

# DESIDER

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# START Talking



A lot has changed in the short period of time since I joined DE&S; we have a new Prime Minister and, following the sad news of Her Majesty Queen Elizabeth II's passing, a new King, His Majesty King Charles III. Like many of you, I was emotionally impacted in a way I might not have expected by the passing of Her Majesty, but I was also deeply proud of the Armed Forces' role in the state funeral. My enormous thanks and respect to all those at DE&S who were quietly involved behind the scenes.

Elsewhere, Russia's illegal invasion of Ukraine continues, catastrophic rain has caused extreme flooding in Pakistan and there's huge concern over the rapid increase in the cost of living at home.

If anything, the events of the past month illustrate that global change and uncertainty are ever present. As a vital enabler, part of Team Defence UK, what we do in DE&S is profoundly important. We must be agile and able to adapt, in order to respond to these challenging times. Our fundamental mission is to keep our nation safe against aggressors, maintain democracy and our way of life. There are few things that can be more significant.

But the global threats that we face today and tomorrow mean that we need to be even better. We are therefore taking the opportunity to refresh our organisation's strategy to take into account some of the changes we've seen in light of Russia's invasion of Ukraine and other evolving geopolitical threats.

Last month I said that my initial priority was to listen, to understand what currently works well at DE&S and where we can improve as an organisation. As well as meeting many of our people in Abbey Wood, I have also taken the opportunity to get out and about to some of our key sites. This has included visits to the vehicle storage and distribution centre at Ashchurch, the Defence Fulfilment Centre at Donington and the Kineton Munitions Depot, which supplemented my visit to Portsmouth and HMS Dragon over the summer. I have met with teams at the MOD Head Office, and with the Heads of the Armed Forces, our top 13 strategic suppliers and my counterparts in NATO too.

I also had the opportunity to go to the DVD exhibition – a brilliant event showcasing some of the cutting-edge equipment and support that DE&S has procured. Read more about this on page 16. I got to spend some time with the Secretary of State and our new Defence Procurement Minister, Alec Shelbrooke MP, who recently visited Abbey Wood to meet some of our people and teams.

As an organisation, we recently celebrated National Inclusion Week. Inclusion is really important to all of us individually and as an organisation. We have a great mix of people and skills in DE&S, and it's critical we ensure everyone is included and able to play their part in delivering our mission as part of Team Defence UK. You can read more from Jo Osburn-Hughes my Diversity and Inclusion Co-Champion on page 4.

After my first few weeks, what I have been struck by is the enthusiasm and dedication of our people. We have many things to be proud of, such as our excellent support to Armed Forces operations. My overall impression of DE&S is one of a highly capable organisation that is striving to make a difference, but also one that faces many challenges at all levels every day, which we have to overcome. Through our strategy refresh, we have a real opportunity to make things a little bit easier and more streamlined as time goes on. What I have learned in this first month has informed my understanding of where we are today and where we need to go to be the best that we can be.

My commitment is to drive forward DE&S, to focus on our critical mission as part of Team Defence UK. To do that we need to harness the passion and commitment of the whole wider defence community, including our industry partners, and invest in skills to ensure we maintain an advantage and deliver for the UK Armed Forces.

## SENIOR LEADER COMMENT

# Jo Osburn-Hughes

## DE&S Diversity & Inclusivity co-champion

speaks to Desider  
about what Diversity &  
Inclusivity means to her

At DE&S we believe that a diverse and inclusive working environment is at the heart of delivering business success. Harnessing different perspectives is essential to delivering our mission of supporting our Armed Forces and Defence priorities. As an organisation, we need the diverse talents of our workforce; we need a variety of backgrounds, experiences, skills and perspectives to build the best possible team who can work together to solve ever more complex problems in an environment which is changing. So, it makes business sense yes, but more importantly being able to be yourself in the workplace, feeling truly included in what your team is doing, can make such a difference to a person – it certainly makes a difference to me. Having the chance to contribute your ideas and experiences, to feel safe to challenge the status quo and a safe environment to question, to learn, develop and thrive definitely makes coming to work such a nicer and more rewarding experience. Put simply, that is the experience we want our people in DE&S to have.

When we talk about diversity and inclusion (D&I), it is important that we have a really honest starting point for the conversation and that we understand what mix of people we have in our teams and what their experiences of being part of our organisation are. We need to be transparent about our D&I data from which we can identify what our priorities need to be and where we can make the biggest difference. The society we live in and serve is really diverse and so we must ensure we are attracting people from the widest possible resource pool.

We also want our people to feel that they can participate fully in everything that we do, that their contribution is important, and they feel valued and rewarded and recognised for what they do. When people are excluded, we lose out, as a team and as an organisation. And honestly it is just not a nice feeling and so we need to be really honest and challenge ourselves, individually and as an organisation. Are we as inclusive as we think we are?

