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*the magazine for
defence equipment
and support*

**Apache support
contract signed**



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Foreword

Only a month has passed in 2019 but we are already surging forward, delivering cutting-edge capability and support to our armed forces.

"These are all fantastic achievements made possible through years of hard work by DE&S teams and our partners in industry and the armed forces"



By Sir Simon Bollom, CEO

capabilities, so the news that a £290 million contract has been awarded for the support of the existing fleet of 50 attack helicopters was welcome – as was the £250 million deal to sustain the RAF's intelligence-gathering Shadow aircraft fleet, which will support around 450 industry jobs.

I know that all of you involved in both these programmes will have put a lot of work into ensuring they were successful, so thank you for your efforts.

Just after Christmas, some of our employees were recognised in the Queen's New Year Honours List. They are thoroughly deserved and reflect your dedication to Defence. I am very proud to have you working for DE&S.

Elsewhere, MOD Abbey Wood played host to the launch of the Primary and Secondary Engineer Leaders Award for South West England. This is a competition to challenge and inspire the UK's next generation of engineers.

Five schools across Bristol visited our headquarters, with pupils able to interact with some of our most innovative kit and speak with our project teams about the challenges they face and the innovative ways they meet them.

In years to come, these bright minds could play a huge role in some of the UK's engineering projects, including delivering equipment and support to our armed forces – so it is only right that we try to inspire them.

Finally, inside this month's edition there is a chance to learn more about the DE&S Board. They play a pivotal role in supporting and challenging me and my Executive Committee, so please take a look.

At RAF Marham the Defence Secretary Gavin Williamson gave an important update on the impressive progress we have recently made in combat air.

This included the announcement that another key milestone had been reached on the F-35 programme, with nine UK jets ready to be deployed on operations around the world.

The Defence Secretary opened a brand-new maintenance facility and state-of-the-art training centre, which are a key part of the £550 million being invested in RAF Marham as the home of the F-35 fleet. He then went on to highlight that the Project Centurion programme was completed on time and to budget, which means Typhoon can seamlessly take over from Tornado following its retirement from service later this year.

These are all fantastic achievements made possible through years of hard work by DE&S teams and our partners in industry and the armed forces.

This month we have also demonstrated some innovative thinking with a deal that means thousands of unused ration packs will be donated to charities including homeless hostels and lunch groups for the elderly. This is an excellent example of how DE&S is an organisation with a social conscience, striving to eliminate waste. This announcement rightly received significant positive coverage in the national media.

The Apache has long been a central part of the British Army's

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An Apache helicopter in Salisbury Plain

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Beth Squire

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Adrian Baguley, Director Programmes, talks to Desider about stepping into his new role, his plans for 2019 and making DE&S a great place to work



I moved into the new role of Director Programmes in November 2018. Sir Simon Bollom, CEO, asked me to take on the task of improving our programme delivery performance, with particular responsibility for Project Management and Project Controls across DE&S.

Previously I've run two Operating Centres – Helicopters and Air Support – so moving into a corporate role is a real change for me. But, as I've made a career out of managing projects and I'm passionate about project delivery, how could I say no to the opportunity?

Over the last few months, we've transitioned from having significant external help with developing our new tools and processes to a position where we have to stand on our own two feet, driving these ways of working forward. One analogy is that somebody's taken the stabilisers off and we now have to ride the bike ourselves. I guess you could say that part of my job is to make sure we don't fall off the bike.

Throughout 2019 I think it's important that we curb appetite for more change and focus on doing the basics well. This is how we'll embed our new

ways of working and realise the ambition to be recognised as the UK's leading project delivery organisation. The MOD employs half of all project delivery professionals across UK government, and within DE&S we employ over half of the MOD's Project Delivery professionals. The critical importance of DE&S' role in leading UK Government project delivery cannot be understated.

It's challenging within any large organisation to empower people to work in an agile manner. We need to carve through bureaucracy and ensure our people are in charge. I'd like to give people confidence to make the difficult judgements they are faced with every day and harness the investment we've made in the tools and processes to make their jobs easier.

A major project that I'm still involved in from the Air Support portfolio is the Airborne Warning and Control System Capability Sustainment Programme. There we've had the courage to put forward decisions and really drive the pace of the programme. Working together with our customer in Air Command and MOD Head Office, we've reached

The critical importance of DE&S' role in leading UK Government project delivery cannot be understated

a main investment decision in one year, where ordinarily it would take three years. It's a fantastic example of how we can work more effectively, with good information and a more efficient use of resource, and ultimately deliver capability to our customers faster.

70 per cent of change projects fail because organisations don't embed the changes. We've made substantial investment in professionalising our business and we must embed that within our DNA and ensure we don't revert to old ways. Everyone has a responsibility to help achieve that over the next 18 months.

People often think that leadership and hierarchy are synonymous, but in fact leadership happens at all levels. As a member of the DE&S Executive Committee, I do have a role in building DE&S for the future and making it a world-class organisation. But while fixing IT and infrastructure issues are important, it's our people that make this a great place to work. We all have a leadership responsibility to create an environment where we support each other and look forward to coming to work every day.



THE FUTURE OF MANUFACTURING IS BUILT HERE

SHEFFIELD, UK

DE&S secure £293 million deal for Apache fleet

Pictured: An Apache helicopter in Salisbury Plain in October last year (Picture by Beth Squire)



DE&S has awarded a five-year, multi-million-pound deal to Leonardo Helicopters (UK) for the support of the existing fleet of 50 Apache attack helicopters used by the British Army.

Defence Minister Stuart Andrew announced the £293 million contract with Leonardo Helicopters during a visit to the company's site in Yeovil, where some of the vital work on the aircraft will take place. The Apache AH Mk1 Integrated Operational Support (IOS) contract will maintain the fleet until its out of service date in March 2024.

The Apache Mk1 is being incrementally replaced by the latest Apache AH-64E aircraft that will begin entering service with the British Army in 2022. The new AH-64E model will have improved sensors and avionics, as well as greater performance that will enable the Army to sustain its battle-winning capabilities in future operations.

Colonel Dave Potts, Apache Team Leader at DE&S, said: "I was very impressed by the hard work put in by the small team to secure this contract to provide support

This multi-million-pound contract will ensure our armed forces continue to benefit from this vital capability as we integrate the latest Apache model into service in 2022

Stuart Andrew, Defence Minister

for the Apache AH Mk1 until its out of service date in 2024. Their determination and professionalism resulted in not only cost savings but the securing of a contract signature two months ahead of schedule."

The IOS contract includes deep maintenance, repair and overhaul of the Mk1 aircraft, as well as the provision of technical and spares support. The contract has been awarded in three tranches, to maintain value for money, with this latest investment covering the final five years of the fleet in service. The contract also reaffirms the MOD's committed investment in Leonardo's Yeovil site.

Air Vice-Marshal Graham Russell, Director Helicopters at DE&S, said: "This latest multi-million-pound investment in the existing Apache fleet not only demonstrates our positive collaboration with industry in achieving value for money, but also ensures that these battle-proven helicopters remain in-service and readily available for the British Army until their out of service date."

Last May, the MOD announced the delivery of the

first Commando Merlin Mk4 helicopters designed for Royal Marine aircraft carrier operations. This saw the fruition of a £388 million contract supporting 175 skilled jobs in Yeovil and a further 500 across the UK supply chain. The MOD also provides Leonardo with the £271 million Wildcat support and training contract securing 500 jobs in Yeovil.

The South West benefits from MOD expenditure of £920 per person each year and a huge investment in local industry and commerce of £5.1 billion. Defence spending in the region supports one in every 60 jobs – the highest proportion of jobs supported by MOD expenditure in the UK, totalling 33,500 jobs.

