



MINISTRY OF DEFENCE



Latest DE&S organisation wallchart [See inside](#)



OCT 2010



cover image

All RAF Chinook helicopters supporting operations in Afghanistan have now been fitted with more powerful engines which will enable them to offer better support to front line forces. The enhanced capability has been achieved two years earlier than planned.

NEWS

4 New respirator into service

The General Service Respirator, to provide UK Forces with improved respiratory and ocular protection, has been accepted into service.

5 Reaper at the heart of the battle

The last of the current Reapers ordered from the US Government has been accepted into service and delivered to the Afghanistan front line.

6 New patrol vehicle passes milestone

Plans to provide troops in Afghanistan with a new generation of Light Protected Patrol Vehicles have passed an important milestone.

8 Future tanker takes to the air

The first of the new series of air-to-air refuelling tanker aircraft for the RAF has made its first test flight in Spain.

10 E-disposals looks at a bigger picture

The e-disposals website operated by the Disposal Services Authority is to be expanded to sell off more of the Government's second-hand goods.

12 Leuchars welcomes Typhoon

Typhoon has made the first steps in taking over responsibility for Quick Reaction Alert over northern skies with the welcome of the first Typhoon squadron to RAF Leuchars in Scotland .

14 Another success for partnering

HMS Argyll has left Rosyth on budget and a few days early after her latest upkeep period as part of the Surface Ship Support Alliance.

FEATURES

18 'A warm hug from the Army'

What a hardened corporal on the front line said about the quality and the quantity of kit he now has when dealing with the rigours of operations. DE&S teams take a bow as UK troops are no longer 'the borrowers'.



20 The Black Bag unzipped

From brushes to keep boots up to scratch to kneepads, mobile hydration systems and microbial pants which can last longer than civvy street underwear. Take a look at what soldiers carry in their Black Bag.



22 What lies beneath

HMS Astute was welcomed into the Royal Navy last month in her commissioning ceremony meaning she is now available for duty. Sally May looks at the next submarines, currently under construction in Barrow, to find out what's next to come on line for the Royal Navy's Submarine Service.



24 Combat Systems for the whole fleet

The latest version of the revolutionary submarine Common Combat System is to be installed in the second of the Astute boats by the end of the year. It is then set to be installed into the remaining Astute class submarines, along with the rest of the Royal Navy's submarine fleet.



26 Aspiring to lead

Although DE&S has invested a lot in developing leaders – with some exceptional results – more needs to be done to develop the full leadership strength needed to take DE&S through the next few years.



SUPPORT TO OPERATIONS

28 Full steam ahead for savings

Energy savings on the steam system used for heating most buildings at Devonport are likely to top £335,000.

29 Testing reaches pinpoint accuracy

Support for electronic ground-based communication systems will be enhanced after a deal between DE&S and Diagnosys Systems.

PEOPLE NEWS

32 Developing people

Joint Support Chain Services has won a leading people development award.

36 Submarine long-service awards

The first three awards at Devonport to recognise support work have been presented.



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General Sir Kevin O'Donoghue Chief of Defence Materiel

'The kind of change that SDSR and restructuring of the MOD may bring will put a big premium on the effectiveness of leadership throughout DE&S'



the SDSR, I want to assure you that the Board and I will let you know everything that we can through the proper channels and at the earliest opportunity.

Recently PUS Sir Bill Jeffrey and CDS Air Chief Marshal Sir Jock Stirrup told staff that each of the Services and the Civil Service in defence would emerge from the SDSR smaller. But they also urged that we all remain realistic about how much certainty will be provided by the SDSR announcement.

The implications of many decisions will take time to work through and conclusions on the way defence is structured and managed will follow the work of the DRU. While this is expected to be complete by the summer of 2011, it is likely that decisions will be made and implemented on a rolling basis while it is underway.

The kind of change that SDSR and restructuring of the MOD may bring will put a big premium on the effectiveness of leadership throughout DE&S. I believe this is a key area for development and a review I commissioned has made it clear that we need to do more to develop the leaders of the future. You can read more about the highly-regarded Aspire – the Leadership Development Programme for the Acquisition Community on pages 26 and 27. This is a very important programme to find and develop the people DE&S will need and to help equip them for the challenges that are to come.

Finally, following the Government's 'Spending Challenge' website initiative in which it received more than 100,000 ideas on how to save money, DE&S' Disposal Services Authority (DSA) was selected by the Chancellor of the Exchequer to pilot a scheme to expand its shared service across Government by making maximum use of its website eDisposals.com. The DSA has huge expertise in public sector disposals and already offers its services widely across the wider public sector; this pilot scheme is an impressive tribute to its effectiveness.

The focus of DE&S on the MOD's Main Effort – support to operations in Afghanistan – is currently being powerfully demonstrated by the work of Defence Supply Chain Operations and Movements on the current Relief in Place (RiP). This is by any standards a huge and challenging task, involving the movement by RAF and charter aircraft in and out of theatre over a three month period of nearly 11,000 service personnel from 16 and 4 Brigades.

This work is being carried out alongside the sustained high level of DE&S activity involved in providing improved equipment to the front line, much of it from the Urgent Operational Requirement programme. Notable recent deliveries have included Lynx Mk 9 helicopters, Osprey Mk 4 body armour and more dogs and support equipment.

Other recent improvements to the support of our forces as a result of DE&S efforts include the fitting of all our Chinook helicopters operating in Afghanistan with new more powerful engines enabling them to deal better with the demands of the environment. The two additional RAF Tornado GR4 aircraft requested to support operations are now in theatre and operational.

While the Middle East remains the key focus in the maritime domain, the newly-commissioned Type 45 destroyer *HMS Daring* is deployed to the United States to exercise with a US Navy Carrier Strike Group.

Alongside this work I know that a great many of you will be thinking about the potential outcomes of the Government's Comprehensive Spending Review later this month, the conclusion of the Strategic Defence and Security Review (SDSR) at around the same time and the ongoing work of the Defence Reform Unit (DRU), which will continue into next year.

Amid the speculation in the media that will no doubt continue in the run up to the publication of



The General Service Respirator

New respirator heads into service

THE GENERAL Service Respirator, developed to provide the UK Armed Forces with improved respiratory and ocular protection against chemical, biological, radiological and nuclear (CBRN) threats, has been accepted into service.

The new GSR, produced by Scott Health and Safety, provides significantly higher levels of protection. New features, such as twin canisters, a single visor, and an improved drinking system, help to reduce the physiological and psychological burden experienced by users.

A result of extensive collaboration between Dstl, Scott and DE&S, the achievement was described by DE&S' CBRN delivery team leader Phil Strudley as 'momentous'.

"While seemingly a straightforward and relatively cheap rubber respirator, it is technically complex as a system and a significant advance over the S10 it replaces," he said.

"From its inception at Dstl Porton Down during the research phase through to the assessment with industry, a number of design concepts have been developed to improve the psychological and physiological burden of

wearing a respirator for extended periods of time.

"High levels of performance have been the major objective for the three services throughout the project. To demonstrate every aspect of the requirement, a huge range of performance tests and user trials have been carried out, fully supported by a number of trials units."

"Although there have been problems leading up to full manufacture this year, Scott Health and Safety has worked closely with the CBRN team, Dstl Porton Down, capability sponsor and front line commands to develop this significant enhancement to the force protection capability."

"It is very satisfying for everyone within the GSR team to have reached this stage in a very important project that provides life-saving operational capability."

Instructor training is underway with the first users set to receive GSR next year. Fielding is planned to take place over the next four years with all UK Armed Forces converted to GSR by the end of 2014.

NEWSREEL

Forces Day success

ARMED Forces Day will be based in Edinburgh on 25 June next year, Defence Under-secretary Andrew Robathan has announced. "Armed Forces Day this year was a great success and we are continually looking for enhanced levels of participation and recognition for future days," he said.

