



Ministry
of Defence

de&s

August 2017

Issue 109

desider

the magazine for defence equipment support



Royal International Air
Tattoo round-up special

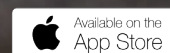
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Pictured: Two RAF pilots on the wing of a Hawk aircraft at RAF Fairford

desider

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FOREWORD

By Tony Douglas, CEO

I had the great pleasure of attending BAE Systems Govan shipyard in Scotland last month to witness Defence Secretary Sir Michael Fallon start manufacture on the Type 26 warship.

In all there will be eight of these advanced Anti-Submarine Warfare frigates that will provide essential protection to our nuclear deterrent and aircraft carriers.

Only a few weeks earlier in Rosyth HMS Queen Elizabeth had gone on sea trials to worldwide acclaim and there was further excitement in Govan when Sir Michael pushed the button to start the steel cut on the first of these exceptional Type 26 frigates. Such a simple act to signal such an extraordinary moment.

This was another huge step forward and the DE&S project team behind Type 26 should be extremely proud of their achievements so far.

Talking of achievements, I was heartened last month to hear that many DE&S staff have been going above and beyond to spread the word of this excellent organisation.

Numerous members of the Unmanned Air Systems (UAS) and Fast Air Support Team (FAST) project teams gave up many hours of their own time to support this year's UAS Challenge, which is organised by the Institution of Mechanical Engineers (IMechE).

They make up 15 members of the team of 27 that organise and judge the event, which is aimed at developing professional engineers and inspiring the next generation. Their dedication is a credit to DE&S and will hopefully attract future employees.

I was pleased too to hear that DE&S again had a strong presence at Bristol Pride promoting the organisation and the opportunities on offer. I am delighted to hear this was our most positive year yet and that there was significant interest in DE&S and what roles are available.

This determination to increase awareness of DE&S as far as possible will ensure that we can recruit the best talent available.

Elsewhere DE&S apprentices from Defence Munitions Gosport have been showing off their talents. Staff at the Centre of Excellence in Engineering, Manufacturing and Advanced Skills Training (CEMAST) were so impressed with the model the apprentices made of a Sopwith Camel that they were asked to make another one to present to Princess Anne when she visited the college. I understand the team dedicated 300 hours over the preceding nine weeks to the task and that the finished brass model was truly impressive.

Other milestones that are worthy of note this month include the signature of a six year contract worth £48 million to provide world-leading military flying training to Apache attack helicopter crews out to 2023.

There has been a £40 million investment in cutting-edge technology to improve the defence of the RAF's Typhoon fighter jets which will see the aircraft's Defensive Aids Sub System (DASS) upgraded.

And there were several announcements at this year's Royal International Air Tattoo (RIAT) including a £110 million contract to replace the centre wing box for the RAF's Hercules C-130J aircraft and a £9.5 million contract to provide Typhoon pilots with the latest cockpit technology so simulation exercises prepare them as thoroughly as possible for front line combat.

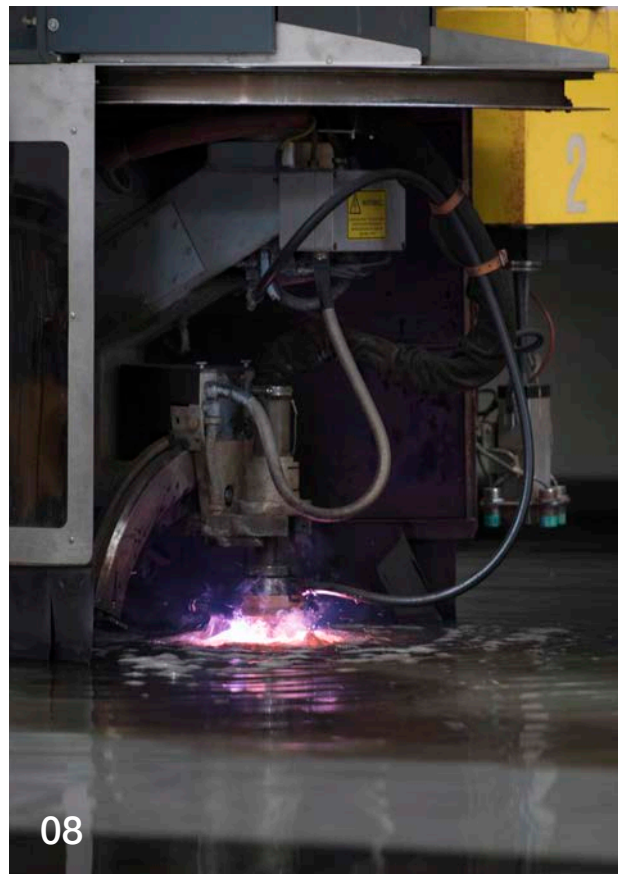
Keep up the good work!

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AUGUST 2017

Inside this month

Nigel Shaw, DE&S' new Chief Information Officer, talks to Desider about getting to grips with his role, his first impressions of the organisation and developing an IT structure for the future



— “ —
Setting the future IT strategy and having a clear view of what IT should look like within DE&S is what I'm looking forward to the most
— ” —

Picture: Jack Eckerley

I joined DE&S on July 3, 2017, on appointment to Chief Information Officer (CIO).

This is my first introduction to working within the MOD and it's been a whirlwind start. I've spent a lot of time meeting key people across the organisation, learning about the business and current IT landscape and also finding my way around the Abbey Wood site. An early conclusion is that we need an app for navigating the site!

The scope of the CIO role is now wider than it was in the past. As well as managing our existing CIO team, I'm also leading the Information Management & Information Technology (IM&IT) function.

It's an exciting opportunity and one that I can really get my teeth into.

I see my team driving six key change streams: refreshing the future strategy for IM&IT; delivering the key projects, such as P3M and MODNET Exploitation; stabilising our IT service delivery; ensuring security and our protection against cyber-attacks; setting the right governance and compliance; and

ensuring we have the right people in the right positions to achieve all of this.

Setting the future IT strategy and having a clear view of what IT should look like within DE&S is what I'm looking forward to the most. There's already been a lot of good work made in this area which we can build on. The business is constantly changing, with increasing financial demands and constantly evolving technology.

As such, this isn't something you can do once and then leave in the drawer.

Every IT strategy needs refreshing regularly and it's something we absolutely must get right during this year, so that we can go into the next financial year (18/19) with a clear, funded strategy.

One of the things that attracted me to DE&S was the clear vision of the ongoing transformation programme. Transformation is absolutely needed in IM&IT and it's my responsibility to enable this to happen.

My staff know significant improvements are required and I've been impressed by their desire to do something about it. Establishing

the function, making sure it's correctly resourced and giving staff clear objectives are all crucial elements in helping us achieve our aims over the coming year.

Of course, this isn't the first time I've worked for such a large and complex organisation. Prior to joining DE&S, I worked for 30 years on the supply side of the IT industry, with 25 of those spent delivering government contracts. I've looked after the IT estates for some demanding customers, including the Met Police around the time of the 7/7 bombings. Helping them respond to those events through the provision of extra IT support and thereafter improving their intelligence systems has been one of my proudest achievements.

Now, my overriding objective as CIO is to help us improve the support we provide to the Armed Forces. Having the ability to make a difference to those on the front line defending our country is a great honour and something I'm very much looking forward to being a part of during my DE&S career.

Apache contract signed

Apache attack helicopter crews are set to benefit from a new multi-million investment by the Ministry of Defence (MOD), which will ensure they continue to receive world-leading military flying training out to 2023.

A six year contract worth £48 million has been signed with Aviation Training International Ltd (ATIL) to provide the training.

The contract with ATIL will sustain around 70 jobs with the company and will see around 700 personnel put through their paces to complete training courses each year at Army Air Corps Middle Wallop and Wattisham.

The courses will draw on a range of techniques to deliver world-leading instruction, from classroom learning and training on simulators, which will prepare personnel to join operational squadrons.

Under the contract, all personnel who work on Apache – from the pilots to the teams who maintain the helicopter – will be taught about

the ins and outs of their roles.

For ground crew, training will include ground-handling, refuelling and rearming the Apache helicopter, while ATIL will also provide a range of courses designed to provide aircraft, avionics and armament engineering staff with the necessary skills to keep an aircraft as complex as the Apache flying.

Air Vice-Marshal Graham Russell, Director Helicopters at DE&S said: “Our job at DE&S is to make sure our front line forces have the right equipment, training and support to enable them to deliver their challenging missions and tasks.

“This contract provides the full suite of training services and equipment to enable Apache aircrew, ground-crew and technicians to train together the same way they work together at the front line, thus ensuring that the Army Air Corps delivers the most

effective battle-winning attack helicopter capability. The contract also highlights just how successfully DE&S and industry can work together to deliver the very best cost-effective capability for our military customers.”

The Apache helicopter, operated by the Army Air Corp, is a vital part of the British Army’s force. The aircraft can operate in all weathers, day or night, and detect, classify and prioritise up to 256 potential targets in a matter of seconds. It carries a mix of weapons including rockets, Hellfire missiles and a 30mm chain gun, as well as a state of the art fully integrated defensive aid suite.