Defence Minister Stuart Andrew said: "The Apache has provided years of crucial battlefield support to UK and coalition troops in operations in Libya and Afghanistan. This multi-million-pound contract will ensure our armed forces continue to benefit from this vital capability as we integrate the latest Apache model into service in 2022."

DE&S help to negotiate deal for unused ration packs to be donated to charities

Pictured: The ration packs will be distributed to charities by FareShare (Picture courtesy of FareShare)



DE&S have negotiated a deal that could see thousands of unused ration packs donated to charities over the next few years.

Under the plans, the military will provide operational ration packs to FareShare, who distribute food to nearly 10,000 UK charities, including community groups, homeless hostels and lunch groups for the elderly.

The ration packs are enough to sustain 10 soldiers for a 24-hour period and include items for breakfast, lunch and dinner, such as porridge, sausages, baked beans, pasta and rice.

The range of ingredients enables the preparation of nutritionally balanced meals and provides 4,000 calories to sustain an active person over a 24-hour period.

The deal has been put together by the Headquarters and Commissioning and Managing Organisation within the Logistic Delivery Operating Centre (LDOC) at DE&S with support from the Front-Line Commands and Defence Logistics – a truly pan-Defence initiative.

The LDOC Deputy Chief of Staff, Squadron Leader Chris

I am delighted to be able to provide support for this important issue and help in some way to tackle food poverty

Roger West, Director LDOC at DE&S

Metcalfe, said: “A lot of people have put a great deal of effort into making this happen. Donating rations packs that Defence no longer requires to a charity such as FareShare should be simple to achieve but, as always, the devil is in the detail.

“The response to this initiative from across Defence has been extremely positive and it’s good to know that people in need will benefit from this work.”

The ration packs donated by the MOD will help the recipient charities save on food bills, allowing them to re-invest money into essential support programmes.

Around two million ration packs are used by the military every year, with less than one per cent of the MOD’s stock requiring disposal.

This scheme means that, when it becomes clear a batch of ration packs can’t be used, there is an opportunity to gift to those in need and ensure that any good food doesn’t go to waste.

The MOD is committed to keeping disposals to an absolute minimum, and this scheme will help reduce these even further.

Roger West, Director LDOC at DE&S, said: “I am delighted to be able to provide support for this important issue and help in some way to tackle food poverty.

“This solution will deliver food products where they are needed while also minimising waste. Our corporate social responsibility is important to us and we continue to explore ways to do more; this is the right thing to do.”

The operational ration pack provides a two-course breakfast, lunch and a three-course dinner, as well as a number of drinks, both hot and cold.

Once transferred from the MOD, FareShare will distribute them to their UK-wide charity network.

Minister for Defence People and Veterans Tobias Ellwood said: “Ration packs help provide nutritionally balanced meals to our armed forces on operations around the world. But charity begins at home, and I’m pleased our partnership with FareShare will make sure no food goes to waste.”



DE&S receives corporate membership of the Institute of Administration Management

The Corporate Services Group (CSG) Function has secured corporate membership of the Institute of Administration Management (IAM).

Benefits of the membership of IAM include a 20 per cent discount on individual membership, free continuing professional development places for CSG staff and discounted bitesize coaching.

Elizabeth Wombwell, Head of the CSG Function, was presented with a plaque by IAM general manager Andrew Jardine when he visited MOD Abbey Wood to celebrate the milestone.

She said: "I am honoured to

accept this plaque on behalf of DE&S for corporate membership to the IAM. This will provide an excellent opportunity for our Business Support staff in CSG to be able to gain accreditation, professionalise the specialism and provide a wide range of staff to contribute to their 70:20:10 learning in a focused way."

DE&S have joined the scheme so that the work performed by administrative personnel is promoted and recognised within the organisation. Membership gives staff the chance to achieve further learning, including National Vocational Qualifications.

Codification contract placed

The UK National Codification Bureau (UKNCB) has awarded a four-year £7.3 million contract to CMCA(UK) to ensure that defence's mandatory codification requirements are supported.

UKNCB, which is part of the DE&S Support Enablers Operating Centre, consists of a team of specialists who ensure NATO codification (the cataloguing of items that go through the military supply chain) is carried out for MOD equipment.

These codification services are supplied free of charge to delivery teams within DE&S.

Richard Ireland, head of UKNCB, said: "This task has been achieved thanks to the incredibly hard work of the whole UKNCB team, the bidders involved and our colleagues in the commercial team.

"As MOD policy now states that codification is mandatory, the award of this contract will ensure that defence's codification requirements can be supported for the next four years, whilst ensuring best value for money for the MOD."

CMCA(UK)'s Managing Director, Darren Topley, said: "We are extremely excited at the prospect of working closely with both the UKNCB and the DE&S project teams to deliver a standard of codification that sets the NATO benchmark."

Robert does DE&S proud

DE&S Science, Technology, Engineering and Maths (STEM) ambassador Robert Bates has been recognised for his dedication to inspiring young minds.

Robert, a lead software specialist for DE&S, was nominated in the Outstanding STEM Ambassador category at the prestigious STEM Inspiration Awards, which celebrate individuals and organisations working to inspire young people in STEM subjects across the UK.

The Chief Technician, who was recognised in the New Year's Honours list (see page 12), attended a ceremony, held by STEM Learning at the House of Lords, where he picked up the runner-up award.

Judges noted Robert has supported and run more than 100

STEM engagements in the past three years, including Raising Aspirations, the Cheltenham Science Fair and Big Bang.

Robert has also led his own STEM sessions at schools around the Bristol area and was invited to judge competition designs in the DE&S-supported South West Primary Engineer Leaders Award.

He said: "I get an enormous amount of personal and professional satisfaction from STEM sessions. Creating that spark of inspiration is incredible and the children never fail to leave me amazed. That moment when they 'get it' never fails to make me smile."



DE&S help gift retired Sea King to Norway

The DE&S Merlin Delivery Team have played a key role in the gifting of a decommissioned Sea King Mk4 helicopter to the Norwegian military.

The gifting is in recognition of the outstanding relationship between Commando Helicopter Force and the Norwegians, which celebrates 50 years of Arctic Training in 2019.

In December Sea King HC Mk4 ZE427 was airlifted from HMS Sultan to Marchwood Docks by a Chinook helicopter from 18 Squadron. From there, the Sea King was transported to Norway by ship.

The Sea King has become a gate guardian at Royal Norwegian Air Force's Bardufoss Air Station in the north of the country, where temperatures in winter can plunge to -25 degrees centigrade.

The gifting of the aircraft, its recovery and preparation for the lift was managed by the Merlin Delivery Team with support from the Royal Naval Air Engineering and Survival School and 845 Squadron personnel.

Captain Kieran O'Brien, Merlin Team Leader at DE&S, said: "The contribution of Chris



Page and Terry Farrell in my team was key in facilitating the load lift of the aircraft from HMS Sultan to Marchwood Docks by 18 Squadron. Recognised by Commander Joint Helicopter Command, their efforts have ensured that ZE427 will sit as pride of place at Bardufoss Air Station."

Busy year for the BFPO

British Forces Post Office (BFPO) vehicles covered more than 696,000 miles in 2018 – the equivalent of almost 28 laps of the Planet Earth.

Figures released by the BFPO have showed it was another busy year for the organisation that is dedicated to delivering UK armed forces mail to over 650 locations across the globe.

Much of that activity came in the final three months of the year, when members of the Defence Postal Service pulled together to deliver over 1,032,888kgs of mail – much of which would have been destined to personnel away from their nearest and dearest over the festive period.

The organisation, which celebrated 10 years since the official opening of the BFPO Headquarters at RAF Northolt last year, made some significant updates to their systems in 2018.

This included a successful roll out of a major update to Horizon online – the system that underpins the Post Office counter services at Forces Post Offices across the globe.

