

desider

the magazine for defence equipment and support



Submarine escape exercise success

THE DE&S WAY

THE BLUEPRINT OF THE ORGANISATION

NOW AVAILABLE BY DOWNLOADING THE DESIDER APP



Also available for
smartphones

Search 'Desider' in
your app store
to download





Pictured: The NATO Submarine Rescue System (NSRS) on Exercise Dynamic Monarch 17 in Turkey

desider

www.gov.uk/government/publications/desider-2017

Editor:

Tom Morris - 9352 37888 or 0117 9137888
tom.morris114@mod.gov.uk

Reporters:

Laura Martin Plaza, Amy Marsh, Tom Knight, Emma Lancaster, Hannah Wood and Louise Allford

Photography and Design:

Andrew Linnett, Charlie Perham, Jack Eckersley, Mark Hawke and Ally Bowman

Distribution Manager:

Dick Naughton - 9352 34342 or 0117 9134342
DES CEO-CorpOC-BusMgr1a@mod.gov.uk

Advertising:

Edwin Rodrigues
Advertising Manager
Noah's Ark Media Ltd
edwin.rodrigues@noahsarkmedia.com
+44 (0) 748 257 1535.

Printing:



desider is distributed free to DE&S employees and the equipment capability organisations. Copies may be sent to readers outside MOD, including in the defence industries and is published on the world wide web via GOV.UK. While the editor takes care to ensure all material produced is accurate, no liability can be accepted for errors or omissions. Views expressed in *desider*, and products and services advertised, are not necessarily endorsed by DE&S or the MOD. All editorial submissions must be cleared by the relevant MOD authorities.

© Crown Copyright

This magazine is produced on Cocoon Silk 100gsm which contains 50 per cent recycled and de-inked pulp from post consumer waste and Forest Stewardship Council certified material from well-managed forests.



FOREWORD

By Tony Douglas, CEO

It has been another busy month for DE&S and I am grateful to everybody for working so diligently to ensure the Armed Forces continue to receive exceptional supply and support.

One particularly pleasing announcement last month saw Defence Secretary Sir Michael Fallon unveil the £1 billion Common Support Model (CSM), which as well as supporting a growing Royal Navy fleet will sustain more than a thousand jobs across the UK.

The CSM will provide a framework for comprehensive support across the Royal Navy's fleet of warships including both new Queen Elizabeth aircraft carriers, as well as future warships we are procuring including the Type 26 and Type 31e.

The teams across DE&S that were involved in developing this contract alongside the Royal Navy and our industry partners can take great pride in their efforts.

There was more good news in the maritime domain with the newest Royal Navy Offshore Patrol Vessel (OPV) being named HMS Medway at a ceremony in Glasgow – another significant milestone in the delivery of this fleet of world-class warships.

The DE&S Ships Acquisition team continue to work with the Royal Navy and industry to ensure all five OPVs will go on to deploy across the globe on counter-terrorism and anti-smuggling operations before the end of 2020.

Turning my attention to the Air Domain we have secured a £90 million investment in the world-leading helicopter simulation centre at RAF Benson in Oxfordshire, sustaining 70 UK jobs.

The investment, at the facility which puts both Royal Air Force and Royal Navy helicopter pilots of the future through their paces, was secured through the dedicated work of our DE&S Flight Simulation and Synthetic Trainers (FSAST) team.

There was excellent news too about the progress of the F-35 fighter jet programme with Defence Minister Harriet Baldwin announcing that the aircraft has been cleared for take-off from HMS Queen Elizabeth aircraft carrier - two huge programmes for DE&S.

Inside the magazine this month you'll find an interview with Major General Colin McClean and his visions for the Land Domain after being appointed Director Land Equipment (DLE) in October.

And the magazine pays tribute to the Combat Vehicle Reconnaissance (Tracked) known as the CVR(T) family of vehicles which will be replaced by Ajax from the end of 2020.

Finally I wanted to draw attention to Chris Nowell-Smith and Lawrence Parker, two DE&S apprentices at Devonport who, at the request of the Help for Heroes charity, designed and built a dartboard for use by recovering service personnel and veterans.

They did such an excellent job the aim now is to spread the word about playing darts to aid the physical or mental recovery of both able and disabled veterans who miss the camaraderie of military life. A terrific achievement.

SENIOR LEADER COMMENT

- 06** Steve Glass, Director Support Enablers, talks to Desider about delivering safe kit for the armed forces, the joys of data analysis and his ambitions for the team

NEWS

- 07 Investing in top-notch training:** DE&S negotiate contract to benefit world-leading flight simulation centre which puts helicopter pilots through their paces
- 08 A big deal:** £1 billion Common Support Model unveiled to support growing Royal Navy fleet
- 14 Aiming for double top:** DE&S apprentices based at Devonport design an accessible dashboard for recovering service personnel
- 15 F-35 update:** Defence Minister updates the House of Commons Defence Select Committee about the cutting-edge fighter jet
- 16 Pomp and ceremony:** HMS Medway named in Glasgow as latest Offshore Patrol Vessel (OPV) reaches significant milestone
- 18 Supporting the art of delivery:** Desider discovers how a team, introduced as part of transformation, is making a huge difference
- 22 Enjoying suite success:** Merlin Crowsnest team exploit new DE&S tool suite to drive improvements across the board
- 24 A poignant moment:** Members of the British Army, DE&S and industry gather to see the final depth overhaul of a much-loved family of armoured vehicles
- 28 Steaming into the record books:** DE&S employee Huw Parker helps a steam locomotive reach 100mph for the first time in 50 years
- 33 100 years of excellence:** Innovative firm of engineers celebrates a century of supplying parts to the Royal Navy's submarines

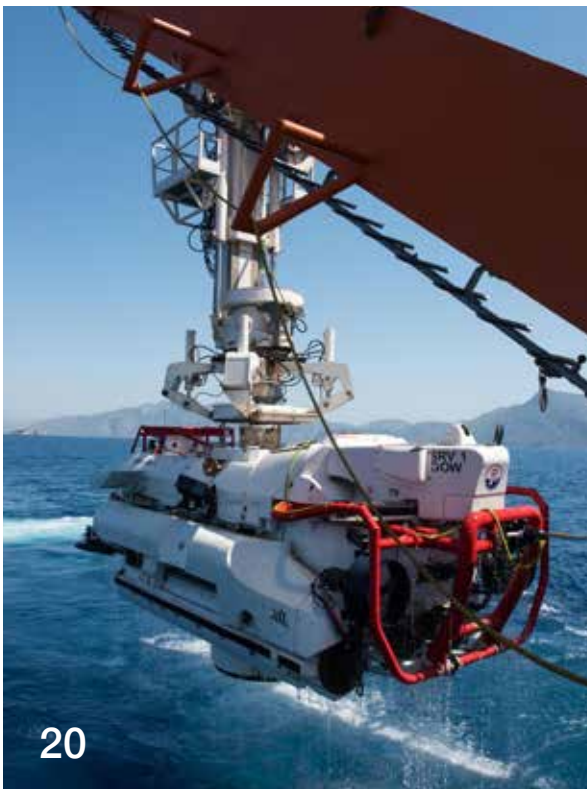


FEATURES

- 12 New appointment:** Director Land Equipment Maj Gen Colin McClean on his British Army career, his love of engineering and his priorities going forward
- 20 Launching Nemo:** The NATO Submarine Rescue System joins allied nations in one of the largest escape exercises in the world

REGULARS

- 26 First Person** - Head of Future Submarines Julie Morris on enjoying a challenge, understanding the value of teamwork and the amazing opportunities she has been given at the MOD
- 29 Jobs** - Desider's latest recruitment pages
- 32 60 Second spotlight** - Patricia Hughes, Service Delivery Manager in the Ajax team, on the importance of diversity, a famous flight companion and managing tea addiction
- 34 DE&S People** - Stephen Akers takes part in the four day, 284 mile Royal British Legions' Pedal to Paris, Stephen Nye receives a commendation from the British Embassy in Washington, Lee Coles raises awareness of Rugby for Heroes and members of the MOD Abbey Wood hockey club win the CSSC hockey tournament at Loughborough University



Steve Glass, Director Support Enablers, talks to Desider about his role, the upcoming DE&S Support Day and his aspirations for the future



— “ —
 I enjoy seeing the satisfaction they get knowing their contribution improves defence support at the front line
 — ” —

Picture: Jack Eckerley

Support Enablers Operating Centre (SEOC) enables end to end support activity across defence. Our aim is to ensure safe equipment availability to our service men and women through the Front Line Commands and DE&S project teams.

We have a diverse range of people and skills providing advice, assistance and, where necessary, intervention to support the functions and the project teams in their delivery, and sit right at the heart of the 'more S in DE&S' objective.

In simple terms, SEOC's activity falls into four areas – Controls, Improvements, Governance and Information Services. Firstly, Support Chain Controls is our front door and customer engagement team. They manage Command Acquisition and Support Plan (CASP) requirements and tasks, schedule activity through our project control office and ensure work aligns with our roadmap.

Support Chain Improvement is all about embedding expertise in teams throughout the project lifecycle to ensure they follow support policy, process and are continuously evaluated. Since 2012, our Equipment Support Continuous Improvement Team (ESCIT) have generated close to £1 billion savings by working with project teams. A key initiative is to embed their forecast and resource planning methodology as standard support practice.

