


desider

the magazine for defence equipment and support

DE&S looks on with pride as Artful readies for sea trials this summer



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cover image

Picture: Andrew Linnett

Close up view of the new Astute submarine, Artful in dock at Barrow-in-Furness

desider

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FOREWORD

by Sir Bernard Gray, Chief of Defence Materiel

After months of speculation you will know the Government committed to NATO's defence spending pledge of two per cent GDP for the next five years.

The Chancellor also announced there would be an increase in the defence budget by 0.5 per cent every year, which was a further positive.

A week later in a separate announcement the Prime Minister said there would be future investment in Unmanned Air Vehicles and reconnaissance aircraft.

This news was welcomed throughout the UK's Defence community and should be seen as a positive for all of us working in DE&S.

This significant financial commitment shows how important Defence is to the UK and we must remember that the work we all do here is a part of keeping this country safe and protecting its interests, a top priority of the current Government.

Some of the important work carried out by our staff was highlighted at the recent CDM Commendations event.

It was an honour to be able to host the event and recognise the diverse and difficult jobs that are being done to such high standards, by our people in DE&S.

Speaking to those commended at the event was a terrific boost as I never get tired of hearing about how passionate people are about their work and how they are making an important contribution.

The end of last month saw the Royal International Air Tattoo at RAF Fairford. This event is a great showcase for the UK's air capabilities and I had the privilege of flying into the event on an A400m Atlas aircraft.

As many of you are aware the programme suffered a blow following the recent tragedy in Spain where an A400m Atlas aircraft crashed during its trials killing four crew members on board.

So after this difficult period it was very encouraging to not only see the aircraft at RIAT but also to see the third UK A400M arriving at RAF Brize Norton last month.

This, as well as the other projects we manage, is an important programme and we will be doing all we can to support industry in keeping it on track.

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AUGUST 2015

InsiderGuide

VICE ADMIRAL SIMON LISTER, Chief of Materiel (Fleet), talks about transformation, standing up the functions and how the new balanced matrix will benefit DE&S.

As Chief of Materiel (Fleet), I lead a domain that services two demanding commands: Strategic Programmes for our nuclear capability, and Navy Command for the current and future fleet.

This is an exciting time for the maritime domain, with major capability procurement programmes ranging from Successor (Vanguard class replacements) and T26 Frigate, which are in their early stages; Queen Elizabeth class aircraft carriers, which are at a well-advanced stage of manufacture; and the Astute class submarine, which is entering service. All of this is being delivered against the testing backdrop of sustaining the current fleet in times of global uncertainty, increased demand and stretched resources.

The Royal Navy's readiness to fight and win on operations now, and into the future, is a complex challenge. DE&S is responsible for acquiring, integrating and delivering the materiel and support required to meet that challenge, and I am convinced that our transformation is vital if we are to fulfil our role.

The 'Match Fit' state will see us able to build the right workforce, be firmly in control of our complex outputs and drive performance so we consistently deliver. To get there, we need to carefully plan

our transformation activities between now and 2017 so we ensure continued delivery to our customers.

Our transformation is now at the pivotal point of moving from design into implementation and we can all expect to see far more change activity in our day-to-day business.

I have a specific responsibility as the executive board sponsor for the activity of 'standing up the functions'. This is one of 12 early implementation activities and it has been prioritised because of its importance in creating our new balanced matrix structure.

By operating 'functionally' in a balanced matrix, we will have much more organisational agility – DE&S will have the freedom to respond flexibly, effectively and efficiently to customers' needs by putting the right person, with the right skills, in the right job. In addition, our staff will receive ongoing specialist training and career development, and will work in an environment that offers variety and challenge.

The advantages are clear, but moving to a new way of working on such a large scale will always be a challenge. That is why we are counting on the commitment of our staff to see these changes through as smoothly as possible.

We will be expanding and redefining our functions and our transformation partners have already spent several months planning how to best align staff. They will also be undertaking further analysis to ensure everyone is in the function that is right for them. By winter, the majority of staff will have had their function confirmed and this will be their 'professional home'. All staff will have a functional manager who is responsible for career planning, best practice and deploying staff to projects, and a delivery manager who is responsible for quality, cost and delivery timescales.

This model is successfully employed by a range of organisations in both the public and private sectors because of the advantages it brings to the business and its people. Our aim is to be operating in the full balanced matrix by April 2017.

I am convinced that our transformation will enable us to find the best staff for each task while providing people with access to better training, increased peer support and mentoring, and a clear career path with opportunities for progression.

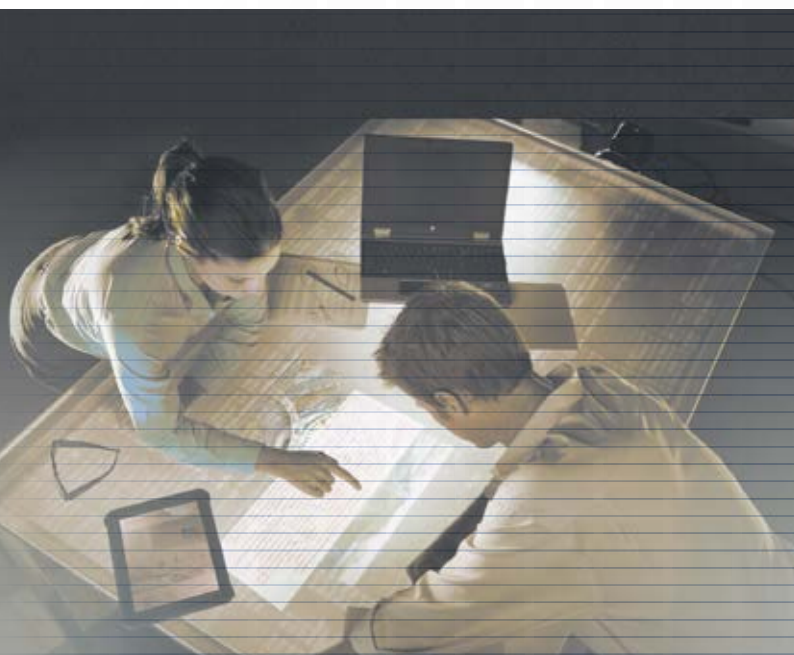
It is going to be a busy second half of the year but I am very positive about the foundations we are putting in place to ensure the successful future of DE&S.



Picture: Andrew Linnett

ENGINEERED WITH INSPIRATION.

With some 84,000 employees in six continents, our story is about highly skilled people who are committed to serving our customers. Our people continue to break new ground engineering some of the world's most advanced, technology-centred products, systems and services across the physical and digital world.



Hundreds of UK jobs created through Scout SV support contract

A £390 million investment in support for the Army's new armoured fighting vehicles that was negotiated by the DE&S Scout SV project team has been announced by the Prime Minister.

The contract, which will create 250 new highly skilled jobs, was signed following an unsolicited bid from General Dynamics UK and will extend the current in service support for the Scout Specialist Vehicles (SV) to 2024.

The contract will deliver technical engineering and maintenance from a site in South Wales, with GD UK taking the decision to bring assembly, integration and testing for the vehicles to the UK having previously carried out overseas.

Welcoming the deal, Prime Minister David Cameron said: "The decision by General Dynamics to bring the assembly of these world class armoured vehicles to South Wales is to the credit of the skills and expertise in the local area. The 250 additional new skilled jobs at GD will build on those already safeguarded by the decision to purchase 589 Scout vehicles for our Armed Forces, ensuring our servicemen and women have the very best equipment to keep us safe."

The decision to buy 589 Scout SV for the Armed Forces was announced last year on the eve of the NATO Wales Summit.

Designed by GD UK, in Oakdale, South Wales, Scout SV signals a step-change in capability being delivered to the British Army.

Chief of Materiel (Land), General Sir Chris Deverell, said: "Scout SV will act as the eyes and ears of commanders on the battlefields of the future, providing vital mobility, flexibility and protection.