During National Inclusion Week, we celebrated the diversity of our organisation and we acknowledged the positive journey we are on. We have some really good policies, we have great employee networks, and

we are challenging ourselves to be more inclusive in our behaviours. The real benefit of events like these are that they really help build awareness and understanding, through listening to our people. Having these conversations is so important, being curious about people's experiences, asking questions seeking to understand, even though it might be uncomfortable, is just so valuable. In my new role as Diversity and Inclusion co-champion, I hope I start from a premise of being curious and will seek to understand more. Sometimes the fear of getting it wrong can get in the way of asking questions, but importantly it must not stop us asking. A great programme that I think DE&S has and can continue to benefit from is reverse mentoring – it's a brilliant example of a way you can learn from different perspectives and challenge your own thinking. I certainly have from my reverse mentors. We've got to ask ourselves: do we all have a bit of unconscious bias in our psyche? Are we being an unconscious bystander? What can we do differently to really change the effect we have on our core value of being inclusive?

It's without doubt that I believe that D&I is a journey. Not just for DE&S but for us all individually. And we're certainly not at the end of the journey. I suspect we will never be at the end of it as we just keep evolving and improving. If I look at my career, my journey, I think there's been great progress across the spectrum of all things D&I. There are many more female role models in senior positions, more women in STEM careers, there are much stronger family friendly policies, not just for women, but for fathers. Our flexible working arrangements, smarter working and the developments in our systems enables us to work differently and perhaps helps everyone get a better balance between work and home. Our functional training and leadership programmes provide development opportunities to our people and our apprenticeship and graduate programmes offer exceptional hands-on opportunities. But there is always more we can do and that is the focus of our Action Plans.

I want people to want to work in DE&S because they think it's a really good organisation to be part of but how we individually make people feel will be one of the reasons people want to stay. That is down to all of us to make that personal difference to people around us – inclusivity starts with I – and it does – it starts with me and with you – so taking further steps on our D&I journey is a priority and something as co-champion will be a priority for me and the organisation.

# SKYRAL

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PEOPLE

# J J Chalmers

## on teamwork, overcoming adversity, and mental and physical resilience

Lance Corporal JJ Chalmers is a TV presenter, public speaker and Invictus Games medallist.

His career as a Royal Marine Commando was cut short after he suffered life-changing injuries following an IED explosion in Afghanistan. During this year's National Inclusion Week, JJ recently shared with DE&S how teamwork and making connections with others brings out the best in yourself.

After going to university to study to become a teacher, JJ joined the Royal Marines as a reservist.

JJ, explained: "I grew up believing you were part of a community and you should contribute. I was motivated by that sense of service - I wanted to join the greatest club on earth and be part of something bigger than myself."

"Becoming a Royal Marine Commando shaped me in so many ways because of the mindset and values that a career in the military gives a young person.

"It taught me that you were being capable of being more mentally robust than you know. Your mind can carry you further than your body," said JJ.

As a Royal Marine, JJ served in Helmand Province, Afghanistan.

"I joined the Royal Marines for the proud history they have but I wanted to ensure that I left the green beret in a better state than I found it. I wanted to do the best job I could. It was an honour to be asked to do something like that. And our individual skills collectively made us a great team," said JJ.

Whilst conducting an operation at a bomb factory, an IED was triggered within the compound and JJ suffered life-changing injuries from the IED blast. Narrowly avoiding double arm amputation, he lost two fingers and was left with a badly damaged elbow, as well as face and leg injuries.

One-week later JJ woke up back in Queen Elizabeth hospital in Birmingham.

JJ, said: "When I woke up - I was just about fixed in terms of skeletal work. I was still full of lots of holes and infection. My physicality was gone."

Feeling like he'd lost his career and part of his identity, JJ went on to have five years' worth of surgeries and months of rehabilitation.

Hearing about the Invictus Games and sold on the picture that it would be a rehabilitation tool for participants physically, mentally and socially, Invictus gave JJ an opportunity to discover his ambition again, as well as his sense of worth and purpose and service.

Having competed, won and now worked at the games as a broadcaster, JJ explained that motivation lies where it did before is with my sense of service.

JJ, explained: "What motivates me is to ensure that the experiences I have can be experienced by others. I'm very aware that barriers have been removed so others can enjoy, I'm conscious that we can change and can improve and breaking down those barriers is something that are worth fighting for."

