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Issue 152
April 2021

*the magazine for
defence equipment
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**Survival equipment contract protects
UK armed forces on operations**



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Foreword

Foreword

By Sir Simon Bollom, CEO



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This once in a generation investment is an outstanding result for defence that will modernise our military, map out direction for UK Defence and indeed DE&S.

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The long-awaited Integrated Review (IR) into security, defence, development and foreign policy has now been published, paving the way forward for how we best equip and support our armed forces.

As reported in November last year, Defence has been awarded a record settlement of more than £24-billion over four years. This is a significant acknowledgement of the contribution our world-class armed forces make to our security, resilience, the economy and renewed global ambition. This once in a generation investment is an outstanding result for defence that will modernise our military, map out direction for UK Defence and indeed DE&S.

The IR has highlighted that there will need to be some important changes to our programmes – summarised in the accompanying Defence Command Paper (DCP) – to ensure Defence is modernised, threat-focused, and financially sustainable; ready to counter 21st Century challenges. Both the IR and DCP convey a significant responsibility on DE&S to make these changes happen and underpins the importance of what we are here to do: to provide world-leading equipment and support to our service men and women.

Additionally, the recently published Defence and Security Industrial Strategy (DSIS) represents a transformational shift in the government's approach to the defence and security sectors. It will ensure that the UK continues to have competitive, innovative and world-class defence and security industries, that drive investment and underpin our national security now and in the future.

As DE&S continues to engage with industrial and international partners on what the IR, DCP and DSIS means to them, relationships with our partners are pivotal to success going forward. We will use the IR themes and investment to build on relationships with our allies

as we respond to the evolving defence landscape.

Messaging around the recent review from the Prime Minister was clear: If defence fails to modernise, we risk fighting the battles of yesterday rather than winning those of tomorrow. There is a challenge for DE&S here as part of the broader acquisition system to be able to modernise and move at pace – prepared to operate in a rapidly changing, interconnected and uncertain world. I very much look forward to embracing these themes on the back of a much better-defined policy and financial baseline.

Change is never easy, but there will be new opportunities from this. After every sunset there is a sunrise – this is true for our programmes, some of which will close, with new programmes opening in their place.

Following the release of the IR, our new DE&S Strategy will be published soon. This will set out our response to the IR, including our strategic direction, vision and areas of focus for the next four years. There is much to look forward to.

Finally, as you all know we have now passed the anniversary of the UK's first COVID-19 lockdown. The last 12 months have tested the resilience of the country and I'm proud to be part of an organisation that has truly contributed both in terms of delivery, as well as in support of the wider government response to COVID-19.

I have no doubt we will continue to rise to the challenges ahead, seizing new opportunities and demonstrating our commitment to equipping and supporting our armed forces. I take great pride in knowing DE&S will approach the road ahead with vigour and professionalism.

This is an exciting and challenging time for us all. I know that together, with your unfaltering commitment and determination, we will continue to succeed, evolve and deliver, both now and in the future.

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Image shows example of life saving equipment provided to Royal Navy and Royal Air Force as part of contract

(Martin Beagan Survitec Group)



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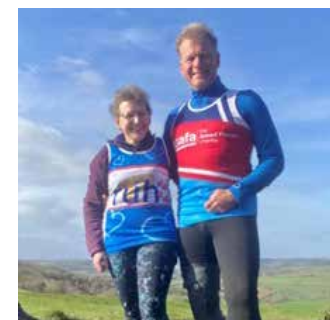
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It's hard to believe it's been 12 months since we entered the first national lockdown. Despite the challenges we've faced – balancing home working and schooling instantly springs to mind – this year has provided some significant moments.

Watching customers, suppliers and industry come together to work through the coronavirus pandemic has been a real highlight, and seeing the fantastic work carried out by former DE&S colleagues on the COVID-19 vaccine programme.

But it's been the unbelievable dedication of our people dealing with challenges of COVID-19, both assisting with the national endeavour and coping with local issues that's been most rewarding.

Navigating the pandemic has focused the minds of our Executive Committee to improve how DE&S operates. This has culminated in the launch of our smarter working commitments earlier this year, and our recently published smarter working policy.

We absolutely believe once we can begin returning to the workplace, our new 'normal' should be a 'hybrid by design' model of working, splitting time between the office and remote working.

Throughout the pandemic we've

benefitted from people-related aspects of smarter working. Virtual meetings have reduced the need to travel to engage with suppliers, increased communications within teams, and promoted team productivity.

The benefits this model offers on a strategic level is huge: enabling more flexibility in recruitment and allowing us to tap into talent across the UK. It also provides more flexibility for those with caring responsibilities, such as childcare – this is one of the most significant factors that affects gender balance. Helping parents balance their priorities is key to keeping as many people engaged in the workforce throughout their careers, and it makes good business sense from a sustainability point of view as it reduces travel and expenditure on office space.

The adoption of smarter working will vastly improve how we deliver in the future, ensuring we implement it effectively and don't fall back into our old ways of working.

On the delivery front, improving our operations means we must focus on aligning with customers in a meaningful way and demonstrate the 'one team' approach that forms part of acquisition transformation. With the financial restrictions and

pressure to deliver more for less, we need to become more efficient and streamline our processes.

