



Ministry
of Defence

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desider

Issue 137
January 2020

*the magazine for
defence equipment
and support*



**DE&S supports Army
in key exercise**



Proud to support

We are proud to work side by side with the men and women who keep us safe. In collaboration with our partners, we are designing new ways to support the Royal Navy in the important work they do. Increasing productivity, reducing costs and improving quality and safety. It's a critical part of how we give our customers more of what they need.

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Foreword

"I want to thank all of you for your hard work and everything you and your teams have achieved in 2019. You have delivered some massive and significant milestones"



By Sir Simon Bollom, CEO

Welcome back. I hope you all had a wonderful break and feel refreshed and ready to face the exciting year that lies ahead, however

across the organisation and to work out how we can operate more effectively with our customers.

We have made some good progress in placing support at the heart of our delivery focus, but there is still more to do with our customers and suppliers to improve significantly the availability and reliability of the equipment in use.

As I've mentioned in previous editions of *Desider*, innovation and pace are themes that we need to continue to engage with. We have some excellent examples of our achievements in this space and are well placed to exploit new opportunities for the benefit of our customers, and we are all embracing technology and all things digital in the forward programme.

Finally, just before we left for the holiday break, the winners of the annual Minister for Defence Procurement Acquisition Awards were announced. It was terrific to see some of our dedicated teams rewarded for their efforts and I urge you to read the full report in this issue. Well done to everybody involved – the awards are truly deserved.

I would particularly like to give my appreciation to those who worked over the holiday period to ensure our armed forces have the support they need.

I want to thank all of you for your hard work and everything you and your teams have achieved in 2019. You have delivered some massive and significant milestones including the E-7 'Wedgetail' aircraft, Typhoon weapons under Project Centurion, Lightning Initial Operating Capability, support for Puma helicopters and commissioning HMS Prince of Wales. Along with HMS Queen Elizabeth, we have now helped to provide the UK with two of the most advanced and capable aircraft carriers in the world.

I must also praise the work of the teams that placed contracts for the Boxer armoured vehicle and Type 31 frigate programmes which were signed before the year closed. The determination, the fostering of strong relationships with industry and military customer, and the unrelenting focus of both teams led to some remarkable achievements. It was good to meet members of both teams and share the huge pride they had in delivering for the armed forces. This is what we come to work for.

Looking to the future, there is a lot to look forward to in 2020.

This year we will need to continue to evolve DE&S and to further improve our delivery performance with DE&S@21 at the heart of our change plan.

We need to continue the good work in driving efficiencies

Contents

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Printing

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

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On the cover

Soldiers following a successful jump during Exercise Tractable

Photo by Corporal Ben Beckett RLC



6

Senior Leader Comment

Colin McClean, Director
Land Equipment

7

Poseidon

RAF takes delivery of
first P-8A



12

HMS Prince of Wales

First entry into Portsmouth and
commissioning into Royal Navy



15

Gas masks

World class respirators contract



33

Volunteering

Franki Emerton helps to protect turtles



16

First Person

Head of supply chain transformation, Lee Daley

24

Cover story

Exercise Tractable

DE&S played a key role in the complicated movement of soldiers, vehicles and equipment across Europe



36

DE&S People

BAME stepping up event in Bristol



18

Min DP Awards

Celebrating the great teams within DE&S



20

Boxer

Multimillion armoured vehicle contract



27

2019 in pictures

A look back at some of the best images taken by DE&S photographers over the past 12 months

Colin McClean, Director Land Equipment, reflects on his time at DE&S as he retires from the Army and moves on to a new adventure



After 33 years in the Army, it's time to hang up my green suit and move on to a new adventure. Unfortunately, that means I must also move on from my role as Director Land Equipment and leave DE&S.

I've been in this post for two and a half years and it's been wonderful. I love coming into work. In the past year alone, the successes have come thick and fast - the recent announcement that a contract has been signed for the manufacture of Boxer, seeing the challenging Warrior CSP project stabilise; and supporting Army and UK Special Forces on operations and exercises across the world is just the tip of the iceberg in terms of what the Operating Centre has delivered.

During my latest of five tours in Abbey Wood I've witnessed some positive change across the organisation. The discipline and professionalism we've brought to project management is a great direction of travel for the business, and the improvements to smart working is absolutely the right way to go.

We've also taken increased time to reflect on looking after each other and we're now more aware of diversity and more respectful

of each other. I think that this is great for individuals and great for the business too. There are also more young people coming into the business and that fills me with energy and excitement for the future.

Throughout my numerous stints in DE&S since 2001, my most cherished achievement is still the first project I delivered in 2003, which was a vehicle for UK Special Forces. When I was in Afghanistan in 2008, that same vehicle was then issued to the Army. To see a platform I'd delivered taken into service straight onto operations was very satisfying.

More broadly, I think that what DE&S did for the Army during the Iraq and Afghanistan conflicts was amazing. I know it feels a long time ago now, but it was only 10 years ago that people were working very hard to get life-saving equipment out to those theatres. Seeing that equipment being used, saving lives every day and helping the mission is something that DE&S should be hugely proud of and never forget.

Looking ahead, I imagine this year we'll be quite busy juggling our delivery day job with informing and reacting to any

If I could say one thing to everyone across DE&S as I depart, it's to keep looking after each other and believe 110 percent in yourselves

changes in Defence priorities. It'll be challenging but I think that we're well placed to cope with the demands, and I see no reason why 2020 won't be a great year for DE&S.

Ultimately, this is a people business. We've got great people and it will be the people I'll miss most. If I could say one thing to everyone across DE&S as I depart, it's to keep looking after each other and believe 110 percent in yourselves. I'd also like to say thank you on behalf of all the soldiers, sailors, airmen and marines, past, present and future, who'll use the equipment that you're currently working on. They couldn't do their job without the equipment and support that you deliver, and you have every right to be very proud of that.

The incoming Director Land Equipment, Major General Darren Crook, is taking over what I genuinely believe is the best job in DE&S, so I'm very jealous but equally happy for him. I know he'll enjoy every minute and if I had my time again, there's no other job I'd want to do; it's been a privilege. Driving on...

RAF takes delivery of first Poseidon Aircraft

Pictured: The first RAF P-8A Poseidon landing at Naval Air Station Jacksonville (Picture by Cpl Lee Matthews RAF)



The first submarine-hunting Poseidon MRA1 Maritime Patrol Aircraft has been delivered to the Royal Air Force.

The £3 billion investment in nine state-of-the-art jets will enhance the UK's tracking of hostile maritime targets, protect the British continuous at-sea nuclear deterrent and play a central role in NATO missions across the North Atlantic.

Following the unveiling ceremony in Seattle, the aircraft was flown to Naval Air Station Jacksonville in Florida where RAF personnel are being trained to operate the aircraft.

On arrival, delivery team leader, Michelle Sanders, signed the paperwork to formally transfer the aircraft, named Pride of Moray, to UK ownership.

Michelle, said: "Seeing the first Poseidon MRA1 handed over to the Royal Air Force is an incredibly proud moment for all of the team at DE&S.

"Close, collaborative working with colleagues in Air Capability, the US Navy and industry has helped us deliver this very capable aircraft."

The Poseidon MRA1 is designed to carry out extended surveillance missions at both high and low altitudes and is equipped with cutting-edge sensors which use

I am delighted and very proud that the Royal Air Force will once again have a maritime patrol force working alongside the Royal Navy, securing our seas to protect our nation

Air Chief Marshal Mike Wigston, Chief of the Air Staff

high-resolution area mapping to find both surface and sub-surface threats.

The aircraft can carry up to 129 small detection devices called sonobuoys, which are dropped from the aircraft into the sea to search for enemy submarines. The systems survey the battlespace under the surface of the sea and relay acoustic information via radio transmitter back to the aircraft.

The aircraft will also be armed with Harpoon anti-surface ship missiles and Mk 54 torpedoes capable of attacking both surface and sub-surface targets.

Chief of the Air Staff, Air Chief Marshal Mike Wigston, said: "Poseidon is a game-changing maritime patrol aircraft, able to detect, track and if necessary destroy the most advanced submarines in the world today.