Operational medal move

PEOPLE who served in Afghanistan or Iraq without accumulating 30 continuous days' service – for instance aeromedical evacuation teams or those who conducted convoys into Iraq from Kuwait – will now qualify for the operational service medal (Afghanistan) and the Iraq medal. New qualifying criteria will be an aggregate of 45 days' service and will be retrospective to the start of both operations.



Rapid job gives a lift to Chinook front-line power

Aircraft can now go 'hot and high' to support ground forces

ALL RAF Chinook helicopters supporting operations in Afghanistan have now been fitted with more powerful engines – two years earlier than planned.

The enhanced capability means the Mk2/2A helicopters can operate in higher altitudes and hotter temperatures, giving greater support to ground forces.

Through innovative working between DE&S and Honeywell, which included bringing forward already-agreed funding and industry shortening delivery lead times, front line Chinooks have now been fitted with the new Honeywell 714A engines.

The engines give the helicopters around 17 per cent more power as well as increasing fuel efficiency which means aircraft can spend longer supporting front line troops before needing servicing. The upgraded engine will save around £30 million because of their greater reliability.

As a result the whole fleet modification has also been brought forward by two years.

The work to upgrade the engines of the UK's 40 or so Chinooks was announced a year ago in a £128 million contract with the work being carried out by Boeing and Vector Aerospace.

Reaper – at the heart of a battle on the ground

THE LAST of the current Reaper aircraft ordered from the US Government has been accepted into service by the MOD and has been delivered to Afghanistan.

Delivery is the culmination of a phased build-up in capability delivered to the front line by the Reaper Remotely Piloted Air System (RPAS) which has now provided more than 13,900 hours of persistent, armed, intelligence, surveillance and reconnaissance (ISR) to UK and coalition ground forces in Afghanistan since October 2007.

The latest addition to the in-service fleet allows the system to provide more than 36 hours of armed ISR every day, an 80 per cent increase in operational output achieved over the last 12 months.

Jonathan Barratt, leader of DE&S' Unmanned Air Systems team, said: "I am absolutely delighted and very proud that this challenging milestone has been achieved through the exceptional hard work and dedication of my Reaper delivery team under Lyndon Hoyle, and that the UK Reaper system continues to go from strength to strength in delivering more capability than ever before."

"Within DE&S the delivery of the Reaper Urgent Operational Requirement is a collective effort, relying on essential contributions from DE&S stakeholders including Director Information Systems and Services, Director Weapons, Defence Ordnance Safety Group, and Defence Support Chain Operations and Movements."

"Only with this joint team effort is DE&S able to support delivery of this safe and battle winning system, and respond quickly and effectively to the changing needs of the front line."

Reaper is flown by the RAF's 39 Squadron via satellite control link from a UK operations facility at Creech Air Force Base in the Nevada desert.

Since May 2008, Reaper has been armed with Hellfire missiles and laser guided bombs. Rules of engagement for Reaper weapon releases are no different to those for manned combat aircraft; weapons are precision



Above: Reaper arrives in Afghanistan, courtesy of an RAF C-17

guided and every effort is made to ensure the risk of collateral damage and civilian casualties is minimised which can include deciding not to release a weapon.

What they say about Reaper

■ Officer Commanding 39 Squadron which operates the system: "Reaper continues to play an integral part in our air power capability in Afghanistan. This new aircraft will enable us to increase the amount of operational support that we can provide to ISAF forces."

"There is no doubt that this cutting-edge technology is helping to save lives and make a difference to troops on the frontline."

■ Reaper pilot: "My background is flying support helicopters on the battlefield, but I have never felt more connected to the heart of the battle on the ground than when I'm flying the Reaper."

"When you're speaking to a soldier on the ground for hours at a time, night after night, looking around every corner for him, scanning every tree line and reacting every time his guys take fire, you feel like you really are fighting alongside him."

"You can hear the palpable relief in the voices of the guys as we call them up on the radio and check in, to provide them with defensive cover and a heavily armed response if called upon."

"It's the most rewarding mission I've had the opportunity to complete in the RAF."

NEWSREEL

Steve takes over as COS

STEVE McCarthy is DE&S' new Chief of Staff, a role he took up on 4 October. He will combine this with his role as Director Change. Stuart Fraser has taken over as DE&S' Head of Secretariat and Comms, with Daren Gregg taking on responsibility for the Supplier Relations Team in addition to his roles as Head of Commercial Project Enablement Team, subject to consultation with trades unions. David Ball took over as Director Human Resources from Maj Gen Ken Ferguson on 27 September. To reflect the change in responsibilities, the role of Chief of Corporate Services was retitled Chief of Corporate Performance from 4 October.

New Chinook probe

A NEW independent legal inquiry is to be held into the 1994 Mull of Kintyre helicopter disaster. RAF Chinook HC2 SX576 crashed on the Mull of Kintyre in western Scotland 16 years ago. All 25 passengers and four crew were killed. Precise terms of the inquiry have yet to be announced.

Andover opens

THE new headquarters for UK Land Forces have been declared operational. More than 2,000 military and civilian personnel are now working at the refurbished site in Andover which was previously occupied by DE&S staff. The site has been renamed Marlborough Lines after John Churchill, 1st Duke of Marlborough.

Next generation of patrol vehicles passes major milestone

PLANS TO provide troops in Afghanistan with a new generation of Light Protected Patrol Vehicle (LPPV) have passed an important milestone.

Force Protection Europe has been selected as the preferred bidder, meaning contract negotiations will now begin to provide an initial order of LPPVs through the Urgent Operational Requirements (UOR) process.

The first vehicles are expected to be available to troops for training in 2011. The total number will be subject to negotiation and announced in due course.

The LPPV has been designed to provide unprecedented levels of blast protection for a vehicle of its size, and will be able to carry a crew of up to six.

It will add to the wide array of protected vehicles already being used on operations in Afghanistan.

Colonel Nick Wills, leader of DE&S' Protected Mobility team, praised the amount of work his team had put in.

"The team has worked closely with industry and the science community to achieve the best possible solution to meet the user's breadth of needs on current and future operations."

"We are now engaging in detail with Force Protection Europe to ensure that the momentum on the project is not lost and we remain 100 per cent focussed on the key deliverable of improved vehicles to Afghanistan and the UK training fleet."

He added: "This project continues to benefit from the huge experience that the Protected Mobility team has in delivering UOR protected vehicles, and the lessons learned to date are already being fed back into this project."

Force Protection Europe has confirmed that, subject to satisfactory completion of contractual negotiations with the MOD, all vehicles will be built and supported in the UK, creating or sustaining around 750 jobs.

Contract announcement for the initial batch is expected to be made later this year.



Ocelot, Force Protection's contender, on show at DVD earlier this year

'Recognition of innovation and skill'

DAVID HIND, Managing Director of Force Protection Europe, has described the LPPV milestone as 'excellent news for UK servicemen and women, and for the UK defence industry.'

He said: "Ocelot has been designed and developed in the UK from first principles with our Team Ocelot partners, to save lives, protect against injury and to optimise maintenance and reparability."

"We are very proud that, subject to the outcome of satisfactory contract negotiations, the MOD has recognised the innovation, skill and commitment that has been put into Ocelot's development and the trust they have placed in Force Protection Europe."

"Ocelot meets a global demand for a radically new light protected patrol vehicle. This initial vote of confidence by the MOD will send a significant signal to other potential customers."

Construction will take place throughout the UK, with final assembly at Ricardo's facility in West Sussex.

Force Protection Europe was one of two companies shortlisted to bid for the contract. The other was Supacat.

New group kick-starts MOD reform

THE FIRST steps in making the MOD a leaner and less centralised department have been taken.

Lord Levene, a former Chief of Defence Procurement and now chairman of Lloyd's of London, chaired the first meeting of the steering group overseeing the Defence Reform Review.

Defence Secretary Dr Liam Fox sees the MOD's future structure built on three pillars – policy and strategy, the Armed Forces, and procurement and estates.