Based on this, my priorities for commercial activity over the coming year are embedding category management within the organisation and wider MOD; bringing our commercial improvement programme to life; starting to drive efficiency into our contracts, particularly in the support space; and implement social value.

I'm excited to have the opportunity to build social value into our procurement

process. Implemented effectively, it will provide great levers for us to implement policies on sustainability; small business; UK jobs; and diversity and inclusion into our contracts.

There will undoubtedly be challenges along the way in delivering all this, smarter working will reduce some of the pressure associated with balancing the day job, doing the school run – I will never complain again – whilst keeping one eye on a mischievous puppy and tortoise at home!

“
I'm excited to have the
opportunity to build social value
into our procurement process.
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DE&S place contract to maintain key weapon system

DE&S recently placed a £15.2-million contract to ensure a weapon system fitted to key Royal Navy platforms including the Queen Elizabeth aircraft carriers is supported.

The Phalanx 20mm Close-In Weapon System (CIWS) is a rapid-fire, radar and electro-optical guided gun used to defeat incoming threats including anti-ship missiles and a range of surface threats managed by the International Guns, Missiles and Rockets Team at Abbey Wood.

Phalanx CIWS is fitted on Type 45 destroyers and amphibious warfare ships like HMS Albion and Royal Fleet Auxiliary (RFA) replenishment tankers.

It is also planned that Phalanx will be fitted to the new Type 26 frigates and Fleet Solid Support ships as they enter service.

The two-year contract with Babcock, provides operational and all aspects of in-service support to Royal Navy Platforms fitted with Phalanx CIWS worldwide until January 2023.

It supports 26 highly-skilled jobs at Babcock's Devonport Royal Dockyard Limited site in Plymouth.

DE&S CIWS operations manager Raj Jha, said: "I'm incredibly proud that despite challenging negotiations due to COVID-19, DE&S and industry were able to collaborate and provide a solution that ensures these Royal Navy vessels have the best possible support 24-hours-a-day."

Under the contract Babcock will be responsible for the repair, overhaul and supply of onboard spares for the CIWS system as well as logistics management.

Phalanx features a 20mm gun capable of firing armour-piercing bullets at up to 4,500 rounds per minute and can defend against all types of air and surface threats in the naval environment and has a strong proven reliability record in all Royal Navy ships with it fitted.

The system is an all-weather, day-and-night, fully automatic, self-contained weapon system that targets and engages threats under the operation of a trained Royal Navy Phalanx operator.

Navy Ships Weapons Warrant Officer Offensive, Lee Hendrickson said: "Navy Command Headquarters Phalanx capability desk is pleased that the new support contract has been secured, allowing the continued sustenance in maintaining this significant



Image shows example of Phalanx 20mm Close-In Weapon System (Picture submitted)

capability to frontline Royal Navy and Royal Fleet Auxiliary units and acknowledge the hard work by the DE&S International Guns, Missiles and Rockets team in securing the contract."

In addition to the capability to destroy anti-ship missiles and fast jets, it can defend the ship against other threats such as helicopters and high-speed groups of gun boats.

An American system, Phalanx has been used by the United States Navy and the naval forces of 15 other countries.

**Navy Command Headquarters
Phalanx capability desk is
pleased that the new support
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this significant capability
to frontline Royal Navy and
Royal Fleet Auxiliary units**

Lee Hendrickson, Navy Ships Weapons
Warrant Officer Offensive

DE&S: Choosing to challenge

Following International Women's Day celebrations, DE&S Gender Champion, Jo Osburn-Hughes speaks to Desider about why gender equality is so important.

During this last year, change has felt like an everyday occurrence and there was certainly nothing normal about 2020 for both work and home life. We have all been tested in ways that we never expected. I certainly wasn't ready to become an expert in GCSE physics, or for that matter become a sports coach, or take on the role of tech guru and recording and lighting technician for a virtual rock concert.

We've all had to adapt, and like many, I have embraced some of the new ways of working and processes, but it has required me in some cases to hit the reset button.

While I was used to working flexibly the lockdown experience has been positive in that I have felt we have been able to more openly discuss our experiences and challenges in juggling commitments; be they children, caring responsibilities or outside work commitments. DE&S is committed to build on the experiences of the last 12 months to ensure we are implementing further positive changes to our ways of working.

From this openness should come greater understanding and the potential for achieving real diversity in our workforce. Helping to remove gender as a limiting factor in careers.

Today, diversity is talked about more openly, individuality celebrated and in DE&S we have organisational policies in place to ensure we enable and encourage an inclusive culture. DE&S has invested significantly in diversity, inclusion and wellbeing policies to encourage opportunities for all and set the conditions to enable everyone to achieve their potential and play an active role in our organisation. Success, however, depends on us all and a commitment from everyone to value differences, be inclusive and create a positive culture enabled through positive behaviours.

At our recent IWD celebration events, it was fantastic to see many of our DE&S staff recognised for their valuable contribution in supporting gender diversity in DE&S and for all those who have worked towards greater gender equality and diversity in

the business over the last year. I congratulate all those nominated from our unsung heroines and special recognition awards, to our inspirational and emerging talent award. It was fantastic to celebrate our people for their achievements and encourage their proactivity and diligence in D&I pursuits. Adding to this, I was incredibly proud of the DE&S candidates whose contributions were recognised at the prestigious Women In Defence awards. At this year's virtual event DE&S women were among those recognised for their valuable contribution to inclusivity, Defence and DE&S.

