

# desider

the magazine for defence equipment and support

**Abbey Wood 20<sup>th</sup> Anniversary**



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TOGETHER TO  
DELIVER LEADING  
EDGE CAPABILITY.***

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***THE VALUE OF PERFORMANCE.***

***NORTHROP GRUMMAN***



# FOREWORD

By Tony Douglas, CEO

**T**his month we celebrate the proud day 20 years ago on which Her Majesty Queen Elizabeth II arrived to officially open MOD Abbey Wood.

I am pleased to say that quite a few staff who witnessed the Queen unveil a plaque on site on July 19, 1996, are still working here today.

The Desider team have spoken to those involved in the design and build of Abbey Wood, those who moved to Bristol to work here and even a long-standing local journalist to get the lowdown on some of the more outrageous rumours, such as crocodiles being put in the lake as a deterrent!

On Wednesday, July 20, an exhibition of fascinating pictures, facts and interviews recognising the landmark will be held in Neighbourhood 2. Weather permitting there will also be a barbecue and music for staff to enjoy.

The Queen's Birthday honours are another reason for DE&S to celebrate this month.

Among many DE&S employees to be recognised were Director Ships Acquisition Henry Parker who was awarded a Companion of the Order of the Bath (CB), and recently appointed Director Land Equipment Major General Robert Talbot Rice, who received a Commander of the Most Excellent Order of the British Empire (CBE). Both richly deserved the recognition for their hard work and I offer them, and all of you who received an honour, my sincere congratulations.

Elsewhere in the magazine this month there are two interviews well worth reading.

The first is with Lieutenant General Paul Jaques who, in March, was promoted to Chief of Materiel (Land) after three years as Director Land Equipment.

He shares his hopes for his domain and lets us in on a few secrets. You will be surprised to read that he once worked as a bus conductor and a horse groom.

HMS Queen Elizabeth was visited by HRH Prince of Wales last month and the second interview features a fascinating chat with Captain Jerry Kyd who recently took over as commander of the carrier at Rosyth Dockyard. Captain Kyd, who has a remarkable CV, tells Desider about his excitement at being at the helm of such a tremendous vessel.

In other news there is a preview of the Royal International Air Tattoo and Farnborough International Airshow. Both airshows provide DE&S with a platform to showcase our current and future programmes to a global audience while also giving us a great opportunity to support our industry partners.

Elsewhere we saw a successful testing of an upgraded version of the British Army's Python land mine clearance system.

This milestone underlines the variety of programmes DE&S is involved in and how we are delivering the very best for Her Majesty's Armed Forces and the UK taxpayer.

## desider

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JULY 2016

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## Tony Douglas, DE&S CEO, talks to Desider about his pride in serving Her Majesty's Armed Forces, the importance of valuing staff and his belief in helping others less fortunate



— “ —  
 Serving Her Majesty's  
 Armed Forces, has been  
 everything I hoped it  
 would be and an awful  
 lot more

CEO Tony Douglas

— ” —

Picture: Andrew Linnett

Usually when you join a new organisation, the induction and handover lasts no more than a day, so I felt incredibly privileged to have a three-month induction to DE&S.

I made the most of the early opportunity to meet our people, customers and contacts in industry before starting as Chief Executive Officer on December 1 last year.

Serving Her Majesty's Armed Forces has been everything I hoped it would be and an awful lot more. It makes me feel incredibly proud.

There are many interesting jobs out there but for me this role is as good as it gets and I work with some very special people on an agenda that is of great national significance.

Engaging with many different groups of people in the last six months has been a real highlight. However, with over 11,000 members of the DE&S family and a wider network of MOD colleagues, customers and industry, it will be a long time before I can lay claim to shaking as many hands as I would like.

Given my experience in a very different environment, I thought that I might be surprised and sometimes confounded in my first few months. In reality, very little has been a surprise and the biggest challenge has been myself as I sometimes have a tendency to want to move quicker than is wise.

Being immersed in our major programmes, particularly F-35, Successor, Astute and Type-26, and the challenges that come with each, has been a significant part of my early learning.

I've also enjoyed getting more involved in the support side of what we do, where I've seen that little things can make a big difference. I have a fanatical attention to detail when it comes to quality. As such, putting more 'S' in DE&S is a key priority for us.

Using a methodology called OGSM (Objectives, Goals, Strategies & Measures) we have recently agreed six priorities for the business which are easily explained and understood and will drive DE&S forward.

I have also started putting pen to paper on our five year plan. Initially it will be a

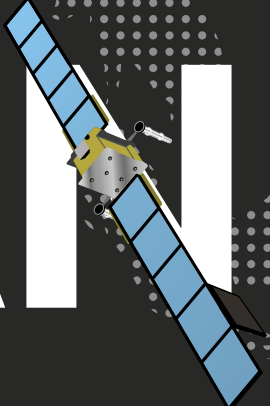
discussion document that will focus on what we want DE&S to look like, what will be different, what there will be more of, and what there will be less of. Enabling flexible working and rewarding our people are particularly important to me.

It is the dedication, service ethos and professionalism of our people that has impressed me the most in my first six months. Even when faced with many challenges, their spirits are high and they are truly impressive.

Unlike many corporate leaders, I'm not just here to drive the numbers, I would say that I also have a soft and caring inside. I've spent time with people from other countries in desperate conditions and sponsored them in the hope they can leave that environment behind. If you can do a little bit of good in these areas I think it is important you do.

I hope that I bring some of the same ethos to DE&S, to do my bit to help our people to deliver the best for Her Majesty's Armed Forces and the UK taxpayer.

# LOUD AND CLEAR



## SKYNET SERVICES – TRAIN AS YOU FIGHT MESSAGE RECEIVED

Together, Airbus Defence and Space and UK MOD Information Systems and Services (ISS) are providing you an adaptable and responsive approach to the new and emerging requirements of UK Defence communications. Skynet is still delivering your global assured and resilient communication links, but with a new, innovative approach of annually committed capacity giving you 50% more capacity available on demand. Skynet now enables its users from land, sea and air to Train as You Fight.

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disadvantaged terminals

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DEFENCE & SPACE

PIONEERING THE FUTURE TOGETHER

# 1996: Queen opens ABW



Left: The Queen at the official opening of the site at Abbey Wood

— “ —  
 The official opening followed months of speculation and anticipation which started when the 98-acre site was first purchased in October 1991

— ” —

This month we celebrate 20 years of MOD Abbey Wood. On July 19, 1996, Queen Elizabeth II arrived in Bristol with the Duke of Edinburgh to unveil a plaque to officially open the site.

Reports state thousands of staff turned out in sweltering temperatures to see the Queen and Duke who were welcomed at Abbey Wood by Michael Portillo - the then Secretary of State for Defence.

The Royal couple were taken on a tour of the site, including the nursery, where the Queen was presented with a collage picture of Winsor Castle by two four-year-olds.

At lunch, while VIPs dined on fillet of Cornish lamb and tropical fruit sorbet in the Waterside Restaurant, staff were given the opportunity to buy a special packed lunch that included strawberries and cream and celebration chocolate.

After lunch, the Queen unveiled a plaque in front of the library (now McIntosh) officially opening the site. The plaque can now be found near the lake at the CFB entrance.

Speaking at the unveiling that day

Mr Portillo said: “Today’s opening is the culmination of years of careful planning by the Ministry of Defence. It is a tribute to our staff and those of all our contractors and their suppliers that in less than four years an area of poor-quality farmland has been turned into a headquarters campus that sets a standard for quality, efficiency and cost effectiveness for public and private sector organisations.”

After the unveiling, the Queen took the salute at a flypast of aircraft representing the three Armed Services and featuring the last remaining flying Bristol Blenheim, an EH101 Merlin, a Westland Lynx Mk9 and a Eurofighter 2000.

The official opening followed months of speculation and anticipation which started when the 98-acre site was first purchased in October 1991.

Desider’s precursor, a publication called ‘Preview,’ was dominated by hundreds of articles for many months before the move to Bristol became a reality.

These covered progress on the

site, brutally honest collocation case studies and letters from employees either fearing or relishing the effect that relocation would have on their lives and families.

There were helpful tips for those moving, and even cartoons called ‘Collocation Views’ which honestly addressed staff’s concerns about the relocation.

Eventually the first staff started to filter into the £254 million build in December 1995, just three months before Filton Abbey Wood railway station opened to accommodate the first major influx of staff in March 1996. By June the 2,000th occupant had arrived.

Now, 20 years on, Abbey Wood employs a total of 8,000 civil servants and military personnel who manage a vast range of complex projects to buy and support the equipment and services that the Royal Navy, British Army and Royal Air Force need to operate effectively.

*See pages 21 to 27 for a 20th anniversary of MOD Abbey Wood special.*





# PARTNERS YESTERDAY, TODAY AND TOMORROW.

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# NEWS IN BRIEF



## QEC LONG RANGE RADAR

Engineers from the Aircraft Carrier Alliance used a Goliath crane to install an eight-tonne long range radar on top of the aft island of HMS Prince Of Wales.

The 32 square metre S1850M radar can see objects as far as 200 kilometres away or as close as 200 metres and can also track up to 1,000 potential targets simultaneously as far as 400 kilometres away from the ship.

HMS Queen Elizabeth received her long-range radar last summer.

## ENGINEERING ACADEMY

An academy has been established in Keynsham as the Ministry of Defence (MOD) and DE&S look to build the next generation of engineers.

The Isambard Kingdom Brunel (IKB) Academy has been established with Wellsway School, and will focus on STEM activities (Science, Technology, Engineering, Maths).