BFPO's Technical Support Team completed the updates to more than 40 terminals across 22 locations, including Canada, the Falkland Islands, Kathmandu and Germany.

Type 45 crew seize record drugs haul

A Type 45 warship has seized and destroyed ten tonnes of hash worth more than £75 million during a record-breaking drugs-bust in the Gulf.

In just 48 hours, HMS Dragon, the fourth of the Royal Navy's six Type 45 air defence destroyers, intercepted two boats carrying the huge haul of illicit drugs on notorious drug smuggling route known as the 'Hash Highway'.

It marked the biggest seizure of illegal narcotics ever recorded in the history of the Combined Maritime Forces – the multi-national organisation in charge of policing that stretch of sea.

They were the third and fourth hauls for the Portsmouth-based destroyer in the space of a month and took the total of drugs seized to 13.3 tonnes during the first three months of the ship's deployment.





Pictured clockwise from top left: Barry Burton, Mark Dannatt, WO1 John Briggs, WO 1 Jason Cole, Peter Hall, WO Keith Robertson, Lorna Thompson and Philip Blight
(Pictures by Beth Squire and Jack Eckersley)

DE&S employees share their thoughts on New Year Honours

Barry Burton – DE&S Strategy and Change Director – CBE

“The reaction when the letter arrived in November was it must be a joke, really, why me, wow, and finally how much will the dress cost when I tell my wife. It is a truism that such awards are always built on the work of a great many people that have helped me in the variety of roles I have been lucky enough to attempt. I want to take this opportunity to thank them all, but particularly whoever thought of me in the first place and was kind enough to write the citation.”

Mark Dannatt – Head of Acquisition Queen Elizabeth Class (QEC) – CBE

“It was a complete and very pleasant surprise. I didn’t find it too difficult to keep under wraps because after 30 years in the Navy I am conditioned to do what I am told!

“I consider myself to be the very fortunate recipient, but the architects were those in the Queen Elizabeth support and build projects who have done so much to make the introduction into service of HMS Queen Elizabeth the success that it has been. The teams in Abbey Wood and in the Aircraft Carrier Alliance (ACA) have my enduring thanks for their personal efforts.

“I would like to pay particular thanks to Henry Parker as Director Ships, Sir Simon Lister in his guise both as Chief of Materiel (Fleet) and now Managing Director of the ACA, Geoff Forder for the sterling work in setting up QEC support, Captain Harry Blackmore in Navy Command Headquarters, Mark Withers and now Jason Marshall, who have managed the Delivery Acceptance Team in Rosyth and, lastly but no means least, to Capt Steve McCarthy, who joining as the QEC Chief Engineer set up the QEC Strategic Class Authority.”

Lorna Thompson – Warrior Capability Sustainment Programme - OBE

“It is the most humbling recognition and such an amazing gesture to be put forward for such an award, I can’t put into words how proud I and my friends and family are, I am so overwhelmed by the whole experience.

“I think I am being recognised for the nine years I spent in the Dismounted Close Combat (DCC) team. During that time I helped deliver key equipment to Operation Herrick as well as a completely

new combat body armour system. I cannot emphasise enough the commitment, drive, determination and outright hard work of the DCC team. Soldier survivability was the priority and the team were 100 per cent committed to delivering that. I cannot thank them enough and this honour is as much for them as it is for me.”

Philip Blight – Torpedoes, Tomahawk and Harpoon Project Team – MBE

“It was a complete surprise and relates to my previous role at Navy Command to prepare HMS Trenchant for ICEX18 – a series of submarine trials in the Arctic Circle.

“I am very proud of the award, although I am also keenly aware that I was one small part of an enormous team effort. It’s important that I congratulate the Ship’s Company themselves. Operating a nuclear submarine under polar ice is undoubtedly one of the most challenging things that the Royal Navy does and, without the bravery and professionalism of the Ship’s Company, the entire endeavour would not have been the resounding success that it was.”

WO1 Chris Jefferys – British Forces Post Office - Meritorious Service Medal (MSM)

I was informed on Boxing day on the telephone by the Head of the BFPO. I was initially worried that something had gone wrong at work but was shocked when he told me of the award. I told my wife and have to admit it was hard not to tell others. We did manage, however, and didn’t even inform the children until the Honours list was announced. I take great honour in the recognition.”

WO1 John Briggs – Marine Systems Support – MSM

“It certainly wasn’t expected. The hardest part about keeping it quiet was finding out on the day of the Christmas party and not being able to mention anything. I am exceptionally proud to have been awarded this medal. It is particularly special as I am in my last year of service and it seems like the perfect way to end my career.”

WO1 Jason Cole – Maritime Combat Systems - MSM

As I was hustled off the floor plate into a meeting room by the 1*, team leader and group leader, I was braced for a ‘crash draft, get your kit bag, Christmas is cancelled’ scenario. It was with some relief and total

surprise when I was told I was to be awarded the MSM. The fact that members of my team have taken the time to reflect on my 29-year career and present it for recognition is very humbling.”

Peter Hall – AirISTAR Training Support - MSM

“It was a surprise, although now makes sense on why I was being asked lots of questions on my achievements over last 35 years! I was informed by my Group Captain shortly before Christmas that I had been awarded the MSM and, apart from my wife, didn’t tell anyone else until the New Year Honours list came out. I’m extremely proud to be recognised for my RAF service.”

Rob Bates – Directorate of Engineering and Safety – MSM

“The honour was a total surprise and it was very hard to bite my tongue and not tell anyone until the Honours List was published. The pride in being recognised is very hard to quantify. This recognition makes me want to strive harder in continuing to develop the engineering acumen of the future engineers of the UK.”

WO Keith Robertson – Defence Supply Chain Operations and Movements – D Coms Commendation

“It came as a huge surprise to me as the honour was from my previous role at RAF Brize Norton. I was informed by the Group Captain just before Christmas and thought the conversation was going to go either one of two ways, with me in trouble or Op Deny Christmas (a military deployment or assignment causing a family separation during the holidays). Luckily it was neither, but great news instead. I am extremely humbled as this was a team effort, but I am really proud and honoured to be recognised.”

Also recognised

Brigadier James Daniel – formerly Soldier, Training and Special Programmes team leader – CBE

Lt Cdr Caroline Dix – Formerly Merlin Delivery Team – MBE

WO Alastair Ross – Air Support – MSM

First cutting-edge bomb disposal production models delivered to British Army under Project Starter

Pictured: A Harris T7 bomb disposal robot prepares to neutralise an IED within a car during trials at DM Kineton (Picture courtesy of Royal Engineers Trials and Development Unit)



The British Army have taken delivery of production models of a cutting-edge bomb disposal robot following rigorous trials enabled by DE&S.

The Harris Corporation's T7 unmanned ground vehicle (UGV) – procured by DE&S under Project Starter – is equipped with high-definition cameras, lightning-fast datalinks, an adjustable manipulation arm and tough all-terrain treads, allowing them to neutralise a wide range of threats.

The game-changing platform was put through a variety of tests during an eight-week 'acceptance' trials period at UK and US sites specifically chosen to best test the capability.

These tests included multi terrain driving, a series of battlefield missions, weight lifting and dexterity, climatic testing, high stress capabilities, live firings and maximum traversing angles.

Project Starter will procure 56 Harris T7s to support explosive ordnance disposal (EOD) teams on contingent operations. The programme is designed to replace the army's fleet of Wheelbarrow Mk8B remote controlled EOD

The hard work and dedication of my team has helped ensure that this critical project has run to time and cost and the trials exceeded our performance expectations

Lt Col Thornton Daryl Hirst,
Section Head of Remote
Controlled Vehicles

robots that have been in service around the world since 1972 and are due to retire from service in 2020 – the same year the Harris T7s are due to enter service.

