



Ministry
of Defence

Our Offer

Safety and Environment Profession

Our Safety and Environment Profession (S&E) Vision sits at the core of everything we do within the S&E Function, and it says that we aim to:

- Eliminate fatalities whilst enhancing capability;
- Minimise injury through learning; and
- Protect the environment from harm.

This vision can only be delivered through people, and those who work within the S&E Function are fundamental to this delivery. 'Our Offer' explains how I will support you, whether you are building a long-term career in S&E, working in an S&E related role as part of a wider and more diverse career - or have S&E as part of a much broader role.

Emma Austen
Director
Director of Defence Safety and Head of the
Safety & Environment Profession



Who Our Offer benefits:



People in a long term S&E career	S&E roles as part of a wider military or civil service career	People in a role where S&E is part of a broader role
<ul style="list-style-type: none"> • Those looking to enter and start a career in S&E. • Those already working in S&E roles and looking to progress in their profession within Defence. • Those looking to take on an extra profession or looking for a career change. 	<ul style="list-style-type: none"> • Those who require S&E support, guidance, competencies and networks in order to complement their main profession or current role. 	<ul style="list-style-type: none"> • Taking on an S&E role, responsibilities or duties as part of a wider career. • Those who are not in S&E roles, but manage people or teams who are.
Roles may include:	Roles may include:	Roles may include:
<p>Chief Environmental Safety and Officer (CESO), Safety, Health, Environment and Fire (SHEF) Advisors, Fire Safety Manager, S&E Policy Lead, Safety Apprentices, S&E Administrator, Acquisition Safety, Local Safety Advisor (LSO), Business Management Health & Safety.</p>	<p>Military safety roles such as: Safety Centre Director, Chief Safety (Army), Defence Safety Authority Regulator.</p>	<p>Duty Holders, Safety Champion, Commanding Officers, Trade Union Representative, Head of Establishment.</p>

For people in a long-term S&E career, we aim to:



- Help you take control and steer your development conversations more effectively, so they reflect your professional priorities and needs, and those of Defence.
- Provide guidance so you can plan and manage your own career, helping to support your professional aspirations.
- Give you frameworks to identify and understand the expectations, standards, skills and experience needed for any S&E role.
- Show and give access to the variety of ways to evidence professional competency, such as joining professional bodies and accredited training courses.
- Work closely with Defence Diversity and Inclusion Champions, nurturing a diverse and inclusive profession. Where people can be themselves, are valued for their differences, feel equally involved and are supported to work their best.

Head of Safety and Environment, Strategic Command – Robert (Bob) Plunkett

‘Few things are more important than ensuring that people go home safely at the end of the day’



Bob started his career as an engineer, entering the world of S&E by taking up a building services engineer role at RAF Farnborough. Being a keen environmentalist, he later applied for and was offered the Station Energy & Environmental Protection Officer (SEEPO), and Deputy H&S Officer post at RAF Odiham, despite not being particularly well qualified for the role (but very enthusiastic). He has subsequently enrolled on numerous additional courses including the Level 6 Diploma in Occupational H&S and an MSc in Health & Environmental Management.

Bob then moved to RAF High Wycombe as Station S&E Advisor, before transferring to Cyprus where he filled several roles, including SEEPO and H&S Advisor for the Western Sovereign Base Area, and was British Forces Cyprus Command S&E Advisor for a year.

Returning to the UK, he joined Chief Environment & Safety Officer (CESO) Centre TLB as Environmental Team Leader, and took over as Deputy CESO when he moved to Joint Forces Command (JFC). Bob was promoted to CESO JFC in 2014, and took over as CESO Strategic Command in 2019. He recently took over as Head of the new Strategic Command Safety (and Environment) Centre.

For those in S&E roles as part of a wider military or civil service career, we aim to:

- Give you frameworks to identify and understand the expectations, standards, skills and experience needed for any given S&E role.
- Show and give access to the variety of ways to evidence professional competency such as joining professional bodies and accredited training courses.
- Give you access to peer and industry professionals, for advice guidance and support.
- Provide both the high-level and detailed guidance that supports you in doing your role, ensuring that policy documents are up to date. Through the S&E Operating Model, you will understand how your role fits within the wider department's approach to S&E and how it contributes to delivering the S&E Vision and the governance arrangements supporting you.



