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The largest “Super Block” section of the second Aircraft Carrier, HMS Prince of Wales moves to Rosyth



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Picture: David Tucker

The largest "Super Block" section of the second Aircraft Carrier, HMS Prince of Wales, has arrived at the Carrier assembly facility at Babcock Marine's Rosyth Dockyard, Fife.

desider

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Editor:

Tim Foreman - 9352 30637 or 0117 9130637
tim.foreman774@mod.uk

Distribution Manager:

Dick Naughton - 9352 34342 or 0117 9134342
DES HR-Corp-BusMgr1a@mod.uk

Advertising:

Richard Stillman - Ten Alps Media, 1 New Oxford Street, High Holborn, London SC1A 1NU
Tel: +44 (0)20 7657 1837
Fax: +44 (0)20 7379 7155
richard.stillman@tenalps.com

Printing:



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FOREWORD

by Sir Bernard Gray, Chief of Defence Materiel

It gave me enormous pleasure to see Artful leaving the yard in Cumbria, where she was built, and arrive a few days later at her new home on the Clyde. This is the culmination of a great deal of hard work done by our project teams and industry colleagues.

Artful is the most advanced submarine produced in the UK. After sea trials she will be joining the Royal Navy fleet to begin operations.

While we take pleasure in marking new equipment being handed over successfully to our Armed Forces customers, in this edition of *Desider* we will also pay homage to equipment that have finished their operational life.

The Lynx Mk7, which has been of great service to the Army for a quarter of a century, will be replaced by the Wildcat which will bring vastly improved capability to the Armed Forces.

These two milestones highlight the cyclical nature of our procurement programmes and is a credit to the teams who have kept the Lynx operable and in service for such a long period of time, as well as the great work we have done to innovate and develop next generation aircraft such as the Wildcat.

Behind both programmes are highly skilled DE&S engineers, whose expertise we value. Engineers allow us to push the boundaries and achieve the goals set by our military customers, and contribute enormously to making DE&S the success it has become.

You can read more about the work we are doing to develop our Engineering Function and skills in the interview with Air Commodore Michael Quigley, Head of Profession for Engineering in DE&S. You will also see our commitment to bringing new talent into this discipline reflected in the enthusiasm of the engineering apprentices that gathered at the Defence Academy Shrivenham for the annual Tom Nevard Memorial Competition.

As DE&S gains greater freedoms and the ability to compete within the marketplace we want to be able to attract the best talent to join our engineering and other professional functions. We have some of the most interesting and challenging programmes in the world and we need to recruit, to train and to retain, the best people with the right skills and knowledge to help us achieve our goals.

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SEPTEMBER 2015

InsiderGuide

AIR COMMODORE MIKE QUIGLEY, Director Technical DE&S, describes the wide-ranging nature of the Technical Directorate, its focus on professionalisation and contribution to DE&S Transformation programme.

The breadth and diversity of the Technical Directorate's business and the fervour of its quite disparate specialist groups never fails to impress me. Perhaps not a typical operating centre, we have customers for technology projects and technical services across DE&S and in all the Front Line Commands, MOD-wide obligations, such as the Defence Authority for Technical and Quality Assurance, and an important role in the DE&S Transformation programme. With about a third of its staff based away from Abbey Wood, including a Defence Standards team in Glasgow and the Quality Assurance Field Force deployed around the country, the Directorate has a broad portfolio: we provide everything from cutting edge capability demonstrations, Information Assurance and IT, Safety, Environmental and Engineering services, to graduate and apprentice recruitment, training and up-skilling in technical and project management disciplines. There's a strong focus on both delivery (the 'what' and 'when') and people (the 'who' and 'how').

Besides delivering some £27M worth of 'pre-Concept' capability demonstrations this year, the Technology Office helps the rest of MOD and wider government understand how DE&S works with them. For example, it is representing the DE&S position on two SDSR workstrands: 'Ensuring we have access to the Defence and Security industry we need for our security and prosperity' and 'Responding to and making the most of Technology'. Meanwhile, the Chief Information Officer Support Team is busy rolling out a 'Tech Refresh' comprising new laptops, upgraded PCs, and more modern applications; introducing the 'Defence Connect' enterprise social media and the 'Defence Share' collaborative working environment; improving Information Assurance and raising awareness of the Cyber threat; and last, but by no means least, working with the service provider to improve DII performance. The Assistance & Guidance group has completed 24 independent project reviews over the past 12 months, helping teams to deliver projects 'right first time' and, in the same area, the Equipment Support Chain Improvement Team is on track to deliver £150M of efficiencies and cost avoidance in the ESP by year end: an impressive result for a team of just 23, awarded Premier Practice status by the CMI (one of only 2 across




Picture: David Tucker

the Public Sector) and all now Certified Management Consultants.

The Quality, Safety & Environmental group strives to keep Safety awareness at the top of our agenda and has now created a comprehensive suite of system safety and environmental courses, as well as coordinating a programme of monthly Safety LFE events across DE&S. Professionalization is a central theme and the Engineering Group plays a leading role. Building on the DE&S Engineering Strategy we have doubled the number of graduate and apprentice trainees and recently launched an under-graduate nuclear engineering apprenticeship. Some 300 people are up-skilling on HNC, MSc and PhD courses and they also run the DE&S Specialist Fellowship programme, which recognizes and rewards a cadre of niche technical experts of national and international standing. All of this has put us in a strong position to shape our transformation to a balanced matrix

organization. Functional groupings will enable us to coordinate recruitment more effectively and deploy our increasingly professional workforce more flexibly and in line with business priorities. The Functions will also be better able to manage early developmental work experience and offer recognizable career paths, although people should still be able to move between Functions over time to gain a broader range of competences to equip them for more senior roles. Combined with a common business process framework and more consistent DE&S ways of working we will become a sustainably safer, more professional and more agile acquisition organization able to adapt as Defence needs change and respected by the Front Line Commands and our Industry partners alike.



Capability Demonstrated

ROTARY WING UNMANNED AIR SYSTEM (RWUAS) CAPABILITY CONCEPT DEMONSTRATOR (CCD)

Demonstration flight trials successfully delivered using the AgustaWestland SW-4 Solo, optionally piloted helicopter at Llanbedr Airfield to inform future Tactical Maritime UAS decision making.

LEADING THE FUTURE

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Sir Bernard Gray welcomes Secretary of State for Defence, Michael Fallon to Abbey Wood

Secretary of State thanks DE&S for all its hard work

Chief of Defence Materiel, Sir Bernard Gray welcomed Secretary of State for Defence, Michael Fallon to Abbey Wood at a Town Hall session.

Mr Fallon thanked staff for all their hard work in equipping and supporting the Armed Forces. He said: "We are currently supporting over 20 operations worldwide and this would not be possible without your hard work and commitment; you are playing a crucial role in these activities.

"The Chancellor's budget earlier this month, set out a great outcome for Defence. The Defence budget will rise from April 2016 for the first time in several years and will continue to do so for the duration of this parliament. Compared to other government departments, a number of whom are entering the Spending Review period expecting to have to make substantial cuts, this is an excellent result. We will need to make some in year savings but, going forward, we will be able to retain the efficiency savings we generate and re-invest them in Defence, including to purchase additional equipment for our Armed Forces."

On the Strategic Defence and Security Review (SDSR), the Defence Secretary advised that this would be a 'back to first principles' review and not simply an update of the 2010 SDSR. Future threats would need to be considered along with the capabilities and finance required to address those, through a new and larger defence envelope. "There will be some hard choices to be made. We won't be able to do everything we would like but I am confident that we will get a good outcome" said Mr Fallon, encouraging all those with suggestions for improvements to submit their ideas to the MOD SDSR team. The visit took place on 30th July.



Pictures: Andrew Linnett

"Irrespective of the outcome of SDSR, I don't expect the tempo and breadth of operations to change. Defence Personnel will need to be ready to face an increasing number of threats from those that want to do this country harm,"

Mr Fallon

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2015 TOM NEVARD COMPETITION

Engineering Apprentices from across the UK gathered at Defence Academy Shrivenham for the 64th annual week long Tom Nevard Memorial Competition.

The prestigious event attracts competitors from many sides of the defence community including; DE&S Abbey Wood and Devonport, Defence Munitions Gosport and Beith, Dstl and Babcock DSG Donnington, Colchester and Bovington. It is the biggest gathering of craft and technician apprentices at one time.

Apprentice Rosie Wheelhouse-Thomas, a trainee weapons fitter who works at Defence Munitions Gosport, said: "It's an amazing opportunity for all the apprentices that take part and you meet so many new people who you could end up working with in the future."

After a welcome from Dr Chris Couldrick of Cranfield University (the competitions development partner) it was time to announce the projects that would test the participants engineering skill and ingenuity.

The First Year Handskills contenders were whisked away to a demonstration of air and water powered mortar rockets while the Second Year Handskills were held under siege from Dr Couldrick and an elastic band gun. However the competition really kicked off with the arrival of a small contingent from the Hovercraft Club of Great Britain who hoped to inspire the Teams with hovercraft rides across the cricket pitch.

The next 4 days saw a flurry of activity as elastic band guns were researched, friendships and rivalries forged, mortar launchers designed and hovercraft skirts stitched and modelled in anticipation of Fridays judging day.

Judges scrutinize each entry while cross examining the apprentices on their selection of materials, design process and engineering knowledge before retiring to the boardroom to consider the competitors. After seeing the mortar launchers in action before hovercraft drag racing, it was time to reconvene in the lecture theatre to announce the winners – full list below.

First up was James Doonan a first year apprentice from DE&S Devonport whose winning mortar rocket travelled an impressive 65 metres. James (as with all the winners) will receive a certificate, cash prize and crystal trophy at the Apprentice Award Ceremony held in Main Building on the 3rd

December 2015.

