

desider

the magazine for defence equipment and support



Celebrating 100 editions of Desider

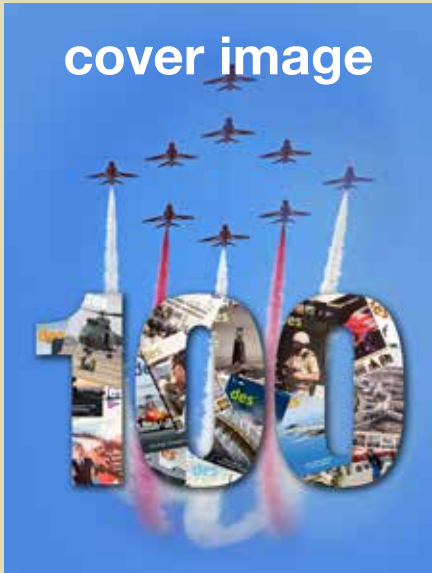
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Celebrating the 100th edition of Desider

desider

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FOREWORD

By Tony Douglas, CEO

Can I start by saying congratulations to all of those involved in this year's DVD, which showcased the latest in land systems technology.

It was my first visit to the event and I was impressed by the planning that had clearly gone into ensuring DVD remains one of the premier Defence events on the calendar.

DE&S' goal will always be to deliver outstanding equipment and support to our Armed Forces and DVD was a great opportunity for suppliers, including Small and Medium-sized Enterprises (SMEs), to bring innovative solutions to the table.

In addition, it was also an excellent forum for me, Minister for Defence Procurement Harriett Baldwin, and Chief of the General Staff, General Sir Nick Carter, to address industry, members of the Armed Forces and our staff about the challenges and opportunities facing UK Defence.

Congratulations must also go this month to the Desider team, who have reached their landmark 100th edition since the magazine first hit the shelves in May 2008.

I'm sure you would agree the magazine remains an engaging read that updates staff, industry and the wider MOD on our project team achievements, and on those of individual staff.

As some of you will know, a Desider App has recently been launched for both Apple and Android devices, allowing stories to be brought further to life by the use of video content and graphics.

The app will also soon give you access to the digital version of the DE&S Way - the blueprint of how this organisation works.

I encourage you to download it and take a look for yourself. Just look for this icon on the app store:



By downloading it this month, you can enjoy at leisure Desider's excellent interview with Harriett Baldwin, who was appointed as Minister for Defence Procurement in July.

You can also watch some dramatic footage of some successful A400M landings and there is film too from this year's DVD.

Elsewhere, we celebrate the latest intake of apprentices at Devonport and those that have reached graduation from the scheme.

As if to underline the importance of apprentices, Desider also carries the story of Drew Killingley, who has delivered his team £50,000 worth of savings.

The second year apprentice's dedication to fixing seemingly defective laptops needed on the front line is the perfect example of how by applying ourselves we can all get better at getting better.

Finally I'd like to mention father and daughter team Alan Hodson and Gemma Timms, who cycled 284 miles from London to Paris and raised more than £4,500 in the process for the Royal British Legion.

Alan was the victim of a nasty accident only months before the event but refused to withdraw, and his and Gemma's achievement should inspire us all.

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inside this month

OCTOBER 2016

Don Cuthbert, Director HR, talks to Desider about joining DE&S, our transformation journey and staff experience.

—“—
In the future, I would like all our staff to say that DE&S is a good place to work where staff are recognised and rewarded for their efforts
—”

Don Cuthbert, Director HR

Picture: Ed Low

I joined DE&S in June from Imperial Tobacco, where I had been nearly 13 years. For the latter two, I facilitated the acquisition transformation of a major tobacco company, and built a new business through combining it with the existing company - a \$48bn deal in the United States.

With similarities to my previous role, it was the scale of the organisation-wide transformation programme that attracted me to DE&S, particularly the requirement for a new HR department and function. I was also very impressed by the working environment.

When I joined, my first priority was to understand the current HR structure, and I spent a lot of time in the first few months working on how we could improve so that we continue on our journey to becoming 'match-fit'. Last month we put a new structure in place that will continue to develop over the next few months.

The structure seeks to encourage a new collegiate way of working, as, for me, a

hierarchy has no place in a performing organisation - it is performance that is key.

Another change is that, similar to commercial organisations, we have combined reward with performance, and leadership development with organisation development.

Overall, I believe the new structure gives us a different focus, and with the addition of our new HR business partners the interface between our customers and people will be improved.

Since June, a second key priority has been our new HR policy framework, and in particular the proposals for performance, grading and reward. It is something I feel strongly about and in which I have direct experience from throughout my career.

In my first few months, I have tried to meet as many of our people as possible to understand their experiences of working for DE&S. I will continue to do this as I believe that it is important.

I have been lucky enough already to have

had the opportunity to meet staff at locations outside of Abbey Wood during various site visits.

In doing so, we have started to see evidence of our new ways of working with the DE&S Way and DE&S Professional, a good start that we can build on.

For our staff, a successful transformation will mean more focussed leaning and development plans, along with greater financial reward and development opportunities for staff that meet their objectives and perform. It should feel like an evolution for staff rather than a step change, as it will take some time to embed.

In addition to transformation, a key focus for me in the next 12 months will be to create an environment where our staff feel important and included. This can be done by focussing on diversity and inclusion.

In the future, I would like all our staff to say that DE&S is a good place to work where staff are recognised and rewarded for their efforts.

THE DE&S WAY

THE BLUEPRINT OF THE ORGANISATION

SOON AVAILABLE BY DOWNLOADING THE DESIDER APP



Also available for
smartphones

Search 'Desider' in
your app store
to download



Dust flies during latest milestone for A400M ATLAS

Landing trials for the A400M Atlas have been successfully completed as the military transport aircraft progresses towards full operating capability.

The two week trial, which took place at a former RAF base in Suffolk, saw the aircraft landing on a pre-prepared dirt surface which had to be artificially softened in order to fully test the airframe.

The trials focussed on the California Bearing Ratio (CBR) – a scale of how soft the runway surface is and how many landings the aircraft can complete without damaging it. The lower the number, the softer and more challenging the strip is to land an aircraft on.

The trials, concluded in September, demonstrated A400M is capable of operating down to a minimum CBR of 4 with an average of 6 at a weight of 115 tonnes. In comparison C130J has previously demonstrated it can operate down to a CBR of 7 on sand at 59 tonnes.

Despite being twice the weight, A400M's advantage comes from having three times as many wheels as C130J, lessening the impact on surfaces even when carrying greater payload and fuel.

The monumental task of producing a runway suitable for testing Atlas was undertaken by 23 Parachute Engineer Regiment, who worked tirelessly to deliver a requisite surface.

The trial also represented a fantastic example of joint working across defence, with the RAF, 23 Engineer Regiment, QinetiQ, Defence Science and Technology Laboratory (DSTL), OCCAR and Airbus, as well as the Forestry Commission and local council all involved in ensuring they were able to go ahead.

Air Commodore Stephen Wilcock, head of the DE&S A400M and Voyager project team, said: "This trial marks a significant step in the development of the A400M, demonstrating the aircraft's ability to operate from rough strips and with large payloads which will give the Royal Air Force a significant capability

improvement in our ability to support the tactical environment.

"I would like to extend my thanks, on behalf of DE&S, to all concerned for their invaluable contribution to making these impressive trials possible. Particular thanks go to Rick Fretwell and Chief Technician Mark East from the A400M project team, Sqn Ldr Chris Aston from Air Command, and Shaun Chant from Airbus Military UK."