"I am delighted and very proud that the Royal Air Force will once again have a maritime patrol force working alongside the Royal Navy, securing our seas to protect our nation."

As leading members of NATO, the UK has signed agreements with both the US and Norwegian militaries to cooperate closely on operating their Poseidon fleets across the North Atlantic.

The aircraft will be flown

initially by 120 Squadron which was originally stood up on January 1, 1918 and was the leading anti-submarine warfare squadron in WWII. 201 Squadron will also join the programme in due course.

The programme is bringing significant economic benefits to the communities near RAF Lossiemouth. A total of £460 million is being invested in the station to prepare for the arrival of the new aircraft, including the construction of a £132 million strategic facility for the fleet to be completed next year.

The programme will also bring around 700 additional personnel to Moray, taking the total number of employees there to approximately 2,500.



Pictured: Army Combat Power Demonstration showcasing a variety of the Army's most modern capabilities (Picture by Jack Eckersley)



British Army demonstrates its firepower

Some of our military's most advanced capabilities were on display at the 2019 Army Combat Power Demonstration on Salisbury Plain.

More than 50 DE&S staff were given the opportunity to attend the Army's primary urban combat training facility to witness first hand some of the equipment they had helped procure or support in action.

The annual event is designed to showcase the capability of the Army, its soldiers and their use of advanced technology. Innovation and technology featured prominently with drones, cyber and artificial intelligence all on show with subject matter experts on hand to explain how these capabilities contribute to the Army's world-class status.

Speaking to the soldiers and getting their hands on the kit, participants learnt about prototype warfare, enablement, information and manoeuvre, and land special operations. Some of the participants were also able to explore inside a Chinook helicopter and the new Ajax tracked reconnaissance vehicle.

Dean Glass, DE&S Land HQ Transformation Change Manager, said: "It was really inspiring seeing

the helicopters, tanks and soldiers advance to contact and take their enemy positions. In addition, there was the big screen commentary, which brought the whole show to life and was extremely insightful. An excellent, educational and thrilling day."

Highlights included the audience being immersed in a simulated attack on the village by Challenger 2 tanks, Warrior Armoured Fighting Vehicles, Royal Engineers and attack helicopters and then a hostage rescue by dismounted infantry and military working dogs. In the presented urban operation, tanks worked hand-in-hand with infantry fighting vehicles on land and helicopters stood off to provide fire support and 'eyes and ears' whilst encircling the area.

For DE&S, it was a unique opportunity to see, first hand, the capability in the hands of the user. Attendees were able to marvel at the awesome effect of the platforms and equipment that the Army operate, as well as reflect on the efforts of the teams at DE&S.



Progress on HMS Tamar continues

HMS Tamar, the fourth of the five new Offshore Patrol Vessels (OPVs) being delivered for the UK, has completed contractor sea trials – an important step towards the ship entering service with the Royal Navy.

The ship departed BAE Systems' Scotstoun for trials on November 15. The gruelling trials off the Scottish coast are designed to prove build completion to allow for acceptance off contract, ahead of beginning active service by the end of 2021.

Mike Holstead, OPV Head, said: "This is yet another important milestone and I want to thank all of the OPV team who continue to work tirelessly on this programme. We look forward to the delivery of the remaining OPVs and further progress on the Type 26 build programme."

Over the coming months, HMS Tamar's crew will complete their training on the ship and conduct further trials before she is commissioned into Royal Navy service and begins preparations for her first deployments.

Defence Communications Awards success

The creativity and innovation of DE&S Corporate Communications was celebrated at the inaugural Defence Communications Awards 2019.

The team received three certificates of distinction and was highly commended in six categories at the inaugural gongs held at MOD main building in London.

Distinctions went to Tim Foreman (head of external comms) and Emma Lancaster (media officer) for their Diversity and Inclusion campaign and to Alistair Woodman (campaigns, evaluation and planning manager)

and Katherine Williams (graphic designer) for the Spotlight on Safety campaign.

Andrew Linnett (head of creative) was recognised with a distinction as part of the Professional Network Group in the 'Empowering our teams to deliver' Leadership Category.

Elsewhere, Tom Spencer (social media and website editor), Charlie Perham (photography and video manager), Louise Allford (leadership communications manager) and Lowri Jones (media manager) were all individually highly commended for their professionalism and expertise.

Tom Morris (media manager) and Katherine Williams (graphic designer) were highly commended for the redesign of Desider magazine. Laura Martin Plaza (internal communications business partner) and Andrew Wilkins (graphic designer) were also highly commended for their cyber security campaign.

Lisa Thorne, head of corporate communications and change, said: "This is great and deserved recognition for their hard work, creativity, dedication and professionalism."



Flood relief

The RAF Chinook team were called upon to help those affected by the floods in South Yorkshire, to bolster defences as torrential rain was forecast to hit the region following heavy flooding.

After the River Don burst its banks, RAF Odiham Chinook Force were called by the environment agency to assist at a pumping station near Doncaster to add further strength to a flood defence.

The team dropped aggregate from a local quarry onto an inaccessible spit of land in order for their engineers to bolster drainage channels and improve the flow of water into the designated flood plains East of Bentley.

The relief effort helped towards providing vital relief for the life-threatening flooding.





Type 31 contract awarded to industry

DE&S have awarded a contract to Babcock for the Design and Build of five Type 31 general purpose frigates.

The contract for the frigates, which will be built and integrated at Babcock's shipyard in Rosyth, was signed on November 15.

At its height, Babcock says the programme will employ a workforce of around 1,250 highly-skilled roles in multiple locations throughout the UK; with around 150 new technical apprenticeships likely to be created, and a further 1,250 roles across the wider UK supply chain.

The average production cost will be £250 million per ship – a price that is consistent with the challenge laid down for the Type 31 programme in the National Shipbuilding Strategy.

The contract signing comes after Babcock were announced as the preferred bidder to build the future frigates in September 2019.

Forming the next generation of the Royal Navy fleet, the new Type 31 frigates will be a fast, agile and versatile warship, capable of independent and sustained global operations and readily adaptable for future roles.

They will undertake missions such as interception and disruption of those using the sea for unlawful purposes, intelligence collection, Defence engagement, consort protection and assisting those in need.

The first ship is scheduled to enter the water in 2023, ensuring the Royal Navy maintains a truly global presence in an increasingly uncertain world.

Read February's Desider to see how the Type 31 team embraced innovation and empowerment to deliver this project at pace.



New Min DP announced

Former British Army officer James Heappey has been appointed Minister for Defence Procurement.

Mr Heappey, who has been MP for the Wells Constituency since 2015, succeeds Anne-Marie Trevelyan who is now Minister of State for the Armed Forces.

Before entering politics, Mr Heappey served in the Army reaching the rank of Major.

In a 10-year career in the Rifles, he served on operations in Kabul in 2005, Northern Ireland in 2006, Basra in 2007 and Sangin in Helmand Province in 2009. He also served in Kenya and across the United Kingdom.

In a tweet, Mr Heappey, who has previously served as Parliamentary Private Secretary to the Prime Minister, said: "In first 10 years of my career, I had huge privilege to serve alongside the world's finest soldiers, sailors & airmen. So hugely honoured to now be returning to @DefenceHQ as Minister for Defence Procurement to make sure my former comrades have the world class kit they deserve."



Together at last: HMS Queen Elizabeth and HMS Prince of Wales

Britain's biggest warships have been pictured sitting side by side in Portsmouth dock for the first time.

The impressive aircraft carriers were snapped alongside each other after HMS Queen Elizabeth returned home from successful F-35B flight trials off the East coast of the USA; HMS Prince of Wales having made her first entry into Portsmouth less than three weeks earlier.

Hundreds of beaming families and well-wishers – some travelled from Scotland where both ships were built – gathered to welcome back emotional loved ones who had lined HMS Queen Elizabeth's deck as she arrived in December.

Major upgrade work had been carried out on the jetties at Portsmouth so the sister ships could berth next to each other.

Captain Steve Moorhouse, Commanding Officer of HMS Queen Elizabeth, said: "Homecomings are always a special occasion, but to be returning to Portsmouth with HMS Prince of Wales welcoming us home makes this a particularly special occasion."

