanding Officer on board HMS Sultan.

Mike, an Army Reservist and Assistant Commander South West, played a key role in returning Salisbury to normality following the nerve agent poisoning of March 2018. *See pages 22 and 23 for more information.*

John was chief engineer and then team leader for the Type 45 programme and, through personal resilience and engineering professionalism, he instilled pride and passion across the Type 45 enterprise. He was known for his ability to inspire and motivate his colleagues, and under his leadership the team achieved a dramatic turnaround in Type 45 availability.

Commander Sue Seagrave from Weapon Support within Ships has been awarded an MBE for enduring contribution to improving sea-training through innovation alongside **Major Maikali Nawaqaliva** from the Defence Supply Chain Operations & Movements (DSCOM), who was recognised for his work for the Fijian community in the UK.

Maikali said: "It was a wonderful and emotional surprise, especially when all my children were with us at home celebrating Christmas.

"As a Fijian it is a great honour. I have had messages from back home in Fiji and even those from my village who have been inspired. If I was back home, this would have caused a huge village celebration.

"This type of recognition nearly always results as part of a team effort and, amongst many others, I'd like to thank my colleagues in DSCOM who have afforded me the time to continue with this work."

Sue said: "It was a complete surprise. I thought I had been summoned to give a short notice brief on some support accelerator stuff before Christmas."

Lesley Richardson, private secretary to Director General Resources was also awarded an MBE.

Seven other members of staff received the Meritorious Service Medal (MSM) – a silver medal for distinguished service or gallantry, principally by non-commissioned officers of all of the British armed forces. They were **Warrant Officer Ones Ben Taylor** and **Andrew Webster** (both Land), **Robert Jones**, **Robert Edwards**, **Barry McConnell** (All Joint Enablers), **Alan Axon** (Commercial) and **Flight Sergeant Richie Law** (Support Directorate). **Major Daniel Edwards** within Joint Enablers received a Commander (Standing Joint Commander) UK Commendation.

Finally, prior to the New Year Awards, **Group Captain Mark Butterworth**, deputy head of the Combat Air Strategy team, was awarded an OBE.

Mark received the award following his tour as Officer Commanding Engineering and Logistics Wing at RAF Coningsby, where he was responsible for maintenance, continuing airworthiness and logistics of Typhoon and Battle of Britain Memorial Flight (BBMF) aircraft.

Working closely with the DE&S Typhoon delivery team, his tour saw engineers and logisticians from Coningsby supporting Typhoon activities around the world including the Falkland Islands and Operation Shader, culminating in BBMF joining the RAF100 flypast on July 10, 2018.

He said: "It was tremendous to be presented with this honour by the Duke of Cambridge, but I know that I owe a debt of gratitude to all those in the RAF, sister services, civil service and industry, particularly the exceptional engineers and logisticians I have worked with, who have provided me with the opportunity to have such an enjoyable career."

Volunteers go green with One Tree Per Child

Pictured: DE&S volunteers worked with Bristol City Council scheme One Tree Per Child and pupils from Fair Furlong school to plant trees (Picture by Andrew Linnett)



Volunteers from across DE&S came together to plant native tree species at a local primary school under a Bristol City council scheme, One Tree Per Child.

Originally initiated in Australia, Bristol became the first council in the UK to launch the scheme in 2015. By planting trees in schools, parks and open spaces, the scheme's aim was to have every child planting one tree as part of a primary school activity and, by the end of 2016, a total of 39,000 trees were planted.

Since then, the roots of the charity have gone from strength to strength, whilst relying on volunteers for their support.

Along with pupils aged nine and 10, teachers from Fair Furlong School and 20 volunteers from DE&S helped to plant a wide selection of native trees in the school grounds.

The volunteers were joined by representatives from One Tree Per Child, who donated the native species including hazel, hawthorn, rowan, silver birch, willow and cherry trees.

Typhoon delivery team environmental lead, Keith Woodbridge, said: "We were delighted to offer our support to this exciting project; educating very young people in the benefits

Trees play a pivotal role in the fight against climate change, cleaning our air, storing carbon and producing oxygen. We hope as many people as possible will follow our example and get involved with similar schemes

Jonathan Jones, Typhoon Environmental Manager

of a greener environment.

"Typhoon is a huge defence team and I was keen that we made our contribution to the Government's Greening initiative."