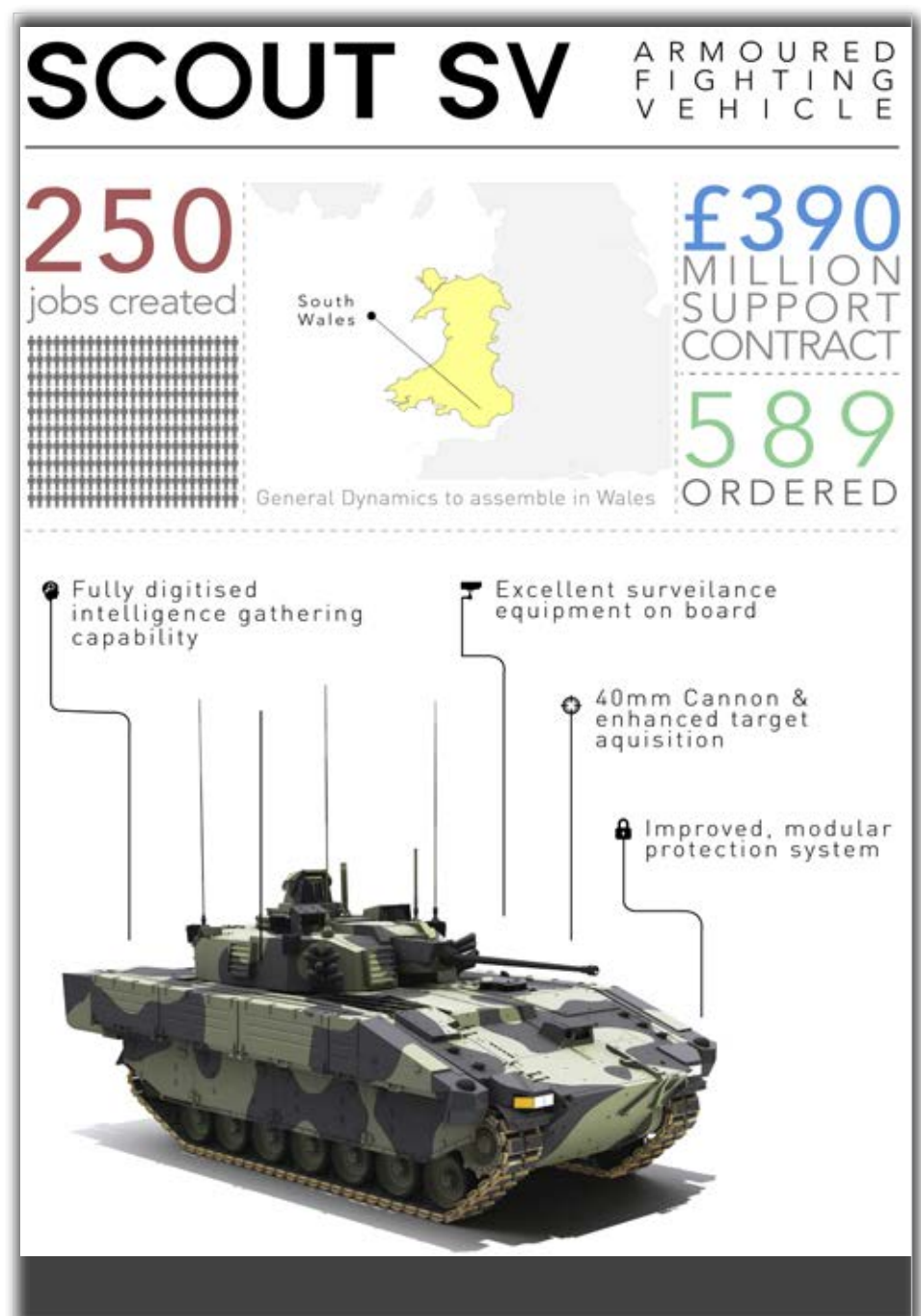
"Having the right support solution in place is pivotal to ensuring the Army has what it needs, when it needs it, and I am delighted to have awarded GD UK this contract. They will bring world class support to our world class armoured fighting vehicles."

Scout SV will give the Army enhanced intelligence, surveillance, protection, target acquisition and reconnaissance capabilities that will make it effective in even the most difficult terrains around the world.

The contract awarded to GD UK is an extension of the in-service support that the company was already contracted to provide for the SCOUT SV fleet until 2020.

It will include the provision

of spares and repairs for all 589 platforms and offers a cost-effective support solution that builds upon the Scout SV manufacturing phase.



See page 14 for Scout's cannon story →

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Navy Celebrate Royal Birth by Splicing the Mainbrace

Members of the Royal Navy at DE&S celebrated the birth of Her Royal Highness Princess Charlotte of Cambridge, days after her Christening, with a 'tot' of rum.

Her Majesty the Queen gave her personal approval for all Officers, Ratings and Other Ranks to mark this joyous occasion by 'Splicing the Mainbrace' – an old Navy tradition of celebrating with rum.

The Duke and Duchess of Cambridge announced the birth of their second child, Charlotte Elizabeth Diana, on 2 May 2015 at the Lindo Wing, St. Mary's Hospital, Paddington.

Chief of Materiel (Fleet), Vice Admiral Simon Lister, led the proceedings at Abbey Wood on 9 July with an address and toast to the new Princess, before taking the first issue of rum.

Addressing the gathered personnel, he said:

"We're here today, a few days after the Royal Christening, to celebrate the birth of Her Royal Highness Princess Charlotte of Cambridge".

"For well over 300 years the Royal Navy issued a daily 'tot' of rum to the crews of their ships – and always a double issue before battle and after victory. It was deemed to be a great privilege".

He finished his address with a toast calling for three cheers for the new Princess, before giving the command for the assembled Naval personnel to "Splice the Mainbrace".

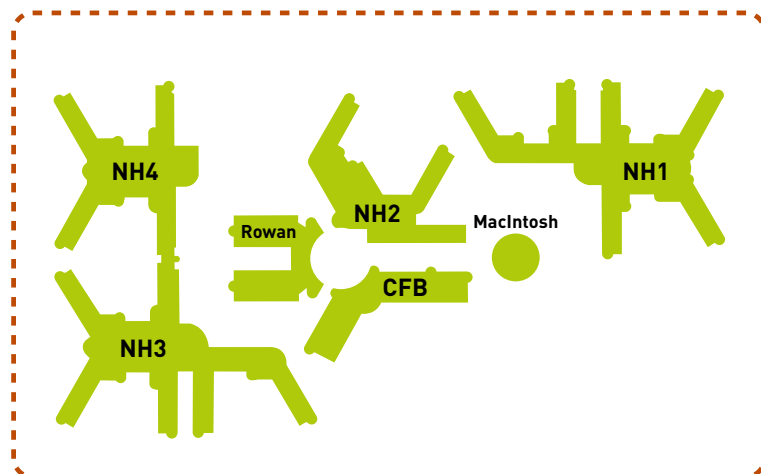
Why do the Navy 'Splice the Mainbrace'?

'Splice the Mainbrace' was originally an order for one of the most difficult emergency repair jobs aboard a ship after it had been damaged in battle.

The mainbrace was the largest and heaviest of all running rigging on the ship, and was often the prime target for enemy gunners. The repair, splicing it in a large run of hemp, was a strenuous task usually carried out by the ship's best Able Seamen. On completion of the task, the men were rewarded with an extra ration of rum or grog.

The order eventually came to mean that the entire crew would be issued with an extra ration of rum, given by order of the Monarch on special occasions: after victory in battle, the change of a monarch, a Royal birth, a Royal wedding or an inspection of the Fleet.

NEWS IN BRIEF



'Splice the Mainbrace'





£23million logistics facility contract

New logistics facility in Barrow-in-Furness

BAE Systems has awarded a £23million contract to Shepherd Construction for the design and build of a logistics facility near to its submarine building site in Barrow-in-Furness, Cumbria.

The 28,000m² building is part of an eight-year, £300m plus transformation of BAE Systems' site, which will include both new build facilities and the refurbishment of existing infrastructure in preparation for the construction of a successor to the Vanguard class.

The work is required as Successor will be significantly larger than Astute and requires changes to the site so it can be built. The whole redevelopment programme is expected to employ approximately 850 contractors at its peak.

Alasdair Stirling, Head of Future Submarines at DE&S, said: "The changes in the Barrow yard capacity and capability will enable the build of the Successor platform. Some of the improvements could provide further benefits by also supporting the Astute programme too."

The scope of work is varied and includes changes to plant and equipment to support the larger Successor platform. These include new nuclear build and installation, outfitting and logistics facilities, and a new berthing facility to replace the ageing existing dock.

The planned Successor submarine programme will secure thousands of highly skilled engineering jobs in the UK and provide the Royal Navy with a next generation nuclear deterrent submarine. There are currently 1,500 BAES employees working on Successor.

"In the longer term, the changes will maintain Barrow's reputation as the UK's centre of excellence for submarine design and building."