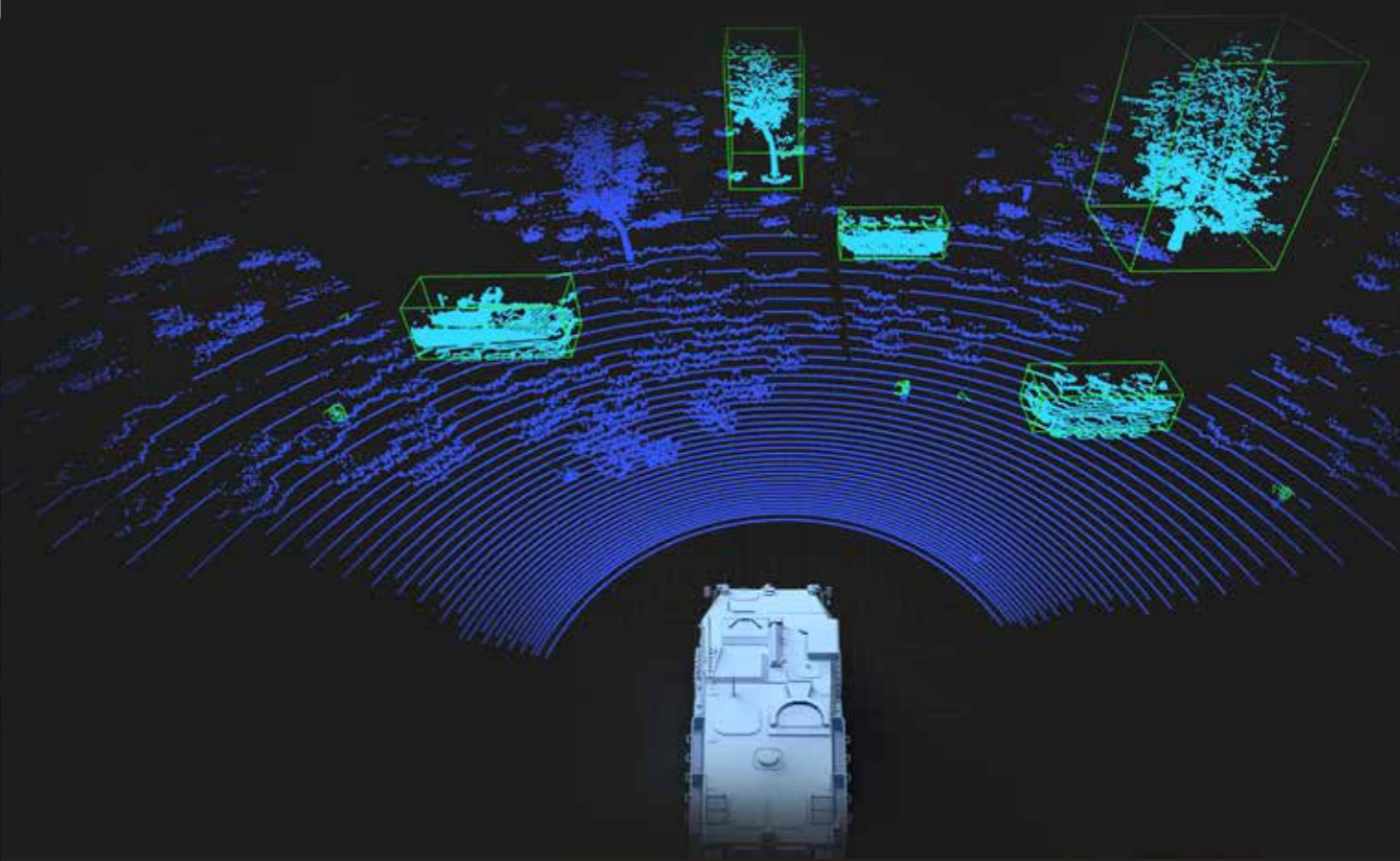
"There is no blueprint to disability. The outcomes are always very different. But you don't actually overcome your disability. You can overcome the initial trauma, you can get healthy, you can get fit, but what you learn to do is live with your disability and adapt your circumstances. But one thing I've learned is that you shouldn't need to adapt in certain situations - those around you may need to - the onus isn't entirely on the individual."

JJ explained that ultimately, what he's come to learn was that by understanding each other, we can overcome obstacles together.



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PEOPLE

## FEATURE

# Remembering Her Majesty The Queen

As Sovereign, Her Majesty Queen Elizabeth II was Head of the Armed Forces, as well as being the wife, mother and grandmother of individuals who have served in the Forces. Throughout her reign, she remained a committed and informed champion of the Army, Royal Navy and Royal Air Force, with a great empathy for the challenges faced by the Forces community. Following the sad passing of Her Majesty, staff across DE&S have come together to remember, thank, and pay our deepest respects to Her Majesty. Here, we share some of their unique and inspirational stories in tribute to, and fondest memory of, Her Majesty Queen Elizabeth II.

**Alex, Senior Communications Campaigns Manager, reflects on a decade serving Her Majesty as part of the Household Cavalry.**

"For a glorious decade I was one of the soldiers fiercely proud of serving as part of the Sovereign's mounted body-guard. In my last two years of service I commanded Her Majesty's escort on four occasions and it was, hands down, one of the greatest honours of my life."

"I will never forget riding on my beloved horse, George, into the inner courtyard at Buckingham Palace to pick up the royal carriage for the first time. Away from the cameras and crowds, I was party to the intimate moment when the Duke of Edinburgh helped The Queen into the carriage, and they shared a joke about getting tangled up in their spurs, swords and accoutrement of state."

"I'm sure I speak for hundreds if not thousands of former cavalrymen when I say that it was an honour to have once been a member of The Queen's Life Guard."

**Anna, remembers having the time of her life during a Jubilee street party for The Queen.**

"My first memory of The Queen was celebrating her Silver Jubilee in June 1977, as a four, nearly five, year old. We had a massive street party down our street with all the other local children. Games, music, singing, bunting on every house, party food and loads of cake. I remember everyone being so happy and smiling as we all bounced on our space hoppers up the hill of our street during one of our street games. This is one of my earliest childhood memories and it's stayed with me as one of my abiding memories of our Queen. With the benefit of age, what I take away from this experience was how it created a sense of belonging within my own community, creating bonds with people from all walks of life, and also an overwhelming feeling of being part of something bigger than ourselves; experiences

that will stick with us all for a lifetime. The Queen's ability to bring together such diverse communities and neighbourhoods up and down the country was certainly inspirational and really something to behold."