Dr Fox, who attended the first meeting, is looking to the review to identify ways of making the MOD a more effective organisation, as well as significant savings in running costs.

The group aims to finish its work by next July, but with the potential for reforms to be implemented on a rolling basis.

Detailed work in support of the review will be undertaken by a civilian/military team within the MOD.

The team will consult widely and provide regular updates to staff as the review progresses.

MOD reform work will take account of the Government's spending review and the SDSR.

Watchdog welcomes strategic outlook

MPS HAVE welcomed the pan-Government nature of the review into the future of UK Armed Forces.

But they have criticised the rapid nature of the forthcoming Strategic Defence and Security Review (SDSR), and the 'limited' nature of consultation with industry.

The comments are made in the House of Commons Defence Committee's first report on SDSR, published on 15 September. SDSR is set to be announced later this month.

MPs welcomed the National Security Council and the setting of UK defence in a stronger foreign and policy context. They also acknowledged the need to tackle financial deficits and structural reform.

But they were also concerned at the

'missed opportunity' to reconnect with the public on defence issues.

The MOD has said that past reviews have taken less than a year and work on the SDSR began in late 2009. Useful public engagement contributed to the review.

Defence Secretary Dr Liam Fox said: "The SDSR will address the most immediate threats to our national security, while maintaining the ability to identify and deal with emerging ones. This flexible approach will ensure our Armed Forces can deal with challenges now and in the future."

"The MOD has received more than 6,000 responses on the SDSR and related issues. This broad range of views is being considered."



You asked, we delivered...

The upgraded Lynx Mk9A has now been on operations in Afghanistan since May 2010 prompting a UK MoD press release on 21st July 2010 to say: “*This is a massively capable aircraft. The manufacturers have done a fantastic job. Its capability means that we can take the fight to the enemy if required.*” (*Lynx Mk9A Pilot, Afghanistan*)

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NEWSREEL

**Ursula takes top MOD job**

URSULA Brennan, above, will be the new Permanent Secretary of the MOD. She took up her current post as 2nd Permanent Under Secretary at the MOD in October 2008 where she has been responsible for a range of cross-departmental business including acquisition reform, safety and governance and business process. She said: "As 2nd PUS I have seen the passion and commitment which defence inspires in our staff. We'll need all of that to deliver the outcome of the Strategic Defence and Security Review and I look forward to working with you on the challenges ahead." She will replace Sir Bill Jeffrey.

**Army chief takes charge**

GENERAL Sir Peter Wall, above, took up his post as Chief of the General Staff on 15 September. He replaces General Sir David Richards as the professional head of the British Army. General Richards will take up post as Chief of the Defence Staff after Air Chief Marshal Sir Jock Stirrup retires later this year.

RAF's future tanker takes to the air



Above: the first FSTA aircraft in military configuration lifts off on its first flight, just a couple of weeks after rollout, right, following a rigorous series of systems trials.

Pictures: Airbus Military and AirTanker



THE FIRST of the new series of air-to-air refuelling tanker aircraft for the RAF has made its first test flight.

The converted A330-200 aircraft – the first Future Strategic Tanker Aircraft (FSTA) in military configuration – took to the skies over Madrid last month.

The successful test flight which lasted just under two hours took place on schedule after a comprehensive conversion programme by Airbus Military near Madrid.

It is destined for delivery to the RAF as part of the 14-strong FSTA fleet. The fleet will provide an essential air transport – including aero medical evacuation – and air-to-air refuelling capability to the RAF

as part of a wider integrated aircraft service to be delivered by AirTanker over 24 years from delivery.

Conversion for the first two aircraft over the last year has included installation of military avionics and air-to-air refuelling equipment, as well as work to enable fitting of a defensive aids suite and handling of military cargo.

Test flights will continue in Spain before moving to Boscombe Down to begin UK receiver clearance trials next spring. The first aircraft will arrive at RAF Brize Norton, where it will be based, towards the end of next year.

Phil Blundell, Chief Executive of AirTanker, said: "This represents another

important milestone in the FSTA programme, which continues to run on schedule.

"An enormous amount of work has gone into making sure that the highest standards have been maintained – all those involved have done a fantastic job."

Engineers from Cobham have been integrated into Airbus Military's workforce to prepare for taking on the work themselves in the UK for the rest of the fleet at their Bournemouth facility. This work will start towards the end of next year.

In other areas of the programme, the first tranche of RAF engineers have gone through selection and will start training with AirTanker in January.

Project progressing on time and to cost

THE FSTA programme is meeting its contracted performance, cost and time parameters and is on schedule to meet its introduction to service date next October.

It will also enhance the RAF capability that it is replacing.

The MOD has given an initial response to criticism of the Private Finance Initiative from the House of Commons' Public Accounts Committee.

Committee chairman Margaret Hodge said the project did not

offer value for money, had failed to recognise the need for extra protection to allow aircraft to fly into high threat areas, and that delays had increased costs.

The MOD said final costs remained within original estimates and that aircraft would be fitted with a defensive aids suite with the possibility of additional protection.

Peter Luff, Minister for Defence Equipment, Support and Technology, said mistakes in defence procurement had been

made in the past. "The Government is committed to ensuring that future contracts are better managed, delivering value for money and the equipment our forces need, when they need it," he added.

"We need to ensure that, while PFI contracts can deliver long-term efficiencies and savings, they do not stifle flexibility."

The service will be based around 14 aircraft and include infrastructure, maintenance and training of personnel.

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NEWSREEL

Abbey Wood properties

THE MOD currently holds 230 private finance initiative properties, across three estates, to meet the entitlement of service personnel based at Abbey Wood, Parliamentary figures reveal. The cost of the accommodation for 2009-10 was £6.3 million, which includes rent, repair and maintenance. There are a further 23 other ranks and nine officers' service family properties across the Bristol area. These properties are leased from Annington Homes, at a total rental cost of £120,800 per year.

Green plans

THE Government has repeated its plans for a Green Paper by the end of the year on defence industry and technology policy. "This will include our thinking on exports, sovereignty and small and medium-sized enterprises and issues arising from SDSR," said Peter Luff, Minister for Defence Equipment, Support and Technology. "A White Paper setting out industrial policy for the next five years will be brought forward in the spring."

Nimrod costs

PROCUREMENT costs for Nimrod MRA4 to June 2010 are approximately £3.4 billion, Minister for Defence Equipment, Support and Technology Peter Luff, has said. Estimated cost of the support solution to anticipated initial operating capability in October 2012 is £0.6 billion. Estimated cost of pay for RAF personnel training until 2012 is £17.2 million.

E-disposals takes on bigger picture

THE E-DISPOSALS website, where surplus military equipment is sold off, is to be expanded to dispose of more second-hand Government goods.

The Cabinet Office is to work with the MOD to pilot a project this autumn which will develop the Disposal Services Authority's website.

Money raised from selling old or unused equipment will be reinvested in public services.

The idea came from public suggestions to tackle the budget deficit.

Chancellor George Osborne said: "Making

DSA site is set to expand its horizons

sure that every Government department looks at ways to sell on equipment that it doesn't need is simply good housekeeping and a great way to reduce costs for the taxpayer.

"This idea and others that we have received through the Spending Challenge are helping the Government in tackling the challenge we face

today in cutting our debt and living within our means."

The Government received more than 100,000 ideas from the public.

The DSA – part of DE&S – has been providing an end-to-end disposal service since 2004.

Nearly a billion pounds has been raised by the sale of surplus items with e-disposals generating around £500,000 per year for the MOD.

The website (www.edisposals.com) only sells equipment to the public from DSA contractors on the site. No weapons are involved in sales.

Another lifesaver:
Mastiff in
C-IED mode in
Afghanistan



The mighty Mastiff races to troops' rescue again

MASTIFF HAS again come to the rescue of soldiers in a roadside explosion.

The heavily armoured vehicle withstood the blast, protecting all its passengers from 1st Battalion, The Duke of Lancaster's Regiment. Afterwards it was able to continue its journey.