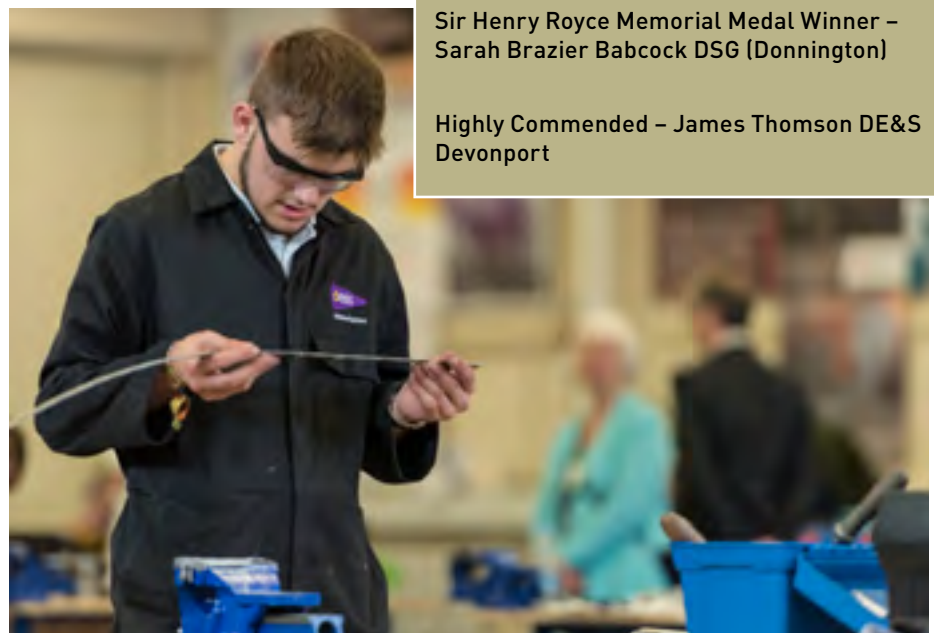
Finally it was time to announce the winning hovercraft in the team event, judged in part by Tom Nevard's grandson Richard Nevard.

First place went to the grey team which comprised of apprentices from Babcock DSG Bovington, DM Gosport and DE&S Abbey Wood and Devonport.

Team member Richard Hartley a first year apprentice from Abbey Wood said:

"The competition was really excellent from start to finish it was incredibly fun, every one there was determined to make as good a product as they could and it was a pleasure to be a part of that atmosphere.

"Winning the competition really was the icing on the cake of a wonderful week. I would have come back from the competition happy win or lose."



Tom Nevard Award winners

Phase 1 Hand Skills

Winner – James Doonan DE&S Devonport

Runner-Up – Joe Sayce Babcock DSG (Donnington)

Phase 2 Hand Skills

Winner – Rosie Wheelhouse-Thomas DM Gosport

Runner-Up – Andy Hewitt DE&S Abbey Wood

Team Event Winners

Callum Ramsell Babcock DSG (Bovington)

Dan Trotter DE&S Abbey Wood

Axel Nicks DE&S Devonport

Thomas Willson DM Gosport

Richard Hartley DE&S Abbey Wood

Runners-Up

Kersey Segger DE&S Abbey Wood

Keith Wells Babcock DSG (Colchester)

Jack Perks DE&S Abbey Wood

Alex Holwill DE&S Devonport

Alex Colley DE&S Devonport

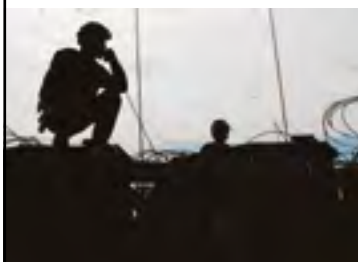
The Sir Henry Royce Memorial Foundation Medal was run concurrently to the Tom Nevard competition this year.

As such the result was...

Sir Henry Royce Memorial Medal Winner – Sarah Brazier Babcock DSG (Donnington)

Highly Commended – James Thomson DE&S Devonport

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“Look No Hands”

A glance into the future of maritime UAS potential

A future in which the Royal Navy uses unmanned helicopters to carry out counter piracy patrols, beach landing surveys and mine hunting has moved a step closer following a novel concept demonstration in Wales.

A light helicopter, known as SW-4 “Solo”, was modified by AgustaWestland to operate both as an unmanned and as a piloted aircraft. Solo was flown under automatic control from a ground station and performed simulated deck landings using a modified flatbed lorry equipped to represent the flight deck of a Royal Navy ship.

The deck was programmed to automatically mimic the motion of a frigate but had a smaller surface than the landing area on a vessel, testing the UAS’s reliability.

Below: The safety pilot at the ready to take control if required.



The ground control team loaded a mission that set up the route followed by the helicopter, which at certain points required confirmation to carry on. Meanwhile, a safety pilot remained on board, with the ability to take control at any time, allowing the aircraft to be flown in normal airspace.

The aircraft completed 27 hours of ‘hands off’ automatically controlled flying over two weeks, including 22 ‘ship’ landings in wind speeds up to 27 knots at Llanbedr Airfield.

DE&S project manager Philip Betson, said: “This project has built on previous Dstl studies and explored a concept for an unarmed system that would provide mine hunting and hydrographic surveying capabilities to a frigate sized host ship, in addition to more traditional airborne surveillance capability.

“The novelty in this demonstration was to combine these different technologies into one, to gather information for potential future requirements, as well as to assess the impact of bringing a maritime Rotary Wing Unmanned Air System into service.”

The demonstration was part of a two year research project commissioned by Navy Command to inform Royal Navy decision

making on future tactical maritime UAS.

The project was managed by the Maritime section of the DE&S Technology Office, who formed a team with personnel from the Dstl Platform Systems Division to ensure the right mix of project management, technology management and technical expertise.

AgustaWestland led an industry team which brought together expertise on a range of technologies not previously considered together: Atlas Elektronik UK for mine countermeasures, BAE Systems for surface ship combat management systems, Pelydryn for airborne hydrographic surveying and Selex ES for surveillance sensors.

The Royal Navy’s Commander Maritime Capability (Aviation), Cdr Bow Wheaton, said:

“We are very pleased with the outcome of the Rotary Wing UAS demonstration project and have learnt a lot that will inform future options. Rotary Wing UAS offer a niche combination of endurance and payload, whilst being able to launch and recover from relatively small warships with a flight deck.”

Navy Command will now examine the results of the project and consider the next steps for this technology.

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Director Land Equipment opens new combat vehicle facility

BAE Systems in Telford has marked the official opening of its new facilities - a key milestone in the company's ongoing investment programme.

The facility was officially opened by Major General Paul Jaques, Director Land Equipment, and was attended by all employees and a number of key local suppliers.

The new facilities at Telford include new reception area, new offices to co-locate the site's 300 employees and the installation of new test rig facilities for military bridging systems.

Maj Gen Jaques, said:

"This is a significant investment in new facilities, which demonstrates a commitment to the future and a real confidence within the company in this sector of defence."

The Telford site has consolidated assets, capabilities and people from around BAE Systems' business.

The developments are part of larger investment activity which sees the company investing in its future to retain key talented personnel, provide upgraded infrastructure and develop technological capability.

BAE Systems Telford is currently working on the design services contract from the MOD to provide engineering support for the British Army's armoured vehicle fleet.

BAE Systems provides support to Warrior; Titan; Trojan; Panther; Bulldog; Combat Vehicle Reconnaissance (Tracked); the Challenger Armoured Repair and Recovery Vehicle (CVR(T)) as well as the main battle tank of the British Army - Challenger 2.

BAE Systems Telford has been transformed since capabilities and assets from around the business have been consolidated onto the site.

This includes Systems Integration facility, heavy armour repair, Terrier Final Assembly Build Standard line and the latest development the Bridging Test Rig.

Jennifer Osbaldestin, recently appointed Managing Director, Combat Vehicles (UK) responsible for sites in Newcastle, Telford and Filton, said:

"Combat Vehicles is ambitious to grow its business in the UK and internationally, and we understand that to enable growth we need to invest in people, technologies and infrastructure. The improvement in the Telford site demonstrates our willingness to invest in our future."

Below: Major General Jaques with Jennifer Osbaldestin at BAE Systems Telford.





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Scout 'looking good' with latest sighting contract

Evidence that defence spending benefits the whole of the UK was highlighted by the Defence Secretary when he announced a £125 million contract will sustain 40 highly skilled jobs in Scotland.

The deal, signed between Scout Specialist Vehicle (SV) prime contractor General Dynamics and Thales UK, will provide the British Army's next generation Armoured Vehicles with a high tech sighting system.

It followed an announcement by the Prime Minister a week earlier that the MOD had also signed a £390 million contract with GD UK for Scout SV support which would bring an additional 250 new technical jobs to Wales.

Defence Secretary, Michael Fallon, said: "These latest contracts on the Scout SV programme show that Defence spending benefits the whole of the UK, with investment boosting local economies and creating jobs nationwide, from Scotland to Wales.

"This Government has committed to increase defence spending each year for the rest of the decade, alongside a £160 billion Equipment Plan for our Armed Forces, which will give them the kit they need. Our investment in Defence will not only help to keep Britain safe but is creating and sustaining jobs and key skills in industries right across the UK."

Under the contract with GD UK, Thales will provide 589 packages of equipment for the Scout SV, including the Primary Sight, which will enable commanders to maintain a 360° view of their surroundings. It includes wide-area search-and-detect capability that automatically locates and tracks potential targets from their thermal signature, alerting the vehicle's crew to their presence.

All of the equipment will be built at Thales UK's cutting edge optronics facility on the Clyde in Glasgow with jobs ranging from manufacturing technicians

and engineers with many years of experience to some of the company's younger apprentices.

Lieutenant General Sir Chris Deverell, Chief of Materiel Land at DE&S, said:

"It is very encouraging to see progress on the Scout programme and this is down to the hard work of DE&S staff and their colleagues in the defence industry.

"As the army's first fully digitised armoured fighting vehicle, Scout SV will be effective in the most difficult terrains around the world and by selecting the most advanced and appropriate systems for Scout SV, we can be sure that the UK's Armed Forces will have the very best equipment possible."

Designed by General Dynamics UK, the MOD is buying 589 Scout SV for the Armed Forces through a £3.5 billion manufacturing contract signed last year. The 589 new armoured fighting vehicles will be the "eyes and ears" of the British Army on the battlefields of the future.





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200th F-35 Lightning II rear fuselage rolls off the production line

The role of UK industry in the world's largest single defence programme was celebrated last month when the Defence Secretary visited BAE Systems to mark the completion of the 200th rear fuselage for the F-35 Lightning II programme.

Michael Fallon was given a tour of the manufacturing line where the fuselage is built in Samlesbury, Lancashire, before heading to Warton for an update on the Typhoon programme.

Completion of the 200th aft fuselage - designed for a Conventional Take-Off and Landing variant aircraft - is a significant milestone in the F-35 Lightning II programme with the part supplied to all nine of the nations involved in the programme.

Mr Fallon said: "The F-35 is the world's largest single defence programme and as the only major partner, the UK has played an important role from the outset.

"These fuselages, built in the North West, make up a significant amount of the manufacturing work on every aircraft. That's not only a huge achievement for the British Defence industry on the world

The F-35B undergoing trials



stage, but work on this cutting edge aircraft is also boosting the UK economy, supporting thousands of jobs across the country."

Collectively, some 500 companies are involved in the F-35 Lightning II programme across the UK, making up a total of 15% in terms of value of every aircraft built.

