

# DESIDER

AN INSIDE LOOK INTO LIFE AT DEFENCE EQUIPMENT & SUPPORT



**A LEAP FORWARD FOR THE FUTURE OF DEFENCE**

Proudly delivering for the UK's Armed Forces

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# Foreword

BY SIR SIMON BOLLON



**This month's edition underpins the wide scope of business that we deliver for Defence: from anti-submarine warfare, to robot dogs, salvage divers and to our excellent apprentices.** This is a complex and challenging business, and we are working hard to maintain a relentless focus on delivery. Our breadth and experience are a virtue, but we must do better at learning from our collective experience and developing as an organisation. To this end, we will reflect on how we can improve on drawing best practice from both inside and outside of the Defence sector. We are determined to improve performance, while remaining focussed on delivering the required capability that is safe to operate and at the best value to the taxpayer.

Building a modernised Defence will enable the UK's Armed Forces to outpace our adversaries and retain their adaptive edge. As we look to the future, we strive to deliver at increasing pace through technology and innovation, as well as our people. Our military capabilities need to be integrated across multiple domains and make full use of new and emerging technologies and there are a number of articles in this edition that underpin this strategy.

By doing this, and by developing our unified approach with our Customers, we will be able to better exploit science and technology as we deliver cutting-edge capabilities – at pace – into the hands of our Armed Forces. We are putting a particular focus into working collaboratively with our customers and industrial partners to bridge the gaps between experimentation, exploitation and acquisition. We will focus on AI, autonomy and digitising the equipment capability lifecycle end-to-end. To stay ahead of adversaries and respond to new and emerging priorities, we need to increase the speed of technology exploitation, organisational agility and the pace of our processes.

We must be smarter at connecting digital experts and delivery teams to exploit new digital approaches and tools. Harnessing these digital advances presents a critical challenge that will continue to shape our businesses. Collaboration not only within DE&S and across our domains, but also with our partners both in the UK and internationally, will be key to the success of our evolving defence.

We need to continue to be challenging and innovative and not be afraid of

pushing back against current norms. We aspire to have a culture where we are confident to challenge, empower and delegate, and to accept that we might not always get things right the first time. This is key to continuous improvement and something we must embrace and champion at every level.

We take huge pride in our organisation – and, most importantly, our people. We can only deliver for Defence through our people, and they will be front and centre of our efforts bringing together their skills, diverse knowledge base and expertise and capability. Our achievements continue to be wide-ranging in scale and scope, delivered by a workforce who remain passionate about supporting the UK's armed forces. I have no doubt that DE&S will continue to rise to the challenges of an evolving defence landscape, seizing new opportunities and demonstrating our commitment to equipping and supporting our armed forces.

SENIOR LEADER COMMENT

# Vice Admiral Sir Chris Gardner KBE

Vice Admiral Sir Chris Gardner KBE, DE&S Director General Ships, speaks to Desider about creating an inclusive workplace

**As the DE&S Diversity and Inclusion Champion, I wish to see an inclusive workplace that promotes and values diversity in every aspect of our business. To succeed and remain able to respond for the future we must have an environment that can attract, recruit and retain a talented workforce into an organisation where all our people are valued. If we achieve this, then the skills and diversity of thought and action that is brought to the workplace adds value and empowers individuals to reach their potential while better equipping DE&S to provide the best possible level of equipment provision and support to its customers.**

Inclusion in the workplace, and what it means for our people, is incredibly important if we are to be fit for purpose and deal with the complexity and pace that the future will bring and must be matched by our ability to perform and respond. Diversity of people can be measured by metrics, but inclusion is more subtle; it is about culture, behaviours and perceptions and embracing a broad range of views and perspectives. I have written on this subject before in our internal messages and online communications. This takes commitment from everyone in the organisation. While leadership from the top is important, noting the shadow we cast, it also takes all of us to deliver. It needs active participation so we can create a workplace where people can genuinely be themselves; respected, supported and valued as individuals. And when people feel safe in their workplace, they can then

concentrate on delivering to the highest standard. It can also become a virtuous circle that enhances the reputation of the DE&S, enabling recruitment.

If we can grasp that nettle, we can unlock the true potential of this organisation. To do that we all need to commit to listen, to understand and to respond. I believe we are making strides in the right direction and the work the D&I team are doing is creating a great foundation on which to build. But to get this right means we need to move beyond process, policies and procedures to address culture; a word that crops up now in every key discussion and is prominent in the feedback from the last People's Survey. It is not just a HR issue but one that we all need to contribute to no matter where you sit in the organisation. We need to accept we

still have a lot of work to do, hold a mirror up to ourselves, recognise we won't always get it right first time but always learn so we can truly create a collaborative, transparent, culturally agile workplace and fully embrace the diversity of the teams.

This will not be an overnight journey, but like many of our most complex programmes, will span years. If we are going to deliver the capability the Armed Forces need in the long term, out to 2060, we need to set the trajectory for our workforce now to enable this and meet the aspirations of the generations that will follow behind us. It is no surprise that other Companies are actively putting values, behaviour and culture at the forefront of their workforce planning alongside investment in skills and training; put simply it drives performance.