Sergeant Barry Quinn, who was driving the vehicle, commands a team of ten with

up to three Mastiffs in Helmand Province.

"I was going to pick up some people when my vehicle was hit," he said.

"Initially I thought it was the rear of the vehicle as there was a cloud of dust. I went back to check on the guys and found another IED, which we marked to be dealt with later."

"Everyone was OK and the vehicle was still able to move;

it just had a couple of popped tyres."

Sgt Quinn wasn't surprised about the Mastiff's ability to shield its passengers from danger:

"The Mastiff is a great bit of kit," he said. "They are reliable and have saved a lot of lives. At the beginning of our tour one of the lads in a Mastiff was hit by a big IED and all he had were a few bumps and scrapes."

Diamond – from Glasgow to Portsmouth

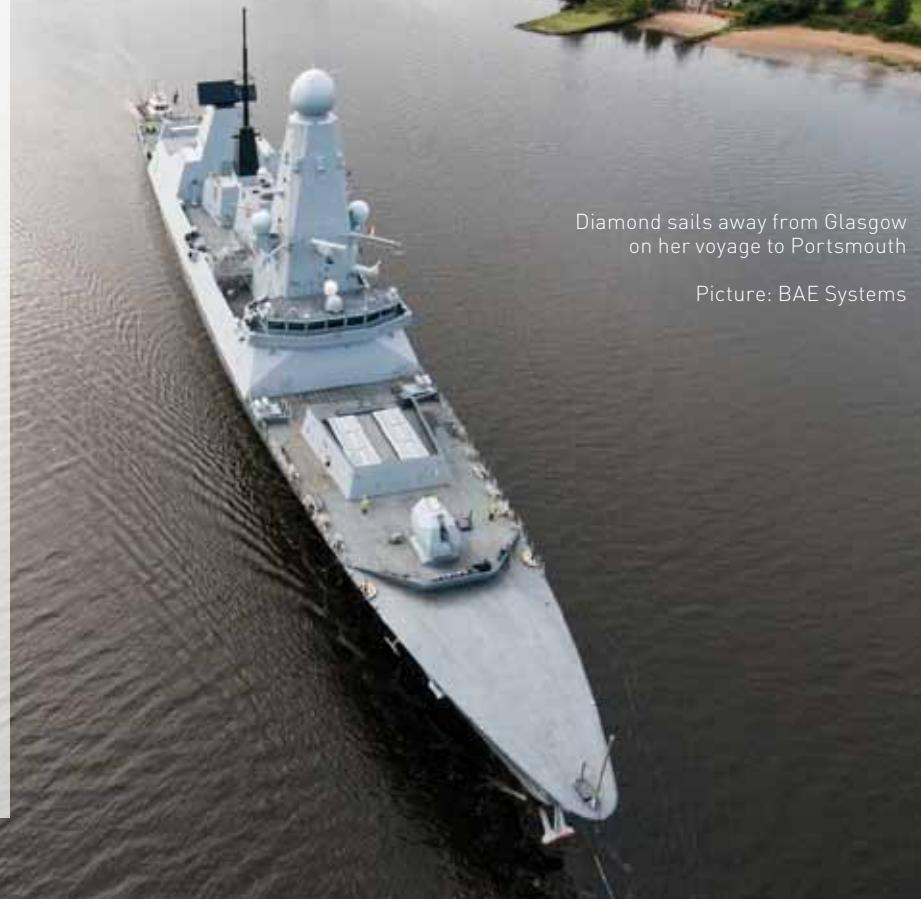
DIAMOND ARRIVED in her home port of Portsmouth for the first time on 22 September where she was formally handed over to the Royal Navy.

The third of the six Type 45 destroyers was launched in November 2007 from its Govan shipyard in Glasgow.

Final stages of construction and systems integration were then carried out at its Scotstoun yard and the ship has since been carrying out sea trials in Scottish waters.

Angus Holt of BAE Systems Surface Ships said: "Diamond is a formidable ship and everyone involved can take great pride in the part they have played in her design and build. We will use expertise developed to date to deliver effective long-term in-service support to Diamond and her sister ships to ensure they are available whenever and wherever the Royal Navy needs them."

First-of-class *HMS Daring* is visiting the eastern seaboard of the USA on her first overseas deployment. She is to exercise with the US Navy from Norfolk, Virginia where she will conduct work-up exercises with a US Carrier Strike Group led by the aircraft carrier *USS Enterprise*.



Diamond sails away from Glasgow on her voyage to Portsmouth

Picture: BAE Systems



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New weapons rig boosts Typhoon data analysis

THE RAF has welcomed delivery of a crucial element of the Typhoon Availability Service (TAS) which will give key weapons system support.

The formal acceptance of the Weapons Systems Support Rig (WSSR), delivered by BAE Systems, is a significant milestone and marks the one-year anniversary since the official in-service date of the TAS.

The rig at RAF Coningsby, Lincolnshire is the size of two tennis courts containing 33 benches and 24 pieces of rig support equipment.

This capability was designed, developed and delivered by BAE Systems at Warton, Lancashire. It has been through an extensive period of installation, testing and qualification and is now being used to validate mission data and evaluate any avionic issues in support of the operational fleet.

Flight Lieutenant Shaun Bates of RAF Coningsby said: "We are now able to improve the effectiveness of Typhoon mission data in a safe, controlled environment."

"Undertaking flight trials is not always the most cost-effective way of proving the effectiveness of aircraft software and mission data."

"The WSSR de-risks these trials and gives the Typhoon force confidence that the improvements will function as designed."

Terry Butchart, BAE Systems'



Left: the new weapons support rig at RAF Coningsby, improving validation of mission data for the Typhoon, pictured above with a comprehensive fit of weaponry

TAS WSSR manager added: "The delivery and official customer acceptance of the rig underlines the company's capabilities in the area of readiness and sustainment and is the latest in a number of milestones achieved as part of the TAS contract in the past year."

"It is now our task to make sure that the rig is there for the customer whenever they require it, providing an improvement of capability to the Typhoon force."

"Other vital benefits of the rig are the savings and efficiencies it delivers, particularly through the reduction of test flights required and, unnecessary removal and testing of equipment."

TAS at RAF Coningsby sees BAE Systems and RAF personnel work side-by-side to ensure the availability of the Typhoon fleet to meet its standing and operational commitments. It reduces support costs over the lifetime of the aircraft.

Leuchars welcomes Typhoon

THE TYPHOON aircraft will be operating out of a second RAF base after the reformation of 6 Squadron last month.

The first aircraft which will eventually operate Quick Reaction Alert over northern UK skies next year – scrambling and intercepting unidentified aircraft – arrived at RAF Leuchars.

Quick Reaction Alert for the southern skies is already provided by Typhoons at RAF Coningsby

The squadron will be the first of three Typhoon squadrons planned for the Scottish base.

Air Officer Scotland and RAF Leuchars' station commander, Air Commodore Harry Atkinson, said: "It is a privilege to welcome Typhoons to RAF Leuchars. The world-class Typhoon is a truly multi-role combat aircraft, which will serve us for decades to come; it is capable of providing critical support to our troops on the ground as well as control of the skies, both on overseas operations and at home."

"6 Squadron's main focus over the coming months will be preparing to deliver Quick Reaction Alert from RAF Leuchars next spring."



SBADS delivers small boats from a C-130 Hercules, right



Babcock backs its boat drop system

DELIVERY OF small boats into the ocean from military transport aircraft will be supported by a new contract with Babcock.

The company is currently delivering 186 units of its Small Boat Aerial Delivery System (SBADS) and has now won an engineering support contract.

The system has been described by Allan Brocklebank, project manager at DE&S' Hercules and Tristar team as 'the best thing we've seen in aerial delivery in 20 years'.

SBADS can be adjusted to control deceleration rates on impact with the water to avoid damage to the payload on landing.