The academy will offer both academic and vocational qualifications through project-based work for students entering in years 10 and 12.

Six students from the academy have been working with DE&S since April and experienced what it would be like to work as an engineer for the organisation.

In May staff from the DE&S TECH engineering office, including Director Technical Air Vice-Marshal Mike Quigley, attended the official opening of the academy.

For further information regarding work placements please contact Rachel Dyer at DES TECH-EG PMO-Comms@mod.uk.



Above: Left to right: Clare Barclay (IKB School), Clive Johnson (DE&S TECH engineering group department head), Air Vice Marshal Mike Quigley (Director Technical) and Rachel Dyer (DE&S TECH engineering group programme management office communications manager)

## DVD 2016 REGISTRATION



Registration is now open for DVD 2016 where exhibitors showcase the equipment, innovative technology and support solutions that might meet the future land equipment requirements.

Visitors will experience a packed agenda at Millbrook over the two days with the Bedfordshire site hosting a record number of Defence industry suppliers on September 7 and 8.

Colonel Dominic Fox, Chief of Staff, DE&S (Land Equipment)

said: "Visitor interaction at DVD is an essential forum through which Defence industry, DE&S teams and Army staff can interact."

All visitors must register online and, once approved, they will receive an email containing their unique barcode, which must be produced, along with photographic identification, upon arrival.

Register at [www.theevent.co.uk](http://www.theevent.co.uk).

# MINISTER OPENS AMPTHILL TURRET FACILITY

A multi-million pound manufacturing centre of excellence has been opened at Lockheed Martin UK in Bedfordshire. The building houses a state-of-the-art production line to manufacture high-tech armoured vehicle turrets, from development and fabrication through to integration and test.

Philip Dunne MP, Minister of State for Defence Procurement, cut the ribbon on the £5.5 million facility at the company's Ampt Hill site. He was given a tour of the new building to inspect the production line and several of the completed turrets.

He said: "This high tech centre of

excellence makes Ampt Hill a world class location for high quality and skilled technical engineering.

"The highly sophisticated turrets made here in Bedfordshire are just another example of home-grown British Defence innovation."

The new facility is expected to create around 40 additional jobs at the Ampt Hill site and sustain hundreds more as Lockheed Martin works on major contracts for the Warrior and Ajax vehicles and looks to future business opportunities.



## BRITISH EMPIRE MEDAL



Julia Hurrell, from the DE&S International Guns Missiles and Rockets Project Team, was presented with her British Empire Medal at Abbey Wood.

Julia received the medal in the New Year's Honours list for her services to Defence and charity.

She started the Samaritan's Christmas Child Shoebox Appeal in 2000, and more than 20,000 shoeboxes containing toys, gifts, and letters of hope have been delivered from Abbey Wood to children in desperate need around the world.

On June 16 Julia was presented with her medal by the Lord Lieutenant of Gloucestershire Dame Janet Trotter in Neighbourhood 3.

"I wanted the presentation to be at Abbey Wood so the people who have supported me could take part," Julia said.

See page 18 for more DE&S staff who have been recognised in the Queen's Birthday Honours.

## FLYING VISIT



Above: George 'Johnny' Johnson with 'Brew for the Few' organiser Flight Lieutenant Joshua Ellins

George 'Johnny' Johnson, the last surviving Dambuster, visited Abbey Wood earlier this month.

The 94-year-old is part of the legendary 617 Squadron of the RAF which carried out the "bouncing bomb" raid on the Nazis and helped change the course of the Second World War.

Mr Johnson came to the site to take part in a 'Brew for the Few' event organised by the ABW Royal Air Forces Association (RAFA) which gives serving and ex-serving personnel an opportunity to come together in an informal environment.

Johnny met members of the RAF, including CoM Air, Air Marshal Julian Young.

Mr Johnson told Desider Abbey Wood is a "marvellous facility" that is "essential in assisting the Armed Forces."

## CEO ROADSHOWS

DE&S CEO Tony Douglas has started a series of roadshows to keep staff informed of what's changing in the business and how those changes will affect them.

Tony held roadshows in Abbeywood on July 5 and Kineton on July 6 in which he discussed the DE&S Way, which was launched in May, and provided an overview of how DE&S is changing to deliver its commitments to the Armed Forces.

A final roadshow will be held in Gosport on July 18, with more planned for the autumn.



# Paul Jaques - New CoM Land



Picture: Ed Low

Above:  
Lt Gen Paul Jaques

**I**n March, Lieutenant General Paul Jaques took up the position of Chief of Materiel (Land) after three years as Director Land Equipment. He told Desider about his career and the people that keep him at DE&S.

It has been an interesting journey for Lieutenant General Paul Jaques, who, before joining the Army in 1983, enjoyed a 'portfolio career' that included time as a bus conductor, horse groom and proof-reader.

As an Army Officer, he served on a number of operational tours; from a young man in the first Gulf War in 1991, to having a significant involvement in the drawdown in Iraq in 2007 - experiences he describes as the 'highlight' of his career and 'exceptionally satisfying'. Early in his military career, Paul also spent time working for the Defence Procurement Executive and Procurement Agency (forerunners to DE&S) acquiring Special Forces equipment, and as the assistant to the Deputy Chief of Defence Procurement.

"I really enjoyed both of my early jobs in procurement and met a lot of characters so it was a good fit for me," he said.

Paul joined DE&S in 2013 as Director Land Equipment (DLE) -, where he oversaw the final delivery of Urgent Operational Requirements (UOR) to Afghanistan, the transition of key UORs into the Army's core programme and the ground breaking £3.5 billion contract to deliver 589 new

Ajax Armoured vehicles to the Army.

He said: "I am enjoying the change of moving from a senior delivery position to an executive role, and the new challenges that come with it."

With his experience as DLE, Paul is already very familiar with the land equipment operating centre and has spent his first few months getting to know and understand the other three operating centres - Support Enablers, Logistics Delivery and Weapons.

He said, "Getting my head around the Support Enablers operating centre is probably one of the most challenging but enjoyable aspects."

With responsibility for 4,270 staff across the domain, Paul's sociable personality and passion for people should prove a real asset.

"I've been consistently impressed by the level of competence, professionalism and commitment of our staff to support the Services and sitting down and meeting our people is one of my favourite parts of the job."

In his new role, Paul also has an increased responsibility for delivering DE&S transformation as a member of the Executive Committee.

This is an opportunity he describes as "one that should be grabbed with both hands" and believes will produce "a more professional and agile organisation."

He added: "A real highlight in the last four months has been witnessing the transformation move from planning to execution, in particular the maturing of our organisational design work; what the domain will

— “ —  
Sitting down and meeting our people is one of my favourite parts of the job

Lt Gen Paul Jaques

— ” —  
look like and how it will benefit our people."

In addition to 'making the transformation work' the domain has many key deliverables across its four areas in the year ahead.

"There are a lot of deliverables and challenges ahead," he said.

"We need to move the Warrior Capability Sustainment Programme and Ajax along, get the Mechanised Infantry Vehicle programme going and the Multi-Role Vehicle - Protected on the path to delivery. In addition we need to get the Leidos contract running at full pace, support the return to contingency for the operational forces, continue to deliver the complex weapons pipeline, and put logistic information systems on a stable footing."

He added: "I really believe in DE&S and our aim to deliver the best equipment and support we can to our Armed Forces. It's corny but true!"



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# Airshow preview

**T**he F35B Lightning II has been seen in British skies for the first time after the supersonic stealth aircraft made its way over from the US last month.

The world's most advanced fast jet touched down at RAF Fairford on June 29 ahead of its much anticipated debut at the Royal International Air Tattoo (RIAT) between July 8 and 10.

On July 1 the aircraft flew over their prospective 'homes'; HMS Queen Elizabeth and HMS Prince of Wales in Rosyth and RAF Marham in Norfolk.

The F35B will then also be flying at the globally acclaimed biennial Farnborough International Airshow between July 11 and 17.

Defence Secretary Michael Fallon said: "The F-35Bs are the most advanced fast jets in the world. Whether operating from land or from one of our two new aircraft carriers, they will ensure we have a formidable fighting force.

"They are part of our plan for a stronger and better defence: more ships, more aircraft, more troops available at readiness, better equipment for special

forces, more being spent on cyber – to deal with the increased threats to our country."

The fifth generation F-35B, which are the most advanced aircraft ever built for the UK, are due to enter service with the Royal Navy and RAF from 2018.

With more than 150,000 visitors each year, RIAT is the world's biggest military airshow with hundreds of military and civilian aircraft on show from all around the world including the UK, US, Greece, Germany, Croatia, Pakistan, Slovakia, Jordan and Hungary.

At Farnborough the first four days of the week-long event provide industry with the opportunity to demonstrate aircraft to potential customers and investors and is used to highlight announcements of major developments and orders – many with DE&S involvement.

This year major companies attending include BAE Systems, Airbus, Boeing, Raytheon, Leonardo Finmeccanica, Lockheed Martin, General Dynamics, MBDA, Thales, and Rolls-Royce.

In 2014 a total of 39 countries exhibited at the event, with 56

different countries sending media representatives, and global deals worth a record £119.8 billion reported.

Secretary of State for Defence Michael Fallon and Minister of State for Defence Procurement Philip Dunne are expected to use the event to make significant announcements.

The final three days could see more than 100,000 members of the public attend to see the 179 aircraft on display.

Chief of Materiel Air, Air Marshal Julian Young, said: "I have been involved in the organisation of RIAT for the past five years, and each one simply gets better: more aircraft, more people and more visiting overseas Chiefs. The back-to-back opportunity this year with Farnborough embraces further our industry partners, and provides the platform for some key acquisition commitments to be made following up a positive SDSR 15 outcome for the air domain. A busy, yet hugely-influential and enjoyable week of being immersed in aviation - it does not get any better!"