The fuselage has now been transported to Lockheed Martin's final assembly facility in Fort Worth, Texas to be fitted to the rest of the aircraft.

Jon Evans, head of F-35 Lightning II Production Delivery for BAE Systems at Samlesbury, said: "With a potential requirement for more than 3,000 aircraft around the world, the scale of this

programme is huge and is already making a significant contribution to the UK economy through the work created for 500 UK-based supply chain companies involved in the programme."

BAE Systems is also responsible for a variety of other systems on the aircraft including fuel, crew escape and life-support systems, and the integration of the aircraft on to the new Queen Elizabeth Class Aircraft Carrier.

Over the next 40 years UK industry will continue to play a vital role in the F-35 Lightning II global production, follow-on development and sustainment, bringing strong economic benefits to the country and sustaining thousands of jobs.

Below: Defence Secretary Michael Fallon being shown around the BAE Systems manufacturing line in Samlesbury





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Portsmouth Naval Base makes ready for the Queen Elizabeth Class aircraft carriers

Work to ready Portsmouth Naval Base for the arrival of the Queen Elizabeth Class aircraft carriers is well underway.

As part of the project Defence Infrastructure Organisation (DIO) is rebuilding Middle Slip Jetty so it can accommodate HMS Queen Elizabeth when she arrives in Portsmouth in early 2017.

The 276 metre jetty was built in the 1920s and last upgraded in the 1970s. Earlier this year DIO appointed VolkerStevin as the principal contractor to upgrade the structure as part of a package of work to prepare for the ships.

The total spend on infrastructure to support the carriers is £100 million, with VolkerStevin also providing a high voltage electrical supply, upgrade to the existing drinking water system and navigational aids.

Dredging work to ensure the harbour is deep and wide enough for the carriers will be carried out by Boskalis Westminster, with work expected to start at the end of the year.

Captain Iain Greenlees, Head of Infrastructure at the naval base, said:

“This is a huge project and a very exciting one.

This programme confirms the future of Portsmouth Naval Base for the next 50 to 80 years. It will be the only port which can fully support HMS Queen Elizabeth and Prince of Wales and meet all their needs.”

Below: An artists impression of what the new jetty will look like.



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Largest block ever built in the UK is transported to Rosyth



The largest “Super Block” section of the second Aircraft Carrier, HMS Prince of Wales, has arrived at the Carrier assembly facility at Babcock Marine’s Rosyth Dockyard, Fife.

It was loaded onto a barge at the BAE Systems Naval Ships facility at Govan, on the river Clyde, in July and set sail on 16th August. It took five days to reach Rosyth travelling over 600 miles around the north of Scotland.

LB04 is the largest ‘Block’ built for the two Carriers and is believed to be the largest ever built in the UK. It forms the centre aft section of the ship and weighs over 11,200 tonnes. Due to a higher level of final outfitting it is over 500 tonnes heavier than the corresponding unit for the first ship, HMS Queen Elizabeth.

The block is 20 metres high and 90 metres long, around the length of the Offshore Patrol

Vessel (OPV) currently in build. It contains the propulsion motor rooms, and around 700 separate compartments including accommodation, tanks, galley areas and office space.

The next step is for the block to be assembled with the existing forward section of HMS Prince of Wales. Totalling around 25,000 tonnes, the forward section will be slowly “skidded” to marry-up with LB04 in October.

Director of Ship Acquisition, Rear Admiral Henry Parker, said:

“This is a significant step in the assembly of HMS Prince of Wales and is the culmination of a lot of hard work on the Clyde. We are looking forward to its “skidding” evolution, which will be the largest of their kind ever undertaken in the UK.”





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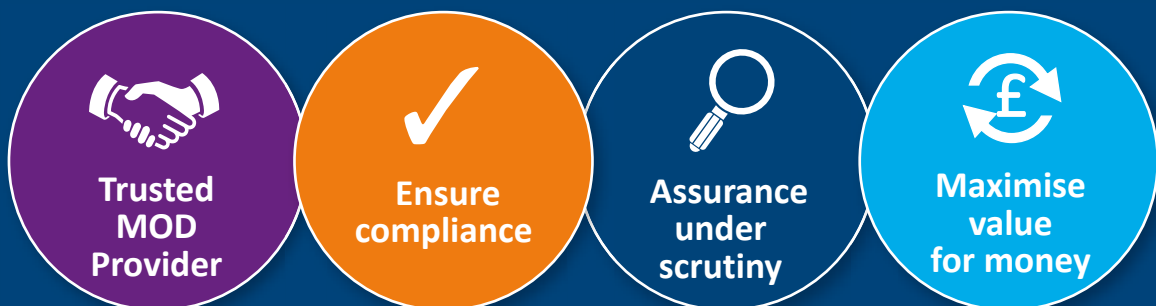
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Artful arrives at her new home on the Clyde

The third Astute Class attack submarine, Artful, arrived on time at her new home, HMNB Clyde in Scotland, after having sailed from Barrow-in-Furness the previous week.

Artful facts

- Artful's 97m length is greater than the length of 10 London buses.
- When fully stored she will displace 7,400 tonnes of sea water, equivalent to 65 blue whales
- Artful will be able to circumnavigate the world without surfacing and her dived endurance is limited only by the amount of food that can be stored and the endurance of the crew.
- Artful is able to manufacture its own oxygen and fresh water from the ocean.
- The Astute class is the first class of Royal Navy submarine not to be fitted with optical periscopes – instead they employ high specification video technology. The images are delivered into the submarine control room via fibre-optic cables.
- The Sonar 2076 sonar suite fitted on board Artful has the processing power of 2,000 laptop computers. It has the world's largest number of hydrophones, providing the Royal Navy with the "biggest ears" of any sonar system in service today
- The kitchen is called the galley. On a 10-week patrol the 100-strong crew of Artful will get through, on average, 18,000 sausages and 4,200 Weetabix for breakfast.

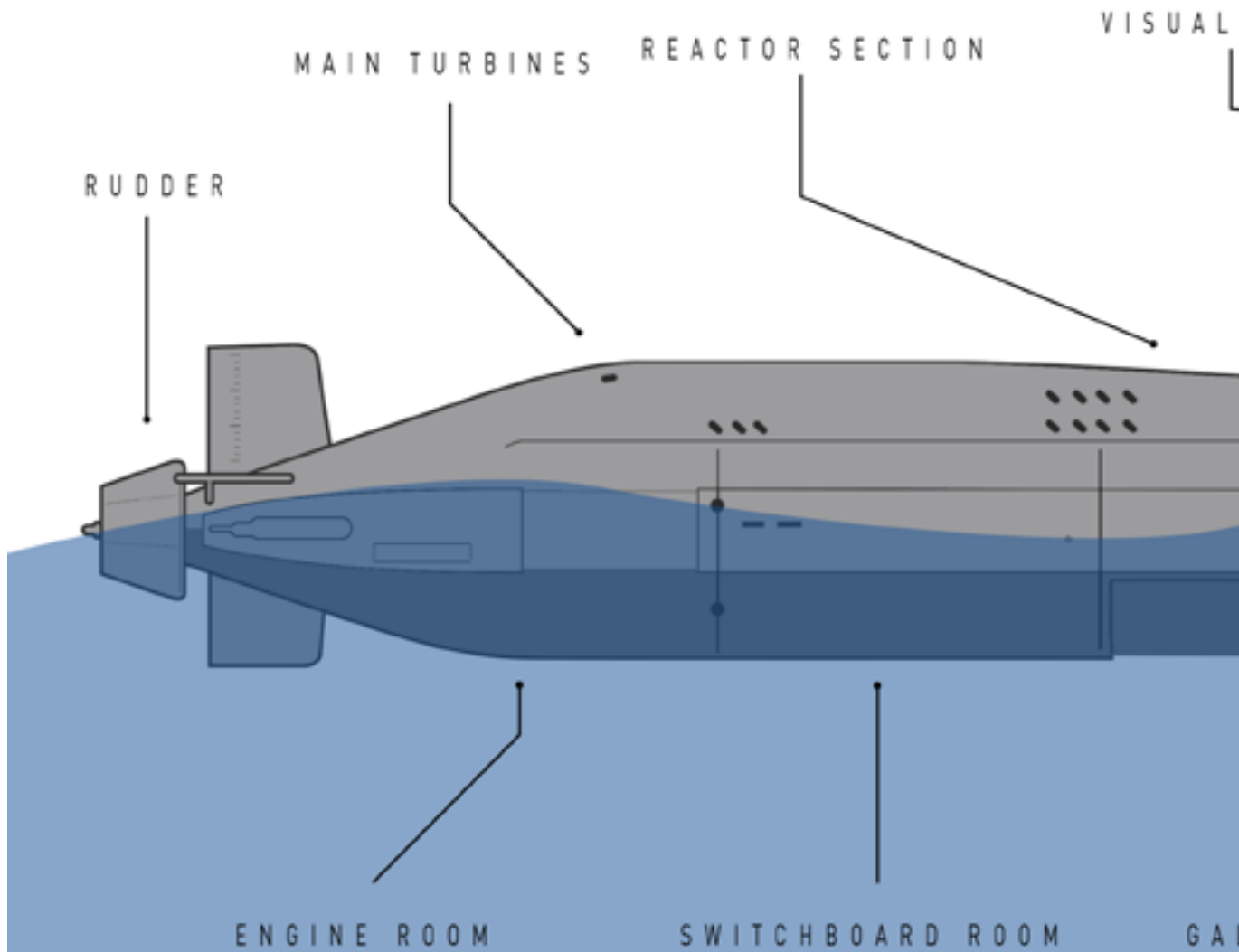
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ARTFUL