From 2022, a new AH64E model of the helicopter will begin to enter service with the British Army: the new aircraft can carry more weapons while being more fuel efficient, allowing the Apache to operate in more demanding conditions for longer durations.



Our job at DE&S is to make sure our front line forces have the right equipment, training and support to enable them to deliver their challenging missions and tasks

Graham Russell
Director Helicopters



Pictured: An Apache during a demonstration for the Royal International Air Tattoo (RIAT) at RAF Fairford in Gloucestershire last month

Type 26 steel cut at Govan: a



Pictured: DE&S CEO Tony Douglas arriving at Govan
 Right: BAE Systems' workers await the steel cut, Defence Secretary Sir Michael Fallon extols the virtues of the Type 26 class frigates

DE&S CEO Tony Douglas joined Sir Michael Fallon in Glasgow to witness the Defence Secretary ceremoniously signal the start of work on the Royal Navy's Type 26 Frigates.

Sir Michael pressed the button to begin the steel cut, at BAE System's Govan shipyard, of the first three frigates and revealed that the name of the first ship would be HMS Glasgow which would enter service with the Royal Navy in the mid-2020s.

In total eight of the new generation of cutting edge frigates will be built as part of a programme that will sustain 4,000 jobs in Scotland and across the wider UK supply chain for two decades.

The first three ships are being built under a £3.7 billion contract signed at the beginning of July. The contract includes the manufacture of

the frigates as well as remaining development costs for the class and perform required modifications to the Govan and Scotstoun shipyards.

Tony was joined at the event by Chief of Materiel (Ships) Sir Simon Bollom, Director Ships Acquisition Henry Parker and Type 26 Programme Team Leader Mike Holstead.

"This is a very proud moment for all of those who have worked so hard to get the manufacture of the Type 26 underway," Tony said during his visit to Govan.

"With the first steel cut in Scotland and further work spread out across the UK supply chain the Type 26 programme is truly a national endeavour harnessing all our skills and knowledge to produce the best possible ships for the Royal Navy."

The Type 26 is an advanced Anti-Submarine

Warfare frigate that will provide essential protection to our nuclear deterrent and aircraft carriers, building on the pedigree of the Royal Navy's current Type 23 frigates.

Its flexible design will allow its weapon systems to be adapted throughout its lifespan to counter future threats. The Type 26 benefits from the latest advances in digital technologies, including 3D and virtual reality, which ensures that the ship's design is refined earlier in the process.

Sir Simon said: "This was truly a momentous event. The contract placed with BAE Systems is best practice and a phenomenal achievement by the project team.

"The team should be very proud of this achievement. The deal they have done is innovative and delivers for both the Royal Navy and the vibrant workforce that we have

A proud moment for DE&S



— “ —
 This is a very proud moment
 for all of those who have
 worked so hard to get the
 manufacture of the Type 26
 underway

Tony Douglas
 DE&S CEO

— ” —



Pictures: Jack Eckersley

up here.”

Henry said: “This was a really key date for DE&S in what is a nationally important project that will employ thousands of people at its peak.

“I am incredibly proud of what the team at DE&S has achieved and now we are chomping at the bit to get on with it, it’s incredibly exciting.

“Making warships is the biggest team game on the planet and the role of DE&S in controlling that activity is extremely important.”

Mike added: “I was delighted to attend the steel cutting ceremony for HMS Glasgow and witness the Secretary of State for Defence cut steel on the first Type 26 Frigate. This has been a massive team effort and I would like to pay tribute to the considerable amount of

hard work and commitment from the Ship Acquisition T26 team, wider DE&S, Navy Command and BAE Systems to make this key milestone possible.

“I’m sure I speak for all involved in the Type 26 Programme, both past and present, in expressing considerable pride as we now begin the process of manufacturing these highly capable vessels.

“This is a ground breaking contract that incentivises all parties to perform, it will enable us to demonstrate DE&S transformation in action and is a fantastic opportunity for continued learning and sharing of best practice amongst the Exemplar Project community.”

As a world-class ship, the Type 26 has strong export opportunities. BAE Systems and the MOD are exploring these, with interest from international customers including Australia

and Canada.

Defence Secretary, Sir Michael Fallon said: “The steel cut marked a historic milestone for the Royal Navy, Scottish shipbuilding and UK Defence more widely. HMS Glasgow and the other seven frigates in this new class will protect our powerful new aircraft carriers and nuclear deterrent, helping keep Britain safe across the world.

“The Type 26 is a cutting-edge warship that will maintain our naval power with a truly global reach. Designed for a service life of at least 25 years, the Type 26 frigates will form a backbone of the future Royal Navy surface fleet well into the future.”

NEWS IN BRIEF

SHIPS TEAM BREAKS GROUND

The DE&S Maritime Combat Systems' Underwater & Electronic Warfare (UEW) team have taken the first step towards transforming maritime control capabilities in the territorial waters around Gibraltar.

Commander British Forces Gibraltar, Cdre Mike JD Walliker OBE, broke ground to formally begin construction of a new infrastructure that will deliver new and enhanced around-the-clock capability to protect the sovereignty of the British waters.

The infrastructure is planned for completion in 2019, with equipment for the infrastructure

being supplied as a result of a competitive tendering process, which is currently underway.

The combined result of these projects will establish a secure hub for a network of sensors around Gibraltar.

In addition to the main objective of the project, interim benefits have been implemented by UEW and Special Projects (SPFCM) teams. As well as new detection capabilities, the facilities will enhance the RN search, rescue and anti-smuggling operations in Gibraltar and improve co-ordination with response assets.



POPPY APPEAL 2017 LAUNCHED



This year's Bristol Poppy Appeal will mark the 35th anniversary of the Falklands Conflict.

The 74-day conflict between April 2 and June 14 1982 will be remembered by putting up International Signal Flag Hoists around DE&S sites across the UK.

The Flag Hoists will be created by DE&S teams, as well as schools, colleges, universities, clubs and local businesses. They will be displayed at DE&S sites and at Cabot Circus on Bristol Poppy Day, on Thursday, November 2.

DE&S teams will have the opportunity to sponsor their own Flag Hoists with all money going

to the Poppy Appeal.

MOD Abbey Wood Poppy Appeal organiser Chris Della Porta said: "The signal flags are very symbolic for all services involved during the conflict and were present on the Task Force ships as they returned to Portsmouth and Southampton from July to September 1982.

"The ultimate aim is to raise £10,000 for the Poppy Appeal through the Flag Hoists alone."

Last year DE&S raised more than £17,000 for the Poppy Appeal. For information contact Andy Markham at DESLD-BristolPoppyDay@mod.uk

KEY DEFENCE EVENT ON ITS WAY

Defence and Security Equipment International (DSEI) takes place at ExCeL in London between September 12 and 15.

The world-leading defence and security event will play host to more than 1,600 exhibitors from around the world, along with more than 34,000 global visitors, including military and government officials, academia and members of industry.

This year the programme of international VIP speakers includes Sir Michael Fallon, Secretary of State for Defence, and Harriett Baldwin, Minister for Defence Procurement.

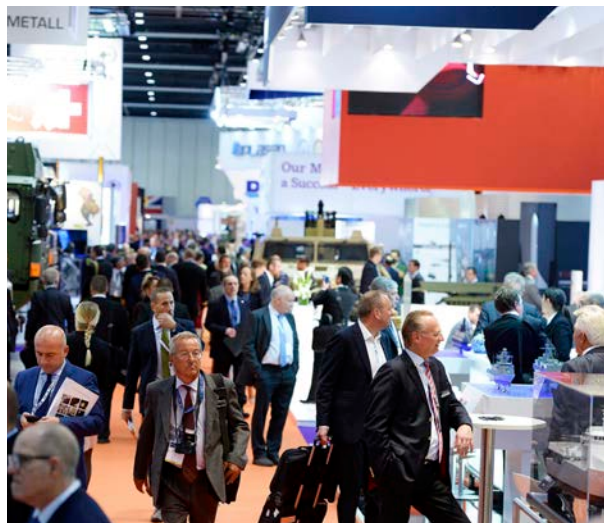
There will be Air static displays with a range of aircraft including Tornado GR4 and Apache and, due to DSEI's waterside location, there will be visiting warships

including a Type 23 Frigate.

New this year is the Joint Zone, hosting a range of global businesses providing capabilities across the Single Services, Special Forces and humanitarian organisations and an Innovation Hub providing an opportunity for companies to demonstrate their emerging technologies.

The Land Zone remains the biggest at the event, while there will also be military medical demonstrations and national pavilions featuring numerous global companies.

DE&S staff wishing to attend must register at www.dsei.co.uk/DEANDS. Return coach travel is available from MOD Abbey Wood but must be booked. This will be advertised via the intranet.



BRIMSTONE FIRST LIVE FIRING

The first live firing of MBDA's Brimstone air-to-surface missile from a Eurofighter Typhoon has been successfully completed with the help of DE&S.

The trial, announced at the Royal International Air Tattoo (RIAT), is part of work to integrate the Phase 3 Enhancement (P3E) package for Typhoon, which will also deliver further sensor and mission system upgrades.

