

desider

the magazine for defence equipment and support



**DE&S delivers hope to
hurricane victims**

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Pictured: RAF Puma helicopter of 33 Squadron on the beach of Cane Garden Bay to deliver essential aid to local residents

desider

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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

Printing:



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FOREWORD

By Tony Douglas, CEO

It would be remiss of me not to mention in this foreword the announcement of my departure. As I have said, the decision was not an easy one – it is a privilege to lead DE&S and when I leave at the end of the year, I will do so with very mixed feelings.

I will leave knowing that DE&S is in safe hands and the momentum that we have created will continue. I look forward to seeing as many of you as possible between now and the end of December.

I take pride in everything DE&S does and none more so than when I visited Defence Supply Chain Operations & Movements (DSCOM) in Abbey Wood to hear about their response to the ferocious hurricanes that devastated parts of the Caribbean and America last month.

Only some 400 metres from my office a DE&S team was working 24/7 co-ordinating military and civilian aircraft to ensure that personnel, as well as tonnes of medical and humanitarian aid got to the areas most in need.

Many regard DE&S as the body that procures and supports equipment for the Armed Forces but DSCOM highlights one of the other critical roles this organisation delivers.

From the moment DSCOM were engaged in the operation the team have worked long hours to ensure the communities left shattered by violent weather are given the help they need to sustain them through the worst and re-build.

Further afield, HMS Prince of Wales was officially named during a ceremony in Rosyth just three weeks after HMS Queen Elizabeth made her first entry into Portsmouth.

This was another significant milestone in this flagship programme that is providing the Royal Navy with the largest and most advanced warships it has ever had.

Minister for Defence Procurement Harriett Baldwin has been busy visiting sites to celebrate milestones within some of our major programmes.

Mrs Baldwin visited Merthyr Tydfil to see two Ajax vehicles in the final stages of testing before they are delivered to the British Army and earlier in the month went to Filton, near MOD Abbey Wood, where she announced the successful first firings of the Sea Ceptor missile system from a Royal Navy ship while also praising the DE&S team for making “another major contribution to keeping the UK safe.”

And finally we have said goodbye to two members of staff who have made major contributions to the organisation.

Vice Admiral Simon Lister, who has most recently held the roles of Chief of Materiel Fleet and Director Submarines, has taken a career intermission to join the Aircraft Carrier Alliance as managing director – a role in which I know he will excel.

Major General Robert Talbot Rice, Director Lane Equipment, who joined DE&S in 2011, leaves this month having made huge improvements to the way the land domain operates.

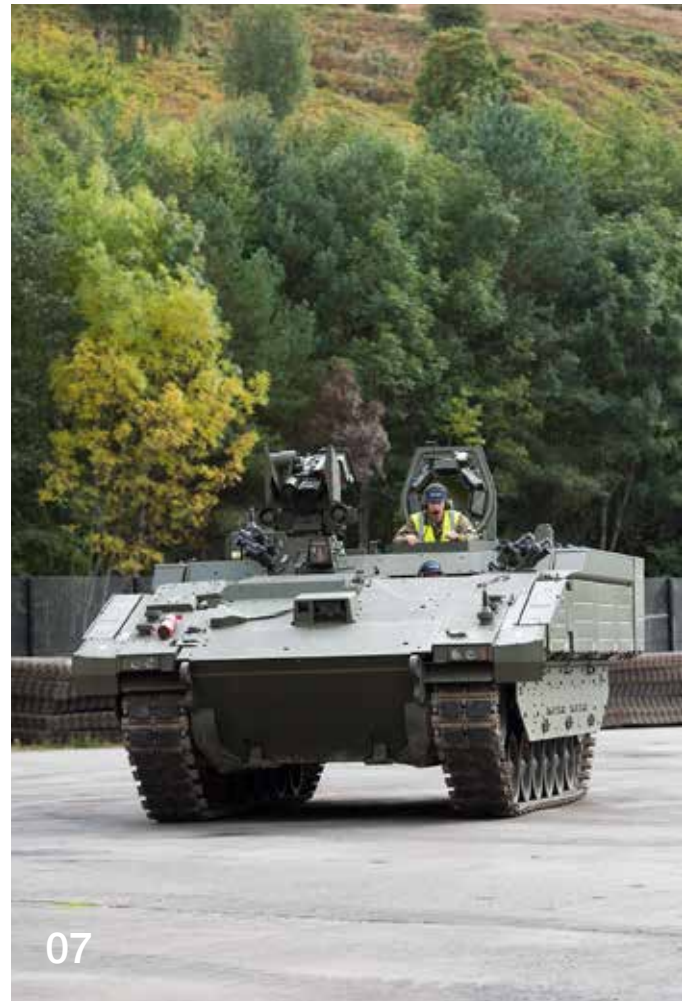
Keep up the good work everyone!

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Tony Chisnall, Director of General Programmes, talks to Desider about getting to grips with working in defence, his career in Abu Dhabi and bringing a standardisation approach to DE&S



— “ —
I'm impressed by the dedication of our staff and their recognition of the need to change via transformation
— ” —

Picture: Ed Low

I've been in DE&S for around 11 months now, taking up the post as Director of General Programmes in mid-November 2016.

I head up the four main operating functions in DE&S that deliver projects and support operations: project management, project controls, integrated logistics (iLog) and engineering. I'm accountable for making sure we have the correct people and process in place to support our colleagues across the business and to help them deliver the most efficient solutions to the front line command.

I've not worked in the defence industry before; my background is airport development having worked in both employer and contracting roles. Previously, I was Executive Vice President for a major programme developing the new airport at Abu Dhabi in UAE.

One of my proudest moments in my career so far has been achieving the early delivery of a runway refurbishment contract, which was critical to the success of the national carrier, Etihad Airways. I know it sounds quite bland, but there was a complex web of

people, environment and culture that I had to understand and overcome, whilst operating in a live airfield environment with the requisite safety considerations. To have delivered the project ahead of schedule is something I'm immensely proud of.

Making the move to DE&S was an opportunity that I couldn't turn down. To be involved in something so diverse, with the sheer number of people involved and the relevance we have to defending the interests of the nation, was just too good to miss. From the outside, I didn't appreciate the scope and depth of what DE&S does – from army boots to the F35 – and, as I continue to understand more about what we do, it's something I'm still amazed and excited by.

I admit I found it difficult at first to adjust to the MOD's acronym culture, but I'm proud to say that my internal acronym dictionary is now up to around 20 and I rely less on asking colleagues what things mean!

At its core, our business is all about people. I'm impressed by the dedication of our staff and their recognition of the need to change via transformation. Interacting with staff

who genuinely want to do things differently and move the business forward is one of my favourite parts of the job and is the key to making these changes happen.

I want to bring a level of standardisation and transparency into how DE&S operates; not only because it's part of our bespoke trading entity obligations, but to make things simple for our staff.

To achieve this, one of my key priorities is to continue to deliver the outstanding releases of the P3M tool suite. We need to implement the suite across the entire business as effectively and as quickly as we can. This will give us a strong backbone around which we will understand the status of our projects. The release of Primavera P6 as the first tool in the suite has been a recent highlight for me, as this will enhance our scheduling capability.

We've also recently launched our DE&S Way to Support. This document defines how we're going to put 'more S (support) into DE&S' and the seven core activities we need to undertake to achieve that. My priority is to ensure we succeed in each of these areas, to deliver a more consistent support offering.

Ministers visit Ajax factory

Picture: Andrew Linnett



Pictured: L-r: Don Howe, Senior Ajax project director (GDUK), Major General Robert Talbot Rice (Director Land Equipment DE&S), Guto Bebb MP, Defence Minister Harriett Baldwin, Kevin Connell (Vice President of GDUK), Dave Penlington (DE&S Ajax programme leader). Below: An Ares variant of Ajax is put through its paces

Defence Minister Harriett Baldwin visited General Dynamics' factory in Wales to see two vehicles in the final stages of testing before they are delivered to the British Army.

Mrs Baldwin, who was accompanied by Minister for the UK Government in Wales Guto Bebb, viewed a demonstration of the new Ares-protected mobility vehicle, part of the £4.5 billion Ajax family of armoured vehicles, at the factory in Merthyr Tydfil.

The platforms will now continue going through a process known as Government Acceptance Training (GAT) before they are handed over to the Army.

Mrs Baldwin said: "I am delighted to see the Ares in action. This vehicle, and the others in the Ajax family, will give the British Army a multi-role, mounted fighting power and reconnaissance capability fit for the future. We continue to invest in the best equipment for our Armed Forces, and I'm delighted to support such strong investment in Wales."

The ministers were also given a tour of the facility which was only opened in 2016, bringing around 250 jobs to the area. The MOD is the biggest provider of apprenticeships in the UK and many of those the ministers met were manufacturing and mechanical apprentices, keen to talk about their work in the factory. The Ajax build programme is also sustaining 300 jobs at General Dynamics' nearby Oakdale site.

Dave Penlington, Ajax Programme Leader



at DE&S, said: "Having taken time out of their busy diaries to visit the General Dynamics UK Integration facilities at Merthyr the ministers witnessed Ares, the first of six variants, being prepared for delivery to the Army in readiness for platform training and a challenging reliability programme.

"This is a major event for the overall programme and importantly for those in the Ajax team and in Army Headquarters who have worked hard over the last seven years to get the design right and develop and produce a potent capability, central to the Chief of the General Staff's Strike Brigade. We are seeing a return for the long hours invested in the

programme and can be justifiably proud."