£6.4million Falcon Training contract

Falcon Training

DE&S has awarded a £6.4m Falcon Training contract to support and train personnel in using the Falcon secure comms system. Deployed on operations since 2014, Falcon is a secure, broadband voice, data and video communications system that provides vital defence information to the battlespace.

The contract follows the successful completion of an initial Conversion Training Programme which converted Army and RAF personnel from legacy systems onto Falcon, a system that has become the primary secure operational level communications system for the Armed Forces.

For the next four and a half years the contract will allow BAE Systems to operate out of two established training facilities at Blandford, Dorset and RAF Leeming in North Yorkshire.

new £18million equipment parts contract

Armed Forces equipment parts

Millions of military equipment parts used by the Armed Forces will continue to be managed by Lockheed Martin for a further six years following the award of a new £18 million contract.

Joint Asset Management and Engineering Solutions (JAMES) enables users to quickly identify the status, availability, condition, ownership, location and quantity of equipment. The system handles over ten million transactions every month carried out by over 27,000 users.

Users can access information on items from screws and bolts through to weapons and vehicles. That means there can be real-time exchanges of reliable, up-to-the-minute information that support quick and quality decision-making, improving operational effectiveness. JAMES is managed between a team based in Warminster, Wiltshire and one in Orlando, Florida.

CDM COMMENDATIONS 2015

Sir Bernard Gray, told award winners at this year's CDM Commendations that it was both an honour and a privilege to host his 5th and final commendation ceremony and praised the hard work and dedication of DE&S staff for the work they do in support of our Armed Forces.



The Chief of Defence Materiel (CDM) highlighted the tragedy in Tunisia as a terrible reminder of the security challenges we face both nationally and internationally, making what we do even more important.

In opening the ceremony, held in MOD Main Building on 3 July 2015, CDM said: "The awards today demonstrate the diverse range and breadth of DE&S activities. Today you will hear about individuals and teams who have made an outstanding contribution. They produced work of the highest standard, demonstrated dedication and commitment and have showed inventiveness in developing new and innovative approaches, delivering excellent results for our customers.

"Recent events in Tunisia are a terrible reminder of the challenges

we face in defending our country and more globally. It is an impossible job to defend against all of these threats all of the time. It's important that we recognise and appreciate all that those involved do, going above and beyond the call of duty to help keep us safe. Can I therefore ask you all to give a round of applause for everyone in defence for the work they do in support of the Armed Forces and defending our country."

CDM handed out commendation certificates to 31 award winners with tributes and thanks coming from DE&S senior managers and customers including:

Customer Cdre Al Gillespie, from Air No1 Group who congratulated Mr Ian Wright from the Defence Ordnance Safety Group for his role in delivering key, operationally important Weapons, Ordnance, Munitions

and Explosives Safety Advice adding: "The success of weapons on operations is testament to the work of Mr Wright."

He also praised the achievements of Warrant Officer (WO) Al Maxwell from the Air Commodities team saying: "WO Maxwell's role in delivering an enhanced Modular Life Preserver has significantly reduced the risk to life for UK Fast-Jet Aircrew. This is life-saving equipment second to none."

Customer Cdre Chris Gardner, from the ACOS SSM team paid tribute to the work of the Offshore Patrol Vessel (OPV) team for their role in delivering the OPV project through approval, contract award and into manufacture within an extremely short period and with very limited resources. "This was an 'extraordinary achievement'. The team's work helped to



provide a significant uplift and injection in capability for your customer. This is a model example of how DE&S and customer interface should work" said Cdre Gardner.

DE&S Director Technical, Air Cdre Mike Quigley congratulated the Engineering Policy Team for the successful delivery of the Defence Equipment & Support Engineering Strategy which details work, now underway, to build a safe and professional engineering culture and community with the skills and systems needed to excel in technically demanding endeavours. "This Strategy was developed collaboratively and has already delivered significant benefits to Defence Equipment & Support engineers, spreading good practice and restoring pride in the engineering profession", added Air Cdre Quigley.

In his closing remarks, CDM acknowledged the fantastic contribution by all award winners. He said: "I hope you are all proud of what you have achieved. You represent the best of what we do. The presentations today demonstrate the huge range of our business and I am very proud of you. Thank you for all your hard work and congratulations on your achievements."

A couple of award winners took time out of their celebrations to share their thoughts on receiving their commendations:

In receiving his individual award for his role in improving safety

management arrangements in the Weapons OC Paul Belcher said:

"It was a great surprise and honour to receive an award which recognised improvements across our business to delivering safe weapons to the front line. I was impressed by the broad range of winners' contributions and the strong support from our senior leaders and customers to recognising and celebrating our achievements. It is a welcome "lift" at a time when we are all under great pressure."

Sally Wilkins, DES Infra Team Leader said of her team's achievements in delivering three highly successful Families days "I'm immensely proud of my team's achievements and delighted that they have been recognised as part of the CDM commendation awards ceremony. Being placed alongside DE&S teams and individuals whose efforts have made a real difference to front line operations was very humbling.

"When listening to commendations it was clear that DE&S is involved in so many more aspects of support to the front line than most of us appreciate. In addition to the planning and co-ordination of the events, the Infrastructure team has built a network of focal points across the operating centres without whom the families days wouldn't be possible – they too share our success."

A full list of award winners can be found below:

Individuals

Mr Paul Belcher – Weapons Engineering Team

Mr Ian Wright – Defence Ordnance Safety Group

Mr Tony Sutton – A400M Support Team

WO Al Maxwell – Air Commodities Project Team

Mr Richard Rodgers – Joint Electronic Surveillance Delivery Team

Mr Paul Gallacher – Special Projects Communications, Information, Surveillance and Reconnaissance Team

Mr Medwyn Williams – Air Defence and Air Traffic Services Delivery Team

Mr Paul Holdsworth – Logistic Commodities and Services iHub

Mr Tom Pink – Special Projects Multi Air Platform Project Team

Teams

A400M Integrated Logistic Support Team

HMS Queen Elizabeth Naming Ceremony Team

Offshore Patrol Vessel Team

Fleet Military Task Equipment Team

Infrastructure Team

Operational Infrastructure Programme

Engineering Policy Team

Defence Commercial Capability Team

Marshall Delivery Team

Special Projects Communications, Information, Surveillance and Reconnaissance, Rescue Beacons Team

Project CRADDY Team

Medical Delivery Team

Operation Honeysuckle Team

Chinook Through Life Customer Support Team

Maritime Support Delivery Framework Team

Support Chain Engagement Operations Team

Weapons Operating Centre Support Improvement Team

Management of the Joint Deployed Inventory Project Team

Fast Air Support Team, Inventory Improvement Team

Chinook/Merlin/Lynx-Wildcat/Puma 2-Gazelle Project Teams

Type 26 Demonstration Phase Team

Herrick Redeployment Cell



40mm

Case Telescoped (CT) Cannon

Powerful & Compact

Case Telescoped (CT) Cannon

A highly effective, versatile weapon for the main armament on Scout SV and Warrior. The cannon will destroy a range of battlefield targets such as buildings, personnel, soft-skinned and armoured vehicles.

Autoloaded ammunition will include armour piercing high explosive and airburst variants.

It will be the main armament on Scout SV and Warrior from 2020.

Stabilisation

Ensures accurate firing-on-the-move.

Barrel

40mm calibre, rifled.

Ammunition

Case telescoped rounds smaller than conventional 40mm rounds, so more can be carried.

New Armoured Vehicle Cannon

Last month Defence Equipment and Support (DE&S) signed a £150 million contract to supply a new 40mm cannon for the UK Armed Forces armoured fighting vehicles.

The deal will see the supply of a Cased Telescope (CT) cannon, to be fitted to the Scout SV, the Army's first fully digitised armoured fighting vehicle, and the in-service Warrior infantry fighting vehicle.

The contract includes 515 CT cannons as well as initial spares, special tools, test equipment and some early training equipment. The 40mm cannon will be able to use a variety of ammunition to defend the vehicles and destroy a range of battlefield targets.

The new cannon also takes up less space than a conventionally configured 40mm cannon without any loss of firepower and because the ammunition is more compact than conventional rounds, more can be accommodated in the turret.

Lieutenant General Sir Chris Deverell, DE&S Chief of Materiel (Land), said: "Signing the CT Cannon production contract is a major milestone for the UK's Armed Forces. It provides unrivalled firepower, a significantly reduced logistic burden and a new airburst ammunition capability."

The UK and France have worked together on the CT Cannon and Ammunition (CTCA) project under a Memorandum of Understanding and Technical Arrangement first signed on 10 Sep 2009, sharing

equally the costs of the work. The contract is with CTA International (CTAI), a joint venture between the UK's BAES and French company Nexter.