The P3E package is part of Project Centurion – the programme to ensure a smooth transition of Tornado GR4

capabilities on to Typhoon for the Royal Air Force.

The firing was conducted from BAE Systems' Military Air & Information site in Warton, Lancashire, using UK Typhoon Instrumented Production Aircraft (IPA) 6, with support from the MOD, DE&S, MBDA, QinetiQ, Eurofighter GmbH and the Eurofighter Partner Companies – Airbus and Leonardo.

The initial firing follows completion of a series of around 40 carriage trials earlier this year.

For more on RIAT see page 23



MERLIN BACK FROM WORLD TOUR

Two Merlin Mk3a helicopters from 845 Naval Air Squadron (NAS) have returned after five months at sea covering 27,000 miles and visiting 13 countries embarked in the French Ship Mistral.

During that period 845 NAS trained with US, French and Japanese forces as part of Jeanne d'Arc 17, a multinational training mission, crossed the Mediterranean Sea, Red Sea, Indian Ocean, South China Sea and the Pacific, and visited ports that included Mumbai, Ho Chi Minh City, Darwin and Colombo.

Captain Kieran O'Brien, DE&S Merlin Team Leader, said: "This extraordinary deployment required exceptional effort from the DE&S Merlin Project Team to provide the ship operating clearances to enable 845NAS to embark its Merlin Mk3a's

in French Ship Mistral and to support the deployment with engineering advice and logistics support."

Six Merlin Mk3a helicopters are part of 25 Merlin aircraft that are covered under the DE&S Merlin Life Sustainment Programme (MLSP) which will all undergo a full suite of modifications before appearing on the military register as two new aircraft Mk3 – Mk4 and Mk4a.

Landing at the Royal Naval Air Station Yeovilton the Squadron personnel were met by their families and new Commanding Officer (CO), Commander Robert Bond.

The returning personnel now go on leave, before returning to prepare for future embarkations in the Royal Navy's new aircraft carriers, HMS Queen Elizabeth and HMS Prince of Wales.



ARMY WARFIGHTING EXPERIMENT



Organisers of the Army Warfighting Experiment (AWE18) have asked companies and innovators to express their interest in taking part.

The DE&S Technology Office are managing AWE18 on behalf of Army's Head of Capability Combat, allowing major companies, Small and Medium-sized Enterprises and even 'innovators in their garden shed' to show off their wares.

The event, this time focusing on a wide range of Robotics and Autonomous Systems (RAS), aims at helping inform Army Headquarters when it comes to future procurement decisions.

Major Mike Lavelle, DE&S Tech Office Requirements Manager, said: "AWE 18 is an exciting opportunity to work alongside industry partners to develop MOD's understanding of Autonomous and Robotic systems and to help industry develop their products to meet our future requirements."

The final large scale AWE experiment and demonstration takes place in autumn 2018.

After expressing an interest a guide and templates must be submitted by September 1. For further information contact DESTTECH-AWE-RASCommercial@mod.gov.uk"

Front Line Focus

Desider spoke to Viking squadron and the Royal Marines in Taunton to see what they think about the revamp carried out by DE&S on the armoured vehicles last year

In April last year the Royal Navy's fleet of amphibious all-terrain vehicles – Vikings – reached full operational capability (FOC) after a three and a half year journey.

In total 99 amphibious Viking vehicles, used extensively by the Royal Marines, were regenerated under a £37 million contract secured by DE&S with BAE Systems.

The revamp saw the vehicles fitted with new mine blast protected hulls designed to offer additional defence should they encounter an explosive device.

In addition the entire fleet has had improvements made to its braking and suspension systems.

The forward cabins of all 99 vehicles were fitted with a Protected Weapon Mount (PWM) which pivots 360 degrees and can be used with either a 12.7mm Browning heavy machine gun or a 7.62 general purpose machine gun. Nine Viking vehicles have also been upgraded to allow the firing of an 81mm mortar from the vehicle.

The vehicles can be propelled through water, both sea and in-land water ways or landed from a landing craft onto the beach. Their versatility across tough terrains was put to use when deployed on operations in Afghanistan.

Viking Squadron (VS) is a dedicated Royal Marine Squadron based at Bovington Garrison

in Dorset that is part of Commando Logistic Regiment RM.

They provide intimate, integrated Protected Mobility support to 3 Commando Brigade through the training, generation and deployment of specialist Viking Troops with the Lead Commando Group.

Captain Ed Talbot Royal Marines, 1st Viking Troop Officer Commanding, said: "The vehicles were in need of serious overhaul following the high operational



Pictured: A Royal Marine's Viking amphibious vehicle under the Mojave Desert night sky in North America.



Picture: iPhoto Joe Pouse



Pictured: Taunton-based Royal Marines, Patrick Daniel, Corporal James Caisley and Mikey Greenwood

Picture: Charlie Penham



tempo in Afghanistan, and the upgrades have substantially enhanced our capability in all climates.

“The additional mine blast protection and new seat design give both us, as vehicle operators, and the embarked personnel greater confidence in the vehicle’s resilience when in high threat areas. As a result we can use the terrain to our advantage when manoeuvring around the battlefield, rather than being constrained to ‘safe’ routes. Similarly, the Protected Weapons Mount offers the vehicle commander greater protection against small arms fire from any direction.

“There is always a trade-off between protection and manoeuvrability but the measures implemented have been highly successful”

Members of Charlie Company, 40 Commando Royal Marines, based at Taunton have recently used Viking on exercise in Norway and Salisbury Plain.

Royal Marine Corporal James Caisley said: “Viking is a brilliant off road capability. If you have got to get somewhere you don’t want to get stuck or you know it’s rough terrain then you want to be in the back of a Viking which offers both IED protection and a 4 x 4 capability.

“It can also get into the heart of battle to offer troops fire support and be integrated with them. If anything we could do with more but they are a valuable asset so get sent all over the place.

“The team at DE&S have definitely done a good job.”

Royal Marine Mikey Greenwood works as part of the Fire Support Group (FSG) and has

had extensive experience of Viking vehicles, most recently during Exercise Joint Viking in Norway.

“I certainly would not have been without Viking in Norway,” he said.

“It was deep snow and Viking dealt with the terrain very impressively. It also had heaters in the back which at temperatures of -24 degrees was incredibly welcome and being able to melt

were used a lot for casualty evacuation and are excellent because they can get right onto the battle field to extract the casualty.

“This was good both for the patient as they were taken to be treated safely and for the guys who didn’t have to form a working party to do it which it not as safe for the patient and makes those evacuating the casualty vulnerable as well.

“In addition they can be used to transport troops with heavy equipment to ensure we are not only protected over open ground but are also not fatigued when we arrive.”

Nick Hobbs, of the DE&S Vehicle Support Team, said: “I am delighted to hear that the regenerated Viking has been well received by the Royal Marines. Although those responsible for the Viking Regeneration project have since left the project team I can speak for their dedication and passion in ensuring that the platform met the expectation of Navy Command.

“The team responsible for the in-service support of Viking remain dedicated in providing unconditional support and will continue to drive improvements whilst keeping safe operation at the forefront of our minds.”

The Regeneration Programme currently secures the vehicle’s service life until 2024 with an option to further extend that date until 2034.

— “ —
The team responsible for the in-service support of Viking remain dedicated in providing unconditional support and will continue to drive improvements whilst keeping safe operation at the forefront of our minds

Nick Hobbs
 DE&S Vehicle Support Team

— ” —
 water and cook food made our roles far more sustainable and kept up morale.”

Royal Marine Patrick Daniel recently took part in Exercise Wessex Storm on Salisbury Plain where Vikings vehicles were used extensively.

He added: “During the exercise Vikings

Pictured: A RAF Typhoon takes to the skies at the Royal International Air Tattoo (RIAT) last month

Cutting-edge technology for Typhoon



DE&S CEO Tony Douglas highlighted the importance of the organisation's close working relationship with industry following the revelation that around £40 million would be invested in cutting-edge technology to improve the defence of the RAF's Typhoon fighter jets.

Defence Secretary Sir Michael Fallon announced the significant investment last month, which will also sustain over 100 highly skilled British jobs.

The contract award, announced at the Airpower Conference in London, will benefit BAE Systems as the prime contractor and Leonardo as the main equipment supplier. Leonardo will upgrade the aircraft's Defensive Aids Sub System (DASS).

The DASS will upgrade the way the aircraft protects itself from a full range of threats, including enemy aircraft and missiles launched from the ground, enabling it to continue carrying out successful missions like protecting Britain's skies as part of Quick Reaction Alert and defeating Daesh in Iraq and Syria as part of Op Shader.

Tony said: "This contract is the product of close cooperation between MOD and Industry and comes at an incredibly productive time for Typhoon which has also seen a new package of advanced weapons, software and avionics enhancements being tested by Royal Air Force pilots.

"This upgrade will ensure Typhoon can identify and defeat known and emerging threats and shows that the MOD is committed to ensuring our Armed Forces have the best equipment and technology available to them."

Running over a two year period, the contract will sustain 65 high-value jobs at Leonardo's site in Luton, as well as 41 jobs at BAE Systems in Warton, Lancashire.