To thrive we need diversity of thought, perspectives and experience coming into the organisation, while challenging and overcoming cultural biases and norms



SENIOR LEADER COMMENT

## FEATURE

## STEM education

Angela Owen, founder of Women in Defence UK and Mark Robinson, MOD Defence Engineering Champion, speaks to Desider about the importance of STEM education to improve and innovate the defence community



“Defence employs over 55,000 engineers and technicians, which is more than any other government department and more than most UK engineering companies,” says Mark.

“However, the UK has an annual shortfall of between forty and sixty thousand engineers, so it is essential that Defence maintains a focus on STEM education to improve, influence and innovate the future of Defence Science and Engineering.”

Angela sees STEM education as everybody’s responsibility and said: “I really believe that, especially for an organization like DE&S where so many people are engineers or program managers, or have a STEM background, it is down to every single individual that works there to make sure that their children and particularly their daughters are equipped to operate and thrive in a world that is so technology driven.

She continued: “Be careful of stereotyping. Please do buy a pretty dress for your five year daughter or granddaughter, as a birthday or Christmas present, but buy her a toy tool kit, or when she’s a bit older, a chemistry kit, and show her how to use the screwdriver or toy drill.

Focusing on early engagement, Mark said: “Primary aged children can only aspire to become what they can see, and often they have a very limited world view. They often want to do what their parents do, if they know what that is, or they want to become teachers or Social Media stars; they don’t know that any other careers exist. So, the first challenge is to widen their horizons and show them what exciting and worthwhile STEM careers exist.

“The next challenge is to give them confidence around maths and numbers. Maths is essential to all STEM roles and is often a very earlier barrier to young children, who think that they ‘cannot do maths.’ Numbers are the fundamental language of the universe and they should be fun, not scary. We also need to enthuse young people with greater STEM ‘capital,’ creating many different interactions with STEM subjects and instilling in them a passion for solving STEM problems.”

Angela adds: “For me, if we want to attract more women into STEM in defence, there’s more we can do. We have brilliant female role models already working in STEM in defence, and I feel we can make more of them and really showcase what they do, and the huge variety of engineering and technologic roles open in the defence environment. We need to get to the point where little girls (and boys) who are asked to draw an engineer don’t just draw a man. But back to closer to home, if your daughter’s bike needs to be fixed, don’t do it for her, help her fix it, because once she understands how things work, levers, force, gearing and so on, and so on, she’s got to be interested. If you just do it for her, you’re doing her a disservice. Give her a spanner. Explain it to her. Help her. If she fixes it herself with your help, you’re equipping her to cope as an adult, and who knows, you might just spark a life-long interest in STEM.”

“It is important to note that STEM outreach it is not about Defence recruitment,” notes Mark. “But we are committed to growing and inspiring the next generation of STEM professionals so that the whole of the UK engineering sector can continue to be world leading. If we are able to educate young people about Defence STEM Careers, then this may open the door for them to eventually follow interesting and rewarding careers in Defence.

“There are around 5.5 million engineers and technicians in the UK and Defence employs about 1% of them. However, research conducted by the Defence Head of Profession (Engineering) Shadow Board has revealed that Generation Z are motivated by a career that will make a positive difference to the world and give them an adventure, while meeting their ethical, environmental and sustainability concerns. We know that Gen Z admire scientists and engineers and believe that careers in technology will be important for the future. So, in order to attract a younger generation, it is important to use the right language and emphasise Defence’s success in improving sustainability, ethics, diversity and inclusion. As well



as promoting the new Defence STEM Undergraduate Sponsorship Scheme (DSUS), coordinated by the Defence Academy, that will also be instrumental as one of the most generous schemes in the UK and will secure the best STEM professional for Defence.

Mark concludes, “Defence is evolving at pace. For example, the RAF’s introduction of both Space Command and Cyber Space Profession. But in essence DE&S’ role is to remain customer focused and to deliver timely, high-quality, cutting-edge technologies to enable UK Armed Forces to continue to be a world leading force for good. To do this, it’s important that we attract, recruit and develop the best scientist and engineers coming out of the education system.”

FEATURE

# A SPOTLIGHT ON DE&S APPRENTICES

DE&S will be expanding its offer to potential apprentices as it continues to train, develop and retain a talented workforce for the future



## Freya Hewlett-Walker

**Project Professional Apprentice**

Freya enjoyed an action-packed and varied Project Professional Apprenticeship before recently becoming a Level 1 risk manager in DE&S' Naval Ships Support.

The 21-year-old said: "It's probably the best thing I ever did."

"What I most enjoyed about my apprenticeship was being able to experience different areas. I've got training in scheduling and risk management now, as well as having my Level 4 qualification in project management.

"DE&S is always encouraging extracurricular activities and at the beginning of my apprenticeship I was also able to go and see the HMS Queen Elizabeth aircraft carrier, which was amazing."

Freya has also enjoyed the benefits of working for DE&S, including the flexible working system.

She added: "Flexible working hours works great with my life because I'm an aunty and I like to help out with my niece and nephew."

The highlight of her two-year apprenticeship was meeting the Prime Minister during a visit to Rolls Royce in Patchway near Bristol.

"That was probably my proudest moment," she said. "I also got to meet education ministers and it was really enjoyable to explain what we do. I think during day-to-day life and working you forget how important your job is."



## Stefan Mills

**Digital Technology Degree Apprentice**

Stefan's apprenticeship combines his love of numbers and problem solving.