The main project teams involved are from DE&S and French counterparts Direction Générale de l'Armement (DGA). Apart from the obvious benefits of cost sharing, the collaboration has proved invaluable because it has allowed both countries access to each other's expertise and specialist trials facilities.

Mike Smith, CTCA deputy project manager, has worked closely with his French counterparts on the programme. He said: "It has been a pleasure working with our French colleagues on the Case Telescoped Cannon. There has been a mutual respect across our teams, and it has been invaluable to get additional expertise and a fresh perspective on the challenges we have faced. The ability to be able to call upon the assets of both nations has allowed trials to be carried out more quickly, using the most appropriate facilities."

Extensive trials, started in 2010, were designed to prove the CT cannon and ammunition were safe, effective and reliable. They took place in France and the UK, predominantly at trial sites in Bourges and Shoeburyness.

The process included a gruelling set of tests on the cannon with safety and functional trials taking

place in extreme conditions. In addition, the ammo was sequentially vibrated, shocked, heated, frozen and dropped to simulate the tough in-service conditions the cannon would experience through life. The cannons were then inspected and fired in accordance with demanding Defence Standards and the Warrior's and Scout SV's requirements. Throughout the CT cannon's trials process there were over 6,800 live firings and 15,000 simulated firings.

Case Telescoped Cannon and the armour-piercing and target practice rounds achieved qualification in May 2014. Meanwhile, work continues on qualifying further variants of ammunition including high-explosive point detonation and high-explosive air-burst. Additional types of training round, with reduced ranges to make them suitable to use on smaller firing-ranges, are also now being considered.

Major General Nick Pope, the Army's Director of Capability, said: "The incorporation of a 40mm cannon on UK platforms provides a step change in the lethality of our armoured vehicles. It will substantially improve our ability to fight from these platforms allowing greater versatility in their deployment. It is a contract signing to be celebrated by the British Army."



Capability Demonstrated

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

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

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Minister brings mighty aircraft carrier to life

The colossal diesel generators that power HMS Queen Elizabeth have been powered-up for the first time marking a major milestone on the way to the ship becoming operational.

Minister of State for Defence Procurement, Philip Dunne, officially started the first of the ship's four diesel generators at the home of the UK's aircraft carrier programme in Rosyth, Scotland bringing the ship to life for the first time.

He also announced that BAE Systems has been awarded a £5.5M contract to install a new Vessel Traffic Management System (VTMS) to assist in the controlling and monitoring of all ship movements within Portsmouth Harbour and the Eastern Solent to prepare for the arrival of the carrier, around the end of 2016, beginning of 2017.

The 65,000 tonne carrier, the future flagship of the Royal

Navy, has undergone months of preparation work by the Aircraft Carrier Alliance (ACA) to start the first of her four diesel engines, which are directly coupled to the generators.

Together, each power unit weighs approximately 200 tonnes - the weight of two medium size passenger jets.

Mr Dunne said:

"Powering up the diesel generator today marks an important milestone on the journey to bring these highly versatile ships into service with our Armed Forces. They will be the largest, most capable and effective surface warships ever constructed in the UK. The build programme is supporting thousands of jobs across the country, with over 4,000 of those jobs at Rosyth and the Clyde."

The diesel generator sets will provide sufficient electrical power to drive the ship at cruise speeds, but when higher speed is required, two Gas Turbine Alternators will also be used. Together they will produce 109MW of power, enough to power a medium-sized town.

Rear Admiral Henry Parker, DE&S Director of Ship Acquisition, said:

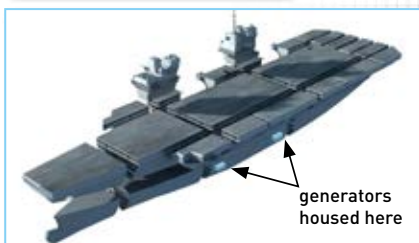
"Every milestone achieved on HMS Queen Elizabeth brings us a step closer to her becoming an operational warship.

"A great deal of hard work has taken place to bring us to this stage and, with good progress also being made on HMS Prince Of Wales, we are moving ever closer towards these magnificent ships joining the Fleet and becoming the centrepiece of Britain's future military capability."

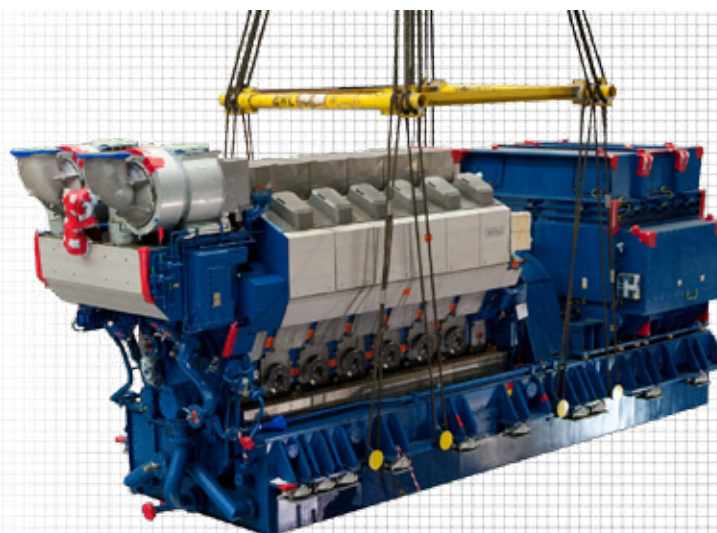
The carrier has four diesel engines, directly coupled to the General Electric (GE) generators. Together, each power unit weighs approximately 200 tonnes - the weight of two Boeing 757 aircraft.

x 2

When higher speed is required, two MT30 Gas Turbine Alternators can also be used. Together they will produce enough energy to power a town the size of Swindon.



generators housed here



Each diesel generator has an independent fuel system to supply up to 10200 litres of diesel per hour at full power.

The engines create around 95db of noise, similar to standing next to a loud motorcycle.



The ships can travel in excess of 25 knots per hour. That's an hour from Dover to Calais.



The diesel generators provide a minimum of 39 MW generated power. The Falkland Islands only use 16MW of power and British Virgin Islands use 40MW.

Each ship has two propellers which provide 80MW of power - enough to run 1,000 family cars or 50 high speed trains.



T&E begins here



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£80 million upgrade for Type 23 Frigates

The MOD has awarded contracts worth £80M to upgrade the backbone of the Royal Navy surface flotilla, the Type 23 Frigates.

A £68M contract, with Rolls-Royce subsidiary MTU, which includes a training and transitional support package, will see each ship supplied with four new diesel generators and associated upgraded power distribution. A second contract, worth £12M, with Hitzinger UK, will provide voltage converters to deliver greater power to the frigates.

The work is part of a programme of upgrades to weapon systems, infrastructure

and navigation equipment which will ensure that these adaptable frigates, built between 1985 and 2002, continue in service and are able to be deployed worldwide for a number of years to come.

Vice Admiral Simon Lister, Defence, Equipment and Support Chief of Materiel, (Fleet), said: "This welcome upgrade will underpin the continued success of these flexible warships through their extended life, providing the additional electrical power and reliability necessary to support other key system upgrades and ensuring that the Royal Navy remains able to fulfil its worldwide commitments."

The equipment, which is being manufactured in Germany and Austria, will be installed at Her Majesty's Naval Base, Devonport, during planned upkeep periods. The contract is set to be completed in 2024.

The current generator sets were first used in the 1970's and have provided the power generation for this class to deliver its contribution to the RN; however, improvements in efficiency, power density and availability mean the new diesel generators will be able to produce much more power from roughly the same size engine.