THE MOST ADVANCED NUCLEAR SUBMARINE YET

97_m LE

MONTH
WITHOUT
SURFACING



Ministry of Defence

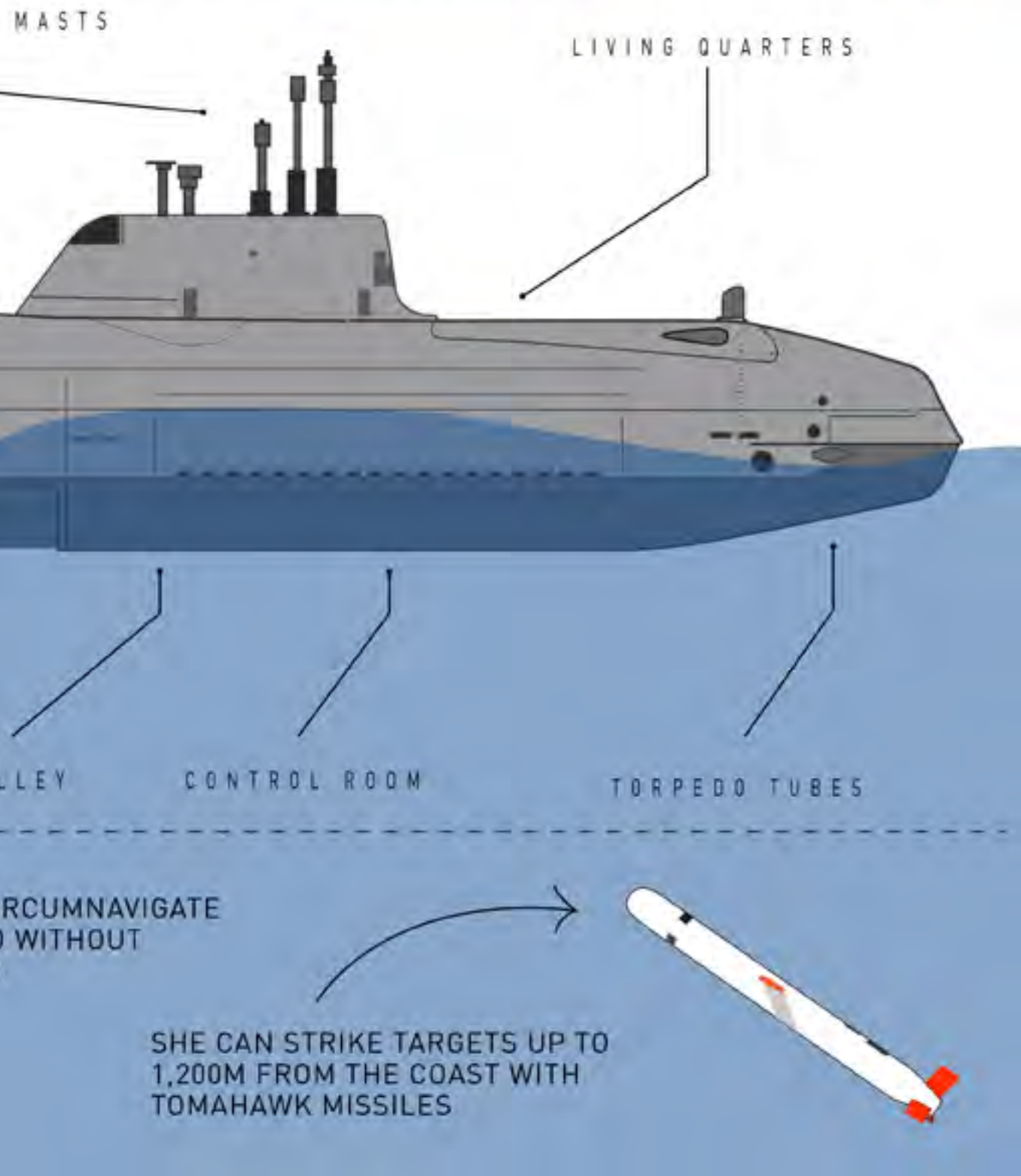
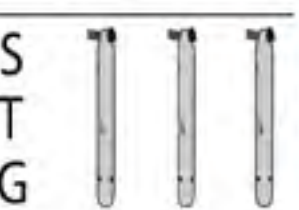


SHE CAN C
THE WORLD
SURFACING



LENGTH 100 CREW

MANUFACTURES OWN FRESH WATER & OXYGEN



→ CONTINUED FROM PAGE 27

Artful made her way into the base escorted by the tugs SD Impetus and the SD Reliable London.

DE&S Chief Strategic Systems Executive (CSSE) Rear Admiral Keith Beckett and Assistant Chief of Naval Staff – Submarines (ACNS SM) Rear Admiral John Weale were waiting to receive her as part of a welcoming ceremony, attended by representatives of the Royal Navy and industrial partners BAE Systems, Babcock and Rolls Royce.

Even the imminent rain seemed to hold until Artful was securely attached to the jetty and R Adm Weale went on board to greet the crew, accompanied by music from the Band of the King's Division in the background.

R-Adm Keith Beckett, who was previously Naval Base Commander at Clyde, said: "It's great to see Artful in such great shape. DE&S has worked hard with our industrial partners to deliver her, and she's arrived in absolutely

fantastic material state.

"She is the most capable and technologically advanced submarine we've produced so far. She brings with her the very latest combat systems, sensors and improved weapon suite, and additional capabilities including the fact that she's fuelled for life."

Artful left BAE Systems' construction yard at Barrow-in-Furness, in Cumbria, on August 13th, having benefitted from the lessons learnt from her predecessors, HMS Astute and HMS Ambush.

Chief of Materiel Fleet, Vice Admiral Simon Lister, said: "I am delighted that Artful has arrived at her home port to prepare for operations as this marks

a key milestone in the Astute class submarine programme. The build of the first two Astute Class submarines has taught us many lessons. Artful can soon begin operations as the newest submarine in the Royal Navy."

Artful's Commanding Officer Scott Bower said: "The trials have gone extremely well and she has behaved largely as expected. I'm very proud now she has arrived at Clyde. A lot of people have worked very hard to get her out of Barrow-in-Furness, and I am very satisfied with the results."

In the next months, Artful will complete a set of sea trials and is scheduled to be delivered to the Royal Navy by the end of the year.



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Graduates share ideas at summer conference

August saw the staging of the inaugural Nuclear Graduates Forum (NGF) Summer Conference in Bristol.

The forum is aimed at Nuclear Graduates and Apprentices of the Defence Engineering & Science Group (DESG) Graduate Scheme and Nuclear Higher Undergraduate Apprenticeship, along with representatives for the Nuclear Institute, and members of various teams from around the Defence Nuclear Enterprise.

The NGF was originally set up in late 2013 with a primary objective of bringing all of the DESG Nuclear Graduates together on a regular basis and to facilitate discussions of any common issues within the Nuclear Engineering System Anchor (ESA(N)).

The NGF meet 3 times per year, for a full-day round-table discussion to enable graduates to meet, interact and form long-lasting working relationships with their peers.

Duncan Westlake, Head of Submarine Workforce Management, said:

“The Nuclear Graduate Forum offers a fantastic opportunity to develop a real engagement with the graduates who will undoubtedly become the future leaders of MOD. The increased interaction between this group and the wider nuclear community will only help in making both stronger going forward.”

The summer conference, held this year at the Filton Civil Service Sports Club (CSSC), has been seen as a way of celebrating the achievements of graduates throughout the year, and also to open up the occasion to the wider nuclear community within DE&S and beyond, in order to meet, engage and network with the graduates.

David Milburn, DESG Nuclear

Graduate, said:

“Since joining the DESG Scheme, the NGF has meant that I have been able to meet other nuclear graduates even though I don’t normally work with them, and to find out about placements, courses and opportunities. Meeting the older graduates means that they pass on a lot of useful advice from their experiences.”

The day consisted of presentations from teams and personnel based around the Defence Nuclear Enterprise, and focused upon the themes of ‘Leadership and Management’, along with submarine safety and emergency organisations. Dr. Selim Alkaner presented an in-depth introduction to the NATO Submarine Rescue System (NSRS), and was followed by Cdr Ian Duncan who is also from the NSRS team.

Cdr Duncan spoke about his perspective, understanding and experiences of ‘Leadership and Management’ within the Royal Navy Submarine Service and also MOD Civil Service. Prof. Clare Scudder (Head of the Nuclear Department at HMS Sultan) talked about what she has learned throughout her career on the same topic, albeit from a different perspective. The presentations were rounded off with an insight into the Nuclear Emergency Organisation (NEO) from Mr. Nigel Whitear. The NEO looks after the safety and security surrounding transportation of nuclear material around the UK, and their processes in case an accident should ever occur.

Awards were presented to nuclear graduates who have been recognised for their achievements and endeavours over the past year, before closing remarks from Dr. Cook.

Awards

DSM Commendations for contributions to the Nuclear Graduate Community

Simon Briggs
Michael Corcoran
Adam Cross
Ian Hill

TDP(N) & DESG Awards for contributions to the Nuclear Graduate Forum

Hugh Cooper
David Milburn
Chris Potter
Michael Corcoran
Adam Cross

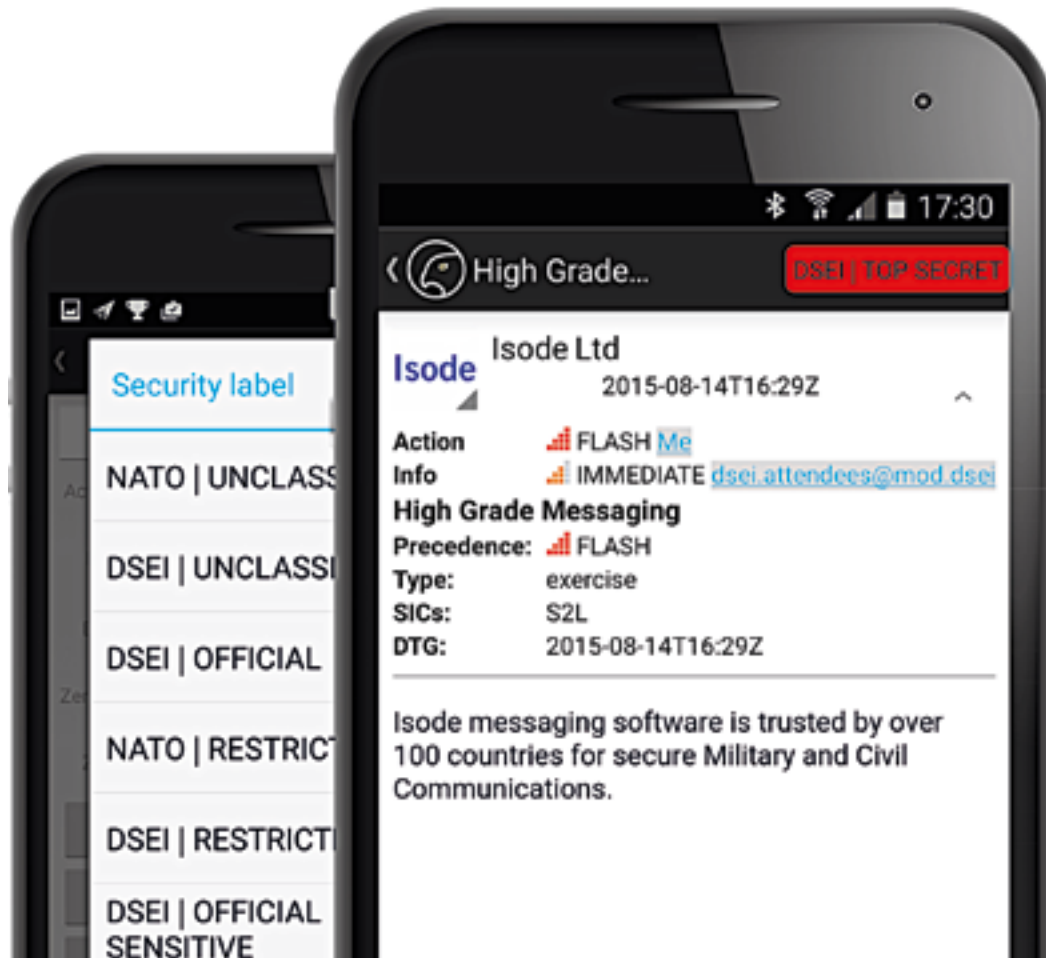
TDP(N) & DESG Awards for outstanding performance throughout IPD1

Josh Cattell
Rob Alder
Patrick McGregor

DESG Award for work in support of TDP(N) and graduate management

Sam Wilkins
Laura Holding
Ian Hill
Simon Briggs

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Major players from defence at DSEi 2015

Defence and Security Equipment International (DSEI) takes place this month with some of the key players from across Defence expected to attend.