Through my role as Gender Champion it is my aim to increase education and awareness of diversity and inclusion and spotlight conversations around gender inclusivity throughout the organisation. The role is to look not just internally at our performance but also externally at what we can learn from other sectors, academia and other government departments to further improve our approach.

In 2019, the signing of the Women in Defence Charter was a great step towards enabling a more inclusive organisation across Defence for women. The opportunity is now to implement those principles which ensures opportunities are open for all and that our policies and most importantly our behaviours enable everyone to deliver their best and ensure they are able to harness their potential while contributing to DE&S outputs.

We mustn't be afraid to challenge when we see or hear things which are not inclusive or are discriminatory. We can all play a part, and as the new DE&S Gender Champion, I see this as a key part of my role: encouraging us all to challenge and develop – building a better defence in which everyone can achieve their potential and deliver the organisations critical goals.



Jo Osburn-Hughes, DE&S Gender Champion (Picture submitted)

**We mustn't be afraid to
challenge when we see or
hear things which are not
inclusive or are discriminatory.
We can all play a part.**

Merlin Crowsnest takes to the skies

The first Merlin ‘Crowsnest’ helicopter has recently entered service and will now begin operational training ahead of the maiden deployment of the Carrier Strike Group (CSG) this spring.

The distinctive, large radar dome sticks out from the fuselage and uses a radar that looks for potential foes, providing airborne surveillance and control of other aircraft in the carrier’s strike group.

Captain Stuart Finn, the Commanding Officer of Royal Naval Air Squadron Culdrose, said: “The delivery of this first aircraft at Culdrose represents an enormous amount of hard work, dedication and passion across the defence and industry enterprise. It marks a significant moment for the Royal Navy as we become a carrier task group navy capable of deploying around the world

as a sovereign group or with our allies.”

The Merlin helicopters that are equipped with the new mission systems and radars enable the Carrier Strike Group commander to see, understand and react well beyond the horizon for any air or surface threats. They can also act as a control centre for strike operations between the carrier and the ship’s F-35 Lightning jets.

Commodore Steve Moorhouse, Commander UK Carrier Strike Group, who will direct HMS Queen Elizabeth’s first deployment with the help of his staff, said: “Already one the most advanced submarine hunters, the Merlin Crowsnest will offer long-range intelligence and surveillance against surface and airborne threats, and the ability to command and control strike missions.”



Maiden flight of the first crowsnest (Crown copyright)

HMS Queen Elizabeth visits Western Scotland for the first time

The Royal Navy’s Fleet Flagship, HMS Queen Elizabeth recently visited Glen Mallan, Scotland, as part of final preparations before her first operational deployment.

Operated by DE&S through Defence Munitions, the Northern Ammunition Jetty is specifically designed to support the surface fleet, allowing them to continue entering and berthing at Glen Mallan.

HMS Queen Elizabeth is the first of the Royal Navy’s fleet to visit the new £64-million facility built by the Defence Infrastructure Organisation (DIO).

Before sailing in along the Firth of Clyde, the 65,000 tonne aircraft carrier spent time at sea testing and trialling her latest equipment, before berthing at the new Northern Ammunition Jetty for a routine onload of operational stores. She has now returned to Portsmouth.



HMS Queen Elizabeth in Glen Mallan, Scotland (CPO Tryon Royal Navy)



Trainee parachutists at RAF Brize Norton (Justin Andrews)

Parachute simulator marks giant leap in training capability

A new state-of-the-art parachute simulator delivered by DE&S Flight Simulation and Synthetic Trainers (FsAST) team will enable the British armed forces to train safely for live parachute descents.

The equipment was procured for No1 parachute training school based within the airborne delivery wing at RAF Brize Norton. The simulator, along with other ground training apparatus, will be used for flight drills, parachute handling and landing techniques, canopy malfunction recognition and carrying out emergency measures.

The landing fall simulator comprises four jump platforms, positioned around four metres above ground level. The trainee parachutist, gripping handles connected to cables via a ring hoop, descends onto a matted area from the platform, with the descent controlled by a fan air brake system while the trainee can also track horizontally at the same time. This more faithfully

replicates the canopy descent speed and the effects of wind experienced on a live descent prior to landing. Multi-directional landings, including sideways and backwards, can all be practised on the simulator.

Ali Gibbs, FsAST integrated logistics lead, said:

“This new piece of equipment is fully health and safety compliant and allows for a much greater throughput of students. Trainees will gain vital descent training through this safe and cost-effective training simulator.”



Image shows Multi Launch Rocket System (Picture submitted)

£315M investment secures future of Multi Launch Rocket System until 2050

A programme to upgrade the British Army’s Multi Launch Rocket System (MLRS) has recently been secured under a £315M deal with the United States Department of Defence (DOD).

The Multiple Launch Rocket System (MLRS) is a highly mobile automatic system that fires surface-to-surface rockets in less than a minute. Upgrades will be made to 44 launchers, which are currently in-service, and are expected to include a new armoured cab and upgraded automotive components.