Support Chain Governance focuses on effective management of our £28bn of inventory. Current initiatives include

coordinating the Raw Materials and Consumables (RMC) Amnesty across DE&S and a drive to improve NATO codification of our inventory. We are leading on improving management of assets in industry on behalf of the Audit Committee and piloting the use of IT and Release for Issue Date (RFID) tagging in Air as part of this.

Finally, Support Chain Information Services delivers logistics and support IT for defence, managing 150+ individual legacy applications that enable support and supply activity globally.

Earlier in 2017, the successful delivery of the Base Inventory Warehouse Management System (BIWMS) into the Air domain replaced multiple legacy systems, some dating back to the 1970s. Looking ahead, we need to exploit our support chain data to provide teams and customers with analysis to help them optimise support.

As well as heading up SEOC, I also sit on the new DE&S support steering group. We've introduced six working groups looking at a number of initiatives under the 'more S in DE&S' banner: the common support framework; support processes; support performance; inventory; organisation and governance; and IT systems and tools.

These will report their initial progress on DE&S' Support Day on December 5.

To do all of this, I have around 520 dedicated staff. The majority are based at Abbey Wood, but we have smaller teams at

seven other DE&S sites – including Glasgow, as well as a handful of staff embedded in industry.

Their passion for providing support, in all its guises, really impresses me. They're a dedicated bunch and a pleasure to work with. I enjoy seeing the satisfaction they get knowing their contribution improves defence support at the front line. It makes their 'back room' effort worthwhile.

That's why I believe in transformation. People can now see real positive change is possible and their desire to make it happen for the sake of defence is palpable. It has been and will continue to be challenging, but the unique and remarkable level of personal loyalty and commitment our staff have to DE&S, MOD and our service men and women remains.

Probably, the biggest gain I've witnessed from transformation is the drive to improve our ability to measure and analyse what we do. If you want to improve something, you have to be able to measure it. This will be a fundamental benefit of the process.

Looking ahead, I want SEOC to continue being recognised as the first choice for specialist support services where project teams access help to design, implement and sustain support solutions. The key to achieving this lies within transformation and embedding consistent, business as usual processes across functions, with improved analytical insight tools. That's my aspiration for future support.

Millions invested in helicopter pilot training



Pictured: The helicopter flight simulator at RAF Benson

A world-leading helicopter simulation centre to help train the Royal Air Force and Royal Navy helicopter pilots of the future has received an investment of £90 million from the MOD.

The state-of-the-art facility puts pilots through their paces, by replicating extreme real-life scenarios, from flying in blizzards or under enemy fire to dealing with power failures and electronic warfare.

The deal at the Medium Support Helicopter Aircrew Training Facility at RAF Benson in South Oxfordshire, negotiated by DE&S, will also sustain 70 UK jobs.

DE&S signed a contract amendment with simulator specialist CAE Aircrew Training Services to deliver training for Chinook, Puma and Merlin aircrews at a purpose-built facility, extending the use of CAE's current contract for another eight years.

The contract was secured by the Flight Simulation and Synthetic Trainers team led by Russ Cole.

He said: "With this facility we can deliver state of the art, top of the range training, teaching the aircrew how to operate the aircraft safely, properly and effectively, and then how

to fight in them.

"It's realistic, demanding and really puts you right in the middle of it all. It really is immersive. You see guys coming out [of the simulator] sweating; they are really pumped up."

Russ added that he believes it's important to take the DE&S team to RAF Benson when possible so they can see the difference they are making.

He said: "It gives them the opportunity to meet the air crews that are using the simulators as part of their training and development and it's a real boost for them to hear that what they are delivering is really appreciated. The air crews also love meeting the team from DE&S as it gives them the opportunity to say thank you for their efforts."

The equipment provides a realistic representation of the operating and weather environments the crews will fly in, including emergency situations like the effects of icing and rotor blade damage, the impact of gun or missile fire and electronic warfare, total electrics failure and engine and fuel management issues, all in both day and night scenarios.

The contract will deliver training for Chinook and Puma aircrews until the Puma planned out-of-service date. Training for the Merlin Mk3 will continue at the facility for at least two more years as the Royal Navy transitions from the Mk3 to the Mk4 helicopter.

The centre is equipped with six CAE-built dynamic mission simulators (three Chinook, two Merlin and one Puma), four computer-based ground school training classrooms and a Tactical Control Centre that allows for operational mission training.

Adrian Baguley, Director Air Support at DE&S, said: "The importance of effective synthetic training cannot be underestimated and continues to play an increasingly important role in our overall training curriculum.

"The Medium Support Helicopter Aircrew Training Facility has consistently delivered a high standard of quality training to the operators of our front line helicopter capabilities. This agreement continues to maintain the world-leading ground school and simulator training facility for our helicopter aircrews."



£1bn Common Support Model



Pictured: HMS Queen Elizabeth arriving in Portsmouth for the first time last August

Defence Secretary Sir Michael Fallon has unveiled a new model worth around £1 billion to support a growing Royal Navy fleet and sustain over a thousand British jobs.

The Common Support Model (CSM), developed by teams across DE&S, the Royal Navy and industry, will provide a framework for comprehensive support across the Royal Navy's fleet of warships for decades to come in one new overarching arrangement.

It will maintain the likes of both brand new Queen Elizabeth class aircraft carriers, as well as all existing warships and will be able to incorporate future ships such as the Type 26 and Type 31e.

The new arrangement will bring together separate support agreements for individual ship types under a single, more efficient and more manageable model.

Worth around £1 billion, it is set to improve

the performance of service providers by having them adopt a common approach across all classes of complex warships.

The move aims to boost the performance and speed of all support, no matter what the ship, as well as making savings in equipment costs with the model providing a one-stop-shop for services required.

The model covers everything, from combat management systems, fleet-wide communications and aircraft landing aids, through to spares, repairs and maintenance.

Jen Back, DE&S Common Support Model Programme Manager, said: "A huge amount of excellent work has been carried out across the complex warship support enterprise (DE&S, the Royal Navy and our principal industrial partners, BAES and Babcock), in developing, contracting and implementing the Common Support Model (CSM).

"It is a real example of how we are 'putting



The innovative, ambitious and far-reaching Common Support Model, has been made possible by the enduring and strong relationships which exist between the Ministry of Defence, the Royal Navy and our industry partners

Sir Simon Bollom
Chief of Materiel (Ships)



Model announced for Royal Navy



Pictured: Jen Back, DE&S Common Support Model Programme Manager, pictured front row fifth from right, with members of DE&S teams, the Royal Navy and industry involved in designing and implementing the Common Support Model

Devonport and on the Clyde, as well as Thales in Crawley and AGI Ltd in Poole.

The model will draw on the strong partnerships across UK Defence and world-leading skills to supply Royal Navy engineering technicians with the services and tools they need to keep the entire surface fleet effective at home and abroad, often far from home and in very challenging environments, and enhance the Royal Navy's mission to protect the UK's interests around the world.

Ten of the 16 agreements, worth £794 million, included in the model have already been signed, with the others set to follow in the coming months.

Sir Simon Bollom, Chief of Materiel (Ships) at DE&S, said: "Our surface fleet is made up of some of the most advanced and capable fighting ships in the world. HMS Queen Elizabeth, the Royal Navy's newest and most advanced aircraft carrier, will join the fleet soon and the Common Support Model will provide a framework that will deliver effective support to the Royal Navy's warship fleet at home and around the globe.

"The innovative, ambitious and far-reaching Common Support Model, which will drive efficiencies and greater availability, has been made possible by the enduring and strong relationships which exist between the Ministry of Defence, the Royal Navy and our industry partners."

the S' in DE&S. The progress we've made so far couldn't have been achieved without the significant efforts, dedication and professionalism of staff working together effectively across the enterprise, and I want to thank everyone involved over the past couple of years in getting us to where we are today – better set to improve support to the Royal Navy's warship fleet at home and around the globe.

"There is still a significant amount of work to do and major milestones to achieve, particularly bringing T45 destroyers and the new QE class aircraft carriers into the CSM. However, I am convinced that we have the plans in place, and the drive and commitment across the enterprise, to bring the programme to a successful conclusion."

The suite of contracts will also support over a thousand jobs in the UK, including at BAE Systems and Babcock in Portsmouth, Bristol,

c. **£1 Bn**
Total support
value

£794M
Value of contracts
signed to date

1,000+
Jobs sustained in
the UK

NEWS IN BRIEF

INFORMING A NEW WORKFORCE

DE&S' Next Generation Network recently took 40 people to visit MOD Main Building.

The trip, organised by Andy Gillman MBE, Head of Outreach for the MOD, was an inaugural event in a series of wider defence visits for those early in their careers at DE&S.

Members of the network heard about the role the MOD fulfils in strategic decision making, participated in a crisis workshop and toured Main Building, where they saw the historical rooms used by the Defence Secretary and

a fascinating glimpse of the Henry VIII wine cellar.

Bradley Fletcher, DE&S Next Generation Committee Chair, said: "It was a great day that will benefit a large cross section of those in the early stages of their DE&S career."