Lieutenant Colonel Thornton Daryl Hirst, Section Head of Remote Controlled Vehicles within DE&S' Special Projects Search and Countermeasures team, said: "The first four production standard vehicles have been delivered to the British Army, enabling us to conduct train-the-trainer packages from January onwards.

"The hard work and dedication of my team has helped ensure that this critical project has run to time and cost and the trials exceeded our performance expectations."

The £55 million contract for 56 Harris T7s was announced in September 2017 at the Defence and Security Equipment International (DSEI) Exhibition in London.

Attendees heard how the 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.

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.

All 56 robots are due to be delivered to the UK and in service by December 2020.

Defence Aviation Safety Conference

29th - 30th April 2019,
Copthorne Tara Hotel,
Kensington, London



KEY SPEAKERS INCLUDE:



Lieutenant General Richard Felton CBE, Director
General Defence Safety Authority (DSA), **UK MoD**



Air Vice-Marshal Steven Shell OBE, Director Military
Aviation Authority, **UK MoD**



Air Vice-Marshal Graham Russell, Director Helicopters,
DE&S, **UK MoD**



Rear Admiral Jonathan Pentreath, Commander, Joint
Helicopter Command, Army Head Quarters, **UK MoD**



Major General Günter Katz, Director General, German
Military Aviation Authority, **German MoD**



Major General John T. Rauch Jr, Air Force Chief of
Safety Commander, Air Force Safety Center, **US Air
Force**



Rear Admiral Mark Leavitt, Commander, **US Navy
Safety Center**



Mr. Timothy Rowntree, Director Safety & Environment,
Quality and Technology, DE&S, **UK MoD**



Air Commodore Mark Chappell, Typhoon Force
Commander, **Royal Air Force**



Air Commodore Mark Jeffrey, Head of RAF Safety
Centre, **Royal Air Force**



Air Commodore Jason Agius, Director General
Defence Aviation Safety Authority, **Australian Air Force**



Brigadier General Rolf Folland, Norwegian Air
inspectorate of Flying, **Norwegian Air Force**



Brigadier General Bradford J Gering, Assistant Deputy
Commandant for Aviation, **US Marine Corps**



Air Commodore Jan-Paul Apon, Director, Military
Aviation Authority, **Netherlands Armed Forces**



Brigadier General Laurent Aubigny, Director State
Aviation Safety Authority, **French Armed Forces**



Colonel Anders Janson, Director of the Swedish
Military Aviation Authority, **Swedish Armed Forces**

"The aim is to promote cooperation and continuous improvement in military aviation and in developing fields such as cyber, space and unmanned systems. While the primary focus of this event will be on safety in Defence aviation it will also be of interest to those involvement in the acquisition and safe operation of unmanned systems and to those concerned with the certification of all equipment types. The DSA will once again be supporting this event, and I encourage participation from across Defence organisations and industry."

Lieutenant General Richard Felton CBE, Director General, Defence Safety Authority, **UK MoD**

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On his broad portfolio, embracing change and an interesting phobia

Steve Lammiman is Head of Support Chain Governance (SCG) within the Support Enablers Operating Centre (SEOC) helping support DE&S and the Front Line Commands

What does your role involve?

As Head of Support Chain Governance I am responsible for leading and working with nine disparate teams whose collective role is to support DE&S and the Front Line Commands (FLCs) in putting effective and cost efficient support solutions in place. One of our main focuses is providing advice and guidance on a broad range of issues – including integrated logistic support, obsolescence, reliability and maintainability engineering, and the interpretation of supply policy. However, we have other wide-ranging responsibilities that include supporting DE&S in the management of a number of strategic risks, delivering codification services that underpin our inventory management and providing data modelling and analytic services that support delivery teams.

What about your role is exciting, rewarding or interesting?

The broad range of issues that the SCG business unit addresses gives a great deal of variety to every working day, both in terms of the work itself and in terms of the people with whom I interact. I find it rewarding to reflect on our successes – such as the £617 million saving that we enabled for DE&S delivery teams last year –, but I also find it interesting to reflect on areas where we could have done better, to allow us to do so next time. I also enjoy the freedom we have to do business differently – such as introducing codification sales, and the NATO Logistic Stock Exchange that generated €3 million worth of benefit for Defence last year.

How important to you is teamwork?

Teamwork is an essential component to success in all aspects of life. I have been employed within teams for the whole of my career and remain active within teams on the sportsfield. Teams are made up of individuals who have had different journeys in life and who possess different strengths and weaknesses. As a leader I am responsible for using that mix of experience to deliver best effect, and as a member of DE&S I am responsible for making my strengths and insight available for the corporate good.

How are you helping embed change in your area?

DE&S transformational change is being embedded in SCG through use of the DE&S toolkits, which gives us better sight of progress against both cost and time – but this is an area where I recognise that we have room for improvement, especially when the pressure is on and the temptation is to return to type. I have used monthly holding to account sessions to manage my team leaders and to keep our programme of work on track, ensuring that these were two-way forums such that my help could be called for. Embracing Office365 has assisted us to work more effectively as a business unit, using Skype to minimise location barriers, OneNote to collate information in one place, and collaborative document development to significantly reduce staff time. We have also adopted smart and flexible working which has allowed the business unit to operate in a much more inclusive manner and

support those staff with personal limitations and circumstances.

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

Over a 28-year military career I had a lot of experience working with DE&S and gaining the benefits of DE&S outputs during operational tours. I decided to join as a civilian to be part of a team charged with improving the operational efficiency and effectiveness of Defence outputs against increasing financial pressures.

What do you most enjoy about your job?

The variety, the challenge and the people. Supporting 100+ delivery teams, four domains, three FLCs, Joint Forces Command and Defence Logistics means that the breadth and depth of work is almost boundless.

What do you enjoy doing in your spare time?

As a single dad of three active teenage children I don't get a lot of spare time, but when I do I enjoy riding motorcycles. I also enjoy playing guitar, playing and coaching field hockey goalkeepers, and being chief mechanic to my son who races go-karts.

What might surprise people about you?

For some time I had a shower phobia, but I am over it now. In 1997 I was involved in a water-sport accident which resulted in me being trapped under water, officially drowning. After having chest pumped and heart re-started I was up on my feet the same day, but for quite some time I could not tolerate water on my face.

Key milestone in HMS Prince of Wales programme

Pictured: The main generators on board HMS Prince of Wales were switched on shortly after a media day was held in Rosyth (Picture by Beth Squire)



Engineers aboard HMS Prince of Wales have started two of the ship's main generators – a key milestone on the road to sending the 65,000-tonne warship to sea.

Located in the bowels of the ship – in the later stages of fitting out at Rosyth dockyard near Edinburgh – there are four Wärtsilä diesel generators, the two forward machines capable of producing over 8MW of power and the two larger, after diesels producing over 11MW of power. In total, enough electricity is generated to power the equivalent of 600 family-sized cars.

Firing up the Wärtsiläs marked the culmination of years of planning, installation, wiring, testing and finally commissioning. A 40-strong team of Navy and civilian engineers were thoroughly briefed and an announcement made throughout the ship before, with the press of a button, the first of four diesels roared into life.

Director Ships Acquisition for DE&S, Henry Parker, said: "The running of the diesel generators is another important milestone

This significant step forward has been achieved through effective collaboration and hard work between industry, Government and the Royal Navy

Henry Parker, Director
Ships Acquisition for DE&S

in bringing HMS Prince of Wales into service.

"This significant step forward has been achieved through effective collaboration and hard work between industry, Government and the Royal Navy. I look forward to seeing the second of these impressive aircraft carriers join her sister ship, HMS Queen Elizabeth, in the Fleet."