With an estimated 32,000 people from across the world visiting, the event at the ExCeL Centre in London has expanded from previous years and aims to offer a comprehensive showcase of the very latest technologies and services from leading organisations and specialist suppliers, as well as exclusive networking opportunities for its exhibitors, visitors and conference delegates.

Among those attending will be Defence Secretary, Michael Fallon who



will use DSEI to deliver a keynote speech. Mr Fallon will be supported by a number of ministerial colleagues, including Philip Dunne, Minister of State for Defence Procurement; Security Minister, John Hayes, Minister for Small Business, Industry and Enterprise, Anna Soubry, as well as a number of parliamentary peers and trade envoys. The Foreign Secretary, former Defence Secretary, Philip Hammond, is also expected to attend.

DSEI will also see high-level representation from the UK and international militaries. All four UK MOD service chiefs are due to speak in the exhibition floor theatres on days themed for their individual services.

The event will see 300 high-profile speakers throughout the DSEI week, this year's event will commence with four Strategic Conferences.

The First Sea Lord/RUSI International Sea Power Conference will begin with a keynote address from Admiral Sir George Zambellas on Monday 14 September.

DE&S will be represented by Lieutenant General Sir Chris Deverell, Chief of Materiel (Land), who will deliver a keynote address in the East Theatre, and Major General Paul Jaques, Director of Land Equipment, who will speak in a conference about support and acquisition innovation. Other MOD seniors will also attend, visiting various briefings and conferences.

Discussion on the vital topic of Trauma Innovation will be led by a Brigadier Tim Hodgetts CBE, Medical Director at Defence Medical Services (DMS), while Major General Richard Felton, Commander, Joint Helicopter Command will open debate on The Future of Military Rotorcraft: 2030 and Beyond. Air Marshal Paul Evans CB,

Surgeon General, DMS will chair Ebola Learning Exploitation with Jennifer Cole, Senior Research Fellow, Resilience & Emergency Management, Royal United Services Institute (RUSI).

Reflecting current and emerging operational requirements across the globe, DSEI is divided into six themed zones. This year will see the event's biggest focus on capability demonstrations, offering visitors a unique opportunity to view equipment as part of static displays or within demonstration scenarios.

Aerospace will also be very much to the fore, with major manufacturing and integration specialists such as Airbus Defence & Space, Bell Helicopters, Saab, Lockheed Martin, Boeing and Northrop Grumman all exhibiting. The static displays include AgustaWestland's Sea King, Merlin and Wildcat helicopters, Airbus Helicopters' Puma 2, as well as Thales' Watchkeeper UAV and the Eurofighter Typhoon multi-role combat aircraft.

Inside the halls, a broad spectrum of aerospace capabilities will be on show, spanning everything from the design and manufacture of advanced composites and instrumentation to logistics and project management specialists.

Unmanned aerial vehicles and unmanned ground vehicles will be the focus of the Unmanned Zone which will feature technology for both military and civil applications. Companies include: High Eye, Wolfstone and Northwest UAV.

DSEI has always been a priority venue for the land systems sector. Leading names such as BAE Systems, General Dynamics, Jankel Armouring, JCB Government & Defence, Land Rover, Patria, Rheinmetall,

Streit and Supacat will all be there, together with a diversity of suppliers of everything from Esterline's enhanced situational awareness displays for land-based C4ISR, to an all-new immersive simulator for training international military and police forces.

This year also sees the debut of the Future Soldier Systems Showcase in the static display area. Providing an additional platform for exhibitors to display land focused capabilities and discuss new technologies, trends in combat clothing, tactical requirements for national soldier systems and related issues.

DSEI always attracts significant warships from the leading maritime nations. This year the Royal Navy will bring a Type 23 Frigate together with a River Class OPV and Hunt Class MCMV. Also moored in the dock will be an Indian frigate, marking the Navy's first visit to British waters; a German corvette; a Belgian Coastal Patrol Vessel and the VN. Partisan, a unique training vessel currently in use with the French Navy.

The health and wellbeing of military personnel is fundamental to their operational effectiveness and, ultimately, their success in combat. The practise and development of military medicine will play a significant part at DSEI, which will feature everything from mobile water purification devices to pioneering prosthetic limbs.

For information on DSEI registration and free transport to the event for DE&S staff go to the following link of the DE&S intranet:

<http://defenceintranet.diif.r.mil.uk/Organisations/Orgs/DES/Policy/Media/Pages/DSEI2015.aspx>



Lynx puts on a light show

A Lynx helicopter from 815 Squadron, Royal Naval Air Station Yeovilton, lit up the night sky with her decoy flares as part of an exercise in the Indian Ocean.

The helicopter is on a nine-month deployment to the Gulf with HMS Richmond – a Portsmouth-based Type 23 frigate which is silhouetted in the background.

Decoy flares – or Infra Red Counter Measures – attract heat-seeking missiles, drawing them away from the helicopter's engines and onto a much hotter target.

HMS Richmond's primary tasking in the Indian Ocean has been as part of Combined Maritime Forces Combined Task Force 150. Their mission is to promote maritime security in order to

counter terrorist activity and other illegal activities.

Sub-Lieutenant Emily Witcher, one of the ship's officers of the watch, said: "We can carry out counter narcotics smuggling one day, and immediately switch to anti-submarine warfare training the next. This demonstrates the flexibility that a Type 23 frigate provides."



Historic Lynx helicopters retire

The British Army Air Corps (AAC) has retired the Lynx Mk7 aircraft.

Crews past and present gathered to say goodbye to the historic aircraft at a graduation ceremony, which marked the 70th Anniversary of 671 Lynx Conversion Squadron and saw the last generation of Lynx students receive their graduation certificates.

Over the past 38 years, the Lynx Mk7 has been deployed on most major operations and has assisted in several humanitarian missions. The aircraft has supported the British Army and the Royal Marine training in various scenarios, including the Middle East, Kenya, Canada, Norway and Belize.

DE&S Director Helicopters, Air Vice Marshal Julian Young, said: "It was a sad day when we said goodbye to the Army Lynx Mk7. Over its 25 years of service the Mk7 has proved to be a great servant to the Army, flying a total of 778,703 hours and providing exceptional support all over the world, and she will be sorely missed.

"However, I am delighted that we now have the Wildcat helicopter, which represents a considerable increase in capability over the existing Lynx aircraft in terms of platform and system performance, and I look forward to seeing her provide many years of successful service ahead of her for both the Royal Navy and Army."

The Lynx Mk7 is well known for its aerobatic capability. It is one of the few helicopters that can perform a barrel roll, backflip and loop, as it has had opportunity to show as part of the Blue Eagles display team. The farewell ceremony included an aerial display in which the final backflip was performed by AAC's award winning 2014 display pilots Warrant Officer Class 1 (WO1) Mick Kildea and Captain Neil Posthumus. Three of the aircraft were flown by students, culminating their training in a most special way.

Lynx-Wildcat transition

On the 1 September 2015 the Lynx Project Team will be re-named as the Lynx-Wildcat Project Team to reflect the on-going transition in capability from Lynx to Wildcat for both the Royal Navy and the British Army.

The Project Team recently delivered an extension to the Lynx Mk7 Out of Service Date to 31 July 15, enabling the Mk7 to achieve an impressive lifetime achievement in support of the Front Line. The Army Air Corps will continue to operate Lynx Mk9A to an Out of Service Date of March 2018 whilst the Royal Navy - with a record of over 500,000 Lynx hours - will continue to operate the Lynx Mk8 to March 2017.

Whilst delivering In-Service support to Lynx, the Project Team continues to develop Wildcat capability, building on the successes of delivering Army Helicopter Mk1 Initial Operating Capability (IOC) in August 2014 and Helicopter Maritime Attack Mk2 IOC in January 2015. The addition of Wildcat to the PT's name reflects the increasing Wildcat fleet size and flying rate. The PT continues to work closely with all Lynx and Wildcat stakeholders from the newly refurbished MOD DE&S / AW Centenary House at the AgustaWestland site in Yeovil, Somerset.



A different approach to air delivery

RAF Brize Norton hosts a small but increasing part of the Airborne Equipment Branch, part of the C17CSAE project team, responsible for a series of projects to keep all the parachutes (except those in ejector seats) across the MOD in working order. The team deals with personnel and equipment parachuting, both used in training and in operations.

As well as delivering support to our troops in theatre, these projects prove vital for humanitarian operations. Dozens of packets of ready cargo are stored in one of the hangars in Brize Norton, containing a range of equipment, from fuel and oxygen to boats. The parachutes are secured onto the goods delivery systems to enable them to be dropped off aircraft during military exercises.

Airborne Equipment Branch Manager Alan Hewitt said: "This is where all of the parachuting is based, all of our trials and evaluations.

We have subject matter experts here that we need to speak to on a regular basis, as well as meetings to make sure we're all going in the same direction, so having staff based in Brize Norton makes a very big difference."

Chief Tech Adrian Langley added: "It is vital to have DE&S staff here, because it represents the front office for the end users of our equipment. Having been in the Air Force for 26 years, it is really interesting to find out how equipment is procured, designed and manufactured."

Although the major part of the Airborne Equipment Branch is located in Cambridge, most of the team's work is done at Brize Norton, so the base operates as a central point between Cambridge and Abbey Wood.