DE&S run a number of networks because the organisation believes that only a diverse workforce can bring the talent and qualities that will help achieve success. DE&S is committed to creating an inclusive environment where all employees can thrive.



A HUGE FEAT OF ENGINEERING



A new multi-million pound 700-tonne steel dock gate described as a 'huge feat of engineering' has been officially opened in HM Naval Base Devonport in Plymouth.

After being towed across the North Sea from a factory in Rotterdam, Holland, the caisson (or giant gate) was slotted in the dock or basin entrance, forming a watertight seal between the River Tamar and the dry dock or basin.

The design and build contracts have been tendered, awarded and managed by Naval Base Commander's (NBC) teams in Devonport – supported by DE&S and Submarine Delivery Agency (SDA) commercial officers.

Devonport Naval Base Commander, Commodore Ian Shipperley (pictured), opened the caisson, made by Ravestein, at a ceremony last month attended by the MOD's industrial partner Babcock and the naval base team who procured the caisson.

He said: "The caisson is a huge feat of engineering both in size, advanced complexity and precision. It's a great asset and is a tribute to the hard work of the team who worked throughout the caisson project process. Their excellence has led to the project being on time and to budget."

The new caisson is designed to remain in service for 25 years.

INTERNATIONAL LINK 16 DEMO

The DE&S Situational Awareness Command and Control delivery team (SACC DT) staged an international demonstration of Link 16 in South Wales.

Link 16 is a military tactical data exchange network and how ships, aircraft, sensors and commanders share information in real-time during exercises and operations.

Users and support staff from Denmark, Norway, Switzerland and Finland joined their counterparts from the UK's Joint Data Link Management Organisation to gain insight into how their existing tools have been developed to design the next generation of Link 16 coalition networks.

The event, staged at General Dynamics UK's purpose built facility at the EDGE in South Wales, was also attended by Link 16 industry experts DXC and 3SDL.

Dr Elise Tapping, Chief Engineer at the SACC DT, said: "Working with our partners from overseas and from industry ensures our systems and our people can support each other in the field. This demonstration validates our common approach and allows us to share costs and ideas, delivering designs for when newly equipped platforms, such as F-35, P-8 and Type 26, want to start box-to-box testing. Otherwise it's a bit like having a really good satnav but no satellites."



NEW CARRIER EXITS PORTSMOUTH

HMS Queen Elizabeth sailed from Portsmouth Naval Base for the first time since arriving at her home port to great acclaim last August.

At the end of October, the future flagship and most advanced warship to have ever been built by the Royal Navy embarked on the next set of sea trials to test the ship's capability.

Captain of Portsmouth Naval Base Captain Bill Oliphant said: "This period at sea will mark an extremely significant milestone in the life of the ship, leading towards her acceptance into the Royal Navy at her commissioning later this year back in her home port of Portsmouth."

The 65,000 tonne aircraft carrier, which can accommodate

1,600 personnel, was expected to spend a month at sea before being delivered to the Royal Navy by the end of the year.

Her first phase of sea trials, conducted earlier this year, demonstrated the platform stability and manoeuvrability.

The design, build and development of the Queen Elizabeth Class has been a truly national effort, involving every region in the UK. HMS Prince of Wales, the second of the fleet's new aircraft carriers, is expected to be floated out of its giant dock next spring.

To date, construction of the two ships has taken more than 50 million man hours – enough to keep one person occupied for almost 6,000 years.



COMMUNITY MATTERS AT DE&S



Members of DE&S Ship Acquisition visited Woodhouse Park Scouts Activity Centre in South Gloucestershire to partake in a volunteering event to help the local scouting community.

Ten staff (pictured) from the Business and Performance Management Team took the opportunity to roll up their sleeves and get stuck in.

During a productive day they painted the accommodation block on site consisting of six bedrooms, three bathrooms and one long corridor.

Using numerous tins of paint,

the team worked together and managed to achieve their goal within five hours.

Darren Stainer, the QEC Support Scheduler said: "I enjoyed the day's activities and found it rewarding to be able to 'give something back' to the local community."

"It was nice to see the results of our toil at the end of the day too. The event also provided me with an opportunity to get to know other members of the team that I do not usually work with which I'm sure will prove beneficial to team morale."

HELPING PUT MORE 'S' IN DE&S

A booklet has been launched to celebrate and share the vital work of support teams at DE&S.

'The DE&S Way to Support' defines what support means in DE&S, and our vision for the future, as well as demonstrating that our commitment to the armed forces doesn't stop at delivery.

One of the strategic initiatives DE&S has put in place to support this launch is a new Support Steering Committee. The committee will lay out clear lines of accountability and set the direction and priority for a number of support-centred activities across the organisation.

These will be led through a

series of working groups, headed up by individuals selected from across the business for their experience and expertise.

Corporate Function Manager for Integrated Logistics, Neville Parton, said: "Both the launch of 'The DE&S Way to Support' and the new Support Steering Committee are vital steps in ensuring we can continue to provide secure, sustainable support solutions to our armed forces. In what has been a transformational year for DE&S, it's initiatives like these that remind us all of what we're ultimately here to do – and that's support our front line commands."





‘The focus for my team every day is - what have we done for ‘them’ today?’

Major General Colin McClean, the newly appointed Director Land Equipment, tells Desider about his career in the British Army, his love of engineering and his priorities as DLE

You are the son of a Royal Ulster Rifleman – was going into the British Army always the plan?

Although my father was a soldier I didn't come from a family of soldiers – he was the exception. The family tradition had actually been in farming and shopkeeping in Northern Ireland. However, he certainly influenced me, because I respected my father greatly. He said to me the Army had been wonderful for him but that it was important I had a trade too. That was good advice and explains my dual track approach of being a soldier and an engineer.

You were educated at Campbell College Belfast – what are your memories of growing up in Belfast in the 1980s?

The school was based in East Belfast near Stormont Parliament buildings. It was an interesting time, with hunger strikes and the H Block (a prison in Northern Ireland that was used to house paramilitary prisoners during the Troubles). We were certainly aware of what was going on but were pretty blasé, to be honest. Bomb alerts and being stopped at roadblocks were just a way of life. More significant was the Stormont negotiations and Good Friday Agreement, which signalled the beginning of the end of that part of Northern Ireland's history. Belfast is a brilliant place now.

After joining the Army you went on to study engineering at Cambridge University – it that a discipline you have always been interested in?

I have always been a practical person and when I discovered the Royal Electrical and Mechanical Engineers (REME) it was perfect for me, because I could be a soldier and an engineer at the same time. I still think of myself as an engineer – you can't take the engineer out of the boy.

You then went on to serve in various roles, including with the 7 Parachute Regiment Royal Horse Artillery, Operation Grapple in the former

Yugoslavia and the ‘Death or Glory Boys’ – the Queen's Lancers – those must have been interesting times?

They were wonderful times because of the friendships you formed with people you worked with. It really is like being part of a family. I am still in touch with many people I served with during that time and it's wonderful to see so many of them have fulfilled their potential. It was also proper engineering – being in the field and making things work when all the books said you couldn't.

You were also deployed to Afghanistan – what was that like?

I spent 18 months of my life in Afghanistan. In 2008 I commanded a battalion and it was a difficult time. We were losing soldiers across the task force through death or injury quite regularly. I personally, as a commanding officer, lost three soldiers and that will always remain with me because you have a responsibility to them. When I went back in 2012 it was a cathartic experience, because I was able to witness first-hand the progress that had been made and that encouraged me that the efforts and sacrifice that had been made were worthwhile.

How did you first come into contact with DE&S?

I first came to Abbey Wood in 2001 when it was the Defence Procurement Agency. Ever since I have been involved in the engineering and support side of things, whether it be here or at Army Headquarters. I view DE&S as the cog between the Army and industry that gets equipment delivered, and people underestimate the complexity of that challenge.

You have said before that you try to live by the principle ‘professionalism, teamwork, can-do’ – do you plan to apply that in your role as DLE?

Yes. Fundamentally these are principles I strongly believe in. I want teams to deliver in a professional way and with a ‘can-do’ attitude.

Your attitude in tackling a problem is critical to finding a solution. If you attack a problem by focussing on the solution you will succeed, if you focus on the problem you can waste a lot of time convincing yourself it's a big problem.

What are your priorities for your new post?

In a word, people. I want to get to know them and maximise their potential. People deliver the outputs of the organisation and if you treat them right the outputs will broadly look after themselves. Delivery and transformation are also important, but people must come first. There was a Regional Sergeant Major called John Lord who was a prisoner of war and then trained officers at Sandhurst for years. He often repeated an American poet's quote: “Trust people and they will be true to you. Trust them greatly and they will show themselves to be great.” I never met him but that quotation has stayed with me for 30 years.

What challenges do you anticipate?

There are four areas – the Army's current and future requirements, financial restrictions and transformation – that are competing for time, resources and energy and we have to get the balance right. Thankfully Major General Robert (Talbot Rice) has done a great job and I am humble to be taking over his ship, which is in such great shape. My challenge to my team, for as long as I lead them, will be #whathavedoneforthemtoday? By this I am referring to the Armed Forces, because they – the customers – are what needs to be our focus at all times.