Lieutenant James Sheridan-Browne, the carrier's power and propulsion engineering officer, added: "With the first run of HMS Prince of Wales' diesel generators now complete, the ship is truly coming to life on its own systems.

The running of diesel generators will now continue to provide a steady drumbeat to sailing the ship to Portsmouth in 2019."

Collectively, the four diesels generate 35 per cent of the total power produced by the carrier; with the two Rolls-Royce MT30 gas turbine alternators accounting for the remainder. Collectively, this electrical power is used to drive the four General Electric 20MW propulsion motors which drive the ship through the water. The first

gas turbine was started on 17th December 2018 – another historic moment for the ship.

The Aircraft Carrier Alliance (ACA), a unique collaboration of industry, Royal Navy and MOD, has designed and built HMS Prince of Wales and her sister ship HMS Queen Elizabeth, which was delivered to the Royal Navy in December 2017.

ACA managing director Simon Lister said: "To all involved – and that is a large proportion of the entire workforce – my thanks and congratulations on achieving the first diesel and gas turbine starts.

"This has seen focused effort, great innovation, real perseverance in the face of setbacks and a commitment to quality that has been truly impressive. These are becoming the hallmarks of HMS Prince of Wales. Great teamwork from a large number of groups and individuals. Well done and thank you."

DE&S award HMS Queen Elizabeth contract to Scottish dockyard

Pictured: HMS Queen Elizabeth leaves Rosyth dockyard for the first time in June 2017 (Picture by Andrew Linnett)



DE&S has awarded a contract to a Scottish shipyard to carry out the first planned dry-dock maintenance of Britain's largest warship – HMS Queen Elizabeth.

The £5 million contract, awarded to defence company Babcock, will allow the 65,000-tonne carrier to undergo a routine, planned hull survey and maintenance of her underwater systems over a six-week period at the company's Rosyth site.

The work will sustain 100 jobs and be carried out in the summer.

Russell Brown, Director Ships Support at DE&S, said: "The teams at DE&S are committed to bringing the national flagships into operational service and this dry docking is a crucial step on that journey."

"This significant national enterprise is built upon the excellent relationships across defence and the unparalleled skills within UK industry."

The dry-docking period will mark the cutting-edge carrier's return to the shipyard where she was built.

Her sister ship, HMS Prince of Wales, is due to be handed over to

The teams at DE&S are committed to bringing the national flagships into operational service and this dry docking is a crucial step on that journey

Russell Brown, Director Ships Support at DE&S

the Royal Navy later this year.

News of the contract award to Babcock was announced by Defence Minister Stuart Andrew.

The minister said: "After a phenomenal year of trials off the East Coast of the US, this dry-docking contract is an important step for HMS Queen Elizabeth as she gears up for operations."

"The largest ship in our Royal Navy's history, which was assembled in Rosyth, will now return for this multi-million-pound routine maintenance work as she gets set to represent Britain across the world for decades to come."

HMS Queen Elizabeth and HMS Prince of Wales will maintain security for the UK and overseas, increasing the UK's ability to project maritime and air power and respond to crises worldwide.

Built by the Aircraft Carrier Alliance, both carriers are 280 metres in length, 70 metres wide and have a top speed upwards of 25 knots. With the ability to move 500 miles a day, they can react quickly to deal with situations across the globe.

HMS Queen Elizabeth will

resume aviation trials later this year with British-owned F-35s. She is expected to enter operational service in 2020, prior to her first deployment in 2021.



Pictured clockwise from top left: The Defence Secretary Gavin Williamson meeting staff inside the ITC (top left and right), colleagues who work in the M&F and helped set it up, Tempest concept model, the Defence Secretary, from left F-35, Typhoon and Tornado aircraft, the Defence secretary with Air Marshal Julian Young and Chief of Air Staff Air Chief Marshal Sir Stephen Hillier (Pictures by Jack Eckerlesley)

Step change in combat air capability

"Our nation is moving into a new era outside the EU, and our huge achievements in air capability make our commitment to a role on the world stage clear to both our allies and our enemies"

Defence Secretary Gavin Williamson

The DE&S Combat Air domain was centre of attention at a major event which celebrated the dawn of a new era for the UK's air defence capabilities.

Tornado, Typhoon Centurion, F-35 Lightning and Project Tempest – which collectively show the evolution of 100 years of Britain's fighter aircraft – were all displayed at RAF Marham on 10 January, as Defence Secretary Gavin Williamson made a series of announcements:

- The UK has achieved Initial Operating Capability (IOC) with nine F-35B aircraft at RAF Marham. These jets can now be deployed on operations around the world.
- Typhoon jets have been fitted with a state-of-the-art complex weapons suite. Under Project Centurion, worth £425m over the past three years, Typhoon now has deep strike cruise missile Storm Shadow, air-to-air missile Meteor and the precision attack missile Brimstone at their disposal.
- The Integrated Training Centre (ITC) and Maintenance and Finishing Facility (M&F) at RAF Marham are both operational, having been delivered on budget ahead of IOC by DE&S. The ITC features simulators, classrooms and aircraft mock-ups to help 617 Squadron's F-35 pilots and ground crew learn how to operate and maintain the aircraft. The M&F will be used for routine, light maintenance of the stealth jets.
- Having been in-service since 1979, Tornado will be retired later this year but its capabilities will live on through Typhoon.
- Work continues apace on Project Tempest, with this next-generation capability due to enter service by 2035.

During a tour of the ITC and M&F, Mr Williamson spoke at length with DE&S employees within the Lightning Delivery Team (LDT) about their role on the F-35 programme.

Among them were Mark Trautmann, M&F Maintenance Manager, who said: "I'm extremely lucky to be involved in such an important milestone in the life of the F-35 and its operations in the UK.

The Marham team worked closely with colleagues and industry to ensure the building could be handed over, ready and safe to use.

"I've been working for the MOD for nearly 22 years – being offered the opportunity to take on a crucial role for the Lightning Delivery Team was too good to miss and reignited my enthusiasm."

Sarah Priestly, Marham Project Manager for the LDT, added: "The DE&S team is made up of industry, civil servants and military personnel across various geographic locations. We all pulled together to successfully achieve IOC and embed the F-35 capability at RAF Marham."

DE&S ensured that Typhoon Centurion was completed on-time and to budget, with major upgrades that have transformed the fleet into a world-leading multi-role combat air platform for decades to come. The jets have boosted capabilities to intercept airborne missiles and strike ground-based targets, seamlessly taking over from the Tornado's attack role as it nears retirement.

Jonathan Barratt, Head of Team Complex Weapons at DE&S, said: "This was really difficult work. Weapons Operating Centre staff across three delivery teams together with the Defence Ordnance Safety Group technical specialists have worked closely with colleagues in the Fast Air Support Team (FAST), Air Command, MBDA and BAE Systems, to integrate Storm Shadow, Meteor and Brimstone weapons onto Typhoon. The addition of these munitions will enable the aircraft to remain at the forefront of combat air capability and protect the UK's security and national interests. All those who were involved in this challenging integration will get a real sense of achievement to see Typhoon being deployed operationally in its new configuration."

Nick Moore, Deputy Head of Acquisition within FAST, added: "Typhoon Centurion has been an incredible journey for FAST. We've integrated and embodied three new weapons and two new major software enhancements onto the RAF's front-line squadrons. We had to accelerate the delivery of these capabilities by more than two years, to help bring forward the retirement of Tornado."

DE&S signs £250 million aircraft deal to sustain the RAF's intelligence-gathering Shadow aircraft fleet

Pictured: A Shadow aircraft in flight (Picture by Cpl Steve Buckley)



DE&S has signed a £250 million deal to sustain the RAF's intelligence-gathering Shadow aircraft fleet, supporting an estimated 450 jobs.