Backed by a rising defence budget, last year the MOD spent £870 million with Welsh businesses, helping to build a stronger economy and keep Britain safe, with Ajax representing the biggest single order for a UK armoured vehicle in 30 years. MOD investment in Wales works out to £280 per capita.

The six variants in the Ajax programme – Athena, Ajax, Ares, Apollo, Atlas and Argus – are due to come into service in 2020, providing a full suite of medium-armoured vehicles and capabilities.

Prince of Wales carrier named



HMS Prince of Wales, the second of the Royal Navy's two future flagships procured by DE&S, has been officially named during a ceremony in Rosyth, Scotland.

The ship's new sponsor, Her Royal Highness The Duchess of Rothesay, followed Royal Navy tradition by triggering a bottle of 10-year old whisky from the Laphroaig distillery in the Isle of Islay, smashing it against the ship's hull as her husband the Prince of Wales looked on.

This significant milestone comes just three weeks after the first aircraft carrier HMS Queen Elizabeth made her first entry into her home port of Portsmouth as part of her maiden sea trials programme.

The 65,000 tonne carriers, the largest and most advanced warships ever built for the Royal Navy, are being built by the Aircraft Carrier Alliance and will be paired with the F35B Joint Strike Fighter making them a powerful conventional deterrent in a dangerous and uncertain world.

Chief of Materiel (Air) for DE&S, Air Marshal Julian Young, attended the event in Rosyth and aired his anticipation of the F-35 fighter being paired with the carrier as well as praising DE&S staff who have been involved

with the ongoing project.

He told Desider: "Being in Rosyth for the naming ceremony of HMS Prince of Wales, the second of the QEC carriers, was exciting and I'm really looking forward to seeing the F-35B aircraft here next year to be integrated onto the new Carrier Force.

"The F-35B has been procured specifically to operate from the carrier, so they are beautifully aligned and together will form the most terrific capability the UK has probably ever had.

"Next year the RAF will enjoy its 100th Anniversary – a great year to see the reformation at RAF Marham of 617 Squadron in August with F-35 aircraft. DE&S has been developing these capabilities now for years, and every single member involved in either the Carrier or F-35 aircraft should be really proud of themselves, working incredibly hard and effectively to provide the UK with a world-leading capability."

With a crew of 679, HMS Prince of Wales is expected to carry out sea trials in 2019 before entering Royal Navy service. There are also currently 150 Royal Navy and RAF personnel continuing F-35 aircraft training in the United



A naming ceremony is a significant moment in the life of the programme and for each and every person involved in the design and construction of HMS Prince of Wales, one of the largest engineering projects in the UK today

Sir Simon Lister, Managing Director of the Aircraft Carrier Alliance



in rousing ceremony



States. By the end of this year it is planned that the UK will have 14 of these fast jets, the world's most sophisticated fighter, with initial flight trials from the deck of HMS Queen Elizabeth planned for 2018.

Defence Secretary Sir Michael Fallon also celebrated the occasion and praised staff who had been involved in what was "a great success story for British manufacturing."

Sir Michael told *Desider*: "To see one of the largest ships ever built in Britain now ready to join its sister ship Queen Elizabeth was a great day for the Royal Navy and for Britain.

"These two enormous carriers is our statement to the world that we are ready not just to keep our own country safe, but ready to play our part across the globe in reducing some of the dangers that we face.

"This has been a huge team effort right across defence and a tribute to so many men and women who have helped to design and construct this ship. It is a massive programme of investment but a great success story for British manufacturing."

The ship will be the eighth in the Royal Navy to bear the name HMS Prince of Wales, honouring Britain's history as a seafaring

nation from the Sixth Rate gun ship in 1693 to the 'King George V' Class Battleship that fought in World War II.

Sir Simon Lister, Managing Director of the Aircraft Carrier Alliance, added: "A naming ceremony is a significant moment in the life of the programme and for each and every person involved in the design and construction of HMS Prince of Wales, one of the largest engineering projects in the UK today. The Nation has come together to build this magnificent ship which will in turn protect our Nation's interests around the globe.

"HMS Prince of Wales, along with her sister ship, HMS Queen Elizabeth, reflects the very best of British design and engineering capability and has created a once-in-a-lifetime opportunity for highly-skilled employees to be involved in an iconic programme."

HMS Prince of Wales's first sea-going captain will be Captain Stephen Moorhouse who is a former Commanding Officer of HMS Ocean. He will take over next year from Captain Ian Groom, who is serving as the Senior Naval Officer on board during the carrier's build programme.

Pictured top left: Members of the Royal Navy line up in front of the Prince of Wales carrier, from top; The ship's sponsor, Her Royal Highness The Duchess of Rothesay, children enjoy the occasion, bands and parades added to the magnificent occasion, the Prince of Wales was also present

NEWS IN BRIEF

BRIMSTONE FIRINGS COMPLETE

A UK Typhoon development aircraft has completed a series of live firings with MBDA's air-to-surface missile, Brimstone 2.

The firings are a critical step on the path to deliver Centurion, the programme to ensure key operational capability currently provided by Tornado GR4 transfers to Typhoon by the first quarter of 2019, ensuring continued support to Operation Shader.

FAST Team Leader Air Cdre Paul Lloyd said: "This is a great example of how the DE&S Way

delivers success; working as one team with DE&S colleagues, NATO Eurofighter 2000 and Tornado Management Agency (NETMA), industry and the customer, supporting each other and delivering on promises, no excuses."

Despite setbacks early on in the firing programme the combined trials team comprising DE&S, BAE Systems, QinetiQ and the RAF, achieved successful completion of the firings ahead of the hard stop of range closure at the end of September 2017.



NEW TYPE 26 NAMED HMS BELFAST



Defence Secretary Sir Michael Fallon unveiled the name of one of the new Type 26 frigates as HMS Belfast during a trip to Northern Ireland.

The second to be named in the City Class of eight brand new, cutting-edge, anti-submarine warfare frigates, HMS Belfast will provide advanced protection for the likes of the UK's nuclear deterrent and Queen Elizabeth Class aircraft carriers.

The Defence Secretary revealed the name at Belfast shipyard Harland and Wolff, which built the Royal Navy's last HMS Belfast,

in 1938.

Sir Michael said: "I'm hugely proud that the second name announced of our eight cutting-edge new Type 26 frigates will be HMS Belfast. She and her sister ships will form the backbone of our Navy well into the 2060s, keeping us safe by protecting the country's nuclear deterrent and new aircraft carriers"

Whilst the second to be named, HMS Belfast is Ship 3 in the Type 26 programme. Ship 1 is called HMS Glasgow and Ship 2 is yet to be named.

TAKING THE VERY SCENIC ROUTE

Members of DE&S cycled from MOD Abbey Wood to the Defence and Security Equipment International (DSEI) Exhibition to raise awareness of a disaster relief charity.

The 14-strong team mainly drawn from Soldier, Training and Special Programmes (STSP) endured some atrocious conditions along the 190-mile route that took them through several military sites including the Royal School of Artillery at Larkhill and the Royal Military Academy Sandhurst.

The riders, who were supported by four drivers, undertook the challenge in aid of Team Rubicon UK (www.teamrubiconuk.org) – a charity that unites the skills and experience of military veterans

with first responders to rapidly deploy emergency response teams in the UK and around the world.

At the Royal School of Artillery the team heard from the director of the charity who underlined the importance of Team Rubicon UK by highlighting their response to Hurricane Irma.

Lt Col Hugh O'Neil Roe, of the STSP team, said: "After three days cycling we had covered 190 miles and climbed 10,000 feet. As a commute to work it will take some beating.

"All of those who participated were left with a real sense of achievement and we have helped raise awareness of a really valuable charity."

For more on DSEI see pages 20 and 21.



WILDCAT AND LYNX PRAISED

A helicopter Flight Commander and observer who has notched up more than 1,000 flying hours in Lynx and Wildcat helicopters in service of her country has praised the aircraft.

Lieutenant Amy Gilmore celebrated the milestone in the Caribbean on the flight deck of RFA Mounts Bay, saying: "It's a real privilege to have been able to fly these fantastic aircraft over the last six years. 1,000 hours is a very special achievement, I'm pleased I've managed to clock it up whilst at sea on a great ship, on an operational deployment, doing what we do best."

Amy notched up more than 700 hours in the Wildcat's

predecessor, Lynx, including a lengthy deployment to the South Atlantic with HMS Dragon and then converted to the Wildcat helicopter.

The Wildcat, normally based at 815 Naval Air Squadron in Yeovilton, has been called on repeatedly in the short time they've been with Mounts Bay, helping police in the British Virgin Islands and Montserrat to locate nearly 30 illegal cannabis plantations, and surveying the abandoned town of Plymouth for authorities on the latter island; it was ravaged by a volcanic eruption two decades ago and has been a ghost town ever since.



HMS ALBION SEA TRIALS COMPLETE

HMS Albion, one of the Royal Navy's largest warships has completed sea trials following a two-year £90 million complex mid-life technical upgrade in Devonport Naval Base.

The successful restoration, a credit to the enduring partnership between DE&S and the Ministry of Defence's industrial partner Babcock, means the ship will serve well into the 2030s.

Significant improvements include the latest Phalanx close-defence weapon system, new propulsion cooling system to allow the ship to operate more effectively in warmer climates, surveillance radar and an advanced combat system computer to manage all the weapons and systems.

The sea trials saw HMS Albion make its maiden overseas trip since the refit to the Netherlands, launch and landing of Merlin helicopters for the first time in six years, and culminated with live firings of the brand new close-in-weapon systems.

Operational sea training will now take place in readiness for the ship to return to the front line as the UK's high-readiness amphibious assault ship.