Left and below: The first of Britain's F-35B Lightning II jets, flown by Squadron Leader Hugh Nichols, has touched down in the UK for the first time





...we make it happen

# First Sea Captain for the QEC Carrier appointed

Commodore Jerry Kyd has taken command of HMS Queen Elizabeth, the first of two new aircraft carriers procured by DE&S.

Alongside HMS Prince of Wales, these powerful carriers are the biggest warships ever to be operated by the Royal Navy.

Appointed personally by the previous First Sea Lord Admiral Sir George Zambellas, Commodore Kyd is the first sea Captain and has relieved Captain Simon Petitt, an engineer who oversaw the build of the ship in partnership with the Aircraft Carrier Alliance.

Commodore Kyd, who will follow tradition and command the ship in the rank of Captain RN, said: "It is a great privilege to have been appointed as the first sea-going Commanding Officer of HMS Queen Elizabeth. She marks a new age for the Royal Navy and with it a step change for British Defence and the Royal Navy in our ability to project power across the globe.

"Indeed, these two great ships will be at the core of British maritime power, the like of which we haven't seen since the late 1970s, when the last big deck aircraft carriers left service.

"They are a technological marvel and I can honestly say they are the most advanced aircraft carriers in the world. We should be really proud of what British industry has designed and delivered with these carriers.

"Also we should reflect on the great success of the MOD and DE&S working in such close partnership with a range of industrial partners. This is working extremely well and the proof is there for all to see as we watch the daily progress of both ships here in Rosyth."

During a career lasting more than 30 years, Commodore Kyd has been captain of many ships and shore establishments, including HMS Ark Royal, HMS Illustrious, HMS Monmouth and Britannia Royal Naval College. The Queen Elizabeth, however, represents a major step change for him.

He said: "She is quite brilliant in design to deliver a powerful air wing that will deliver military effect and host a battlestaff that can command and control a large group of ships in the Carrier Strike Group.

"We have cleverly built these ships to be very adaptable; to see them

as just ships is missing the point: they are powerful, flexible sea bases from which to mount a whole range of operations and missions, from evacuating people from trouble to assisting in humanitarian aid and disaster relief and of course, delivering serious violence to the enemy if that is required.

"The Queen Elizabeth carriers will be a fantastic addition to the UK Armed Forces and Her Majesty's Government. They will represent the British flag all over the world, as iconic and powerful symbols of British intent."

The new captain can't wait to take HMS Queen Elizabeth to sea, her natural habitat, and commence sea trials in the Firth of Forth and the North Sea.

The second carrier, HMS Prince of Wales, is still under construction in Rosyth and is due to be formally named next spring. They will both be able to carry F35 Lightning II fast jets, which are currently undergoing trials in the USA, and Merlin Mk2 helicopters.

Below:  
Commodore Kyd,  
first Commanding  
Officer of HMS  
Queen Elizabeth

“

They are a technological marvel and I can honestly say, they are the most advanced aircraft carriers in the world

Commodore Jerry Kyd

”







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**7 Unmanned Surface Vehicle Systems to 4 navies**

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# Birthday Honours

**D**E&S employees have been recognised in the Queen's Birthday Honours, underlining again the tremendous efforts made by staff within the organisation.

Rear Admiral Henry Parker, Director Ships Acquisition, has been appointed Companion of the Order of Bath (CB), while Director Land Equipment Major General Robert Talbot Rice received a CBE.

RAdm Parker said: "It was very humbling to receive the honour. The citation mainly covers the last nine years of my career and this has almost all been in DE&S.

"I am therefore being recognised for a lot of hard work done by all my colleagues in Abbey Wood and industry; and that is what is so humbling - that I owe this to so many others."

Maj Gen Talbot Rice added: "I was very honoured to have been recognised with a CBE in the Queen's Birthday Honours List. Although it is my name that appeared in the papers, the award really reflects the dedication and efforts of all of those in the Armoured Vehicles Programme, and their successes over recent years. They are a great team, and I am very proud of them."

Gp Capt Greg Underhill recently left the RAF after 32 years of service and now works for DE&S EAST Capability Sustainment Team. He was recognised with an OBE for his "outright determination" in ensuring the delivery of the UK Airseeker capability.

He said: "I was lucky enough to join a great Airseeker team that worked incredibly hard and have senior leaders who were aligned and wanted to make this happen".

"It was a great example of teamwork between DE&S, HQ No1 Gp and RAF Waddington, not only to get Airseeker into service but to quickly deploy and successfully support it on Operations for a significant period of time."

In Land Equipment Marcus Bruton, of the Soldier, Training and Special Programmes (STSP) team, was awarded an OBE for services to supporting improvements to frontline military equipment, in particular the 'soldier system'.

He said: "Although the award is in my name it reflects a team that has a shared vision of reducing the burden on our soldiers and delivering the army's fight light policy.

"I am lucky to work with a loyal and able workforce who in turn enjoy working with each other to deliver equipment that significantly improves the protection and comfort for the front line."

“  
I was very honoured  
to have been  
recognised with a  
CBE in the Queen's  
Birthday Honours  
List

Maj Gen Talbot Rice

Max Magudia, of the Training & Simulation Systems Programme (TSSP) team received an MBE for services in support of military training.

"I believe they quoted my 'dogged determination and perseverance'," he told Desider.

"It was lovely to be recognised but I just feel like I did my job and hopefully saved a life. That is the real benefit for me."

Elsewhere Warrant Officer Lynne Joyce, who works for Defence Supply Chain Operations & Movements at Bicester, was awarded an MBE for playing a key role in the introduction of a revised Logistics Information System that will positively impact the operational capability of front line units.

She said: "It was an honour and a surprise to receive an MBE because I am only one of many who do their jobs to the best of their ability in a very capable team at Bicester."

A total of six staff were awarded the Meritorious Service Medal – a silver medal awarded for distinguished service or for gallantry.

They were Warrant Officer 1 (WO1) Mark Edwards (Ships OC), WO1 Stefan Mannucci (Ships OC), and WO1 Andrew Farquhar (Ships Acq OC), Flight Sergeant (Flt Sgt) Nicholas Roberts (Weapons OC), Flt Sgt Andrew Buttigieg (AS OC) and Chief Tech Christopher Carter (Weapons OC).

Squadron Leader Adam Spear, MA to Director Air Support Adrian Baguley, was awarded an Air Officer Commanding No 2 Gp Commendation.



Above: Major General Talbot Rice, Director Land Equipment

Left: Rear Admiral Henry Parker, Director Ships Acquisition

# MLSP IOC Achieved - Ahead of Schedule



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

Leonardo Helicopters has completed delivery of 7 MLSP Phase 1 AW101 aircraft, in parallel with Sea King Mk4 OSD; sustaining the Royal Navy's critical amphibious capability.

# HMS Prince of Wales gets a visit from her royal namesake

**H**HRH the Prince of Wales has given the second Queen Elizabeth Class carrier, which he shares his name with, the royal seal of approval during his first trip to Rosyth.

Prince Charles, who is referred to as HRH Duke of Rothesay in Scotland, signalled for the final section of the carrier to be lowered into place. He said: "I feel even more proud of everyone who has contributed to the build of HMS Prince of Wales. Nothing could have given me greater pleasure than to be with you here today."

The 570-tonne block, known as Sponson 11, was placed by the Goliath crane, allowing for the final welding to start in a major step to structurally completing the 280-metre-long warship. This was a historic moment for everyone working in the carrier programme, as it marked the end of

eight years of manufacturing for the Queen Elizabeth Class.

Mark Dannatt, Queen Elizabeth Class Head, said:

"The build of the Prince of Wales is going really well. The experience gained in the construction of HMS Queen Elizabeth has been put to good effect in the second ship and as a result we are seeing the rate and speed of construction increase while costs have been significantly reduced. This is also reflected in the level of outfit of the ship and at 'float out' in spring next year we expect the ship to be approximately 3,500 tonnes heavier than her sister ship at a corresponding point in the build programme."

Each 65,000-tonne aircraft carrier will provide the UK Armed Forces with a four acre military operating base which can be deployed worldwide. The vessels will be versatile enough to be used for operations

ranging from supporting war efforts to offering humanitarian aid and disaster relief.

They are being delivered by the Aircraft Carrier Alliance, a unique partnering relationship between BAE Systems, Thales UK, Babcock and the Ministry of Defence. At its peak, the programme employed 10,000 people across six build yards.

Captain Ian Groom MBE, the Senior Naval Officer of HMS Prince of Wales, said: "We are delighted to have HRH Duke of Rothesay here today to mark such a significant milestone in the life of the ship. The focus now moves to commissioning the ship and my team will continue to work with their industry partners to bring her to life ahead of sea trials in 2018."

HMS Prince of Wales is scheduled to be handed over to the Royal Navy in 2019.

Below:  
HRH the Prince of Wales with the crew of HMS Prince of Wales



ABBEY WOOD

20

YEARS



**Souvenir special**



# Construction work begins 1993



**J**ohn Rudge, Royal Institute of British Architects (RIBA), then a director at Percy Thomas Partnership (Architects) Ltd, was the architect for MOD Abbey Wood.

“It was very exciting because we had a lot of

leeway when it came to the design and it was a revolution in space planning with open plan offices, social, community and collaborative working interiors,” he said.

“For us, the key factors were very simple. We wanted to build something with ground breaking energy and environmental performance that met stringent energy and carbon dioxide targets.