Bullseye for DE&S apprentices



Pictured: DE&S Devonport engineering management apprentices Lawrence Parker and Chris Nowell-Smith, with leading darts players former soldier Snowy Dyson and World number 12 woman Maria O'Brien

Ingenious DE&S apprentices from Devonport Naval Base have unveiled a dartboard for use by recovering service personnel and veterans.

Two leading darts players, Maria O'Brien, world number 12 woman, and former soldier Snowy Dyson, who inspired the project while receiving support from Help for Heroes, launched the dartboard in Devonport at a ceremony.

Snowy, a double leg amputee due to diabetes, said: "I helped the apprentices draw up the criteria and they have done a fantastic job."

"My aim is to spread the word about playing darts among veterans like me of any ability and with any disability, whether it is post-traumatic stress or those who have lost limbs."

"Darts is like no other sport in being very social and this has been proved to help the recovery of people like me, especially ex Service personnel who miss the camaraderie of military life. Darts brings people together and this is what I want to happen."

"The idea is that I take this new board to other Help for Heroes centres and we

encourage anyone of any ability and whether they can stand or not to play.

The former county level player added: "Darts is my life and I haven't let the loss of my legs stop me playing. I know the healing power of darts. The British Disabled Darts Association is especially supportive and kept

— “ —

In many venues the boards are not only too high, but so are the stages – this new board will be ideal

Former soldier Snowy Dyson

— ” —

me going when I was at my lowest morale. I'm hoping that his new board can also be taken to their events. In many venues the boards are not only too high, but so are the stages – this new board will be ideal."

Chris Nowell-Smith and Lawrence Parker, DE&S engineering management apprentices, were asked by the Help for Heroes charity, which funded the cost of materials, to design and build a dartboard which could be used by standing and wheelchair users in the Recovery Centre within Devonport.

The pair based their design on an existing commercially produced version which has a height-adjustable dartboard and score panel. The key to its practicability is its portability – it is light and can be broken down into sections for loading into cars.

Chris said: "I'm proud to have helped people like Snowy. He is inspiring and it is very rewarding to be creative and use our skills in something that helps a section of the community. It is part of our training to contribute to the community and engage and meet people."

"This was a challenging project, which requires an easily movable board which also has to be stable because of the nature of the game. To add to the difficulty we had to make our own components."

F-35 progress soars upwards

A new group of UK pilots are ready to fly the F-35 and the jet is cleared for take-off from HMS Queen Elizabeth, Defence Minister Harriett Baldwin has announced.

With a further two set for delivery by the end of the year, the UK currently has 12 F-35 jets out in the United States, where they are being tested ahead of test flights from the Royal Navy's 65,000 tonne carrier, HMS Queen Elizabeth, next year.

Both the cutting-edge UK F-35 fighter jets and the two Queen Elizabeth class carriers, the largest and most advanced warships ever built for the Royal Navy, have been procured by DE&S.

Mark Thornton, DE&S Lightning II Delivery Team Leader, said: "I am extremely proud of the DE&S Lightning team, who have helped achieve this historic and significant milestone in the F-35 programme."

The developments were announced by Mrs Baldwin at the House of Commons Defence Select Committee last month.

She said: "With a new team of British pilots completing their training and the F-35 cleared to fly from the carrier, the momentum continues for this game-changing jet. These milestones come as our pilots prepare to

return from the States and ready for next year's unforgettable flight trials from the deck of the nation's new flagship."

The Minister announced that the F-35

— “ —

The carrier and F-35 together will be a phenomenal force. Everybody involved in it across the board is part of something very special because this is a carrier and aircraft that will be defending the nation for many years to come

Andy Edgell
Squadron Leader

— ” —

Integrated Test Force, which includes four British test pilots, has now successfully completed ski ramp testing. That milestone

clears the aircraft for take-off from the deck of the carrier.

Speaking about the jet to Desider in September, Squadron Leader Andy Edgell, part of that Integrated Test Force, said: "The carrier and F-35 together will be a phenomenal force. Everybody involved in it across the board is part of something very special because this is a carrier and aircraft that will be defending the nation for many years to come."

Elsewhere, the Minister also announced that the first F-35 flight with the latest software was conducted on one of the UK's F-35Bs at Edwards Air Force Base in California. This software upgrade, technically known as Block 3F, represents the full warfighting capability the UK F-35s will have at Initial Operating Capability in December 2018.

UK industry will provide approximately 15 per cent of the value of each F-35 to be built, more than 3,000, worth some £1 billion and generating around 25,000 British jobs.



Royal Navy's second new OPV at formal ceremony in Glasgow

Pictured: HMS Medway, and right from top: A sailor admires HMS Medway, Sir Michael Fallon faces the cameras, the Royal Marine band, Sir Simon Bollom, Chief of Materiel (Ships), and Lady Wendy Fallon initiates the ceremony



A new Royal Navy Offshore Patrol Vessel (OPV) procured by DE&S has been named HMS Medway at a ceremony in Glasgow.

The naming continues an association between the Royal Navy and the River Medway which, as home to the Chatham Historic Dockyard, has existed since Elizabethan times. The second of the Royal Navy's OPVs, HMS Medway is the tenth vessel to bear the name since the 1690s.

She was named by her Sponsor, Lady Wendy Fallon, in a ceremony at the BAE Systems Scotstoun shipyard in Glasgow. Lady Fallon's

husband is Defence Secretary, Sir Michael Fallon, who attended the event with his wife.

Lady Fallon broke a bottle of gin on the bow in honour of the Chatham dockyard, where the gin was distilled.

HMS Medway had been procured by the OPV Project team within DE&S Ships Acquisition.

Philip Ward, DE&S Mechanical Engineer with the OPV Project, said: "It was an honour to be invited to attend the HMS Medway naming ceremony, and a pleasure to hear Lady Fallon speak so warmly of the ship and her crew. Reflecting on the attainment of this

milestone, I'm delighted with the contribution the OPV Project Team, and industry colleagues, have made in getting us to where we are today. I am looking forward to seeing the completion of the ship in readiness for sea trials."

The 90-metre ship has a crew of 58 and is equipped with a 30mm cannon and flight deck capable of accommodating a Merlin helicopter, allowing it to undertake vital counter-terrorism and anti-smuggling operations.

Displacing around 2,000 tonnes, she has a maximum speed of around 24 knots and can sail 5,500 nautical miles without having to

V named DW



Pictures: Jack Eckersley



smuggling to securing the UK's borders, HMS Medway will protect our security and interests around the world."

The OPV programme is sustaining around 800 jobs in Scotland at BAE Systems and is maintaining the vital skills needed to build the new cutting-edge, anti-submarine warfare frigates, the Type 26s, for a Royal Navy growing for the first time since the Second World War.

Sir Simon Bollom, Chief of Materiel (Ships) at DE&S, said: "The naming of HMS Medway is a proud moment for the Royal Navy, supported by DE&S, and our industry partners and is a significant milestone in the delivery of this world-class fleet of five new warships."

"I look forward not only to the deliveries



I'm delighted with the contribution the OPV Project Team, and industry colleagues, have made in getting us to where we are today

Philip Ward, DE&S Mechanical Engineer



of the final three OPVs, but continued good progress on the Type 26 programme, which the OPV programme has enabled through the sustenance of jobs and skills."

HMS Medway is officially affiliated with the Medway district through an association with Medway Council.

Leader of Medway Council, Councillor Allan Jarrett said: "It is an honour that the vessel has been named after Medway, an area which has a rich naval heritage. Today we celebrate a new vessel being added to the fleet to help protect UK waters and we would be pleased to invite HMS Medway to visit us on the River Medway soon."

resupply. All five of the new Batch 2 River class OPVs are expected to be in service before the end of 2020, with the first of class, HMS Forth, currently on sea trials.

Sir Michael Fallon said: "In a year that has already seen us name our second aircraft carrier, two Type 26 frigates and the first in this OPV class, it is a privilege to see yet another ship named for the Royal Navy. Named by my wife after a river in my constituency, my family has taken a particular interest in HMS Medway over the course of its construction and this is a proud day for all involved."

"From counter-terrorism and anti-





Delivering significant benefits

The establishment of an Internal Technical Support (ITS) Systems Engineering team at DE&S is starting to reap rewards. Desider heard how the Oceanographic Reconnaissance Combat Architecture (ORCA) team utilised ITS with great effect

When the ORCA team were given the go ahead to approach industry and find a replacement for Command Management Systems (CMS) on board the Royal Navy's mine countermeasure vessels, it was the first time a CMS had been put to competition for 30 years.

To address the significant challenge, the DE&S ORCA team requested support from the Internal Technical Support (ITS) Systems Engineering team, which was established under the organisation's transformation programme last year.

ITS was set up to support DE&S transformation by developing and using in-house capability to support delivery teams, and in so doing reduce DE&S' reliance on private sector support.

Neil Stevenson, ORCA Lead Engineer, said: "CMS is the heart of the ship's combat system on the Hunt and Sandown class mine countermeasure vessels. We have asked companies for solutions and hope to decide on

our preferred option within a year.