HMS Albion's commanding officer, Captain Tim Neild, said: "With such a capable ship and a highly-professional crew, I have no doubt that we will see a really positive return on the Royal Navy's investment as we return to high readiness, ready to protect our nation's interests worldwide."



DLE HOLDS FINAL TOWN HALL



Major General Robert Talbot Rice, who steps down as Director Land Equipment (DLE) this month, has held his farewell Town Hall.

He took the opportunity to review the Land Equipment Operating Centre's (LEOC) achievements during his time as DLE and handed out individual and team commendations before recalling highlights from his 35-year-long army career which culminated in his being appointed CBE last year.

Maj Gen Talbot Rice said it was easier to leave DE&S knowing that LEOC was in the safe hands of his

team leaders and his replacement, Brigadier Colin McClean.

He said: "Don't allow yourself to be deflected – just keep going, keep focus on delivery. Keep working closely with the customer and creating coalitions of the willing to make things happen.

"I see how hard everyone works. The range of things which happen in this Operating Centre make it a lot more challenging than most.

"The dedication of our people is just enormous, and for that I say a huge thank you."

**Read Maj Gen Talbot Rice's farewell interview on pages 14 & 15*

Pictured: Sailors from HMS Ocean clear debris in Tortola, the largest of the British Virgin Islands. Clockwise right: A Merlin Mk3 trains in preparation for the relief effort, HMS Ocean arrives in the Caribbean, Head of DSCOM Air Commodore Damian Alexander briefs DE&S CEO Tony Douglas, medical supplies and building materials are distributed from an A400M RAF transport aircraft on Grand Turks.



Humanitarian heroes

Hurricanes caused devastation across the Caribbean when they struck last month. Desider editor Tom Morris visited the DE&S Defence Support Chain Operations & Movements (DSCOM) operations room to see how the team reacted to the humanitarian disaster

Watching colleagues deep in conversation, staring at screens, scrutinising documents and manning the phones reminded me of the buzz that throbbed through a newsroom of old when a big story broke.

Of course what was happening in the DSCOM nerve centre was of far greater significance than the words filling column inches of a newspaper. The actions of the people in the operation room were helping to save lives, restoring normality to those who had endured chaos, and delivering hope to those who believed it no longer existed.

Hurricane Irma raged through the Caribbean and United States causing catastrophic damage in Barbuda, Saint Barthélemy, Saint Martin, Anguilla and the Virgin Islands. The category 5 hurricane, the worst the region had seen for a decade, claimed at least 102 lives, as well as decimating numerous communities, leaving thousands homeless.

This was followed by Hurricane Maria which first wreaked havoc in the islands of Dominica, Guadeloupe, Martinique and the US territory of St Croix, before turning its relentless rage on Puerto Rico and the Dominican Republic

claiming at least a further 54 lives. While all territories subjected to the storm suffered smashed buildings, landslides, flash flooding – Dominica and Puerto Rico were worst hit with electrical and communication systems left crippled.

A third weather system – Hurricane Jose – then threatened to hit an already devastated Barbuda but thankfully altered course and largely spared the island another battering.

“This was a humanitarian disaster and we were in a privileged position of being able to help people who had their worlds torn apart – what more motivation would you need?” Lieutenant Colonel Ceri Morton, acting assistant head of DSCOM Operations told me when I asked how the team had managed to battle on during 16-hour days.

At MOD Abbey Wood things started to heat up in the very early hours of Friday, September 8 – when DSCOM were engaged and Operation Ruman – the most complex and demanding no-notice contingent deployment since DE&S formed in 2007 – got underway.

The next 72 hours was a frenzy of activity with the team providing 24/7 cover for operations, air planning and commercial capability, all the while dealing with the

changing logistical landscape brought about by the nature of a destructive tropical storm.

Within 24 hours DSCOM had initiated a contingency planning team and published a DE&S warning order putting teams on notice that they may be called into action to help in the effort.

Within seven days DE&S had enabled the deployment of 1,015 passengers and 316 tonnes of freight via 18 aircraft including C17,

— “ —

We were in a privileged position of being able to help people who had their worlds torn apart

Lieutenant Colonel Ceri Morton

— ” —

A400M and Voyager. This included tonnes of medical and humanitarian aid including ration packs and bottled water.



Pictures: Defence Imagery

At the time of going to press (September 26) figures stated DSCOM had deployed 1,293 passengers and 734 tonnes of freight respectively all aimed at stabilising communities shattered by the weather systems.

Wing Commander Seamus McGowan, who heads up the Africa-America desk within DSCOM, said: "There was a buzz in the operations room because everyone had seen the news and seen the devastation that had been caused so wanted to know what we could do to help. We had to balance multiple tasks and requirements that were constantly changing so communication was key.

"It was great to see how everyone pulled together and how forward-leaning the rest of DE&S are and it showed that DSCOM have exceptional operational flexibility."

DSCOM received enormous help from teams within DE&S including the British Forces Post Office which delivered swift and agile Defence Courier Services to support Op Ruman, while strategic partner Team Leidos responded within hours to provide medical supplies, water and ration packs.

While Op Ruman took centre stage the other challenge DSCOM faced was – by diverting aircraft, ships and supplies to the Caribbean – making sure existing worldwide defence commitments were impacted as little as possible. To do this the DSCOM maximised its use of joint, multi-national and commercial aircraft arrangements, and coordinated with the front line commands to ensure all aircraft available were being used to their optimal capacity.

The agility the team offers is well-illustrated by Squadron Leader Gareth Evans of Air Support within DSCOM who bought precious time by chartering space on non-military aircraft – in this instance an Antonov cargo aircraft via the Movement Coordination Centre Europe (MCCE).

Gareth said: "This allowed us to have immediate access to an airframe. It was the first aircraft to go out to Barbados and allowed Joint Task Force HQ to be set up. This bought us time, prevented delays on other vital resources and personnel reaching the affected



areas and minimised the impact on military activity elsewhere."

Elsewhere the team bent over backwards alongside Team Leidos, to ensure that HMS Ocean was able to depart Gibraltar for the Caribbean as soon as possible by flying out on military and commercial aircraft the relevant supplies and materials needed at the drop of a hat.

Air Cdre Damian Alexander CBE, Head DSCOM, said: "I am extremely proud of what the DSCOM team has achieved in such a short timeframe, which enabled essential DE&S

support to be provided to the Caribbean. What has been particularly impressive is the pace of our response, especially given the complexity of the situation. What the Team achieved in the first few days was remarkable and our positive contribution to help counter this natural disaster was made possible because of an exceptional team effort across DE&S, industry and the wider Armed Forces. This obviously remains a terrible disaster for those in the region but I am privileged to be part of the team that has helped initiate the UK's relief effort."



Picture: Andrew Linnett

Pictured: Major General Robert Talbot Rice with Defence Minister Harriett Baldwin during a visit to the General Dynamics UK Ajax factory in Merthyr Tydfil last month

“It was a dangerous place to be with rocket attacks”

Major General Robert Talbot Rice, Director Land Equipment, is retiring from the Army next year after almost 36 years of distinguished service and leaves DE&S this month. He spoke to Desider about his fascinating career

You joined the British Army in 1982. Had you always wanted to serve?

My father and grandfather had been in the Welsh Guards and I thought it would be an exciting thing to do for three or four years. Clearly something went wrong in my scheduling because I am still serving more than 35 years later. When I joined, if you wanted to become an officer in a Guards regiment you had to join as a guardsman first and complete basic soldier training before you could apply for a commission. It was a really good system because you got to understand what soldiers went through, and they knew that you had done it.

Tell us about the four tours in Northern Ireland early in your career.

Two of those tours really stand out for me. My first was as a young officer commanding a platoon in West Belfast and I was immediately responsible for the lives of the men under my command, each day planning how best to outwit those who we knew were trying to kill us. The other was when I was a Company Commander in Crossmaglen - then considered the most isolated and dangerous security force location in the Province. I was there when Princess Diana died, and received a phone call from my commanding officer that afternoon asking me if I could get a bearer party from my company to London the following morning to carry her coffin. We had several patrols out at the time so it was close to midnight, after they had all returned, that we selected 10 smart guardsmen of equal height. They flew out of Crossmaglen that night and on to London the following morning in a Chinook, landing in the centre of the capital to start rehearsals immediately. As we all know they did a great job - and they were back on patrol in Northern Ireland the same week. One of those men is now WO1 Taylor, the Academy Sergeant Major at Sandhurst. I still feel a close bond with all those who were with me on those tours.

You went on other tours including Bosnia and Iraq.

Bosnia was interesting because I was commanding the British battlegroup, dealing with the aftermath of a war in a very poor part of Europe. Part of our role was de-militarising and we found many hidden weapons including heavy mortars, anti-aircraft missile launchers and literally thousands of small arms and

ammunition - some of them dating back to the Second World War. I won some funding from my old school to make improvements to a local primary school, which I was particularly proud of. Iraq was also fascinating: I was a colonel in General Petraeus's US headquarters and his senior liaison officer into the Iraqi MOD. It was a dangerous place to be with rocket attacks and bombings still taking place, but also somewhat surreal because part of our HQ was in one of Saddam Hussein's old palaces. I made some great friendships with US colleagues.

You worked in a number of senior acquisition roles before coming to DE&S including Director Equipment in Army Headquarters.