A company of at least 700 will serve on each of the £3.1 billion carriers procured by Defence Equipment & Support, but they have a capacity of about 1,600 people.

During their planned 50-year service, the 280m-long vessels could carry out operations varying from high-intensity sea battles to providing humanitarian aid and disaster relief.

HMS Queen Elizabeth is expected to embark on her first operational deployment in 2021.



Pictured: The Royal Navy's second Queen Elizabeth Class aircraft carrier, HMS Prince of Wales commissioning ceremony at HM Naval Base Portsmouth (Pictures by Dan Shepherd, Joe Cater, Belinda-Jane Alker and AET Godfrey)

Proud day for DE&S as HMS Prince of Wales commissioned into the Royal Navy

HMS Prince of Wales has been commissioned into the Royal Navy Fleet – marking a proud and emotional day for the many DE&S staff involved in the historic project

The 65,000-tonne vessel, sailed into her home port of Portsmouth in November – mimicking its sister ship HMS Queen Elizabeth which had made the same momentous journey under kinder skies in August 2017 (see page 11).

On December 4, HMS Queen Elizabeth also returned to Portsmouth after operational test trials with the F-35s on the East Coast of the USA; creating the magnificent sight of both ships alongside Portsmouth next to HMS Victory; Admiral Nelson's flagship at the Battle of Trafalgar.

HMS Prince of Wales went on to achieve vessel acceptance on December 6 before commissioning on December 10.

For many DE&S staff each of these events were a little bit of personal history as well as stories to tell their children and grandchildren.

Henry Parker, who has been Director Ships Acquisition at DE&S for the past five and a half years, told Desider: "This was a proud day and has been an incredible achievement for DE&S and the teams that have been involved in this truly historic project.

"We also owe a huge debt of gratitude to our predecessors whose strategy to procure these ships in the time and for the cost we have achieved was extraordinary, while those who helped deliver them should be commended for their huge efforts.

"Make no mistake. The Royal Navy has two super carriers that – alongside the F-35 fighter jets - are the envy of armed forces around the globe, and they will allow the Navy to project our power on the world stage for the next 40 or 50 years."

On December 6 Henry Parker, alongside Sir Simon Lister, managing director of the Aircraft Carrier Alliance, had signed over the ship formally to the Royal Navy – a significant milestone for the QEC Aircraft Carrier Programme and one which marked the culmination of years of hard work by thousands of people to deliver one of the most complex

defence programmes.

And just four days after, HRH The Duchess of Cornwall, as the ship's Lady Sponsor, alongside HRH The Prince of Wales, presided over the commissioning ceremony at HM Naval Base Portsmouth, to an audience of 2,000 including industry, allies, friends, families and DE&S personnel who worked on the QEC Carrier programme.

Sue Daly, DE&S Ships Acquisition Queen Elizabeth Class Supply Chain Group Leader, said: "It was an honour to attend the commissioning ceremony along with other DE&S colleagues who have invested so much in this programme. This represents the importance placed on all the achievements of colleagues past and present.

DE&S QEC platform design acceptance authority member, Neil Mounty, said: "The commissioning was an incredibly proud day for me personally. Having devoted the last 23 years of my MOD career into their design and construction, culminating in seeing these two magnificent carriers being commissioned into the fleet, it doesn't get any better than that. It's an incredible achievement for everyone involved, a testament to the power of alliances."

HMS Prince of Wales is powered by four diesel engines and two gas turbines, run by the 170-strong marine engineering department. They are part of a core ship's company of about 700 which can swell to more than double that with the addition of Royal Navy or RAF Air Squadrons and Royal Marines.

More than 10,000 people across the UK have contributed to the delivery of the ship as part of the Aircraft Carrier Alliance, building on the experience they gained in constructing and operating HMS Queen Elizabeth.

Both carriers are alongside in Portsmouth for routine maintenance before resuming their programmes to reach operational capability.

Air engineering technician Ben Daniels, who is serving on board HMS Prince of Wales, said: "I am looking forward to many years of service on this incredible ship."

Kazakhstan military visit DE&S to increase knowledge around munitions following tragedy

Pictured: Members of the Kazakhstan Army visited Abbey Wood and Defence Munitions (DM) Kineton (Picture submitted)



High-ranking members of the Kazakhstan Army visited Abbey Wood and Defence Munitions (DM) Kineton to find out how DE&S safely acquires, supports, transports, stores and handles its munitions.

Colonel Saken Zharylkassymov, Chief of Ordnance Ammunition Command, Lieutenant Colonel Nurlan Akhmetov, Chief of the Army Artillery and Missile Division, and Lieutenant Bakber Baikumbayev, Officer of the KZ Arms Control Centre, were given valuable insight into best practice to take home with them after a five-day visit to the UK.

Their trip came in response to a fatal explosion at the munition's depot near Arys, in the Turkestan region of Kazakhstan, in June 2019. A series of blasts killed three people, injured more than 160, destroyed the depot and resulted in 45,000 people having to be evacuated from the town.

The Kazakh military had reached out to the Weapons Operating Centre at DE&S and the Defence Ordnance, Munitions and Explosives Safety Regulator (DOSR). When approached, both

We were very impressed with what we have seen and we will use what we have learned to brief our Minister with a view to implementing changes to our systems of working

Colonel Zharylkassymov

DE&S and DOSR representatives said they were keen to help.

The delegates travelled to Abbey Wood (North) for presentations from the Defence Safety Authority on the regulation of UK Ordnance Munitions and Explosives (OME) safety across UK Defence activities before presentations were provided by DOSR, the Defence Land Safety Regulator's Movement and Transport Regulator and the Defence Fire Safety Regulator.

The delegates then moved to Abbey Wood (South) where they

received presentations from the Weapons Engineering Centre of Expertise and staff from the Defence General Munitions team.

Hugh Bellars, Head of Weapons Engineering at DE&S, said: "We were delighted to welcome our colleagues from Kazakhstan. We were all moved by their descriptions of the Arys incident and its aftermath, and we were pleased to share with the Kazakhstan Army the UK's methods for the safe management of Ordnance, Munitions and Explosives. We were impressed by Kazakhstan's strong commitment to safety improvement; and reflected to them that the UK's excellent safety record in OME is something that we all work hard to maintain."

Later in the week the Kazakh officers spent two days visiting DM Kineton - the largest ammunition depot of its kind in Western Europe - which receives, stores, processes, issues and distributes explosive and non-explosive munitions and materiel to UK armed forces worldwide.

The first day was spent visiting Munitions Squadron, Defence

Explosive Ordnance Disposal, and Munitions and Search Training Regiment (DEMS) to gain an understanding of the technical training invested in Ammunition Technical Officers and Ammunition Technicians.

The visiting officers were also briefed on the various All Arms Ammunition training that is also provided by DEMS to facilitate the safe storage of ammunition at unit level.

On the second day they visited 121 Sqn and were shown a working Ammunition Processing Building and toured one of the storage depots with the focus on Explosives Safety Management. The Kazakh delegation were very interested to see not only the storage facilities utilised at Kineton but also how the site is laid out to maximise explosives safety within a relatively small footprint.

Colonel Zharylkassymov said: "We were very impressed with what we have seen and heard during our visit and we will use what we have learned to brief our Minister with a view to implementing changes to our systems of working."

Contract awarded for world-class respirators

Pictured: Engineers view GSRs for first time at Avon Protection (Picture by Beth Squire)



Production is under way to equip UK service personnel with thousands of world-class respirators.

As part of a £16 million contract with the MOD, Wiltshire-based Avon Protection Ltd will manufacture and supply the potentially life-saving masks for the next five years, having completed 18 months of successful tests and trials.

The contract has created 22 new jobs at the firm – three management and 19 shop-floor production – as well as helping to sustain their 180 employees in Melksham.

Dr Simon Dakin, Director ISTAR at DE&S, said: “We are very pleased the production and supply of General Service Respirators (GSRs) to our servicemen and women will continue for years to come.

“The fact this is a product manufactured in the UK for the UK armed forces is one of many positives from this five-year partnership with Avon Protection.”