John Atkinson, One Tree Per Child officer, said: "You really feel like you're making a difference. You see tangible results every day, so it's very rewarding and planting and maintaining trees is a fantastic learning resource. A lot of kids don't cope too well in a classroom environment and, getting them outside, you can have some amazing conversations not just about science, biology and botany, but also about art and maths. You can link anything into trees."

Naming the trees as they planted them, the children enjoyed getting muddy and helping DE&S staff dig shallow holes for the trees to be planted in.

In between digging, nine-year-old Mason said: "I want my little sister to grow up and go to this school and climb all the trees that we made."

Aditi, 10, added: "I want other people to follow in our footsteps and plant more trees so we can help the environment."

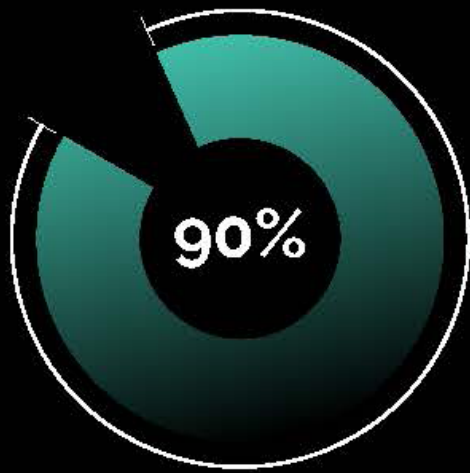
As well as the trees providing fruit for the children to pick, planting trees in their playing field will provide a habitat for wildlife to thrive in their playground.

Jonathan Jones, Typhoon environmental manager and lead organiser for the event, said: "Trees play a pivotal role in the fight against climate change, cleaning our air, storing carbon and producing oxygen. We hope as many people as possible will follow our example and get involved with similar schemes."

"A trillion trees planted in the coming years could significantly reduce the amount of carbon in the atmosphere, potentially by up to 25 per cent."

Each DE&S volunteer donated £25 each to take part; raising £400 for the Bristol and Bath Parks Foundation, a charitable partnership between Bristol and Bath Parks aimed at supporting local communities, improving their local green spaces and promoting wellbeing.

Christian Lang, Deputy Head of Fair Furlong school, said: "We had a really successful day with the DE&S volunteers and One Tree Per Child. A lot of our kids spend lots of time indoors so it was great to give them the opportunity to be part of this project; getting them outside and doing something physical and fun as well as creating an environment that they've had influence on and they can be proud of."



of respondents in Defence and National Security agree that their organisation is reluctant to move workloads to the cloud due to risk and security concerns.

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On empowerment, embedding change and being a huge rugby fan

Ian Smith is the Chief Operating Officer (COO) for Joint Enablers (JE) and has worked for DE&S and its predecessors since he was 16

What does your role involve?

I am responsible to CoM (JE) for effective and efficient operation of the domain, including leadership of the domain functions and headquarters shared services teams, delivery and exploitation of change, continuous improvement and overall operational and delivery excellence.

What about your role is exciting, rewarding or interesting?

I am in a new role as JE COO moving from leading a delivery Senior Leadership Group pillar. To me, it is fascinating to see how DE&S operates and understand how I can make a difference, although it's like drinking from a fire hose with so much to take in. People within my wider team have been incredibly helpful with providing briefings and telling me what I need to know to get up and running, and that's exciting to see the enthusiasm people have for their JE roles. It is rewarding to see people step up and get involved in work that is outside their day jobs, like the recent information gathering we did around empowerment. I was really impressed with the people who participated.

How important to you is teamwork?

It's easy to say that teamwork is vital, of course it is, but for me an important part of teamwork is role-modelling the behaviours I need from my teams, so I try to be proactive and try new things so colleagues can see that it is OK

to be innovative and take risks. If you empower yourself to look for better ways to do things, you also empower others to do the same.

How are you helping embed change in your area?

Around finance and change I think we need to alter the conversation, from saying we don't have enough resource and people to making the best use of the resource we have. That's a theme that runs throughout the conversations I have with people about embedding change. The introduction of the balanced matrix has been challenging and having people allocated to your area rather than recruiting more directly is a big cultural change. But if we are to develop people and be more professional it is essential. I see the internal promotion campaigns as a big step forward and getting my team members ready for progression and reaching their potential is very important to me. I am also very supportive of smart working and the use of technology. In my view, all meetings should be Skype-enabled wherever technology/facilities allow. That should be standard in a modern working environment. I'm also looking at how we enable project managers and operation managers to really unlock the potential of the transformation tools. Using the data to manage your project is what the tools are for. Why wouldn't you? But we need to ensure the right visualisation for project managers and operation managers and that they know how to do this.