I first became interested in acquisition at Staff College. My background is in the arts - my first degree was in philosophy and politics - but I found that I really enjoyed the technical training. After doing technical appointments as a major and a lieutenant colonel I was appointed a colonel in Director Equipment Capability (DEC) Ground Manoeuvre and had a fascinating role there as the Sponsor for most of the Army's equipment programmes. Afterwards I went to Army HQ as Director Equipment and had a really rewarding time managing equipment in service and dealing with the equipment challenges posed by operations in Iraq and Afghanistan. At that stage in my career I had assumed it would be difficult to get into the acquisition organisation but in 2011 I was asked to go to DE&S and have spent the last six years working at this end of the acquisition process. I have very much enjoyed the challenge and we have made some really genuine progress on key projects.

In March 2016 you were appointed DLE - was that a very proud moment?

Very much so. It all happened very quickly with General Sir Chris Deverell being appointed Commander of the Joint Forces Command and Lieutenant General Paul Jaques becoming COML. Before I knew it I was elevated up to DLE and it's been a fascinating role.

What are you most proud of during your time as DLE?

The thing I am most proud of is the re-organisation we have made to the OC structure to increase efficiency, put functional management into effect, and create centres

of excellence for key skills sets which allow us to apply best practice. We are starting to see benefits at every stage of the procurement process, and our relationship with our customers has improved as a direct result. I was also very proud of the way we hit our numbers last year, landing within 0.004% of our APO forecast.

What leadership advice would you give to your 18-year-old self?

Work out whose advice to trust and then invest time in listening; and be meticulous in recognising the contributions of those who work for you. I think that it is easy to underestimate how much people appreciate just being thanked when they have worked hard. If you are scrupulous in thanking, appreciating and recognising people for their efforts, they will work hard for you again.

Have you been impressed by the dedication and passion of the teams in DE&S to procure the very best for the Armed Forces?

I have been hugely impressed by the dedication of the teams at DE&S. We have some exceptionally talented people here. Our civil servants are in it for the long haul and most are passionate about supporting front line service personnel. In many ways this is the organisation's greatest strength.

Your retirement was announced earlier this year. Will it be difficult to walk away?

It's definitely going to be hard to leave the OC but I know that I'm leaving behind a team that is very well-structured and resilient. There are really good leaders in place and I know that they are well-equipped to deal with the challenges. Knowing the team is really strong makes it easier to move on.

After such a demanding and interesting career how will you keep yourself busy?

I'm not retiring completely. I will look for something else but take my time and make sure it's the right thing for me. I have three relatively young children so it will be lovely to spend some time with them. I certainly won't be getting under my wife's feet - she works harder than me!



Pictured: MOD Permanent Secretary Stephen Lovegrove (left) and Civil Service CEO John Manzoni (centre) speaking with staff at MOD Abbey Wood

DE&S transformation programme blazing a trail

MOD Permanent Secretary Stephen Lovegrove and Civil Service CEO John Manzoni visited MOD Abbey Wood to see the benefits unfolding at DE&S as the organisation undergoes its ambitious transformation programme.

The two VIPs were invited as part of a day hosted by the Change Advocate Network (CAN), and were given the chance to hear about the benefits of transformation from DE&S staff, our leaders and members of the CAN.

Before touring the site, Mr Lovegrove and Mr Manzoni took part in a town hall where they addressed staff about government priorities and the context of our transformation within the wider Ministry of Defence.

Both took the opportunity to acknowledge the success of the transformation programme at DE&S and how lessons could be learned from the journey the organisation is on.

Mr Manzoni also applauded the fact that the DE&S transformation programme is owned by senior leadership, and prioritised within the organisation. He explained that the Civil Service is now looking at what we've done and considering how aspects like functions and role profiles could be introduced to improve

professional capabilities across the whole of government.

Following the town hall, the visitors toured around part of the Abbey Wood site, meeting various teams. Here, they engaged with team and CAN members to find out how transformation has affected people in their work and what benefits they are seeing.

The teams covered a whole range of topics: from the advantages of working in the same way with the same tools, to increased access to the senior leadership group and being empowered to make decisions at local levels – and the accountability that comes with that.

Stephen said: "This has been really eye-opening for me – I can see a marked difference in where DE&S are now compared to where you were three years ago. I'm struck with how team leaders within the organisation are all committed to working towards the same goals. We will try and take some of the best practice you have here to use elsewhere in Defence."

After lunch, Stephen and John met with a mixture of team leaders, corporate function managers and domain function managers to hear how the balanced matrix is working and how project teams are embedding change within their teams.

The final session of the day allowed the

visitors to see transformation through the eyes of the CAN – finding out why the network was created, how it was mobilised and how, with its non-hierarchical and inclusive ethos, members are helping to spread positivity and understanding about transformation.

Lisa Thorne, Head of Embedding Change, commented: "I was delighted to be given the opportunity to get the Change Advocate Network involved in organising this visit. We used the opportunity to showcase not only the journey of the CAN but the success stories and opportunities taken to empower and engage with such a positive impact on the business."

John Manzoni said: "It was a pleasure to visit DE&S. The organisation has made significant progress over the last few years, and it is great to see positive energy associated with the transformation programme. It is clear that the Change Advocate Network has played a key role in the success of implementing these changes, and I commend the enthusiasm of the network's volunteers. I thoroughly support the direction DE&S is taking, increasing the professionalisation of the organisation, and I look forward to seeing the results of the transformation."

DE&S marks first firings of Sea Ceptor

Team Complex Weapons at DE&S has been praised by Defence Minister Harriett Baldwin following the first firings of the Sea Ceptor missile system from a Royal Navy ship.

Mrs Baldwin announced the firings during a visit to Sea Ceptor manufacturer MBDA in Bristol. The firings are a crucial milestone in the delivery of a programme which is sustaining 600 jobs at the company in the UK, including 200 in Bristol.

At the event Mrs Baldwin told Desider: “This has been a successful summer and I’d like to congratulate Team Complex Weapons. They have made another major contribution to keeping the UK safe.”

The firing trials took place over two weeks from the Type 23 Frigate HMS Argyll on the Hebrides ranges and involved firing Sea Ceptor to assess its performance against a range of scenarios.

Adrian Birch, DE&S Short Range Air Defence (SHORAD) team leader said: “The first firing of a new weapon system from a Military Platform is always a very significant step towards its delivery into service.

“The safe conduct of the Sea Ceptor test firings is the result of highly-effective joint working between teams in DE&S, the Royal Navy, other MOD agencies and the UK Defence Industry. The approach to capability delivery is as innovative as the technology employed by Sea Ceptor.

“I am immensely proud of what the joint team have achieved so far.”

While previous firings have taken place on land-based ranges, this was the first time the system has been launched from a ship, demonstrating how the potent missiles will provide the Royal Navy with a shield against airborne threats such as the new generation of supersonic anti-ship missiles, fast jets, helicopters and unmanned aerial vehicles.

DE&S CEO Tony Douglas, said: “These firings are an important step forward in proving the significant improvements over previous air defence systems and further evidence of our commitment to provide the very best equipment to our armed forces.

“DE&S works with the world’s biggest defence companies, including MBDA, to provide first-class support for our armed forces and our people aim to provide the most cost-effective and innovative solutions. As a major employer in the Bristol region we are always on the lookout for the best and brightest people to work for us in a variety of roles.”

The system will replace the Sea Wolf system on the Type 23 Frigates, with HMS Argyll the first ship to undergo the upgrade, as well as being fitted to each of the new Type 26 Frigates being built for the Royal Navy. The ship will conduct further firing trials of the Sea Ceptor system once analysis of these trials has been completed before returning to frontline service.

Compared to Sea Wolf, Sea Ceptor is faster, has longer range, has a two-way data link and has a more advanced seeker, all of which enable the missile to intercept more

challenging targets. It will be able to protect not only the ship which fired it, but also other ships in the task group, which could potentially include the UK’s new Queen Elizabeth Class Aircraft Carriers.

Sea Ceptor is due to enter service on Type 23 next year and Type 26 in the mid-2020s.



This has been a successful summer and I’d like to congratulate Team Complex Weapons. They have made another major contribution to keeping the UK safe

Harriett Baldwin, Defence Minister



Pictured: The F-35 simulator has excellent graphics ensuring pilots are totally immersed in the experience



Front line focus: The F-35 Lightning Simulator

After arriving jet-lagged in the relatively sleepy village of Warton in Lancashire Squadron Leader Andy Edgell had little idea of the drama ahead.

An experienced RAF test pilot, Andy had flown Harrier for years from HMS Ark Royal and HMS Illustrious. He freely admits that his disappointment at Harrier going out of service was not entirely extinguished by what seemed a distant promise of the F-35.

However within hours of arriving at BAE's £2 million F-35 flight engineering simulator the thrill of trying to land a very expensive F-35 jet on an even more expensive carrier seemed very real indeed.

"My first experience in the simulator was incredibly challenging. I was not long off a transatlantic flight and I was in the simulator battling to land on a rolling deck in strong

cross winds," Andy said.

Andy is one of handful of test pilots undertaking hundreds of simulated manoeuvres to and from the carrier in order to gather data to demonstrate what the aircraft, and indeed pilot are capable of.

The simulator models multiple scenarios, allowing the pilots to practice in varying conditions, and they often fly between 60 and 80 nerve-shredding manoeuvres in a day.

The trials on the simulator are supporting the F-35 Lightning carrier integration programme and are being funded through the F-35/QEC Integration Support Contract, awarded and managed by the DE&S Lightning II Delivery Team.

Another UK pilot using the simulator is Royal Navy test pilot Nathan Gray, who, like Andy, is currently based at Naval Air Station

Patuxent River in Maryland, US.

Nathan, also a former Harrier pilot, said: "This is by far the most realistic simulator I have used during my entire military aviation career – leaps and bounds above anything I have experienced before. The level of the realism makes it stressful, exhausting and relentless."