Chief Technician Adrian Langley and Alan Hewitt

DE&S @ Brize Norton

Desider visited RAF Brize Norton to talk to the Voyager Project Team and the Airborne Equipment Branch to highlight that not all of the vital work carried out by DE&S takes place at Abbey Wood

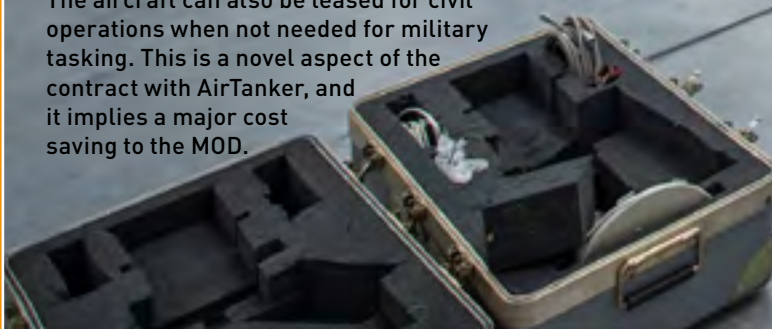


Sqn Ldr Keith Charter and Chris Sewell

VOYAGER FACTS

The Airbus A330 Voyager is able to refuel two aircraft at the same time, through 90ft long hoses released from the wings. Another refuelling hose is available in the centre of the aircraft. Its 111 tonnes of fuel capacity, stored in the Voyager's belly, wings and tail, enables a fuel flow of over 1,000 l/minute. The cabin can transport up to 291 personnel and has a flexible Aeromedical configuration, allowing space for up to forty stretchers and three critical care patients.

The aircraft can also be leased for civil operations when not needed for military tasking. This is a novel aspect of the contract with AirTanker, and it implies a major cost saving to the MOD.



RAF Brize Norton is home to Voyager, one of DE&S' key recent successes as an example of a project being delivered within budget and on time.

Managed by the Strategic Transport and Air To Air Refuelling Project Team led by Chris Dell, the aircraft is the shining result of close collaboration between MOD staff and contractor AirTanker.

As the Voyager team's Type Air Worthiness Authority Gary Palmer points out: "A great accomplishment in the Voyager project is the complete integration with the contractor. Over half of our project team is based at Brize Norton, working closely on a day to day basis, dealing with issues in terms of supporting the fleet and building strong relationships between all the players in the team and industry."

Brize Norton currently hosts a fleet of nine Voyagers, one civil registered and eight military registered aircraft.

Besides air to air refuelling of fast jets and other military aircraft based in the UK and abroad, they provide military air transport capability for passengers and cargo, as well as rapid mobility and support for overseas operations.

Having DE&S staff based at Brize Norton has proved essential in regards to delivery and to securing a good relationship with the contractor. Chris Sewell, Logistics Manager within the Service Delivery area of for the Voyager Project Team, said: "We need to operate with AirTanker, Air Mobility Force HQ and the stations daily, so being here face to face is critical to the operational support."

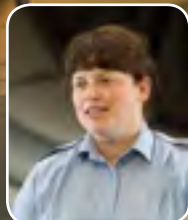
Sqn Ldr Gill Roddwell, SO2 Service Delivery, added: "The Service Delivery area of the Project Team liaises with Air Tanker on a day to day basis, and is on hand to react to issues straight away."

"Having staff in Brize Norton allows the company to sort out issues with Defence rather than going externally.

There are a lot of unknowns of how both sides operate, so the fact that we have a small niche team in the building manages to pin point and cut down issues before they become larger."

The Voyager Project Team also counts on the collaboration with military posts. Engineer Authority Sqn Ldr Keith Charter said: "I am the only military engineer and there are two other military people within the team. We provide that operational focus and experience that civilians haven't necessarily seen before. Working for DE&S as a military person gives me more exposure to other sides of the business that we wouldn't see in the main stream RAF, so that enhances our skill sets."

As far as internal communications are concerned, the team relies on technology to cope with the distance from Abbey Wood. DII and telephone are the most popular resources; however, not everything can be done remotely.



Sqn Ldr Gill Roddwell



Gary Palmer

"You need the personal contact. Digital communication still doesn't take the weight of the personal touch of coming up here and briefing the team or getting input from them on any issues that they're dealing with."

Gary Palmer





Clive Tarver on DE&S Transformation, his team and his role as Disability Champion

CLIVE TARVER, Director ISTAR talks candidly to Desider about his role as Disability Champion in DE&S

What does your team deal with?

The ISTAR portfolio is incredibly diverse, which makes it very interesting as well as challenging. The breadth ranges through air traffic management to tracking and communications systems for the Special Forces. It certainly motivates me to get out of bed in the morning.

The ISTAR OC is unique in DE&S in that it delivers to all four Front Line Commands and to Strat Prog (Strategic Programmes). We also need to maintain close relationships with other OCs as well as our customers because ISTAR equipment is fitted across the range of Defence platforms, from tactical data links on aircraft and ships to ECM and communications fits on vehicles.

What are your teams future goals?

Over the last 12 months, the ISTAR OC's focus has shifted from Afghanistan, where it has delivered over 200 Urgent Operational Requirements, to longer term capabilities for both Current and Contingent Operations.

What current successes have been achieved in the team?

Recent successes include Marshall and the Honeysuckle CBRN Capability (HCC) Package.

Project successes are delivered through people and I am fortunate to have a great ISTAR team. Our delivery record and healthy ISTAR portfolio is supported by strong staff engagement scores (highest OC in DE&S over the last 2 years) and the lowest OC rates of sick absence.

As well as focussing on my business-as-usual delivery, I will also be driving change under DE&S Transformation.

I think that every part of DE&S

(and every individual within it) is subject to, and indeed is a driver for Transformation.

We are lucky to have the time and focus, with support of the Managed Service Providers (MSPs), to do change properly. I think that the standing up of the functions and implementation of the balanced matrix will provide individuals with more structured career development opportunities and the business with a more efficient mechanism to deploy its people. I think that the work on project processes and controls will provide us with much needed clarity on the DE&S Way and a toolset to deliver projects successfully.

You are Disability Champion for DE&S what does this role entail?

I am in an influential position and I wanted to add value to DE&S corporately on a subject that I was passionate about, so I volunteered to be the 2-star Disability Champion in DE&S. As a carer of a disabled child myself, I have some understanding of the struggles that disabled people face on a daily basis and I wanted to help to tackle issues to ensure that working in DE&S is a rewarding and enjoyable experience for all.

The role, as I see it, is to provide senior level support, principally through Contact-Ability which is populated by disabled people and managers who have the ability to improve the lot of the disabled workforce in DE&S. Improvements might be through effective HR strategy and plans, reasonable adjustments for infrastructure or IT, or simply through improved communication.

I want to help to give the disabled community a voice which is heard and which is used constructively to improve

working conditions for them through effective DE&S processes, decisions and reasonable adjustments.

A more diverse workforce brings a greater breadth of experience, skills and mindsets to the workplace to create a more competent, motivated and higher performing workforce. DE&S is not as diverse as it could, or should, be and I want to help to improve it. We have a long way to go but, as the DE&S Disability Debate in April showed, we are moving in the right direction.

The first step is to improve awareness and education, particularly amongst line managers,

on a longer term path to improving DE&S' overall culture. I was humbled by stories at the DE&S Disability Event – by sharing stories, one can get comfort from knowing that you are not on your own, that there are others in similar circumstances and that coping strategies can be developed together to improve resilience at work and home.

I mentor people who have disabilities and who are carers and I would encourage more widespread use of mentoring to develop members of our disabled community.

Finally, I would encourage disabled people or their carers to disclose circumstances to line managers. Over the years, my bosses have been understanding of, and indeed facilitated, my flexible working. People want to help, so my advice is to share one's personal circumstances for mutually beneficial joint working.

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DEFENCE & SPACE

“Making the most of Mentoring”

The MOD Women’s Network (MWN) South-West has launched brand new Mentoring Circles so that more people can benefit from the value of each other’s experience.

At an introductory event more than forty MWN members were split into groups of six people with one shared mentor, based on the successful models used within DSTL.

Co-Chair of the MWN, Cara McMahon, said: “There is a wealth of untapped experience within MOD’s female staff and these Mentoring Circles will provide the perfect environment to discuss challenging issues and inspire each other.”

DG Commercial Susanna Mason kicked off the event by giving a keynote speech about the value of

mentoring, and sharing her own experience of finding a mentor to help in her career, as well as being a mentor to others. Susanna added that key to this was being honest about the issues you need to talk about and the chemistry that is needed in any mentoring relationship.

As mentoring circles have already been successfully created in other organisations, MWN members got the chance to listen to a colleague from DSTL who has been a part of a circle, sharing how the organisation implemented them and how the set-up of circles had grown in strength.

To find out more about the network and upcoming events please contact Cara at Cara.McMahon863@mod.uk



Arty Sys ‘Ride to Remember’ (29-31 Jul 15)



The Arty Sys team at the gunner Garden, the National memorial Arboretum.

A mixed team of military personnel and civil servants from Artillery Systems, AVP embarked on a 500-km journey from Abbey Wood to the National Memorial Arboretum (NMA), via the Royal School of Artillery, Larkhill. The sponsored cycle was to remember the seventeen Gunners that were KIA during combat operations in Afghanistan. With spirits high, the riders left Abbey Wood and negotiated Bath before making some good progress towards Salisbury Plain and Larkhill. Despite some brief rain showers, the group was feeling strong so pushed further than initially planned and made it to Burford by the end of Day 1. Day 2 started with a ‘nice’ climb out of Burford on our way towards Birmingham, the legs began to tire as we arrived at the arboretum at 1630. A wreath was laid during

a short service in the Gunner Garden in the NMA. With the longest day looming, a 0630 start from NMA was required, which meant 40miles was covered before a hearty breakfast stop. With a renewed energy the group got back in the saddle and finally made it back to Abbey Wood by 1700.

With only one puncture the ride went smoothly and was blessed with some glorious weather and views, which went some-way to masking the burning legs on the hills. With donations to the Royal Artillery Charitable Fund (RACF) still rolling in, the total raised currently stands at £1570.26.



The cyclists outside ABW at the finish of the 500-km ride.

DE&S Pride LGBT network take part in Bristol Pride

With attendance of over 35,000 people; voted 2nd best pride in the UK and the largest free Pride festival in the UK; Bristol Pride is a key feature in the summer festival calendar for the South West. This year DE&S Pride – the network for Lesbian, Gay, Bisexual and Transgender employees and their

straight allies – attended Bristol Pride for the first time, a small contingent of DE&S Pride network members and volunteer graduate and apprentices formed a human rainbow and took part in the Pride march through the city centre, as a visual statement that DE&S supports diversity and inclusion for all its staff.