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

I started at DE&S' predecessor just after my 16th birthday as an electrical apprentice and have been here ever since, more than 37 years. I saw it as a great opportunity to have a career in an exciting environment and it has definitely been that. Out of 33 of us who started together, there are still some of us based in the MOD, so the career aspect was true for us!

What do you most enjoy about your job?

As the years have gone by, I think the workplace has become less formal and more diverse and I really enjoy meeting different people and them sharing the knowledge and experience they have. I'm always learning in this role and many others I have been in.

What do you enjoy doing in your spare time?

I am a huge rugby fan and have been all over the world following the sport.

What might surprise people about you?

I was lucky enough to spend a year on the advanced command staff course as one of only five civilians with 200 of our UK military colleagues and 100 of our international military colleagues. I not only survived, but it intensified my respect for our armed forces and I feel passionate about ensuring we deliver for them.

DE&S Apprentices

The talent of DE&S apprentices is being celebrated as part of National Apprenticeship Week.

DE&S currently employs more than 500 apprentices across nine schemes and recruits hundreds of new faces every year from all backgrounds and experiences.

Jane Squire, DE&S head of entry talent, said: "Whether you've just left school, realised university is not for you or are looking for a career change, an apprenticeship at DE&S could be a great gateway to a successful career. The 500-plus apprentices currently working for the business come from all walks of life. We're an inclusive employer and we're always looking for the best talent to develop their future here with DE&S.

"From engineering and finance to nurturing the next generation of corporate professionals, we have something for everyone."

For more information about DE&S apprenticeships, visit www.des.mod.uk/careers

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Dayne Lenton was unequivocal as he summed up what it's like to be an apprentice at DE&S.

"This is the best employer I've ever had – there's so much available to you here," said the 31-year-old.

"I was worried I might get forgotten and left out of all of the fun things or the big, important things, but every team I've been in has really tried to involve us and give us meaningful work that interests us, keeps us moving along and maintains a drive to become better engineers."

As someone with autism and attention deficit hyperactivity disorder, Dayne struggled at school in Bristol.

Since becoming an apprentice he has excelled in the academic department of the three-year advanced engineering and management course.

Dayne, who recently joined the P-8A

Poseidon team, added: "I didn't do very well as I didn't have the support, so I wanted to throw myself back into education and I've managed to do much better."

Distinctions in his Business and Technology Education Council (BTEC) level three and Higher National Certificate (HNC) have followed, as has a letter of commendation from Bridgwater & Taunton College, where he studies.

Dayne worked in the NHS blood and transplant facility in Filton before becoming a storekeeper at Team Leidos, which supports the MOD logistically. There, he spotted a DE&S recruitment email.

"I saw what was on offer – the qualifications, the job that hopefully comes out of it at the end if you pass all the courses, and I had nothing to lose really so I decided why not, just go for it," he added.

After 20 years as a primary school teacher, DE&S provided Jo Hall with an opportunity to embark upon a completely different career.

The mum-of-three is into her third and final year of a finance apprenticeship; working in cost control supporting a number of Land projects including SHORAD (Short Range Air Defence).

"I loved my job as a teacher very much, but it was taking over my life in the evenings and weekends and it was time for a change," she said.

"I was looking to change career and I was trying to think about something I could do and progress quite quickly. I wanted to do something useful where I could study for a qualification."

"I knew on the apprenticeship I definitely had a day in college every week, which would make it easier to get back into the habit of studying.

"There's also tailored training, so as well as your academic study there is other training that is accessible to you provided internally so you can suit that to you and what your training is.

"Having previously worked in the public sector I was looking for another public sector role, so that was another thing that drew me to this."

With three children aged from 12 to 16, Jo has found the benefit of flexible working very helpful.

"Sometimes I need to leave early to take them to places so it's been a really useful part of the job," she added.

Inside work, Jo has enjoyed the variety of different placements, travelling to see projects in action and the camaraderie.

"It's a real mix of ages and there are people at DE&S from all different places."