The contract comes as Royal Air Force pilots test advanced weapons and software upgrades



This contract is the product of close cooperation between MOD and Industry and comes at an incredibly productive time for Typhoon

Tony Douglas
DE&S CEO



for the Typhoon.

Defence Secretary, Sir Michael Fallon said: "Our Armed Forces face ever-evolving threats so we must invest in cutting-edge technology to ensure they can operate in hostile theatres. Our growing Defence budget and £178 billion

equipment plan makes this possible; giving UK forces the defences they need to protect them, their kit and the people of Britain.

"The RAF's Typhoon jet is already a state-of-the-art combat aircraft that protects the UK both at home and abroad, but today's announcement is a clear example of how it is being continually enhanced and upgraded so it remains as effective tomorrow as it is today."

The Typhoon, which provides a Quick Reaction Alert to help protect the UK, is expected to operate in a range of hostile environments with the Defensive Aids Sub System providing a set of self-defence sensors and countermeasures which detect and evaluate potential threats and automatically deploy the most effect countermeasure.

The Defensive Aids Sub System includes Electronic Support Measures, missile warning, on-board electronic countermeasures and towed radar decoys.

The Typhoon force is currently operationally based at RAF Coningsby in Lincolnshire, RAF Lossiemouth in Scotland and the Falkland Islands.

For more major announcements in the Air domain see RIAT on pages 24&25.

Apprentices' royal honour

DE&S apprentices from Defence Munitions Gosport presented Princess Anne with a brass model of a Sopwith Camel during her visit to their engineering college in Hampshire.

Project leader George Ballard and fellow apprentices Thomas Brading, Ashley Biginton, Joseph Salmon and Matthew Harrison met the Royal when she paid a visit to the Centre of Excellence in Engineering, Manufacturing and Advanced Skills Training (CEMAST) campus at Fareham College.

The campus is built on the grounds of the former Royal Naval Air Station (HMS Daedalus) which closed down several years ago.

To pay tribute to the fact the first bi-plane to have been flown from Daedalus was a Sopwith Camel, the Gosport apprentices made one as a project for part of their Apprenticeship NVQ framework.

And so impressed were staff at CEMAST that they asked the apprentices to make another one that could be presented to the Princess Royal when she attended as part of the Daedalus Airfield's 100 year celebrations last month.

Design and build of the Sopwith Camel for the Royal visitor took around nine weeks in total, with the DE&S apprentices dedicating about 300 hours to the task.

Ashley, a DE&S Level 3 Mechanical Engineering Apprentice, added: "The Sopwith Camel was the first aircraft commissioned on Daedalus so we thought it would be the perfect gift for this important occasion. We enjoyed working on the project together and all played important roles to get it done. I was proud to present the gift to Her Royal Highness during the celebration."

The Royal visit consisted of a guided tour around the campus, escorted by Principal



and Chief Executive Nigel Duncan. The Princess Royal had the opportunity to observe teaching and learning taking place in several different learning environments, view practical activities, and talk to students and staff about their experience and planned careers.

Her Royal Highness was also introduced to a number of students and staff, including Young Engineers, Student Representatives, and a team of apprentices.

Mr Duncan said: "We are absolutely

delighted that HRH The Princess Royal took time out of her busy schedule to visit CEMAST. The visit gave our students and apprentices the opportunity to demonstrate to HRH the quality of technical training they receive and some of the advanced skills they gain on their apprenticeships and courses."

Below: DE&S apprentice and project leader George Ballard presents Princess Anne with the model (see above) of the Sopwith Camel as fellow apprentice Ashley Biginton looks on



DE&S staff give their time to i

A host of DE&S staff - dedicated to developing young talent - supported this year's Unmanned Aircraft Systems (UAS) Challenge, organised by the Institution of Mechanical Engineers (IMechE).

The event, first held in 2014, was held at Snowdonia Aerospace Centre and is considered the leading annual student competition in the aerospace sector and is aimed at developing professional engineers and inspiring the next generation.

Undergraduates from around the world are invited to take part and try and win an award. This year saw many countries enter teams including Turkey, India and Pakistan.

The year-long project sees teams undertake a full design and build cycle of a UAS with specific mission objectives. It culminates in the summer with a 'fly-off' where teams have to simulate a humanitarian aid mission and drop two aid packages onto two targets.

DE&S provide a remarkable 15 members of the team of 27 that organise and judge the event and give many hours of their own time to ensure the event is a success.

— “ —
 This is a very valuable event for DE&S to be heavily involved in as it has a host of advantages both for undergraduates and the DE&S workforce

Kerry Fletcher
 DE&S UAS team

— ” —
 This comprises 11 members from the UAS Team, 2 DE&S UAS apprentices and 2 members of the Fast Air Support Team (FAST) Project Team including Air Commodore Paul Lloyd, the Chair of the IMechE Aerospace Division.

They hold pivotal roles in the process including project manager, safety manager and independent safety auditor as well as scrutineer, co-ordinator and timekeeping.

Air Cdre Lloyd said: "Students spend many months designing, building and testing their Unmanned Aircraft Systems in the build up to this excellent event which gives them an insight into the exciting and rewarding world of working in aerospace engineering.

"I must also pay tribute to all those - including a host of DE&S staff - who willingly give up their time to make this event such a success. Without you it would not be possible."

Kerry Fletcher, of the DE&S UAS team, chairs the steering group and is project manager.



Pictured: One of the team's UAS is prepared for launch
 Below: A team works on their creation, and (bottom right) some of the numerous DE&S staff who gave up hours of their time to ensure the UAS Challenge was a success

She said: "This is a very valuable event for DE&S to be heavily involved in as it has a host of advantages both for undergraduates and the DE&S workforce.

"It promotes teamwork in a fun atmosphere while giving individuals real responsibilities in a highly charged real-time environment.

"It also increases everyone's awareness of air safety and is a great for networking and spotting future talent for my and other teams in DE&S."

One of the teams to take part were the University of the West of England which is based in Bristol near MOD Abbeywood.

Team member Ciara Tang, a MEng Aerospace Engineering student, said: "It has



inspire the future generation



been a valuable learning experience which has given us an insight into the world of engineering and processes related to aircraft development”.

QinetiQ provided Snowdonia Aerospace Centre as the venue for this year’s Unmanned Aircraft Systems (UAS) Challenge.

Phil Briggs, Lead Project Engineer, QinetiQ, said: “We’re proud to lend our UAS expertise and facilities to give these young engineers an enjoyable and eye-opening experience.”

IMechE’s Rod Williams, Chief Scrutineer of the UAS Challenge, added: “Hopefully, this gave teams a chance to see the opportunities available and confirm their intent to work in the industry on graduation.”





Pictured: Barry Burton (third from right), Abbey Wood Head of Establishment with some of the voluntary Mental Health First Aiders

Mental health matters

The DE&S Executive Committee at MOD Abbey Wood (ABW) has underlined its determination to support staff suffering with mental health issues by signing the Time to Change Pledge.

The pledge, signed by ABW Head of Establishment Barry Burton, emphasises a commitment to remove the stigma and discrimination attached to mental health in the workplace.

It came after five years' work in the field of mental health and wellbeing on site and is a pledge to continue working to improve the situation for staff across the organisation.

DE&S Abbey Wood now has approximately 50 Mental Health First Aiders and other Defence organisations including Defence Infrastructure Organisation (DIO) and Defence Business Services (DBS) are investigating the Mental Health First Aider initiative.

These volunteer staff are similar to medical first aiders, in that they have a basic knowledge of most mental health conditions and the skills to step in and make a situation safe, protecting the individual at risk and providing next steps to seek suitable health providers.

Barry (pictured inset) said: "The Executive Committee is passionate about supporting

DE&S staff who may be suffering with mental health issues.



"With that in mind we held Health Days to identify issues staff were facing and to help us shape a way to go forward.

"There are many ways we can all help in making DE&S a healthier place to work and I hope staff will take advantage of schemes on offer including the Wellbeing, Stress and Resilience training package on Civil Service Learning."

Since signing the pledge during Health Day at MOD Abbey Wood in November last year the site stress awareness presentation has been updated to cover all aspects of mental health in the workplace, ensuring staff are aware they are in an environment where they can express their concerns and talk about mental health freely.

Previously DE&S Abbey Wood has embarked on a programme of information and education on all aspects of mental and physical health in the workplace.

It started with Health Days, in conjunction with the South Gloucestershire Council and other local and national providers including MIND and Time to Change.

Feedback from the initial Health Days showed that staff were exhibiting stress

symptoms and needed additional information on how to identify and combat stress.

This knowledge led to the creation of stress presentations, informing staff of all ranks and services how to identify stress and advice on how to deal with it.

These were combined with Mindful Lunches, a haven where art therapy was provided to calm over-active and stressed minds.

For more information contact Ross Hill (D S&EQT) who staff can find on the internal email system.



There are many ways we can all help in making DE&S a healthier place to work and I hope staff will take advantage of schemes on offer

Barry Burton
ABW Head of Establishment



FEATURE

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DE&S staff unearth 'priceless'

DE&S staff unearthed a priceless historical document while undertaking an audit in the information warehouse at MOD Boscombe Down.