With support from DE&S recruitment, volunteers manned a stand in the rainbow community tent laden with stickers, leaflets and sweets, to highlight the various recruitment and career opportunities we have available within DE&S; and raise awareness about the variety of roles and people that DE&S relies on in able to carry out its functions. DE&S also took out a full page recruitment advert within the official program and took along some body armour for passers-by to try on. Response from the public throughout the day was incredible; the stand was one of the busiest on the day, and one of the last to pack up due to its continual interest.

DE&S Pride hold monthly events, for further information, or to find out how to get involved please contact either of the Co-chairs: Matthew Evans or Hayley Barnden at: DES HR-Pride (MULTIUSER), or search for DE&S Pride on the DE&S HR Intranet page.



Yeovil Area CSSC is officially Best Area in the UK!

Fresh from winning Regional "Area of the Year" last October at the South West Regional Conference, Yeovil Area Association submitted a nomination for one of CSSC's most prestigious awards

"The Russell Scott Cup"

Representatives from Yeovil Area attended National Conference, already knowing they were shortlisted as finalists in the top 3 Yeovil delegates felt extremely proud and absolutely delighted to hear they were the winners when called up to receive the Trophy. This is the third time Yeovil has won this award, a feat only achieved by two other Areas, Merseyside and Plymouth, two much larger Areas than Yeovil.

CSSC Sports & Leisure is a not for profit organisation aimed at public sector workers (and family/friends via Linked Memberships) positively promoting health and well-being in the workplace and their everyday lives. The aim is to help members have fun, get active, try out new hobbies or activities. CSSC organises events, activities, special offers and discounts. CSSC relies heavily on the huge amount of work done by volunteers, and Yeovil Area is lucky enough to have 16 such volunteers (50% are current/retired MoD employees). MOD Yeovilton/Yeovil make up the biggest part (75%) of the membership within Yeovil Area.

*Anyone who is interested in knowing more about CSSC contact Natalie Parry, South West Volunteer Support Advisor – natalie.parry@cssc.co.uk

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The Charity for Civil Servants

Barry Burton is the DE&S Corporate Affairs Director by day but still finds time to volunteer as a trustee for The Charity for Civil Servants.

I've always been interested in the work of the Charity, because of the unique role it has played in the welfare of thousands of current and former civil servants for over 100 years now.

That's why, despite the pressure on my time, in 2013 I became a Trustee; together with the colleagues on the Board I use my skills and experience to help ensure the Charity is well run and efficient, has direction and most importantly, that it remains true to what it is here to do, which is to support all civil servants, past and present, throughout their lives, with whatever problems they may have.

I'm passionate about the support the Charity provides and the impact it makes on the lives of our colleagues, past and present. I'm also extremely proud of the fact that everything the Charity does is only possible because of the donations, fundraising and support of its own community, that

is, civil servants themselves, past and present.

I'm a long term contributor to the Charity and have happily been making donations from my salary for many years. But in 2013 I had the opportunity to provide more direct support and importantly to witness at first hand the breadth of support it provides. Becoming a trustee for our occupational charity seemed the best way to make a real difference.

All of us working at the MOD have a strong commitment to supporting the armed forces charities, and rightly so. However, let's not forget that many non-military staff struggle with some of the challenges life throws their way – and this is where their own occupational charity, The Charity for Civil Servants, can make a real difference. I have witnessed the good work it does, whether it be in the form of financial assistance, advice and information or signposting



to other areas of specialist support. All of this has an obvious benefit for the individual who receives their help, but it also benefits us as managers and the MOD as an employer, where occupational health issues remain a real challenge.

I'm delighted that the Charity will be visiting Abbey Wood in September as part of a larger campaign to raise awareness of its work at Civil Service offices across the country; and of course to look for our support.

MOD & The Charity for Civil Servants: Fact File

In 2014 nearly 450 MOD civilian staff were helped with financial assistance, advice, caring responsibilities and signposting to partner organisations of the Charity.

Areas of help given to MOD civilian staff included:

- Bereavement;
- Debt assistance;
- Emergency situations;
- Illness;
- Immobility;
- Poor or inappropriate living arrangements; and
- Help for those on reduced or low incomes.

The Walking Challenge

The Charity is funded by civil servants themselves and runs events throughout the year to raise money to support its work. The Charity's Walking Challenge, which encourages participants to walk 10,000 steps a day for 50 days, runs from mid-May each year.

This year's Walking Challenge is on target to beat last year's

The Charity's services

Financial assistance includes the 'simple' things like essential household items and much more. The Charity can help with everything, from advice on managing debt to how to manage caring responsibilities, or cope with mental health and wellbeing issues. If you're, struggling with bereavement, or retirement, or need help to find appropriate residential care advice, current or former MOD civilian staff can turn to the Charity's trained advisors for completely confidential support and advice. And if they can't help, they'll know someone who can.

The Charity's website has plenty

of information and links to specialist organisations designed to give you the best practical, financial and emotional support available. Or alternatively you can call them direct on **0800 056 2424**.

Do you manage civilian staff?

Did you know The Charity for Civil Servants has specialist support for managers? Whether you're a civilian or military manager managing civilians, the Charity can help you with staff welfare issues. The Charity's Manager's Briefing gives a concise guide as to how the Charity might be able to help.

total of £36,000. 'Fifty Shades of Ale', an MOD team from Dorset, have taken part every year of the Challenge. Team captain, Bruce Mead, said "We are very lucky to work and live in such a beautiful part of the world. There are so many great walks here and only 50 days of Challenge, so we'll definitely be back next year to try out some new ones!"

Jacqueline, a former MOD

employee, is someone who has benefitted greatly from the money



Single parent Jacqueline (centre)

Forthcoming IMarEST Learned Society technical events

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Fifty Shades of Ale', an MOD team from Dorset

raised. A single parent, she supports three children,
one of whom has severe behavioural problems as a
result of his Smith-Magenis syndrome.

"Sam has learning difficulties: almost every day we
have meltdowns. As a result, things get smashed and
destroyed..."

With so much damage there was no end to the
costs until the Charity stepped in to help mend her
home.

For further information about the work of the
Charity, whether you're interested in donating,
volunteering or fundraising, or are in need of help or
assistance, visit www.foryoubyyou.org.uk or call their
confidential help line on freephone **0800 056 2424**.

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RAFEA Overseas Visit – Episkopi, Cyprus

Amy Witwicki, RAF reservist and Executive Assistant to the CEO of Defence Business Services, based in Abbey Wood North, reports on her recent participation in the RAF Equestrian Association's overseas visit to Episkopi in Cyprus.

I was up especially early on show day, anxious to ensure that me and my horse were looking the best we could.

We entered the British Dressage Preliminary Tests 1 and 10 and I was feeling fairly confident until I saw horse boxes arriving from around the island containing posh looking dressage horses and jumping ponies. I left the dressage arena feeling pleased; my horse Pepper had done everything I had asked her to and I'd done the best that I could but I will admit that I didn't think we stood much chance against the competition.

Wanting to ensure that I went home with at least one rosette, I entered the clear round jumping class before the afternoons jumping competition and went clear. Then came our 55cm class, this class was especially busy and there were again lots of nimble looking ponies ridden by youngsters with no fear. Pepper and I went clear over the first 8 jumps and so continued on to the timed



jump off, I think I was more worn out than Pepper.

When it came to the prize giving I was astounded to hear my name being called for third place in the Prelim 1 dressage test, I was presented with a rosette and a lovely handmade glass trophy. I was just getting over the shock when it was announced that Pepper and I had also achieved sixth place in the 55cm jumping class.

MOTTO

the MOD Lottery
June winners

£10,000:

Graham Pritchard (Abbey Wood),

£5,000:

John Griffiths (Abbey Wood).

£2,000:

Margaret Currie (HMNB Clyde).

£500:

Anthony Phillips (HMNB Portsmouth),
Karen Garner (Corsham).

£100:

Pauline Hinder (Abbey Wood)
Michael Dunford (Upavon)
Karen Holt (Sennelager)
Stuart McMahon (Abbey Wood)
Paula Swingler-Payne (BRNC Dartmouth)
Kenneth Kirkham (St Athan)
Jacqueline Wootten (Abbey Wood)
Paul Marshall (DM Longtown)
Elwyn Hodges (HQ Hereford)
Wendy Thornley (RAF Wyton)
Ina O'Smotherly (Tidworth)
Paul Kennedy (Glasgow)
Megan Lawson (Abbey Wood)
Ann Willis (Chicksands)
Fiona Ebbsworth-Phillips (MOD St Athan)
Peter Clavey (Abbey Wood)
Vasen Moodley (Andover)
Debbie Kenwright (RAF Lakenheath)
Michelle Merriman (Abbey Wood)
Laura Mouzouris-Lodge (AWE Aldermaston)



60 SECOND SPOTLIGHT

Name?

Deborah Tobin

Job?

Executive Assistant to the Chief of Defence Materiel Joint Enablers

Your route in to DE&S?

I always wanted to work for the civil service or a charity so after university I began a job at The Planning Inspectorate in Temple Quay. I worked as a case officer doing major casework like football stadiums or large housing developments and then moved into environmental appeals including high hedges and tree preservation orders. From there I heard about a recruitment drive to Band D for the MoD through a friend and I applied. The Executive Assistant to the Chief Operating Officer at the time was the first role I was offered and I am really glad I took it as it has been fast paced, full of variety and a great education into the business.

Your claim to fame?

I did work experience as a teenager with the Avon Archaeological Unit (now Ltd) and I happened to be with them when they discovered an ancient Roman sarcophagus. The find became part of the series 'Meet the Ancestors' and they came to film the burial site while I was there so I ended up being on TV completely by accident which was very exciting!

Your advice to anyone?

I have always loved the quote from Shakespeare 'To thine own self be true' and I completely believe it. Be true to yourself with everything - job, hobbies, friends, love. You will never be happy if you live your life for someone else, not your parents, your friends or your partner. And if you aren't happy and free to be who you are then you can never be a real benefit to everyone else who comes into contact with you.

What do you do when you are away from work?

I am most happiest when I am socialising with others and love spending time with close friends, my better half and our step kids and the rest of our family - eating, drinking and enjoying each other's company. I am always the first one up for a night out and a cheeky



cocktail. I love to travel to explore other countries, appreciate new things and create new memories. I am a very sentimental person and I take a lot of photos because time seems to go by so quickly. I have always appreciated art so I enjoy visiting galleries all over the world. I mess around with making jewellery from time to time and I am currently 'shabby chic-ing' a kitchen dresser to go in my dining room.

What are you most proud of?

I'm proud of the fact that I have taught myself over a period of years to think more positively. Unfortunately it wasn't something that came naturally to me and I used to fall into the victim mentality quite often which just brings you down and irritates other people. Now I'm a lot more positive in life and consequently happier because of it.