Members of 28 Engineers, the Royal Tank Regiment, the RAF and Paul Beaven from the CBRN (chemical, biological, radiological and nuclear) team at DE&S visited the production line and enjoyed a tour of the Avon Protection factory.

These lightweight respirators protect our service personnel while ensuring they can communicate effectively on the battlefield

Former Minister for Defence Procurement
Anne-Marie Trevelyan

Project manager Paul Beaven said: “The CBRN delivery team have worked collaboratively to reach this pivotal point, declaring the GSRs as ready to enter service use.

“This has been completed after extensive tests at Avon’s Melksham site, at DSTL Porton Down and the Defence CBRN centre in Wiltshire.

“We are proud of how we have worked together as a team with the customer and industry to get to this point both on time and budget whilst maintaining the GSR’s high performance.”

The design of the twin-canister, single-visor mask has been made with the safety and comfort of troops in mind, using high-performance filtration technology to ensure they are protected while still being able to communicate easily on the frontline.

The GSRs are personally fitted and issued to all service personnel across the Army, Royal Air Force and Royal Navy to protect them from inhalation threats. Those on operations are deployed with GSRs as a precautionary measure.

Avon Protection is aiming to produce an initial batch of 15,380 GSRs over the next year and will also supply in-service support for the equipment.

Former Minister for Defence Procurement Anne-Marie

Trevelyan said: “Last year, the MOD spent over £5.2 billion with UK industry in the South West. This multi-million-pound contract will boost this contribution even further and support over 200 jobs in Melksham.

“These lightweight respirators protect our service personnel while ensuring they can communicate effectively on the battlefield.”

Colonel Timothy Chapman, Assistant Head C-CBRN Army HQ, said: “The Army, on behalf of Defence, are pleased to welcome Avon Protection as industry partners to continue the delivery of the excellent GSR to all British forces in order to protect sailors, soldiers, airmen and women from a range of inhalation threats.”



On becoming more agile and his route into the Army

Lee Daley is the Head of the Supply Chain Transformation Programme, driving efficiency and challenging negativity

What does your role involve?

I have just assumed the role as the Head of the Supply Chain Transformation Expansion (SCTX) Programme within the Logistics Delivery Operating Centre in Land Domain. This involves analysis of the Defence Supply Chain (DSC) requirement, comparison with the current use of infrastructure, people, inventory and distribution systems and then working with the front line commands, DE&S delivery teams and industry to develop options to drive both efficiency and agility into the DSC.

What about your role is exciting, rewarding or interesting?

Defence is at a pivotal moment as we reset after years of campaigning and prepare for the challenges of the future. My experience comes from 25 years working in the Defence Supply Chain, including the base depot (Bicester), unit lines, operations (from Europe, Africa to the Middle East and the Far East), all the way to Project Teams in the DE&S and DSCOM (Defence Support Chain Operations and Movements) co-ordinating global support. To be able to utilise this knowledge, lead a team and overcome complex challenges is really exciting.

How important to you is teamwork?

Vital – many of the best ideas come from our junior or external staff. The multi-faceted workforce in DE&S provides a varied and rich approach to problems and I believe people like being part of a team focussed on a clear and achievable goal. I would hate to work alone.

How are you helping embed change in your area?

I've been a Change Advocate since it was initiated three years ago. Embedding change is more than just attending briefings or wearing a badge (despite the fact I keep losing mine). It's about challenging negativity, driving continuous improvement into your function and delivery team, and constantly questioning why we do something that could be more efficient, effective or easier to understand. In short, I encourage my team to question, challenge and focus on continuous improvement.

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

As a military officer I joined DE&S five years ago after dealing with DSCOM as the last commander of the Theatre Logistic Group in Afghanistan. I was impressed with how professional they were and wanted to specialise more into capability and acquisition. That was as a Lieutenant Colonel and I have since been promoted into a Deputy Functional Manager's role as a Colonel in iLog as part of Transformation, then moved to Land Equipment to lead a delivery team for in-service logistic vehicles before being successful in an open competition into my new role. DE&S has been fantastic for my military career.

What do you most enjoy about your job?

The people, variety and challenge. I love learning from all types of employees here in DE&S and enjoy being challenged by those staff who don't care, quite rightly, how many pips or crowns

I have. I love the fact that every day is different and especially in this role I get to see a lot of DE&S' outstations from Defence Munitions sites in Scotland to warehouses in the south serving the Navy. Finally, I do best when challenged – this role is certainly doing that.

What do you enjoy doing in your spare time?

I live away from home during the week as my family are based in our own home in Berkshire. My spare time is therefore focussed on helping my wife (who works full time) with running the house and helping my three teenage kids through secondary school, football clubs, hockey practice, ballet and tap lessons etc – spare time is not something I need to worry about although I love mountain biking, movies and cooking.

What might surprise people about you?

I used to be 20 stone in weight when I was 19 years old. I decided to sort myself out and join the Army. I joined the Household Cavalry Mounted Regiment initially, so my first role was riding around London conducting ceremonial duties. It's been quite a journey since then...

DE&S teams' successes recognised at Min DP Acquisition Awards



DE&S teams have again tasted well-deserved success at the annual Minister Defence Procurement (Min DP) Acquisition Awards, with the Typhoon Project Centurion team securing ultimate glory as overall winners.

Now in their 17th year, the awards recognise teams from across defence for their exceptional performance, innovation, effort and commitment in the field of acquisition.

This year, Min DP was unfortunately unable to attend the awards, held in Main Building, so they were presented by Cat Little (Director General Finance), Andrew Forzani (MOD Chief Commercial Officer) and Air Marshall Richard Knighton Deputy Chief of the Defence Staff (Financial and Military Capability).

The big winners were the Typhoon project Centurion team who, in addition to their acquisition award, walked away with this year's overall winner award.

The project Centurion team were praised for leaving an important legacy through the successful delivery of a highly-complex major project with an innovative approach, which introduced radical changes in defence acquisition culture and ways of working.

Working across the four-nation collaborative Eurofighter-Typhoon programme, the project delivered £62 million below budget and two years ahead of forecast, successfully integrating three new weapons and two significant avionic software upgrades onto RAF Typhoon combat aircraft.

Air Commodore Paul Lloyd, DE&S Typhoon Head, said: "Winning the special (overall winners) Min DP Acquisition Award means a great deal to not only me and the Typhoon delivery team, Weapons Operating Centre but also the Royal Air Force and our industrial partners.

"It recognises the nearly five years of concerted effort from the many hundreds of people involved in this ground-breaking project from the UK and across Europe. I am immensely proud of the team. Every single person gave their all and made a tangible difference to the delivery of this project. We can be very proud of what we have achieved."

This year's recipient of the innovation award was the F-35 Lightning II delivery team.

The team was recognised for successfully delivering a challenging and complex international collaborative programme which brings new 5th generation combat air capabilities to the UK.

Despite being one of nine participating nations and having only 4.5 per cent of the total aircraft numbers, the UK has secured 15 per cent of the global production activity, maintaining highly-skilled jobs and generating revenue in the UK.

Furthermore, the completion of the major infrastructure construction projects at RAF Marham provides the RAF with the most advanced suite of



facilities and support structure of the F-35 nations.

Mark Thornton, former team leader of the Lightning delivery team, said:

“The Lightning delivery team was delighted to receive recognition of the technological, programmatic and industrial innovations, making this a world beating capability for Defence, and a significant contributor to the UK economy.”

Cat Little, said: “I am very proud of the dedication and professionalism of our acquisition teams. Their ever-vital work plays a key role in putting capability in the hands of the armed forces when they need it. An increasingly challenging role, as we pull through technology and innovate in a fast-changing world.”

DE&S teams were well represented amongst other award winners including:

Team ORCA – Navy Command

Team Oceanographic Reconnaissance Combat Architecture (ORCA) were responsible for sustaining the Command Management System (CMS) capability in the hunt and sandown class mine countermeasures vessels. Introducing a new open architecture approach also resulted in delivering a 60 percent efficiency.