Alan Stuart, of the DE&S Trials, Evaluation Services and Targets project team, discovered a hand written ledger outlining in detail the supply and maintenance logistics that supported Operation Overlord – which launched on D-Day June 6, 1944.

After finding the ledger last November Alan contacted the Information Manager for D Weapons – Dr Derek Shaw – and they established that the ledger had been put together by retired Lieutenant Colonel Keith Ferguson between 1955 and 1957.

Col Ferguson spent two and a half years detailing the minutia of the logistical operation listing all the deliveries of manpower and armoured vehicles to the beaches. The detail went as far down as to how much coal, potatoes, wheat and diesel were needed to keep

the troops on the front foot.

The ledger also includes details of supplies landing at French beaches and the French Channel ports once these were captured and freight movements to railheads across France and Germany to support the invasion of Germany.

Although unconfirmed both Alan and Derek believe that the ledger could have been put together as a 'learning from experience' document because of fears over a possible land war with Russia.

"It's a near complete logistical summary of Operation Overlord and would definitely have been compiled for a military purpose," Derek said.

"In the mid-1950s there was a lot of tension. The Second World War was a recent memory, and the Berlin Airlift of 1948 was painful indicator of Russia's intentions in the east of Germany.

"People were nervous and I think this document was put together in preparation of a possible land war and as a 'learning from

—“—
 With D-Day history we know what happened in a combat sense, but this shows us a breakdown of exactly how that mission was supported and enabled and that's very exciting

Alan Stuart
 DE&S Trials, Evaluation Services and Targets

—”—



Priceless historical document

experience' exercise."

Alan added: "With D-Day history we know what happened in a combat sense, but this shows us a breakdown of exactly how that mission was supported and enabled and that's very exciting."

"Speaking in academic terms it's a source document that is priceless and unique. You could build a 3D reconstruction of how D-Day and in fact the whole of Overlord was provisioned and supported using this information – it's got that level of detail."

"You have to be careful because once you start reading it becomes hard to stop – it's very addictive."

It is believed that although found by DE&S staff at a DE&S site the material is owned by the Defence Science and Technology Laboratory (Dstl).

Dominic Davies, Knowledge Management Lead at Dstl, said: "This collection represents an immensely rich source of reference for Defence Research and Procurement as well as historians. We are investigating where it will ultimately reside, but we are trying to ensure it is accessible to those who need to use it."

Derek added: "This is an internationally important document because it captures in detail an operation that changed the world. The ledger includes details of materiel supplied to American, Canadian and other forces throughout the operation. You can see the care taken putting it together. It is beautifully hand written throughout."

"This find was an emotional moment for everyone who was there when we found it, we immediately realised its importance and value."

Derek and Alan said they have been greatly supported by Dstl, the Air Historical Branch, Cranfield University and QinetiQ staff who manage MOD Boscombe Down on behalf of the MOD.

In keeping with DE&S Policy, The Public Records Act and Records Keeping duties after archive standard copies have been made and donated to various MoD institutions the ledger itself will be donated to the Imperial War Museum.

By making this and other material from this archive available to academics, DE&S will be able to support research in MOD that will enable it to enrich its own history and also to exploit its corporate memory and learn from its experiences.



IMPORT TONNAGES - DAILY LANDINGS										
TONNAGES DISCHARGED IN INDIVIDUAL BEACH SECTORS AND PORTS										
ASSAULT SECTORS										
I BRIT CORPS					SO CORPS					
'SWORD' SECTOR		'JUNO' SECTOR			'GOLD' SECTOR					
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D + 2	2	1,500	3,000	4,500	6,000	7,500	9,000	10,500	12,000	13,500
D + 3	3	2,000	4,000	6,000	8,000	10,000	12,000	14,000	16,000	18,000
D + 4	4	2,500	5,000	7,500	10,000	12,500	15,000	17,500	20,000	22,500
D + 5	5	3,000	6,000	9,000	12,000	15,000	18,000	21,000	24,000	27,000
D + 6	6	3,500	7,000	10,500	14,000	17,500	21,000	24,500	28,000	31,500
D + 7	7	4,000	8,000	12,000	16,000	20,000	24,000	28,000	32,000	36,000
D + 8	8	4,500	9,000	13,500	18,000	22,500	27,000	31,500	36,000	40,500
D + 9	9	5,000	10,000	15,000	20,000	25,000	30,000	35,000	40,000	45,000
D + 10	10	5,500	11,000	16,500	22,000	27,500	33,000	38,500	44,000	49,500
D + 11	11	6,000	12,000	18,000	24,000	30,000	36,000	42,000	48,000	54,000
D + 12	12	6,500	13,000	19,500	26,000	32,500	39,000	45,500	52,000	58,500
D + 13	13	7,000	14,000	21,000	28,000	35,000	42,000	49,000	56,000	63,000
D + 14	14	7,500	15,000	22,500	30,000	37,500	45,000	52,500	60,000	67,500
D + 15	15	8,000	16,000	24,000	32,000	40,000	48,000	56,000	64,000	72,000
D + 16	16	8,500	17,000	25,500	34,000	42,500	51,000	59,500	68,000	76,500
D + 17	17	9,000	18,000	27,000	36,000	45,000	54,000	63,000	72,000	81,000
D + 18	18	9,500	19,000	28,500	38,000	47,500	57,000	66,500	76,000	85,500
D + 19	19	10,000	20,000	30,000	40,000	50,000	60,000	70,000	80,000	90,000
D + 20	20	10,500	21,000	31,500	42,000	52,500	63,000	73,500	84,000	94,500
D + 21	21	11,000	22,000	33,000	44,000	55,000	66,000	77,000	88,000	99,000
D + 22	22	11,500	23,000	34,500	46,000	57,500	69,000	80,500	92,000	103,500
D + 23	23	12,000	24,000	36,000	48,000	60,000	72,000	84,000	96,000	108,000
D + 24	24	12,500	25,000	37,500	50,000	62,500	75,000	87,500	100,000	112,500
D + 25	25	13,000	26,000	39,000	52,000	65,000	78,000	91,000	104,000	117,000
D + 26	26	13,500	27,000	40,500	54,000	67,500	81,000	94,500	108,000	121,500
D + 27	27	14,000	28,000	42,000	56,000	70,000	84,000	98,000	112,000	126,000
D + 28	28	14,500	29,000	43,500	58,000	72,500	87,000	101,500	116,000	130,500
D + 29	29	15,000	30,000	45,000	60,000	75,000	<td>105,000</td> <td>120,000</td> <td>135,000</td>	105,000	120,000	135,000
D + 30	30	15,500	31,000	46,500	62,000	77,500	<td>108,500</td> <td>124,000</td> <td>139,500</td>	108,500	124,000	139,500

An image of 48 Commando coming ashore on D-Day, below: DE&S employees Alan Stuart and Dr Derek Shaw who discovered the ledger, middle: troops storm the beaches on D-Day top: One of the pages from the ledger outlining the stores for three of the assault beaches – Sword, Juno and Gold



Pictured: The DE&S Army Contingent Operational Stocks team

Always ahead of the game

Desider meets DE&S Army Contingent Operational Stocks – a team that ensures the Army can deploy at a moment’s notice

Earlier this year members of the DE&S Contingent Operational Stocks team made the trip to London to be presented with a CEO Commendation for their outstanding efforts.

They had been highlighted by Brigadier Doug Gibson, Head of the DE&S Land Domain and Army Customer Team for carrying out a task of “strategic importance” by ensuring the Army’s Vanguard Forces – that is to say those deployed first on an operation – were ready to go at the drop of a hat.

In doing so the team has made five million items readily available to deploying forces.

They have also filled 1,750 Priming Equipment Packs (PEP) modules, which include all the spares and materiel the unit would require on deployment, and which would be delivered to it when it is warned for operations.

These modules feature items from a 15,000 item NATO stock list and range from one pence nuts to £180,000 Main Battle Tank gearboxes.

The team believe the secret to their success is the close working relationships they have built with industry, with DE&S Delivery Teams and with the Army so they can support deploying units as best as possible.

“The team is drawn from across multiple operating centres, as well as Industry and our customer,” Colonel Matt Wilkinson, Chief of Staff Logistic Delivery, said.

“It was necessary because we had been

supporting enduring operations in Iraq and Afghanistan for so long that being in a position of being prepared to support contingent operations had become a forgotten art.

“We don’t know now that Defence won’t decide tomorrow that we are going back to Libya or that we need to be sat on the border of Somalia and they need the ability to do that

was supporting deployments throughout 2016 including Iraq, South Sudan and Eastern Europe.

Lt Col John Young, Team Leader Contingent Operational Stocks, added: “The trick is understanding the balance between what absolutely must be in a PEP and what can be on the shelf and available.

“It’s a bit like going camping. When you go camping you absolutely want to have a tent with you – so that’s pre-purchased and held in the PEP – but you can probably wait until the last minute to get the milk for your cup of tea. We’ve just done the same for what the Army needs.