Type 23 Frigate

Safeguarding Britain's vital maritime trade routes and interests

185 personnel on board

Range : 7,800 nautical miles

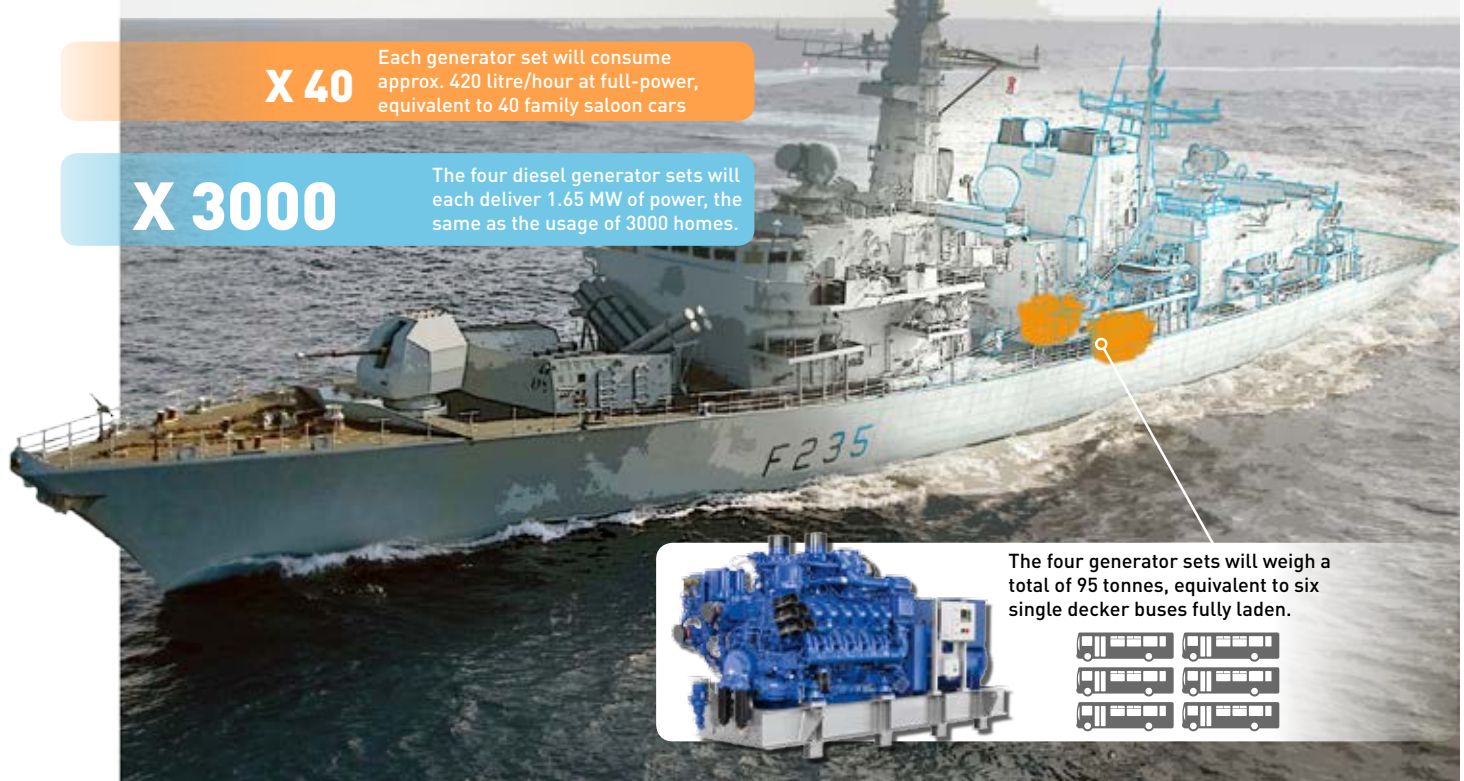
The noise created by two of the generator sets will be 110 decibels equivalent to a power saw. The other two, sound-proofed for operational activity, will create only 80 decibels, the same as a dishwasher

X 40

Each generator set will consume approx. 420 litre/hour at full-power, equivalent to 40 family saloon cars

X 3000

The four diesel generator sets will each deliver 1.65 MW of power, the same as the usage of 3000 homes.



The four generator sets will weigh a total of 95 tonnes, equivalent to six single decker buses fully laden.





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Artful, DE&S looks on with pride

During a visit to Barrow-in-Furness, the home of the UK's submarine manufacturing industry last month the Defence Secretary confirmed that Artful, the third of the Royal Navy's new Astute Class attack submarines will set sail for sea trials this summer.

Michael Fallon made the announcement during a visit to BAE Systems' Shipyard in the Cumbrian town, where he toured the cavernous Devonshire Dock Hall (DDH) where Boat four, Audacious, Boat five, Anson, and Boat six, Agamemnon are being built. Early fabrication of the, as yet, unnamed Boat 7 has also commenced.

Alongside Rear Admiral Mike Wareham, DE&S Director of Submarines, Mr Fallon was given a tour of Artful which will provide the Royal Navy with its most technologically advanced submarine to date. On board

he met members of Artful's crew who are preparing the boat for departure.

The Defence Secretary said: "The Astute submarine programme is a key part of our £163 billion plan to ensure that our armed forces have the equipment they need.

"Artful will now join Ambush and Astute, helping to keep Britain safe, taking part in operations all over the world. The next four boats are already under construction, securing thousands of jobs and showing our commitment to increase defence spending each year for the rest of the decade."

After leaving the Barrow shipyard, the 7,400-tonne Artful will conduct sea trials before sailing to her new home at Her Majesty's Naval Base Clyde in Scotland.

The seven Astute Class submarines support the jobs of 3,700 workers and 400 companies across the UK supply chain.

Director Submarines at the MOD's Defence Equipment and Support organisation, Rear Admiral Mike Wareham, said:

"The Astute Class are amongst the most advanced submarines operating in the world today and provide the

Royal Navy with the capability it needs to defend UK interests at home and overseas.

"We have learned many lessons from the build of the first two Astute Class submarines and Artful will soon be ready to leave Barrow and to commence operations as the newest Submarine in the Royal Navy."

Lessons learned from the construction of HMS Astute and HMS Ambush mean Artful will start sea trials in a significantly advanced material state than her predecessors.

Petty Officer David Ham joined Artful's crew in September 2014 and has since been working to prepare for her deployment. At sea, he will be responsible for maintaining the course and depth the boat takes.

He said: "Working on Artful has been a real step change for me due to the amount of learning simply because of the advanced level of technology she is fitted with. I am really looking forward to the challenge of going out to sea in her."

The Astute Class submarines are the most advanced and powerful submarines Britain has ever sent to sea. Featuring



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

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

The First of Class, HMS Astute completed her inaugural deployment in 2014. Over the course of eight months, the submarine travelled more than 27,000 miles and operated with regional partners in the Indian Ocean and Mediterranean Sea. In March last year she became the first Astute Class to contribute towards the UK's presence in the Mediterranean providing Tomahawk Land Attack Missile (TLAM) support to anti-terrorism operations. Last July, the

boat helped counter-smuggling operations, contributed towards defence diplomacy in Bahrain and took part in an international exercise in the Gulf of Oman.

HMS Ambush, the second of class, also undertook her inaugural deployment in 2014. She left Faslane on July 4th and visited Rio de Janeiro where she helped mark the Brazilian navy's submarine forces' centenary celebrations and demonstrated the formidable capability of the Astute Class submarines. She then commenced exercises in the North Atlantic and the United States and is now ready for operational tasking.

“The Astute Class are amongst the most advanced submarines operating in the world today and provide the Royal Navy with the capability it needs to defend UK interests at home and overseas”

Rear Admiral Mike Wareham,
DE&S Director Submarines





“We are in an outstanding position, we have developed an excellent support solution with Airbus Defence and Space, we have a strong team supporting the aircraft with the right skills and experience and all of the organisational approvals needed which have been endorsed by the MAA.

Air Cdre Stephen Wilcock, Head of the A400M Programme

A400M ATLAS

“Absolutely on track”

Deliveries of the A400M Atlas aircraft have recommenced as the Head of the Programme at DE&S declares the UK is “absolutely on track” to deliver all of the Royal Air Force’s capability requirements.

It comes as development, testing and evaluation of the partner nations’ operational capabilities ramps-up, and testing of the UK’s national requirements, including parachuting and aerial delivery systems are due to start shortly.

With the UK In-Service Date expected

soon, the third UK A400M took off from the assembly plant in Seville, Spain and landed at its new home at RAF Brize Norton in Oxfordshire on 5 July.

Delivery of the third operational aircraft will allow the RAF to start developing its use, whilst continuing to grow the experience of the aircrew, who will see four more A400M Atlas delivered in the next few months.

Air Cdre Stephen Wilcock, head of the A400M Programme said: “We are in an outstanding position, we have developed an excellent support solution with Airbus Defence and Space, we have a strong team supporting the aircraft with the right skills and experience and all of the organisational approvals needed which have been endorsed by the MAA.

“With crews delighted with the early performance of the aircraft, significant confidence in the capability milestones and a highly effective support solution

being developed, the UK’s A400M programme is in a good place.”