“We wanted to create spaces where people enjoyed fresh air rather than air conditioning, where they were never further than 6.5 metres away from natural daylight and where the acoustic environment surpassed anything built before.

“We also wanted to produce a landscape around the offices that was natural, low maintenance and relaxing, so staff could appreciate their surroundings as well as contribute to local ancient woodland and wildlife corridors.

“The look of the site was a major factor in making it feel like part of the local community. That is why we battled so fiercely against there being a fence around the lake, which we believed was a good enough defence – and we won the argument.

“We were desperate Abbey Wood did not become a faceless camp that shut out the community and the world when so many civil servants had to work here.

“It was a brilliant project to be part of that makes me very proud.”



Cost of site:  
£254 million



Above: Sir Malcolm McIntosh (CDP) on the first day of operation of Abbey Wood (Maple 2, Dec 1995).



Above: Chief of Defence Procurement’s outer office on first day of operation.



The very first plan for Abbey Wood featured square buildings with courtyards, but a final decision was taken for ‘croissant’ shaped structures so the amount of stairways and lifts could be reduced and landscaping vehicles had easy access.



In 1995 the Defence Procurement Agency, a forerunner to DE&S, had 15 sites (9 in London, 3 in Portland, 2 in Bath and 1 in Portsmouth). Anybody Grade C1 or above had their own office!



**P**ete Ginnever joined the project team for the build in February 1993. His job was to facilitate the move for members of staff who were being transferred from sites including Portsmouth, Weymouth, Bath and London.

“I wasn’t very popular because there was a significant level of resistance from people who didn’t want to move,” he said.

“However, at the same time there were plenty of people who seized the opportunity selling their home and moving here where property was so much cheaper back then.”

So, keen to meet the promise of people beginning to work at the site in 1995, the first employees were brought into the building on December 18 that year.

“There was mud everywhere and people had to walk over boards to get to the doors. Maple 2 was the first to be finished and you had to enter via the fire escape.”

Incredibly, in a bid to make people’s transitions smoother, a team was employed to ferry people and on occasion their families around areas of Bristol and Weston-super-Mare.

“We would put them up in hotels and ferry them around the city. There was even a video made with news reader Alistair Stewart to sell it to them.

“Seeing it evolve from drawings and models as it was then to the wonderful environment it is now gave me a real sense of achievement and still does today.”



**A**lan Walker came to Abbey Wood in 1994 as Deputy to DPEC (Director PE Collocation) as Programme Manager before taking over as DPEC in 1996 until completion.

Procurement) was excellent at explaining his vision to groups of staff and how we needed to change how we operated.

“We had to change because, while we did need to reduce staff, we also needed to reduce operating costs and improve efficiency and effectiveness. The aim was to save £105 million a year.

“Subsequently, some of the most vociferous opponents told me it was the best thing they ever did because their quality of life had much improved.

“The movement of people was actually very slick. We could move 200 staff over a weekend because we did so much pre-planning.

“We would pick up their files and possessions on a Friday and, if it included sensitive material, a member of staff would stay with it during transit. By Monday lunchtime their possessions had been moved in, they had been set up by IT, and were good to go.”

“The driving force behind MOD Abbey Wood was the cuts imposed on the MOD and the need to be more effective,” he said.

“It was a huge business change moving from cellular offices where most C1 or above had their own office to open plan with common operating systems and networked IT.

“There was huge disquiet in London where staff just did not want to move. But Sir Malcolm MacIntosh (Chief of Defence



A total of 69 sites were considered for HQ and although Abbey Wood was eventually chosen it was quite a close run thing with Solihull, Sunderland, Keynsham and South Wales!



Original capacity: 5,500





Perimeter of the site:  
3km (1.86 miles)



**G**raham Bell, Supply Chain Manager, worked at the Royal Naval Stores Depot at Eaglescliffe located at Stockton-on-Tees in the North East before his team was relocated to Abbey Wood.

“My team, which was comprised of 70 staff, was due to move to the new site in 1994. It turned out this took a bit longer than expected, and we didn’t move until three years later,” he said.

“The team liked to know how long they still had in their current workplace before being assigned to Abbey Wood, and I would often go past the site to take a look at the progress in the construction so I could fill them in.

“At the time, people didn’t want to move here- there were already sites in Corsham, Foxhill and Ensleigh. But Abbey Wood is quite nice and quirky, with modern buildings, lots of green areas and open spaces on the floor plates. It was very different from other workstations.

“Workwise, lots of things have changed in these 20 years, but Abbey Wood has remained more or less the same- except for the amount of people on site!”

“During my career, I have had the opportunity to visit Australia, New Zealand, Sri Lanka and the USA, to name just a few! Why would I work for anyone else when the MOD has looked after me so well for all these years?”



Above: Artist's impression of NH1



A swimming pool was planned on land next to the nursery but was scrapped after the local council declined an offer to share it.



**J**ulia Hurrell, of the DE&S International Guns, Missiles and Rockets Project Team, has worked for the MOD for more than 20 years and moved from Bath when Abbey Wood first opened.

“There were a lot of people who found it very difficult to move, especially because of the upheaval for their families,” Julia said.

“I’d never been to Bristol, so it was actually quite an eye-opener to see how much countryside there was. It was also nice being in a lovely new building- it was quite an adventure really!

“The ones who didn’t want to be here, didn’t stay. But the ones who did made changes, evolved and got promotions.

“Over the years I have been lucky enough to work with many professional and talented people who deservedly worked their way up the chain.

“Those same people gave their time to train me, which I greatly appreciate, and that has enabled me to train others – something I find very rewarding.

“I enjoy my job and the fact that I am supported to do my charity work is a wonderful added bonus.”

Julia started the Christmas Child Shoebox Appeal on site in 2000 and was awarded a British Empire Medal in the New Year Honours list for her efforts.

## From pig farm to training centre

Stanley Farm, tucked away in the south-east corner of the Abbey Wood site, was part of the 98 acre plot purchased by the MOD in 1991.

It was built by Thomas Proctor for the bailiff of Wallscourt farm in the 1800s and during its life housed a piggery and stables, and was even used as student accommodation.

After being pilfered by metal thieves and standing derelict for many years the farm was in a sad state when the MOD stepped

in, but as a listed building it could not be demolished.

Initially the stables were offered to a local disabled riding school, but, after they declined, the decision was taken to renovate Stanley Farm to its former glory.

With the help of traditional stonemasons, ironworkers and carpenters, the farm was transformed into an on-site management and training centre,

Over the years, several security staff have reported seeing ghosts and hearing noises. Some of those that believe Stanley Farm is haunted have renamed it ‘Spooky Farm’.







Above: Construction of NH1



Above: NH1 completed

The decision to name buildings after trees was taken by Air Marshal Sir Roger Austin – the then Deputy Chief of Defence Procurement.



A decision was taken not to stock the lake with fish because ecologists advised fish would just appear because fish eggs were carried on the feet of swans and ducks. They were right!



**I**an Harrison, DE&S Weapons Commercial, has worked at Abbey Wood since March 1996. “I swear that for the first three months here it rained every single day,” he said.

“Abbey Wood, with no proper footpaths, started to resemble a battle re-enactment site. When the site as a whole was opened by Her Majesty the Queen it was the first time I’ve ever seen grass painted green!

“On March 3, Building 11 (later to become Yew) was officially opened and housed various teams from Land, including Artillery Systems, Ammunition and Armoured Systems.

“I also worked in Special Projects in Rowan for six years and it was probably the best six years I had here because I saw some amazing stuff – most of which is classified of course.

“However I can say that I worked on Project Cutlass – (developing a remotely operated bomb disposal robot). It was work that you know was making a difference and saving lives.

“We worked on, and delivered, so many urgent projects and were recognised in the awards by the then Chief of Defence Procurement – it was a very proud moment.”



MOD Abbey Wood is surrounded by a surprising amount of wildlife. Splatts Wood is a small beautiful and peaceful area which is managed as a nature reserve for biodiversity. It was once part of a much larger area of semi-natural ancient woodland. Evidence suggests the woods date back 400 years with some trees estimated to be more than 150 years old.

As well as a resident community of small mammals, woodland and water birds there maybe even a chance to spot something rarer including a kingfisher, nesting kestrels, a heron, bank voles, grass snakes and possibly even a visiting cormorant.



Volume of water in the lake:  
30 million litres

ABBEEY WOOD  
**20**  
 YEARS

# Memory Lane



**J**ohn Wilson, the Infra Facilities Manager, has been working in Abbey Wood since 1996, and he has collected a whole range of anecdotes.

“We have had false fire alarms triggered by all sorts of reasons,” John said.

“Someone microwaved a croissant for just under 15 minutes once, when all it actually required was seven seconds. The result was a black piece of charcoal and a very persistent smell.

“We had something similar with a baked potato, when a member of staff got a call from the team based in Australia and left it in the microwave until the alarm went off.

“There have also been cases of insects and nesting spiders setting off the alarms, as baby spiders have a similar dimension as smoke particles. It proves the system works, but it can be annoying.”

“A few years back, we had a huntsman spider on site, which arrived in a box of submarine spares from America. The team recognised it, as they had received some training on dangerous animals they could encounter in the US, and we sealed the room and caught it. It now resides in Bristol Zoo.”

But spiders are not the only animals the Infra team has had to worry about.

“In 2013 there was a moth infestation which affected a good number of trees. They weren’t harmful, and eventually they disappeared, but in the meantime the bark was covered in wide threads and caterpillars.