The work will be carried out under an existing production contract with Lockheed Martin Missiles and Fire Control with

the work being carried out at Red River Army Depot and Lockheed Martin’s facility in Camden, Arkansas.

The UK is also developing a number of systems for the new launchers including Composite Rubber Tracks (CRT) and a vehicle camera and radar system. There are also plans to develop a new Fire Control System collaboratively between the US, UK, Italy and Finland.

Work will start on upgrading the first tranche of launchers in March 2022 with the fleet going through production over a five year period and the upgrades will keep the equipment in service until 2050.

New survival equipment contract will protect UK armed forces on operations



Pilots and sailors will have vital survival equipment under a new £25-million contract that will also support 50 UK jobs.

Birkenhead-based Survitec Group will provide the Royal Air Force with life-saving kit under a five-year contract. Work will predominantly take place at the company's Birkenhead and Gosport sites, as well as further work taking place in Aberdeen and Dunmurry.

The contract will see the RAF being supplied with immersion protection garments such as life rafts and life preservers, and high-G kit such as anti-gravity trousers. Anti-G clothing will ensure pilots can cope with the high levels of acceleration they experience when flying agile fast jets, such as F-35, Typhoon and Hawk aircraft.

Kit for the Royal Navy will include multi-person life rafts and associated spares provision, as well as a rapid turnaround life raft servicing programme which facilitates the removal and return of life rafts to the vessel within 15 days.

The contract will also ensure RAF and Navy personnel will be able to order on demand a wide range of sailor and aircrew personal protection and survival

equipment as and when they need it.

DE&S negotiated the new contract which offers better value for money as it combines five contracts into one, leading to £5-million of efficiency savings over the life of the contract.

Director Air Support at DE&S, Richard Murray, said: "This new, improved contract with Survitec will ensure that high-quality, life-saving equipment is available when it is most needed.

"The team has worked hard to ensure it delivers value for the taxpayer while providing equipment at the forefront of the latest technology. I look forward to our ongoing partnership with Survitec to continue to deliver the very best equipment to our armed forces."

The specialist anti-G trousers are designed to prevent gravity-induced loss of consciousness. Inflatable bladders are fitted inside the anti-G clothing and when pressurised, press firmly on the stomach and legs to restrict the draining of blood away from the brain during periods of high acceleration.

Survitec CEO Aerospace & Defence, Martin Whittaker, said: "I am delighted we have concluded this landmark agreement with

DE&S to supply our armed forces with their much-needed safety equipment.

"The Survitec Group has been a trusted supplier for the UK armed forces for over 30 years and is committed to providing innovation for its future requirements."

I am delighted we have concluded this landmark agreement with DE&S to supply our armed forces with their much-needed safety equipment.

Martin Whittaker, Survitec CEO Aerospace & Defence

DE&S team celebrate Sanctuary Awards success



The Support Directorate Defence Packaging team is celebrating a win at the prestigious Sanctuary Awards which recognise outstanding sustainability and conservation across the MOD estate.

The team won the Sustainable Procurement Award for its project to modernise the Defence Standard (DefStan) specifying corrugated board (more commonly known as cardboard) for use in military level packaging.

The team, alongside industry packaging experts, worked to update the DefStan for packaging materials after noting that the MOD was among the few organisations that require bespoke cardboard.

Their efforts now mean that packaging is described in characteristics which allows for recycled content to be maximised in the finished cardboard product, without degradation to requirements.

Not only is this a more sustainable approach in line with the MOD Greening Agenda, it also provides the opportunity to purchase more cost-efficient and readily available packaging.

Bob Deary, who led the team, said: "Cardboard is one of the most commonly used packaging

materials within the MOD supply chain.

As such it was crucial that DE&S and MOD demonstrate we are both serious and passionate about creating a more sustainable future across defence.

The team recognised the need for MOD to maximise opportunities for utilising environmentally sustainable, fit for purpose and readily available, commercial grades of cardboard.

Thanks to the hard work and dedication of the multi-agency team the project reached a successful conclusion and a revised DefStan is awaiting formal publication."

While the project was led by the DE&S Support Directorate Defence Packaging team, there was invaluable support from Military Packager Approval Scheme members and the corrugated industry, utilising the MOD/ Industry Packaging in Equipment Acquisition & Support Forum as the vehicle for the management and co-ordination of the project.

The ability to use increased recycled material will have a positive environmental impact and will help the MOD and DE&S to meet Government Greening Commitments. It also has the potential to enhance the MOD's

reputation as a responsible user of packaging looking to maximise the use of recycled material in the supply of military capability.

Over-specifying packaging generally can lead to a significant increase in through life cost and an increased environmental burden. The DE&S Support Directorate Defence Packaging team are always available to assist with such matters.

Lieutenant General Richard Nugee, who co-hosted the Sanctuary Awards, said: "These awards demonstrate that Defence has the ability, skill and the willingness to improve the environment we live in.

"I firmly believe, with the enthusiasm of our people which is so evident, we can make a material difference to the way Defence operates, to become more sustainable, less emitting and yet still defend the nation, which is our primary purpose."

I firmly believe, with the enthusiasm of our people which is so evident, we can make a material difference to the way Defence operates.