Inspector of Safety, Royal Air Force – Air Commodore Sam Sansome

"There is no such thing as an accident, only a failure to recognise the hand of fate." Napoleon



Following his degree in Engineering at Loughborough, Sam's first tour was at RAF Laarbruch as a Junior Engineering Officer on XV Squadron which flew the mighty Tornado GR1. Alongside the usual health and safety responsibilities he also experienced the specialist safety roles of Unit Certifying Officer and Weapon Load Supervising Officer for the nuclear capable aircraft.

After several tours in the fast jet world, Sam was the Structural Engineering Authority for all marks of Tornado aircraft, 'I learned how important it was to be able to balance the operational requirement against the known risk – there were over 240 aircraft in the fleet and every one of them had my name in their book somewhere authorising them to fly – which was sobering'.

Sam's career branched out into helicopters, then ISTAR aircraft – including UAVs – and then onto the Air Mobility fleet as OC Engineering Wing at RAF Brize Norton.

Before taking up his current role, Sam was Chief Air Engineer and Group Captain Support for 2 Group. 'That was where I finally stitched everything together from a safety perspective. I not only had to consider the aircraft in the Air Mobility Fleet, but we also looked after military parachuting and the RAF Regiment - literally every dangerous activity that the RAF does under one roof.'

'A US Marine Corps colonel once told me 'Safety is about turning round in a firefight and finding the person that is supposed to be guarding your back actually made it to the battlefield'. It makes it easy to get up in the morning when that is your job.'

For people in a role where S&E is part of a broader role, we aim to:

- Give you frameworks to identify and understand the expectations, standards, skills and experience needed for any given S&E duty or responsibility.
- Show and give access to the variety of ways to evidence S&E professional competency such as joining S&E professional bodies and accredited S&E training courses.
- Give you access to peer and industry professionals, for advice guidance and support.
- Through the S&E Operating Model, you will understand how your role fits within the wider department's approach to S&E, how the S&E Function aligns with and interacts with other functions and how your role contributes to delivering the S&E vision.
- Support you when providing direction, encouragement and delivering feedback to S&E professionals, to foster and grow the S&E Profession.
- Help you structure conversations with S&E individuals in your team, providing a narrative for you to use in developmental conversations.



Commanding Officer, Royal Artillery – Lt Col Karen Peek

‘ What we do is inherently dangerous, the importance of safety risk management is to ensure that we minimise the risk to life as much as possible ’



Karen commissioned into the Royal Artillery in 2003, she has deployed on several operational deployments during which she learnt that conducting safety risk management not only saved lives, it increased operational effectiveness. The practices and procedures learnt in barracks and practised on exercise, became part of everyday activity on operations.

Whilst working at Permanent Joint Headquarters on the J5 Plans for North Africa desk, she came to understand that safety risk management is also relevant whilst in a staff role, not just at regimental duty. The importance of this was reinforced now that she is a Commanding Officer. She is fully aware of the risk to life activities that the officers and soldiers under her command carry out, as the owner of their Duty of Care she understands that she has a moral and legal duty to protect them, whilst being cognisant of the fact that their role as gunners is not risk free. She is thankful that she can call upon the safety risk management experts within her Garrison and across the Army area to advise her on the specifics whilst endeavouring to continually improve the safety culture within her Regiment.

The S&E Profession team is here to help and we will do this by:

- Outlining the S&E professional technical skills and experience to ensure clarity on S&E professional expectations.
- Facilitating conversations, using common standards, about what individuals need to do to fulfil their S&E responsibilities.
- Informing S&E learning and development offers, so they can be adapted to the changing needs of the organisation.
- Attracting and retaining talented individuals by illustrating the range of roles, opportunities and learning open to them.
- Increasing S&E engagement across TLBs through the Professional Network.





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Key Contact



For all general enquiries contact the profession team via email
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