RAF Rapid Capabilities Office – Team Tempest – Air Command

Their highly-complex research and development programme consisted of 58 interdependent technology tasks across BAE Systems, Leonardo MW, Rolls-Royce and MBDA UK. This nine-year £2.3 billion programme covers the critical areas in maintaining our skills in the future combat air environment.

Indirect Costs Pricing Team – DE&S Commercial

Managing the complex MOD single source indirect costs portfolio plan, the team implemented a new model that brings greater control and rigour to the way the MOD agrees the annual spend of approximately £1.5 billion against indirect costs.

Autonomous Warrior (Land) – Land Command

Team Autonomous Warrior (Army Warfighting Experiment 2018) delivered a large-scale collaborative exercise which enabled industry to collaborate with users in a realistic environment and led to the rapid evolution of technology. The event also showcased the British autonomous technology across the Army, MOD and allies.

Op Morlop Team – DE&S CoM Joint Enablers

Operation Morlop was the response to the Salisbury and Amesbury nerve agent attack in 2018 involving hundreds of scientific and procurement professionals. It included the distribution of about £3 million of chemical resistant protective equipment, assuring the safety of civilian and military personnel.



Pictured left page from top: Typhoon project Centurion team, F-35 Lightning II delivery team, Team ORCA. Above from top: Autonomous Warrior (Land) team, RAF RCO - Team Tempest, Indirect Costs Pricing Team and Op Morlop team (Pictures submitted)

DE&S secure £2.8 billion armoured vehicle contract for British Army

A contract worth £2.8 billion has been signed by DE&S to provide state-of-the-art armoured fighting vehicles to the British Army.

Defence Secretary Ben Wallace announced last year that the Army will receive more than 500 Boxer 8x8 high-mobility, network-enabled armoured vehicles to transport troops onto the frontline.

The vehicles will form part of the Army's Strike brigades, new units set up to deploy rapidly over long distances across varied terrains.

Boxer is modular by design to meet these requirements – the same vehicle base can be rapidly reconfigured to fill different roles on the battlefield, from carrying troops across deserts to treating severely injured service personnel on the journey to hospital.

Roddy Malone, Head Land Concepts and Assessment at DE&S, said: "Successfully achieving contract signature is a challenging milestone in a major project costing almost £3 billion and it took a heroic team effort across Defence and industry to get onto contract ahead of schedule, on budget and to a deliverable specification.

"I'm sure this great collaboration of dedicated defence people will now pull together again to deliver the next important stages in the delivery of British Boxer vehicles to our soldiers and enable their new capability from 2023 onwards."

Initially, the Army will buy a mixture of the troop-carrying variant, ambulances, command vehicles and

specialist designs to carry military equipment.

Sir Simon Bollom, Chief Executive of DE&S, said: "This is excellent news for the Army and I'm delighted that we can now move forward with a contract for the Mechanised Infantry Vehicle.

"We are looking forward to continuing to work closely with the Army and our partners across industry to deliver the best equipment and support for our troops."

The UK announced in 2018 that it would re-join the Boxer programme within the Organisation for Joint Armament Cooperation (OCCAR) and explore options to modernise its vehicle fleet and meet the Army's Mechanised Infantry Vehicle requirement.

The UK played a central role in the original design, development and testing of the Boxer. In re-joining the programme last year, the UK re-assumed the rights it had as a project partner.

Major General Simon Hamilton, Mechanised Infantry Vehicle Programme lead for the British



Army, said: "Boxer completes the suite of platforms to equip our new state-of-the-art Strike brigade where, alongside Ajax, Boxer's low logistic need, extended reach, high-mobility and advanced digitisation will ensure Strike is ready for any global scenario."

Defence Secretary Ben Wallace said: "Our men and women of the armed forces deserve to have the best equipment to do their job.

"The Boxer vehicle is a leader in its field and I look forward to it arriving in units from 2023."

Bonus content at
www.des.mod.uk



CEO Commendations

DE&S former winners: what it was like to win their awards and where they are now



SALUS Team

Bob Goodall reflects on the CEO commendation the SALUS team was awarded

Why was your team nominated for this award?

The Support Assistance Leaving Us Safer (SALUS) project was set up to ensure that the Ships Operating Centre could demonstrate clearly, to their regulators and customers, that evidence to support the claim of "Safe to Operate" platforms and equipment was robust and effectively managed. The prodigious planning, innovative thinking and pragmatism ensured the timely and very successful completion of project SALUS. The commendation awarded to the team recognised all team members for their combined skills, hard work and professionalism.

This is the highest accolade a team can achieve within DE&S, how did it feel?

From a team perspective, we are tremendously grateful for this recognition. Usually, it's more common for delivery teams to be awarded commendations, so as an enabling team it was even more special for us to get this accolade. Receiving the commendation felt like we accomplished the project goals to the best of our ability, along with enabling other teams in the Ships Operating Centre to achieve theirs which in turn impacted positively on the wider business. Being recognised for our hard work and effort out of the thousands of other teams within DE&S, made us feel immensely proud to be a part of this project.

What are your memories of the awards ceremony?

The ceremony held in Main Building in London, was an uplifting experience for everyone that attended. The speech that

CEO Sir Simon Bollom gave thoroughly highlighted the positive contributions of every winner. Each winner received a citation which emphasised their impact on the business, before being invited on stage to accept the award. A shared lunch was held afterwards which was an excellent opportunity to network, share successes and interact with the DE&S leadership team who made us feel very included throughout the whole day.

What would you say to other teams hoping to be awarded a CEO commendation?

It was an honour to be nominated for a commendation, but you don't hope for one when you start your project. A team hoping for a commendation won't get one but aspiring for one with hard work and dedication to your project will help you in your ambitions. It's also a collective effort, not just the work of one individual, so working together and demonstrating positive

behaviours is vital to achieving results. There are many great projects happening in DE&S, so we would say you've got to illustrate what significant benefits your project is delivering, how are you going over and above the normal standard. Lastly, gaining the confidence from senior managers in your team will help support you in your nomination.

Have the team/team members built on their success?

Since receiving the commendation, members of the project have moved on, using their skills and knowledge of what worked well and implementing these into new project teams. One accomplishment that we are proud of was our business cases, which have been used as exemplar models in projects such as the EDP contract. Additionally, we gained a new DE&S employee, who made the move into the organisation after working on the project and seeing how DE&S successfully deliver programmes.

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Pictured: Undertaken by the British Army, Tractable demonstrated its ability to rapidly project forces worldwide. Soldiers gathered armoured vehicles for this exercise to prepare for their long journey through Europe to Estonia. British paratroopers parachuted into Estonia, demonstrating their ability to rapidly deploy from the UK in support of a key NATO ally. (Pictures by Sergeant Donald Todd RLC and Corporal Ben Beckett RLC)

DE&S team play pivotal role in success of Army exercise

DE&S Defence Support Chain Operations and Movements team aided the complicated movement of soldiers, vehicles and equipment across Europe in an exercise known as Tractable

A DE&S team have played a key role in the success of an exercise undertaken to demonstrate the British Army's ability to rapidly deploy its heavy armour to Estonia.

The Defence Support Chain Operations and Movements (DSCOM) team within the Logistic Delivery Operating Centre (LDOC) worked to ensure the success of Exercise Tractable earlier this year.

The exercise saw approximately 800 troops and 200 pieces of equipment being deployed to Estonia via sea, land and air, via Estonia's largest ever para drop.

The exercise supported Operation Cabrit – the UK's enhanced Forward Presence in Estonia as part of NATO – and sought to demonstrate the UK's ability to reinforce the Baltic region, and ultimately showcase the ability of the British Army to mobilise at increasing pace and scale.

The British Army's presence in Estonia, alongside their troop contribution to the US-led Battlegroup in Poland, is understood to be providing stability and reassurance across the region.

DE&S played a key part in this, from the generation of equipment through to the deployment, sustainment, and recovery, by air, sea, rail and road.

The Army currently has Challenger II main battle tanks in Estonia, which alongside armoured vehicles and artillery, were rotated. Logistic Delivery Operating Centre were key in this through the breakout of vehicles from the stored operational fleet.