The 18-year-old is one of the first cohort of Digital Technology Degree Apprentices at DE&S, which involves both cyber security and software engineering.

Stefan said: "I chose the apprenticeship route because I felt like I wanted the opportunity to work and learn at the same time. I've always been attracted to computers and numbers."

Come the end of the four-year scheme he will receive a BSc Hons degree in Digital and Technology Solutions as well as having the chance to start a full-time Level 2 post at DE&S.

"This is the first year DE&S has run my specific scheme," he said. "In that sense it's quite exciting because I feel like we're the pioneers of the scheme. We're kind of setting the standard."

"At DE&S you will get the best treatment, you are looked after and supported. You can take a lot of satisfaction in the work you do because you're responsible for the defence of the country, working for the people."

Last autumn, DE&S welcomed the first cohort of Digital Technology Degree Apprentices, combining cyber security and software engineering. Later this year, it aims to launch its new IMIT Apprenticeships, including specialisms focusing on cyber, data analysis and software development.

All of these opportunities are in addition to the existing Engineering, Finance and Accounting, Project Professional and Corporate Services Group schemes which see men and women from all backgrounds work towards qualifications up to degree level while earning a wage and gaining invaluable on-the-job experience. Here, Desider talks to some of DE&S' apprentices

## Juliet Wood

**Engineering Degree Apprentice**

The benefits of working for DE&S have allowed Juliet to make the most of her hobbies outside of her Engineering Degree Apprenticeship.

Specialising in aerospace, the 20-year-old is enjoying a placement with the UK Military Aviation Authority, certifying new aircraft.

"As a young child I was a science and space nerd, anything to do with NASA was amazing," Juliet said. "So, when it came to choosing a degree option, it was going to be something aerospace themed."

Juliet has made great use of the six days' paid special leave DE&S employees can use every year for activities such as volunteering or charity work.

"In my spare time I do a lot of girl guiding, so I get six days to go and take the girls away on a guide camp," she explained. "This year, we're taking them to the Royal Air Tattoo at RAF Fairford, so for me it's quite special to show the girls what I do for my job."

"What I enjoy most about being a DE&S apprentice is the variety and the amount of constant learning that's involved."

"My proudest moment so far has been when I got to go out to Kiev in Ukraine to audit an airline called an Antonov."



## Christina Jasper

**Engineering Advanced Apprentice**

An apprenticeship has given Christina plenty of opportunities over and above her day-to-day role at DE&S.

The third-year Engineering Advanced Apprentice specialises in electrical engineering as part of the Wildcat helicopter delivery team in Yeovil.

She is also the scheme's representative, co-chair of the Learner Voice Forum and has even attended All-Party Parliamentary Groups with CEO Sir Simon Bollom.

The 19-year-old, said: "At DE&S I like that you have the ability to work on multiple projects, you're applying the skills you learn through the placements and through the NVQ, and you're producing an output as well as developing yourself."

"You work with military and civilian staff so there are so many opportunities to learn from people with experience."

"It felt great to see Wildcat as part of Carrier Strike Group 21 last year and it's also great as an apprentice to be working on such important equipment, knowing you are contributing to the armed forces directly."

Christina relished the chance to put her passion for robotics to the test early in her apprenticeship.

She added: "My proudest moment as an apprentice was in my first year, when I was in college full-time, I designed and 3D modelled an explosives ordnance disposal robot. I'm still proud of that to this day."



## NEWS

# DE&S delivers final Poseidon aircraft to RAF Lossiemouth

The ninth and final Poseidon aircraft – ZP809 – has been delivered to RAF Lossiemouth in Scotland

**Specialising in anti-submarine warfare and procured by DE&S through a Foreign Military Sale with the US, the Poseidon is the RAF's multi-role maritime patrol aircraft.**

Working alongside the Royal Navy and close maritime allies the fleet locate, identify and track potentially hostile submarines operating around UK waters.

Michelle Sanders led DE&S' original Poseidon P-8A delivery team, which was set up in 2014 to reinstate the UK defence Maritime Patrol capability lost when Nimrod went out of service in 2010.

In the Autumn of 2019, in US NAS Jacksonville, Florida, she had the honour of accepting the first Boeing-built Poseidon on behalf of the UK MoD.

"US Navy was delivering the aircraft so it was flown by a US crew, but we were really fortunate enough to fly from Seattle in that very first aircraft and then deliver it down to Jacksonville," she recalled.

The runway at Lossiemouth had to be upgraded before the fleet could move to their permanent home, so the first couple of aircraft were initially based at Kinloss Army barracks, also in Scotland.

Looking back at the arrival of the first of the fleet on October 13, 2020, Michelle said: "We were all so proud, it was amazing. It makes me quite emotional, actually."

DE&S provides all the acquisition and supporting services for the Poseidon fleet that the RAF front-line does not provide for itself.

It also procured the £100-million strategic facility at Lossiemouth now known as The Atlantic Building, delivered two operational flight trainers and negotiated the long-term training and support contract with Boeing Defence UK, worth more than £230-million and creating more than 150 UK jobs.

Malcolm French, current DE&S Poseidon P-8A team leader, said: "The supporting services include a range of specialist engineering and logistic services, such as scheduled maintenance, spares, technical advice and capability upgrades.

"DE&S also provides the airworthiness and safety certification of the Poseidon as a UK military-registered aircraft."