Lieutenant General Richard Nugee

Fond farewell to Sentinel R1

The sun has set on the UK's Sentinel R1 fleet, and colleagues from DE&S have reflected on their time working with this hugely successful surveillance aircraft.

Having entered service in 2008, Sentinel made its final operational flight for the RAF in February 2021 and the five aircraft are now located at their main operating base at RAF Waddington.

The date for withdrawal from service was announced as part of the 2015 Strategic Defence and Security Review and the surveillance role undertaken by Sentinel will now be carried out by a mix of alternative capabilities.

In 1999, a contract to deliver five modified Bombardier Global Express aircraft was awarded to Raytheon Systems Ltd. These aircraft, known as the Sentinel R Mk1, were fitted with enhanced Airborne Stand-Off Radar (ASTOR). This capability meant Sentinel could provide troops with continuous all-weather, air-to-ground surveillance by scanning areas from a safe 'stand-off' distance.

Nick Heath, Sentinel deputy head, said: "There is a huge fondness for this aircraft amongst the RAF and DE&S personnel who have operated and supported the capability over the past 12 years. It has performed admirably for the RAF and NATO in operational theatres across the world. Sentinel will be missed by those who have operated and supported it, and we should not forget the huge contribution from Raytheon UK as design authority and providers of the integrated Sentinel support solution. Over recent years, all stakeholders have been fantastic, often working under challenging circumstances to mitigate the obsolescence on the aircraft and meeting the obligations within the command plan. The DE&S team has worked really hard, and with imagination, to ensure very high levels of availability of Sentinel for the RAF. We will now turn our attention, with Raytheon, to deliver the capability safely out of service."


Over the next 12-months, a scaled down delivery team will oversee the disposal of Sentinel and its stored inventory. This will involve the sale of the five aircraft by the Defence Equipment sales Authority (DESA). Some parts will be disposed of responsibly and other parts will be harvested for onward sale.

In August 2001, the Sentinel team leader was Bill Chrispin, who is now deputy head programmes (Airseeker). Bill remained as team leader for eight years, seeing Sentinel into service in 2008. He said: "Sentinel was able to gather intelligence over a wide area and to a high level of accuracy, which was why it was in constant use since entering service. Receiving approval to commence operational service in November 2008 was a special moment for me. There were some light-hearted moments too - I remember when a skunk somehow made its way onto the aircraft during flight trials in Greenville. It was removed very carefully!"

Steve Worthington, Sentinel deputy air vehicle engineering authority, said: "My fondest memory of Sentinel is flying on an operational mission over Afghanistan to help isolate a fault. I had flown on many training missions, but this was a first. Another time, we took the aircraft to Italy during Op Ellamy. No-one there had heard of Sentinel and the deployed kitchen staff were so excited to produce in-flight meals for the crew - they even manufactured a special condiment set out of a tool kit. The crew had never been treated so well. In my view, the small number of team members who cared for Sentinel made it successful, whether that be 5 Squadron engineers, flight crew and the team at DE&S."

David Yeomans, Sentinel computing & software engineering authority, added: "To retain the operational effectiveness of Sentinel up to 2021, on a tight budget, is a testament to the professionalism and resourcefulness of the Sentinel delivery team. My proudest moment was delivery of a mid-life mission system hardware/software upgrade in 2015. This great leap in technology provided major operational improvements for both operators and maintainers."



Sentinel R1 conducts its final operational flight from RAF Waddington. (SAC Shauna Martin RAF) 


“
**Sentinel has performed admirably
for the RAF and NATO in operational
theatres across the world.**
”

Nick Heath, Sentinel deputy head

On delivery, diversity and dressage

Operations manager Jane Rymell works in the Weapons Operating Centre where she safely delivers weapons trials and evaluation for the armed forces.



 Pictured left to right: QinetiQ's Kathryn Gillis welcomes Jane at St Kilda airport *image taken prior to COVID-19* (Picture submitted)

“
DE&S truly embraces diversity and inclusivity, and I'm really impressed that everyone is given the opportunity to shine regardless of creed, race, age or gender – which is exactly as it should be!
”

What does your role involve?

I work in the Trials Evaluation Services and Targets Project Team (TEST) as the operations delivery manager for land ranges, delivering weapons trials and evaluation (T&E) capabilities to tri-service MOD, prime contractors and international defence customers. My post is embedded within the Weapons Operating Centre, where TEST project team delivers the £5.2-billion, 25 year reinvigorated Long-Term Partnering Agreement (LTPA) with QinetiQ.

I'm responsible for project assurance and measuring contractual compliance against agreed Key Performance Indicators. This includes monitoring the capability and delivery of outputs to the defence customers' satisfaction, as well as serving as a trouble-shooter and problem-solver in that capacity. A key part of this role is upholding safety, which is crucial to weapons trials and evaluation and underpins everything we plan and deliver.

What about your role is exciting, rewarding or interesting?

Delivering weapons trials and evaluation safely to the satisfaction of the customer is my focus. I find it very interesting and rewarding to engage with all the people who make that happen, as well as with the customers themselves.

How important to you is teamwork?

Teamwork is intrinsic to the successful delivery of trials, especially as we work with our nominated contractor QinetiQ.