The DE&S apprenticeship scheme is presenting **James Burton** with opportunities he didn't know existed.

The 29-year-old used to work 14 hours a day, but beneath the surface a passion for engineering was burning.

Four months into his engineering management apprenticeship, he is loving his new direction in life.

"Engineering is something I'd had a passion in for a long time and I was looking around at jobs to see what was on the market," he said.

"I saw the apprenticeship scheme and thought that looked exactly like something I wanted to do with my life. It presented opportunities that I previously didn't know existed."

The student at Cornwall College's Engineering Skills Centre in Plymouth

added: "Finding out that there were 250 applicants and only 18 of us were chosen was definitely a proud moment for me."

Over and above the job itself, James sees numerous benefits of working for DE&S.

He said: "You get the pension, which is incredible, you get looked after, you get opportunities to go forward and develop your skills as you work through it.

"Prior to this I was doing industrial roofing, sheeting and cladding and was working maybe 13/14 hours a day. Here, you get the opportunity of flexible working hours which suit you and a shorter working day.

"That means I get to enjoy some of my hobbies, which include going to the gym for an hour every evening and powerlifting training."

With two elder brothers, all things military were often a hot topic of conversation for **Rina Bendahan** growing up.

Now the 23-year-old is a degree apprentice at DE&S she gets to see the wide variety of vehicles, vessels, aircraft and kit being procured up close.

"I have two older brothers and that's the sort of thing we liked to talk about and watch when we were kids," she said. "That's basically where my interest comes from."

Rina is a member of the Weapons Ordnance Munitions and Explosives (WOME) team at the Submarine Delivery Agency/Naval Authority Group, which is a far cry from her previous profession.

"I was studying to be a paramedic," she said. "I was good at the job but I wanted to expand my horizons.

"I joined the apprenticeship scheme because I thought it was a good way to get a degree and I'm more of a hands-on learner, rather than just plain school learning."

Two years into a five-year scheme, Rina works on magazine safety for maritime platforms and warships in harbour.

"If you're interested in it and push for it, you can get it," she added.

"DE&S is very happy to continue your professional development and there are loads of opportunities here to progress your career.

"I really enjoy going to see the kit we're working on. That's been amazing. You can't imagine it properly until you've actually been to see it."



Becoming an apprentice at DE&S was a family affair for **Peter McAfee**.

Having seen his son flourish after leaving school and becoming an engineer, the 57-year-old thought why not join up himself.

Having run a Post Office and shop with his wife Julia in South Gloucestershire for two decades, Peter already had a grasp of numbers.

Now he is working towards accounting qualifications as a finance apprentice cost controller in the Ships domain at Abbey Wood.

Peter said: "My son Nick came in at 16 and it was wonderful for him.

"He now has his degree, no debts, he's on the housing ladder and has been supported really well by the MOD and the peers he went in with.

"I just thought what a good scheme it was

for my son and I thought: 'this is something I can do'.

"I wanted to look at learning a little bit more and broaden my work experience, and it was ideal for me.

"The role has been interesting and challenging in the sense that you have to be very accurate. I enjoy the satisfaction of getting things done.

"We are always learning. There are always things that come up that are so unusual and it's good to be progressing and feeling that you're really getting on top of the job.

"I used to work 70-odd hours a week and to work 37.5, have one day a week to study and be able to use the flexi-time system is wonderful. The terms and conditions we have here are probably second to none."

CEO Commendations

DE&S former winners: on winning their awards and where they are now



Short Range Air Defence Sea Ceptor Team

Adrian Birch reflects on the CEO Commendation the Sea Ceptor team was awarded

Why were you nominated for this award?

The award recognised the team's role in the development and integration of the new world-class Sea Ceptor Weapon System onto Type 23 frigates for the Royal Navy, and achieving a successful introduction into service. Sea Ceptor provides a step-change in naval air defence capability to counter emerging air threats, protecting the host ships and wider maritime task group.

This is the highest accolade you can achieve within DE&S, how did it feel?

I was delighted that the combined efforts of the joint

MoD and Industry team were recognised at the highest level of the organisation and felt enormously proud of what had been achieved. Inevitably, given the complexity of the development and integration programme, issues emerged. But the joint team pulled together and through commitment, agility and excellent collaborative working, identified and implemented solutions without material impact to the project schedule to deliver the capability to the naval customer in half the development time of similar projects.