**Charles, Integrated Logistics Support Lead, remembers meeting The Queen serving as the Royal Artillery Sergeant Major.**

"In 2002 I was the Royal Artillery Sergeant Major. Her Majesty The Queen visited the artillery barracks at Woolwich to mark 50 years since her last visit and she joined us for a special dinner. As the Sergeant Major I was fortunate enough to be one of those introduced to her. I actually met The Queen on several occasions after this and on every occasion I felt like she actually knew me. Such is the power of her presence."

I completed 39 years in the British Army – departing in 2017 – and throughout that time I was inspired by the strength and leadership of Her Majesty. She epitomised all the military core values that were instilled in me throughout my career: courage, discipline, respect for others, integrity, loyalty and selfless commitment."

**Staff Sergeant Zanku tells of his experience meeting, speaking and dining with Her Majesty as a young soldier.**

"I met Her Majesty during her visit to the Royal School of Military Engineering in Chatham, Kent as Colonel-in-Chief of the Royal Engineers in October 2007. It was a huge honour and privilege to have been selected as a young Sapper to be on parade and to be inspected by The Queen. I even got to have lunch with her in the Officers' Mess afterwards."

"Lunch with Her Majesty only lasted for about seven minutes as she had other engagements to attend. It was, and remains, the best day in my 16-year military career so far. I was truly overjoyed to be in the presence of Her Majesty and humbled that she chose to speak to me."



## FEATURE

**Kerri, Commercial Officer in the Ships Domain, volunteers with her local Brownie unit and wrote to The Queen.**

"In October 2021, my Brownie unit were involved in celebrating the 70th birthday of Girl Guiding. We were talking to the Brownies about events being planned for our unit's birthday and we recognised that our anniversary year coincided with The Queen's Platinum Jubilee, marking 70 years of her reign and 70 years of service as Girl Guiding's Patron.

"The girls asked if we could write to The Queen to let her know we were celebrating and to give her one of our badges – particularly one which a Brownie had designed for our unit's 70th birthday. We had a letter back from The Queen's Lady-In-Waiting wishing us all the best for our plans, thanking us for the badge and sending us Her Majesty's best wishes for the Jubilee."

**Clare, Strategic Enablers Secretariat Team, speaks about being part of the press Royal Rota during Her Majesty's visit to Liverpool.**

"The Queen visited Liverpool in 2004 when I was working as a journalist on the Liverpool Daily Post and Echo newspapers, my first full-time job. I was placed on the 'Royal Rota', which is the list of media permitted to cover the royal visit. We were given a cardboard pass which I still have because it felt very special to be authorised to see The Queen up close."

"When The Queen arrived, I was tasked to write about what I saw - known in the trade as 'providing colour' - rather than interviewing Her Majesty. While I didn't get to speak to The Queen, being within touching distance of her still felt like something momentous that I would tell my children and now my colleagues, at DE&S about!"

**Mark, Head of Function for Project Delivery, remembers when The Queen kept him on his toes.**

"In 1997 I was in the Air Training Corps and was fortunate enough to be appointed the Lord Lieutenants Cadet for Wiltshire. This meant accompanying the Lord Lieutenant (The Queen's county representative) - Lt Gen Sir Maurice Johnston KCB - on many of his official and ceremonial duties.

"My big moment came when The Queen visited Swindon in 1997. I was lucky enough to be selected for the first major role, which was to open the door when HM pulled up in her car, salute and then follow her into her first engagement well that was the plan. The car pulled up. I opened the door. I saluted, The Queen took one look at me and hopped over her Lady-In-Waiting to get out the other side of the car which wasn't next to a horrible wall where I was stood. So much for prior planning and preparation!

"The day was quite incredible though. To see the crowds flock to see The Queen, who I can only describe as being radiant, warm and somewhat ethereal - she was majestic!"

**Commander Peter Gilbert talks of meeting Her Majesty at the opening of the Abbey Wood site in 1996.**

"When the Abbey Wood site neared completion, our team was the first to relocate in January 1996. I was the last of 14 invited to talk personally with Her Majesty. We talked about the Type 23 Frigate HMS Lancaster due to the Duchy of Lancaster being one of the late Queen's subsidiary titles. We also chatted about Henley Royal Regatta as I had managed and rowed in the Royal Navy Eight, racing in the Thames Cup at the Regatta a few weeks previously."

**Commodore Richard Whalley remembers hosting Her Majesty at MOD Main Building and becoming star-struck.**

"In 2003, Her Majesty came to MOD Main Building for the formal re-opening of the building and I had the chance to meet her in person. To be honest, I was so star-struck I think I might have made a complete mess of my lines, but The Queen was gracious and smiling, and in a brief moment touched my heart, like she has so many others over her magnificent reign.

"I went on to take her to our brand new media suite and be with her when she made her first ever video call (to the General Officer Commanding British Forces Iraq), where we got a chance to see her brilliant sense of humour as she gently teased the operators over the call quality and apologised for keeping the General up late to talk to her!"

**Wayne, Business Manger at Defence Munitions Kineton, recounts receiving The Queen's Gallantry Medal from The Queen herself**

Between March and September 2009, Captain Wayne Owers was deployed to Afghanistan as a High Threat Bomb Disposal Officer. As a result of his actions during that tour, Wayne was awarded The Queen's Gallantry Medal. This was presented to him by The Queen at an investiture in Buckingham Palace on 9 June 2010.