He and his team are immensely proud to have played a role in restoring an important defence capability.

Malcolm added: "For me, the delivery of the ninth aircraft represents the near culmination of a highly successful military capability acquisition project delivered on time in challenging timescales.

"I say 'near culmination' because the aircraft themselves are but a component of a multi-component capability. This includes flight simulators for pilots and mission crews and maintenance trainers for technicians.

"As a representation of success, the ninth aircraft makes me feel very proud. My enduring hope is that we can live up to the expectations created by this superb programme that will play a key role in keeping the UK safe in uncertain times."

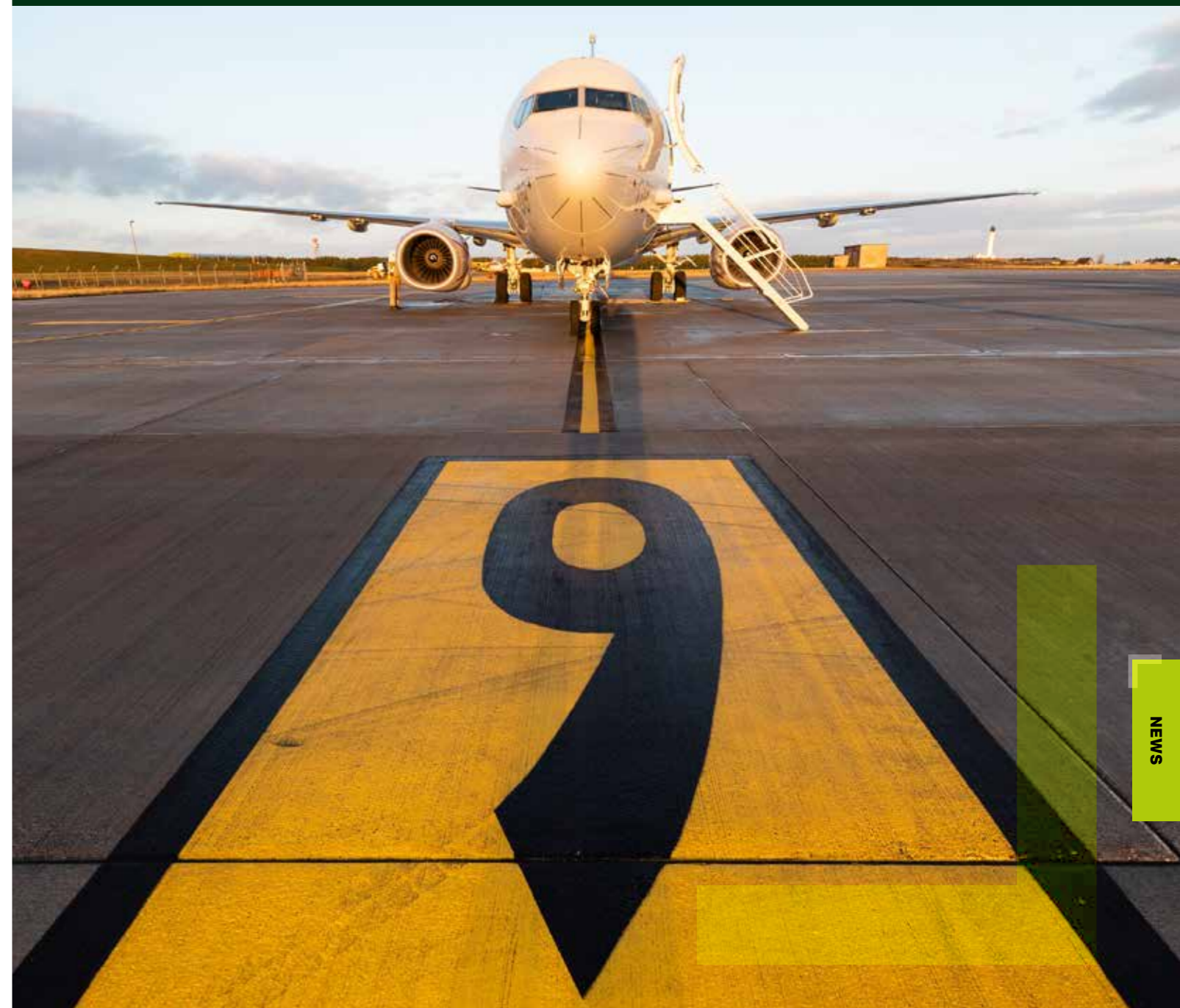
Michelle, now head of remotely piloted air systems (RPAS), added: "It's been the culmination of five, six years of really hard work and to see that ninth aircraft being delivered on time is proof of that."

DE&S worked closely with industry and the front-line command to continue to deliver during the COVID-19 pandemic.

"Three key things have allowed us to keep deliveries on track and to sustain growing military operations," Malcolm added. "The unbending commitment of my team and their counterparts in the front line, US Government and industry.

"The strong relationships that already existed before the pandemic and so allowed the people to work effectively even when restrictions prevented the usual critical personal contact.

"The enabling IT systems that were already in place allowed so many of our day-to-day activities to progress almost normally. The effect has been an almost seamless continuation of the programme."