Currently, the COVID-19 pandemic means that much of our work is delivered remotely with trust and teamwork being an essential part of this.

How are you helping embed change in your area?

The LTPA contract with QinetiQ has been running since 2003 and has recently undergone a stringent reinvigoration to deliver better value for money and to modernise the service. The new contract is firm price, captures all weapon system platforms, and enables us to invest appropriately as new test and evaluation needs evolved.

As Test and Evaluation trials have evolved, management information is more comprehensive and easier to monitor. As a result, my colleagues and I are now able to embrace a myriad of data points. These developments make the 'art of the possible' easier to identify and help drive forward improvements for the LTPA customers.

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

DE&S truly embraces diversity and inclusivity, and I'm really impressed that everyone is given the opportunity to shine regardless of creed, race, age or gender – which is exactly as it should be!

What do you most enjoy about your job?

I am privileged to work with a professional and proactive team. My boss Steve Attrill is nicknamed 'the Professor' – my colleagues and I are mere apprentices! Our daily Skype

sessions create the opportunity to deepen our understanding and learning. I also absolutely love being on the ground with the people who make the weapons trials happen, and have been lucky to visit some great MOD locations including St Kilda and the Hebrides, West Freugh, Eskmeals, Pendine and Shoeburyness.

What do you enjoy doing in your spare time?

I love running, yoga, horses, playing the piano and gardening. I managed to do 137 Parkruns and two half-marathons before the pandemic hit and am a member of my local running club.

What might surprise people about you?

I'm not sure that I could surprise anyone as I am pretty upfront about everything, but I do have a choir robe and sing in the local church choir when COVID-19 permits! My photo was also unwittingly in the News of the World after attending an Association of Tennis Professionals (ATP) event at Planet Hollywood in Richard Branson's party a few years ago – he crashed his car on the M40 on the way home and that made national news. Paula Geldof (later Hutchence) was at the party as was Elton John and Andre Agassi. Oh, and I was also labelled 'The Comeback Queen' after my lovely old horse and I won the novice dressage series at the local village championships. Village life is never dull!

DE&S Air Defence contract secures skilled jobs in Belfast

DE&S have placed a £98-million contract to maintain the British Army and Royal Marines' very Short-Range Air Defence (SHORAD) capability.



Image shows very Short-Range Air Defence (SHORAD) lightweight Multirole Missile system (Picture courtesy of Thales)

The SHORAD system, which entered service with the British Army and Royal Marines in 1997, is designed to intercept a wide range of air threats such as fast jets, attack helicopters and unmanned air systems.

The contract award secures 119 jobs at Thales UK's Belfast site, as well as more roles in the wider Northern Ireland supply chain and ensures the UK armed forces retain absolute confidence in the support and performance of this potent defensive capability until December 31, 2026.

Thales UK won the initial contract in 2018, helping to modernise and develop the missile systems as part of the Future Air Defence Availability Project (F-ADAPT). The latest announcement confirms a five-year extension.

The contract was secured by the SHORAD project team at DE&S and ensures this critical capability is maintained during peacetime

training but can also be rapidly deployed for operations well into the 2020s.

Through an innovative approach and collaborative working with industry, the DE&S team were able to identify multiple efficiencies and have saved circa 30 per cent on the expected value of the contract.

Barry Gibb, SHORAD in-service support group leader at DE&S, said: "For the team to secure continued industry support of this key air defence capability was a great achievement. The hard work and collaborative working ensures the long-standing partnership with Thales will continue to successfully deliver a key support arrangement to our armed forces."

Under the contract Thales UK will continue to ensure availability and provide support to the UK's High Velocity Missile (HVM) and new Lightweight Multirole Missile (LMM) Ground Based Air Defence systems, as well as

support to live firing training activities at the Royal Artillery Range out to 2026.

The SHORAD system has three platform variants: self-propelled, which allows up to eight missiles to be fired from a Stormer armoured vehicle, a lightweight multiple launcher mounted on a tripod, from which three can be fired and, finally, shoulder-launched (SL) for use by someone firing one projectile at a time.

John Cunningham, the Head of Weapons, Evaluation and Capability Assurance (WECA), said: "We are delighted with the award of this innovative contract between the UK MOD and Thales. It guarantees the British Army and Royal Marines can remain at high readiness to respond to crises around the world, enabled by working directly alongside defence industry partners maintaining the availability of these world-leading SHORAD capabilities. Such a significant investment

reinforces our confidence in these systems and demonstrates MOD support to Thales' ongoing export initiatives."

Alex Cresswell, CEO and Chairman of Thales UK, said: "This is fantastic news for both Thales in the UK and, in particular, our Belfast site. We are extremely proud of our strong relationship with both the British Army and the Royal Marines.

"This contract demonstrates the real value created by this type of support model between UK armed forces and industry; we look forward to continuing our long-standing partnership with the MoD, helping deliver good value for the taxpayer and retaining this key capability."

60 second spotlight

Danielle Starling

Job:
Internal Communications
Business Partner

Your route into DE&S?

I've worked in internal communications since university. My first job was working for a housing association in Sheffield. Then I moved to Essex where I worked at a university as an internal communications officer.

Then my husband and I relocated to the South West for his job and I worked at another university for a couple of years, also as an internal communications officer – handy when I needed a job! But I knew I needed more challenge and to move sectors, which is when I applied for the role at DE&S.