“There are all kinds of animals on site: birds, geese, rabbits, squirrels... Someone found a long-eared bat a few weeks ago in Stanley Farm which was later taken to a sanctuary.

“We also have nesting kestrels on site, and in 2002 I found a chick that had fallen from the nest.. In the end, a Wildlife Sanctuary in Swindon ended up taking care of it until it could be released back into nature.”



**O**perational security manager Wayne Blake started as a security guard at Abbey wood in January 1996.

“It was fairly chaotic in those early days, I

have to admit,” he said.

“We were forever getting covered in mud because it was a building site, and if you were inside you were getting covered in dust.

“Slowly, the whole build started to emerge around us. I do remember how incredibly clean and new it all looked – and that they sprayed some of the grass for the Queen’s visit because it was still brown.”

He added: “I have seen some things over the years, but obviously we can’t talk about them, really.

“But some of us do believe Stanley Farm is haunted and call it ‘Spooky Farm’. Three other guards and I once saw a man walk past it on the screen as clear as day. But we rushed up there with a sniffer dog and the dog would not go close to it and there was nothing there.

“I’ve really enjoyed my time here and worked with some terrific people. My greatest achievement is working in a team where ensuring the safety of our staff is paramount.”



The bridge between NH1 and the car park was shipped over from Italy on containers but the first one was lost in a violent storm in the Bay of Biscay. Luckily it was insured!



Light fittings:  
 30,000



Size of entire site: 40 Hectares (98 acres) the equivalent of 50 football pitches



Trees planted:  
**5,000**



Doors:  
**2,600**

As a four-year-old, Josh Brown helped to cut the ribbon at the opening of Abbey Wood's nursery. Twenty years on, he's found himself back on site as part of the DE&S Land Equipment Market Intelligence Team.

"My only real memory of the nursery was a paddling pool that they filled with different items like jelly and spaghetti hoops," Josh said.

"But I've also been told I had a nickname- the Crumble Kid- because on a Friday we got apple crumble and apparently I used to eat about five portions of it!

"When I left they even gave me a special box of crumble as a leaving present."

Josh, 24, said his family first came to Abbey Wood as his dad was posted here from London, but he doesn't remember moving being an issue.

He said: "Coming from a military family, I've lived in around 20 houses, so I imagine it was just a case of: 'On the road again.'"

"To be honest, it was only after a few

months working at Abbey Wood did my parents tell me that I'd actually gone to the nursery here, back in 1996. I don't remember the opening ceremony at all so it's strange seeing the pictures.

"I went to school around here, and then came back after university to get a job. It was my dad who suggested I apply for a job here, and here I am. Without realising it, I've found myself back at Abbey Wood!"



Above: Josh is the second child in from the right and inset he poses in the same spot 20 years later.



Tim Davey worked as a journalist at the Bristol Post and the Western Daily Press for more than 40 years, covering a wide range of editorial roles.

"When Abbey Wood was first being built there was a lot of intrigue around it," Tim said.

"People saw it the same way others saw MI5, GCHQ or like the UK's version of the Pentagon.

"That is why weird stories abounded, such as there being crocodiles in the lake and missile launchers under the atriums. These found their way into the news - people wanted to believe the myths.

"At the time it was a scheme of huge magnitude, very futuristic and had a mystery about it.

"When commuters saw people getting off at Filton Abbey Wood with their briefcases, they would wonder what they did for a living inside this alien complex.

"We heard about all sorts of staff facilities such as a dentist, a swimming pool, even a supermarket and to this day I don't know how many are true - if any!

"There was some grumbling locally around the planning consents and, as I recall, from anti-war protesters, too. However, I think in general people saw it then - and now - as a big plus for the community."



MOD Abbey Wood won Green Building of the Year in 1997, Best Out of Town Building (British Council for Offices), Best New Office Building (MIPIM), and was second in the RICS Efficient Building Awards.

**How do people get to Abbey Wood?**

The latest figures at a cordon count taken on March 16 this year, in which 76.7 per cent of staff participated, found that 3,264 arrived by car (an additional 420 vehicles via car sharing), 1,109 came on the train, 766 walked, 586 cycled, 208 were dropped off, 196 arrived by bus and 87 by motorcycle.



# DE&S Safety Day

**D**E&S Safety Day was combined with the second day of the biannually held Environmental Safety Assurance Symposium (ESAS) for the first time last month.

Team leaders across the organisation were instrumental in making the day a success, with staff undertaking various activities including quizzes, games and an informative video presentation.

There was also the opportunity for staff to further their understanding of safety by attending the entertaining Deep Water Horizon play or atrium and onsite presentations.

Safety Day also gave those within Quality, Safety and Environmental Protection (QSEP) the opportunity to further spread the importance of safety throughout DE&S.

Safety Day Committee Chair, John Allan, said: "The event was a clear demonstration of our strap-line 'Delivery focused; Safety driven'.

"On behalf of the organising committee I'd like to extend a huge thank you to all those who took the time out from their normal business activity to focus solely on safety and help us to improve and further embed our safety culture."

ESAS16 was opened by Director Technical, Air Vice Marshal Mike Quigley, who chaired the first session which contained dynamic keynote speeches from Director

Subs, Rear Admiral Mike Wareham and the Minister of State for Defence Procurement, Philip Dunne.

In his speech, Mr Dunne focused heavily on cyber security, stating that "The greater our digital dependence, the greater our vulnerability".

He went on to emphasise that the onus is on all DE&S staff to create a safety culture where everyone keeps safe in cyber space.

The symposium delivered a full programme of presentations and workshops over the two days to more than 300 delegates from industry, academia and the MOD.

For the first time at ESAS day two featured an awards ceremony chaired by CoM (Air), Air Marshal Julian Young. The awards were presented by the Institution of Engineering and Technology (IET) and the International Institute of Risk and Safety Management (IIRSM) for Innovation in Safety and Innovation in Environment Management.

Winners included the A400M Project Team for the joint MOD/Industry team venture with Osprey CSL, Frazer Nash for innovation and collaboration in the recovery of 1,400 tonnes of explosives from the wreck of the SS Richard Montgomery, and BMT/DE&S for the Mars tanker project, described as "the most environmentally sound vessel the MOD has ever owned."



Above: Air Marshal Julian Young (CoM Air) addresses the audience at DE&S Safety Day



Above: A play re-enacting the events that led to the Deep Water Horizon disaster in the Gulf of Mexico

Below: The Environmental Safety Assurance Symposium (ESAS) held at Abbey Wood





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SECURE  
OPERATIONAL  
ADVANTAGE**

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# Tests of rocket-propelled anti-minefield explosives go with a bang

**A**n upgraded version of the British Army's Python land mine clearance system has been successfully tested in Canada following internal upgrades.

The improvements to the system, procured for the Army by DE&S, have further enhanced the Python system's safety, by filling the hose with insensitive munitions which considerably reduce the possibility of an accidental initiation.

The rocket-propelled 'hose of explosive' is launched from a platform towed behind an armoured vehicle, and is capable of clearing a path through a minefield.

Minister of State for Defence Procurement, Philip Dunne, said: "I am very pleased to announce that the Python trials have been successful. The system has been upgraded to make the unit as safe to use as possible, minimising the risk to our personnel.

"This is another example of how we are using our £178 billion equipment fund and growing Defence budget to deliver the best possible equipment to

the Armed Forces."

Python consists of a 230 metre long hose filled with 1,500 kilogram of explosive, which is launched from a platform towed behind a Trojan armoured vehicle and detonated.

The resulting explosion clears the area of mines, creating a safe path 200 metres long and seven metres wide, allowing vehicles to travel through securely.

The upgrade follows a review in 2012 and was conducted by BAE Systems with support from the Defence General Munitions Project Team in Defence Equipment & Support and British Army Training Unit Suffield (BATUS) Army staff. The trials involved tests of the whole system to ensure the upgrades to the individual parts worked as a unit, as well as providing an opportunity to review practices and determine how to best use the upgraded Python.

Chief of Materiel (Land), Lieutenant General Paul Jaques, said: "These upgrades and trials of Python are an achievement for DE&S, industry and

the British Army alike.

"They enhance a piece of kit with a strong history of success: it has already proved its worth while deployed on operations in Afghanistan, where it ensured safe passage for the British Army through IED belts and heavily mined legacy minefields."

The successful trials to Python are very timely, coming in the year that the Royal Engineers celebrate their 300th anniversary.

Major Luke Wilson, Officer Commanding Royal Engineers Trials and Development Unit said: "The upgrade to this battle proven piece of kit ensures that the Royal Engineers remain at the vanguard of the battle with the very best equipment. Ever since landmines started being used, the Corps has been at the forefront of mine clearance and responsible for clearing safe lanes for the advancing forces. This upgrade to Python is but one more exciting chapter in the Corps' long history."

Below:  
Demonstration of how the Python system clears a path through a minefield

“

I am very pleased to announce that the Python trials have been successful

Philip Dunne, Minister for Defence Procurement

”



# LTPA

T&E begins here



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# Full Operational Capability for Fuchs

**T**he Army's fleet of Fuchs reconnaissance vehicles has reached Full Operational Capability (FOC) after the Defence-board launched a directed regeneration project in February 2014.

Under a new contract secured by the Chemical, Biological, Radiological and Nuclear Delivery Team (CBRN) with Fahrzeugwerk GmbH in Germany, the project, which recently collected a CEO Commendation, has seen the extended regeneration of 8 Fuchs Nuclear, Biological and Chemical (NBC) Area Survey & Reconnaissance vehicles, as well as one attrition reserve and two training vehicles.