Shadow is a highly capable intelligence, surveillance and reconnaissance aircraft which performs crucial support to operations all over the world.

Shadow, flown by 14 Squadron RAF, has been on operations above battlefields including Afghanistan. Under commitments laid out in the 2015 Strategic Defence and Security Review, the UK is growing the core-funded fleet to eight Shadow aircraft in RAF service.

The DE&S Fixed-Wing Manned Airborne Surveillance Delivery Team awarded to Raytheon Systems Ltd an 11-year contract known as Shadow Long-term Sustainment, which will both support Shadow operations and advance the platform's capability until its 2030 out of service date.

The Front Line will benefit from assured, prime-led support performance as well as sustainment and growth of the platform capabilities. Services will also be established at RAF

Waddington, the home of the RAF's ISTAR fleet, in addition to the existing facilities in Broughton, North Wales, to ensure aircraft availability under the new contract.

Air ISTAR Programme Director, Group Captain Shaun Gee, said: "This contract award marks a key milestone in cementing the excellent partnership between the MOD with RSL(UK). It delivers vital ongoing support to operations and, crucially, enables future, rapid development of the Shadow platform, which will ensure the capability remains at the cutting edge of technology, providing a world-class tactical Intelligence Surveillance Reconnaissance capability for the UK."

The support contract will provide maintenance, airworthiness, design and supplier management services, as well as modification and integration work that will allow Shadow to be upgraded now and in the future. In particular, this will provide the industry expertise and capacity to progress development and fielding of a Shadow Mk2, with the readily upgradeable system architecture necessary to keep pace with agile

DE&S is proud to continue to work with our partners across industry to deliver world-class support to the RAF's Shadow fleet

Sir Simon Bollom, DE&S Chief Executive Officer

adversaries on the ground.

DE&S Chief Executive Officer Sir Simon Bollom said: "DE&S is proud to continue to work with our partners across industry to deliver world-class support to the RAF's Shadow fleet. The continuing investment in support safeguards jobs and expertise, which will provide safe and available aircraft in support of UK troops."

Defence Minister Stuart Andrew added: "This £250 million investment will ensure the UK retains its position as a global leader in battlefield intelligence gathering for UK troops and our NATO allies. It is also great news for the economy through the safeguarding of 450 skilled jobs across the country, including 200 in North Wales, confirming the region as a UK centre of excellence for air support."

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Meet the DE&S Board

When DE&S launched as a Bespoke Trading Entity in 2014 the DE&S Board was established to provide top level strategic governance for the organisation.

Nearly five years on, the Board, under the leadership of Paul Skinner as Chairman, continues to play a pivotal role in both supporting and challenging the DE&S CEO and Executive Committee on every aspect of the organisation's business.

A key factor in the success of the DE&S Board is its mix of five Non-Executive Directors, who bring a range of skills and experience from the private sector, and the five senior MOD members who represent DE&S, MOD Head Office and the customer community.

Read on to learn more about our current Board Members.



Stephen Lovegrove – MOD Permanent Secretary

Stephen is the MOD's top civil servant with responsibility for policy, finance and planning across Defence. Appointed MOD Permanent Secretary in April 2016, he has extensive experience across the public and private sectors.

He was managing director in the corporate finance department of Deutsche Bank prior to joining the Civil Service and served as the Permanent Secretary at the Department for Energy and Climate Change after a number of years in the Department for Business Innovation and Skills.



David Goldstone – MOD Chief Operating Officer

David has extensive public sector experience, including 12 years involvement in the delivery of major investment programmes for Government and a number of years at Price Waterhouse, where

he was responsible for a wide range of public sector audit and consultancy work. David also held the Finance Director position for the 2012 Olympic and Paralympic Games, and more recently was the Chief Finance Officer for Transport London.



Air Marshal Richard Knighton – Deputy Chief of the Defence Staff (Military Capability)

Air Marshal Richard Knighton is the newest member of the DE&S Board, following his appointment in December 2018, as Deputy Chief of the Defence Staff (Military Capability). Richard's

extensive RAF career includes a range of engineering posts, supporting multiple platforms in the UK and on operations. He also has considerable senior level project, programme and policy experience, leaving him well placed to represent the customer at Board level.



David Johnson – Director General Resources (interim)

David joined the Civil Service Fast Stream in 1989 and undertook a number of policy and finance roles before his promotion to the Senior Civil Service to work on operational policy issues.

Following a number of other roles, David joined DE&S in January 2011 as Head of Resources and Plans. He was promoted into the role of Director Financial Planning and Analysis, from which he was recently appointed as interim DG Resources.





Gerard Connell – Non-Executive Director (NED)

Gerard has extensive Non-Executive Director experience across the public and private sectors, including the role of Chair of Audit at DSTL and as a Board

member at HM Land Registry. Gerard's Executive career focused on strategic advisory, financial and operational roles for a number of organisations including Bankers Trust Company and Unigate plc.



Dr Ros Rivaz – NED

Ros has experience across a range of sectors and environments with companies such as Tate & Lyle Group and more recently, Smith & Nephew plc, where she held the position of Chief Operating Officer. Ros also

has Non-Executive Director responsibilities in companies such as RPC Group and the Government sponsored, corporate financed Your Life Campaign, which encourages 14-16 year olds, especially girls, to pursue STEM subjects.

Paul Skinner – DE&S Chairman

Appointed as Chair of DE&S in June 2014, Paul is also a member of the MOD Defence Board and has a thorough understanding of the principles and governance arrangements underpinning both public and private sector entities. He provides a breadth of experience having led major global corporations in basic resources industries and was formerly the Managing Director of Royal Dutch Shell and Chairman of Rio Tinto.



Andy Lord – NED

Andy has an extensive engineering and operational background, predominantly in the aviation industry. His roles have included Executive Vice President for Europe, Middle East, Africa and India with Menzies Aviation; and he spent over 26 years at British Airways in various UK and overseas locations, culminating as Director of Operations and Customer Service on the airline's Executive Leadership Team. He has previously been a Non Executive Director with National Air Traffic Services & BA Cityflyer and is a Fellow of The Royal Aeronautical Society.

Sir Simon Bollom – DE&S Chief Executive Officer

An RAF Engineering Officer for 35 years, Simon served in a variety of operational and staff appointments, with his final 15 years focused on acquisition and support delivery. Retiring from the RAF in 2016 to undertake a short career break interspersed with some consulting, Simon returned to DE&S as Chief of Materiel (Ships) before his current appointment of Chief Executive Officer DE&S in May 2018.



James Dorrian - NED

James has worked in all of the main sectors of the global oil and gas industry and is a global HR leader with extensive international business experience, most recently as Executive Vice-President HR for Royal Dutch Shell plc. James' roles have taken him to all corners of the UK and abroad, including HR Director of Shell Gabon and Vice-President HR of Shell's global Manufacturing (Oil and Chemicals) businesses.



Iain Lanaghan – NED

Iain has specialised in growing and financing companies, largely in asset intensive sectors with long-term investment plans. His broad experience across a number of companies includes Metropolitan European Transport,

one of Germany's largest private bus companies, for which he was a founder, PowerGen International and UK Government-owned National Nuclear Laboratory, for which he is a Non-Executive Director.



Pictured: School children from across Bristol came to MOD Abbey Wood to see first hand the various pieces of technology and equipment that DE&S project teams work on. Air Marshal Julian Young (bottom right) was present as the Defence Engineering Champion and lead STEM Ambassador for DE&S (Pictures by Beth Squire)

DE&S leads the way in inspiring future generations

“The partnership between DE&S, UWE and us has been one that has inspired children across the region with the possibilities that engineering offers”

Primary Engineer CEO and founder Dr Susan Scurlock MBE

Following on from last year's success, DE&S again hosted a Leaders Award Event inviting pupils from the local region into MOD Abbey Wood to see state-of-the-art technology and kit.