The A400M Atlas is bridging the gap between strategic and tactical flying, being able to carry heavy loads direct from the UK into austere locations. In the future, Atlas will allow the RAF to deliver lifesaving humanitarian aid equipment to austere runways in places such as the Middle East and Africa, direct from RAF Brize Norton. This saves a great deal of time and effort, as currently the loads would have to be transferred from a C-17 to a C-130J, as was previously seen in Afghanistan from Kandahar to Camp Bastion.





NEWS IN BRIEF

METEOR MISSILE FIRING SUCCESS

Two recent Meteor missile firings have been conducted successfully providing crucial flight test data for the ongoing Typhoon Phase 2 Enhancement (P2E) development programme.

The firings, in August, were executed on a UK range by test pilots from Leonardo-Finmeccanica with an Italian based Typhoon development aircraft. This was fully supported by the UK, including the Fast Air Support Team (FAST), Air Dominance and Suppression (ADS) PT, BAE Systems and QinetiQ.

Director Combat Air, AVM Keith Bethell, said, "The Meteor integration project is a key element of the broader Project Centurion through which key capabilities enhancements will be delivered onto Typhoon to enable the platform to take over the roles currently delivered by the Tornado



GR4 and enhance the roles currently performed by Typhoon."

Meteor is a Beyond Visual Range Air-to-Air Missile (BVRAAM),

developed by MBDA, which is due to be operational with Typhoon Force with an In Service Date (ISD) of June 2018.

GRADUATES VISIT SELLAFIELD LTD

DE&S Nuclear Engineering Graduates and Nuclear Undergraduates have visited Sellafield Ltd - the home of nuclear waste management.

The group toured many of the working plants and facilities involved in the reprocessing and storage of used nuclear fuel.

They also met with current Sellafield graduates to share insights into their own experiences in nuclear engineering.

James Craven, a DE&S nuclear graduate said: "Meeting the Sellafield graduates and hearing

their presentations about interesting projects they have been working on really brought to life some of the engineering challenges they face on site."

Graduate Grace Lusby said: "The trip was a unique development opportunity to see first-hand and learn about the processes involved in storing and reprocessing nuclear waste. "Many of us had no previous exposure into the work that is undertaken at Sellafield and the trip has now given us an appreciation into what happens to used submarine fuel after it is removed from the boat."



CEO APPEAL TO INDUSTRY

Chief Executive Tony Douglas appealed to industry to help DE&S continue to 'get better at getting better' when he spoke at the Defence Information Symposium.

Speaking at the event at Chelsea Football Club, Tony said DE&S was committed to finding smarter ways of working so that money could be re-invested into new capabilities for the Armed Forces.

Tony said currently only around a third of industry was actively coming up with innovative solutions and asked

that the remainder 'step up'.

He highlighted the DE&S Way and asked that those interested in working with DE&S familiarise themselves with the organisation's goal of providing the Armed Forces with the best equipment possible whilst ensuring best value for money for the taxpayer.

Tony said: "On behalf of Her Majesty's Armed Forces I can assure you we are definitely up for it. We have the capability behind us to make sure we fulfill that ambition."



READERSHIP SURVEY: THANK YOU FROM THE EDITOR

A big thank you to all of those who took the time to fill in the readership survey to let us know your views on Desider.

In all, more than 200 members of DE&S, the Ministry of Defence (MOD) and industry completed the survey and it gave the team valuable insight into what our readers want.

Pleasingly, there seems to be a healthy appetite for print, online and an app version of Desider.

I know many of you have already downloaded the new app and I would encourage the rest of you to as well, so you can enjoy bonus content it allows.

In addition, those downloading the app will shortly get access to the digital version of the DE&S Way, giving you easy access to the document which sets out the ways of working within DE&S and how the organisation delivers its comprehensive programme of work.

Returning to the survey, readers reacted very positively to news, features and the 60 second spotlight page. They also enjoyed the CEO

Foreword.

Respondents said reading about all the projects going on helped them feel good about working for DE&S and highlighted that the work they do has an impact.

Many did state a desire to see more features on smaller teams within DE&S who are doing interesting and important work. If you are part of a team you feel deserves wider acknowledgement for what you do, please do get in touch.

On a less positive note, many people bemoaned the number of adverts in Desider and interestingly the smell of the magazine.

Readers will be glad to hear that, as a result, we are reducing the number of adverts going forward, although some have to be maintained to ensure Desider is financially viable.

In terms of the smell of the magazine, it is not such great news. The printer uses environmentally friendly vegetable ink and it is sealed with varnish. This is the standard industry process and sadly there's



Above: Desider editor, Tom Morris

nothing that can be done about it!

Finally, I have been privileged to be editor of Desider for the past 10 months and to be at the helm as the magazine publishes its 100th edition.

On pages 12 to 15 you can read how Desider came into being back in May 2008 and learn about some of the major stories reported over the years.

I hope you enjoy the latest edition.

ENGINEERING AWARD



Above: David Rush (centre), head of CSDA, accepts the award on behalf of the team

The Capability, Safety and Design Authority (CSDA) Team have received the Worshipful Company of Engineers Defence Engineering Equipment and Support Award 2016.

The team won the award for managing an eight year delivery programme of enhanced Military Capability upgrades across a diverse range of specialist ships.

It recognises the team's role in maximising short duration Royal Fleet Auxiliary (RFA) ship refits and in-service opportunities to upgrade RFA Flotilla military capability, whilst managing obsolescent systems on aging platforms, retaining the ships in Class with Lloyds Register of Shipping and to Statute as administered by the UK Maritime & Coastguard Agency.

The team, which forms part of DE&S Ships Commercially Supported Shipping, consists of outstanding professional engineers able to utilise broader skills in project management, whilst being mindful of the importance of safety, the environment, and of delivering best value to the taxpayer.

TRANSPORT OF NUCLEAR MATERIAL

The DE&S capability for the transportation of Defence Nuclear Material has been brought under one roof, with the transfer of responsibility for used fuel moving from the Nuclear Propulsion Project Team (NPPT) to the Strategic Weapons Project Team (SWPT).

After an 18-month joint project, which has been completed on schedule, responsibility for used fuel moves in support of submarine and site decommissioning programmes now lies with the SWPT, alongside the delivery of new fuel for the submarine build programme and transportation of nuclear weapons and special nuclear material to support the nuclear deterrent.

Andrew Mackinder, Head of Strategic Weapons, said: "The switch of responsibility has streamlined management arrangements, improved stakeholder awareness and established a single, best-practice way of working. Before the 200-strong Strategic Weapons team took on the new responsibility, they were put



Above: The used fuel train taking part in the Regulator assessed exercise

through their paces - first reviewing the security threat assessment and emergency response arrangements, and then successfully passing a Regulator-assessed exercise."

desider

in the beginning

Ralph Dunn was the editor of Preview between 1998 and 2005 and played a major role in the emergence of Desider – overseeing the publication until 2015. Here he explains how Desider came into being with its first publication in May 2008.

Merging the former Defence Procurement Agency (DPA) and the Defence Logistics Organisation (DLO) in April 2007 to form DE&S meant joining two very different communications teams with contrasting ways of working.

The focus of the DPA team – which I led – was strongly on external communications and the magazine we ran, named Preview, reflected this with a large circulation outside the MOD and a handsome advertising revenue stream.

The DLO team, in contrast, was more focused internally, probably in part due to the size of the organisation and the large number of sites it occupied. This was reflected in its journal – DLO News – which circulated predominantly amongst MOD employees.