The rigorous process is something that Nathan and Andy endure to ensure they can confidently report the parameters pilots should operate within to remain safe.

Andy said: "We are trying to establish what the aircraft and pilot can do for real, what we have to be cautious about and what is frankly not safe – by that I mean beyond the capability of the aircraft/pilot or both and puts them in a position where they can't recover the aircraft if something happens – brake failure, steering



failure, burst tyre, strong crosswinds etc.

“As test pilots we have to consider everyone from the least experienced or capable pilot to the most experienced or most capable pilot and determine the level of workload (stress) that makes a task either satisfactory or intolerable.”

The simulator will be used to support the F-35 Lightning II First of Class Flight Trials (Fixed Wing) FoCFT(FW) which are planned to take place in the last quarter of 2018 and into 2019. The IOC (CS) (Initial Operating Capability Carrier Strike) is planned for December 2020.



Case Study – Commander Nathan Gray, Royal Navy F-35 Test Pilot

I have been on the F-35 programme for 18 months and have done more than 400 simulated test landings on and take offs from the carrier.

The hardest thing for a pilot is going to sea and landing on a postage stamp in the ocean.

I have never been in something that can replicate that but the simulator at Warton makes it feel 100% real. The level of realism makes it stressful, exhausting and relentless. “Every time I go in there, despite how benign the conditions would appear to be, I know I have to be on my ‘A’ game because you never know exactly what to expect and we are learning all the time.

As test pilots we are examining what manoeuvres can be conducted safely and having a simulator of this quality allows us to take that leap and push the aircraft to its limit and beyond.

“I feel incredibly privileged to be part of this programme. Everybody involved is part of something incredibly special and everybody is throwing everything at it – it’s a UK effort and it’s outstanding.”



Case Study – Squadron Leader Andy Edgell, RAF F-35 Test Pilot

“This simulator is so realistic that it is genuinely exhausting. We are doing numerous take-offs and landings and it’s not run of the mill stuff – we are always testing the edge of the envelope.

The beauty of this is it’s not just about testing the capability of the F35. It’s the testing of the pilot in the aircraft that is landing on the carrier with the LSO (Landing Safety Officer) on board – it’s the whole system and that’s why it is so beneficial.

We would like to think we have been through all the dicey scenarios but you have to caveat that with the terrible things that are the ‘unknown unknowns.’

That said I have an extremely high level of confidence in the team here. I have been quoted as saying they are the elite and I stand by that.

The carrier and F35 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.”

— “ —
 This is by far the most realistic simulator I have used during my entire military aviation career – leaps and bounds above anything I have experienced before. The level of the realism makes it stressful, exhausting and relentless

Nathan Gray
 Royal Navy test pilot

— ” —

DE&S among the major announcements



Pictured: DSEI attracts more than 30,000 members of the Defence community. Below: Defence Minister Harriett Baldwin chats with Clive Walker, Head of the newly named Defence Equipment Sales Authority

As the sole authority within the MOD for the sale of surplus equipment and inventory, the Disposal Services Authority has changed its name to become the Defence Equipment Sales Authority (DESA).

Minister for Defence Procurement, Harriett Baldwin MP, formally launched DESA at the Defence and Security Equipment International (DSEI) exhibition last month.

The new name forms part of a business change programme that will ensure DE&S provide the best possible services to our external customers, and maximise value to the Front Line Commands.

Speaking at the DESA stand at DSEI, Ms Baldwin said:

"It's impressive to see the tremendous work the Defence Equipment Sales Authority is doing. The sale and disposal of equipment is an incredibly important part of what Defence does internationally to promote prosperity, security and the defence of the UK and our NATO allies."

The reorganised body will also deliver improved service and best value to the UK taxpayer and has the potential to increase the number of sales opportunities through a developed focus on business intelligence and customer relations.

Building on the success of the DSA, DESA will generate revenue for the UK and build closer collaboration between UK industry

and international customers, bringing wide-ranging benefits to the UK industrial base.

It will also play a vitally important role in supporting UK Defence by minimising the amount of surplus equipment held in inventory, managing and minimising hazardous waste, and providing the best possible financial return to the UK taxpayer.

Clive Walker, Head DESA, said: "DESA is formed of a single team, optimised to meet

the requirements of its internal and external customers, with processes that encourage intelligent and innovative Defence equipment disposal decisions.

"Our vision is to become an organisation renowned for being an exciting, specialist, customer-focussed centre of sales excellence. An environment that supports its people, and where individuals can develop themselves and their career."



Announcements at DSEI exhibition



Proud moment: Adrienne Ondrusek (Harris), Brig James Daniel (Head Soldier Training Special Programmes), Col John Matthews (Assistant Head, Defence Explosive Ordnance Disposal and Search at Army HQ), Simon Camilleri (Starter Project Manager), Mick Collerbone (Harris), Maj Lloyd Davies (Starter Requirements Manager), Sacha Spragg (Starter Project Manager), Chief of Materiel (Land) Lt Gen Paul Jaques, Col Anna-Lee Reilly (Team Leader Special Projects Search & Countermeasures)

A contract, secured by DE&S, worth up to £55 million for 56 innovative bomb disposal robots was announced at the Defence and Security Equipment International (DSEI) Exhibition.

With 141 international delegates from 60 countries, DSEI showcases British business and innovation across security and defence.

Following an initial £4 million demonstration phase, the robots will be purchased from US robotics manufacturer Harris under the MOD's Project Starter for use by the British Army, and will be supported by engineers at Harris EDO MBM Technology in Brighton, where the contract will sustain 10 highly-skilled jobs.

In a keynote speech at DSEI, Defence Secretary Sir Michael Fallon outlined how the Harris T7 robots use 'advanced haptic feedback' to allow operators to 'feel' their way through the intricate process of disarming from a safe distance, protecting UK personnel from threats such as roadside bombs.

Sir Michael said: "With our rising defence budget, we are investing in the latest equipment for our Armed Forces to tackle the growing threats we face.

"These state-of-the-art bomb disposal robots will be powerful and reliable companions to our troops on the battlefield, keeping them safe so they can help keep us safe."

Equipped with high-definition cameras,

lightning-fast datalinks, an adjustable manipulation arm and tough all-terrain treads, the robots are able to neutralise a wide range of threats.

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It has taken a lot of hard work to get us this far and we are excited to bring the T7 bomb disposal robot into service in 2019 and the increased capability the user will experience as a consequence

Sacha Spragg
Starter project manager

— ” —

The haptic feedback function is designed to provide operators with human-like dexterity while they operate the robot's arm using the

remote control handgrip. The unit gives the operator physical feedback, allowing intuitive detailed control.

Sacha Spragg, Starter project manager, said: "The team are thrilled that the contract for Starter has been placed and are looking forward to building a good working relationship with Harris. It has taken a lot of hard work to get us this far and we are excited to bring the T7 bomb disposal robot into service in 2019 and the increased capability the user will experience as a consequence."

The announcement comes after a competition between the world's leading manufacturers, organised by the MOD, with the new fleet replacing the current Wheelbarrow Mk8b. All 56 robots are due to be delivered to the UK and in service by December 2020.

Chief Executive Officer for Defence Equipment and Support, the MOD's procurement organisation, Tony Douglas said: "This contract has been designed to deliver future-proof, world-leading technology at the best value to the taxpayer.

"Innovation is central not only to the success of this remarkable system, but also to the relationships across DE&S, Industry and the frontline commands which allowed this agreement to be reached."

Pictured: Defence Secretary Sir Michael Fallon unveiled an ambitious new National Shipbuilding Strategy when setting out plans for the first batch of Type 31e frigates



Ambitious future for Naval Shipbuilding in the UK

A new batch of General Purpose Frigates, which will be procured by DE&S, have been announced as part of an ambitious new National Shipbuilding Strategy.

Defence Secretary Sir Michael Fallon outlined plans for the first five Type 31e frigates as part of the government's strategy to meet the challenges set by Sir John Parker last November.

Sir John Parker's independent report into British naval shipbuilding proposed far-reaching recommendations to transform the UK maritime industry and boost the prosperity of regions, shipyards and maritime supply chains across the country.

A price cap for the Type 31e has been set of no more than £250M each for the first batch of five frigates. In line with standing UK policy on warships they will be built in the UK. They could be built in a way which could see them shared between yards and assembled at a central hub. The first ships are set to be in service by 2023. Shipyards will be encouraged to work with global partners to ensure the vessel is competitive on the export market.

Steve Hyde, Type 31e Team Leader at DE&S, said: "We are currently in the market testing phase of the project and in early discussions with both UK and overseas maritime industry, to design and develop a cutting-edge ship that meets the needs of our customer the Royal Navy and Navies overseas.

"Type 31e is a Pathfinder Project that represents a significant step change in how DE&S may approach procurement in the future with the introduction of value management early in the acquisition phase to ensure the best capability for acquisition cost."

During the announcement of the new strategy, Sir Michael said the new approach will lead to more cutting-edge ships for the growing Royal Navy that will be designed to maximise exports and be attractive to navies around the world.

He said, "The Strategy sets out the government's commitment to work with industry to reinvigorate and maximise export success. The Type 31e will be designed to meet the needs of the Royal Navy and with the export market in mind from the beginning.

This could see industry's customer become not only the Royal Navy but for the navies of Britain's allies and partners.

Responding to strategy, Sir John Parker said, "I am very impressed by the courage that the Secretary of State has shown – and the Government – in adopting my recommendations, which were very extensive, and will change the shape of naval shipbuilding over the country in the future.