Different payloads can be dropped from liferafts and medical equipment containers to boats over 12 feet long with outboard motors fitted ready for action.

The modules are

designed to be compatible with Hercules and Airbus A400M or other aircraft equipped with the standard 108-inch cargo handling system, and could easily be modified to suit other aircraft.

Modules can be fitted with floats to allow recovery and reuse during training exercises, or can be configured to sink during operations.

Approximately half of the systems ordered have been delivered so far. Babcock will provide engineering support to SBADS until October 2014.

Babcock project manager Roger Taylor said: "The system is the latest thing in aerial delivery, meeting the need to protect the payload and integrate with the aircraft, and has been very well received by the customer."

"We are now looking to apply this technology to other air drop applications, building on the system's versatility to cover other equipment."

EADS DEFENCE & SECURITY IS NOW:



AND WE WILL CONTINUE
DEFENDING WORLD SECURITY.

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Undercover Bulwark back in the light

THE WRAPS are off *HMS Bulwark* has she passes the halfway mark in her £29 million first docking period.

The huge amphibious landing ship has been an imposing sight in No 8 Dock since Babcock began work on her last March.

She already had two tail shafts and bearings installed and rope guards and propellers replaced before the 'covers' went on in July.

The canvas tenting allowed application of special outer bottom foul release coating designed to improve fuel efficiency as

First docking well on course for next year completion

well as long term cost savings.

With some of the tenting now removed preservation work continues on her superstructure and upper decks.

Babcock are also progressing inboard work on the ballast tanks and auxiliary machinery, as well as carrying out upgrades to mess decks, galley and laundry.

Work on *HMS Bulwark* includes more than 50 alterations and additions and around 500,000 hours of work.

Recent high profile visitors have included DE&S' Chief of Materiel (Fleet) Vice-Admiral Andy Mathews, Armed Forces Minister Nick Harvey and Judith Hackett of the Health and Safety Executive.

HMS Bulwark is on target for sea trials early next year.



Pictures: Babcock

Now you
see her . . .

The covers are off: *HMS Bulwark* emerges for the next stage of her docking period



Argyll –
completed
early
and within
budget



TYPE 23 frigate *HMS Argyll*, above, left Rosyth last month – three days early, within budget, and fighting fit after an eleven-month upkeep by Babcock.

The oldest Type 23 frigate in the fleet and the first to undergo a second refit has undergone 290,000 staff hours of work involving overhaul of mechanical systems, including replacing two of the four diesel generators, one of the gas turbines, 60 per cent of the main shaft lines, and complete overhaul of all the underwater and high pressure air and salt water system valves.

She is the first Royal Navy ship to have the raised flight deck replaced with a new composite material and can now boast the new DNA(2) Command System, central to the ship's fighting capability.

The refit contract is another success for the Surface Ship Support Alliance between DE&S, Babcock and BAE Systems.

THE UK MARITIME INDUSTRIES: FROM TODAY'S FOCUS TO TOMORROW'S BUSINESS



A national conference that takes a look at UK maritime enterprise including the impact of the Strategic Defence & Security Review, the maritime dimension of the National Security Strategy, the export potential of the maritime industries, the challenge of the "green agenda", the business opportunities in the offshore renewable sector and the wider management of the UK's maritime environment. Speakers from the highest echelons of the maritime industries will promote debate on these topics and discuss the major business opportunities emerging.

Tuesday 8th & Wednesday 9th March 2011

One Great George Street
Westminster, London

Preceded by a private charter river passage from Waterloo Pier to the iconic Thames Barrier and a guided tour of its machinery, the event also includes a structured programme of one-on-one meetings and a conference reception and dinner.

It promises to be a "must attend & un-missable" networking opportunity.

Organised by the Society of Maritime Industries

For further information visit www.maritimeindustries.org



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From the Gulf to the Balkans, from Iraq to Afghanistan. Wherever Britain's armed forces go, we go in support. And decades of experience on complex MoD contracts guarantees a seamless delivery of everything from fuel supplies to air conditioned accommodation and a hot shower. When our military are away from home, we're onboard too.

KBR
We Deliver



Safety reporting sharpens up

DE&S IS working with industry to improve collection and analysis of safety performance of RAF aircraft.

BMT Defence Services has delivered a cost-effective web-based solution for reporting safety performance for DE&S' Air Support operating centre.

The company has developed Assert, the Air Support Safety and Environmental Reporting Tool, logging key safety criteria including aircraft status reports, project team self assessments, occupational health, safety and environmental assessments, and safety risks.

"BMT has provided outstanding service to the operating centre – from capturing and analysing requirements to the design, development, training and support of a software system that meets our needs and has taken safety reporting in the centre to an impressively higher level," says Ted Jeffery of Air Support – Safety Technology and Integration.

Supply ship sails 'home' to celebrate a milestone

ONE OF the largest ships in the Royal Fleet Auxiliary (RFA) returned to the Clyde last month to support plans to host Scotts Shipbuilders' 300th anniversary celebrations next year.

RFA *Fort Rosalie* – a stores replenishment ship for Royal Navy vessels, pictured above – was launched at Scotts on the Clyde in 1976.

Commanding officer Captain Vernon Ramsey-Smith said: "I am proud to be bringing RFA *Fort Rosalie* back to Greenock

and the Clyde where she was built 34 years ago. It is a testament to the craftsmanship of Scotts Shipbuilders and the people who worked on her that she continues to provide excellent support to the Royal Navy, now and into the future."

The ability to re-arm and resupply the Royal Navy while underway, coupled to their capacity to carry extra helicopters on a large flight deck, makes the Fort class a highly flexible and important part of any naval task group.

They can carry more than 13,000 tonnes of supplies from food to weapons.

Andy Gunn, chairman of the Friends of Scotts Shipbuilders, said: "Fort Rosalie and sister ship *Fort Austin* were two of the finest ships ever built by Scotts. Both have operated for many years in and out of the Clyde to Loch Long and anchored often at 'the tail of the bank'. When she is lit up folk often remark 'what cruise ship is that?'"

Scotts' 300th anniversary event is expected to take place next summer.

Our marine expertise is well known.



But did you know we provide land acquisition support too?



As many government and industry customers have found, the systems engineering skills that BMT Defence Services have developed on the high seas are equally applicable when navigating the complexities of land acquisition.

To find out more, call Stuart Olden, Land Business Development Manager on Tel: +44 (0)1225 473 595 or Email: solden@bmtdsi.co.uk



BMT Defence Services

"Where will our knowledge take you?"



The British soldier boasts an assortment of kit – from underpants and socks to combat shirts and camouflage gear – while on operations. What you see is just one small part of a large wardrobe, much of it provided by the hard work of DE&S teams. *desider* takes a closer look at the kit to find out what's in a soldier's...

Bag of tricks

'A big warm hug from the

- what a hardened corporal on operations said about the quality and quantity of the personal kit in his Black Bag. Take a bow DE&S



**Take a peek inside
a soldier's
Black Bag
– pages 20-21**



It was during the start of Operation Telic in 2003 that British soldiers were first labelled 'Borrowers'. Personnel arrived in Iraq before the supply chain could crank into gear, leaving them attired in a mixture of green and desert camouflage.

Concerned over the quality and appearance of other clothing, including footwear, troops began to look enviously at their international colleagues and it was not long before they were earning their cruel nickname by trading bits of kit.

But fast forward to today and the boots are most definitely on the other foot. Seven years of front-line experience have helped the Armed Forces learn valuable lessons about what soldiers do – and do not – need on operations and it is now other countries casting jealous glances at Britain.

Such a turnaround has only been possible thanks to DE&S' Defence Clothing and Personal Combat Equipment teams.

A giant holdall – the Black Bag – is the result, issued to all theatre-bound troops. It contains a wardrobe's-worth of clothing covering everything from underpants to combat shirts as well as useful everyday items including a multitool and a head torch.

Defence Clothing team's Chief of Staff Lt Col Matthew Tresidder hopes it will put an end to soldiers parting with their own cash to kit themselves out for ops.