I love internal communications because of the impact good communication can have. I've always said that your company won't function if your people don't know what they're doing, so focus on them first, and everything else will follow.

Your claim to fame?

I don't really have one... In year five, I was part of a school team entered into a regional science competition. We were tied to win, and I answered the final question correctly so we took home the trophy and our picture was in the newspaper. The tiebreak question was to spell 'Chlorofluorocarbons', not the easiest word for a nine-year-old! Does that count?

Your advice to anyone?

If you're worried or anxious, ask yourself: does this worry serve me well? The answer isn't always yes.

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

I've taken up yoga which makes up for the increased time I spend on the Xbox! A group of us will

all be playing the same game while we're on a video chat and has been a great way of keeping in touch. I'm also trying out lots of different crafts. I'm a bit of a perfectionist so I've always struggled with trying out different things in case I get them wrong, but I've made a terrarium and am about to get started on some polymer clay earrings.

What are you most proud of?

Getting involved in my community. I signed up to volunteer with Girlguiding about two years ago and I'm now training to be a unit leader. It's so rewarding when they tell you they had a lovely holiday or that Brownies is the highlight of their week.

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

A supply of Coke zero – anyone who has sat next to me for the day knows that I shun tea and coffee in favour of a can or two! My husband so I've got someone to talk to, and a satphone to call for help.

What irritates you the most?

When people don't respect the subject expert. I've seen it so many times in my career, no matter where I've worked or who the expert is. Often those experts are the ones that can speed up the process and get better results in a shorter timeframe.

What is your favourite place in the world?

By the sea. I grew up ten minutes from the beach, so I find it quite comforting to be near the water.

What would surprise people about you?

I love a good board game! At last count we had 65 different games – handy at Christmas and during a pandemic.



— “ —
If you're worried or anxious, ask yourself: does this worry serve me well? The answer isn't always yes.

— ” —

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

Email
Louisa.Keefe101@mod.gov.uk

Land's End to John O'Groats in four months

DE&S Remotely Piloted Air Systems Flight Lieutenant John Andrews and his wife Sam Andrews have recently taken on the 874-mile Land's End to John O'Groats challenge in aid of SSAFA, the armed forces charity and the Forever Friends Appeal, to support the new Cancer Unit at The Royal United Hospital (RUH) Bath.

Sam works as a teaching assistant and since August 2016, has been battling stage four incurable breast cancer. Both SSAFA and the Cancer Unit at the hospital has provided invaluable support to the couple since Sam's diagnosis.

After taking part in a walking challenge with the pupils at Sam's school, the couple were inspired to take on their own walking challenge in aid of SSAFA and RUH.

John said: "We initially set out with the aim to complete the challenge in 12 months, but that seemed too easy, so we decided to try and complete the walk in just six months."

Beginning their challenge in late November 2020, the couple set out to walk the distance between Land's End and John O'Groats with a view to completing by the end of May 21.

Clocking up the miles around their local area, Sam and John soon decided to up the ante and challenged themselves to complete the 874-miles in just four months instead of the originally planned six.

Sam and John are now on the last leg of their virtual journey to John O'Groats - if you would like to support them, please visit: <https://uk.virginmoneygiving.com>



Charlie's Conqueror Challenge for NASS

Twenty-six-year-old Charlie Frayling is a government furnished equipment inventory manager in the air domain and is currently completing a year-long running challenge.

In 2018, Charlie was diagnosed with Axial Spondyloarthritis (AS) - a type of inflammatory arthritis with the main symptoms being back pain, joint stiffness and fatigue. This progressive form of inflammatory arthritis affects the spine, joints, tendons and ligaments.

Charlie said: "Before I was diagnosed I didn't have a great understanding of chronic conditions and how they can negatively affect almost every aspect of someone's life. Since then, I've come a long way in understanding these conditions and now appreciate the need for spreading awareness about them."

Becoming a first time Dad in September 2020, Charlie began to think differently about his diagnosis and his future as a father. It was this

that inspired him to take on the virtual conquer challenge. Hoping to inspire others and raise money for the National Axial Spondyloarthritis Society, Charlie will be completing over 900 miles by walking, swimming and running the virtual distance of the English Channel, Mount Everest and the Great Ocean Road to name but a few routes.

Although a testing challenge for Charlie with the symptoms he suffers from AS, Charlie wanted to support NASS' work in helping people who are battling AS in the UK.

You can follow Charlie's story @chronic_conqueror on Instagram to see how he gets on.

<https://www.gofundme.com/t/charlies-conqueror-challenge-for-nass>



Celebrating DE&S Scientists

DE&S scientists were recently celebrated through a series of events to inform and inspire the business as part of British Science Week 2021.

Over 400 people attended virtual events, live interviews and presentations that showcased DE&S scientists and engineers who shared their career journeys and future aspirations.

These volunteers highlighted the diversity of the DE&S science discipline and DE&S' vital contribution to the armed forces. Attendees learnt about DE&S' work with 'shipwreck science' that is conducted

at the depths of the ocean and how where the potential effects of military sonar on marine life is researched. Attendees also learnt about designing armed forces body armour, environmentally friendly explosives and the difference between 'the whoosh' and 'the bang' of rocket motors.