"The next challenge is to come up with a world-leading design; one that can satisfy the needs of the Royal Navy and the export market. We have the capability to do that, the will is there and it is a tremendous opportunity for UK shipbuilding. I see no reason why industry will not rise to that challenge. There is an incredible keenness from around the country, from Scotland to Merseyside, to the South West and over to Belfast."

New ship to support the carriers arrives in UK

Pictured: RFA Tiderace pictured arriving in Falmouth at the end of last month



Picture: Jack Ekersley

The second of the Royal Fleet Auxiliary's new Tide-class support ships, RFA Tiderace, has arrived in Cornwall to begin a programme of customisation that will support 300 UK jobs.

Like her sister ship RFA Tidespring, which arrived in April this year, the 39,000-tonne RFA Tiderace can carry up to 19,000 cubic metres of fuel and 1,400 cubic metres of fresh water in support of Royal Navy operations all over the world.

She has been designed to support the new Queen Elizabeth Class Aircraft Carriers, the first of which, HMS Queen Elizabeth, arrived in Portsmouth last month.

Minister for Defence Procurement Harriett Baldwin said: "This year the Royal Navy goes from strength to strength as we welcome yet another new ship into our growing fleet. It's great to see RFA Tiderace join her sister ship in the UK, and it will be even greater when we see her race across the globe to support to the likes of our magnificent new aircraft carriers."

The customisation work in Falmouth, which will install armour, self-defence weaponry and communications systems, will help to

support 300 local jobs. The UK work content in the Tide Class programme as a whole, which is being delivered well within budget by the Commercially Supported Shipping Boats team at DE&S, is worth around £150 million, sustaining further jobs at 27 UK-based companies.

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**It's great to see RFA
 Tiderace join her sister
 ship in the UK**

Harriett Baldwin
 Minister for Defence Procurement

— ” —
 RFA Tiderace is expected to undergo around four months of customisation before beginning a round of final sea trials before entering service next year. Meanwhile, RFA Tidespring is expected to finish final sea trials

in the coming weeks and enter service before the end of this year.

Sir Simon Bollom, Chief of Materiel (Ships) at Defence Equipment and Support, said: "Like her sister ship, RFA Tiderace will perform a crucial role in supporting the Royal Navy's global mission in defence of the UK and her interests.

"I am proud to welcome Tiderace and her crew to Falmouth as part of the continued successful delivery of the Tide Class programme and look forward to welcoming the final two ships in the class over the coming months."

The Tide Class has a flight deck able to accommodate the large Chinook helicopter and offer significant improvements over previous RFA tankers such as double hulls and greater environmental protection measures.

Tiderace's arrival comes at a time when the Royal Navy fleet is growing, as encouraged by the National Shipbuilding Strategy announced earlier this month. Setting out to expand the fleet by the 2030s and generate regional prosperity for shipyards across the UK, the Strategy is ambitious in its approach.



“The dedication of the teams I had the privilege of leading was fantastic”

Vice Admiral Sir Simon Lister recently left DE&S to take up a role in the Aircraft Carrier Alliance (ACA). He tells Desider about his career and looking forward to the challenge of his new role as managing director of the ACA

What was the driving force behind you deciding to join the Royal Navy in 1978?

Before I was born my father was in the Navy and so I had heard quite a few stories about his adventures as a Fleet Air Arm pilot. He never encouraged me to join - I was much more interested in engineering and tinkering with engines, bikes, cars and lawnmowers. What actually happened was the boy I sat next to at school was going to join but then decided not to and handed me the papers. I filled them in - the rest is history. I was interviewed when I was 15 and they guaranteed me a place on a scholarship scheme as an officer – a Midshipman - providing I passed my A-levels.

You went on to work in Russia as an Assistant Naval Attaché Moscow during the collapse of the Soviet Union and then as the Naval Attaché Moscow in 2001, what were your highlights?

Knowing I would be joining the Navy, I had learnt Russian at school to better understand the language of the enemy and I knew it would lead me into interesting situations - and it did. I worked as an engineer and it was a fascinating time to be out there. Another highlight, following my time in Russia, was in 2002 when I was awarded an OBE for putting in place a project controls system for the MOD, translating their plan into a universal method of measuring operational capability and forecasting. It was both interesting and challenging, not least as it was bringing performance and risk to the attention of the Defence Board.

How did you first come to work at DE&S?

After a frontline career in engineering in nuclear submarines, I started working the Warship Support Agency and then the Defence Logistics organisation (DLO), the predecessors to DE&S. I did a year at the London Business School, for which I will be eternally grateful, to learn the motivation, language and systems of our suppliers so I could understand their drivers and motivation.

When DE&S was formed in 2007 I was the Naval Base Commander in Devonport. Soon after I became Director Submarines as a Rear Admiral in DE&S and was in that role for five years before being made Chief of Materiel (Fleet) in 2013. I then became Chief of Materiel (Submarines) for a short term before my departure.

What was your single proudest moment at DE&S?

I took immense pride in the progress we made in the Astute class submarine programme. To be able to bring three highly capable submarines out of the factory into service with the Royal Navy. And behind that encouraging the industry partners involved in the project to work much more closely together in delivering that programme.

What message would you like to give to those in DE&S that you worked with?

I have huge respect for them and will be eternally grateful for their efforts. The work they do is tough and sometimes their incredible efforts, especially on the support side and backroom functions, goes unrecognised. The dedication and skill of the teams I had the privilege of leading has been fantastic and I pay tribute to each and every one of them. I would like to take this opportunity, through the pages of Desider, to thank all of the people who I worked with at DE&S and that helped me personally during my time with the organisation. They were a pleasure to work with and I wish all of them every success for the future.

What do you think you will remember the most about your time at DE&S?

There are so very many things - from the successful firing of the Trident D5 missile after four years of complex refitting of a submarine through to watching HMS Queen Elizabeth entering Portsmouth for the first time earlier this year. But there are so many others too numerous to mention!

Would you recommend a career at DE&S?

Without a doubt. Especially now that I can see the new DE&S emerging, I can confidently say it will be rewarding in every sense of the word. The performance culture is developing and for those that want to do well the prospects exist to identify fresh challenges and enjoy professional growth.

You have done some interesting things outside of work.

My wife Anita and I like to explore. One of our adventures was driving a Ford Fiesta to Niger to raise money for Combat Stress, a mental health charity we are both passionate about supporting. In fact I am running the London marathon for the same charity in April 2018 and would be grateful for any donations! Please feel free to visit my Virgin Giving page. (Google Virgin Giving Simon Lister)

What's next?

I am now managing director of the Aircraft Carrier Alliance (ACA) after an opportunity arose and it is a challenge I am delighted to be offered and I am very much enjoying. I am sure I have much to learn but I hope much to offer too. I think I am well placed to identify where the interests of the client and supplier align and make a success of the programme.

“ My apprenticeship gave me a simply amazing bump start to my career ”

On apprenticeships, learning from the best and reaching for the stars

From apprentice to director – the story of a fascinating career. Tim Rowntree is Director Air Projects. His job is to solve problems and improve equipment acquisition processes and systems

How did your career with the MOD start?

In the summer of 1973 I won a Ministry of Defence (MOD) apprenticeship at Strensall Common in Yorkshire, in an Army repair base for vehicles, radios and medical equipment. I was so proud because there were 90 applicants for six places and I had struggled academically and failed the 11 plus exam.

How did you approach your new found opportunity?

Cycling past the base for the first time I remember vividly looking at the rows of cars in the car park and pondering whether I could one day aspire to own my very own Mini or Ford Escort. I decided right then that I would work very hard to succeed and get the most out of every opportunity that came my way. My daughters often asked me why I worked for organisations like the MOD and DE&S when the hours seemed so long. I just replied that I have never had a boring day at work and it's true.

What was your first position?

I started as a craft apprentice (Tim pictured below in this role) and loved every minute. I learned lots of practical skills and knowledge which are invaluable to me to this day. I learned to build and repair lots of things, using a wide range of techniques including turning on a lathe, welding, milling, heat treatments and systematic fault diagnosis and repair – and all in the hands of some amazing craftsmen who I will remember and respect for the whole of my life.

How did your career progress?

My next step was to 'student apprentice', and then I was offered the opportunity to become a student engineer, which included a fully-sponsored honours degree course in engineering, which allowed me to achieve chartered engineer status. This training programme took me all around the MOD. One of the programmes I worked on in the

late 1970s was the Ptarmigan battlefield communications system, which was in fact the concept later developed for mobile phones. In a bizarre twist I was then promoted before I had graduated. When the mistake was realised they held the position at Blandford for me until I did graduate.

What did that new role entail?

At that time the British Army of the Rhine numbered around 125,000 soldiers in Germany; more than the whole of the British Army today, and my job at Blandford was to provide software tools and simulations to enable their radios and weapon systems to operate without radio interference (both intentional and accidental) in the deployed environment.

What was next?

From Blandford I moved in 1984 to the Royal Aircraft Establishment at Farnborough to integrate the Joint Tactical Information Distribution System (JTIDS) data link system into the new Tornado Air Defence Fighter, then known as the Tornado F2. I found myself also involved in pioneering research work on voice recognition systems for aircraft using a thing called a 'Linear Predictive Vocoder'. In 1987 I moved to the Eurofighter programme office in Munich; it was the very first day of the Eurofighter programme. My job was to manage its attack/identification system, including the selection of its nose radar, which I successfully achieved. Since that time my career has been to a large extent in air programmes.

When did you take up a position with DE&S?