DSCOM led on the complicated movement of soldiers, vehicles and equipment across Europe, deploying 734 soldiers and in excess of 14 tonnes of freight by air across 11 flights, with 1,500 linear metres of equipment deploying by sea.

DSCOM Head, Brigadier Nigel Allison, said: "Exercise Tractable was a demonstration of the versatility and agility of DSCOM in supporting the Permanent Joint Headquarters and Field Army, covering Defence requirements to deliver the multimodal projection of forces in a NATO context."

In addition, contracted rail movement included a Team Leidos brokered movement from the UK to Estonia, showcasing the defence partner delivering operational effect and demonstrating the strength and utility of the relationship.

Head Operations, Team Leidos operations head, Mark Rowlands added: "It is precisely for activities like these that Team Leidos, as the UK's Defence Delivery Partner, has embedded an operations team in DSCOM to enhance the delivery of military effect. We worked closely with our DSCOM colleagues to plan in detail how we would deliver a successful outcome and to provide daily progress updates to the customer throughout the execution phase."

Exercise Tractable builds on recent UK deployments that has proven the ability of DE&S to work seamlessly with front line commands and commercial partners alike, to deliver operational capability. DSCOM are at the forefront of this, delivering the deployment, sustainment and recovery for these activities, enabling Defence to deliver vital outputs.

DE&S staff pay respects

November saw military and civilian personnel from across DE&S commemorate all those who have lost their lives in past and current conflicts.

At MOD Abbey Wood attendees gathered in the central piazza where the Act of Remembrance began with an introduction by the DE&S Padre, Rev Wing Commander Andrew Jones, who officiated the service, and reading by Major James Bamber.

Following the bugler sounding the last post, two minutes silence was observed to remember those who gave their lives.

The bugler then played The Reveille and poppy wreaths were laid on behalf of the Government, DE&S, SDA and the four DE&S domains – Land, Ships, Air, Joint Enablers and the Trades Union.

The ceremony came to a close after prayers and blessings.



2019 in pictures

It's been a busy year for DE&S photographers and videographers. Here Desider features some of their favourite photographs from last year



Picture by Jack Eckersley, Photographer & Videographer: "This image was captured at the Army Combat Demo 2019. It shows a soldier in anticipation waiting for the event to begin. A rare and quiet moment during a highly explosive and energetic day."



Picture by Luke Hancock (work experience). Andrew Linnett explains: "Capturing A400M taking off at the Royal International Air Tattoo is a difficult challenge. This was the second time we had Luke on work experience and he really demonstrated that he had developed his photographic skills. This was very satisfying."



Picture by Andrew Linnett, Head of Creative "There were many photographs of the arrival of HMS Prince of Wales into Portsmouth for the first time, but I like how this photograph illustrates the immense size and scale of the aircraft carrier. It was a privilege to capture this historic moment."



Picture by Charlie Perham, Photography and Video manager: "My role is video but during filming of some jamming technology trials at Sennybride in August the (video) camera was fixed so I took advantage of a rare opportunity by getting my camera out to capture this shot of a Merlin Mk4 in action."



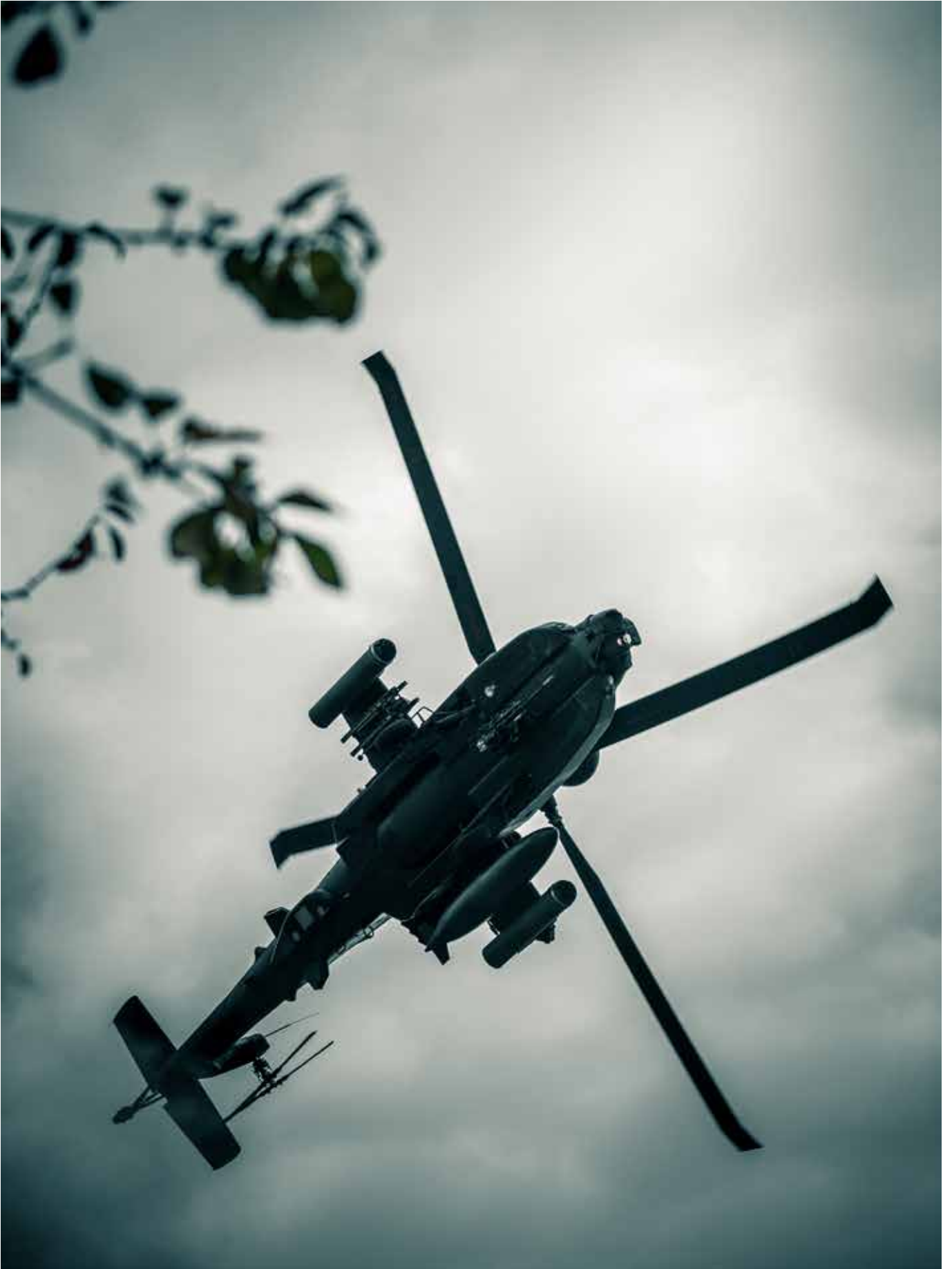
Picture by Andrew Linnett, Head of Creative: "This is a Ministry of Defence Police dog handler based at Defence Munitions Glen Douglas. Whilst on a unrelated task an opportunity arose to photograph the MDP dog handlers and this is my favourite image as it's a great example of man and beast working together."



Picture by Andrew Linnett, Head of Creative: "A prisoner working on Army flat tracks at HMP Lindholme as part of Project Claustrum. The initiative helps prisoners build skills and confidence to aid their prospects of employment on release by manufacturing equipment on behalf of DE&S for the armed forces. After 25 years taking photographs for the MOD, it was the first time I had ever been able to take photographs in a prison."



Picture by Jack Eckersley, Photographer & Videographer: "This image was taken at the Army Combat Demo 2019. I was fortunate enough to be placed very close to the demonstration area which allowed me to capture this detailed image of both the Trojan and the Apache working in tandem."



Picture by Jack Eckersley, Photographer & Videographer: "This photograph was again captured at the Army Combat Demo 2019. The image of this Apache flying overhead shows how low the helicopter flew over us during the exercise. I had one opportunity to get this shot so I was happy to see the amount of detail captured."