More events will be held throughout the year to shine a spotlight on our DE&S Scientists and if you would like to view the biographies of some of our DE&S scientists, they can be found on Facebook, Twitter and LinkedIn.



© British Science Week

Donations to Bristol Royal Hospital for Children

Project Professional Graduates Will Bennet and James McMurray have recently organised the donation of video games and games consoles to the Bristol Royal Hospital for Children (BRHC).

Both currently on Project Management placements at DE&S, the pair were determined to organise something that would benefit children in their local community.

Will said: "Being in hospital can be an extremely challenging and difficult time for anyone, especially children. In addition to the phenomenal support and care provided by hospital staff, escapism can play a huge role in getting through the experience."

With the release of the new generation consoles in November 2020, Will and James knew that many people would have old consoles and

games gathering dust. Rather than sell or throw away these consoles, the graduates encouraged others to donate their old consoles to provide that valuable escapism for the children at the BRHC.

Safely collecting donations from DE&S colleagues, Will and James have now donated an Xbox-one console, two PlayStation 4 consoles, a TV monitor and 20 games.

A Just Giving page for those that wanted to contribute but didn't have any games or consoles was also set up, now having raised nearly £500.

James, said: "We'd like to say a huge thank you to everyone who donated. The BRHC are thrilled. You have really made a difference!"



MOTTO the MOD Lottery November winners

£20,000	Christopher Johnson, Chicksands
£2,500	Mark Sims, RAF Wyton
£1,000	John Chadwick, Cyprus
£500	Jacqui Cameron, Digby
£250	Smudge Smith, Thetford
£100	John Taylor, Portsmouth
	Julie Macdonald, Corsham
	Richard Whittle, Plymouth
	Julie Jamison, St Mawgan
	Yvette Sydserff, Livingston
	Lee Maplesden, Wethersfield
	Kevin Marshall, Portsmouth
	Barbara Rookes, Catterick
	Nicola Rees, Bristol
	Wendy Jacobs, Halton
	Mandy Belgium, Corsham
	Claire Ruffley, Wyton
	Sarah Barbato, Blandford
	Elizabeth Keefe, Corsham
	Antony Barrett, Leconfield
	Marc Kenyon, Porton Down
	Patricia Payne, Bristol
	Joyce McCammon
	Sandra King, Arrochar
	Phineas Gale-Sides, Corsham

Case Study

Seren White, Aircrew Equipment - Engineering desk officer, gives her insight into some of the benefits of working for the organisation

Name:
Seren White

Job title:
Aircrew equipment - Engineering desk officer

How long have you worked for DE&S?
Just over two years.

Why did you choose to pursue a career in DE&S?
The Engineering graduate scheme was recommended to me by a friend. I had no idea what DE&S was at the time! I liked the idea of working in defence and I was sold when I found out that I'd get to live in Bristol.

What does your role entail?
About a month ago, I started as an engineering desk officer for a variety of aircrew equipment, including body armour, life preservers, clothing and boots. The wide equipment range supported by air commodities delivery team is what attracted me to the role, alongside the human factors aspect of aircrew equipment in particular.

What are the opportunities to develop and progress within your function?
The graduate scheme has been a brilliant way to kick-start my career in engineering. I completed four placements that were all in vastly different areas of engineering and defence; manufacturing, innovation, safety and certification. I loved each of these placements for different reasons and that's helped me determine what it is that motivates me in a job.

What do you most enjoy about your job?
I love that there is encouragement to get involved with STEM outreach. Making myself – a woman in

engineering – known to young people, holds so much value. It will help to dispel the belief that engineering is for boys and will make the engineers of the future a more diverse, thus more powerful, force.

What's your ambition?
This is a difficult question! I'm not sure what I want to do in the future, or where my career will lead. I do know that I want to work in, or perhaps lead, a team of diverse and motivated people, who are actively making things better in some way. As a short-term goal, I'd like to strive for Chartership.

What's your greatest achievement to date?
Last year, I formed a small team of young and enthusiastic engineers. Together, we created EDNA: The Engineering Development Network for Air. We organise monthly events targeted at Levels 1-3 air engineers, but everyone is welcome. We now have nearly 200 members! We aim to provide insight into the careers that are available at DE&S, host master-classes to develop key skills and provide a platform for networking. Please get in touch if you'd like to join! DESAir-DG-FnMgt-Eng-EDNA@mod.gov.uk

Why would you recommend DE&S to others as a great place to work?
DE&S looks after its employees and offers them not just a job, but a career. You will make a positive contribution to Defence and no two days will be the same!

What are the social benefits of working for DE&S?
The flexible working pattern is the best social benefit for me. It means that I can start a bit earlier in the day and get to the bouldering centre before the 5pm rush!



SIX GREAT REASONS TO WORK FOR DE&S



Bonuses & Recognition



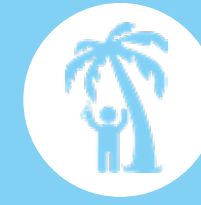
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Desider is the monthly corporate magazine for DE&S. It is aimed at readers across the wider MOD, armed forces and defence industry. It covers the work of people at DE&S and its partners, and other corporate news and information.



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