For me, the delivery of the ninth aircraft represents the near culmination of a highly successful military capability acquisition project delivered on time in challenging timescales



NEWS

# Investigating autonomous solutions



**Three companies have won contracts worth £3 million each to accelerate autonomous capability that could be used to safely deliver mission-critical supplies to troops engaged in combat territory known as the 'last mile'.**

The British Army tasked the Future Capability Group (FCG) at DE&S, with investigating potential solutions for autonomous 'Last mile supply' - the delivery of combat supplies crucial to operational success in combat zones.

This work followed a successful first stage investigation by the Defence and Security Accelerator (DASA) and Defence Science and Technology Laboratory (Dstl).

The FCG was set up by DE&S to pull through technology at pace and accelerate acquisition at value for money to ensure the UK Armed Forces are provided with the equipment needed to counter ever evolving threats.

Under Project Theseus, it is hoped the use of self-driving air or ground platforms to deliver supplies, including ammunition, clothes, food and fuel, will reduce the need for personnel to risk their life by entering into what are typically hostile environments.

As well as vehicles, FCG see the essential inclusion of dynamic autonomous processing, ordering and delivering fuels, foodstuff and other stores so that troops have the 'ease of an Amazon style delivery service' where they need it most.

Under a potentially ground-breaking commercial model, FCG were able to use a novel process to rigorously evaluate autonomous capabilities from

more than 50 primes and SMEs before awarding three contracts totalling £9 million pounds to:

- Horiba Mira (UK)
- Marlborough Comms Ltd (UK)
- Rafael (Israel)

The contracts will help the companies accelerate the development of their systems to try and meet further challenges set by FCG and the British Army.

James Gavin, Head FCG at DE&S, said: "Our team used a dynamic commercial approach to stimulate industry and draw in over 50 companies who have key technologies in this area. They then worked with pace and agility to identify three suppliers offering potential solutions from a vast amount of industry specialists."

"This project is also a success for the MOD innovation ecosystem. Dstl and DASA stimulated the market and proved the first stages of this project, with Army HQ asking DE&S to explore and accelerate this promising capability area towards exploitation."

Major Matt McGarvey-Miles, SO2C Robotic and Autonomous Systems, Future Force Development added:

"Robotic and Autonomous System capabilities will play an increasing role in delivering deployed sustainment in the near-future; doing so will increase combat power through increasing mass and tempo of resupply, as well as reducing risk-to-life for our people, leading to an increased probability of mission success."

# Efficiency savings are everywhere...

## Who's helping you find them?

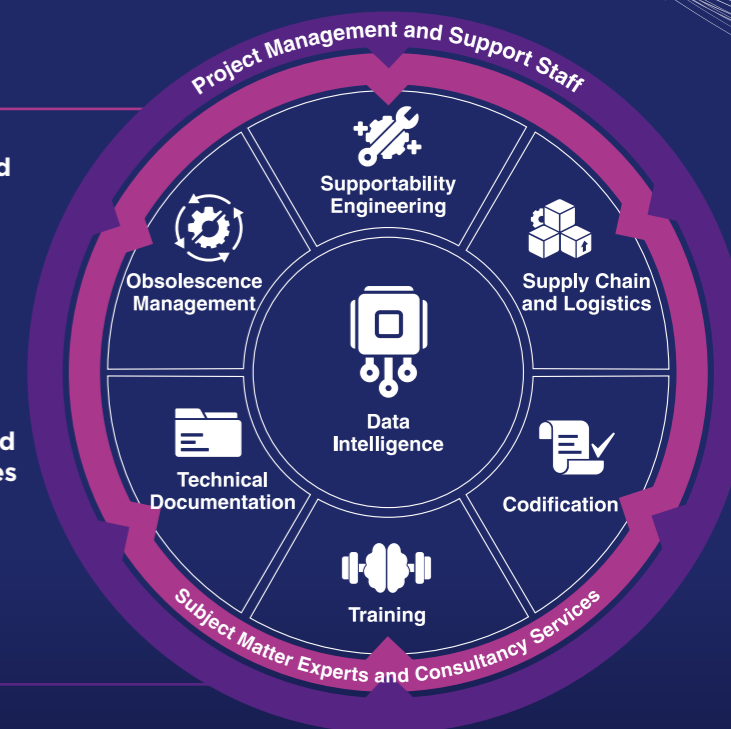


## AllanWebb

With over 60 years' experience of working collaboratively with our clients, Allan Webb has helped extract significant efficiency benefits in both time and resources. From data mining and analysis of Bills of Materials and technical documentation, to managing obsolescence across multiple platforms, Allan Webb's software tools and people assist with asset performance and supply chain resilience.

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NEWS

# British Army flying new elite attack helicopters



## DE&S has secured a long-term training and support solution for the new fleet of Apache helicopters

**More than a dozen AH-64E Apaches – one of the most advanced attack helicopters anywhere in the world – are undergoing test flights with the British Army.**

Wattisham Flying Station took delivery of 14 of the aircraft in recent months, with 36 more due to arrive by summer 2024.

A 20-year agreement has been signed with Boeing Defence UK to maintain and support the new fleet.

With £287-million confirmed for the first period of the contract, in place until July 2025, the agreement will create more than 200 jobs in the UK, including 165 for the Army Aviation Centre at Middle Wallop in Hampshire and 45 at Wattisham Flying Station in Suffolk.