What are your memories of the awards ceremony?

I was fortunate enough to be a member of a team that received a Chief of Defence Materiel Award 10 years ago, so comparisons between the two events were inevitable. There were similarities – same location in Main Building, same format, but

this time I felt much more aware of the presence of most of the ex-co and 2-star directors and many senior customers and sponsors of each award. The sense that this was an important event for DE&S also came across strongly. After the main presentations there was an opportunity to socialise and share experiences, both amongst the award winners and with the DE&S and customer senior team, and receive a pat on the back from COM(Land), which was definitely different from 10 years ago!

What would you say to other teams/individuals hoping to be awarded a CEO Commendation?

A CEO Commendation is a very tangible recognition of the fantastic work that is performed across the acquisition community in support of the armed forces. There is keen competition for the awards, which reflects the breadth and quality of outputs in any year, but if you know of or are in a

team that has had a major success, then don't be shy and put yourself forward.

How have you built on your success?

As is often the case, following achievement of a major project milestone, many of the team have moved on to new projects and challenges, taking with them the valuable experience gained through helping to introduce into service a cutting-edge anti-air weapon capability. However new blood has come into the team to continue the roll-out of the system to the rest of the Type 23 fleet, support the deployed systems, and prepare for its installation onto further platforms such as the Type 26 and Type 31. For my part, I have moved to a new team, as a partial retiree, changed functions, and am enjoying applying my safety engineering experience to a different weapon system.

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Pictured: Colonel Mike Duff and images of the decontamination of Salisbury during 2018 (Pictures by Beth Squire and submitted)

“I was briefed on what Novichok was – a phenomenally lethal substance”

Colonel Mike Duff has been awarded an OBE for his key role in returning Salisbury to normality following a nerve agent attack in 2018. Until now, members of Operation Morlop have been sworn to secrecy, but with the media ban relaxed he spoke with Desider editor Tom Morris

“To be engaged in something that dominates both the national and international media was quite extraordinary,” Colonel Mike Duff says.

He is referring to his year-long involvement, as a mobilised Army Reservist, in the decontamination of Salisbury following the attempted murder by nerve agent of former Russian intelligence officer Sergei Skripal.

The idea that this pretty city, known for its majestic cathedral, medieval walls and proximity to Stonehenge, could be the scene of an attempted assassination using such an unconventional weapon seemed unfathomable.

Novichok, the nerve agent used in the March 2018 attack, also struck down Skripal’s daughter Yulia, who had been visiting her father. Despite the substance’s lethal nature they both survived, thanks mainly to the incredible work by the local health services.

Just a few days after the attack, Mike, whose civilian job is with DE&S at Abbey Wood, had started a period of Easter leave and was looking forward to some relaxation at his home in Wiltshire.

However, within 24 hours of starting his leave the regional Army headquarters, now commanding the military response to the attack, asked Mike to mobilise and deploy to Salisbury for what was expected to be just a couple of weeks.

“My transition from DE&S civil servant to mobilised service happened very quickly,” Mike said, adding: “On day one of my deployment I was briefed on what Novichok was and what it could do. This really focused the mind – it’s a phenomenally lethal substance.”

As the increasing gravity of the situation became apparent his mobilised service was extended to two months and, by the time the military’s role was completed, he had spent a year away from his day job.

His role in the operation meant Mike worked alongside a huge number of stakeholders including the Department for Environment Food & Rural Affairs (DEFRA), Defence Science and Technology

Laboratory (DSTL), Wiltshire Council, the NHS and regional police, fire and ambulance services.

“This was a multi-agency response and the level of innovation and professionalism demonstrated by all involved, given the nature and complexity of the incident, was exceptional,” Mike said.

By June 2018 the operation was proceeding well and with most sites decontaminated, Mike said there was a genuine feeling there was light at the end of the tunnel.

But, on June 30, he was alerted to a similar poisoning just seven miles away in the small town of Amesbury. This resulted in the death of an innocent woman and a man ending up in a critical condition.

It was quickly established that both had been exposed to Novichok as the result of contact with a fake perfume bottle containing the nerve agent.

Mike said: “Following the events in Amesbury we had a new set of contaminated sites to clean due to both this tragic event and the spread of contamination caused by the immediate response to it.