“The key has been working together with industry and the Army to ensure we understand supply chains, lead times and costs and can meet some extremely fierce deadlines.”

Brigadier Doug Gibson, Head of the DE&S Land Domain and Army Customer Team, said: “The task has been one of strategic importance and the Team has collectively demonstrated exemplar innovation and drive. Furthermore, they have demonstrated team behaviours that are an inspiration to their peers across DE&S.”

Col Nigel Allison, Army Special Projects Logistics Policy Plans, Assistant Head, paid tribute to the team saying: “The Army – at the very highest levels – appreciate the efforts of this team. They have been dynamic and have demonstrated a high team performance, from an Army perspective it has been magnificent.”

— “ —
They have been
dynamic and have
demonstrated a high
team performance,
from an Army
perspective it has been
magnificent

Colonel Nigel Allison
British Army

— ” —

very quickly – and it is our job to make sure Defence is ready for these eventualities.”

At the same time as reorganising existing stock and purchasing new materiel the team

RIAT

2017



Pictured: Defence Secretary Sir Michael Fallon, Opposite page from top: an RAF Typhoon, a A400M, Minister for Defence Procurement Harriett Baldwin, a Chinook helicopter, and bottom right a Lancaster bomber



Defence Secretary announces £1.2 billion investment in UK air

Three days of flying at the Royal International Air Tattoo 2017 saw 246 aircraft from 26 countries take to the skies and it was also a busy week for DE&S project teams with the Defence Secretary announcing two contracts worth nearly a combined £120 million.

The deals will sustain 330 British jobs and help the RAF to continue to perform at its best by improving training for fast jet pilots and making sure the Hercules C-130J aircraft can continue to support the UK's Armed Forces around the world.

Speaking at RAF Fairford in Gloucestershire, Sir Michael Fallon said: "These contracts demonstrate our commitment to supporting the UK's air power, through maintaining battle proven aircraft and training the next generation of fast jet pilots."

During the thrilling flying display at the air show visitors were able to see fast jets, including the Red Arrows and Typhoon, giant transporters and historic aircraft.

Breaking up the ear-splitting displays from the fighter aircraft, the A400M from Airbus Defence and Space also put in an impressive display reminding spectators of the important

role transporter aircraft are carrying out around the globe.

This message was cemented with the announcement of the first contract, worth up to £110 million, with British company Marshall Aerospace and Defence Group to replace the centre wing box for the RAF's Hercules C-130J aircraft. The contract will sustain 330 jobs in Cambridge, contributing to the over 5,100 UK jobs Marshall already support in the region.

Rob Glenister, the C-130J deputy team leader, said: "I am proud to say that this milestone has been delivered on time and, through stalwart efforts on behalf of the technical and commercial project team members, under budget."

"The placement of this next increment to the contract with Marshall Aerospace and Defence Group has secured the necessary production slots for the RAF's new wing boxes with Marshall's sub-contractor for this project, Lockheed Martin Aeronautics.

"This is a major milestone which will ensure the wing boxes were ordered in a manner which allows them to arrive in time to align to the aircrafts maintenance cycles, thereby

making sure the aircraft remain available for front line service during this extensive modification."

This replacement will ensure that the Hercules C-130J aircraft will reach the revised out of service date of 2035 following the SDSR15 decision, making sure this essential aircraft can continue to transport personnel and equipment around the world, having previously supported defence and humanitarian relief efforts in Iraq, Nepal and South Sudan.

With the Royal Air Force's Typhoon thrilling spectators at the show, it was also announced that the MOD has signed a £9.5 million contract with QinetiQ to provide Typhoon pilots with the latest cockpit technology to prepare them for front line combat.

The Typhoon at RIAT was flown by Flight Lieutenant Ryan Lawton, from the Royal Air Force's 29(R) Squadron, based at RAF Coningsby and provided a spectacular show of the aircraft's power and agility.

The technical update provided through the contract with QinetiQ will give Typhoon crews the ability to link to the Air Battlespace

FIRST PERSON



On military demands, having a brilliant team and home brewing beer

Brigadier Doug Gibson is Head of the Land Domain and Army Customer Support Team (LDACT). He manages the daily business of the Land Domain and is responsible for DE&S' relationship with the Army and Strategic Programmes

What does your role involve?

As Head of the Land Domain and Army Customer Support Team (LDACT) my role is twofold: as COM(L)'s Chief of Staff I manage the daily business of the Land Domain; and as the Land Domain's customer focus, I am responsible for the DE&S' relationship with the Army and Strategic Programmes.

Over the last 18 months driving transformation has been both demanding and challenging. I now see the first fruits of everyone's hard work, with Earned Value Management (EVM) becoming the new normal, with Functional Managers being held to account for resourcing the programme of work, and with roles like 'business partner' being better understood across HR, Finance and Accounting and Communications.

The production, agreement, performance management and change control of the Command Acquisition and Support Plans (CASP) are key to ensuring that the Land Domain's workload is understood, prioritised, funded and delivered. The Land Domain, which includes Weapons, Support Enablers, Logistic Delivery and Land Equipment is becoming increasingly customer focussed, and this is proving key to our success in balancing the competing demands of current military operations, contingent capability, savings and efficiency.

What about your role is exciting, rewarding or interesting?

Each day is different – I love that. I have a simply brilliant team working with me – trying to keep up with their energy and output is a great motivator. We share a desire to meet the customer's needs, to support the Domain's Operating Centres effectively and to deliver innovation. The LDACT floorplate is rarely quiet and is always busy – a brilliant place to work.

How important to you is teamwork?

In a word: critical. It's critical that our

Customers recognise that we in DE&S are part of the MoD Team, all striving to equip and support those in harm's way on the front line. It's critical that the Land Domain Management Committee (COM(L)'s Executive Board) work collaboratively as a team to deliver the Domain's priorities. And it's critical to my team's success that we support one another, encourage one another, celebrate each other's successes and share each other's challenges. The good news is that in my six years at DE&S I have witnessed really effective teamwork in all three of these important areas.

What is your view on transformation?

In my current job I am privileged to be at the heart of planning and managing the roll out of DE&S' transformation across the Domain. I concluded some time ago that when it comes to transformation we must succeed. I have witnessed first-hand the DE&S leadership, at all levels, put their shoulders to the wheel. And in my assessment the front cars of the roller coaster are over the top of the elevator poised to accelerate down the switchback.

Our collective efforts to embrace common processes, tools and rules is a great leap forward. Our professionalisation, by carving tasks between the 11 functions, gives us the framework by which we can ensure that we only do what is needed to deliver our programme of work, whilst offering everyone a clear progression route. Our workforce is moving from generalist to professional. And our new pay and reward model sets the conditions for recruiting and retaining the right people. So I'm a fan of transformation, the hard work is starting to pay off, but I don't underestimate how much more there is to do to get to a point where we can say that the vision has been realised.

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

As an Army Officer I have spent my military career relying upon the equipment

and support provided by DE&S to do my job well and safely, so I need no persuading as to the crucial role of DE&S. I also see myself as a trained leader, a project manager, a balancer of budgets and priorities, and an experienced risk manager. DE&S has provided me the chance to put these skills, learnt and practiced on military operations, into effect in delivering equipment and support for customers who deserves absolutely the best.

What do you most enjoy about your job?

The people. I love being surrounded by people who believe passionately about what we do and are prepared to go to enormous lengths to make success happen. Each team I have been part of has shared a common sense of working for an essential cause and taking an enormous pride in doing so.

What do you enjoy doing in your spare time?

To relax I enjoy running in the Wye Valley where we live, bbq'ing (anything and everything) and home brewing beer.

What might surprise people about you?

I am a closet Archers listener.

“Each team I have been part of has shared a common sense of working for an essential cause and taking an enormous pride in doing so”

DE&S join industry to invest in radars

DE&S has agreed to collaborate with QinetiQ and jointly invest £16.8 million in two new BAE Systems tracking radars, to be installed on St Kilda, and upgrade two existing radars at MOD Hebrides.

The new radars are part of the £95m Air Range Modernisation programme agreed in December 2016 with the UK MOD.

The modernisation of MOD Aberporth and MOD Hebrides will help reduce the overall operating costs of the ranges ensuring they remain competitive and have the capabilities required to support UK defence, defence exports and attract international customers, building on the success of the At Sea Demonstration 2015 and Unmanned Warrior 2016.

The tracking radars will provide data and safety monitoring at the range for experimentation, evaluation, demonstration and rehearsal of military capability.

Richard Smart, Director Weapons at DE&S, said: "We are pleased to continue our collaboration with industry in delivering modern air tracking radars in support of test

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Using the latest technology, this equipment will help ensure our ranges have the capabilities required to meet current and future defence demands

Richard Smart,
 Director Weapons at DE&S

— ” —

and evaluation conducted for the UK Armed Forces. Using the latest technology, this equipment will help ensure our ranges have the capabilities required to meet current and future defence demands."