Both magazines were retained for the first year of DE&S to provide continuity for readers while massive internal change took place. In the interim, DLO News was renamed DE&S News.

The plan for a new merged magazine developed during this first year, with the aim of repackaging the best of both existing journals into a new and very different-looking product.

Key aims were to ensure that each edition covered the achievements of DE&S in the previous 30 days supported by strong imagery, stories from Parliamentary debates, answers and reports, and key speeches by Ministers and DE&S officials.



Above: Ralph Dunn

Maximising advertising revenue to meet costs was in the plan, as was a stronger internal focus to cover the birth pangs of DE&S.

Then came the name. The best candidate I gave to the then Chief of Defence Materiel was Desider. I wanted the letters 'DES' in the masthead and at that time a big focus was being placed on DE&S as a 'decider' while industry was the 'provider'.

I knew the new name would spark a few jokes at first and then become accepted. One hundred editions shows those plans have withstood the test of time.



2008

The first edition of Desider hits the shelves in May announcing on its cover the coming of age of the SA80 rifle. Printed on significantly larger paper, the magazine had a very different layout to the Desider you see today.

The year saw stories about the hugely significant £2 billion Munitions Acquisition Supply Solution (MASS) Contractual Partnering Agreement guaranteeing supply of ammunition to the front line for the following fifteen years- securing 1,700 British jobs in the process - and celebrated the operational entry of the multi-role Typhoon jet.



2009

2009 began by focussing on the preparations at Rosyth, where the Royal Navy's two new aircraft carriers would be assembled. There were stories too on the Astute Class submarine's maiden voyage, the new generation Mastiff 2 exportation to Afghanistan, the class Type 45 destroyer being commissioned into the Royal Navy, and contract upgrades for both Chinook and Apache helicopters.

In addition DVD saw the unveiling of the Mk7 helmet and Osprey body armour.



2010

2010 saw reports on the A400M transport aircraft completing its maiden flight, Sharpshooter - the first new infantry combat rifle issued to troops in 20 years, the Warthog all-terrain vehicle arriving on the front line in Afghanistan, and the details of that year's Strategic Defence and Security Review (SDSR).

Desider also featured several stories of soldiers thanking DE&S for procuring equipment they credited for saving their lives, and on a visit by David Beckham to Camp Bastion where he got his hands on a Desert Hawk UAV.





2011 kicked off with Ambush, the second submarine in the Astute Class, being officially named at Barrow and Bernard Gray being appointed Chief of Defence Materiel at DE&S, announcing he wanted staff to be "proud of what we do." By April, DE&S recorded its most successful delivery figures since its formation.

RAF Tornado clocked up one million flying hours, an aircraft carrier mid-section made its way from Govan to Rosyth marking the start of the assembly phase of HMS Queen Elizabeth, Puma celebrated 40 years of front line work and Voyager made its public debut at the Royal International Air Tattoo and at RAF Fairford.



2012 began by focussing on the preparations at Rosyth which saw excitement build around the carrier. There was also news on the development of the F-35 fighter jets, the last of the 22 Lynx Mk9A helicopters being handed to the Army Air Corps and the order of a further 100 Foxhound protected patrol vehicles to provide further protection to Armed Forces in Afghanistan. Prime Minister David Cameron visited Rosyth, Philip Dunne was announced as Minister for Defence Procurement and Devonport's foreseeable future was guaranteed after assurances were made it would continue as a centre for the overhaul of Royal Navy submarines.



2013 started with the Government announcing a £160 billion equipment plan.

DE&S bought 25,000 Glock 17 to replace the Browning pistol which had been in service for more than 40 years, design plans for Scout (now Ajax) are successfully completed and the tiny Black Hornet UAS is hailed a 'game-changer' in Afghanistan operations.

Plans for a multi-million specialist A400M training school at RAF Brize Norton are announced, the final Type 45 destroyer arrives in Portsmouth and the armoured engineering vehicle Terrier is delivered to the Army. MOD Abbey Wood also staged its first Families Days.



2014

was the year that DE&S was launched as a bespoke trading entity and the phrase 'match-fit' entered our vocabulary.



DE&S signed a £3.5 billion contract for 589 Scout (now Ajax) vehicles, the first of the Queen Elizabeth class aircraft carriers is named at a ceremony in Rosyth, a £760 million contract investing in Merlin and Apache helicopters is signed and Voyager reaches its in-service date on time and on budget.

DE&S staff support soldiers dispatched to cope with the severe flooding throughout Somerset, Gloucestershire and Worcestershire and answer the call to support Armed Forces' battling Ebola in Sierra Leone.



2015

saw Desider look back with pride at DE&S' contribution to equipping, supporting and keeping safe soldiers on Operation Herrick in Afghanistan.



The magazine underwent a major design change but not before the March edition, which celebrated the UK's first A400M Atlas being named "City of Bristol" to highlight the important role industry in the city played in its delivery.

Operational testing began on F-35 fighter jets, DE&S signed a contract for Virtus body armour, and Merlin Mk2 achieved full operating capability.

A change of personnel at the highest level was the feature of the year's final two issues, with Sir Bernard Gray handing the reins over to Tony Douglas who was previously chief executive at Abu Dhabi Airports Company.



2016

has begun with reports on Artful, the third of seven new Astute class attack submarines being handed over to the Royal Navy. Hercules celebrated its 60th anniversary, a £1.1 billion contract was awarded to industry to supply rotary wing training to the Armed Forces and we bid a fond farewell to Sea King after 47 years delivering Royal Navy and RAF operations. There was a push for more DE&S employees to sign up as Reservists, Sarah Cole became the first female civil servant to qualify as a submariner and Abbey Wood celebrated its 20th anniversary. Elsewhere F-35 made its British debut at Fairford and Harriett Baldwin succeeded Philip Dunne as Minister for Defence Procurement.



BriteCloud to help protect combat jets

DE&S has placed a £2.5 million order for UK-designed and built miniature decoys which will help to protect combat jets from missiles.

The cutting-edge BriteCloud system, designed and manufactured in Bedfordshire and Scotland by Leonardo-Finmeccanica, will undergo flight trials on RAF Tornado aircraft later this year.

BriteCloud, which is similar in size and appearance to a beverage can, can be fired from an aircraft's flare dispenser without the need for modification to the aircraft. Once deployed, it uses powerful radar emissions to disrupt systems within radar-guided air-to-air and surface-to-air missiles.

A pilot can launch the compact unit, which is packed with advanced electronics, to confuse an attacking missile, drawing it away to a point where it no longer poses a threat.

DE&S Chief Executive Officer Tony Douglas said: "The development of

BriteCloud has only recently been made possible after many years of advances in technology, and shows how UK Defence, in partnership with industry, is leading the charge when it comes to research and development.

"Flight trials planned for later this year will test the system's effectiveness against a wide range of current and potential threats, helping to ensure that UK pilots have the tools they need to successfully complete their missions wherever they are in the world."

The Ministry of Defence (MOD) has been working with Leonardo-Finmeccanica to develop the BriteCloud system since 2012.

To date, the MOD has invested around £25 million in the BriteCloud system through a project commissioned by the Defence Science and Technology Laboratory (DSTL) and managed by DE&S.

The project is sustaining around 25 design jobs at the company's Edinburgh and Luton sites.

Other companies in the supply

chain include Chemring, based in Whiteley, Hampshire, and QinetiQ, based in Farnborough, Hampshire, and Boscombe Down, Wiltshire.

Defence Secretary Michael Fallon said: "The cutting-edge technology behind BriteCloud demonstrates the MOD's commitment to harnessing and growing the incredible creativity in our Defence supply chain.