The event, held in partnership with Primary and Secondary Engineers Leaders Award, is a competition that aims to inspire future generations to pursue a career in Science, Technology, Engineering and Maths (STEM) subjects.

The competition challenges school pupils to identify a problem in everyday life and design a solution in response to the question “If you were an engineer, what would you do?”

Once down on paper, the competition entries will be shortlisted with one of the winning designs made into reality by engineers from the University of the West of England (UWE Bristol).

Air Marshal Julian Young, Chief of Materiel (Air), was present as the Defence Engineering Champion and lead STEM Ambassador for DE&S.

He said: “We were proud to support the Primary Engineer Leaders Award for the first time last year, and it was a great success. This year we want to build on that foundation, strengthen our ties with the schools, pupils and teachers with the aim of encouraging more of the region's school children to be curious about technology and one day to be enthralled about engineering.”

Pupils from May Park Primary, St Chads Patchway Primary, Headley Park Primary and Kingsway Primary, along with Digitech Secondary School, were able to see first-hand and interact with the various pieces of technology and equipment that DE&S project teams have been working on.

Equipment on show included Black Hornet – the hand-held Nano surveillance helicopter –, the bomb disposal robot named Dragon Runner, Virtus body armour, a RAF life raft, interactive robots and a wind turbine activity presented by our partners from UWE Bristol.

Ruby, 11, from Digitech Secondary School, said: “It was really interesting learning about how they (DE&S project teams) design the equipment and how they start designing an invention.”

Zac, 11, from Headley Park Primary, said: “I've really liked playing with the interactive robot, it's really fun to write the scripts and see it perform the things you've asked it to do.”

Ella, seven, from Kingsway Primary said: “My favourite thing to do today was putting on the Virtus armour – the helmet is as heavy as a small robot! It's made me interested in engineering.”

Primary Engineer CEO and founder Dr Susan Scurlock MBE said of the programmes' Leaders Award: “The partnership between DE&S, UWE and us has been one that has inspired children across the region with the possibilities that engineering offers.”

UWE Bristol's Pro Vice-Chancellor for Research and Enterprise, Professor Martin Boddy, added: “We are proud to be part of this excellent initiative, which is opening the eyes of school pupils to the numerous ways in which engineering makes a real difference to society and inspiring them to get creative and come up with the engineering designs of the future.”

Schools can register for the Leaders Awards at www.leadersaward.com.

Bonus content at
www.des.mod.uk



60 second spotlight

"When I retire at the end of March 2019, I will have served the Queen for 59 years and six months"

Derek Mortimer

Job:

Publication Authority for Tornado Topic 3 Illustrated Parts Catalogues (within the DE&S Fast Air Support Team)

Your route into DE&S?

I served almost 40 years in the RAF as an avionics technician. When I left the RAF at age 55 I was running a section working in the field of Tornado Illustrated Parts Catalogue and Initial Provisioning. With my experience in this field, I was then recruited into my current job, based at RAF Marham, in the MOD, more than 19 years ago.

Your claim to fame?

When I retire at the end of March 2019, I will have served the Queen for 59 years and six months.

Your advice to anyone?

If a job is worth doing, it is worth doing well. Always give any task, major or minor, your best effort and determination.

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

I have been aircraft-mad since I was very little. Apart from working with aircraft, I make flying scale model aircraft and have a collection of plastic model Spitfires – my favourite aircraft. I'm also building wooden models of a Spitfire and of HMS Victory. I also attend air displays and enjoy photography, computing and experimental cooking.

What are you most proud of?

My family. I have three great kids who are all happily married and settled. I think that they are probably my greatest achievement.

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

My tablet with a wide selection of Kindle books, a fret saw for model making and some decent cooking implements. Cooking new foods would be great.

What irritates you the most?

Selfish people who only think of themselves. It costs very little extra effort to make life better for other people.

What is your favourite place in the world?

Germany. Especially down the Mosel and Rhine valleys. I saw the 'Rhine in flames' (dramatic firework displays along the river) at Rhemagen and will never forget it.

What would surprise people about you?

I'm an avid believer in DIY. I can turn my hand to most jobs and have built up a big collection of power and general tools so that I'm no longer at a loss for the correct tool to do a job. With my imminent retirement, I'm steadily building up a list of jobs that need doing around the house and in my garden, which currently needs a lot of TLC. I also appeared in an MOD campaign (pictured) that celebrated people who had served with the MOD for more than 50 years.



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

Email
tom.morris114@mod.gov.uk



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A new home for careers at DE&S

Charitable DE&S employees and a new volunteer network champion



Members of the DE&S Corporate Engineering Function Management Team volunteered at a working farm that provides vocational and employment training opportunities for people with learning disabilities and autism.

The group, which included 11 people from DE&S' Abbey Wood and Devonport sites, went to Elm Tree Farm in Bristol, managed by the Brandon Trust.

More than 50 people with learning disabilities work at the farm, which has a variety of livestock and sells home-grown produce in its on-site shop, giving them important vocational and employment skills.

The group helped tidy communal areas and organise storage sheds at

the 47-acre site. They also helped build an animal shed base, which included cementing a slab base.

Amanda Osmond, Corporate Engineering Capability Team, said: "It was great to see our team really getting stuck in and giving maximum effort to the jobs we were given."

"We are already planning our next volunteering day with the Brandon Trust and it's fantastic that DE&S is supporting the outreach programme."

Dr Jon Cook, Corporate Engineering Function Manager, added: "The Elm Tree Farm day was a brilliant team-building opportunity for my team and was a great way for us to contribute to the inspiring work of the Brandon Trust."



A group of DE&S graduates, apprentices and interns brought some festive cheer to residents at Cossham Gardens – a Bristol-based home for disabled residents.

After a corporate team from the private sector had to cancel, DE&S stepped in to help decorate the home in Kingswood, a purpose-built home for 21 disabled adults run by charity Leonard Cheshire.

Sixteen volunteers from DE&S Project Professional early talent schemes helped to put up decorations around the home and ran an arts and crafts session to create flower garlands.

Simon Fewell, from the Project Professional capability team, said: "We were asked to step in after another group pulled out and were pleased to swing into action."

"Leonard Cheshire needed some keen and creative Christmas decorators to help them make the home lovely and Christmassy and I think we certainly did that."

Leonard Cheshire supports individuals to live, learn and work as independently as they choose, whatever their ability, and is led by people with experience of disability.

Michele Wareham, volunteer coordinator for the charity, said: "We are really grateful to DE&S for sending their volunteers and look forward to seeing them again."

The DE&S Volunteer Network – which has gone from strength to strength since its launch – has secured a Senior Leadership Group (SLG) champion.

The network was established in January 2018 to support DE&S staff who volunteer for the benefit of their communities and to encourage staff who don't yet volunteer to get involved.

Since its inception, it has increased its membership from its three founding members – Alix Evans, Michelle Picton and Darren Kewley – to 180, and has advertised around 50 volunteering opportunities.

And now, having established its own committee, the network is pleased to announce that

Scott Murray, Head of HR Operations at DE&S – pictured far left with (l-r) Alix, Michelle and Darren –, is its SLG Champion.

Scott said: "I have been really impressed with the work the network does and how far it has developed within such a short time. Volunteering has many benefits for the employer and the employee, and I look forward to supporting the network in 2019."

The group has also had a presence at both Families' Day and during Learning at Work week, publicising the network and the benefits volunteering brings to the business.

For more information email Alexandra Evans or Michelle Picton.



DE&S staff excel at MOD Quality Awards

The exceptional efforts of DE&S teams and individuals have been recognised at the MOD Quality Awards Ceremony 2018 held at the BAWA Club in Bristol.