MOD Hebrides occupies 115,000km² of segregated airspace allowing UK MOD, industry and international customers to conduct a wide range of trials, experimentation and rehearsal. The range includes use of St Kilda, an isolated archipelago 64 kilometres

(40 mi) west-northwest of North Uist in the North Atlantic Ocean. The new radars will replace two existing radars on St Kilda, which are used as a part of a tracking station, and upgrades to two radar at MOD Hebrides and will be fully functional by the Spring of 2020.

Sarah Kenny, QinetiQ Managing Director for Maritime, Land and Weapons said: "The modernisation of UK test and evaluation is a key part of our strategy for future growth. Working with the UK MOD we want to ensure that we are able to deliver air ranges that are relevant and competitive for the UK Armed Forces as well as government and industry customers around the world. These new radars will provide a step change in what we are able to deliver for our customers and ensure that the UK MOD are getting real value for money. MOD Hebrides is a key range for the UK which has helped to deliver significant and ground breaking demonstrations, such as Unmanned Warrior. These new radars will help ensure that more complex work can be carried out at the range."

Mark Keeler, acting president of BAE Systems' Intelligence & Security sector, added: "BAE Systems is pleased to continue our long partnership with QinetiQ and the UK test ranges by providing the latest in technology for instrumentation tracking radars."

Below: A tracking radar on St Kilda, overlooking Village Bay in the Outer Hebrides



CASE STUDY

Holli Kimble, DE&S Technology and Innovation Strategy Lead, gives her insight into the benefits of working for DE&S

Name:

Holli Kimble

Job title:

DE&S Technology and Innovation Strategy Lead

How long have you worked for DE&S?

Almost seven years

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

I joined DE&S after graduating from Exeter University and was keen for a career in the Weapons and Explosives sector to go alongside my existing Army Reserves career – DE&S had such a variety of projects to get involved with from an engineering perspective alongside developing other skills.

What does your role entail?

I lead the DE&S Innovation Programme and am part of the MOD Innovation Core Team, coordinating innovation activities with the other parts of Defence. In order to enable innovation in DE&S I am really keen to make use of all the new tools and techniques available to us, so I strive for the programme to push the boundaries in modern ways of working. In essence, aside from running the programme, I spend a lot of time learning from others and implementing best practice and then sharing as widely as possible.

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

Through my work at DE&S I gained Engineering Chartership in 2014. I'm currently on loan from the Engineering function into a PPM Programme Management role and intend to use functional management to transition back into the Engineering Function. I can certainly see the transferable skills that can be developed by taking a stint outside of my main function.

What do you most enjoy about your job?

I love the challenge. Most days I feel like I'm able to make a difference to the organisation and bring different groups together to find new ways to achieve DE&S outputs. I get to meet and work with so many people, in this job I am able to see so many good things about DE&S and lots more unrealised potential. I am part of the DE&S Inclusion, Diversity and Outreach Committee and I enjoy raising awareness of the benefits of thought diversity in boosting the performance of teams – we have a diverse workforce in many ways and we can harness that experience to solve some really challenging problems.

What's your ambition?

In the shorter term I would like to see the Inspiring Innovation Programme enabling DE&S to tackle some projects in different ways – managing some risks centrally and working across Domains more. I would also like to see more creative techniques used in meetings – with people being inspired by some of the pilots we have run. In the future I'd love to work in international development – applying my engineering, innovation and psychology passions to humanitarian issues and disaster relief – helping find solutions to big issues (poverty, food crises etc). Working at DE&S has allowed me to develop in lots of different ways and I hope to apply this in new places in the future.



Picture: Jack Eckerstley

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

I led the team that delivered Inspiring Innovation 2017 – we devised the idea of holding an event as part of the DE&S Innovation Strategy implementation, sought support from the Board and then ran with it. We went from gaining approval in March to running the event in May – a total of nine weeks. It's the best example of teamwork that I've been involved in at DE&S so far. I ensured the team were empowered to make lots of decisions that normally would have had lots of scrutiny – that trust paid off and the team flourished. Plenty of work still going on to encourage and enable people to think differently with the support of the Executive Committee – it's really good to see the support.

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

I enjoy working here – we work on interesting projects that most people wouldn't get the chance to. There is so much scope to use your initiative and make a positive impact. I've never felt held back here and with the development of the networks, now it is easy to find people who I get on really well with across the business. The learning and development opportunities are huge and I've been able to seek out my own mentors to give me different perspectives (from inside DE&S and across industry).

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

I'm a big fan of travelling and you can't beat flexi-time. Plus the Defence Discount Card scheme – I can get discounts on so many things, the biggest savings I have made so far have been on camera equipment. It's also nice to be trusted to get the job done in my own way – another social aspect of working here.

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.

More information on the range of graduate and apprentice opportunities DE&S has to offer is available at 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), 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.



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CURRENT VACANCIES

Risk Analyst DE&S

Bristol, Yeovil and Barrow | Up to £25,382pa | Level 2

Closing date: 13 Aug 2017

Reference number **1549749** Post type **Permanent** Hours **37 Hours**

Job Description: The role of Risk Analyst supports the Project Manager in the administration of project risk through risk identification, quantification, management and analysis. Key duties will include providing risk management support, risk workshops and assisting subject matter experts in identifying and quantifying new risks

Project Scheduler DE&S

Bristol and Yeovil | Up to £40,000pa | Level 3

Closing date: 13 Aug 2017

Reference number **1549695** Post type **Permanent** Hours **37 Hours**

Job Description: Project Schedulers supervise schedule development, maintenance, monitoring and recovery plan development activities. They are responsible for planning and scheduling activities for large projects; or major sub-portfolios that require a high degree of technical skill and experience

Engineering Manager DE&S

Bristol and RAF Stations | Up to £46,000pa | Level 3

Closing date: 30 Sept 2017

Reference number **1545750** Post type **Permanent** Hours **37 Hours**

Job Description: You will be using your engineering skills as a member of a team of professionals who are immensely proud to deliver and support some of the UK's largest, technically challenging and most important engineering projects.

Commercial Officer DE&S

Bristol | Up to £33,000 pa | Level 2

Closing date: 1 Oct 2017

Reference number **1547856** 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 and your responsibilities can include negotiating with Industry, evaluating tender documents, developing supplier relations and assisting with the development of commercial policy and implementation

Service Delivery Manager DE&S

Bristol and Yeovil | Up to £38,157pa | Level 3

Closing date: 7 Sept 2017

Reference number **1544544** Post type **Permanent** Hours **37 Hours**

Job Description: This role in Integrated Logistics, will see the successful applicant, amongst other duties, lead a team primarily consisting of Integrated logistics professionals to deliver an In-Service support or logistics execution activity. You will also be responsible for delivering the Through Life Management Plan and Service Delivery Plan.

desider jobs

DE&S PEOPLE

60 SECOND SPOTLIGHT

Name?

Steve Howlett

Role?

Wildcat Retrofit After Delivery and Combined Test Team Engineering Manager at Yeovil

Your route into DE&S?

I've been in the MOD/DE&S as man and boy (since 16) for 21 Years! I am extremely proud to say that I was one of the last MOD aircraft apprentices to go through Royal Naval Air Yard Fleetlands Gosport and from working on my tools on military helicopters, I transitioned into engineering management through the Merlin Project Team, managing aircraft modification and storage programmes and then onto Wildcat in Nov 2016. I am currently managing the Wildcat Retro Fit After Delivery and Trials programmes within the Leonardo Helicopters site at Yeovil.

Your claim to fame?

I have worked as a Disc Jockey with a few fairly well know names in that world including Happy Mondays, Goldie, Howard Donald (Take That) & Trevor Nelson to name a few. Playing records to the public especially with big name acts was an incredible experience especially on the Howard Donald night given every lady in the town seemed to have packed into the club that night for some reason! At that stage of my career I wasn't quite sure when the working week stopped when I was working for the MOD Monday to Friday and spinning records at the weekend.

Your advice to anyone?

Take every day as a new day and ensure you are as positive as you can be. In the current age of constant change strap in and go for the ride rather than worry about every little detail.

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

Windsurf, cycle, run, DJ (spin records), Snowboard, socialise with a few ales and spend as much quality time with my family and close friends as possible.

What are you most proud of?

Finding my ideal assignment in DE&S and being issued formal airworthiness delegation for my day to day engineering duties from the Wildcat Team Leader. Taking up my new role in the Wildcat PT has been a really great step for my engineering career and, by using the opportunities transformation has to offer, I am hoping this will be a spring board to even more exciting challenges ahead. I also have to say I am very proud of my two kids - just in case Mrs Howlett sees this article!

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

My family, as they are the most important part of my life. I'd also take my windsurfing



Picture: Jack Eckerley

kit as I would be surrounded by incredible blue seas. Finally I'd have to take my music collection as I certainly cannot live without my tunes day in day out. Also, I guess I should have said some food in some way or form but that would be four items.

What irritates you the most?

Old school mentalities and people who seem to think the world owes them something. Get out there and live your life and don't wait around for something to happen.

What is your favourite place in the world?

Austria in the winter for the snow as my wife converted me to snowboarding a few years back and now I'd happily be on the slopes all year round. Clearly Austria also comes hand in hand with a pretty decent social aspect which I am quite happy to get involved with although 'Europop alpine style' does wear a little thin after

a while. Perhaps when I retire I can set up a little bar spinning soul and funk records? Blue sky thinking at its best.