"With these short timescales, the engineering tasks that cover all defence lines of development are challenging and detailed. ORCA requested ITS support immediately and the team were in place in less than a month, considerably quicker than current contracting routes. The team has already brought a huge amount of experience which traverses the DE&S engineering functional areas.

"One of the team's largest challenges is to produce the tender documents for the competition. The ITS team quickly identified the Combat System Design Authority as a key stakeholder for this design function, which will greatly reduce the time spent within the design phase.

"The advantages of the ITS team being internal have had numerous positive effects. The team works across many areas in DE&S and see all of the differing processes and goals. This allows the most suitable route to success to be chosen, project by project. Lessons

learned are actually utilised and acted on for each project."

ITS was established in July last year. The second phase of the programme has seen the team grow from seven staff to 18, with 11 new team members joining. A third phase of recruitment will bring the team to 40 by the end of the current financial year.

Duncan Kemp, Systems Engineering team leader, said: "This phase of growth has been challenging. Not only have we had to recruit and induct a large number of new team members, we have also had to scale up our operation and support the new safety and human factors teams. Doing this whilst remaining flexible and dynamic has been challenging."

Jon Cook, engineering corporate function manager, added: "I am really pleased with the success of the Systems Engineering ITS team. They have expanded their work to deliver significant benefits to teams across all our domains."

Over 100 years invested in leading UK technology



Leonardo has over 100 years of history at the leading edge of advanced design and manufacturing in the UK.

7,100 highly-skilled employees and a vast network of suppliers and partners design and develop industry-leading aircraft, electronics, space, defence and security systems for UK and export customers, worldwide.

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

Pictured (below): Launching Nemo
 Pictured (from top to bottom): Turkish officer
 touring the rescue vehicle, Turkish submariners
 looking up at the rescuers, preparing for the next
 mission, Naval assets in Dymanic Monarch 17,
 Japanese and Indonesian submariners ride in
 Nemo, NSRS team - military and civilian.



Finely tuned and ready to go at a moment's

The NATO Submarine Rescue System (NSRS), managed by the In-Sea, recently took part in one of the largest submarine rescue exercises in

More than 350 tonnes of kit were mobilised from Port of Glasgow on board a large auxiliary ship so the NSRS could take part in Dynamic Monarch 17, a major NATO submarine rescue exercise held off the Turkish coast.

NSRS has undergone training with submarines from 11 different countries in the past nine years, but this was the first time the system had been put to the test in the Eastern Mediterranean and it gave the team an invaluable opportunity to evaluate the system at elevated air and sea temperatures.

Although, thankfully, the system has not had to be used in a genuine emergency, it is vital that the team and equipment are finely tuned and ready to go at a moment's notice. If the worst should happen, it's crucial they

have the ability to react as swiftly as possible, as those stranded on the bottom of the ocean are wholly reliant on the system coming to their aid.

Exercise Dynamic Monarch 2017, hosted at the Aksaz Naval Base, also saw rescue systems attend from Turkey, Italy and the USA, and observers from nine different nations. Three submarines to support the exercise were provided by Spain and Turkey.

After a two week transit to Turkey, the NSRS team took part in a series of successful exercises, including a mass evacuation in the highest temperatures the system has ever encountered, with air temperatures exceeding 38°C and sea temperatures of 27°C.

The mass evacuation exercise provided a scenario in which to train medical and

diving operators for NSRS. Submariners are rescued using the Submarine Rescue Vehicle (known as Nemo) and transferred to the hyperbaric chambers of the Transfer Under Pressure system. This exercise was conducted over a 36 hour period with 44 medics and divers. Those rescued underwent a four hour decompression.

Commander Ian Duncan, who manages the NSRS from Abbey Wood on behalf of the three member nations – the UK, France and Norway –, said: “The exercise was a huge success for the NATO Submarine Rescue System, as they were able to complete 19 launch and recoveries and 16 dives with no loss of availability. Time is your enemy when it comes to submarine rescue and it is vital that we take part in these exercises to ensure we are ready for every



s notice

NATO Submarine Rescue System

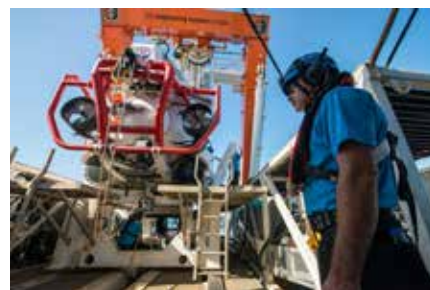
The NSRS is a three nation project between the UK, France and Norway, and is managed by the In Service Submarines team at Abbey Wood.

The system can be transported by plane meaning it can go anywhere in the world, and 700 ships around the globe that can transfer the system have been identified.

Submarines carry enough food and supplies to keep those on board alive for seven days. The NSRS aim to get to stricken submariners within 72 hours of the incident being reported.

Once deployed the Submarine Rescue Vehicle attaches to the escape hatch on board the submarine and can bring 12 crew to the surface at a time and re-located to the Transfer Under Pressure system if necessary.

The NSRS capability is unusual in that it is delivered by the Submarine Delivery Agency at Abbey Wood and not a Front Line Command with the Operating Duty Holder as ISM Head, and the Delegated Duty Holder, the NSRS Programme Manager.



— “ —

Time is your enemy when it comes to submarine rescue and it is vital that we take part in these exercises to ensure we are ready for every eventuality

Commander Ian Duncan
NSRS manager

— ” —



Service Submarines team at Abbey Wood, around the world. Desider heard how it went

eventuality.”

He added: “Dynamic Monarch 2017 was also an excellent example of collaboration between the nations and the opportunity was taken to invite key DE&S and Submarine Delivery Agency personnel out so they could gain experience of underwater operations.”

The team took the full rescue suite of equipment to the exercise, including the rigid inflatable boat and davit, portable navigation tracking and communication system, submarine rescue vehicle, portable launch and recovery system, deck generators and the transfer under pressure system. The transfer under pressure system currently represents the world’s only large scale hyperbaric chambers for submarine rescue.

Transporting the enormous amount of cargo

that is needed for the exercise takes a huge amount of preparation and the In-Service Submarines team work alongside Defence Supply Chain Operations and Movements (DSCOM) and DE&S Commercially Supported Shipping (CSS), to secure the aircraft and ships needed for such a task.

The NATO sponsored Observer Programme was attended by representatives from the UK, Spain, Poland, Bangladesh, Sweden, South Korea, Indonesia, Japan and Pakistan, and all observers had the opportunity to see each of the systems brought by each country to the exercise. In the end NSRS took 56 observers from 15 different nations to the bottom of the Mediterranean and back, often mating with a submarine and transferring the observers to and from the submarine underwater.

P3M tool suite goes up a gear with Merlin Crowsnest

With last month's roll-out of the second release in DE&S' P3M tool suite, Desider caught up with the Merlin Crowsnest team to see how their project is harnessing the new tools

Pictured: CGI of Merlin mark 2 with the Crowsnest surveillance system



The Merlin Crowsnest system will deliver an Airborne Surveillance and Control capability to the Royal Navy's Merlin Mk2. Acting as the eyes and ears for the fleet, it is a key element of Carrier Enabled Power Projection, exploiting its long-range air, maritime and land detection and tracking to provide vital intelligence and surveillance at sea.

Selected as one of DE&S' exemplar projects, Merlin Crowsnest has been at the forefront of P3M tool suite adoption. At the same time, the introduction of the Project Controls function has changed the dynamic of this large and complex team.

Project Controls Manager, Richard Griffiths, said: "Since taking on this position in May, I've been looking at how best we as a function can support our project managers. They may have overall accountability for delivery, but my role – and the role of my project controllers – is integral to that success."

"We provide high quality, reliable data that drives efficient decision making. With our skilled team, supported by new tools such as Primavera P6 Pro – the scheduling software we're using now as part of the P3M tool suite – we can begin to do that much better."

So how are these new tools – and the data they generate – helping Project Portfolio Manager Paul McDermott?

He said: "My project controls team is now producing Cost Performance Reports from P6. By analysing the data from the tool suite at our weekly reviews, we have a consistent view of the project's status and an indication of future direction. We can review our supplier's performance and our own, using the data to drive improvements across the board.

"While we've previously used earned value management with our prime contractors, this has historically been with a light touch. Now we have the tools to engage with industry on a wider footing – and in fact, the level of integration we're working to is pushing industry hard to keep up."

Merlin Crowsnest is one of four pilot projects beginning to use the tools in release two, which will provide targeted time recording, integrated schedule risk analysis, better integration with the organisation's

cost management processes and enhanced performance reporting. The latter is something that Paul is particularly keen to get hold of: "Better management reporting, generated once from a single source of data that's used automatically for many purposes, will be a game-changer for all of our project managers."

What is the P3M tool suite?

Introduced as part of DE&S' transformation programme, the P3M tool suite encompasses a range of industry-standard software solutions to help us manage our projects, programmes and portfolios in the most effective way.

desider



**DOWNLOAD THE
DESIDER APP NOW**

SEARCH DESIDER IN YOUR APP STORE



"CVRT has been an excellent piece of equipment that has served the British Army well"



End of an era: Steve Faulkner, Babcock Head of Site, and Faye Childs, DE&S CVR(T), Service Delivery Manager 1a, shake hands at Donnington. The CVR(T) Samaritan pictured behind them (left) was the final vehicle to undergo a depth overhaul.