The awards, sponsored by the Chartered Quality Institute, reward and recognise those who have delivered significant business benefits through a quality approach.

The Soldier, Training and Special Programmes Quality Team won the Best Improvement category, while David Mills, Quality Manager within Operational Infrastructure, was named Rising Star.

Ken Burrows, Ships Domain Quality team leader and DE&S Corporate Service Group, Quality Management Specialism deputy head, received the Quality Ambassador award.

In addition, Alec Robson, Air Support Operating Centre Assurance Lead and Christopher Elliott, MOD Quality and Configuration Management Policy deputy head (pictured centre with CQI CEO Vincent Desmond and DE&S' Tim Rowntree), picked up an award for Inspiring Leadership.

Tim Rowntree, DE&S Director Engineering and Safety and MOD Defence Authority for Technical and Quality Assurance, said: "It was my great pleasure to present the MOD Quality Awards for 2018. The standard of the nominations was outstanding, and I was inspired and humbled by the terrific achievements of our people from right across Defence. I offer my sincere congratulations once again to all the winners of these well-deserved awards."



MOTTO the MOD Lottery October winners

- £10,000** Kerry Ruggles, Aylesbury
- £2,500** Mandy Gregory, Gosport
- £1,000** Malcolm Royal, Plymouth
- £500** Trevor Batey, ABW
- £250** John McFarlane, TBC
- £100** Stephanie Robbins, Lakenheath
- Alan Stacey, Blandford
- Rebecca Hart, London
- Mark Weir, Warminster
- Derek Healey, Portsmouth
- Julie Walsh, Ipswich
- Steven Dutton, High Wycombe
- Michael Foster, Portsmouth
- Deborah James, Northwood
- Keith Maceke, ABW
- Henry Chandler, ABW
- Glen Chatwood, Gosport
- Hazel Stone, Northwood
- Karen Nightingale, Peterborough
- Katherine Smith, Catterick
- Lindsay Tolley, ABW
- Sarah Martin, Cambridge
- Malcolm Geddes, Gosport
- Lance Loveridge, ABW

Last month's missing word was:

Exercise

Word Search

- | | | |
|-----------|-------------|--------------|
| Aircraft | Germany | Photographer |
| Apache | Helicopter | Quality |
| Business | Investment | Rosyth |
| Canada | Leaders | Scottish |
| Deal | Milestone | Starter |
| Equipment | Norway | Technical |
| Generator | Partnership | Volunteers |

Find which word or name is missing from this wordsearch.

Note - they may appear vertically, horizontally, diagonally, forward or backward.

S G V R J R A S L Y C V D Q P T M H
 G M E D Y P E J S E A S H H B N I S
 A D A N A C N T J E R W O U S E L I
 N S G C E G L M P E N T R H D M E T
 B M H F V R V Y E O O I X O A T S T
 S E U Z C X A T G G C K S M N S T O
 P I H S R E N T R A P I L U Z E O C
 H P B V C U Y A O Z Q A L U B V N S
 T A S B L N P M O R E U F E C N E T
 Y S H O A H I B D D F D A L H I W A
 S O V M E Q U I P M E N T L T R G R
 O L R R L A C I N H C E T F I L R T
 R E D M R A H W K S W K C Y Q T Y E
 G L E A D E R S C C T C O L R L Y R

Case Study

Beth Squire, photographer within DE&S Corporate Communications, gives her insight into some of the benefits of working for the organisation

Name:

Beth Squire

Job title:

Photographer within DE&S Corporate Communications

How long have you worked for DE&S?

Eight months

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

I heard about DE&S through a friend who worked here and he said it was a flexible and interesting place to work, so I started looking at what roles were available within the organisation. I have found that it's a career that allows me to take photos and document moments that not many people would ever get to see and experience. I'm fortunate enough to be able to witness all different kinds of equipment being built and tested.

What does your role entail?

My job has many different sides to it. I can be documenting people and their stories for Desider, capturing equipment and milestones for our social media channels or going to a media event where I capture imagery that is used by different news outlets, including national and regional newspapers.

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

I came into DE&S on the graduate scheme, which has allowed me to gain experience in a professional environment, which can be very difficult in my

professional field. While working here I've been sent on some courses to gain new skills in both videography and animation that I have been able to apply to my job here at DE&S.

What do you most enjoy about your job?

The variety of the job is what I love the most. One week I can be photographing a live missile firing exercise and the next I can be alongside an Ajax armoured vehicle and documenting it being tested. I've also been able to capture all the different types of equipment at the Autonomous Warrior Experiment (AWE) and vehicles going around the track at DVD – a huge event showcasing the equipment and technology that could be used to support the British Army.

What's your ambition?

I want to always be learning new skills and improving at my job, not only learning from those in my team, but also from other people in the field.

What's your greatest achievement to date?

It's still very early in my career at DE&S but something I will never forget was when I got to visit HMS Prince of Wales in Rosyth near Edinburgh. We not only got a tour of the aircraft carrier, but were able to go onto the flight deck, which meant you could get a sense of the sheer scale of it. Being given the opportunity to photograph a piece of kit that is part of UK military history was an honour.

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

DE&S has given me so many opportunities I wouldn't have been offered elsewhere. From the incredible things I've seen to the amazing people I've met and the new skills I've acquired. All of these things make DE&S a great place to work.

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

DE&S has many social benefits, including the on-site gym and classes which are easy to fit into your day to day life. The flexibility of the job also allows me to fit in my own photography outside of work, which is incredibly important to me.



WORK FOR DE&S

For more info and job opportunities visit:
www.des.mod.uk



Civil Service

Here are six great reasons to work for DE&S



Bonuses & Recognition

Annual bonus and one-off payments based on performance for going above and beyond



Pension

Our Alpha pension is conservatively valued at 21% of your salary. Most private companies only offer 6-12%



Flexible Working

Balancing work and life, various working patterns



Professional Development

Choose a career path that's right for you



Holiday

25 days rising to 30 days after 5 years



Facilities

We provide a modern, safe and convenient work environment

For even more reasons see our 'Little Book of Big Benefits' at

www.des.mod.uk

Future Vacancies

Project Manager DE&S

Bristol | £30,000 - £41,000pa | Professional II

Estimated timeline: 01/02/19 - 24/02/19

Post type **Permanent**

Job Description: As a Project Manager, you will play a pivotal part in the delivery of equipment and services across any of our business areas (domains): Land, Air, Marine, Joint Enablers and Corporate functions. You will be responsible for projects which could include aircraft, helicopters, ships, submarines, vehicles, weapons, and personal military equipment acquisitions or upgrades.

Systems Designer DE&S

Bristol | £30,000 - £46,000pa | Professional II

Estimated timeline: Mid Feb 2019

Post type **Permanent**

Job Description: This role is responsible for providing expert advice and guidance in supporting the delivery of Network and Systems Design solutions relevant to your specialist area. This will include regular interaction with both internal and external parties.

Part Qualified Accountants DE&S

Bristol | £19,000 - £35,000pa | Senior Administrator/Specialist

Estimated timeline: 04/02/19 - 17/02/19

Post type **Permanent**

Job Description: Our Finance and Accounting function helps DE&S meet its financial management responsibilities. Our professionals include people with expertise in: financial & management accounting, bookkeeping, planning and analysis, taxation and government accounting practice. As a Part Qualified Accountant, you will be pivotal to the Finance and Accounting function in supporting the activities of the Financial Accountants, Management Accountants and Finance Business Partners.

WORK FOR DE&S

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Civil Service



The next level

As Tornado bows out after 40 years of service with the RAF, we have added its key capabilities to Typhoon. It's the latest step in the evolution of the world's most flexible and advanced multi-role combat aircraft.

Excellence where it counts.



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