Delivered with the core functions required by the RAF to train the instructors and crews, more advanced capabilities are planned to be introduced on A400M in the coming months after the successful completion of a number of demanding development trials.

Air Cdre Wilcock said overall deliveries and capability development remain on schedule.

“There are two timelines in place - the contractual one agreed by the six partner nations and industry for the delivery of military capability and our own, separate, timeline which directly links UK capability milestones to the transition from the C130 to A400M,” Air Cdre Wilcock said.

“Whilst there are certainly challenges for all Nations in the delivery schedule for the early aircraft and with some of the more advanced military capabilities, we are absolutely on track to deliver all of our UK key user requirements and our planned capability milestones.”

Moving forward A400M Atlas will increasingly be carrying out its formal tasking of moving equipment around the globe, while the A400M Project Team is now close to agreeing a UK Test and Evaluation contract.

This will develop how the Royal Air Force operates the aircraft and also test UK specific equipment and procedures. Testing and evaluation will be carried out by 206(R) Squadron for equipment used to provide medical care, the use of night vision goggles, the air drop of supplies and equipment, the dispatch of paratroopers, and self-defence for hostile areas.



Airseeker

The second Airseeker (Rivet Joint) Signals intelligence plane is expected to be delivered to the RAF in September, seven months early.

Michael Fallon, the Defence Secretary, confirmed the news while speaking at the Royal United Services Institute (RUSI) Air Power conference in London last month.

He said: "Today I can announce that our latest Airseeker plane will be

delivered next month, seven months ahead of schedule and will be operational shortly after that in the skies above Iraq and Syria – providing essential intelligence in the fight against ISIL. No one, except the US, matches our efforts."

The first Airseeker was deployed in July 2014, six months ahead of approved Initial Operating Capability (IOC) date. It is currently employed on operations alongside a variety of other RAF planes

in the fight against ISIL in the skies over Iraq and Syria. The Airseeker aircraft has state of the art airborne electronic surveillance capability, allowing it to collect, analyse, fuse and disseminate detailed signals intelligence information; in doing so it offers key support to combat identification and targeting operations.



Key Facts

- 1** Airborne electronic surveillance capability that is rapidly deployable in support of operations
- 2** Contains a range of sophisticated intelligence gathering equipment
- 3** Collects, analyses and disseminates electronic surveillance data in support of national/joint/coalition operations
- 4** First of three aircraft deployed in July 2014, six months ahead of approved Initial Operating Capability (IOC) date
- 5** Aircraft is supporting operations in the Middle East



478 knots

Max Altitude 50,000ft

Dimensions & Specifications

Length	41.1m
Wingspan	39.9m
Height	12.8m
Speed	478 knots
Max Altitude	50,000ft
Aircrew	2 pilots, 1 navigator, up to 25 mission crew

TECHNOLOGY IS KEY

From protective clothing to the Carrier, technology is critical to DE&S and defence.

Sound early decisions on technology can save money, increase capability and prevent costly issues from emerging later in equipment projects.

The DE&S Technology Office, which changed its name from Technology Delivery in April, leads the way in technology and innovation at DE&S. It supports Front Line Commands, both directly and through the Niteworks service, to make early decisions on requirements by delivering technology, capability and concept demonstration projects and experiments that inform customer decision-making across all DLODs and Equipment Programme options. It also supports DE&S projects to improve subsequent exploitation of technology and encourages common solutions across DE&S projects to make delivery more efficient.

It is currently producing the DE&S "Innovation through Technology Strategy on behalf of the DE&S Board.

"In the Technology Office we are passionate about realising the vast potential benefits that innovation and technology can bring DE&S and Defence as a whole, said Heather Goldstraw, head of the Technology Office. "Be that through providing technological advantage for our Armed Forces, bringing efficiency into how DE&S procures - for example using common technological solutions to solve shared problems once - or working with our supply base to enable better technology

Case Studies:

A range of the technologies demonstrated at the annual Urban Exercise.

The DE&S Technology Office, with support from the Infantry Trials and Development Unit (ITDU), evaluated over 50 novel and innovative technologies through experimentation, demonstration, tests and trials with the aim of identifying and maturing potential solutions for further development.

Technology Office procured and demonstrated the Royal Navy Motor Boat Hazard (pictured) which is capable of manned and unmanned operation with the launch and recovery of Unmanned Underwater Vehicles in order to advance Navy Command's understanding of this potential capability and is now managing a major demonstration project with the Navy called "Unmanned Warrior", scheduled for Autumn 2016.

Zephyr 7 High Altitude Pseudo Satellite. The Technology Office represented DE&S by providing flight trials advice and conducting a liaison role between sponsor, Dstl and industry during recent demonstration of this potential Persistent Airborne Intelligence, Surveillance and Reconnaissance capability. Technology Office are leading the next phase, an Operational Capability Demonstration.

Technology Office has matured an Active Vibration Management System with application across battlefield helicopters. Flight trials on a Wildcat platform (pictured) demonstrated the potential cost saving through a reduction in airframe and component damage and an improved working environment for the crew.

Land Open Systems Architecture is a high profile programme delivered by the Technology Office that attracts significant international attention. This is a joint MOD and Industry activity to develop innovative Defence Standards with benefits including reduced cost through life of the Land programme (for example through the use of open architectures for Land vehicles), better user experience and increased UK export potential.

Technology Office manages the DE&S contribution to Enterprise Challenge, an annual interoperability event offering the 5 Eyes community an opportunity to explore improved methods of sharing intelligence information. The integration of a large number of extant capabilities in the event directly informs and de-risks ongoing DE&S projects.



exploitation and innovation.

As well as its delivery role, the Technology Office is helping DE&S take account of wider government technology and innovation policy, such as the National Security Through Technology white paper and SDSR 2015.

The Office also represents DE&S interests with technology stakeholders and supports the pull-through of technology from research, both external and internal to the MOD.

DE&S recognises the need to make more of the opportunities offered by emerging technologies and to adopt more of the innovation seen in other sectors to reduce the costs and increase the agility and flexibility of our military equipment capability (DE&S Corporate Plan 2015 – 2018). The DE&S Technology Office within the Technical Directorate is fundamental to achieving this.



Big contracts, a long MOD career and motorsport.

Mick Brown is the Marshall Team Leader in the ISTAR Operating Centre. He is responsible for the successful delivery of Air Traffic Management capability to UK military airfields until 2037. He leads a mixed civilian / military team which is around 40 strong, who work very closely with the Marshall service delivery partner, Aquila Air Traffic Management Services Ltd. The contract with Aquila was placed in Oct 2014, some 12 months earlier than planned.

A brief outline of your career to date.

The majority of my career has been in DE&S or predecessor organisations – I joined the Procurement Executive as an apprentice at the age of 16 and since then I have worked on a wide variety of projects including Naval communication systems, Ground Based Air Defence capabilities, Intelligence Systems and more recently Air Traffic Management. I have also worked in a number of interesting policy and support areas including project management, industrial strategy, and systems engineering. I have also managed to gain a BEng in Electronics and a MSc in Systems Engineering along the way!

What motivated you to join the MOD?

When I left school I wanted to be an engineer. I was offered several apprenticeships and I chose the Ministry of Defence because it was the most interesting from an engineering perspective and looked to open-up more opportunities.

You have brought forward a major contract by one year? How did you achieve that?

A lot of hard work by a lot of people! There was no one single 'silver bullet' but probably the most important enabler was open and positive relationships, both between members of the Marshall team and also with the large stakeholder network required to make Marshall a success.

You have one of the highest scores for employee engagement, how do you keep your team engaged/ motivated?

The acceleration of the Marshall contract award at the request of CDM gave the team a real sense of purpose, and within the team we each know how important our contributions are and we do not want to let each other down – this has created a high performing and motivated team.

What advice would you give other team leaders?

As Team Leaders our job is to focus

and nurture the most important and valuable resource we have – our teams. Ultimately, projects are delivered by people, not by processes or tools.

What are you most proud of during time at DE&S?

Being trusted to lead the Marshall Team.

What do you do for relaxation out of work?

Running and motorsport – I'm a bit of a petrol head!

Something we don't know about you?

I have a habit for agreeing to mad challenges – at the end of July, a team of four from Marshall including me will be taking part in 'Trailwalker' – a non-stop 100KM walk over the South Downs to raise funds for Oxfam and the Ghurkha Welfare Trust. If anyone would like to sponsor us please get in touch!



Pictures: Edward Low

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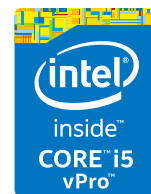
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Naval Commendation for Project Observer Team.