A family of armoured reconnaissance vehicles that served with distinction in numerous conflicts including the Falklands, Iraq and Afghanistan have reached an important landmark.

The Combat Vehicle Reconnaissance (Tracked) known as CVR(T) has been used extensively by the British Army and other forces throughout the world since they came into service in the 1970s.

The small, highly mobile, air-transportable

armoured vehicles, of which there are several variants, is highly valued by the British Army. It will be eventually be replaced by the Ajax variants.

CVRT variants include Spartan which is used to carry small specialised groups such as reconnaissance teams, air defence sections and mortar fire controllers. Others are Samaritan (ambulance vehicle), Sultan (armoured command vehicle) and Sampson (armoured recovery vehicle).

At the end of August members of the British Army, DE&S and industry visited MOD Donnington in Shropshire to mark the end of an era and see the final CVR (T), a Samaritan, undergo a depth overhaul by Babcock and roll off the line.

Lt Col Ian Simpson MBE, (pictured below) who has served in the British Army for 35 years, used CVRT vehicles extensively throughout his career including during Operation Granby - the British military operations during the 1991 Gulf War.

He is currently senior requirements manager for the Land Concept and Assessment



Team within the Land Equipment domain at DE&S.

Lt Col Simpson said: "CVRT has been an excellent piece of equipment that has served the British Army well. From playing with my Action Man version in 1972 I first went

Pictured: A CVR(T) Scimitar Mk1 on exercise on Salisbury Plain

...t piece of equipment that ... well"

— “ —

The boys love it and there will be a lot of old soldiers, like me, that will be sad to see her go in 2023

Lt Col Ian Simpson

— ” —

on board a real one in 1982 and have been deployed on many operations with it. It's a rugged vehicle that, when it does break, can be fixed on the battlefield and returned into combat quickly.

“The boys love it and there will be a lot of old soldiers, like me, that will be sad to see her go in 2023 and I now work on projects that will replace them. I am delighted the Latvians are going to benefit from them because it's a great piece of kit of which I have very many fond memories.”

Originally there were more than 1,000 CVR (T) in the British Army fleet and over 650 remain with an out of service date of 2023.

A number of the armoured vehicles are being sold to Latvia via DE&S' Defence Equipment Sales Authority (DESA). Formally the Disposals Services Authority (DSA), DESA will generate revenue for the UK and build closer collaboration between UK industry and international customers.





Picture: Jack Eckerley

On career choices, having an amazing team and her guilty pleasure

Julie Morris is Head of Future Submarines within the Submarine Delivery Agency (SDA). As team leader for the Dreadnought programme she is responsible for delivering the nuclear deterrent platforms to replace Vanguard

What does your role involve?

As the team leader for the Dreadnought programme I am responsible for delivering the nuclear Deterrent platforms to replace Vanguard, on time and to cost. My main focus is to build and maintain a team, within the SDA and with industry partners, that has the skills, tools and, as importantly, the behaviours that are required to deliver the outcomes we need on this complex and high profile programme. Another important aspect of my role is to build effective interfaces and relationships with our stakeholder community, and in particular my customer sponsor organisation Director General (DG) Nuclear, so that they have confidence in what we do.

What about your role is exciting, rewarding or interesting?

Everything. The people are fantastic and genuinely committed to doing their best and each day there is another, different challenge to be overcome. These programmes are not for the faint-hearted, because they are very hard work and take a huge amount of energy, resilience and determination. However, the sense of purpose and achievement when something goes well is phenomenal.

How important to you is teamwork?

I am a very delivery focussed person and when I first became a project manager many years ago my priority was that the task had to be completed on time. That meant I didn't really think too much about the effect on people or the team, which is horrible to admit but true. Over the years, and as I have worked on bigger and more integrated programmes, I have learnt how important people and teamwork are to delivery. Working as part of a group who support each other through the inevitable challenges and celebrate successes together is one of the key reasons I do this job.

What is your view on transformation?

Since day one I have been a supporter of

the fundamental tenets of transformation. I wholeheartedly believe we need to build our skills and capabilities, and have access to effective systems and tools – to allow us to be the best that we can. At times over the past three years it has been frustrating, but I do think we have now turned a corner. Now we need to keep going to ensure we get the benefits we expect from this huge change programme.

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

If I am honest, I joined the MOD more than 30 years ago by accident. I knew that it took months to become a civil servant and I wanted to go to festivals in the summer so I applied, had the summer off and joined in August, intending to stay until Christmas. However, once I was in, I was hooked. As the daughter of Army parents I always had a strong connection to the Armed Services. But once I started working for the MOD I really started to understand the role that DE&S plays in equipping and supporting our service men and women. I must also say that I have had some absolutely fantastic jobs over the years, been given some amazing opportunities, and worked with some fabulous people.

What do you most enjoy about your job?

Firstly, the people and working as part of a team. When we get it right our teams can feel like a second family with whom you share joy, sorrow and hopefully lots of laughter. A close second is driving as hard as we can to hit our milestones and sharing opportunities to exploit so that we make the most of every day.

What do you enjoy doing in your spare time?

I come from a small but close family and we often get together for day trips and nights out. I also love spending time walking outdoors with friends. As the weather draws in I will inevitably spend more time reading and

listening to music – anything and everything – though I do love a historical novel and, my very guilty pleasure, 70s and 80s music.

What might surprise people about you?

That I didn't go to University. Despite doing well at school I don't remember anyone ever talking to me about going to University. The people that I knew that went to University did so because they needed a particular degree to do the job they wanted to do. At that time, I had no idea what I wanted to do, so I left school to train to be a chartered accountant. Unfortunately, although I loved working with numbers, there was very little delivery focus. I left and went on to manage a supermarket before finally finding my vocation at the MOD where I have been given lots of opportunities to continue to learn whilst building my knowledge and experience. This support has enabled me to progress from my starting position as an Admin Officer to where I am today.

— “ —

These programmes are not for the faint-hearted, because they are very hard work and take a huge amount of energy, resilience and determination. However, the sense of purpose and achievement when something goes well is phenomenal.

— ” —

Tornado full steam ahead



Pictured: Tornado speeds along the rail track
Below : Huw, far, right, with other volunteers who took part in the landmark attempt

Huw Parker from DE&S has played a key role in a steam locomotive reaching a speed of 100mph in a UK main line for the first time in 50 years.

Tornado was constructed from scratch by The A1 Steam Locomotive Trust, with no recovered or restored parts and at a cost of £3 million. The construction was completed in 2008.

Earlier this year the locomotive maintained 100mph for 48 seconds during a highly secretive test run on a flat part of the East Coast main line at Pilmoor, between Thirsk and York.

In doing so, Tornado became the first steam locomotive to reach the landmark speed since 1968, and Graeme Bunker, operations manager for the A1 Steam Locomotive Trust, told a national newspaper he was confident that Tornado had actually exceeded 100mph.

A member of the Waterguard team at DE&S, Huw has been involved with Tornado for the last five years and manages the volunteer support crews from the A1 Trust that accompany the locomotive wherever she goes.

The 100mph run was part of tests to increase the maximum permitted speed from 75 to 90mph and was the culmination of several days of detailed preparation and many months of planning. During the attempt, Huw worked with the locomotive crew on the Northbound run, and was on board the Support Coach when Tornado hit the magic number on the

return South. He also featured prominently in a BBC documentary by Tom Ingall, recording the events surrounding the test to prove the engine capable of sustained running at higher speeds.

Huw said, "I was lucky enough to be on the footplate for the first phase of testing and

— “ —
The tension on the coach as we crept towards achieving 100 mph was palpable

Huw Parker
DE&S Waterguard team

— ” —
 we achieved 91mph, which was exhilarating. "The tension on the coach as we crept towards achieving 100 mph was palpable. We knew that we had three chances between Newcastle and York and external factors meant that we missed the first two, so it was all or nothing on the final stretch of line. We just made it!"

Tornado is a regular visitor to Bristol and



spent part of the summer hauling some of the popular Torbay Express Sunday services out of Bristol Temple Meads. Planning and managing the preparation for this record-breaking run and all the mainline runs can be a complex challenge, ensuring the engine is always well turned out and meets the stringent safety standards required.

"Operating a steam locomotive on today's modern railway often leads to last minute changes, the need for quick decisions and clear direction – a perfect environment for the application of project management and leadership skills."

The absolute steam-loco speed record is held by the Sir Nigel Gresley-designed Mallard, which attained 126mph in July 1938 on the downhill section of Stoke Bank near Grantham in Lincolnshire.

CASE STUDY

Zac Costello, Internal Communications Business Partner for Joint Enablers (JE), gives his insight into the benefits of working for DE&S

Name:

Zac Costello

Job title:

Internal Communications Business Partner for Joint Enablers

How long have you worked for DE&S?

10 months

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

The Armed Forces have always been a particular interest of mine, especially the variety of equipment that is in use across the globe. The opportunity to combine my communication and employee engagement background in an environment that delivers fascinating and life-saving kit was an opportunity that I had to take.

What does your role entail?