"She was very engaging and extremely personable. She asked me about the tempo of operations in Afghanistan and we discussed the harsh terrain and weather. She then asked me if I had any children to which I replied, Yes, I have a two-year-old daughter called Poppy. She replied, What a lovely name! Enjoy some well-earned time with your family and you be careful."

**DE&S are proud to equip and support His Majesty's Armed Forces.**

## NEWS

# UK Armed Forces operate swarming UAS for first time

The DE&S Future Capabilities Group have partnered with the British Army to put Unmanned Aerial Systems to the test on Salisbury Plain



The UK Armed Forces used a swarming Unmanned Aerial System (UAS) for the first time during an event organised by DE&S on Salisbury Plain.

The DE&S' Future Capability Group (FCG) held an event in conjunction with the Army's Infantry Trials and Development Unit (IDTU).

Attendees saw demonstrations from Elbit and Atlas systems, where swarms were flown up to 2km Beyond the Visual Line of Sight.

This represents a major breakthrough in the capabilities of UAS for the front line commands. Swarming drones could provide increased visibility, surveillance and reconnaissance for soldiers on the ground, giving the Armed Forces an operational advantage and reducing the risk to personnel.

Elbit systems demonstrated they were able to fly up to six UAS at a time, and task them to undertake single or multiple missions.

The Atlas system tasked four UAS and demonstrated a take-off and landing from the Atlas NEST station – a docking point in which the UAS can have its battery autonomously replaced. It also showed its ability to land on a moving Remotely Piloted Vehicle with the use of the Atlas ALPS landing platform.

The event allowed the UAS community to share working knowledge and experiences in order to continue developing UK Defence's UAS capabilities across the Tri-Service.

Dominic Ferrett, lead UAS engineer for FCG, said: "The activities not only pushed technology boundaries, but also the regulatory environment, and the event proved that a military operator can fly multiple UAS and use AI to reduce operator burden."



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NEWS

# The Royal Navy: Always prepared

**Project Renown is a joint DE&S and Royal Navy mission to improve ships availability. The project ensures the Royal Navy are available to deploy whenever and wherever they are needed**

Project Renown is a cutting-edge scheme responding to the urgent need to increase the number of ships available to the Navy. Designed after reviews with the ships teams and the commercial maritime industry, the project - which is jointly led by DE&S and Navy Command - will simplify the way our teams work and share our resources to tackle the problems ships face together. There are clear goals for the project, including the ultimate aim of reducing ship dockings and maintenance timescales, increasing the availability of ships and leading to a better experience of working life for our sailors.

"In order to continue being the world's leading Navy, it's of paramount importance that ships are available to deploy, globally, whenever they are needed," explains Cat Lawrence from the DE&S Ships Support Strategy Team. "With that in mind, RENOWN has been stood up to cohere all ship availability activity from across DE&S Ships and Navy HQ under one project, to remove blockers and streamline processes that negatively impact ship availability."

"Since their launch, the Renown workstreams have successfully implemented some incredible improvements across DE&S and Navy including, the T23 ARGYLL Hull and Structure Material Assessment (HASM) which has been reduced from a 12-month process to 12-week process offering significant time savings," said Project Renown team leader Capt Gary McCormack. "The implementation of the new data system, Kraken, and the subsequent incorporation of Operational Defect data and Support Data Warehouse feeds mean all data can finally be accessed via one system. This provides one version of the truth and, drastically reduces resource hours needed to download and recalibrate different data sets - this has saved thousands of hours to-date and climbing every day."

A major win for availability is the creation of the Class Cells - a team of subject matter experts from across DE&S and Navy. This collaborative approach has broken down invisible barriers between organisations and created an environment where all those who have a deep knowledge of a particular class of ships work together to optimise availability regardless of employer or rank.

Cat said: "Renown recognises the capability of our people and seeks to bring them together across organisational boundaries into a class community, which is empowered to make collaborative decisions that focus on optimising availability."

NEWS



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## FEATURE

## DVD 2022

More than a thousand Defence industry exhibitors visited the Defence Vehicle Demonstration (DVD) event – a biennial exhibition held at Millbrook, Bedfordshire

Attended by DE&S delivery teams, Army HQ staff, industry partners and other Defence community users of land equipment, the event provides an opportunity to discuss key issues affecting current and future equipment support and sustainment.

The event enabled focused engagement between Defence industry partners, including small to medium enterprises, making it possible to collaboratively develop ideas and generate greater understanding of technologies, capabilities and requirements. Over the two days, approximately 1,490 exhibitors and a further 6,000 visitors attended the event.

**Major General Darren Crook, Director Land Equipment, said:** “It’s been brilliant to engage not only with the users but also with our industry partners. We’ve been able to explore some of the collaborations that we need to deliver for His Majesty’s Armed Forces. And we’ve been looking at that innovation and entrepreneurial spirit, that we as teams working in close proximity with our partners, can deliver for Defence.”

DVD remains an important event for enabling coordinated engagement through informal discussion, briefings, demonstrations and displays, including showcasing vehicles on Millbrook’s off-road driving tracks. Attendees had the opportunity to explore a wide range of equipment on display, from both the defence industry and the military, including everything from specialist vehicles to the equipment and services necessary to support land-based military operations, such as Boxer and Challenger 3.