In 2007 I became the first Director Air support at DE&S, which had just been formed. I then spent a year on the Royal College of Defence Studies (RCDS) course in London before returning to DE&S in the Director Air Support role. In this role I had responsibility for a team of about 1,000 people

and a £1 billion annual budget to provide air transport, air to air refuelling, air ISTAR and supporting systems such as training during the Iraq, Afghanistan and Libya operations. I was also responsible for the introduction of a generational update of the Air Support fleets, including the wonderful A400M and Voyager aircraft. At the same time we were still building the DE&S team at Abbey Wood, which meant the relocation of some 500 staff from RAF Wyton in Cambridgeshire to Bristol. This was a daunting leadership challenge and I am really proud of the amazing support that my whole team provided during those difficult times. In 2013 I left DE&S again when I was appointed as the Director of the Organisation for Joint Armament Cooperation (OCCAR), and returned in 2016/2017 to my new role.

A last word on apprenticeships?

I am a great fan of apprenticeships. Mine gave me a simply amazing bump start to my career, giving me a wealth of knowledge, skills and experience that has always been there as a bedrock to support me in all my exciting roles since. I am delighted to see that DE&S is offering them.



DE&S hands boats to Gibraltar Defence Police



Pictured: The fast interceptor craft will be used to maintain security of UK territorial waters around Gibraltar

The DE&S Commercially Supported Shipping (CSS) Boats team has successfully handed over three fast interceptor craft to the Gibraltar Defence Police (GDP) to maintain security of UK territorial waters in the region.

The boats were sourced through current contract arrangements with Babcock International at a value of £1.975 million. They had been built as demonstrators by Tampa Defense in the US and were then modified to meet the GDP requirement by South Boats in the Isle of Wight.

The arrival of the boats was celebrated at a naming ceremony led by the Governor of Gibraltar, Lieutenant General Edward Davis, who officially named the boats along with a new maintenance facility after four Gibraltar policemen who died during an operation in the Port of Tangier in 1942.

The GDP unit will now continue their familiarisation of the craft, improving the infrastructure and disposing of the old craft to achieve Full Operation Capability in 2018.

The three boats vary in length from 44 to

36 feet and provide a step change in capability over the existing craft. The project is a great

— “ —

This project is a great example of DE&S being agile and creative in delivering to the front line

Alistair Hughes
DE&S CSS Boats Team Leader

— ” —

example of how close working relationships between customer, industry and DE&S deliver requirements into service quickly and effectively.

CSS Boats team members, Allan Tyler, Simon Ashley and Lt Cdr Pat Stephens were thanked personally by the GDP Chief Inspector for their commitment and dedication in delivering the craft.

Boats Team Leader Alistair Hughes said “This project is a great example of DE&S being agile and creative in delivering to the front line.

“The team have explored the global boat market to deliver solutions against an accelerated timeline protecting the UK’s interest in our Territorial Waters surrounding Gibraltar.

“By working closely with the Gibraltar Defence Police and industry the team have considerably shortened the timescale to bring these boats into service.

“I am proud of their achievement and am particularly pleased that the boats carry the name of those who made the ultimate sacrifice in World War II.”

CASE STUDY

Natalie Elias, Project Controls Risk Manager, gives her insight into the benefits of working for DE&S

Name:

Natalie Elias

Job title:

Project Controls Risk Manager

How long have you worked for DE&S?

Six months

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

Several members of my family, across different generations, have worked for the Ministry of Defence so I have been aware of DE&S from a young age. After getting a taste of working in defence through one of my university internships, I jumped at the chance to get involved with Project Controls and pursue a career with DE&S.

What does your role entail?

My role involves daily interaction with project managers and stakeholders both within the delivery team and across industry to identify and manage risk across a range of projects. I am responsible for the management of risks and ensuring that the recorded data is up to date through regular monitoring of their dates and mitigation actions.

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

The Project Controls function is relatively new for DE&S so I know that there has been a lot of focus on our function's development. I've only been in the role for six months and have already received numerous training opportunities and I have also been assigned a mentor to further my knowledge and skills. On top of this, there are plenty of opportunities to gain professional qualifications and we have the ability to join chartered professional bodies such as the Association for Project Management.

What do you most enjoy about your job?

I particularly enjoy being involved with projects because there is always so much to learn and my knowledge of the defence industry grows day by day. It's equally just as challenging. Working with project risks means that you can be handling something different every day. The nature of my role requires a good understanding of the projects that I work on so I'm lucky enough to have had the opportunity to travel and experience some of the equipment first-hand. It's definitely not a dreary office job!

What's your ambition?

My ambition is to get as much experience as I can within DE&S and to use the knowledge I'm gaining across a variety of roles.

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

When I first joined DE&S I was in my third year of university and working my notice period of my part-time job. This meant that I was completing my assignments, attending lectures and taking exams alongside working most days a week. This was incredibly challenging, however, because of the supportive environment here at DE&S, I was able to handle the conflicting responsibilities, complete my education and obtain the grade that I wanted all whilst learning in my role as a Risk Manager.



Picture: Jack Eckerstey

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

There are so many development opportunities and roles at DE&S, meaning that there are jobs to suit a range of people at any point in their career.

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

Working at DE&S means that you have access to a vast range of benefits. There's a great work-life balance with flexible working arrangements and a range of schemes that will give you discounts, including gym memberships, retail stores, restaurants and theatre tickets (just to name a few!).

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

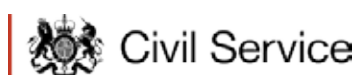
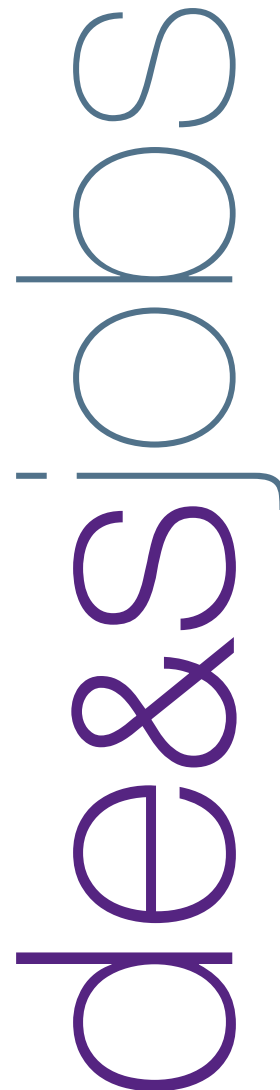
We are looking for innovative, talented, focused individuals to join us in being instrumental in defending Britain's interest both at home and overseas.

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

Commercial Manager DE&S

Bristol | £30,000 pa - £41,000 pa | Level 3

Closing date: 15 Oct 2017

Reference number **1554522** Post type **Permanent** Hours **37 Hours**

Job Description: You will be part of a team placing and managing contracts, with a commercial delegation of £10m. Your responsibilities will include developing appropriate contracting methods and strategies and negotiating with industry.

Cost Controller DE&S

Yeovil, Bristol, RAF Spadeadam, RAF Marham

£19,000 pa - £32,000 pa | Level 2 | Closing date: 15 Oct 2017

Reference number **1556566** Post type **Permanent** Hours **37 Hours**

Job Description: The Cost Controller post is primarily responsible for leading on design of project cost breakdown structures, translating cost estimates into baseline budgets and producing Earned Value Management (EVM) analysis.

Engineering Manager DE&S

Bristol | £42,000 pa - £52,000 pa | Professional I

Closing date: 22 Oct 2017

Reference number **1556001** Post type **Permanent** Hours **37 Hours**

Job Description: You will act as the engineering focal point across a large project or a portfolio of smaller strategic projects, as well as providing leadership and expert advice to the project teams, ultimately being able to provide engineering assurance to Principal Engineers.

Technical Specialist DE&S

Bristol | Up to £50,000 pa | Level 2 and Level 3

Closing date: 29 Oct 2017

Reference number **1556922** Post type **Permanent** Hours **37 Hours**

Job Description: You will be responsible for leading system engineering, evaluation, performance verification and demonstrations related to your technical area, as well as keeping abreast of developments and developing options, opportunities for application within the business and managing a budget.

Service Delivery/Operations Manager DE&S

Bristol and limited opportunities in other locations

Up to £33,000pa | Level 2 | Closing date: 19 Nov 2017

Reference number **1547856** Post type **Permanent** Hours **37 Hours**

Job Description: You will be part of a team placing and managing contracts, and you will hold a commercial delegation up to £2.5m. Your responsibilities will include negotiating, evaluating tender documents and leading and assisting with the development of appropriate contracting methods and strategies.

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DE&S PEOPLE

60 SECOND SPOTLIGHT

Name?

Drew Killingley

Job?

I work in a Technical Through Life Support (TTLS) role, supporting the Foxhound platform as a member of the Vehicle Support Team (VST) in the Land Domain. I have recently filled this position having just finished a three-year apprenticeship in Engineering and Project Management. My main day-to-day activities involve supporting my colleagues in the different aspects of in-service support. This could include logistical, planning or technical tasks.

Your route into DE&S?

I joined the DE&S engineering apprenticeship scheme in 2014 but have been working at Abbey Wood for the past two years.

Your claim to fame?

Back in my days at school, I was lucky enough to play a game of rugby at Twickenham for the national schools rugby final. The match was played at half-time during the Army vs. Navy rugby match, a charity event held every year. We were successful in beating our opponents and were presented with a trophy by Princess Anne for the achievement.

Your advice to anyone?

It's never too late to achieve your goals! Even if you think your moment of opportunity has passed, there is always time. Through hard work and determination most things are possible.

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

I enjoy spending time outdoors doing most physical activities; snowboarding, cycling and frisbee are just a few of my favourites. When not outside I also enjoy reading, watching TV and have had the pleasure of building my own PC.