Sonar and communications upgrade for HMS Pembroke

Pictured: HMS Pembroke is pictured sailing from HMNB Clyde in Western Scotland (Picture by POA(Phot) Tam McDonald)



HMS Pembroke is back with the Royal Navy ahead of schedule and ready for action after a successful 42-week, £8 million refit at Babcock's Rosyth dockyard in Fife.

The work was carried out on the Sandown-class Mine Countermeasures Vessel (MCMV) where the Rosyth team upgraded the ship's sonar and communications systems, overhauled her propulsion systems and generators, and improved her fresh water tanks.

After a refit that was on time and within budget, HMS Pembroke completed sea acceptance trials off the Scottish and Norwegian coasts a day ahead of schedule. HMS Pembroke can operate in deep and exposed waters, using clearance divers or a SeaFox remote-controlled underwater vehicle to deal with hazards at depths of up to 200 metres.

DE&S team leader Nick Fernandes said: "This is a great achievement for DE&S, Babcock and HMS Pembroke's own crew, whose project management skills and collaborative working demonstrates once again our

commitment to continuous improvement."

Following her rededication on November 4 she has re-joined her six sister ships as part of the Faslane Flotilla at Scotland's largest military establishment, HM Naval Base Clyde.

Lieutenant Commander Richard Kemp, commanding officer of HMS Pembroke, said: "It's been a real team effort from Babcock, the sub-contractors, DE&S and my own ship's company to get Pembroke out in such great shape. That we have managed to sail through all of our trials in such a short time and pass them all with flying colours really goes to show what great work has gone on over the past nine months. We're now ready to start delivering on operations wherever we are needed."

That we have managed to sail through all of our trials in such a short time and pass them all with flying colours really goes to show what great work has gone on over the past nine months

Lieutenant Commander
Richard Kemp

Heat and hard work: conservation project sees Franki helping sea turtles in nesting season

This summer, supply chain manager, Franki Emerton, used her special volunteers leave to assist with Archelon's sea turtle conservation project in Zakynthos, Greece.

Despite the idea of spending your days on a beautiful Greek beach looking after turtles sounds idyllic, Franki explains it is not a volunteering project for the faint-hearted.

Having previously volunteered with the same project, Franki never thought she would be able to volunteer there again whilst in a full-time job. Wanting to help the threatened Loggerhead turtles in the National Marine Park of Zakynthos, Franki was able to take advantage of the six days of special volunteers leave offered within DE&S, enabling her to take part once again.

Franki explained: "Daily life can get repetitive and taking time out to volunteer for a worthy cause allows you to appreciate

that there's more to life than just working."

Having grown up on the beaches of Borneo, Franki feels deeply connected with the ocean thus making the project a more personal and rewarding process.

Franki, alongside 70 other turtle enthusiasts from around the world, would wake up at 5am to identify new turtle tracks and nests, as well as protecting the hatchlings at night.

"We would walk up to eight miles a day in the 45-degree heat, looking for tracks and monitoring nests," said Franki.

"We protected the nesting sites from tourists and predators with wire frames and GPS tracking devices and manned information kiosks for tourists as a way to educate people and generate donations by selling turtle merchandise.

"Sadly, when tourists saw the hatchlings making their way down the beach towards the ocean, they

would pick them up and take them to the water thinking they were helping. But the journey from their nests to the ocean is essential for the development of their muscles, and putting the turtles straight into the water causes the turtles to drown."

At the information kiosks and at local hotels, the volunteers would educate tourists and holiday makers on what they can do to help conserve the loggerhead turtles and how they can prevent unnecessary deaths such as explaining that turtles are 'phototactic' – they use the moon to guide them to the sea – was essential information to share as the turtles try to make their way towards the moonlight when they have hatched. Bright street lights and shop fronts can confuse the turtles, meaning they move across the sand towards the street rather than the water.

Rescue missions for injured turtles were also a frequent

occurrence during Franki's time in Greece.

Franki explained that one day they had a call for a turtle whose flipper had been damaged by a fishing hook.

"When we located the turtle and lifted her out of the sea, the flipper fell off as a result of the hook causing nerve damage." This turtle was taken to a rehabilitation centre in Athens, where she is learning to cope with one less flipper."

Franki found the opportunity incredibly rewarding and if it wasn't for DE&S' volunteer leave policy, Franki would not have been able to take part in such a vital and enjoyable volunteering role.

60 second spotlight

"I'm a classically trained singer – I'm sure most of my colleagues are unaware of this"

Henry O'Brien

Job:

Business Manager working for Defence Equipment & Support (DE&S) based at MOD Abbey Wood

Your route into DE&S?

Prior to DE&S, and during my time at university, I worked as a store manager for a large high street retailer. I joined looking for a role that offered development, progression and flexibility.

Your claim to fame?

Outside of DE&S my family runs a small charity (The George O'Brien Trust, or George's Trust as it's better known) in and around the Winchester area. Set up following the sudden overnight loss of my older brother to an aggressive form of Non-Hodgkin's Lymphoma in 2008, the trust was founded to support in the research and treatment of cancer in teenagers and young adults in Hampshire. We also support local youth organisations in the Winchester area as George had a keen interest in sport and music. In 2017, the trust refocused on the research side of cancer treatment. We are currently looking to fund a pioneering Immunotherapy Research Scheme which promises to be the leading new treatment in the fight against cancer. For more information surrounding George's story and the upcoming events in support of the trust, please visit: www.Georgetrust.org.

Your advice to anyone?

Take time to reflect on the positive and negative experiences you might have had. How did they make you feel? Did you learn anything? What could

you have done differently? Doing this helps me to consider what's going on in my life, adapting accordingly.

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

I love to cook, which probably comes from previously working in a kitchen. Aside from that, I spend a lot of time playing golf and have been playing off a two-handicap for some time now.

What are you most proud of?

Probably the donation of £104,000 to Southampton General Hospital in aid of the development of a state-of-the-art teenage cancer trust unit. Seeing years' worth of hard work pay off via a fit for purpose space for young people to be treated in was incredibly rewarding.

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

I'm finding it difficult to not say the obvious here: machete, hammock, mirror (for signalling, rather than checking my hair) etc. But I'd probably have to take a cast iron pot - you can cook a surprising amount over a campfire; a set of golf clubs and golf balls - perhaps I could practice my bunker shots? And finally, a snorkel - may as well make the most of the sea life whilst I'm there.

What irritates you the most?

I'm relatively easy going and tend to take things as they come, but lack of cleanliness irritates me daily. It takes minutes to clean up after yourself.

What is your favourite place in the world?

I recently visited Stockholm - amazing culture, history and food - I'd highly recommend. That being said, my favourite place is probably back in Hampshire, in the woods and



fields close to my family home in the Test Valley. I'm not sure a late summer dog walk and a stop in my local pub can be beaten.

What would surprise people about you?

I'm a classically trained singer - I'm sure most of my colleagues are unaware of this.

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To sponsor or exhibit, contact Sadia Malick, Director on: +44 (0) 207 827 6748 or email smalick@smi-online.co.uk

Future leaders, field gun plea and the future of DE&S



DE&S recently hosted a group of aspiring leaders as part of Bristol City Council's Stepping Up programme.

DE&S are one of more than 30 organisations across the public and private sectors who are working together to support future Black, Asian and Minority Ethnic (BAME) talent across the region, and this is the second year DE&S has supported the award-winning programme.

The initiative is aimed at improving the representation of BAME employees in senior leadership roles within Bristol and the wider area, supporting them through mentoring, learning, leadership and management, and career development.

Employers support the delivery of the programme through mentorship, venues, stretch assignments, speakers and wider development opportunities. The latest Stepping Up Immersion Leadership Workshop was hosted by DE&S and delegates covered such topics as engaged communities and the role of social leadership and place based leadership in a globalising world.

DE&S senior leaders attending the event were Diversity & Inclusion executive sponsor, Vice Admiral Chris Gardner, who opened the event on day one, Director HR, Danny Griffiths, who welcomed the delegates on the second day, and race champion, Ann Underwood.



The Abbey Wood field gun crew are recruiting for the 2020 season - Do you have the teamwork, dedication and drive to haul a gun and carriage against the clock?