**Andy Start, DE&S Chief Executive Officer, said:** “We’ve had the opportunity to really watch our Army customer interact with all of that technology and all of those suppliers to think about how we can spin in new technology to enhance capability in the near term, as well more strategic programmes that will give us longer-term capability for the future.”

During the event, a number of key achievements were shared. DE&S announced that the combined arms simulator, ICAVS(D), procured from Elbit Systems UK by DE&S, has reached full operational capability. DE&S’ Future Capability Group launched its new High Value Manufacturing Centre of Expertise which is looking to tap the potential of 3D printing. And the Army, in collaboration with DE&S, announced the Initial Operating Capability (IOC) for Gasket. Following extensive consultations with the soldiers who will be using the new vehicle, the Army’s next generation bomb disposal vehicle Gasket 3 is the final addition to the fleet - part of a £60-million project that sees a range of 300 new vehicles from first-response vehicles to a new 4X4 medium-scale vehicle.



## FEATURE

# DE&S taps into 3D printing to support UK Armed Forces

DE&S' Future Capability Group is aiming to tap the potential of 3D printing to manufacture important parts and equipment for UK Armed Forces

Earlier this summer, the DE&S' Future Capability Group established its latest Centre of Expertise, focusing on High Value Manufacturing (HVM). One of its early priorities is to respond to the Additive Manufacturing (AdM) as a Service Challenge set by Lieutenant General Richard Wardlaw, Chief Defence Logistics and Support in Strategic Command.

The challenge has been created to accelerate the use of AdM – more commonly known as 3D printing – within Defence to improve platform availability.

FCG is in the process of setting up an initial trial for a multi-supplier framework agreement to accelerate the use of such technologies within Defence, deliver a more agile response to the demand for parts and generate the efficiencies it promises.

It will also help MOD and industry develop an understanding of the constraints of 3D printing and the solutions to these constraints.

Suppliers who join the framework will be eligible to bid for tasks set by FCG, the first of which has a budget of up to £1 million split between successful bidders.

Col Dan Anders-Brown, Senior Responsible Owner for the HVM Centre of Excellence, said: "The new High Value Manufacturing Centre of Excellence will play a very important role in facilitating the progression of materiel such as advanced composites and processes, including additive manufacturing, to improve current and future availability for front-line commands."

Charlotte Robinson, Strategic Command's Support Transformation Innovation Team Leader, said: "The CDLS Additive Manufacturing as a Service Challenge seeks to collaborate with industry to understand and alleviate the blockers that are currently hindering the wider adoption of additive manufacturing within the UK Defence supply chain.

"We see additive manufacturing as a key tool in our arsenal to help reduce issues affecting our platform availability, such as excessive inventory lead times, part obsolescence and prohibitively low production volumes."

Building on the success of other Centres of Excellence created by FCG such as Expeditionary Robotics and Digital Battlespace, HVM was launched at the Advanced Manufacturing Research Centre in Rotherham.

The launch event was chaired by Col Anders-Brown, facilitated by Team Defence Information and attended by more than 60 people keen to collaborate from MOD, industry and academia.

Attendees provided useful insights, advice and guidance on what the HVM Centre of Excellence might focus on and where it can add value to UK Defence.

As well as investigating advanced materials and manufacturing, agreed priorities for the HVM centre include tools and techniques for in-service support and the ownership, access, reuse and protection of data and information as part of the "digital thread".

Col Anders-Brown added: "The launch event exceeded our expectations in terms of attendance, contribution and commitment from so many energised attendees. It provided a solid foundation on which to continue the dialogue with the HVM community at large."

This provided a solid foundation on which to continue the dialogue with the HVM community at large



NEWS

# News in Brief

## Red Arrow pilot owes my life to DE&S-procured helmet

**Red Arrows pilot, Red 6, has expressed his thanks to the DE&S Air Commodities Team following a mid-air bird strike.** The RAF pilot was flying at nearly 400mph and 100ft above ground when the jet collided with a bird, causing the canopy to shatter. Thankfully, Squadron Leader Ogston was unhurt, with thanks to his helmet and safety equipment procured by DE&S.

“I owe my life to that helmet. This is testament to everyone involved in Survival Equipment who select, test, fit and maintain our flying clothing – working tirelessly behind the scenes to keep all of us who fly safe,” said Ogston. We are proud of the role DE&S continues to play in ensuring the safety of the UK Armed Forces



## A400M paratrooper training

**Proudly procured and supported by DE&S, the Atlas A400M recently saw paratroopers complete their first low-level training as the aircraft develops its tactical capabilities.**

Trials of parachuting from the Atlas have seen soldiers from Colchester - jumping on to Salisbury Plain.

Air Commodore Andy Martin, the Atlas Programme senior responsible owner, said: “The successful initiation of mass low-level parachuting trials on the Atlas represents a major milestone for the Atlas Capability Programme. This significant step is the result of a lot of hard work by the whole team and keeps the programme on track to transfer low-level and high-altitude parachuting capability from C130J Hercules on to the Atlas next year. Adding both parachuting capabilities to the range of other tactical capabilities that are already in service, such as the ability to air-drop supplies, air-to-air refuelling and landing on natural surfaces, puts the Atlas in a good position to take over from the Hercules in 2023.”