A DE&S project team has been awarded a Naval Commendation for delivering a crucial security capability to Her Majesty's Naval Base (HMNB) Clyde.

Members of the Force Protection Delivery Team (FPDT) working as part of the Memphis Tiger Team on Project Observer were recognised for successfully delivering 13 operational Memphis surveillance systems, as well as multiple system enhancements and modifications in a short space of time to ensure more effective security management on the base.

The system was previously used by the Army to provide surveillance and target acquisition in Afghanistan, and was found a fitting new role providing UK Naval Base security in Faslane.

The Memphis Tiger Team were awarded the Naval Commendation by Commodore Mark Adams at HMNB Clyde, who said: "I have been very impressed by the way the team has operated; maintaining their focus when overcoming challenges as they arose in order to get a critical asset and capability delivered on time. I

commend them for their efforts."

Project Observer was conceived in 2014 after naval personnel at HMNB Clyde raised a new requirement for enhanced base protection.

It was identified by the team at DE&S that the Memphis system used to provide surveillance and target acquisition in Afghanistan could be redeployed to fulfil this requirement.

After a successful trial in early 2014, 13 operational systems were delivered to Faslane less than six weeks later.

Due to the complexity of integrating the systems into the existing incident management centre, a challenging integration phase followed, but this was successfully overcome by the team and the requirement delivered.

Dave Penlington, FPDT Team Leader, said: "This was a challenging project and I'm really pleased with how the whole team performed to find a new use for the Memphis system. It is fantastic that this capability which served the Army well in Afghanistan now has a fitting role to play providing UK Naval Base security in Faslane."



A Memphis system in action at HMNB Clyde.



Commodore Adams presents the team with their commendation.

Picture: LH Jonathan Massey

DE&S Abbey Wood gets an MOD Lottery Winner

A member of the Corporate Performance and Risk (CPR) team at Abbey Wood had a brilliant start to the week on Monday 6th July.

Sue Allen received an email from the MOD Lottery representative, Cerys Francis, and discovered that she had won the top prize of £10,000 in the latest MOD Lottery prize draw.

On reading the news that she had won Sue let out an almighty scream, much to the alarm of her team. Sue said: "My colleagues thought something terrible had happened. They all came rushing over to my computer and I said 'I think I've just won a lot of money'. I couldn't believe it - I had to go and get a can of coke to calm myself down."

"It was funny really, before I left the house on Monday my youngest son said, 'oh mum you need to win the lottery', and then I came into work and discovered that I had."

Sue, who has four sons aged 22 - 30, described the win as 'absolutely amazing' and said it would make a big difference to all their lives as she could pay off her debts, such as her credit card.

As well as clearing her credit card, Sue has booked a holiday to Skiathos in Greece with friends. The flight leaves on Sue's youngest



son's birthday, with Sue adding that she 'will have to get him an extra special birthday present this year.'

The MOD Lottery is an internal lottery open to all current, civilian MOD, UKHO, DSTL and DSG staff and is run through the Defence Sport and Recreation Association (DSRA). There are 25 monetary prizes to be won every month ranging from £10,000 to £100.

To play the MOD Lottery and be in with a chance of winning, complete the application form on the DSRA intranet page and return it to your pay centre.

MOTTO the MOD Lottery May winners

£10,000:

Sue Allen (Abbey Wood),

£5,000:

Rebecca Eastment (Abbey Wood).

£2,000:

Sharon Broom (Aldershot).

£500:

James Allan (Plymouth),
Suzanne Edwards (RAF Halton).

£100:

Damian Mullan (Aldergrove),
Elaine Tripp (MDP Hereford),
Jacqueline Hunt (Dartmouth),
Catriona Greenwood (Woolwich),
Philip Doyle (Abbey Wood),
Mary Hands (Donnington),
Christopher Warn (HMNB Devonport),
Grenville Bunny (Cardiff),
Andrea Chesney (DM Beith),
Alexander Bell (Donnington),
Matin White (Donnington),
Amy Fox (RAF Waddington),
Ian Morris (Corsham),
Pamela Brawn (Bicester),
David Dart (Corsham),
Peter Aiton (Cheadle Hulme),
Alison Platt (Worthydown),
Jacqueline Harvard (Larkhill),
Antony Richards (London),
Norman Gunning (Abbey Wood)

Abbey Wood Saddle Club Polo Taster Day

Wg Commander Piers Hammond led the first saddle club outing to Inglesham Polo Club near Swindon. Lara Mathias, Rob Ponsford, Ben Scott and Any Witwicki attended a 1.5 hour session to learn about stick and ball skills, rules of the game and ultimately have a go on superbly trained high goal polo ponies. The session ended with a mini arena polo game where Rob's tent pegging skills came into their own scoring four goals! It was very exciting and all four riders became very competitive (albeit some lacked an understanding of the rules!). If anyone is keen to have a go at polo in a fun, safe and professional environment please contact Wg Commander Piers Hammond.



60 SECOND SPOTLIGHT

Name?

Dylan Balgobin

Job?

Commercial Officer in CBRN DT

Your route into DE&S?

I applied for the first Commercial Apprentice Scheme in September 2013, having spent seven years teaching English as an Additional Language (EAL) to non-English speaking primary school children. Prior to that, I had been a recording musical artist in Trinidad and Tobago. I was successful at the Apprentice Scheme interview and I walked through the doors of DE&S on 6th January 2014, feeling a little bit like James Bond.

If you were a superhero, what would your superpower be, and why?

I'd like to have the power to make people happy and to bring some sunshine to everyone's lives; there's too much misery in the world.

What do you do when you are away from work?

Away from work I enjoy doing anything creative; I paint, write music and I also sing in the tenor section of the Caldicot Male Voice Choir – our most recent gig was in Caldicot as part of The National Eisteddfod of Wales. Pizza is another particular favourite pastime of mine... I love pizza.

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

I would definitely take toilet paper; there isn't really a substitute for it... Toilet paper is a must! I'd like to have music on the island, but I don't think there would be any point taking my iPod. Finally, I'd take my cat Mobo. Seeing her pretty little face would help keep me happy. Of course, if I could take a person it would be my incredible wife, Nicola.

What is your proudest achievement?

I have two moments that I am equally proud of, both from my time as a recording artist. Firstly, when I performed as the opening act for American Gospel singer CeCe Winans. Performing in front of 10,000 people in my home country of Trinidad and Tobago was exhilarating and terrifying in equal measure.



Secondly, when my single went to number one in the Contemporary Christian Music Chart in Trinidad and Tobago, North Carolina, Australia and Mauritius. It was amazing, but the sweetest part was achieving success in Trinidad and Tobago; to know I had the support of people in my own country was incredible.

If you were in a band, what instrument would you play?

If I was in a band I would want to be the drummer; they have all the power really as they are in charge of keeping everything in time. In reality, I have zero timing, so it would be nice for a change.

Which treasured item that you lost do you wish you could have again?

I lost my wedding ring on a team building day with the submarine NP commercial team, on my second week in the team. We were canoeing down the river Wye and we came upon some rapids. I wanted to go round them – I can't swim and was terrified, but we

went straight through them and the next thing I remember is being in the water. The canoe capsized and I just froze. My colleague Adam recovered the canoe and helped me back in, which is when I realised my wedding ring was missing. Adam swam back into the rapids to look for it as I could not, but sadly it was gone. My wife was not very happy when I got home.

Where is your favourite place in the world?

With my wife Nicola and cat Mobo, wherever they are in the world; they are my world.

Tell us a secret....

Until I was nine, I had three imaginary friends. Their names were Dit, Dot and Sparky; we did everything together.

Above: Dylan on the cover of his album "the making of me".

EXERCISE FENCE BUILDER

Ten military and civilian DSCOM staff from DE&S volunteered to help the National Trust with conservation work at Crabtree Slip Wood, Shirehamptom. The group, led by Wg Cdr Guy Lendon of DSCOM and National Trust ranger Bill Morris, replaced a section of the wooden boundary fence alongside the main A4 Portway in Bristol.

On a hot July day, the work, dubbed 'Exercise fence Builder', involved dismantling and removing a stubborn old fence using spades, hammers and crow bars. The old wood was then taken away to be recycled. Over the course of the day, the team managed to replace 50m of fencing and would have done more had the NT Warden bought more raw materials - he was very surprised at how fast the team had worked!