The Long-Term Training and Support Service (LTTSS) will progressively take over from the initial support and conversion training provided by the US Government under Foreign Military Sale interim arrangements.

It will cover aircraft design organisation services, maintenance, logistics support, plus pilot, maintainer and groundcrew training.

Director Helicopters Keith Bethell, said: "Ensuring the new Apache AH-64E fleet is airworthy and ready to serve the British Army is essential, which is why we were delighted to negotiate a long-term training and support service with Boeing Defence UK as part of our Rotary Wing Enterprise involving the services, DE&S and industry.

"Not only will it keep the Apache's in the best possible condition for deployment, it will provide expert training for pilots and ground crew while creating long-term, sustainable jobs for industry."

Test flights are underway at Wattisham, with initial operating capability anticipated early next year.

The Apache's have improved sensors and lethality, upgraded weapons systems and heightened communications compared to their predecessors, the Mk1s.

They boast a top speed of 300kmh (186 mph). They can detect 256 potential targets at once, prioritising the most urgent threats within seconds, up to a range of 16km (10 miles) away.

DE&S Apache delivery team leader, Col Craig Sweeting, said: "Seeing the Apache flying today is absolutely incredible. It's been a really long road for the team actually, so to see all that coming to fruition by both having the aircraft flying, and knowing that that long-term training and support contract is now in place we can focus now on really delivering what the customer, the Army, needs."

Minister for Defence Procurement, Jeremy Quin, said: "There can be no doubt these impressive Apache helicopters will help the Army sustain its battle-winning capabilities in future operations.

"In addition to its vital defence purpose, this cutting-edge technology will create and support hundreds of UK jobs."

The Army has been using the world-leading Apache capability since 2005, with the attack helicopters used in Iraq, Afghanistan and Libya.

This programme reinforces the ambition laid out in the Defence Command Paper and recent Future Soldier announcement to transform the Army into a more agile, integrated, expeditionary force, showing the Army's investment in battle-winning technology.

The Deputy Chief of the General Staff, Lieutenant General Sir Chris Tickell KBE, said: "I am delighted at the introduction of the AH-64E into British Army service, signifying our commitment to investing in the right equipment for our people to compete and win against the threats facing the UK."

NEWS

NEWS



NEWS

# News in Brief

## HMS Spey Delivers Crucial Aid to Tonga

**A Royal Navy warship supported by the DE&S Naval Ships Support team played a crucial role in delivering supplies to disaster-hit Tonga.**

HMS Spey, one of the five Batch 2 River-class Offshore Patrol Vessels (OPVs) supported by the DE&S Hydrographic and Patrol (H&P) delivery team, joined the international response to help islanders recovering from a devastating tsunami caused by a rare underwater volcanic eruption.

Sailors, working alongside colleagues from Australia and New Zealand, supplied islanders with much-needed water and medical equipment to help people affected across the 170 islands which form Tonga.

When HMS Spey arrived in the Tongan capital Nuku'alofa on the island of Tongatapu, her 50 crew began offloading 30,000 litres of bottled water, medical supplies and sanitation and baby care products.

Neil Dando, the DE&S H&P team leader and platform authority, said: "My team ensures that the River-Class remain materially available and safe to operate for close to 320 days a year, providing Marine Engineering and Naval Architecture advice, to the Royal Navy sailors on board, so that they have everything they need to keep these ships on operations."

"HMS Spey had just completed her December maintenance period in Hawaii overseen by her Technical Superintendent, Nigel Redman, so its fantastic for all staff to see the results of their work and to know we're making a difference to people's lives."



Cdre Steve McCarthy, head of Naval Ships Support, said: "The Offshore Patrol Vessels are an essential component of the Royal Navy's contribution to Global Britain."

"Their versatility and utility has been proven time and again through their work in support of humanitarian and disaster relief operations, regional engagement and counter-narcotics. Their enduring forward deployment has required innovative support and is a vital pathfinder for the future of Royal Navy forward presence."

"We will continue to work closely with the Royal Navy and our suppliers to ensure our sailors get the engineering and logistics support to successfully fulfil operations wherever they are needed in defence of the UK and its interests."

## Robot dogs

**The DE&S Future Capability Group are looking at the introduction of Robots into the Army in particular to support the "last mile" before the front line. This is part of a bigger project - Project Theseus, read more on page 12 - which is intended to transform the army into a more modern fighting force.**

Project THESEUS, a two-year Defence Transformation Fund project, is also exploiting the innovation, findings and technology demonstrator investigations delivered by the Dstl Autonomous Last Mile Re-Supply (ALMRS) project.

Under Theseus, the British Army are exploring using robotic dogs to support troops in dangerous and complex urban environments and the DE&S FCG team are exploring how they can make the Robot Dogs available to others in DE&S as well as the wider MOD in due course.

The platforms would be used to navigate rough terrain, find objects, help deliver supplies in war zones and investigate bombs, significantly reducing the risk to personnel.