The Fuchs vehicles have been fully restored to the previous in-service standard after work ranging from fitting new tyres through to being repainted in 'desert sand', as well as providing safety improvements including the addition of a Vehicle Emergency Lighting System.

Fuchs (German for fox) is a

6-wheeled, armoured, all-wheel drive vehicle, which has been adapted to carry out chemical, radiological and nuclear survey and reconnaissance with a crew of four. It brings together the ability to detect contamination, take samples if required, accurately identify its location, mark it and report details.

The vehicle is crewed by the newly formed Falcon Squadron under 22 Engineer Regiment, who have been undergoing extensive training to gradually increase expertise and knowledge of the platform. In April 2016, Fuchs deployed two troops as part of Exercise Shamal Storm where they performed monitor and survey, route recce and area recce scenarios, as well as live firing exercises which culminated in achieving FOC validation.

The fleet of vehicles is complemented by a Fuchs Training Simulator, co-located with Falcon Squadron in Warminster, which provides the Fuchs operators with the opportunity

to undergo quarterly training on site. The CBRN team secured a contract with Rheinmetall Landsysteme GmbH to transport the simulator from its previous site at Honnington and reinstall it in Warminster in just 6 months.

The Fuchs Regeneration project has seen the CBRN team collaborate with multiple other teams within DE&S. The CBRN Team Leader, Ian Matthews, said: "I am very proud that the close working stakeholder community has enabled the return of the Army's fleet of Fuchs NBC Area Survey & Reconnaissance vehicles. This rapid delivery has been achieved through a lot of hard work and commitment from so many people within the CBRN delivery team, Falcon Squadron, sister delivery teams, DSTL, our key suppliers and many others."

The Fuchs Regeneration and Availability Service contract currently secures the vehicle's service life until 2019.

Below:  
Fuchs vehicle in  
Jordan taking part  
in Exercise Shamal  
Storm







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“ I have had a varied career in research, procurement, in-service support and transformation. I also did a job in export controls, where I was the UK’s expert in scud missile manufacture ”



# On Systems Engineering, apprentices and rugby

Duncan Kemp is a DE&S Specialist Fellow, a unique role which requires very deep knowledge and experience. He is also the proud winner of a MinDP award for his involvement in learning and development.

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

I joined the MOD as a student engineer before I went to university and then joined again after I finished my degree. I have had a varied career in research, procurement, in-service support and transformation. I also did a job in export controls, where I was the UK's expert in scud missile manufacture. Whilst this sounds really sophisticated, the scud is a very simple missile. Parts of the control system are literally made out of clockwork!

I have had many roles, most recently Communications and Computing Chief Architect in Corsham and Chief Systems Engineer for Rail in the Department for Transport. I came back from Rail to become the Engineering Skills Development Leader for graduate and apprenticeship programmes and later on, a full time Specialist Fellow.

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

I am the Specialist Fellow Systems Engineering within the Engineering Group in Director Technical. As a Systems Engineer my role is to make sure the equipment we buy will meet the military customer's need. In some circumstances, when things are fairly simple, we act as a personal shopper. In others, when equipment is complex or unprecedented, we need high quality systems engineering.

As a fellow my role is to make sure that DE&S is applying the most effective Systems Engineering approaches we can. This involves benchmarking with similar organisations, helping the development of new processes and developing the next generation of talent. I work closely with the leading universities in the UK and internationally.

## **What is the Systems Engineering Masters Apprenticeship, and what is your role in it?**

A few years ago, the Defence Growth Partnership, involving MOD and industry, commissioned a study to identify the critical skills gaps for UK Defence. The

study identified systems engineering as the biggest gap, and in 2014 the Prime Minister announced the launch of a new Masters level apprenticeship in Systems Engineering.

The idea of this apprenticeship is to provide a mixture of academic modules, available at the Defence Academy in Shrivenham, along with practical experience of real systems engineering. At the end, the students will have demonstrated that they can apply their theoretical knowledge on real projects. I have been involved with developing the scheme from the start, helping to design the standard apprentices have to reach, the approach we will use to assess them and leading the work on mentoring and coaching.

## **You occasionally run one day master classes. What do they involve?**

I run a series of systems thinking master classes, which involve understanding a problem or a situation before you come up with a particular solution. They are very broadly aimed, and really benefit from having non-engineers as well as engineers attending them. I try to make them very engaging, low on theory and very hands-on, to give people the opportunity to try a new experience on a real world problem. They are available around every two or three months, and people can book them through e-solutions.

## **How do you see engineering going forward under the new functional management regime?**

I think the functional management is a great opportunity for staff in general and engineers in particular. One of the challenges of the current structure is that people are involved in one project and one project only, whereas in the new system we can use people's expertise across many more programmes. It will enable us to better deploy the experts we have got.

I have worked in a balanced matrix before as both a deep expert and programme manager. It worked well from both a management and an individual perspective. As a Specialist

Fellow I have been piloting the new functional management regime, supporting three different projects and the Maritime Safety Refreshers over the last six months.

## **You were awarded a MinDP award for work in the Engineering Skills Development Team.**

I spent three great years in the Engineering Skills Development Team. When I took charge of the Development Team, we changed the induction process for graduates and revamped our recruitment process, as well as analysing the business management aspect. After a few years, we managed to double intake the approved quality and we got really good attitude survey results for the trainees. On that basis, my 1\* nominated me for an award and I was incredibly pleased when I got the letter saying I had won.

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

I don't get to do as much hands on engineering as I used to, although I get my fix doing odd jobs around the house. At the moment I am in the middle of refurbishing the Koi pond in my garden, so I am currently re-plumbing the filters, pumps and UV lights. I am a bit too old to play rugby now, but I am a keen supporter and try and see Scotland play as often as I can. I managed to take my youngest son to the Scotland-Japan game in the world cup last summer. I was surprised at how many colleagues from Abbey Wood I met at the game!

# CASE STUDY

## Sam Davies from the Data Cleanse Team gives his insight into working for DE&S

**Name:**

Sam Davies

**Job title:**

DE&S Data Cleanse Team

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

Eight months

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

I was attracted to the fast paced and adaptive nature offered as a DE&S employee. I had always wanted to work in something that was related to the military and DE&S seemed like a good use of the skill set I had acquired in external industry. Upon joining DE&S the progression avenues offered to develop your own skills and career in a direction of your choosing was something I had never encountered before and was a very attractive prospect.

**What does your role entail?**

I work as a part of the Commercial Data Cleanse Team. Our goal is to align the Defence Financial Management System (DFMS), ASPECT and P2P System Data as a part of the Contracting Purchasing and Finance (CP&F) implementation and migration process. The aim is to ensure the data migrated on to the new systems is as accurate and up to date as possible.

I work alongside Commercial Contract Managers in order to assist in the alignment or management of the contract data. This involves going through the physical contract file, matching amendments to the information on the DMFS, ASPECT or P2P systems and aligning or updating this data when mismatched.

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

I have enrolled on Chartered Institute of Procurement and Supply (CIPS) training in order to develop as a part of my function and gain a wider commercial knowledge. I have also enrolled in the mentor program and am looking forward to leaning on the experience of other DE&S employees in order to develop myself (as an employee). Further to this I have actively pursued Commercial Function events and workshops that are usually advertised on the digital display signs located in the neighbourhood atriums.

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

It is very involved, challenging and requires a lot of investigation. It has also given me an extremely wide exposure to the business I would not have received otherwise. Each case is individual and requires a different approach, you are constantly learning from each alignment, thus streamlining and developing a way of working in order to benefit not only yourself on the next alignment project but your colleagues also. Each case is unique, each day is different, keeping me interested and motivated.



**What's your ambition?**

I am extremely ambitious and the career development offered working for DE&S was one of the reasons I wanted to join the organisation. I have already progressed further than my recruited grade and I am looking to continue climbing the ladder. I would like to go as far as I can and keep challenging myself.

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

I have worked on the alignment of a contract worth around £1.7 billion. I was at first astonished at the value of the contract and the prospect of going through each amendment to find out where the contract values had misaligned in between the contract file, ASPECT and DFMS Systems. However, after going through each tasking and amendment I was able to determine where the missing amendments had not be processed and take action in order to align the systems. It was an extremely satisfying feeling to put right a contract with such a high value and one of my greatest achievements.

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

I think the fact you are actively encouraged to develop yourself as an employee, in order to get what you want out of a role, all the while supported by your mentor and line manager, makes you feel appreciated as an employee. You feel the business has invested in you and everything is mutually beneficial. The opportunities to study, develop and get qualifications are plentiful and you really do get out what you put in.

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

The Flexible working pattern is extremely beneficial, it allows you to balance your work and home life. You also feel grateful that your hard work and time put in staying late has been acknowledged and you are given that time back when it suits you. The pension scheme is very attractive and is something I had not thought about in great detail until joining DE&S and many young people are missing out on.

# WORK FOR DE&S

Welcome to this edition of DE&S jobs in Desider. There are great opportunities available at DE&S and each month we list current and future posts. For even more opportunities visit the Civil Service Jobs Portal at [www.civilservicejobs.service.gov.uk](http://www.civilservicejobs.service.gov.uk)

## Graduate and apprentice schemes

DE&S offers a number of top class graduate and apprenticeship opportunities, providing successful applicants with “hands-on” experience in roles across a range of projects.

If you have recently left school or university and are interested in embarking on a career in defence but do not yet have the experience/skills required for our listed

vacancies, DE&S offers a number of top class graduate and apprenticeship opportunities, providing successful applicants with “hands-on” experience in roles across a range of projects.