My role is to support and improve the way we communicate across DE&S, bringing to life the exciting work we do and ensuring everyone receives a consistent message. The Business Partner team – which is made up of JE, Air, Land, Ships, Submarines and Functions – act a bit like a brand or communications agency. Our stakeholders are our clients and we advise how to shape the communication including the copy, what channel to use and how to package and deliver it. It's really rewarding seeing colleagues engaging with your content and – as we move to more digital channels – there are even more opportunities to connect and spark a conversation.

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

There are so many routes to progress professionally at DE&S. I've been offered superb guidance from a mentor figure and have been given the opportunity to develop my people management skills. In addition to this, I'm also looking to access the Institute of Internal Communication (IOIC) to develop my career for the future.

What do you most enjoy about your job?

I enjoy the variety – no two days are the same. One day I could be working on a communications campaign or engagement initiative, the next day I could be at an air station watching Wildcat Helicopters take-off and land. From writing, planning, leading and working with designers, my role challenges me every day and I have the opportunity to make a tangible difference to DE&S.

What's your ambition?

I'm not fuelled by money or professional titles, I simply want to make a difference. DE&S is evolving and I feel I'm in a great position – working alongside senior figures – to have a positive impact on our people over the coming years.

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

In my early career at DE&S I feel my biggest achievement is supporting the delivery of the employee engagement action plan for my area of work. After analysing thousands of pieces of data and reviewing countless comments, I was able to make strong recommendations to improve important aspects of working at DE&S. Upon review, mid-way



Picture: Jack Eckersley

through the year, staff feedback showed we had made positive progress and I hope to see this trend continue.

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

There is so much opportunity at DE&S, both personally and professionally. You can work, gain qualifications and progress, all from your very first day. With so many people at DE&S, there is also a great support network around you and you're sure to find lots of people with similar interests.

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

I'm a very active person and DE&S really supports that lifestyle. The on-site gym is less than £5 a month and I've joined the MOD football team for a kick-about on a few occasions. Flexible working has also been a great benefit, knowing I can put the extra hours in in the morning and get out on my bike in the evening adds up to a brilliant work-life balance. I also work with a pretty awesome team.

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, find out 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

We truly believe that DE&S is a great place to work, and it's important to us that all of our people feel the same way. Our unique employee experience offers:

- pride in supporting our armed forces
- delivery of some of the world's most complex projects
- significant investment in personal, professional and technical development.

We want to ensure that every single employee feels appreciated and fairly rewarded. That means having the best possible benefits package. As well as competitive performance-related pay and market-leading pension schemes, our employees benefit from flexible working, generous annual leave, and access to a number of member

discount, sports and social clubs. Our aim is to provide a workplace that gives you the flexibility to maintain a great work/life balance.

All our sites are designed to be accessible with good transport links, along with cycle racks and car parking. Our headquarters are in Abbey Wood, Bristol, with a range of facilities including a fully-equipped gym, on-site nursery, a range of restaurants and coffee shops, and a hairdresser's. But with over 150 locations across the world and close relationships with customers and suppliers, we also have opportunities based at RAF stations, Royal Navy and Army bases, depots and logistics facilities, or even on-site with industry partners.

Equality and diversity

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

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

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

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

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

Read more about equality and diversity in MOD.

How to apply

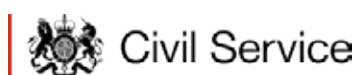
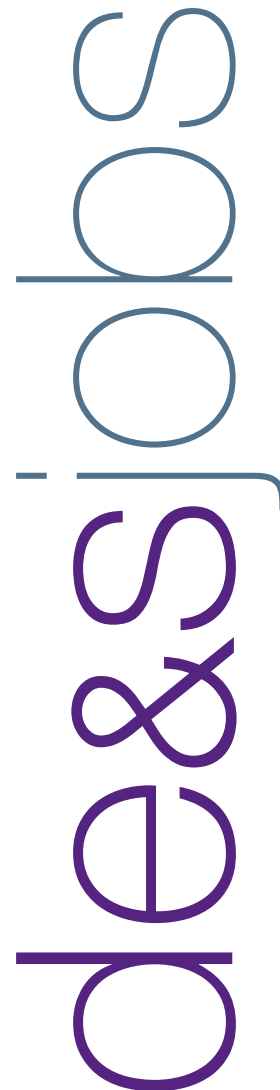
We are looking for innovative, talented, focused individuals to join us in being instrumental in defending Britain's interest both at home and overseas.

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

professional development.

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

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



CURRENT VACANCIES

Business Support Administrator DE&S

Bristol | £16,500 pa - £18,000 pa | Administrator/Specialist

Closing date: 19 Nov 2017

Reference number **1560765** Post type **Permanent** Hours **37 Hours**

Job Description: You will provide pivotal administrative support to senior team members on a day-to-day basis, regularly interacting with stakeholders at all levels across the business and commonly offering information for those within your defined area.

Service Delivery/Operations Manager DE&S

Bristol and limited opportunities in other locations

£19,000 pa - £38,157 pa | Level 2&3 | Closing date: 19 Nov 2017

Reference number **1555824** Post type **Permanent** Hours **37 Hours**

Job Description: Supporting the delivery of the service in accordance with customer agreements by utilising demand, supply and project management skills and techniques you will help deliver outcomes including identifying risks and mitigating actions whilst engaging with stakeholders.

Supply Chain Managers DE&S

Bristol, with limited opportunities at other locations

£19,000 pa - £27,000 pa | Professional II | Closing date: 26 Nov

Reference number **1559333** Post type **Permanent** Hours **37 Hours**

Job Description: Supply Chain Management within DE&S is complex with multi-faceted roles involving a wide range of responsibilities and priorities. We will provide you with a comprehensive range of accrediting training and development, but you will must have experience at a management or supervisory level for the professional II roles.

Engineering Management Apprentice DE&S

Bristol | Year 1 - £14,847 | Year 2 - £15,890 | Year 3 - £19,016

Closing date: 18 Mar 2018

Reference number **1558837** Post type **Permanent** Hours **37 Hours**

Job Description: A 3 year advanced engineering apprenticeship with up to 60 places. Year 1 is full time at Bridgwater & Taunton College, while Years 2 and 3 consist of 4x 6-month placements and work experience at Abbey Wood, split by a block release HNC programme at college.

DESG Graduate Scheme DE&S

Bristol, RAF Waddington | £25,890 pa | Graduate Engineer

Closing date: 3 Apr 2018

Reference number **1560819** Post type **Permanent** Hours **37 Hours**

Job Description: Fully accredited scheme by six of the major Engineering Institutions, with 4-6 month placements in a variety of locations across the UK and training courses aimed at developing technical knowledge.

DBS has a right to close the campaign earlier than the date advertised

S
O
O
S
&
E
D
P

DE&S PEOPLE

60 SECOND SPOTLIGHT

Name?

Patricia Hughes

Role

Service Delivery Manager (SDM) Ajax family of vehicles

Your route into DE&S

I joined DE&S from industry in April 2015. My first role here was managing the Oils Lubricants and Gases, and Food categories. Two very different and totally unconnected areas. If there was a competition for the most distance travelled to interview, then I would be a serious contender. I travelled to Bristol from Bahrain, via Abu Dhabi and Cardiff. I was working as Head of Retail Operations at the time in Bahrain and Saudi Arabia for Bahrain's leading pharmacy chain. Prior to this, my career has been in Food and Fast Moving Consumer Goods (FMCG) for Heinz, Tesco, Safeway and Gu Puds in supply chain and operations management. I joined my current project team as one of the first transformation functional deployments.

My claim to fame

This is more of an anti-claim to fame, I suppose. I am ignorant in the world of all things celebrity. As an example, I was once on a long haul flight and spent loads of time chatting to the man next to me. Talking about things like Mr Men Books through to how to manage as a tea addict when travelling overseas. Several hours into the flight, I commented to him about how many people were shaking his hand and saying how they were fans. He then more formally introduced himself as Prince Naseem Hamed (multiple world championship-winning boxer, pictured inset). I like to think he probably appreciated my lack of awareness as we were able to have a regular conversation.

My advice to anyone

Know your faults and weaknesses. Whatever other people may think of themselves, and lead you to believe, nobody is perfect.

What do you do when you are away from work?

Enjoy the great outdoors. I live half way up a mountain in the Welsh Valleys, and walk on various (surprisingly steep) parts of it three times a week, through field and forest. I enjoy walking and wild camping in the mountains, either solo or with hiking clubs that I belong to.

What are you most proud of?

Two things that I am very proud of: Being a diversity and inclusion (D&I) role model. I have had some tough times where I have needed support. I am proud of who I am and if I can help or inspire other people then so much the better.



Being a magistrate, an important community role, of which I am very proud. Although I am not one for post-nominal letters, so you will not see me signing my name Patricia Hughes J.P.

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

Tea leaves and kettle (uses two items up but worth it)
My writing set. Call me old fashioned, but I do love to hand write letters.

What irritates you the most?

People who stare at or discriminate against minorities, and people who do not treat fellow humans with respect. We are all the same on the inside – no one should treat people rudely or disrespectfully.

What is your favourite place in the world?

There are plenty of places that I do not

like, but very difficult to single out a favourite place. My recipe would be: clean air, plenty of water and the right company.