# IT<sup>2</sup>EC

REGISTER AT [ITEC.CO.UK](https://itec.co.uk)

26-28 April 2022  
ExCeL, London



## Advancing training through technology

What are the latest advances and challenges in military training and simulation technology? Find out from real-life specialists at the IT<sup>2</sup>EC 2022 conference and exhibition on 26-28 April in London. View the full agenda at [itec.co.uk/2022-agenda](https://itec.co.uk/2022-agenda)

### TAKE A LOOK AT SOME OF OUR SESSION HIGHLIGHTS:



**OMG Data Distribution Service; a secure, scalable and high-performance future for MS&T communications**

Sonia von der Lippe, US Air Force Agency for Modeling and Simulation



**Simulator-based military training and education**

Lt. Col. Antti Pyykönen, The Finnish Defence Forces



**Immersive VR for firefighter skills training**

Cecilia Hammar Wijkmark, Western Norway University of Applied Sciences



**Utilising VR and AR in NATO Systems Training**

Sebastiaan Tampinongkol, NATO Communications and Information Agency

For sponsorship and exhibition enquires contact James Condley, Event Manager

James.Condley@clarionevents.com

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## NEWS

# DE&S awards diving equipment contract to Lancashire-based company

A £23M contract awarded to west-Lancashire based Northern Diver International to provide vital diving equipment to the UK Armed Forces

Primarily delivering equipment to the Royal Navy and Army, the five-year contract enhances the UK's diving capability by supplying diver's apparel, specialist equipment and voice communication systems that can be used up to a depth of 30m underwater.

The contract will provide scuba sets, wet and dry dive suits, torches, knives, watches, floats and lines used by divers to conduct their role safely while deployed overseas or UK Homeland tasking.

Head Military Diving Capability Cell (MDCC), Captain Peter Laughton MBE Royal Navy, said: "This contract is excellent news for Defence and will ensure we continue to safely and effectively deliver our world-class military diving capability."

Multiple requirements will be consolidated under one contract with a

two-year extension option. Northern Diver International will manage the reliability, safety, and availability of the equipment as well as leading equipment training and maintaining underwater tools.

Commenting on the award, Northern Diver Managing Director Melanie Simm, said: "Northern Diver have invested heavily in R&D (Research & Development), staff training and infrastructure over the last three years in preparation for such an opportunity. We are pleased to have won the contract and very proud to supply the Royal Navy and we look forward building on our partnership further going forward."

The contract provides a single source for Air Diving equipment and Diving Dress and Ancillaries that simplifies support to the UK Armed Forces. With the contract reviewing the reliability of the equipment

alongside defect reporting it will be able to suggest equipment changes that will ultimately improve the equipment covered as well as looking at more cost-effective ways of managing it. The contract has supported engineering, technician, project management, Financial, Supply Chain Management and Admin jobs.

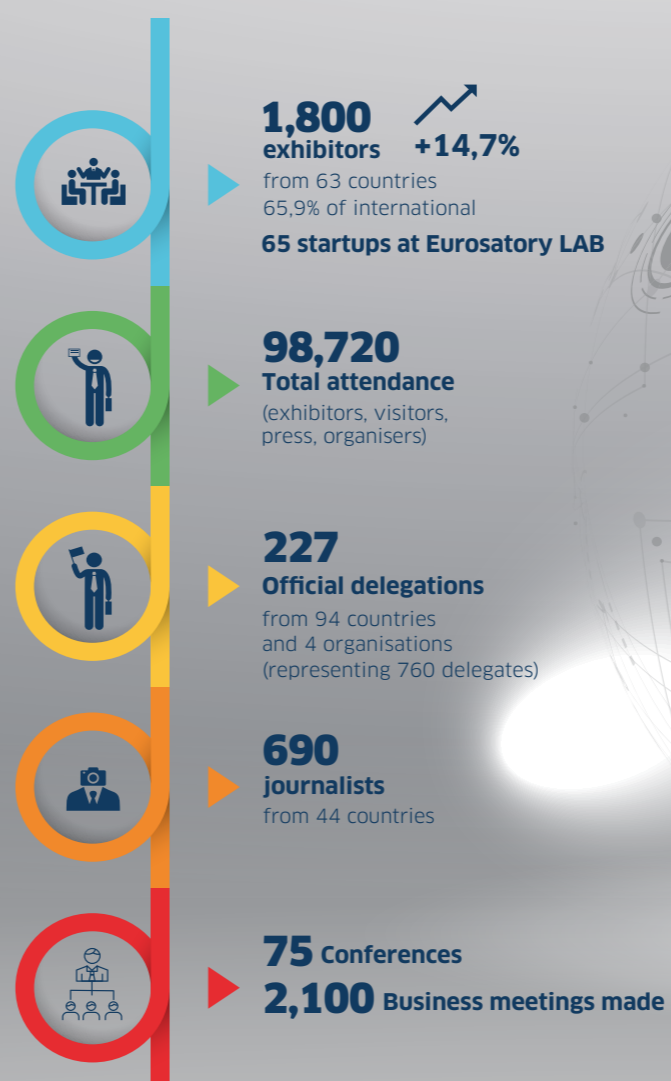
Andy Liddell, DE&S Salvage and Marine Operations Head, said: "I'm extremely proud of the collaborative way we work with our partners and clients. This contract supports British industry and manufacturing and delivers significant capability enhancements for the Royal Navy end users."

2022

# EUROSATORY

## 13-17 JUNE 2022 / PARIS

### THE DEFENCE & SECURITY GLOBAL EVENT



2018 key figures

NEWS

# News in Brief

## Ex-RAF aircraft to join aviation museums

A pair of transport aircraft used by the Royal Air Force since 1986 are to be preserved at aviation museums for future generations to enjoy. The two BAe146 Mk2 aircraft will become the latest exhibits at the British Airliner Collection at Duxford, Cambridgeshire, and the South Wales Aviation Museum at St Athan in South Glamorgan.