More information on the range of graduate and apprentice opportunities DE&S has to offer is available [www.civilservicejobs.service.gov.uk](http://www.civilservicejobs.service.gov.uk)

## Rewards and benefits

In addition to the fantastic variety of cutting edge jobs and an excellent opportunity to develop skills through training, including working towards professional qualifications, we also provide first rate benefits for all of our employees. These include flexible working, excellent annual leave, maternity and paternity allowances as well as a very competitive pension scheme, eligibility for performance related pay, free car parking (caveats apply), a proactive employee engagement, access to Benenden Medical care and the opportunity to join many civil-service clubs such as the Sports and Social Association and Motoring Club (CSMA)

which offer numerous discounts to members.

Our headquarters are based in Abbey Wood, Bristol and, like many other sites, boasts an impressive range of facilities including a fully equipped gym, an on site nursery, a range of restaurants and coffee bistros and a hairdressers.

We understand the commitments our staff have, both inside and outside of the office. Our aim is to provide you with a place of work which allows you the flexibility you require to maintain a great work/life balance.

## Equality and diversity

DE&S is committed to embracing diversity: it is one of our core values. Irrespective of gender, marital status, race, religion, age, disability and without reference to social background or sexual orientation, DE&S operates an inclusive environment to allow you to develop your career.

Whether uniformed or civilian, we expect the attitudes of our people to reflect our approach to diversity by:

- fostering a working environment where all staff feel comfortable, welcomed and valued for their contributions

- promoting a workplace that values dignity, respect and fairness
- promoting high standards of behaviour and complying with the law by creating equality of opportunity

To demonstrate our commitment, we are members of Stonewall, Race for Opportunity, Opportunity Now, The Employers Forum on Disability, The Employers Forum on Age, and we are also affiliated to a:gender.

Read more about equality and diversity in MOD.

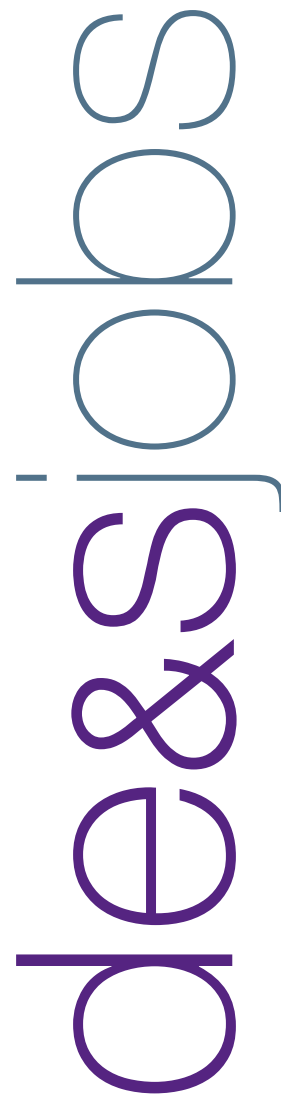
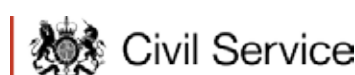
## How to apply

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

DE&S provides the opportunity for a truly rewarding career, working on complex, interesting and often sensitive projects of great significance and consequence, with excellent training opportunities for your continued professional development.

If you would like to view all current vacancies across DE&S and the wider civil service, please visit the Civil Service Job Portal.

In addition, for an easy, hassle free way of keeping up to date with all the latest vacancies, you can now follow us on Twitter or like our page on Facebook.



## CURRENT VACANCIES

**Safety Engineers** DE&S

Bristol | £30,424 | Higher Executive Officer /C2 | Closing date: 15 July 2016

Reference number **1497040** Post type **Permanent** Type of role **Engineering** Hours **37 Hours**

**Job Description:** WDefence Equipment & Support is seeking individuals with a broad base of engineering skills, knowledge and experience to fill a number of posts within our Land domain. Post holders will be team members supporting a host of land based systems and platforms, many of which are being currently utilised on operations. Successful candidates will be working alongside military personnel and industrial partners on projects at the very cutting edge of technology and science..

**Safety Engineers** DE&S

Bristol | £37,071 | Senior Executive Officer /C1 | Closing date: 15 July 2016

Reference number **1497034** Post type **Permanent** Type of role **Engineering** Hours **37 Hours****Job Description:** As above.**In-Service Project Engineers** DE&S

Bristol | £30,424 | Higher Executive Officer /C2 | Closing date: 15 July 2016

Reference number **1497049** Post type **Permanent** Type of role **Engineering** Hours **37 Hours**

**Job Description:** Defence Equipment & Support is seeking individuals with a broad base of engineering skills, knowledge and experience to fill a number of posts within our Land domain. Post holders will be team members supporting a host of land based systems and platforms, many of which are being currently utilised on operations. Successful candidates will be working alongside military personnel and industrial partners on projects at the very cutting edge of technology and science.

**In-Service Project Engineers** DE&S

Bristol | £37,071 | Senior Executive Officer /C1 | Closing date: 15 July 2016

Reference number **1497050** Post type **Permanent** Type of role **Engineering** Hours **37 Hours****Job Description:** As above.**Supply Chain Manager** DE&S

Govan | £30,424 | Higher Executive Officer /C2 | Closing date: 31 July 2016

Reference number **1499869** Post type **Permanent** Type of role **Logistics** Hours **37 Hours**

**Job Description:** As a Supply Chain Manager at the Ministry of Defence, you will provide world-class support to a world-class defence force. It you have the ambition and drive it takes to learn, develop and progress, we offer you the scope and support to build a specialist career like no other.

**DE&S Graduate**

Bristol | £25,077 | Graduate Engineer | Closing date: 14 October 2016

Reference number **1495277** Post type **Permanent** Type of role **Engineering, science** Hours **37 Hours**

**Job Description:** The DESG scheme is a prestigious and fully accredited graduate scheme; probably the best development scheme in the UK scheme for Engineers and Scientists. This scheme leads to careers in engineering management of new and existing equipment and in-service support solutions within the Defence Equipment & Support (DE&S) organisation.

# FUTURE VACANCIES

## Subs Engineering DE&S

Bristol | £30,424 & £37,071 | Estimated launch: **Mid/late July 2016**

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

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

## Supply Chain Management DE&S

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

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

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

## Project Professionals DE&S

Bristol | £30,424 & £37,071 | Estimated launch: **Late July 2016**

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

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

## SPCISR Engineers DE&S

Bristol | £30,424 & £37,071 | Estimated launch: **Mid August 2016**

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

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

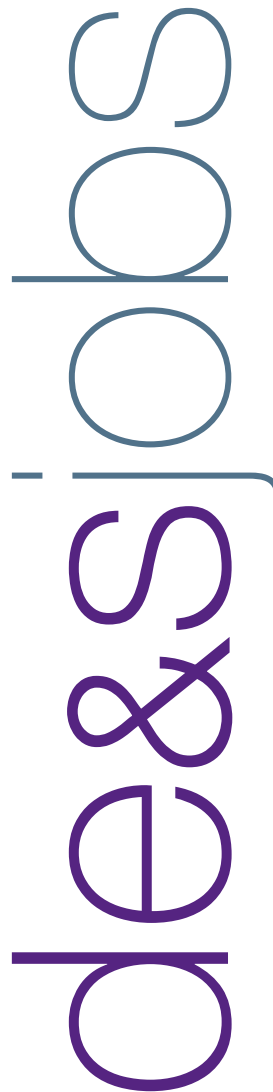
## Air Engineering DE&S

Bristol | £24,362 | Estimated launch: **September 2016**

**Grade** Executive Officer / D **Post type** Permanent  
**Type of role** Engineering **Hours** 37 Hours

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

*Please note – This is the currently planned recruitment activity for the coming months and may be subject to change according to business needs and priorities.*



## 60 SECOND SPOTLIGHT

**Name?**

Antony (Tony) Smith

**Job?**

Chief Engineer (Projects) Weapons Operating Centre

**Your route into DE&S?**

I joined the Admiralty Underwater Weapons Establishment Southwell (AUWE(S)) Portland in Dorset in August 1979 when I was just 16. I worked as a laboratory technician and trials engineer traveling all over Europe in support of Sonar Research projects. That organisation effectively became QinetiQ and I moved across to Director Underwater Weapons supporting In-Service towed arrays at Portland before moving to Ship Combat Systems group based in Foxhill, Bath.

Later I was fortunate enough to get a placement within the Common New Generation Frigate (forerunner to T45) project satellite office in Toulon, France, before returning to join Abbey Wood in 2000 as part of the Defence Procurement Agency's Future Surface Combatant project. I spent time in the Defence Logistics Organisation managing software for submarine combat systems before a stint in Ground Based Air Defence and then promotion to Submarine Combat System Group where I looked after System Design and Integration for all submarine combat systems moving over to Weapons in 2014.

**Your claim to fame?**

During my stint in the south of France I had additional language tuition to enable better office integration but struggled with it until a colleague suggested I joined his local rugby team. So as a nervous, lone and unfit Brit I joined a club which welcomed me and later my family with open arms. The warmth and friendliness of the club to an old enemy on the field of play was fantastic. I still have many friends from those days and regularly re-visit them and even occasionally play rugby in their veteran's team. My language skills are adequate but I can swear very well in French!

**Your advice to anyone?**

Think before you speak, do what you say you will, and only claim credit for something when you have successfully delivered it (and know what successfully delivered means).

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

I ride a motorbike for adrenalin, although the purist might disagree as it is a Harley Davidson! I took up fly fishing to relax and can easily spend a day thrashing the water with a fly to no avail (it is called fishing, not necessarily catching). I like to drink wine when socialising, and most importantly love



to walk with my dog in the woods. Having a dog has been a real bonus for escapism and quality of life.