"Supported by our £178 billion investment in equipment, these new decoy systems show that we are continually pushing the boundaries of innovation, making the most of Great British skills and brains to keep our Armed Forces safe from our adversaries."

This new £2.5 million batch order will allow the RAF to explore how BriteCloud could best be deployed operationally. If successful, the system could be available for Tornado aircraft operations by mid-2017.

Ministry of Defence de&s

BriteCloud Miniature Missile Decoy

£2.5M
MOD order to enable RAF trials of next generation system

£25M
MOD investment to date

Battery
Mission programmable electronics
Flight Stabilisers
Active antenna

Trial aircraft- Tornado GR4

Fits standard flare/chaff dispensers

Defence Equipment & Support

Determined DE&S apprentice saves MOD £50,000

Second-year Land Equipment apprentice Drew Killingley has saved £50,000 by fixing operational critical laptops that seemed destined for the scrapheap.

Drew, who works for the Tactical Mobility project team within the Protected Mobility Vehicle Programme, was challenged with finding a solution to the 13 defunct laptops.

Army HQ have a high demand for the laptops, which form part of a Special Tools and Testing Equipment (STTE) set that is used to maintain/diagnose the Foxhound vehicle.

Drew's achievement has been praised because it has meant more of the laptops, worth around £5,000 each, can be fed back into the supply chain and issued to relevant units.

He said: "It had been a problem for some time. Some of the laptops had operating systems that were either corrupt or had issues with encryption software, meaning users were being prevented access."

Drew set about identifying the various different states the laptops were in.

"There were a couple that were badly damaged and there was nothing that could be done," he said.

"With the remaining 11, I contacted the manufacturer and the company that provided the encryption software to try and understand where the problems lay.

"I used the software and information they provided to write some work instructions that I then used to take them from essentially a broken state, to being fully usable again.

"The process, from being given the laptops, figuring out what was wrong, contacting the relevant people, writing the instructions and testing the finished item, took around three months.

"The work instructions should mean that when I leave the Foxhound team others should be able to fix similar problems in the future."

He added: "The Foxhound Team are fantastic at giving their apprentices

opportunities to do really meaningful work that helps you develop as an engineer and I'm really enjoying it."

Warrant Officer Chris Randall, technical support lead for Foxhound, said: "The Light Protected Patrol Vehicle (LPPV) Foxhound project team enjoys an enduring reputation of delivering to our front line customers.

"Adopting a proactive approach with vigour and tenacity is the hallmark of this team. In restoring the STTE laptops, Drew Killingley's outstanding efforts are not only testament to his character, but serves to exemplify the Team's abiding ethos."



Above: Foxhound Light Protected Patrol Vehicle



Left: Drew Killingley

“ Everyone is so
dedicated to the
security and the
prosperity of
our nation ”

Interview with Harriett Baldwin - new “Min DP”

Desider met Minister for Defence Procurement Harriett Baldwin, and talked about strong women, why acronyms are a no-no, and how the MOD is already impressing her

Can you give us a brief outline of your overall career to date?

I've been an MP since 2010, but I'm a very late entrant into politics. Before becoming an MP, I was an investment manager, specialising in currency risk management for pension funds. I worked for JP Morgan for 22 years, joining them on Wall Street after my MBA at McGill University in Canada. Before that, I read French and Russian at Oxford.

What was it about politics then that appealed to you?

I felt very strongly about several things - first of all, that I wanted my children to benefit from the same sort of opportunities that I had enjoyed as the result of a strong economy. I also looked at politics at the time and felt that they didn't have enough women involved. I realised that actually, if I wasn't prepared to get involved myself, then I could hardly criticise others or blame the world!

The MOD is quite new to you, how have you found your first couple of months?

Well it's a huge privilege to be asked by the new Prime Minister to take on this job - it's a really crucial role. However, I have to say, I am finding the impenetrable acronyms something of a hindrance! It is like a foreign language. Although I studied foreign languages at university, I nevertheless struggle with 'MOD speak', especially as my job is to translate what is going on inside the Ministry of Defence out into the real world via Parliament. So that's a plea to those reading this - no more acronyms!

What has impressed you so far about the MOD?

I think the quality of the people is amazing - we've got such an impressive group of people who are serving our country in so many different ways. Everyone is so dedicated to the security and the prosperity of our nation, and, in many cases, are prepared to put their lives on the line.

What do you anticipate some of the challenges of your role being over the next 12 months?

Clearly my number one priority has got to be to keep our very ambitious Equipment Plan on time and on budget. In Parliament, we have also recently taken the decision to proceed with Successor, which is going to be a huge project with a range of challenges.

As a new female Defence Minister, what would your advice be to women in Defence?

Well, I'm a big believer in diversity, and the value that it brings in terms of different perspectives. I would encourage everyone to feel comfortable offering that different perspective, and not hold back in terms of questioning things, because that's how better decisions are made. The Minister is not always right!

How important do you see DE&S' role in delivering all of that?

Well, without DE&S it's just not going to happen! An absolutely crucial part of what I do is working with the team at DE&S and Tony Douglas; in fact, this is my second visit to Abbey Wood within a matter of weeks, which just shows how important the work here is.

Is there anything you'd like to say to the DE&S staff?

They should never underestimate the importance of the task they have been given and I'm hugely grateful for their work. I'd also say that it's very important that we are always on the front foot in terms of anticipating and dealing with the challenges and problems that inevitably come up along the way - so as well as good communication and good information sharing, there needs to be good escalation when problems occur.

What are you most proud of at work and in your personal life?

Family is very, very important to me, so I try hard to juggle both my work and family - when it works, it's great!

Do you have any hobbies?

Not as many as I used to! Being both an MP and Minister is quite demanding, but I enjoy walking, cycling and swimming. We also love going out when we have a spare evening, to the cinema or theatre.

Any pets?

I have a miniature dachshund called Poppy. She is very adaptable - she spends half the week in London and then she goes to the country, where she thinks she's a Labrador!

Have you got any favourite places, either in the UK or further afield?

West Worcestershire, which I represent, is a beautiful neck of the woods - I'm sure many people enjoy going walking in the Malvern Hills and frequenting our excellent pubs.

Who are your role models?

Personally I am very excited by the idea that at the end of the year, we might be in a situation where we've got Theresa May, Angela Merkel and Hillary Clinton all in power. That would be three women leaders out of the G7 - almost half!

Devonport Apprentice Awards and Deeds Ceremony

An award ceremony celebrating newly qualified and future Ministry of Defence (MOD) engineers took place at HM Naval Base Devonport in Plymouth.

The DE&S Advanced Engineering Apprentice Deeds and Awards Ceremony presents the new intake of apprentices to Devonport with their Deeds of Apprenticeship and celebrates the graduation of those completing their apprenticeship.

This year has seen the highest number of new joiners in Devonport since the scheme started in 2009, with 17 new starts bringing the total number of DE&S apprentices based in HMNB Devonport to a record number of 41.

Lorna Stubbs, DE&S Engineering Apprentice Development manager (Devonport), said: "I am extremely proud of what we can offer here in Devonport.

"The performance of the Royal Marine Corps of Drums at the event and the voluntary support provided by many members of staff here in Devonport demonstrates the passion and commitment we feel in supporting our young people at the beginning of their careers.

"The Deeds and Awards ceremony will hopefully instil a sense of achievement and belonging to an apprenticeship they should be justly proud of."