“People forget this, but every time the Chemical Biological Radiological and Nuclear (CBRN) teams went in to decontaminate these sites they were in genuine danger – and teams deployed almost every day throughout the whole operation. This was an incredibly well-trained and courageous group of people who did their job with minimum fuss and fanfare.”

Finally, he is determined to register his thanks to those at DE&S who covered his absence and is extremely grateful that the organisation allowed him to take part in such an operation.

“I am incredibly grateful for DE&S’ support during this incredible period of my life,” Mike says.

“The speed at which I was allowed to mobilise was incredible and I owe all of those who stepped in to cover my role in my absence a huge debt of gratitude.”

Emma stars again at British Transplant Games

Resource support manager Emma Barnes was again in the medals after competing for Great Britain at Badminton in her second World Transplant Games along with more than 2,000 other transplant recipients from around the world.

After receiving a liver transplant due to a rare form of cancer in 2013, Emma was encouraged by the nurses who looked after her at Kings College Hospital to take part in the Games which are held annually.

Emma, who works in Defence Supply Chain Operations and Movements (DSCOM), said: "I enjoyed playing various sports whilst I was at school, so was excited to get back into doing sport again once I was fully recovered from my transplant. The games gave me the opportunity to do exactly that."

The transplant Games were formed to encourage patients to regain fitness and give athletes the motivation to strive towards full rehabilitation whilst championing the value of donation and raising public awareness of organ and tissue donation.

Emma explained: "The Games are open to people who have received an organ or stem cell transplant and through the Games I've met so many other people that have been through similar experiences as me and competing together is so rewarding."

Emma has taken part four times now in the British Transplant Games and following on from success in these was selected to represent Great Britain in the World Transplant Games which are held every two years.

With various sports on offer ranging from athletics, swimming and cycling, Emma competed in badminton singles, women's doubles and mixed doubles, which were held this year at a state-of-the-art complex in Sport Central at Northumbria University in Newcastle. Emma celebrated winning bronze medals in all her events and the host GB & NI team topped the medals table.

"The games are a way for people to showcase what they can do after their transplant and a way to celebrate life itself as none of us would be here if it wasn't for our donor," Emma said.

Training hard every week with local badminton groups and coaches, Emma has been able to focus on her development alongside her

normal working duties.

"I've been lucky to receive support from the CSSC and DE&S in allowing me time off to be able to take part in the Games. I hope that this support continues when I plan to compete in future Games," said Emma.

Speaking of her future goals, Emma said: "I'm preparing for the British Transplant Games which will be held in Coventry later this summer and I'm hoping I do well enough to be selected to go to the next World Games which are being held in the USA in Texas next year. Ultimately, I would like to get the message out more about organ donation and give hope to those people who may be need a transplant."

For more information about becoming an organ donor, visit www.organdonation.nhs.uk



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60 second spotlight

"Walking is my great passion, especially fell walking"

Jill Ruddick

Job:

Head of Establishment and Business Support Senior Management

Your route into DE&S?

I previously worked at the regimental headquarters of The Duke of Lancaster's Regiment at Carlisle Castle. Following a Strategic Defence and Security Review and the amalgamation of regiments, my post was declared surplus. I was in the redeployment pool for 18 months prior to being tipped off by my union rep that there was a job that might suit me at DM Longtown. I applied, had a suitability interview and the rest, as they say, is history. That was just over 10 years ago.

Your claim to fame?

I have no claim to fame, but my 15 minutes of fame came when, on the spur of the moment, I rang the Jeremy Vine Show when they were doing a feature on chip pan fires as my brother had slept through a chip pan fire and lived to tell the tale!

Your advice to anyone?

I try not to give advice because it can backfire, but I tend to believe that if you treat people decently and with compassion, they will return the favour.

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

Walking is my great passion, especially fell walking when I can muster the effort to drive to the Lake District. I have plenty of energy for walking, but the driving bit is a tad boring.

What are you most proud of?

Apart from my daughter, I'm most proud of walking coast to coast from Ravenglass in Cumbria to Holy Island in

Northumberland. I bought a book called "Lakeland to Lindisfarne" by John Gilham in a National Trust shop and kept it for a few years before I suggested undertaking the walk to my husband. It took a bit of planning finding suitable B&Bs, pubs and hotels to stay at, but it felt like a massive adventure. We completed the walk across the Lake District, the Pennines and across Northumberland to Holy Island where we'd been married six years earlier. The satisfaction of seeing the sea in Northumberland, knowing we'd crossed the country under our own steam, was immense. And to add to that we raised just under £1,300 for The Great North Air Ambulance.