"The Black Bag came into being in 2003 when it was identified that troops going to Iraq needed additional items added to their standard kit," he said.

"It has continued to evolve and is now very comprehensive. Of course soldiers will always want to personalise their kit and might think there is something better out there, but my advice is that before you spend your very-hard-earned money, have a look at what you actually get in the bag because you have much better things to spend your cash on."

"Soldiers simply shouldn't need to buy their own kit and the day they feel that they don't need to buy anything else is the day we will have achieved what we set out to do. I think we are 98 per cent there."

The contents of the Black Bag are worth £3,000. By comparison, new recruits receive £800 of kit when they join the Army.

Starting with essentials such as anti-microbial underwear and socks, the holdall's innards contain complete sets of shorts, trousers, t-shirts and combat shirts as well as camouflage gear in the new multi-terrain pattern design.

The latest generation of Osprey body armour and combat helmet are also included, while the footwear options include a preference of winter and summer boots from manufacturers Lowa and Meindl. Smaller footwear made specifically for women's feet has been included and there are even sandals for use around camp.

And although the Defence Clothing and Personal Combat Equipment teams are the ones who source the new gear, everything that finds its way into the bag only does so after being given the go-ahead by the soldiers who will be using it in battle.

Lt Col Tresidder's team deploys to theatre every four-to-six months to talk to troops about

Army'

what kit works, what does not and what they would like to see added.

Further feedback from post-operational reports is also taken on board.

"You can guarantee a soldier will give you the benefit of their wisdom and we always do our best to listen," he said. "It is them that have to fight with the kit and thankfully soldiers are very rarely shy in telling you what they think. We find that the views are almost always positive, but I don't think that's surprising when you consider where we have come from since 2003 – it's phenomenal."

"Everything in that Black Bag has been trialled and approved by the Infantry Trials and Development Unit which is staffed by personnel just back from operations. They give us their opinion on whether kit is good and fit for purpose. All of this comes at a cost but there isn't a budget – if something is needed then the money is there."

"The greatest compliment I have received was from a hardened corporal who described the bag as 'a big warm hug from the Army'."

Many of the items – Lowa boots, Karrimor day sacks, Silva head torches and Blackhawk knee pads, for example – are designed and made by industry and have been included because they are the best examples currently on offer. Other gear, such as the Gerber multitool, is so advanced it is not yet available commercially in this country.

"I'm really pleased that we are giving guys top-of-the-range equipment – things like Lowa boots, you just don't get any better than that," said Lt Col Tresidder. "We're very conscious that soldiers need to look professional – they are there presenting an image to themselves, to the people they are working with and to the enemies they are up against."

"When you see a soldier on the front line in the new camouflage, the boots and the other kit they definitely do look the part."

'We're very conscious that soldiers need to look professional – they are there presenting an image to themselves, to the people they are working with and to the enemies they are up against' –
Lt Col Matthew Tresidder, DE&S

Report:
Stephen Tyler

Pictures:
Graeme Main



This article appears courtesy of *Soldier*, the magazine for the British Army

Lowa and Meindl provide their best selling boots to UK forces. Front-line troops choose two pairs from either maker while footwear with vapour-permeable coating and Vibram soles is given to those on winter tours. Boots are specifically made for women's feet while new sandals are also included.

The first new camouflage design for 40 years features in the bag. The multi-terrain pattern kit was introduced earlier this year



The latest Osprey Mk4 body armour sees the protective armour plate moved inside the vest to make it more streamlined and rubberised shoulder pads added to stop backpacks from slipping



'The amount and quality of what you get now is better than ever before. Most of it is the best you can get so there is just no point in buying other bits and pieces' – Warrant Officer Mark Davies, DE&S Defence Clothing team

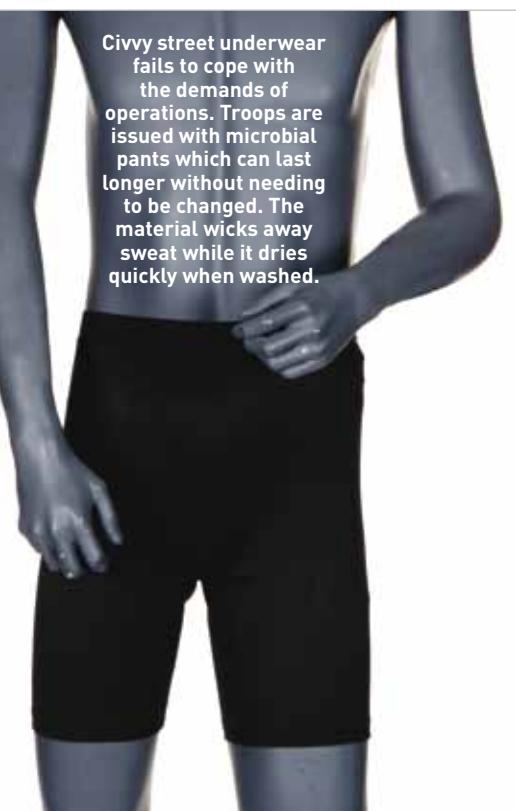


Smaller, lighter towels, left, are now provided which are very light and quick-drying, much like travel towels available on the open market.

The Black Bag features industry-leading knee pads from Blackhawk, below, which are more robust and comfortable when kneeling on the ground.



The bag



Civvy street underwear fails to cope with the demands of operations. Troops are issued with microbial pants which can last longer without needing to be changed. The material wicks away sweat while it dries quickly when washed.

Mobile hydration systems such as the issued Camelbak have revolutionised the way soldiers keep up fluid intake. Dirty or blocked drinking tubes can easily be cleared with this simple cleaning kit, below.



All troops at military bases near the front line will need a high visibility belt. People can be seen at night, and accidents avoided.

Up to 23 different pouches can now be issued for the latest Osprey which is up from three or four for the first versions of the body armour. It is up to the individual serviceman or woman to decide how to wear them.



Karrimor are one of the leading backpack makers in the world and the company has designed the latest 45-litre patrol pack. It contains a hinged upper pouch for bulky items and adjustable straps to stop it slipping off the sides of body armour. The backpack has replaced a 30-litre one.



unzipped

Head torches are not ideal for searching in nooks and crannies, for which the Gerber torch is provided. It is small, reliable and very useful when troops need to be thorough, such as at vehicle checkpoints.