Operating from RAF Northolt by Number 32 (The Royal) Squadron, the BAe146 aircraft became a familiar sight in their role transporting senior government ministers, MOD personnel and occasionally members of the Royal Family. The 146's defensive aids suite enabled it to safely transport military commanders, personnel and smaller freight items in high-risk environments overseas.

Air Vice-Marshal Suraya Marshall, said: "The BAe146 aircraft have served the UK proudly over many decades, including during numerous operations including Iraq and Afghanistan. After four decades of service, the aircraft have now reached the end of their service lives and I am delighted that the 146s are going to good homes and joining the collections of two fantastic aviation museums."

The disposal of the BAe146 fleet has been managed by DE&S. Richard Murray, DE&S Director Air Support, said: "DE&S has proudly supported the BAe146s over the years and,



through our Defence Equipment Sales Authority, we have assured the heritage of these highly regarded aircraft."

In addition, the RAF's two BAe146 Mk3 aircraft which entered service in 2013 are also being taken out of service and have been bought by a civilian operator. Each of the four aircraft will be delivered to their respective owners over the coming weeks.

## Director Hels launches sustainable aviation fuel

Keith Bethel, Director Helicopters from DE&S recently launched the first test of sustainable aviation fuel (SAF) used by Safran Helicopter Engines. The Fareham facility in the UK has started using SAF on a permanent basis. It is the first Safran Helicopter Engines site outside France to use SAF in its engine test cells and now a leading aerospace site worldwide in this field.

Launching the first test on an RTM322 engine from one of the Royal Navy's Merlin helicopters, Keith, said: "DE&S is fully committed to playing our part in achieving net zero carbon emissions and environmental sustainability by 2050. We are delighted to be working with our industry partners, actively contributing to the decarbonisation of aviation. This test by Safran is a great example of

the initiatives being taken to achieve environmentally sustainable aviation."

Safran Helicopter Engines has set itself the goal of reducing carbon emissions at all its sites worldwide by incorporating this type of fuel on all its test benches. Since last June, the manufacturer has been using SAF at all its sites in France, initially at a level of 10% of total aviation fuel usage, with a target of 50% by 2025.

By 2050, and as part of the UK-wide Climate Change Strategy, DE&S and the wider defence community aims to: adapt, fight and win in ever more hostile and unforgiving physical environments contribute to the UK's net zero by 2050 target by reducing emissions and scaling up the transition to renewables act and be recognised as a global leader both in responding to the emerging geopolitical and conflict-related threats being exacerbated by climate change and is addressing carbon emissions.

The DE&S environment strategy outlines how DE&S will reduce its environmental footprint, adapt to climate change, safeguard the environment, and achieve financial and efficiency savings. Our environmental strategy can be found on the DE&S website.



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## PEOPLE

## Ceri Whitelegg

**Job title**

Recruitment Marketing Specialist

**What does your role involve?**

At DE&S, our role is to equip, support and protect our armed forces. To achieve this, we need a wide range of talented and diverse individuals to make us a stronger and more innovative organisation. My job is to look at candidate attraction, exploring how we can best promote the organisation to prospective candidates, increasing brand awareness and interest in order to recruit and hire those individuals.

**What do you most enjoy about your job?**

I love the variety of projects I can get involved with outside of my day to day role. Also, my team; everyone is really open, friendly and welcoming. There isn't anyone I couldn't pick up the phone to and ask for help or advice, regardless of their role or level of seniority.

**What is your greatest accomplishment (in your role) to date?**

Establishing a partnership with the National Autistic Society (NAS) and launching our first Autism at Work programme. Neurodiverse candidates can experience huge barriers into employment due to certain recruitment processes. According to the Office for National Statistics (ONS), only 22% of autistic adults are in any kind of employment. The aim of this programme was to amend our processes to try and remove these barriers. We tailored our job advert to ensure it was autism-friendly, created information and interview packs, and a video tour to give candidates an accurate representation of what it is like to work on site. We also amended our interview process to include a practical assessment that was tailored to the vacancy, which candidates could complete prior to the interview. NAS advertised our role, conducted the CV review and passed us the CVs of the candidates they felt matched our essential criteria and would be a great fit for the role. The programme was a great success and we were able to offer a role to two candidates.

**What keeps you energised about working at DE&S?**

Knowing that my job has a positive impact in helping to recruit the best talent for our roles, and being able to work on programmes that help make it possible for people who may experience barriers into employment, be successfully offered a role.

**Who or what has shaped who you are?**

My parents have guided, supported and provided me with ample opportunities throughout my life, which has shaped who I am today. They taught me not to expect anything to be handed to you on a plate; if you want something, you have to use your drive and determination to go and get it.

**What do you enjoy doing in your spare time?**

I have never been someone who likes to sit still so I enjoy anything that gets me out of the house and exploring new places.

**What might surprise people about you?**

I have a degree in Oceanography despite being someone who suffers from seasickness!

**What's the best advice you've ever been given?**

To 'eat your frog'. Essentially if there is a job you don't want to do, do it first thing in the morning so that you can enjoy the rest of your day!



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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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