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

My husband as he's my best friend. Art materials as I'd have the time to learn to paint. Wool to knit or crochet new clothes - it would help to satisfy my creative urge whilst doing something useful.

What irritates you the most?

Climate change is a hot topic but no-one ever mentions addressing World overpopulation.

What is your favourite place in the world?

Holy Island in Northumberland. As I said earlier, I was married there, and it never loses its mystical allure and fascination for me (despite the hordes of other tourists when the tide goes out). I love the big skies, its history, the birds and freedom and walking its amazing beaches.

What would surprise people about you?

I'm really quite shy.



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

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Local school visit, fundraising and DE&S videographer wins top prize



DE&S operations manager Victoria McQueen, from Maritime Combat Support HMNB Clyde, raffled her original artwork in memory of her former Royal Navy colleague Sean Gibney, who sadly lost his life to cancer.

For the last six years, Victoria has donated an original painting of hers to charity. Having previously donated to Cancer Research UK and Erskine Hospital, this year she chose to raise funds for We Remember Submariners, a charity which provides wreaths and condolence cards for any serving or retired submariners who have passed away.

To raise money for her chosen charity, Victoria painted an ink and watercolour poppy scene named 'Let there be Peace,' and organised a raffle held in HMNB Clyde's Submarine Command Team Training Building, where she raised almost £100.

Victoria said: "I am really proud to have raised funds and awareness for a charity that provides support for colleagues that I work so closely with on a daily basis. I will be repeating this raffle next year for the same charity."

DE&S welcomed four local schools to MOD Abbey Wood to inspire them about the organisation's role and make them aware of the exciting apprenticeships available.

A group of current DE&S apprentices held the outreach event for more than 50 students aged 16 or older from Abbey Wood Community School, Bradley Stoke Community School, Patchway Community School and Winterbourne Academy.

To develop their understanding of the wider civil service, current DE&S apprentices and Senior Civil Servants spoke to students about working at DE&S, giving the students a better insight of day-to-day life in DE&S and the possibilities the apprenticeships provide.

Project professional apprentice Lucy Bushrod co-ordinated the Apprentice Day and said: "It was really rewarding to know that sharing what we do at DE&S inspired young people in our local area to consider an apprenticeship with us. We had very positive feedback."

Over the past year, DE&S apprentices have also run CV writing workshops and mock interviews with Bradley Stoke Community School and Abbey Wood Community School, as well as a mentoring scheme where local sixth formers have been supported by project professional graduates and apprentices from across the business.



DE&S videographer Charlie Perham has been recognised in the British Army's most prestigious photographic competition.

Charlie, who manages the DE&S Photography and Video Team, submitted his work which chronicled DE&S employee Indy Dhillon's battle to overcome injury to become a champion powerlifter.

Charlie said: "The way we consume and view media has changed massively and to be recognised for this video when people's news feeds are saturated with content is very rewarding. At DE&S we deal with a lot of kit but what I really enjoy is being able to tell the human side of the story and video is the perfect medium to record that personal journey."

Command Master Photographer, Warrant Officer Class One Daniel Harmer, said 2019 was a benchmark year for the competition with a record number of video packages entered. He said: "The awards is a showcase of excellence and a celebration of what's been achieved in 2019. The photographer's role is so important in capturing the British Army's history."



Food donations and a run through New York

Staff working within Defence Support Chain Operations and Movements (DSCOM) recently took the opportunity to provide goods for the North Bristol Foodbank to support local people in crisis.

In total, the DE&S DSCOM team donated 127Kg of food, which provided enough for the equivalent of 127 meals for those in need.

Wg Cdr Beverly Cartwright, who coordinated the event, said: "I saw an opportunity to help others less fortunate than ourselves and felt it was really important to give something back and support the community we

are part of. The generosity of the staff in DSCOM amazed me and the level of donations they gave was outstanding.

"I think we have really helped to make a difference and the staff are keen to continue to support the work of the foodbank which provides such an important link to people in crisis."

The North Bristol Foodbank has been in operation for the last 15 years and is there to help anyone who is facing hunger because of a crisis. The team hope to encourage others to consider donating to their local foodbanks.