## HMS Medway delivers vital aid in wake of Hurricane

**Hurricane Fiona recently caused extensive damage and disruption on the Caribbean islands of Turks and Caicos bringing flooding, widespread damage and leaving some islanders without drinking water and electricity.**

Following the tropical storm, HMS Medway and Royal Fleet Auxiliary Tideforce brought aid to the British Overseas Territory.

Vital drinking water was delivered to remote areas, the prison’s generator was repaired, and the airport’s perimeter fence was fixed - enabling critical flights to take place.

Medway - which is on a long-term mission to the Caribbean to provide a reassuring presence and deliver disaster relief during the hurricane season - later sailed to Salt Cay to deliver nearly 600 litres of water.

More drinking water has now been delivered by air, a technical team provided assistance and advised on electrical power challenges on Grand Turk, and a Wildcat helicopter lifted Turks and Caicos Regiment troops and their equipment from remote areas and islands.



## DE&S Support Improvement Programme Team Receives CDLS Commendation

**The team behind DE&S’ Support Improvement Programme (SIP) have received an official commendation from the Chief of Defence Logistics and Support, Lt Gen Richard Wardlaw.**

The SIP team were recognised for their outstanding work on the DE&S Support Improvement Strategy. The strategy brought together experts in change management, support and communications, and made significant improvements to support within DE&S and Defence.

Commenting on the award, Lt Gen Richard Wardlaw said: “The Support Improvement Programme is wide-ranging and comprehensive. It is marked by its thoroughness and considerable effort to align with the work being undertaken to further a coherent vision of Support across Defence. The way the SIP team embraced the challenge, and their care and attention to detail was truly exemplary.”

Although the commendation has been awarded to the SIP team, it recognises the hard work and dedication across the whole Integrated Logistics and Support community.

NEWS

# New arms simulator for UK Armed Forces



- TRAINING, SIMULATION & READINESS
- ENGINEERING & ANALYSIS
- LOGISTICS & SUSTAINMENT
- OPERATIONS, MAINTENANCE & MANAGEMENT
- MISSION & CONTINGENCY OPERATIONS



## A simulator that delivers combined arms training to the military has reached full operating capability

**The milestone for the Interim Combined Arms Virtual Simulation (Deployable) (ICAVS(D)) was achieved on time when the British Army's Royal Electrical and Mechanical Engineers used it during its 25th training event.**

Designed as a pathfinder project for the Army's Collective Training Transformation Programme (CTTP), ICAVS(D) was procured by DE&S and is developed and delivered by Elbit Systems UK.

Using the latest high-specification hardware and Defence Virtual Simulation software, it delivers immersive, tactical training in the Army's Battlecraft Syllabus, enabling units to get the most out of their live field-training exercises.

Used by both regular and reserve soldiers, it provides the ability to conduct combined arms collective training, mission rehearsal and experimentation in complex environments at a time and place of the units' choosing.

Nick Taylor, DE&S' Soldier, Training and Special Projects team leader, said:

"ICAVS(D) is easily deployed to the point of need, with minimal planning and usage constraints. It encourages tactical innovation by immersing the training audience in an adjustable, rich, challenging and complex environment."

The training event at Tidworth, Salisbury Plain, was attended by representatives from DE&S and staff from Army HQ and the Land Warfare Centre.

ICAVS(D) is used by all arms and services in the British Army, as well as the Royal Marines and members of Joint Helicopter Command. It replaced the Unit Based Virtual Trainer in April and is the bridge to the full CAVS(D) capability which will be delivered by CTTP's Project Synthetics.

Mike Cooper, the Senior Responsible Owner for CTTP, said: "I am delighted that ICAVS(D) has successfully reached full operating capability. As one of the early drops of capability under our CTTP pathfinders project, its rollout has not only provided capability early, but has successfully demonstrated the future CAVS

model as we build momentum towards modernising our collective training and delivering the Future Collective Training System. My congratulations go to the Elbit Systems UK delivery team and our own DE&S and CTTP teams."

There are currently four ICAVS(D) units available at any time and the system is easily deployable throughout the UK and overseas. It complements unit delivered e-platform crew training to Battle Group level training and is contributing to the Army's modernisation and transformation plan, Future Soldier.

Martin Fausset, CEO of Elbit Systems UK, said: "ICAVS(D) reaching full operational capability is a significant milestone in our contribution to providing advanced training to the British Army.

"Flexibility and high fidelity are crucial to delivering effective training, and our platform will streamline the Army's ability to maintain operational readiness for front-line duties."

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### TRAINING & READINESS

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<b>3,300</b> Army National Guard training events each year, providing full-spectrum training to nearly 336,000 Soldiers at the point of need	<b>8,882</b> Hours of direct one-on-one F/A-18 simulator training in FY22 + 1,350 hours of direct classroom instruction to all U.S. Navy flight lines

### MISSION SUPPORT

<b>10</b> Hospitals and critical medical facilities maintained comprising 1.1M+ sq. m.	<b>640</b> Linguists supporting 20 U.S. military missions across 19 countries worldwide supporting 34 languages
<b>50,000</b> Tons of food delivered annually to Soldiers worldwide	<b>66</b> Naval vessels supported over 1.2M kilos of product airlifted in 2021

FEATURE

# Turf cutting signals first step in preparing Lossiemouth for E-7 Wedgetail fleet



**A turf cutting ceremony has taken place to mark the first significant step in preparing RAF Lossiemouth for the arrival of the UK Wedgetail AEW Mk1 (E-7) fleet.**

The Wedgetail surveillance fleet will be located in a new facility at the Scottish base alongside the recently completed Atlantic Building, which houses the UK's fleet of nine Poseidon MRA Mk1 aircraft that are already operating from Lossiemouth.