Field gun competition is the ultimate test of physical and mental courage, with speed strength and precision, a crew of 18 competes to earn the coveted Brickwoods trophy at HMS Collingwood.

Abbey Wood is one of few Tri-Service crews to compete and are now looking for new volunteers from the Army, Royal Navy and RAF to train and represent in 2020. Civilian staff are also required to assist the crew with logistical and training support.

With a history rooted in the Boer War, field gun is a recognised military sport that Abbey Wood have been participating in since 2003. Full training, kit and equipment are provided by dedicated staff.

For further details contact: No1 trainer Tommy Lawton or Field Gun Officer Jamie O'Reilly. Further information can also be found at www.gunteam.co.uk, or on twitter at @AbwGun.

Apprentices from Defence Munitions (DM) Gosport have attended their Deeds and Awards ceremony – with six in total celebrating the completion of their three-year apprenticeship.

The apprentices were congratulated for excelling both practically and academically, with many receiving the highest grade possible - double distinction stars.

The dedicated group have taken part in many competitions, tasting some success, and won't forget being presented an award by the Prince of Wales in London.

Like other DE&S apprentices, they have also put their skills to use in the

local community – on one occasion producing a candlestand for a local church.

All six have now been offered full time roles within DM. The 2019 phase sees another six apprentices starting their journey within DM Gosport by signing their Deeds of Apprenticeship.

Mayor of Fareham Borough Council, Mrs Pamela Bryant, said: "Those now qualified looked very proud and dignified as they were called to sign or receive their awards. They are all a great credit to DE&S."



24 hours of exercise celebrating REME

In celebration of the 77th anniversary of The Royal Electrical and Mechanical Engineers (REME), Major James Bamber, Major Owen Larsen and Major Liam Wilson from DE&S Land Equipment Operating Centre, took on a gruelling challenge to raise money for The REME Charity.

Starting the challenge at 4pm on a Tuesday afternoon, the trio challenged themselves to complete the British Army personal fitness assessment over 24-hours.

In total, the tests saw the team complete 1,056 press-ups, 1,200 sit-ups and 36 miles of running.

Support came in the early hours of Wednesday morning, when Director

Land Equipment Colin McClean, Chief of Staff Colonel Mike Taylor and Steve Powley from LEOC headquarters, joined in to lift the spirits of the team.

James recalled: "It became a show of mental strength rather than physical. Thankfully, we were spurred on by a highly supportive LEOC crowd which helped us complete all 24 exhausting tests in 24 hours."

The funds raised will go towards supporting families of serving and retired REME personnel, as well as supporting the Army Benevolent Fund.

James continued: "As a team, we would like to express our sincere thanks and appreciation to all those who donated and supported us through this challenge."



MOTTO the MOD Lottery August winners

£10,000	Melanie O'Hare, Bulford
£2,500	Diane Young, Lympstone
£1,000	Diane Craig, Bristol
£500	Michael Pearson, Andover
£250	Stephanie Robins, Lakenheath
£100	Zahida Jawed, London
	Deborah Hasler, Wethersfield
	George Coleman, Yeovilton
	Jayne Begley, Corsham
	Tracey Southall, Blandford
	Ewen Burton, Glasgow
	Glenn Chatwood, Gosport
	Stephen Hims, Nottingham
	Kelly Payne, Bicester
	Scott McGarvey, Faslane
	John Delaney, Bristol
	John Chadwick, Cyprus
	Jacqueline Newel, Didcot
	Dawn Gavin, London
	Cathy Halford, Liverpool
	Nick Gibbs, Portsmouth
	Susan Samuel, Bristol
	Johnny Fryer, Glasgow
	George Hindmarch, DSTL
	Lucy West, Birmingham



DE&S employee David Fielding was presented with an award at Worcester Cathedral in recognition of his 16 years of service to the Royal Life Saving Society – the UK's drowning prevention charity.

During the week, David works for the Project Management Corporate Function Management Team, but at weekends he pursues his passion for life saving. David is the chair of Keynsham Life Saving Club, whose members learn first-aid, water-based rescue skills and how to keep themselves safe near water.

Earlier this year, David used his project management skills to put on an open-water lifesaving competition at the marine lake in Clevedon. He trained a team of volunteers, scheduled the events, and ensured that the competition ran to time and stuck to budget.

David said: "Over 300 people drown every year in the UK and most of these deaths occur in rivers and canals. In recent years, there have

been several tragic drowning events in the waterways around Bristol and Bath, so the work of the Keynsham Life Saving Club is incredibly important.

"It was a privilege to attend the Royal Life Saving Society's award ceremony and I am honoured to receive this award."

For more information about Keynsham Life Saving Club please visit www.klsc.co.uk.

Case Study

Andrew Jackson, Safety, Health and Environment Advisor within DE&S, gives his insight into some of the benefits of working for the organisation

Name:

Andrew Jackson

Job title:

Safety, Health and Environment Advisor (SHEA)

How long have you worked for DE&S?

Since its conception in 1996.

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

I became part of DE&S when it was first established and the transition has proven to be challenging and rewarding.

What does your role entail?

I support the Head of Establishment in the delivery of his responsibilities regarding health, safety and environment. I advise managers and supervisors on Defence Munitions (DM) policy and procedures regarding Occupational Health, Safety & Environmental (OHSE) matters. As you can imagine there's never a dull moment, every day is different, you can never plan ahead, as soon as you sit down, switch on your computer, the phone rings or an email pings and all your priorities change.

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

Opportunities are there for OHSE development within the Corporate Services Group function at DM Longtown with the National Examination Board in Occupational Safety and Health (NEBOSH) and environmental courses are all available. I was

mentored over a period of years by older more knowledgeable staff, who retired having passed on their experience to someone new, I just hope I can do the same.

What do you most enjoy about your job?

Everything. The work is a daily challenge, sometimes I need to read up and research certain aspects I don't quite understand, but the OHSE function has some friendly and knowledgeable people I can (and do) turn to for advice. The people. DM Longtown is a friendly place to work.

What's your ambition?

To continue in my current role within DE&S. To continue playing my part in keeping the depot a safe place to work and to help protect the environment of the surrounding beauty spots from potential pollution from the depot.

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

To be honest, my greatest achievement is actually being recruited for this role and being able to deliver my objectives competently. For someone who suffers terribly from imposter syndrome I worry constantly whether I am good enough, or clever enough for a role as important as this.

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

All of the above. I started working for the MOD as a labourer at RAF 14 Maintenance Unit Carlisle in the mid-eighties having left school with very little in the way of qualifications. All of the training, qualifications, experience and progression I have gained has been as a result of the opportunities afforded to me from DE&S.

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

Has to be the flexible working, annual leave and pension. When I was bringing up my children, flexible working was just being introduced, it turned out to be a godsend, I couldn't imagine how young parents coped in the years gone by. The pension when you get to my age it becomes important.



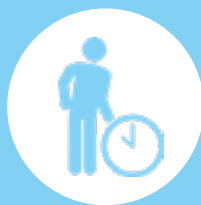
SIX GREAT REASONS TO WORK FOR DE&S



Bonuses & Recognition



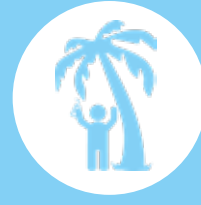
Pension



Flexible Working



Professional Development



Holiday

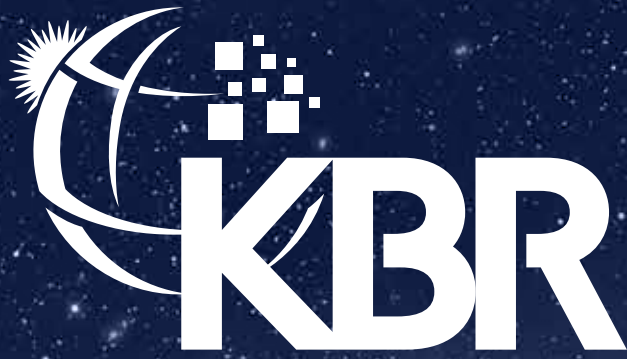


Facilities

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



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