What irritates you the most?

Getting up early, long queues, my cats meowing at me continuously after they have just been fed, people that put others down, ironing.

Who would you invite to your dinner party?

Virginia Woolf, the 7 members of the Pre-Raphaelite Brotherhood, Elvis and Stephen Hawking. And I would have to have my boyfriend, step kids and our two cats there as well, Hetfield and Bella, because it just wouldn't be the same without them.

Your secret?

I've been a massive James Bond fan since I was little and I name all my cars after Bond Girls. I currently own 'Domino' from Thunderball, a black and white VW.

FAMILIES DAYS 2015

Abbey Wood saw more than 3,000 visitors attend this summer's three Families Days with Operating Centres organising a host of equipment displays.

Outdoor displays included a Forward Operating Base and kitchen, minefield and range of vehicles including Viking, Panther, Scimitar tanks, Battlefield Ambulance plus the Abbey Wood's tri-service field gun team. Neighbourhood displays included Parachute Trainer, Bloodhound, Dragon runner, Javelin, Weapons, Lego model of a type 45, life raft and various uniforms.

Vintage buses, archery and the Birds of Prey proved very popular and demonstrated hobbies and interests of members of staff. Money was raised for charities and raised public awareness of their good works.

Music to accompany the barbecues was provided by the Bristol Military Wives Choir, The Band and Bugles of the Rifles and 93(City of Bath) Squadron, Air Training Corps.

"Families Days were a great success with families and friends of staff able to see a dog display courtesy of the MDP from Burghfield, climb aboard armoured vehicles and view equipment that supports our troops. The atmosphere was buzzing and it was great to see the enjoyment of both staff and families and showcase our site and organisation in the best light. A total of 3100 visitors attended the three events" said Alison McKeown Abbey Wood's Asst Head Facilities.





“The aim was to create an enjoyable and educational experience for staff and their families and I was delighted that so many people attended. For the first time we also welcomed 5 schools from the area as part of careers week, to demonstrate the wide range of both Civil Service and Military career opportunities on offer.”

Sally Wilkins Head Infrastructure

Pictures: Andrew Linnett

ABW RUFC looking for new recruits

Abbey Wood Rugby Union Football Club (ABW RUFC) has kicked off the 2015/16 season but is looking to bring in new recruits.

The team encourages DE&S Civilian, Military and Contracting personnel to join.

ABW RUFC was established in 2007 and over the years the club has gone from strength to strength.

Funding from Laurels Sport & Social Club has meant being able to invest in kit, equipment and facility rental and players contribute £4 per month to help pay for hosting matches and travel arrangements for away games.

Last season ABW RUFC hit its

stride finishing mid table beating several regimental sides including RAF Brize Norton and 10 Signals Regiment.

ABW RUFC has had the opportunity to play at Cardiff Arms Park Stadium home of the Cardiff Blues over 2 consecutive seasons. It was here that ABW RUFC had its last impressive victory over a Welsh club side Sea View RFC in the annual Severnside Shield.

The club rents its pitch and facilities from Bishopston RFC a local neighbour and later this year construction will start on a professional 3G rubber crumb pitch including facilities. The facilities will be some of the best in

the country and is hugely exciting coupled with continued relations with the ARU should secure this club long in to the future.

The club ethos is everyone gets a game and we go by the premise that starting positions are given to those that train and commit rather than ability. The team is a diverse mix with some having played ex semi-professional through to complete beginner.

Training / Matches are Wednesdays from 17:30. Match days kick off usually 19:00 with food and drink served in clubhouse after.

If interested please contact: James Phillips, james.phillips503@mod.uk, 030679 84287





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LEARNING AND DEVELOPMENT

Focusing on Race

DE&S launched its new Race Network EMC² (Ethnic and Multi-Cultural Community) on 30th June, which is part of the wider Diversity and Inclusion policy aimed at making DE&S a more diverse workplace with opportunities for all. The launch event benefited from two external speakers from Business in the Community (better known as Race for Opportunity) who have extensive experience of working with organisations in both Public and Private sectors to address diversity and inclusion issues. Speakers Maria Petnga-Wallace and Patricia Chinyoka gave attendees an external insight into the benefits of Mentoring Circles and shared their experience and practical guidance on how to implement and sustain successful diversity networks.

During the event the audience had opportunity to discuss current

race issues, sharing personal experiences to increase awareness to how behaviours and cultures need to improve in DE&S.

Sharon McKoy-Beckett, Head of DE&S Communications, and DE&S Race Champion, shared her experiences of diversity issues and encouraged the group to challenge themselves and the organisation on what issues we collectively need to address, to ensure that every individual is supported in DE&S and has the opportunity to reach their full potential.

EMC² will be holding further events during 2015/16 as it establishes itself as one of a number of local DE&S employee networks to support the Diversity and Inclusion agenda. Anyone who would like to become a member or an ally of EMC², or have a particular question please contact DESHR-EMC2@mod.uk



DE&S Race Champion, Sharon McKoy-Beckett, Head of DE&S Communications



Staff Feedback:

“I wanted to say that I enjoyed the launch event and hope that I can contribute going forward.”

MOD Information Knowledge Excellence Awards 2015

The MOD Information Knowledge Excellence (IKE) Awards aim to recognise the efforts of Defence personnel who have managed and exploited information effectively, for the benefit of defence.

Hosted by Mike Stone, CDIO, and sponsored by BT, the 4th annual IKE Awards took place on the 2 July 2015 and formed part of the wider Defence CIO Information Symposium.

Awards were presented to personnel from across defence by Comd JFC General Sir Richard Barrons across for following categories: Inspiring Leadership, Exemplary Practice, Innovation, Information Team of the Year and the Knowledge Challenge Award.

In his welcoming address Mike Stone stated: ‘Collectively these awards demonstrate that we, the Ministry of Defence, value people who manage and use information effectively I want to celebrate success and promote good practice, all of

which is more endemic than you may think’.

Competition for each of the categories was tough and nominations were whittled down by 1* Panel, headed by Claire Fry (Head of MoD Information Professions) and made up of relative experts from across the information and knowledge arena.

A new addition for 2015 was the Knowledge Challenge award which invited teams to think innovatively about how knowledge is managed and come up with creative solutions. Those nominated had to demonstrate how Knowledge Management in their area had measurably improved as a result of their innovation.

Comd JFC General Sir Richard Barrons presented the award to the DE&S System of Systems Approach (SOSA) Implementation Team who worked with Commands across defence to develop reference frameworks for military capability based on published doctrine and SME knowledge from the Land, Air and Sea environments.

They provide a consistent language and description of capability relationships, boundaries and dependencies, presenting a ‘single version of the truth’ that offers a basis for discussion, aids common understanding and knowledge – helping to identify disagreements and prevent misunderstandings. The frameworks have resulted in the information within being formally controlled and easily accessible to related projects, programmes and research areas, ensuring the captured knowledge continues to be exploited for the wider benefit of Defence.

Winners of the remaining categories were:

- Inspiring Leadership - Pippa Alldrit
- Exemplary Practice - Maj Phil Ashman
- Innovation - Sqn Ldr Tim Darley
- Information Team of the Year - Army Medical Services Training Centre

Nominations for next year’s awards will open in early 2016.

Future Proofing the Military Symposium

Industry partners are lining up to support this year's Sustainable Procurement Symposium, with number of attendees rising daily.

A diverse group of partners will take part in the conference including DSTL, Met Office, Airbus, BAE Systems, Jaguar Land Rover, QinetiQ, NQC, Corda, Ricardo, Rolls-Royce, Thales and 4Navitas.

Hosted by DES TECH QSEP, 'Future Proofing the Military' is MOD's event for Sustainable Procurement and brings together decision makers from across DE&S, all Front Line Commands together with representatives from Industry.

The 2015 Symposium will take place in the CFB on 1 October 2015 from 09:00 to 16:10. A core theme will be the need to address the Armed Forces' reliance on fossil fuels and wider resource security concerns which affects MOD's ability to sustain operational activity as well as long term military capability.

Delegates at the Symposium will have the opportunity to hear from national and international civilian, military and industry speakers, who will offer their insight on tackling the sustainability challenges. There will also be an exhibition outside the main lecture theatre, where there will be the opportunity for attendees to network and view a variety of stalls promoting both DE&S and our partners in Industry.

The event is aimed at capability planners in all MOD domain areas, engineers, finance, commercial staff, requirements managers and project teams in DE&S operating centres.

To register or for more information please use esolutions or for more information e-mail DESTECH-QSEPEEnv@mod.uk

Learning from the past to protect the future

Pamela Jary, the DE&S Learning From Experience Champion, shares her thoughts on how to manage lessons learned from hard-won experience.

Learning from Experience (LFE) involves the identification, capture and exploitation (through use and sharing) of lessons based on past experience.

These lessons provide us with knowledge and expertise that can be used to improve our delivery of objectives and the way in which we work. As such, LFE is an important enabler of continual improvement and can help enhance the reputation of Delivery Teams and DE&S through more effective and efficient working.

The aim for LFE in DE&S is to be a key part of the way we operate. In order to be effective, it must become part of the way we work and not sidelined into the bureaucracy of lessons management. The LFE team are implementing a strategy to help teams do this better and identify the need for sharing lessons across all staff.

Standing up DE&S as a trading entity is an opportunity to improve the way we work and deliver more effectively and efficiently our outputs in support of the Armed Forces. To do this we must become better at sharing and using the knowledge learned from experience proactively, so that it can be used elsewhere in DE&S to good effect.

Learning from our past experience is not only a sensible thing to do, as it helps us avoid repeating past

mistakes, but it is a vital part of improving the way we work. Through building on our successes and exploring more effective ways of working, we can continually improve our ability to deliver.

The DE&S' Learning from Experience Strategy, which outlines how to manage lessons learned from hard-won experience. The tools and processes to do this can be accessed via a dedicated web-page on DII, which also contains comprehensive advice and guidance to staff. The aim for LFE is to add real value and to become part of the DE&S way of working. The LFE review process was recently revised and updated to provide an end-to-end approach to lessons management from identification, analysis, capture of lessons in a report to managing and exploiting them and linking them to improved delivery. This campaign is headed up by Pamela Jary in Director Technical area who runs monthly OC events to promote the importance of this topic.

Director Technical also run with the Safety led LFE events enforcing the importance of Learning from Experience (LFE) role in influencing decisions and helping to embed a positive safety culture. Details of upcoming events can be found on the Defence Intranet.

For more information please visit <http://defenceintranet.diif.r.mil.uk/Organisations/Orgs/DES/Organisations/Orgs/FuncDir/Technical/Pages/LFE.aspx>



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