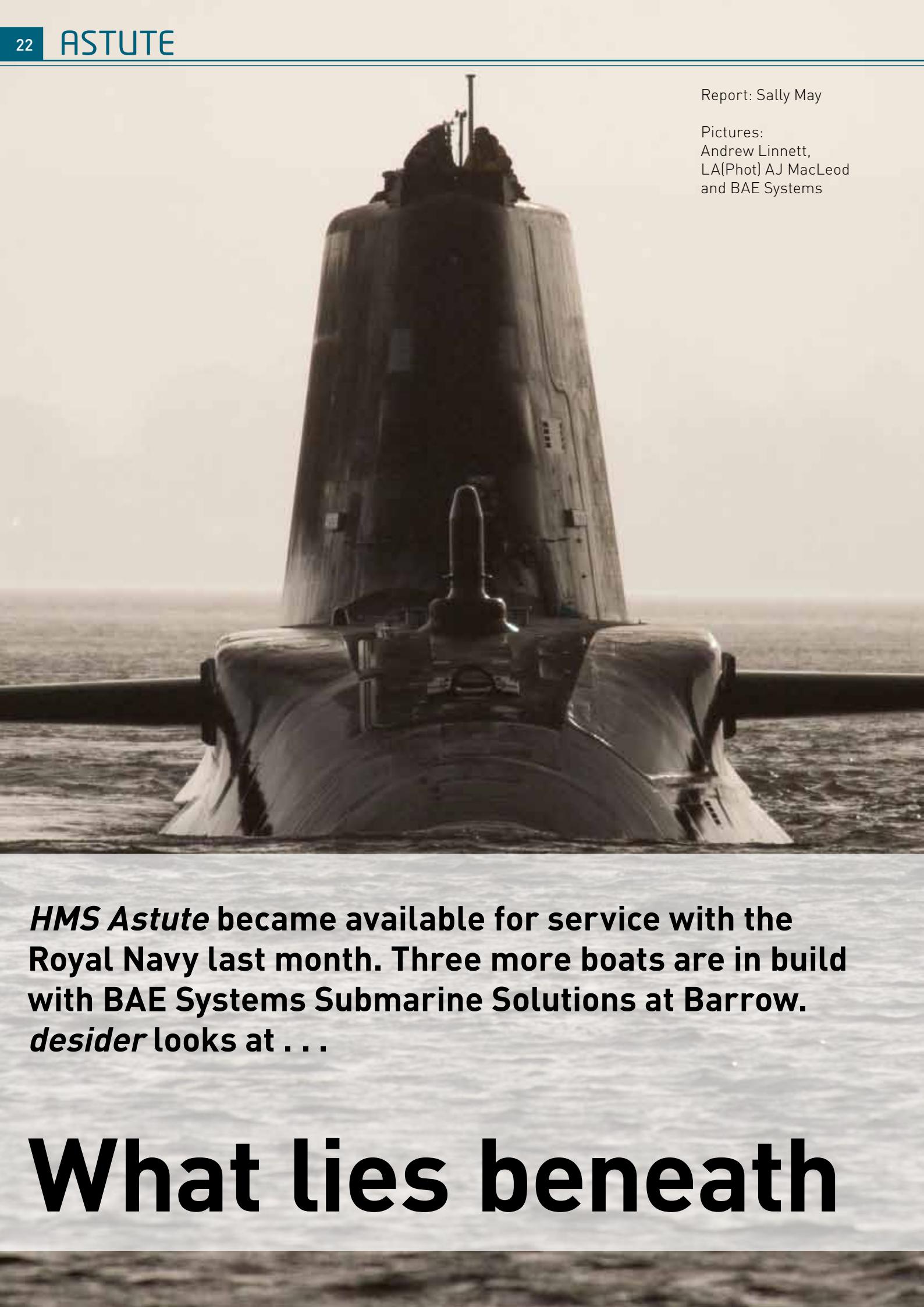
A head torch is a vital piece of kit, particularly one with military-specific functions. When you turn it on it goes straight to red which is vital when on operations, and boasts a range of brightness.



The Black Bag's multitool has been designed with the military in mind, with a good solid blade and specific functions, unlike some commercially available tools with features which have little use for troops on the front line.

Robust, ballistic protective sunglasses can stand up to the sun and dust as well as enemy fire and shrapnel fragments. Soldiers with an optical prescription get two sets of lenses which clip onto the inside of the eyewear.



Report: Sally May

Pictures:
Andrew Linnett,
LA(Phot) AJ MacLeod
and BAE Systems

HMS Astute became available for service with the Royal Navy last month. Three more boats are in build with BAE Systems Submarine Solutions at Barrow. *desider* looks at . . .

What lies beneath

While HMS Astute gets ready to begin her next set of sea trials to test her command system, attention turns to the other boats in the workshop at Barrow.

Construction is well underway on sister submarines *Ambush*, *Artful* and *Audacious*.

Recently build work started on the fifth boat while the reactor core for the sixth in class is on order.

Hot on the heels of HMS Astute's commissioning, the next submarine – *Ambush* – is just months away from leaving the enormous Devonshire Dock Hall where the sections are welded together and the final system installations take place.

Although well hidden by metres of scaffolding, here *Ambush*'s countless systems are being tested and commissioned to prepare the submarine for launch in the coming months.

There is one further target to hit before they get there though, and it's one of the most challenging in the programme. Installation of the propulsion core, known as core load, has begun and it is the key milestone for the company this year.

An ongoing programme of training



for the teams carrying out the installation is underway to bring staff skills right up to date and to pass on the lessons learned on the Boat 1 core installation. The workforce are driving hard to keep to a challenging but achievable schedule

based on experience drawn from the Astute build.

Artful and *Audacious*: pages 24 and 25

Above: *Ambush* and *Artful* lie side by side in Devonshire Dock Hall in Barrow

Ambush



Astute deserves her warm welcome

THE DUCHESS of Cornwall oversaw the commissioning ceremony as HMS Astute was officially welcomed into the Royal Navy.

As revealed in the September edition of *desider*, the first-of-class submarine took on 'HMS' status in front of a crowd of well-wishers. The commissioning was also witnessed by First Sea Lord, Admiral Sir Mark Stanhope, and Rear Admiral Simon Lister, Director of Submarines at DE&S.

HMS Astute is quieter than any of her predecessors, meaning she has the ability to operate covertly and remain undetected in almost all circumstances despite being 50 per cent bigger than any attack submarine in the Royal Navy's current fleet.

The latest nuclear-powered technology means she will never need to be refuelled and can circumnavigate the world submerged, manufacturing the crew's oxygen from seawater as she goes.

The submarine has the capacity to carry a mix of up to 38 Spearfish heavyweight torpedoes and Tomahawk land-attack cruise missiles, and can target enemy submarines, surface ships and land targets with pinpoint accuracy, while she has a world-beating sonar system.

As the base port of all the Royal Navy's submarines from 2016, Faslane will be home to the whole Astute Class, including *Ambush*, *Artful* and *Audacious* which are already under construction.

HMS Astute was built by BAE Systems at Barrow-in-Furness, with hundreds of suppliers around the country contributing component parts, including Rolls-Royce, Derby (nuclear plant); Thales UK, Bristol (visual system and Sonar 2076); and Babcock, Strachan & Henshaw, Bristol (weapon handling and discharge system).

Above and right: it's now HMS Astute as the first-of-class submarine is welcomed into the Royal Navy



Combat system set for Artful – then rest of the flotilla

THE LATEST version of the revolutionary submarine Common Combat System will be installed on *Artful*, the third boat in the Astute class, at the end of the year, and then rolled out across the whole submarine flotilla.

The system originated from the Common Core Combat System programme, an initiative led by DE&S' Submarine Combat System Group led by Captain Pat O'Neill, building on successful modernisation of combat system equipment in service and realising the whole life cost savings into the Astute Boat 4+ programme through joint design initiatives with BAE Systems.

The joint team produced a common open architecture, removing functional duplication where possible and utilising commercial off the shelf products (COTS) and open standards to produce a design which is significantly cheaper than if designed in the 'traditional' manner.

The key to the design methodology employed was to separate the hardware from the software thus avoiding expensive upgrades as hardware becomes obsolete.

The proposed system, and the various programmes that already existed, were united into a Common Combat System design evolution programme.

Progress has been swift and has culminated in Common Combat System version 3 (CCSv3), originally planned for the fifth Astute boat, now being implemented across the whole submarine flotilla as soon as possible.

The core of CCSv3 is a bank of COTS servers in a Shared Computing Environment (SCE). Due to the processing power available through these servers, fewer units are needed to support application software, meaning less space required for the existing legacy systems.

A further development is the introduction of multi-function consoles, boosting operational versatility as they are capable of being utilised for any subsystem. There are also plans to replace chart tables with flatbed multi-function consoles to provide the boat's navigator with the latest in digital charting technologies.

To roll CCSv3 out across the flotilla, DE&S is working with BAE Systems, as the designers of the CCS, and Babcock Marine, as installation experts for the in-service boats.

Captain O'Neill said: "The establishment of a firm roll-out plan for CCSv3 into all classes of submarine is fantastic news and represents the path to realising the whole life cost savings promised by the innovative design developed through excellent team working with our industry partners."

"I now look forward to us extending the SCE to support additional functions and, particularly, to applying the same design and management approaches to the external communications sub-system."



Is it Art? *Artful* in the latest phase of her construction in Barrow

The third boat – *Artful* – is now well advanced with the hull 'closed'.