A special award was presented under the national initiative STEM – to promote education and careers in Science, Technology, Engineering and Maths to Axel Nicks, while academic awards were given to Joe Quigley, Dan King and Ben Ham.

Ben, an apprentice with the Defence Quality Assurance Field Force in Plymouth, said: "The apprenticeship over the past three years has grown and now with this year's Deeds and Awards has firmly cemented it as a highly regarded and integral part HMNB Devonport.

"I hope with my achievements I have inspired all the current phases and the new joiners to do their best. I'm thankful to DE&S for the opportunity given to me for a new career, and I look forward to a bright and varied future."

The ceremony was attended by Commodore Ian Shipperley, Naval Base Commander, and Clive Buckley, Head of DE&S Engineering Skills Development, who presented awards.

Friends, family and MOD personnel who provide essential support to the apprenticeship through placement supervision enjoyed an outstanding performance by the Royal Marines Corps of Drums to kick off the ceremony.

The event concluded with all phases of the apprenticeship networking with each other to create and develop a firm network of support.



Above: DE&S Engineering Apprentice Development manager Lorna Stubbs, with the graduate apprentices, and left with the new apprentices



DVD 2016



Virtus showcased at DVD 2016

DE&S Soldier, Training and Special Programmes (STSP) project team joined service personnel at DVD to demonstrate how personal protection for troops has evolved, culminating in the new Virtus integrated body armour and load carriage system.

DVD, which is run by DE&S and Army Headquarters for everyone involved in supplying equipment and support to UK land forces, took place on September 7 and 8 at the Millbrook Proving Ground in Bedfordshire.

The exhibition areas were filled with the latest land systems technology, ranging from main battle tanks, armoured troop transporters to artillery, small arms, deployable infrastructure, personal data displays and drones.

Many of the 160 companies in the Ajax supply chain were in attendance, while global manufacturers filled the off-road area with competing designs in the armoured 8x8 arena.

In the Dismounted Close Combat pavilion, thousands of visitors experienced the evolution of British Army body armour from 2003 up to present day and the roll-out of Virtus.

Virtus is lighter and more comfortable than previous systems and offers a slimmer profile, better protection, more quick release options and scalable load bearing through an innovative adjustable 'spine'.

In trials, it had a 92 per cent positive rating from troops, compared to 63 per cent for previous in-service equipment. To date, the MOD has ordered 52,000 Virtus sets under a £79 million contract.

Lorna Thompson, Survivability Team Leader in DE&S STSP project team, said: "The display was laid out to show Virtus as a step-change up from previous body armour. We are immensely proud to see the system come into service and we were very pleased with the interest from delegates, and support from troops, attending DVD."

On the second day, Minister for Defence Procurement Harriett Baldwin, DE&S CEO Tony Douglas and Chief of the General Staff, General Sir Nick Carter, addressed a crowd of several hundred to lay out the challenges and opportunities facing UK Defence.

The Minister said the shifting balance of world power, increasing competition and the rise of non-state actors against a background of rapid technological development pose a combined threat to the UK's military advantage.

Reflecting the UK's determination to meet these challenges, she said the land forces community was already seeing the fruits of sustained investment, underpinned by a rising defence budget and the next decade's £178 billion defence equipment plan, in progress on the Ajax, Mechanised Infantry Vehicle programme and Multi Role Vehicle Protected programmes.

She challenged DVD attendees to collaborate within developing frameworks which aim to bring together bright ideas across Government, industry, academia and other allies.

She said: "To capitalise on our national security strengths, Government and industry must work more efficiently, more innovatively and more internationally."

"It's at events like these – with its potent mix of Army, industry, and Defence procurement experts – that ideas take hold, relationships are formed and things get done."

Her call was echoed by Tony Douglas, who explained how DE&S is committed to strengthening relationships and removing barriers to new ideas and innovation.

He said: "Our desire is, and always will be, to deliver outstanding equipment and support to our Armed Forces."

"DVD is of great importance in helping us achieve this goal. It is an excellent opportunity for suppliers, including SMEs, to bring innovative solutions to the table."

"The event also allows DE&S to continue strengthening its relationship with industry to ensure we have a shared vision on innovation and prosperity."





Above: Harriett Baldwin, Minister for Defence Procurement



Above: CEO Tony Douglas talks to members of the DE&S Soldier, Training and Special Programmes (STSP) project team

— “ —
Our desire is, and
always will be, to
deliver outstanding
equipment and
support to our
Armed Forces

DE&S CEO, Tony Douglas



Above: CoM (Land), Lt Gen Paul Jaques viewed some of the latest technology at the Dismounted Close Combat pavilion



Devonshire Dock Hall 30th Anniversary

The Devonshire Dock Hall (DDH) in BAE Systems' site in Barrow-in-Furness is celebrating its 30th anniversary since its official opening on September 3, 1986, by Prime Minister Margaret Thatcher.

The build started in 1982 on the existing Devonshire Dock, and 2.8 million tonnes of sand were transported from Morecambe Bay to fill it in. Since then, the facility has accommodated the construction of the Vanguard class submarines, as well as the ongoing Astute programme. The DDH will also host the integration of the future Successor programme.

Rear Admiral Mike Wareham, DE&S Director Submarines Acquisition, said: "The Devonshire Dock Hall has been synonymous with the UK's submarine build programme for 30 years, enabling

construction of several generations of the Royal Navy's submarines which have proven themselves time and again on military operations around the world. "Home today to Astute Class submarines in build, it will play a pivotal role in the Successor Trident submarine programme and will remain at the heart of the build programme in the future, delivering, as it has for the past 30 years, genuinely world-class submarines to the Royal Navy and vital military capability to the UK Government."

The site is currently being transformed as part of an eight year refurbishment programme to prepare for the construction of Successor. A £67 million contract will see the extension of the DDH and the incorporation of new manufacturing and installation capabilities.

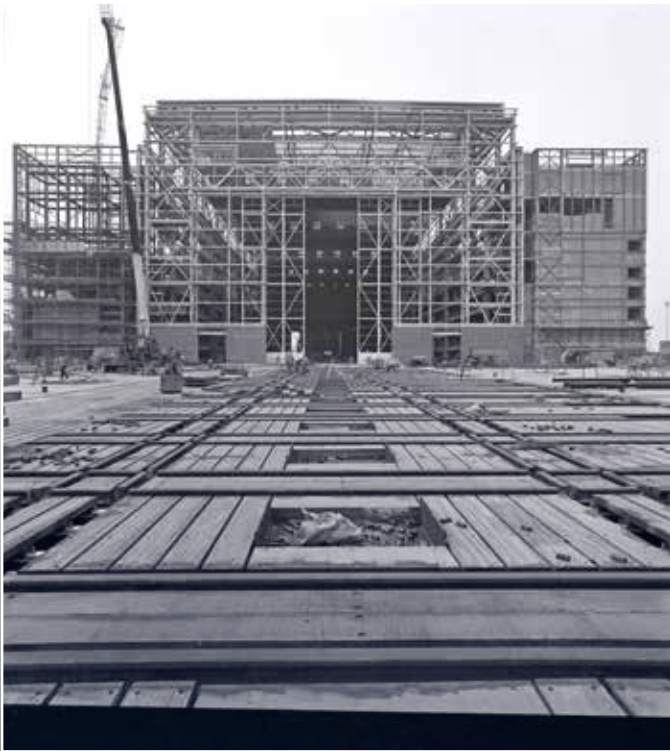


Above: Prime Minister Margaret Thatcher unveils a plaque to commemorate the opening of the Devonshire Dock Hall



Above: A volunteer gets stuck in

Below: Royal Marines wearing VIRTUS combat equipment




Above: Devonshire Dock Hall under construction



Above: Inside Devonshire Dock Hall



“ At a recent training workshop I was asked ‘how did I cope’ when faced with difficult issues. I personally have coped because I have been fortunate enough to have great staff and teams to support me ”

Picture: Jack Eckersley 

On why DE&S is a leading light when it comes to procurement

Paul Martin is deputy head of Contract Management at DE&S. He tells Desider about identifying opportunities, the importance of teamwork and his obsession with David Bowie

A brief outline of your career?