**What are you most proud of?**

My family.

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

A Swiss army knife, a solar powered torch and a desalination factory (turns sea water into drinking water)! Chosen for the Boy Scout, scaredy-cat and pragmatist in me! I am no Ray Mears or Bear Grylls; give me a hotel with room service rather than a tent and hard floor. I am very comfortable with my own company so the solitude would not be a problem and I could practice my whittling skills.

**What irritates you the most?**

People who like the sound of their own voices, the news on TV where there is more opinion than news and the people who go to rock concerts and then spend all night on their phones taking pictures no one will ever see and recording music no one will ever listen to!

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

A little unspoilt fishing port in the South of France between Marseille and Toulon. I can't say the name as I want it to remain unspoilt. A glass of rosé on the harbour side watching the world spin by is very enjoyable.

**Your secret?**

I may look calm on the outside but inside it is all whirling at 100mph. I also have a simple mantra in life: "Coffee for the problems you can resolve; wine for the ones you can't."

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

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



# VBCI



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## DE&amp;S PEOPLE

# A whistle to remember

As the UK honours the fallen in the Battle of the Somme, DE&S employee Jeni Dindar shares with Desider the memory of her great grandfather, Clifford Henry Boundy, who fought in the largest battle in the Western Front during the First World War.

During 141 days of horror more than one million men were killed or wounded in the confrontation, one of the bloodiest and most terrible ones in history.

Jeni, who was five years old when her great-grandfather passed away, found a Great War whistle after her grandfather died in 1990, while clearing out his bungalow. She said: "We came across some very old metal biscuit tins, and inside them was the whistle, along with some paperwork and medals belonging to my grandfather, who fought in the Second World War.

"It sat in the shelf at home for years, and I hadn't really thought about its significance. Watching the Somme's remembrance ceremonies on the television, when they blew

the whistle as a mark to the start of the battle, it hit me that this one probably hasn't been blown since the First World War. It now feels right that it is framed and protected."

Clifford joined the war in 1916, as part of the 16th Hampshire Regiment, and in the same year he was sent to the Western Front, where he fought in the battles of Arras and Ypres, as well as the Somme. He returned to England for demobilisation in 1919 holding the General Service and Victory Medals.

Jeni said: "I will always remember my great-grandfather sitting in a chair in the kitchen, wearing a flat cap and smoking his pipe. He was a strong, kind man, and very hardworking. Before investigating my family tree, I had never realised that he fought in the Somme, as neither my grandfather nor my great-grandfather ever spoke about the war. My father didn't know either, and we all were very surprised that he came out of it alive, but also incredibly proud."



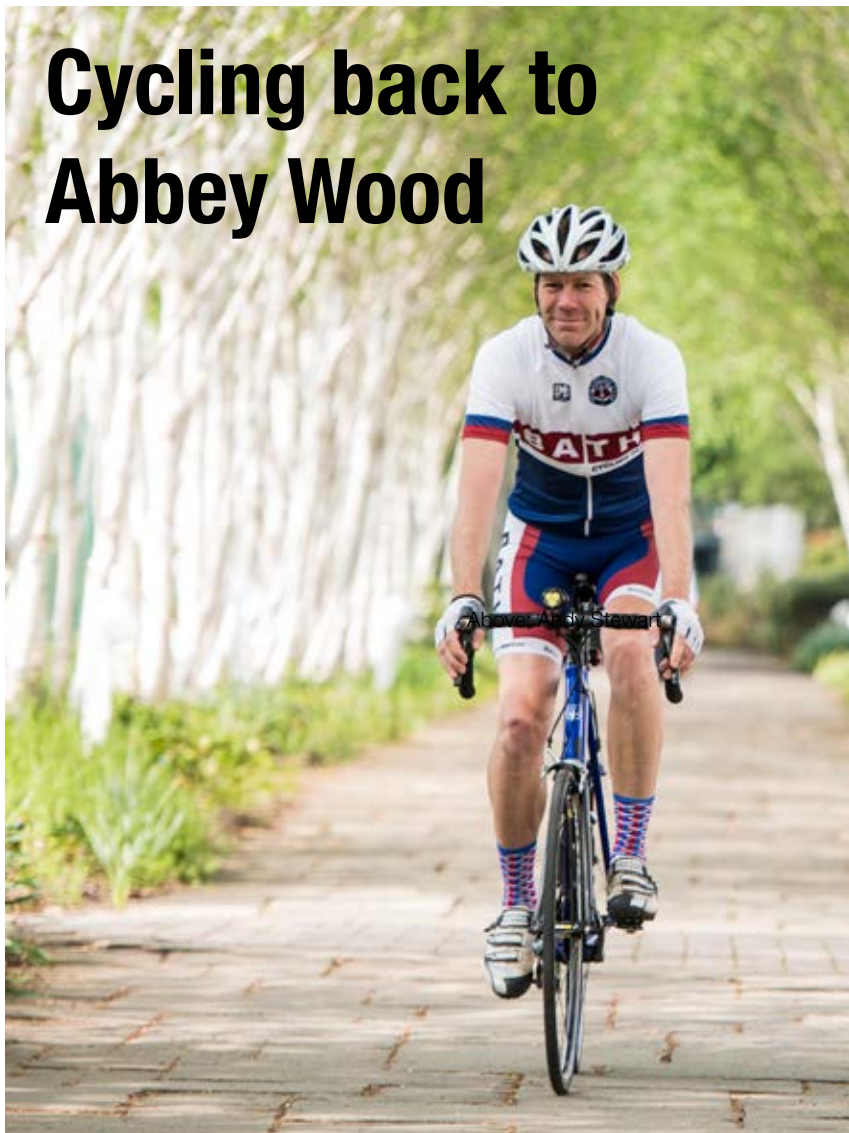
Above: Private Clifford Henry Boundy



Above: Jeni Dindar with her Great Grandfather's whistle

The Battle of the Somme took place between July 1 and November 18, 1916. It was the largest and most bloody battle of the First World War on the Western Front with more than one million men wounded or killed. The first day of the battle remains the worst in British Army history with 57,470 casualties, of whom 19,240 were killed.

# Cycling back to Abbey Wood



**A**ndy Stewart fractured his spine in a freak accident cycling home. He tells Desider how pleased he is to be back at work and back in the saddle.

When DE&S employee Andy Stewart set off from Abbey Wood on 30 March 2012, he smiled at the prospect of getting home to enjoy his wife and daughters birthday parties that weekend. He never saw either and they spent them at his bedside in hospital not knowing whether he would live.

A keen cyclist, who has even shared start lines with the likes of Sir Bradley Wiggins, Andy was the victim of a freak accident as he cycled through Pucklechurch on his way home to Bath.

"It was a freak mechanical failure" Andy said "The front brake sheared off and went into the spokes of the wheel, catapulting me over the handlebars".

Andy remembers nothing of the accident, having been knocked unconscious despite wearing a helmet. He was told afterwards he was incredibly lucky to survive.

He suffered a fractured spine and wrist, and had severe facial injuries that required extensive surgery. As luck would have it an

off duty nurse was in the queue of traffic and rushed to his aid.

"She provided life-saving treatment at the scene," Andy said.

Fast forward a year – months of which he had spent first in hospital, then at home recovering – Andy managed to track down that nurse so he could say thank you.

"She tried to make out she was just doing her job but in my mind she was an angel. She even insisted to the police that arrived on the scene that she should phone my wife to tell her," he said.

"She worked at Pucklechurch Prison. When they found out the prison authorities made a fuss of her and gave her an award. I was pleased about that."

Andy faced a long and arduous recovery and partly in recognition of all he does in his local community, and his bravery and the progress he made in learning to walk again, he was chosen to carry the Paralympic flame through Bath with his daughter Mary in 2012.

Now Andy is back at DE&S and working in the corporate communications team.

"The team here have been so supportive," he said.

## MOTTO

the MOD Lottery

April 2016 winners

### £10,000

Samuel Rice (Beith)

### £ 5,000

David Orton (Lymestone)

### £ 2,000

Deanna Metcalfe (Norcross)

### £500

Steven Darlington (Keil)

James Adams (Plymouth)

### £100

Stuart Johnston (Clyde)

Raymond Drury (Abbey Wood)

Karl Mason (Wimbush)

Trevor Batey (Abbey Wood)

Tracey Dowall-Lynch (Salisbury)

Adrian Jarvis (UKHO)

Margaret Marshall (Pirbright)

Michael Beaumont (Bielefeld)

Craig Reid (Wethersfield)

Susan Nourse (Nottingham)

Peter Harwood (Dstl)

David Roscoe (Sutton Coldfield)

Jane Clayton (Catterick Garrison)

Clare Wall (Abbey Wood)

Deborah Hawkes (Hereford)

Darren Foster (Abbey Wood)

Abdul Nathekar (High Wycombe)

Deborah Green (Sleaford)

David Sygrove (Aldermaston)

Duncan Farrow (UKHO)

"I started off working reduced hours and need a fixed desk with an orthopaedic chair and my line managers and the infrastructure team have been really helpful in putting them in place."

And despite his accident Andy said it "never crossed his mind" he wouldn't get back on a bike and he remains as keen a cyclist as ever – and has returned to cycling to and from Abbey Wood.

"I don't want my story to put people off. It was a freak accident. We are incredibly lucky to have a great network of routes leading to Abbey Wood, lots of them built as part of the Cycling City project that I was involved with. Plus there's great facilities on site, bike parking, showers and lockers. Cycling to work is a great way to save money and keep fit."

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