What are you most proud of?

Having started the DE&S apprenticeship at 25, I thought I'd find it difficult getting back into studying and transitioning into a new career, but three years on I have successfully completed the scheme, have been recognised for meaningful work I have completed (in the form of a Desider article) and have been welcomed into a new role within the Foxhound Project Team with open arms.

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

I would probably take something for entertainment, so a frisbee... or a boomerang might be more suitable if I'm stranded alone. I would take something to help me survive, like a machete. Finally I would take something



Picture: Jack Eckersley

to make life more comfortable, which would have to be a nice pillow or sleeping bag.

What irritates you the most?

I try to not get irritated.

What is your favourite place in the world?

I'm a sucker for stunning panoramic views, so Droskyn point in Perranporth, Cornwall, for anyone that knows it.

Who would you invite to your dinner party?

Without a doubt it would be Elon Musk. I'm a great admirer of his ability to think outside the box when solving engineering problems and the major effect he has had on the financial, automotive and aerospace industries.

Note: Musk, 46, is a South African-born Canadian-American business magnate, investor, engineer and inventor who founded SolarCity, Tesla and SpaceX. As of July this year he had an estimated wealth of \$16 billion, making him the 80th richest person on the planet.

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

Email tom.morris114@mod.uk

A journey to remember

Pictures: Andrew Linnett



Pictured: The team are greeted by Chief of Materiel (Land) Lieutenant General Paul Jaques at MOD Abbey Wood, below: Three-year-old Maisie White places a wreath to signify the baton of remembrance passing to youth, bottom: The Battle of Passchendaele claimed the lives of 325,000 allied troops

A mixed military and civilian team from DE&S have successfully cycled from Belgium to MOD Abbey Wood to commemorate the 100th anniversary of the Battle of Passchendaele.

On November 6, 1917, after three months of fierce fighting, British and Canadian forces finally took control of the tiny village of Passchendaele in the West Flanders region of Belgium, so ending one of the bloodiest battles of the First World War.

With approximately a third of a million British and Allied soldiers either killed or wounded, the Battle of Passchendaele symbolises the true horror of industrialised trench warfare.

The DE&S team of 11 completed the 600km journey in five days between September 22 and 27 and laid a chain of wreaths between the Menin Gate Memorial in Ypres and Abbey Wood where they were greeted on their arrival by Chief of Materiel (Land) Lieutenant General Paul Jaques.

Accompanied by their mascot 'Tommy,' a teddy bear that was made from a sandbag – an item used extensively during the First World War, they hope to have raised in the region of £3,000 for the Royal British Legion.

The team of cyclists were escorted into Abbey Wood by members of the Royal British Legion Riders and the Blue Knights – a motorcycle club consisting of active and retired law enforcement personnel, as well as a police convoy.

To mark the Battle of Passchendaele the Last Post was played by a bugler and a minute silence was observed. A member of the cycling team then placed a poppy wreath beneath the MOD Abbey Wood sign to complete the chain.



A further wreath was laid by three-year-old Maisie White to signify the baton of remembrance being passed by the team to the younger generation.

Team member Squadron Leader Dom Magenty, whose wife's grandfather fought in and survived the battle, said: "We felt it was incredibly important to do justice to the memory of what had happened 100 years beforehand and to pass the baton of remembrance to the next generation so their sacrifice is never forgotten."

If you would like to support the team visit <http://uk.virginmoneygiving.com/team/TOMMY1917>



DE&S PEOPLE

DE&S apprentices praised for innovative thinking

DE&S apprentices from Plymouth have been commended for innovative thinking in designing a model with recycled materials.

This Sustainable Recycling Competition, in its first year, is aimed at encouraging lifecycle building innovations by adapting and creating a design model for display, using only recyclable materials – which links into a sustainable challenge structure.

After the competition, the structure is to be easily disassembled, allowing its components to be recycled once more, rather than landfilled to conserve resources and energy.

The Devonport Naval Base team, called String Theory, created an animatronic arm which works with a pulley system, where the crane can grab and release an object and also

adjustable for different positions and angles.

The team designed the animatronic arm from cut and shaped cardboard, three tin cans and four pounds of newspapers.

Team leader Sarah Hughes said: “It was a thoroughly enjoyable challenge. We managed to develop and work on numerous skills whilst being part of a great team.”

DE&S employee Alex Hurth, who awarded the team the commendation, said: “The competition aims to encourage recycling on the MOD estate by showcasing inventions made from everyday waste. I congratulate team String Theory for their innovative model, which captures the spirit of the competition to inspire others to recycle.”



MOTTO

the MOD Lottery
June 2017 winners

£10,000	Peter Davies, Liverpool
£2,500	David McCoid, Leconfield
£1,000	Victoria Harrild-Jones, Andover
£500	Jennifer McInnes, Andover
£250	Jayne Batt, Salisbury
£100	Andrew Gee, Northwood
	Paul Rycroft, Liverpool
	Sangeeta Raval, London
	Natalie Orme, ABW
	Lizzie James, ABW
	Damian Boreham, ABW
	Christopher Taylor, Plymouth
	Eleanor Johnson, ABW
	Jehayne Potter, Sutton Coldfield
	Trisha Sherwood, Gloucester
	Helen Holford, Bovington
	Thomas Evans, ABW
	Andrew Jordan, Lyneham
	Thomas Attoe, ABW
	Craig Johnston, Carlisle
	Brian Hedges, RAF Cosford
	Christopher Sturgess, RAF Cosford
	Jay Symes, ABW
	Bryan McCarthy, Portsmouth
	Anthony McCullagh, Northern Ireland



Three Royal Electrical and Mechanical Engineers (REME) officers serving at DE&S set out to dispel the myth that Army officers can't navigate by putting their skills to the test.

Maj Rob Ashton (Director Land Equipment Office), Lt Col Simon Casey (Artillery Systems Project Team), and Lt Col Adam Hampshire (Support Chain Information Services) – pictured L-R – took part in the REME Festival of Sport orienteering competition, which was held at MOD Lyneham last July.

The event was one of a series of

events held this year to commemorate the occasion of the 75th anniversary of the REME.

The intrepid trio set out to achieve a respectable team placing but exceeded all expectations by winning the REME team competition and also coming first in their respective REME individual Orange, Green and Blue course categories.

Raising money for worthy charities the DE&S way

Four members of the DE&S Defence Supply Chain Operations and Movements (DSCOM) team took part in a 100km endurance race across the South Downs in Brighton in aid of charity.

Captain Sarah Dunn and Majors Gary Allen, John Miles and Simon Robertson took part in Trailwalker – a challenge that needs to be completed within 30 hours.

The quartet put in months of training, completing three cross country marathons and also organised multiple fundraising events, including a raffle and Gurkha Curry night.

After a strong start in which the team covered 70km in less than 11 hours, the weather turned and they were faced with muddy conditions making the final 30km an uphill struggle.

But powered on by pasta, bacon

rolls and cold drinks provided by their excellent support team, they completed the event in 17 hours 1 minute.

This time not only comfortably beat their pre-event aim of 18 hours but also helped the team raise £2,200 for Oxfam and the Gurkha Welfare Trust, which provides welfare to enable Gurkha veterans, their dependants and their communities to live their lives with dignity.

Sarah said: “Running the final few hundred meters into Brighton Race Course at 1am was a fantastic feeling and we would like to thank everyone from DE&S who sponsored us.

“We would also like to thank our fantastic support team: WO2 Sam Kane, WO2 Charlie Copley and Ms Jennie Gleed, without whom we could not have achieved the time that we did.”



Members of the Fast Air Support team at DE&S Abbey Wood successfully beat the elements to complete the gruelling National Three Peaks Challenge.

In total 18 members of the team, which included service men and women, civil servants and contractors from TLM Nexus and Leonardo MW Ltd, took on the adventure, which involves walking the three highest peaks in Scotland, England and Wales in 24 hours.

The aim of the exercise was to enhance teamwork, self-awareness and self-confidence within the group while raising money for three nominated charities: Cancer Research UK, Mind and the RAF Benevolent Fund.

Fuelled by home-cooked chilli, bacon rolls and hot tea the team summited Ben Nevis in Scotland, Scafell Pike in England and Snowdon in Wales in 23 hours and 42 minutes, raising more than £2,200.

Expedition leader, Wing Commander Cameron Gibb, said: “The weather conditions and visibility on the day were bad, however, the months of training and preparation saw even the more inexperienced members of the team succeed beyond their expectations. Aside from the fantastic result, it really did show the strength of the whole force working together.”

Donations are still welcome through the JustGiving page: www.justgiving.com/teams/FAST3PEAKS

Steve Dickerson and Sam Bilner from Defence Equipment and Support Ships - Maritime Combat Systems – Communications and Situational Awareness (DES Ships MCS – CSA) at Abbey Wood have successfully hiked the West Highland way from Milngavie (Glasgow) to Fort William raising over £800 so far (including offline sponsors), for Prostate Cancer.

They walked 96 miles in 7 days, carrying rucksacks of 16-17kg through mainly rainy/windy conditions.

They wish to thank everyone who has supported them.

For anyone else who would like to sponsor them, you can donate to Prostate Cancer UK via their JustGiving Page at: <https://www.justgiving.com/fundraising/2017-whw>.

You can find more photos and information on our hike on our Facebook page at <https://www.facebook.com/WHW2017/>

Below: Heading for the Hills Steve Dickerson and Sam Bilner (DES Maritime Combat Systems) successfully completed the 96 mile West Highland Way; raising over £800 in aid of Prostate Cancer. <https://www.justgiving.com/fundraising/2017-whw>



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