Boeing is working infrastructure contractor with McLaughlin & Harvey in Glasgow to prepare the ground, creating and supporting hundreds of jobs in the area and boosting the local supply chain and economy, while confirming, UK Government's commitment to investing in Scotland.

The ceremony to prepare the ground was undertaken by Air Commodore Alex Hicks, Senior Responsible Owner for the Wedgetail Programme. He was joined by Wing Commander Andy Knight and Chris Laslett of DE&S's, Mr Ian Vett from Boeing Defence UK, and Mr Paul Griffen from infrastructure contractor McLaughlin & Harvey.

Air Cdre Hicks, said: "I am thrilled to witness this major milestone for the RAF's Wedgetail Programme with our key industry and DE&S partners. The start of the technical infrastructure build represents a significant step in preparing RAF Lossiemouth for the arrival of the aircraft in 2024, which is vital to support our Wedgetail aircraft and personnel."

Group Captain Simon Young, E-7 Wedgetail Delivery Team Leader at DE&S, said: "This important milestone in the E-7 technical infrastructure programme recognises the hard work and successful collaborative working demonstrated by the combined DE&S, Air Command and industry team."

A follow-on contract, to be signed later this year, will enable construction of the facility to commence in Spring 2023 and will further bolster the reputation of Lossiemouth, which already enjoys a strategic location and state-of-the-art facilities. The new facility will adjoin the Atlantic Building, a technical complex which supports Poseidon operations.



The Wedgetail is capable of simultaneously tracking multiple airborne and maritime targets, using the information it gathers to improve situational awareness and direct assets, such as fighter jets and warships. The Wedgetail has previously been used by the Royal Australian Air Force on operations against Daesh in Iraq and Syria.

The enabling works at Lossiemouth will include diversion of utilities, ground levelling and preparatory piling.

Ian Vett, Director of the UK E-7 Programme at Boeing, said: "Today's turf cutting ceremony represents Boeing's growing presence and investment at RAF Lossiemouth and across the Moray region. We look forward to starting the work that will see the expansion of the facility to ensure the required capacity and support is in place for the E-7 Wedgetail fleet's introduction to service."

The target for initial operating capability for the Wedgetail AEW Mk1 Programme is 2024, marking a return to RAF Lossiemouth for 8 Squadron after an absence of 30 years.

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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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NOAH'S ARK MEDIA

FEATURE

## PEOPLE

# Richard Hazlewood

**Name:**

Richard Hazlewood

**Job title:**

NATO Desk Officer in the DE&amp;S International Relations Group.

**What does your role involve?**

I am responsible for working with teams across government to promote UK engagement with NATO and its member countries, and to identify opportunities for UK defence and industrial interests.

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

I value the chance to work with our allies in Europe and North America on current and future challenges, and to demonstrate UK insight and leadership on issues of international significance. Before joining DE&S I worked for several years as an adviser to the European Parliament's Foreign Affairs Committee. Being able to use that experience in international cooperation and diplomacy is an important and enjoyable aspect of my DE&S role. Having the NATO brief gives me plenty of opportunities to go back to Brussels too.

**What is your greatest accomplishment to date?**

Since joining DE&S I have been part of the International Relations Group which successfully planned and supported our CEO's participation in the last two NATO Conference of National Armaments Directors (CNAD). CNAD is one of the largest NATO events outside of the annual leaders' summit and requires huge amounts of planning, briefings and wider logistics to maximise the UK's influence and involvement. Receiving positive feedback from DE&S senior managers for my role in this work was particularly appreciated, given how recently I joined the organisation.

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

I was new to both Defence and the Civil Service when I joined DE&S in July last year. The opportunity to learn from the experience and expertise of colleagues is an important part of my continuous professional development, and makes my work challenging, informative, and rewarding. More generally, the commitment to diversity and inclusion makes DE&S an attractive, progressive place to work.

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

Personally, my parents for giving me every opportunity in life. Professionally, if I had to single out someone it would be the former Secretary of State for Wales Cheryl Gillan. I was privileged to be her Special Adviser in the Coalition UK Government and learned so much from her experience and advice. I will always be grateful for her encouragement and support, and try to match her commitment to hard work and public service.

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

I'm a keen cyclist. Being out on my bike gives me a sense of achievement, supports my physical and mental wellbeing, and has led to enduring friendships. I recently cycled from Land's End to John O'Groats in aid of Cancer Research UK and am already looking for the next challenge – though maybe one with fewer hills.

**What might surprise people about you?**

When I met the Dalai Lama he pulled my hair!

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

Comment is free but facts are sacred – one of the first things I learned as a trainee journalist back in the early 90s. Advice which is as important today as it was back then.



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