Your secret?

I am really a hobbit because I have such little legs.

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

Email tom.morris114@mod.uk

Protecting our troops



Pictured: 20 Wing CBRN Regiment demonstrate a sample collection from the BSCS collector. Below: Ian Matthews (right), Team Leader for the DE&S Chemical, Biological, Radiological and Nuclear (CBRN) team explains BSCS

DE&S has delivered innovative air detection systems to protect our Armed Forces from a biological warfare attack when deployed overseas.

The Biological Surveillance and Collector Systems (BSCS), delivered by Thales UK, is a capability that can determine if troops have potentially been exposed to a biological attack that can carry infectious agents such as bacteria, viruses and toxins with the intent to harm personnel.

The system uses a number of advanced air sampling collectors dispersed around a deployed base. The samples are then taken to a central laboratory where they are analysed to identify the potential threat.

Speaking about the state-of-the-art piece of kit, Ian Matthews, Team Leader for the DE&S Chemical, Biological, Radiological and Nuclear (CBRN) team said: "BSCS is a capability that detects enemy biological warfare agent attacks. This system can allow the Commander on deployed operations to make timely tactical decisions about what they want to do to ensure the continued force protection of the deployed location and especially to personnel in it. This could include administering medication to those who may have been exposed to the threat."

To mark initial operating capability, Thales

UK held a formal ceremony at the Williams Formula 1 site in May.

Speaking at the event, Ian said: "I'm absolutely delighted and impressed with the amount of effort that the DE&S team has put into delivering this programme, particularly how they have collectively worked with all those involved. This ranges from Thales as the prime contractor and many of their sub-contractors, Joint Force Command and DSTL, our scientific community."



The BSCS can operate almost anywhere in the world and can be transported by road, sea, air and rail and will provide a step-change in detect to treat capability.

Wing Commander, Seb Kendall, who helps

manage the CBRN programme said this system will be "vital" for troops on the ground.

"In very simple terms, if we didn't have this system and someone attacked us with a biological warfare agent, we may not know until people started to fall ill, potentially in large numbers depending on the nature of the attack and how it was delivered.

"This system provides us with the information and time to take appropriate force protection action to look after the troops."

Talking at the event about the importance on innovation and collaboration in delivering this capability, Gareth Williams, Vice President of Secure Communications and Information Systems for Thales UK said:

"When delivering this capability, we needed to accept that no one organisation on its own could do it. We needed to find the right partners with the right technologies, solutions and delivery history to provide that service.

"Our team has developed a leading edge biological surveillance capability through excellent cooperation with the experts at DSTL and DE&S. This system has been developed with over 30 UK supply chain organisations, 17 of which have been SMEs."

DE&S PEOPLE

Bristol Pride 2017



The DE&S Pride Network made their presence known at Bristol Pride Day, promoting the organisation and the opportunities on offer.

People from the LGBT community, together with their allies, paraded in their thousands, in a vibrant and glorious celebration of diversity and difference in the city centre.

Members of the network marched and operated a market stall alongside other organisations during the event in July.

They said there was a significant, genuine interest in what the organisation does, and the types of jobs that are on offer.

Hayley Barnden, Pride Chair said “This year was our third appearance and most successful to date. The LGBT community of Bristol have really embraced our attendance and readily engage with us.

“We took along details of current bulk recruitment campaigns, over 50 people took these, as well as giving out approximately 200 pens and 1,500 stickers and other information on the roles and careers available at DE&S.”

MOTTO

the MOD Lottery
April 2017 winners

£10,000	Allan Maskell, Leconfield
£2,500	Tracey Lee, Abingdon
£1,000	Stephen Halsey, London
£500	Andrew Farrell, Bicester
£250	Stephen Harris, Catterick
£100	David Parry, Plymouth
	Catrina Doswell, Catterick
	Lisa Young, Andover
	Noreen Hamnett, Lichfield
	Katie Falk, Gloucester
	Shiela Hatton, Brize Norton
	Timothy Harding, London
	Yvonne Tillsley, London
	Jonathan Parry, ABW
	Lisa Ireland, London
	Fiona Sutherland, Newcastle
	Jayne Begley, Corsham
	Abigail Stanley, DSTL
	Hamlet Jules, London
	Richard O’Sullivan, Helston
	Christopher Mason, Tewkesbury
	Steven Martinez, ABW
	Adrian Jordan, ABW
	Michael Hudd, ABW
	Malcolm Broadbent, ABW



Two DE&S apprentices from Defence Munitions Gosport were given the opportunity to support a group of ex-Navy volunteers who are helping restore a Steam Pinnacle built in 1911.

Joe Salmon and Tom Brading (pictured) joined the volunteers, known as ‘Crew 199’, in a boathouse at Portsmouth where they applied their knowledge and skills alongside traditional marine engineering to help continue giving the former Royal Navy vessel a new lease of life.

Steam Pinnaces were small vessels carried aboard larger ships and would have a variety of duties including ferrying passengers and mail, conveying

water and provisions, harbour patrol and even carrying armed sailors for boarding expeditions

Joe said: “What an amazing opportunity to have, we were able to work with some very experienced volunteers learning an array of skills.”

Tom added: “The experience is invaluable, there are not many other apprenticeships that allow apprentices to expand their knowledge in this way, and it’s a great privilege to preserve history for generations to come.”

It is intended that further similar opportunities will be made available so future DE&S apprentices can expand their skillset.

Life-long servants retire

DE&S employee Eric Clarke has retired after completing 50 years with the Ministry of Defence having joined the organisation aged just 15.

Eric started his career as a Juvenile trainee /semi-skilled labourer at Central Ordnance Depot (COD) Chilwell in Nottinghamshire, before moving to Germany and finally, in 1986 to MOD Longtown in Cumbria.

The experience he gained in stores at these sites resulted in him finishing his career as Head of Ammunition, Packaging, Inert, Drill, and Materiel (APIDM).

During his career Eric won a Certificate of Achievement for exemplary service and his department won a CDM commendation and a Ministerial Acquisition Award.

Now 65 Eric, (pictured at COD Chilwell in 1981 and recently) chose to end his career on July 31 to finish on the day he started – 50 years on.

Eric told Desider: "I've had an exciting and privileged career. I've met lots of wonderful people and taken charge of many different disciplines in different locations.



"I joined the MoD on the July 31, 1967, at a place called COD Chilwell at the tender age of just 15; wet behind the ears and fresh out of school.

"After some time in stores in Germany, in 1986, I transferred to MOD Longtown where I managed 284 Explosive storehouses in 2,000 acres before moving over in 1995 to take charge of all non-explosives in four different northern sites, Longtown Cumbria being its central focus.

"In 1995 I had a mild heart attack

whilst playing cricket, and took two weeks off - my last recorded sick absence in 22 years!

"Without doubt I am a very lucky and very proud civil servant; if I could choose my time again then the civil service I'm sure would be at the top of my list."

Joe Mitchell, DM Longtown Head of Establishment, said: "I don't think I've ever met anyone with a stronger work ethic than Eric Clarke."



The DE&S Policy Secretariat has said goodbye to one of its longest-serving staff, Tony Dudman, who has retired after nearly 38 years in the MOD.

Tony's Civil Service career began more than 40 years ago in the Northern Ireland Office, before he transferred to the MOD in 1979. For nearly 20 years, Tony provided essential supplies to the Royal Navy, in roles that took him around the country.

After moving to Abbey Wood, Tony spent the last 11 years of his career as part of the Secretariat team, providing advice on a huge range of defence equipment-related subjects to Ministers and senior officials.

He built up excellent working relationships with colleagues across defence and was particularly well-regarded for his expert Freedom of Information advice.

Tony said: "The Civil Service has been a wonderful career. Far from being staid or stuffy, my experience has been of a service with vibrancy. Since 1979 it has been my honour to provide support and advice to our Armed Forces, Ministers and, indeed the general public, and I have been fortunate to work with amazing people. During the last ten years, it was my privilege to work in the finest Secretariat in the MOD, something of which DE&S can be truly proud."

Members of the Land Domain HQ conducted a battlefield study in Warwickshire to see what lessons could be learnt and brought back to DE&S.

They visited the English Civil War Battle of Edgehill (1642) which is adjacent to DM Kineton.

The study highlighted valuable lessons that are as relevant to us today as they were 375 years ago, such as communication working best if it's simple, clear and timely; and having standardised, rehearsed processes in place lead to successful outcomes.

Brigadier Doug Gibson, DE&S Land Domain and Army Customer Team

Head, said: "Lessons such as these can be drawn from intelligent study of any conflict or battle. "Battlefield Study is an effective, enjoyable way of causing people to think about work and generate ideas that are as useful and relevant today in ABW as they were in 1642."

There are over 500 battlefields in England alone, many accessible from Bristol, together with other more contemporary locations for study, including where the military has provided aid to the civil powers – for example, flooding on the Somerset Levels or around Gloucester.





Picture shows the Royal Marine s Viking amphibious vehicle under the Mojave Desert night sky

P icture: LPhot Joel Pouse