Wg Cdr Guy Lendon, DSCOM, said: "Not only was this highly enjoyable task an opportunity to assist the National Trust in their on-going conservation work and contribute to the local community, but it was a great teambuilding event bringing staff who do not normally interact together into an effective team, the benefits of which have carried forward into the normal working day. The event is still talked about on the shop floor and such was the enjoyment that all those who volunteered on this occasion have put their names forward already for the next event in October."



FAMILIES DAY 10TH JUNE

Abbey Wood was host to 192 children from local schools



Pictures: Mark Hawke

RAFA Concert Band

The band of the RAF's Association (RAFA) has had a busy summer with more to come after the Concert Band was asked to perform at a number of high profile events.

The popular band has already performed at a number of prestigious venues in the South West and Wales in aid of civilian and military charity organisations. Recent engagements have included performing at the National Memorial Arboretum, in Arlewas, Grove Park, in Weston-Super-Mare, and Pier Head, in Cardiff.

Musical director and founder, Peter Skellon, said that the concerts "have been very well attended by the public and the band have been booked again by many of the sponsors for 2016".

The band will next be performing at the Battle of Britain 75th Anniversary Concert, with the Cheddar Male Choir in Wells Cathedral on 21st August.

It is also on stand-by to be the 'House Band' at this year's Festival of Remembrance at Colston Hall, Bristol, and will be appearing at

the International Military Tattoo, NIA, Birmingham in November.

The small Ensembles are also very busy this year, with bookings for both civilian and military formal dinners and corporate receptions.

The band currently has vacancies for players on Brass, Woodwind and Percussion. If you are interested in joining, or would like more information, please contact: peterskellon@btinternet.com or visit: www.rafaconcertband.com



Corsham's Champion Golfer retains his crown

A super performance by the Joint Service Unit (MOD) Corsham Golf Society captain, Colin Sawyer, has seen him retain the title of JSUCGS Champion Golfer for 2015.

The Championship event took place on one of the hottest days of the year and was held at Cumberwell Park Golf Club near Bradford-on-Avon in Wiltshire.

Played over 36 holes, this was Colin's third win in a row and came in the midst of stiff competition.

Colin finished the day with a gross total of 153, which was 3 shots ahead of Danny Clayton in second and 6 shots ahead of Dave Appleyard in third.

In total, over 40 golfers competed for a number of trophies, with Paul Stephen taking the Net Trophy and the Stableford Trophy won by Paul Fawcett.

Supported by management consultancy firm, BMT Hi-Q Sigma, seven of their personnel joined the Society members for the day.

Corsham Golf Society member Sqd Ldr Mike Brydon said: "It is with thanks to BMT Hi-Q Sigma for their generous support that all golfers left with at least a trophy or a prize."



When the gloves are off you need the right people in your corner.



Not everyone abides by the Marquis of Queensbury Rules. In fact some tactics employed by the opposition are more than below the belt. That's when you need the best people in your corner. The ones that can advise because of their experience and professionalism.

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LEARNING AND DEVELOPMENT

Launch of DE&S Catalyst Leadership programme

Over 20 high potential staff from DE&S have been nominated onto Catalyst – a development programme that will provide participants with opportunities to further develop leadership skills and engage with the transformation programme.

The programme has been designed specifically for DE&S and is aimed at Band B and OF5 staff that have the aspiration and potential to fulfil future senior leadership roles and become ‘Catalysts for change’ in the transformation of DE&S. Defence Academy are working together with the DE&S HR Leadership and Talent team to deliver this programme.

Catalyst is a twelve month programme that includes 4 x 2 day residential modules at Beckett House, individual coaching, 360 degree feedback, mentoring and action learning sets. The programme was established at the request of the DE&S Executive Board to ensure that our own internal talent is developed and supported to

reach senior positions across the organisation. This is the first cohort to participate in the DE&S programme and later this year the

programme will be evaluated to determine the future needs and approach to leadership and talent development across DE&S.



Catalyst Leadership Programme - 18 - 19 June 2015

Back Row L to R: Tim Barnard, Mark Gayfer, Graham Hyndman, Tom Manson, Simon Andrews, Paul Shipley, Dale Coxon, Ross Richards
Middle: Craig Shobbrook, Ann Mackie, Chris Dell, Paul Lloyd, Mick Brown, Steve Goodbourn, Darren Crook, Wendy Bradbury, Charlie Hazeldean
Front: Heber Ackland, Paul Dailey, Sarah Rydon, David Ball, Wendy Edwards, Paul Atfield, Susan Retallick, David Easton

Future-Proofing the Military: Sustainable Procurement Symposium: 1 Oct 2015

An impressive line up of national and international speakers will be lending their weight to the ‘Future Proofing the Military Symposium’ which is taking place in the CFB at Abbey Wood on 1 October 2015.

This is MOD’s annual event on the challenges and benefits of planning and delivering sustainable operational capability.

The Symposium provides an opportunity to understand and discuss energy security and other threats to military capability including the importance of key materials and ensuring supply chain resilience.

Jonathan Slater, DG HOCS will provide the keynote address and other presenters include Rini Goos – Deputy Chief Executive European Defence Agency, R Adm James

Morse, R Adm John Kingwell and representatives from Jaguar Land Rover and Rolls-Royce.

Future Proofing the Military is aimed at all functions from the acquisition community including; policy managers, capability sponsors, requirements managers, engineers, project managers and commercial staff at band C, B, 1-star level and military equivalents including OF3 to OF6.

The conference will also include an exhibition which will provide delegates with an opportunity for networking as well as engaging in senior panel discussions.

The programme and other details are on the conference intranet site.

To register or for more information, please e-mail DESTECH-QSEPEnv@mod.uk

Modernising Defence Logistics through Policy Transformation with Richard Hamber

The Defence Authorities for Logistics have transformed text based JSP policy documents into web-based Process Flow Diagrams. Accessible through the Defence Logistics Framework on the Defence Gateway, it will be simpler, clearer and easier for end users to access Logistics and Engineering Support policy.

This change is part of the Cabinet Office agenda: Digital by Default, which has shown that other government departments are significantly reducing the cost of each service transaction whilst also improving the quality of their services to end users.

The changes in the Support Chain Environment, including a range of Support Solutions, have increased the complication and complexity of managing the delivery of Military Outcomes. To make sense of these changes and to provide a baseline, the JSPs were reconfigured around the processes underpinning the delivery of Logistics and Engineering support.

A further consideration is our dependency on the information which underpins the processes. Mapping this ensures we can develop information services where data is available to drive transactional performance improvements, compliance is easier, and the policy is transparent to an end user.

Future changes to policy within the DLF will benefit from taut configuration management through a work flow tool (Remedy). The DLF will allow an understanding of the consequence of a proposed change to policy across DLODs. Change can be considered around people, process and technology and synchronised with the training pipeline and the underpinning information system.

The approach has been recognised externally having just won the UKCeB Innovation Award at Defence Information 15.

For more information: JSP886 -The Defence Logistics Support Chain Manual
<http://defenceintranet.diif.r.mil.uk/Reference/DINsJSPs/Pages/JSP886-TheDefenceLogisticsSupportChainManual.aspx>



Picture: Andrew Linnet

HUMAN FACTORS INTEGRATION ANNUAL SYMPOSIUM 2015

On the 21st of May 2015, MOD Abbey Wood played host to the annual Defence Human Capability Science and Technology Centre's Human Factors Integration Symposium.

A packed lecture theatre listened to Brigadier Fiona Gardner, CBE, Head of Strategy for Chief Defence People, deliver a keynote briefing which highlighted the importance of designing equipment and systems around people.

The audience, which comprised MOD staff, Industry suppliers and representatives from Academia, were presented with research briefings on a wide range of topics including, manning for the future Maritime Underwater Future Capability, the human issues associated with Unmanned Air Systems and the human factors challenges associated with dismounted close combat. An update was also provided on emerging Human Factors Integration policy and the important role that DE&S personnel play in informing

both MOD's future research programme and its policy.

The event was also the occasion when the 4th "H" Award for Outstanding Contribution to Human Factors Integration was presented. The award, which is in memory of Humphrey Rowbotham who help to establish the HFI group within DE&S, was awarded to Steve Harmer of BMT with the presentation being made by Brigadier Steve Vickery (Late Royal Corps of Signals).

During the breaks, attendees created a real buzz of energy when discussing Human Factors with several of the exhibitors who had set up stalls in the SI suites. The event was deemed to be a great success and plans are already in hand for next year's symposium.

For further information on the DHCSTC research contact DHCSTC@baesystems.com.

For information about DE&S HFI team contact destech-eghfi-team@mod.uk.