MOTTO the MOD Lottery September winners

£10,000	Christopher Daniell, Westdown Camp
£2,500	Christopher Dayman-Johns, Bristol
£1,000	Matthew Herberth, Bristol
£500	Mike Smith, Cyprus
£250	Robert Humberstone, London
£100	Samantha Earl, Brackley
	Joanne Kennedy, Faslane
	Mike Green, Plymouth
	Robert Tait, Home-Based
	George Denham, Bristol
	Sophie Tredwell, Bristol
	Maylin Vuancau, Gloucester
	Tricia Lake, London
	Nigel Davies, Bristol
	Jim O'Brien, Lincoln
	Bryan Taylor, Warminster
	Laura Jones, Porton Down
	Melissa Barr, Huntingdon
	Emma Rigsby, Bristol
	Kevin Haynes, London
	Kevin Gallagher, Preston
	Patrick Morrison, UKHO
	Sharon Rawlings, Bristol
	Karen Laing, RAF Cranwell
	James Nally, Porton Down



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Two DE&S employees completed a life-long dream by completing the largest marathon in the world.

DE&S artillery systems operations manager Daniel Morris and multi role vehicle project manager Steve Demmery were given the chance to compete in the 2019 New York Marathon after winning a Defence Sports and Recreational Association competition.

The New York Marathon – run every year since 1970 – attracts more than 50,000 competitors and is one of the World Marathon Majors.

Claiming to have always been "a fat boy at heart," Dan got into running prior to his engagement. Steve, who keeps up his fitness up with regular cycling, said the chance to take part in this marathon fulfilled his bucket-list ambition to complete a marathon before turning 50.

Steve and Dan ran 26.2 miles through the five New York boroughs to finish in Central Park.

Both Steve and Dan finished with respectable times. Dan said: "All the pain disappears as soon as you cross that finish line. It's an amazing feeling."



Case Study

Patricia Hughes, Senior Operations Manager within DE&S, gives her insight into some of the benefits of working for the organisation

Name:

Patricia Hughes

Job title:

Senior Operations Manager

How long have you worked for DE&S?

Five years

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

I wanted to join the civil service having spent my career in the private sector. I sought to work for an organisation that really makes a difference for others and for its employees. DE&S is undergoing a significant transformation in processes, policies and in the way that it procures and supplies equipment. To me, it was a great time to join. When I applied, I saw DE&S as a branch of the civil service that was culturally more closely aligned to working in the private sector.

What does your role entail?

Ensuring the fleet of vehicles in my project are safe, perform to requirement and are available; managing my delivery and functional teams, managing costs and the order book items. It involves lots of stakeholder management and fast-paced thinking.

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

There are plenty of opportunities to develop and progress in the function. I am currently participating in a pan-civil service development scheme for prospective senior leaders. It is known as the

Positive Action Pathway and involves challenging developmental work alongside MOD and other government department colleagues. Furthermore, I am a reverse mentor to the Permanent Secretary, mentor a couple of graduates and receive coaching from a well-respected senior civil servant.

What do you most enjoy about your job?

The variety of challenges and taking on something totally new. My background is fast-moving consumer goods and pharmacies – very different to tanks, torpedoes and Typhoons. In addition, I love to make a difference to people's lives and promote positive thinking.

What's your ambition?

I would like to move to a people-focused role and continue to work with other government departments in my involvement with cross-government networks.

What's your greatest achievement to date?

Receiving an award from the highest level for my work on improving diversity and inclusivity in the MOD. Providing first-hand lived experience when educating and reviewing Diversity & Inclusion matters and policy support to cabinet office, MOD, UK Security Vetting to name just three.

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

The opportunities are limited only by your drive and your desire. DE&S and the wider civil service have plenty of career options available. Abbey wood is a great place to work with good facilities, nicely-landscaped campus, free parking and is well connected to the public transport network.

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

Flexible working allows me to work around my single parenting commitments. There are plenty of social activities, with some project teams arranging many events throughout the year. In addition, you can help by volunteering in the local community, which I do as a magistrate, participate in network events such as PRIDE and sports clubs. My hobby is caving. Perhaps I should start a DE&S caving club?



SIX GREAT REASONS TO WORK FOR DE&S



Bonuses & Recognition



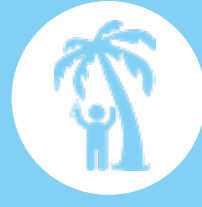
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