My secret?

Although my passport says Patricia, that has not always been my name.

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

Email tom.morris114@mod.uk

100 years of innovation

Pictures: Crown Copyright

Pictured: The company has supplied parts to the Royal Navy for Astute class submarines (one pictured) and as far back as the RN submarine M3 (inset), which was ordered in 1916



An innovative firm of engineers has celebrated 100 years of being the sole periscope and optronics mast supplier to the Royal Navy's submarines.

Govan-based Thales (Barr & Stroud until 2001) delivered the first submarine periscope, the FY1, to the submarine M3 in late summer 1917.

Since then, every class of Royal Navy submarine, including the Vanguard and Astute class procured by DE&S, has been fitted with a periscope or optronics mast designed and built by their engineers in Glasgow.

Today the company's state-of-the-art optronics masts support submarines' navigation, warfare and communications systems, as well as thermal imaging and night vision capabilities.

The masts can complete a full 360 sweep of the horizon, looking for potential threats, in only a few seconds, providing high definition images of the battle space to commanders before they are noticed by an adversary.

On a recent visit Defence Procurement Minister Harriett Baldwin said: "This anniversary marks a proud record of Scottish engineering contributing directly to UK



defence and national security by providing the eyes and ears for our nuclear deterrent and attack submarines.

"Generations of highly skilled engineers across Scotland have applied battle winning technologies to meet the needs of their UK armed forces, as well as exporting their innovations to dozens of navies around the world."

Victor Chavez, CEO Thales UK, added: "Arguably our greatest single innovation was introducing a night vision capability to allow submarines to navigate and gather intelligence 24/7.

"However, our latest full remote control,

non-hull penetrating optronics systems give naval architects more design flexibility by not restricting them to co-locating the fin and the control room via a 50ft long periscope. These options, combined with the digital inboard control and display system, provide commanders with a leap forward in submarine capability."

Optronics masts are electronic imaging systems and do not penetrate a submarine's hull, but are contained in the conning tower or 'fin'. They are fitted to all seven of the new Astute-class submarines, the first three of which are already in service from HM Naval Base Clyde.

Thales' site at Glasgow has 129 years heritage and currently employs 600 people, mainly very highly skilled technical and engineering jobs, designing and building optronics systems for the Royal Navy, Army and Royal Air Force.

From 2020 Scotland's HM Naval Base Clyde will be home to the entire UK Submarine Service of seven hunter killer and four deterrent submarines.

DE&S PEOPLE

Cycling for a good cause

DE&S aircraft engineer Lee Cole has completed a 177 mile bike ride to raise awareness of a charity that helps service personnel with their transition to civilian life.

Rugby for Heroes, whose patron is former England, Bath and Gloucester centre Mike Tindall, recognises that some personnel can face on-going challenges adapting to civilian life.

Its founders believe the rugby community can provide an excellent network of support that will help former service personnel develop their confidence, skills and even find work.

Lee set off from Twickenham as part of the 177-mile, three-day Memorial Bike Ride, to honour the contribution of international and club rugby players from around the world who fought and died during the First World War.

As part of the ride, Rugby for Heroes' team of former international rugby players, serving, and ex-

military veterans conducted acts of remembrance at the Menin Gate in Ypres, (where Lee is pictured with Tindall and former Gloucester, Worcester and South African full back Thinus Delpport), Vimy Ridge and the Thiepval Memorial.

The trip, which raised more than £15,000 for the charity based in Gloucester, concluded with a 12-a-side rugby match against the French.

Lee said: "Rugby has very similar core values to the services, with leadership, teamwork, commitment, discipline, courage, respect, loyalty and camaraderie all being very important.

"When someone leaves the services they can feel a bit lost and Rugby for Heroes gives them the opportunity to meet people in an environment they understand and will help them make the sometimes difficult transition to Civvy Street."



MOTTO

the MOD Lottery
July 2017 winners

£10,000	Phynette Thomas, Northolt
£2,500	Diane Hudson, Andover
£1,000	Samuel McIlwaine, Northern Ireland
£500	Jill Lindley, Camberley
£250	Sandra Turner, Liverpool
£100	Tracey Conway, DSTL
	Thomas Scott-Clarke, UKHO
	Colin Snee, Welford
	Laura Osling, Marham
	Kerry Bell, DSTL
	Louise Edensor, Wimborne
	Gavin Whitley, ABW
	Susan Henson, ABW
	Richard Whelan, ABW
	Nicholas Boosey, Brecon
	Jamie Carpenter, ABW
	Aaron Brown, Sutton Coldfield
	Dillon Browne, Bicester
	Malcolm Wroth, Feltham
	Andrew Miles, Yeovil
	Adrian Hanrahan, Leconfield
	Julian Smith, Hereford
	Rodney Barbour, Sutton Coldfield
	Irene Devlin, Glasgow
	Richard Dowse, ABW



DE&S employee Stephen Akers took part in the Royal British Legions' Pedal to Paris – a tough four day 284 mile cycle ride between London and the French capital.

Stephen, a business analyst within the DE&S Waterguard team, was part of a team that joined more than 250 cyclists to take on the challenge that culminates with a ceremony at the Arc de Triomphe.

After cycling from Eltham Palace in south east London to Dover, participants took the ferry to Dunkirk where, the following morning, a ceremony at the Commonwealth War Graves cemetery took place.

Cyclists also paid their respects on day three at the war memorial in Place du Général de Gaulle, Abbeville and at

the Monuments Aux Morts in Beauvais.

Stephen, who has so far raised almost £1,000 for the RBL from the ride, said: "I confess that emotion got the better of me, briefly, seeing the many families and friends that had made the journey to Paris to welcome everyone in, but after a couple of well deserved beers I'd gathered myself enough to call my wife in celebration.

"I'd left for London as an individual and arrived in Paris five days later a member of a team that has conquered the Pedal to Paris and I will always be proud of that fact."

You can still sponsor Stephen at <https://www.justgiving.com/fundraising/Steve-to-Paris>

Sporting glory for DE&S

Members of the MOD Abbey Wood hockey club formed part of the team that won the Civil Service Sports Council (CSSC) hockey tournament at Loughborough University.

The biennial CSSC Games see players from all over the MOD come together to compete at a host of sports including football, tennis, Scrabble and photography.

Representing the Defence Sports and Recreation Association (DSRA), the team defeated their first opponents 2-0 before beating the Department for Environment, Food and Rural Affairs (Defra) 1-0 and, in their final group game, overwhelmed the Government Communications Headquarters (GCHQ) 3-0, ensuring they progressed to the semi-finals having not conceded a goal.

The semi-final, against the Defence Science and Technology Laboratory (Dstl), was a closely-fought contest with DSRA finally running out 2-1 winners.

The final saw the team again pitted against Defra, whom they had beat 1-0 in the group stages. At half-time the match remained on a knife-edge at 0-0.

DSRA broke the dead lock with a penalty flick and secured victory 2-0 when they converted a second penalty flick awarded in the latter stages.

Goalkeeper Ben Heller said: "It was fantastic to win the tournament and we look forward to defending our trophy in two-year's time!"

If you're interested in getting involved in MOD hockey contact Benjamin.heller100@mod.gov.uk



Members of the Abbey Wood Tennis Club produced some exceptional performances to win four of the six available winner and runner-up prizes at the MOD Sports Day.

Ramsay Davis and Kersey Segger (pictured) won the mixed doubles, while Richard Harrop and Jamie Earl were runners up in the men's doubles.

Elsewhere, Hervé Skenderoff and Clive Vallance beat Simon Baker and Mark Neves in the all Abbey Wood plate final.

The club was only established in 2013 and the recent performances highlight

how the abilities of the team have developed.

Mark Neves, chairman of Abbey Wood Tennis Club, said: "There were some terrific performances from members of the Abbey Wood Tennis Club at the MOD Sports Day. As a club we are making excellent progress and I would like to thank both Laurels Sports & Social Club who fund coaching and CarillionAmey who maintain the tennis courts for their excellent support."

If you would like to improve your tennis skills and play at Abbey Wood please contact Mark.

DE&S employee Stephen Nye has received a commendation from the British Embassy in Washington, US, for his outstanding contribution to a NATO datalink project.

Stephen, a project manager for the Situational Awareness Command and Control Delivery Team within ISTAR has been recognised for his work around the NATO Improved Link Eleven (NILE) project (aka Link 22).

Link 22 is an important new tactical datalink, offering improvements in the exchange of situational awareness between NATO force commanders in the maritime environment, and is replacing Link 11 from 2025.

Stephen is the UK representative within the NILE Project Management Office, located in San Diego, California, and is the sole project manager in the team of operators and engineers.

He applied his extensive DE&S project management knowledge to the US acquisition process, to successfully lead NILE's engagement with industry in the development and delivery of the Link 22 production contract, achieving significant production cost savings along the way.

Stephen, who was also praised for his diplomacy skills, said: "Acquisition skills acquired within the MOD have proved to be very transferrable to the US and I am pleased to have been able to build the contract in such a way that satisfies an international requirement."



desider



**DOWNLOAD THE
DESIDER APP NOW**

SEARCH DESIDER IN YOUR APP STORE