I transferred from another government department some years ago to introduce a strategy of constructing operating cost budgets. My first few years at DE&S were in the finance function. This led to my involvement on private finance initiative (PFI) and partnering projects, and close working with industry. Until about a year ago, I was the team leader for the buying back of services as part of the Defence Support Group (DSG) sale. I now work in commercial and my task is to develop robust contract management in DE&S.

What does your role now involve?

My current role is to address contract management across DE&S projects, and identify opportunities for benefits and more efficient ways of working.

My current role and most of my previous jobs have been demanding and challenging in that they focus on change. In some cases the changes are significant and an important factor is the management of stakeholders, both internal and external. It is therefore rewarding when the benefits are realised and support is achieved.

I therefore put great emphasis in stakeholder management and development and the maintenance of robust relationships. In my view these are not soft issues but at the core of achieving success.

How important to you is teamwork?

At a recent training workshop I was asked 'how did I cope' when faced with difficult issues. I personally have coped because I have been fortunate enough to have great staff and teams to support me. For me it is imperative to have a coherent, focused and, dare I say it, a happy environment. Admittedly this is not always completely possible but such investment is invaluable.

What is your view of transformation?

My current and previous teams both faced transformation. When you are at the core of any initiative it becomes part of your *raison d'être*. My current team is therefore fortunate to be exposed to transformation on a daily basis. For me, the trick is to impart the benefits and comprehension of transformation to the wider business. I have been fortunate to have worked in procurement since joining the Ministry of Defence (MOD). I have witnessed change upon change – SMART procurement, Defence Procurement Agency (DPA)/ Defence Logistics Organisation (DLO), Procurement Reform, PFI, Partnering – the list is endless.

I can fully appreciate why staff and management can be "change weary." For me, each initiative or change has offered an opportunity to learn and absorb and it allows me to add to debates and strategies on change in an informed manner.

Do you and your team rely heavily on having processes in place?

While process is important, it must not become so dominant that it blurs the task in hand. We need governance and a degree of process, but it should not be allowed to stifle innovation.

I am of the firm opinion that, in the large, DE&S has a raft of expertise and experience. I have worked closely with other government departments and the MOD is the leading light in terms of understanding the methodology behind procurement, and we are doing an excellent job. As such, we should be proud and confident in everything we do.

What do you enjoy about your job?

I enjoy the daily challenge of change. I like the complexity of the task, although it may not always be evident to my team! Most of all, I enjoy the camaraderie and the enthusiasm the team displays when presented with a problem.

What do you enjoy doing in your spare time?

I have been told that I am an open book and I agree! Those who know me will also know about my love for music – especially David Bowie. I even have Starman as my ringtone! In fact, I have an interest in all art forms – notably photography, cinema and theatre. I wish I could go more often but frankly it becomes a bit expensive.

I also love languages. Due to family connections I have a love for Italy and can speak fairly good Italian. My interest in languages has extended to also learning French and German.

What many won't realise is that I was born with heterochromia, but don't be alarmed – it means I was born with two different coloured eyes.

And finally I am related to a major football legend, but I am not going to reveal his name – however, I am Welsh!

CASE STUDY

Clare Trenholm from Policy Secretariat (Nuclear Submarines) gives her insight into working for DE&S

Name:

Clare Trenholm

Job title:

Policy Secretariat (Nuclear Submarines)

How long have you worked for DE&S?

Just over three years, with two years in parliamentary and ministerial work and a recent promotion to C1.

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

I worked in the Civil Service in Liverpool and needed to relocate to Bristol for personal reasons, so DE&S seemed the obvious choice to stay within the Civil Service.

What does your role entail?

My work keeps Ministers, Parliament, the media and the public informed about all things submarines from build to disposal. No two days are the same, and it involves a lot of writing and often short deadlines. Typical tasks include answering Parliamentary questions, drafting Lines to Take for media queries and announcements, writing ministerial submissions and briefings and replying to MPs and members of the public in ministerial correspondence. There's a lot of working with other teams, as most of our information comes from Subject Matter Experts in DE&S and the wider MOD.

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

About 18 months ago I decided it was time to focus on some career development, so I got a mentor and she has been tremendously helpful to me with advice and suggestions. I was lucky enough to win a scholarship outside work for an MSc in Strategy, Change and Leadership at the University of Bristol, which my line managers have been very supportive about, as they can see the value it brings to the business. More recently, I got onto the Positive Action Pathway, which is proving really interesting. I'm learning a lot about my working style and my strengths. I wanted to give back to others on the mentoring side of things so I do both formal and informal mentoring with women through the MOD Women's Network-SW and I'd heartily recommend joining this group for the events and networking opportunities.

What do you most enjoy about your job?

It's never dull! I get bored fairly easily and I can genuinely say that it rarely happens in this job. I feel like what I'm doing is important and that our wider team is playing a part in delivering a valuable service.

What's your ambition?

I'm in the early stages of doing some research for my MSc about barriers to female leadership, so my ambition at the moment is to complete that. After that I would like to work towards reducing barriers to employees with protected characteristics, because diversity and equality are really important to me.



Picture: Andy Wilkins

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

I recently worked closely with the Submarine Dismantling Project (SDP) on a major announcement about sites to store radioactive waste. It involved a huge amount of stakeholder work across MOD and across Government and had the added difficulty of Brexit happening just before it was due to be made. It was a huge team effort with SDP colleagues, who were amazing, so I would say that feels like the greatest achievement I've had in this role so far.

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

I like being on a site with so many people and teams, it feels like there is long-term opportunity to progress and there's always someone interesting to meet as you go along. There's a huge pool of really clever and talented people here and I think you wouldn't get that to the same degree in other organisations.

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

Health and well-being are important to me, as I'm also a qualified yoga teacher outside work, and I try to live a (reasonably!) healthy life. So the fact that we have a free on-site gym, outdoor space for walks at lunch and flexible working hours to allow for some work/life balance are all selling points for me.

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

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

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.

SOLOS DESIDER



Civil Service

CURRENT VACANCIES

DESG Graduate DE&S

Bristol | £25,077 | Graduate Engineer | Closing date: 14 Oct 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 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.

Type 26 Global Combat Ship - MIFS Project Management DE&S

Bristol | £30,424 | Higher Executive Officer C2 | Closing date: 25 Oct 2016

Reference number **1498056** Post type **Permanent** Hours **37 Hours**

Job Description: This post involves managing the initiation and development of Project Controls to ensure agreed contractor deliverables are actioned within budgetary and time constraints, as well as managing delivery and performance and developing stakeholder management.

Project Controls-Manager-Underwater & Electronic Warfare DE&S

Bristol | £30,424 | Higher Executive Officer C2 | Closing date: 28 Oct 2016

Reference number **1507974** Post type **Permanent** Hours **37 Hours**

Job Description: The purpose of this post is to predominantly manage Project Controls within the capability Development area of the Underwater & Electronic Warfare team. This utilises Project Control techniques recognised by the Association of Project Management. Project Controls comprises a suite of processes, skills and tools which are applied in support of the Project Manager.

Commercial Officer DE&S

Bristol | £30,424 | Higher Executive Officer C1 | Closing date: 30 Nov 2016

Reference number **1505758** Post type **Permanent** Hours **37 Hours**

Job Description: In this diverse and dynamic role, you'll be at the heart of all kinds of commercial projects. From purchasing and procurement, to tender evaluation, you'll be authorised to enter into commercial commitments up to £10m. As part of this role you will set up commercial strategies, provide commercial advice and conduct negotiations with suppliers.

Commercial Officer DE&S

Bristol | £37,071 | Senior Executive Officer C1 | Closing date: 30 Nov 2016

Reference number **1505758** Post type **Permanent** Hours **37 Hours**

Job Description: As above.

DESG Undergraduate Sponsorship Scheme DE&S

Bristol | £19,109 (pro-rata) - £20,883 | Closing date: 9 Jan 2017

Reference number Post type Type of role Hours **37 Hours**

Job Description: The DESG Undergraduate Sponsorship Scheme is a unique opportunity to earn whilst you study for a specialist degree. We are looking for students who have a desire to join the Defence Engineering and Science Group within the MOD.

FUTURE VACANCIES

Supply Chain Management DE&S

Bristol | £30,424 & £37,071 | Estimated launch: 3 Oct 2016

Grade Higher Executive Officer / C2 & Senior Executive Officer / C1 **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.

Finance DE&S

Bristol | £19,101 & £24,362 | Estimated launch: 31 Oct 2016

Grade Administrative Officer / E1 & Executive Officer / D **Post type** Permanent

Type of role Finance **Hours** 37 Hours

DE&S finance officers work to procure and support the equipment that MOD requires. This could be anything from army boots to warships or ration packs to aircraft.

Finance DE&S

Bristol | £19,101 & £24,362 | Estimated launch: 31 Oct 2016

Grade Administrative Officer / E1 & Executive Officer / D **Post type** Permanent

Type of role Finance **Hours** 37 Hours

As above.

Supply Chain Management DE&S

Bristol | £24,362 | Estimated launch: 10 Nov 2016

Grade Executive Officer **Post type** Permanent

Type of role Logistics **Hours** 37 Hours

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

Engineering DE&S

Barrow | £30,424 | Estimated launch: 5 Dec 2016

Grade Higher Executive Officer / C2 **Post type** Permanent

Type of role Engineering **Hours** 37 Hours

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

Engineering DE&S

Barrow | £37,071 | Estimated launch: 5 Dec 2016

Grade Senior Executive Officer / C1 **Post type** Permanent

Type of role Engineering **Hours** 37 Hours

As above.

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.

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60 SECOND SPOTLIGHT

Name?

Dominic Hirst

Job?

Corporate Business Management

Your route into DE&S?

I left Sixth Form last year and decided to take a gap year as I had no idea what I wanted to do and I started doing some admin work at Southmead Hospital. My cousin met his wife at Abbey Wood and they have been working here for years. They both said working here would be an amazing opportunity so I started looking for vacancies. They helped me with my application and even staged a mock interview to prepare me for the real thing. I was ecstatic when I found out I got in. My new line manager supported me a lot during my first few months at DE&S. It was great because I had to adapt to the way of doing things and the language, which was quite alien to me at first.

Your claim to fame?

I was campaigning for a Parliamentary Candidate during the 2015 General Election and I met the Prime Minister and Chancellor during a policy announcement. The back of my head was on BBC News! It is the closest I'll ever come to being on television.

Your advice to anyone?

I'm only 19, so I'm the one needing the advice! That being said, my Cadet Company Sergeant Major (CSM) when I was a cadet told me to only go for something if my heart was fully in it.

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

I passed my driving test recently so I've been non-stop driving. It's made me realise just how expensive fuel and insurance is! I am also re-joining the Army Cadet Force (ACF) as an adult instructor so I am attending training evenings and weekend courses every couple of months.

What are you most proud of?

I was a cadet in the ACF for six years. I achieved a lot during my time, including being appointed Cadet Company Sergeant Major and the Lord Lieutenant's Cadet. I absolutely loved teaching lessons to cadets, from first aid to fieldcraft and drill, which is why I'm re-joining.

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

Phoebe (my girlfriend), steak and Jaffa Cakes.

What irritates you the most?

The morning. I hate getting out of bed!



Picture: Jack Ekersley

What is your favourite place in the world?

I haven't been yet but I would love to go to China or the United States and travel around for a few weeks to see some places and experience the culture and cuisine. My favourite place I've visited so far is Monaco because I like Formula 1 and I got to visit the circuit.

Your secret?

Due to the Official Secrets Act 1989 I cannot disclose any secrets. Although I have to admit I am a bit of a science nerd, so I love learning new things about science, especially about space and black holes.

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

Email tom.morris114@mod.uk

Flagship event

In commemoration of Black History Month, the DE&S Multi-Cultural Community (MCC) will be holding its annual flagship event later this month.

The event, entitled 'What Glass Ceiling? A New Paradigm' and sponsored by recently appointed DE&S Race Champion Ann Underwood, will be held on October 26 in the SI Suites within MOD Abbey Wood's Central Facilities building (CFB) between 9am and 3pm.

This event will explore the paradigm that minority ethnic groups remain below the curve when it comes to career opportunity and progression in today's society.

Speakers at the event will share stories about how they have overcome the perceived social exclusion of ethnic minorities and how diversity and inclusion provides an opportunity to generate a diverse workforce that brings benefit to an organisation.

DE&S has a British Black, Asian, and minority ethnic (BAME) staff population of 3.3 per cent. The BAME population in Bristol is 16 per cent.

Guest speakers include Smita Mehta, the chair of the Ministry of Defence

(MOD) Ethnic Minority Steering Committee (EMSC), and Bristol councillor Asher Craig.

After lunch, there will be workshops and interactive session so attendees can discuss their views.

MCC co-chairs Alfred Ng and Olanrewaju Adebayo said: "In order to promote MCC's core value of 'opportunity for all' we encourage all staff including line managers, regardless of their ethnicity, to attend. It is important to collectively discuss the issues that will help drive DE&S's commitment to diversity and inclusion."

Those wishing to attend the event, which is open to all, should search 'glass ceiling' in events on E-Solutions. For further details or to join MCC, please contact DESHR-MCC@mod.uk.

Formerly the Ethnic and Multi-Cultural Community (EMC2), the primary focus of MCC is the wellbeing of Black, Asian and Minority Ethnic (BAME) staff. However, MCC is open to all, regardless of their ethnicity, interested in diversity and inclusion.



Above: MCC co-chairs Alfred Ng and Olanrewaju Adebayo

- Black History Month is a celebration of African-American history.
- The annual event happens in February in America and Canada, but October in the UK.
- Its precursor started in 1926 in America with the primary aim being to ensure the teaching of African-American history within the country's public schools.
- The first time Black History Month officially took place was in America in February 1970, while the first event did not take place in Canada until 1995.
- The first time it was held in the UK was in 1987.

Linzi's Meritorious Service

Linzi Muir has been awarded a Commendation for Meritorious Service by the General Officer Commanding (GOC) Force Troops Command in the Queen's Birthday Honours.

Working with both the soldiers and families of the Regular and Reserve units of the Force Troops Command (FTC), Linzi has been responsible for the G4 Facilities Management element of the support to the Firm Base for the South West.

Linzi, who currently works within the DE&S Support Enablers Operating Centre, took part in a wide range of activities in support of soldiers and their families to ensure the safe, efficient and effective planning and delivery of an enduring Army Estate.

This includes, amongst others, infrastructure, safety, security, cleaning, catering, welfare, logistics and equipment support.

Despite facing significant barriers, Linzi played a major role in securing £497,000 and £1.54 million worth

of infrastructure funding last year for the Regular and Reserve estates respectively.

In his citation, Major Dougie Brown, Deputy Chief of Staff at HQ 1 Artillery Brigade and South West, said: "Linzi's motto of: 'Soldier first, all the time', remained at the forefront of the way that she has conducted business and she has, without doubt, contributed immensely to the operational effectiveness of the Army in the South West area of responsibility."

"Miss Muir concludes her service as the SO2 Facilities Management after 10 years having served not only the Brigade and HQ Regional Command but, more importantly, the officers, soldiers and families of the South West outstandingly well.

"Her work is focused on delivering value for money for both the public purse and the service person and their families. Miss Muir must be recognised for her absolute dedication and devotion to the delivery of Facilities Management within the Firm Base."



Above: Linzi Muir with her certificate

DE&S PEOPLE

London to Paris Fundraiser



A father and daughter team from DE&S has raised more than £4,500 for the Royal British Legion (RBL) after completing a gruelling bike ride between London and Paris.

Alan Hodson (Land Equipment) and Gemma Timms (Joint Sensor and Engagement Networks) took on the RBL's Pedal to Paris as part of a group of 350 cyclists completing 284 miles in just four days.

Alan and Gemma's achievement was made even more impressive after they were involved in a serious accident at Sainsbury's in Filton whilst fund raising in June.

Both were outside the front of the store when a vehicle struck Alan throwing him onto the bonnet and windscreen and then to the floor.

The incident seriously hampered both their training, and was less than ideal preparation for the 26 hours they faced in the saddle.

"We didn't do as much training as we would have liked and by the end of day one that was really beginning to sink in," Alan said.

Gemma added: "It was the hardest thing I have ever done in my life and the last two miles into Calais on the first day was incredibly steep - I was in tears."

Despite the pain the duo battled on and on the second day headed for Abbeville - 83 miles away.

"We had been warned by people who had done the route previously about a wicked hill shortly after the lunch stop

and they weren't kidding - it was a beast," Gemma said.

"But at least by the time we had gone to bed we knew we had made it more than half way and that lifted our spirits."

On the third day the group headed for Beauvais, just 60 miles outside Paris, and made a special stop at Auchy-La-Montagne along the way.

Alan said: "Auchy-La-Montagne is a village which was liberated by the British during the Second World War. When we got there people were in the streets, there was bunting, singing of the national anthems, wine being given out - it was very moving."

That experience gave Alan and Gemma the lift they needed to complete the final day.

Gemma said: "I was really struggling with a shoulder injury and, even after some physiotherapy at lunch, I had to ride using just one hand."

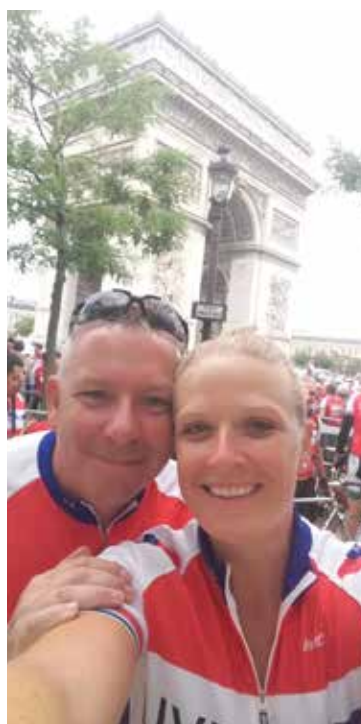
"I just remember coming into Paris and suddenly seeing the Eiffel Tower and realising we were nearly there. That was really inspiring for me and when we made it over the finish line at the Arc de Triomphe it was all very emotional."

Alan added: "We received so much support and I want to particularly thank MOD Abbey Wood RBL co-ordinator Chris Della Porta and Bristol Poppy Appeal's Sue Potepa."

You can still support Alan and Gemma by entering either of their names into www.justgiving.com and donating.

Gemma is holding a further fundraising event for the RBL on Thursday, October 27 in NH2 at MOD Abbey Wood between 10am and 2pm. For a £2 donation people are invited to row either 500 metres or one kilometre as fast as possible with a rolling leader board to keep it interesting.

Above: Gemma Timms and her father Alan Hodson at Greenwich shortly before setting off



Left: Gemma and Alan celebrate arriving in Paris

Midnight sun marathon



Major Jim Doig (pictured above) travelled to the Arctic city of Tromsø in Norway to take part in the Midnight Sun Marathon and raised more than £500 for the Cystic Fibrosis Trust.

Maj Doig, who until recently worked for the Operational Infrastructure Programmes within DE&S Land Equipment, is no stranger to endurance events, having completed the Great North Run and the Jurassic Coast Challenge (three marathons in three days) last year.

The picturesque Midnight Sun Marathon Norway is the northernmost marathon in the world, with its location being further north than Iceland.

Maj Doig said: "As the miles ticked

down the pace slowed, not by much, but it felt like a lot. By 21 miles - just over the three hour mark - it was like running in treacle," he said.

"My legs, knees and hips were starting to seize up. Thankfully the water stops had gel sachets and bananas, which were a huge boost.

"Continuing to press on, the finish line became less of a mirage and more of a reality. With two kilometres left it was all mental; the body was shot, and I was running on vapour."

Thankfully Maj Doig dug deep and crossed the line in 3 hours 56 minutes and 50 seconds - well below his time to beat of four hours.

MOTTO

the MOD Lottery
July 2016 winners

£10,000

Edward McGuire (Glasgow)

£ 5,000

Christopher Denton (UKHO)

£ 2,000

Kevin Wilson (Litchfield)

£500

Alexander Critchell (Wareham)

Adrian Randall (DSTL)

£100

Timothy Flavelle-Cobain (Belfast)

Michelle Barclay (Tidworth)

Michelle Picton (Abbey Wood)

Patricia Hinkle (RAF Alconbury)

Lesley Cadmore (Brecon)

John Higgins (Lisburn)

Dominic Andan (Abbey Wood)

Francis Cheyne (RAF Lakenheath)

Cornelia Stevens (Tidworth)

Andrew Towell (RAF Waddington)

Claire Ruffley (RAF Wyton)

Angela Symonds (London)

Elizabeth Shepherd (Wattisham)

Michelle Swithenbank (Larkhill)

Jacqueline Meechan (Glasgow)

Derek Kinloch (RAF Aldergrove)

John Holt (London)

Shaun Smith (Abbey Wood)

David Marshall (Longtown)

Christopher Nickson (Abbey Wood)

JSU Corsham Golf Society Event



The annual JSU Corsham Golf Society (JSUCGS) Championships were held at Cumberwell Park Golf Club with more than 40 players taking part in the 36-hole event.

This year's champion golfer was Danny Clayton, narrowly beating reigning champion Colin Sawyer. There were also wins for Tom Holtby (Net) and Thalia Hayter (Stableford).

The winners were presented with their prizes by Nicola Adams, Business Development Director for BMT Hi-Q Sigma, which sponsors the event.

BMT Hi-Q Sigma Ltd, a managing consultancy, currently deliver management consultancy services to several teams across ISS and DE&S.

Business Development Manager Nick Howard commented: "Everyone had a thoroughly enjoyable day and we are delighted to continue our support of this competition."

Left: Winners at
Cumberwell Park Golf Club

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