Casing 5, the final, most forward section of the submarine, is due to be fitted before the end of the year, which will see the structure completed.

Focus is now shifting onto completing systems such as switchboards, diesel generators and weapons integration.

One of the most significant milestones in the third boat's build programme, the integration of the Command Deck Module, was successfully completed earlier this year.

Artful's command deck will be the first to feature the new Common Combat System (CCS), blazing a trail for the rest of the class (see panel, left).

The new system which features common consoles, shared computing and commercial hardware can bring major through life savings as the cost

of updates drops significantly through the use of commercial hardware. It also makes it easier to bring in new suppliers to introduce new capability in the future.

Having replaced 200 processor parts with just 16, it brings together all the key combat system elements including Sonar 2076, command and navigation into just a couple of cabinets.

The system has been developed in partnership between DE&S, BAE Systems and others in 14 months using commercial off the shelf technology.

Initially developed for the final boat, the system has been brought right forward in the programme thanks to the early success of the prototype system.

The CCS is intended to be rolled out across the submarine flotilla over the next decade, including the first two boats of the Astute class, and the first installation on *Artful* will begin this year.

Artful

Audacious



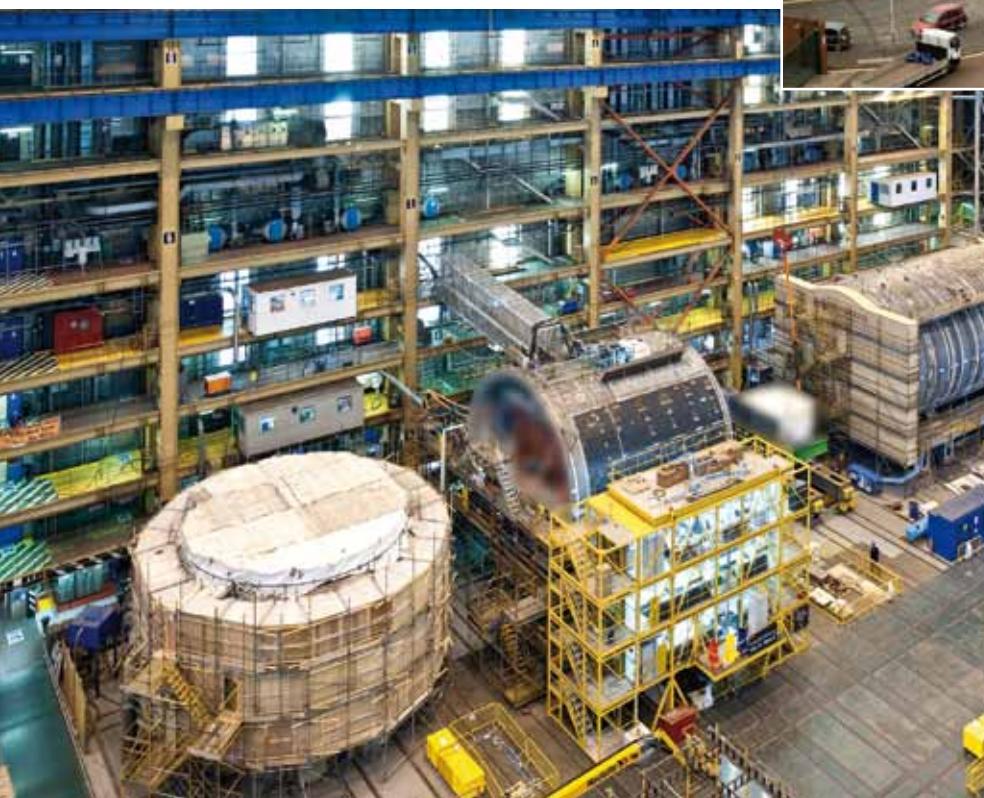
AWhile her sister submarine *Astute* stops traffic travelling between the Isle of Skye and the mainland as she exercises in the waters by Kyle of Lochalsh, hundreds of miles south *Audacious* brought Barrow to a standstill.

Traffic through the town was brought to a halt as an 840-tonne, 20 metre long section of the submarine was moved along Bridge Street in Barrow from the News Assembly Shop to Devonshire Dock Hall.

Sub unit 3 will house the boat's forward



Showstopper: the latest section of *Audacious* makes its careful way through Barrow, above and top, while the submarine, left, is pictured in construction



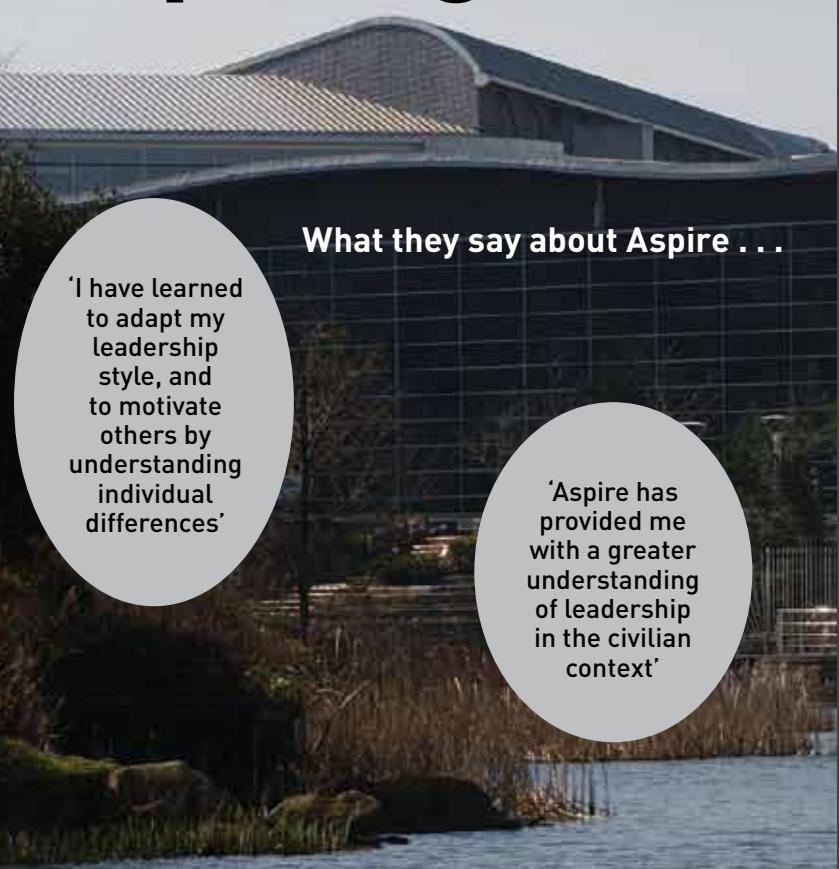
engine room module and command deck.

The move, which took just over 20 minutes, was one of the largest sections moved by the yard since it built the Vanguard-class Trident submarines in the mid-1990s.

This most visible of milestones was closely followed by construction of the aft end and the command deck and auxiliary machinery module.

Work on the main propulsion machinery package is also progressing well along with the diesel generator module which is due to be installed by the end of this month.

Aspiring to lead in DE&S



What they say about Aspire ...

'I have learned to adapt my leadership style, and to motivate others by understanding individual differences'

'Aspire has provided me with a greater understanding of leadership in the civilian context'

The Aspire programme has an important role to play in addressing DE&S' capability gap



'I have a better understanding of acquisition issues, and access to senior management briefings'

'Peer group discussion has challenged my thinking, leading to a fresh outlook on leadership'

'I am able to communicate more effectively using a range of methods, thinking and acting more strategically'

Although DE&S has invested a lot in developing leaders – with some exceptional results – more needs to be done to develop the full leadership strength needed to take DE&S through the next few years.

This was one of the conclusions of a review of leadership capability carried out by Wendy Barnes, a DE&S non executive director, which had been commissioned by the Chief of Defence Materiel, General Sir Kevin O'Donoghue.

Wendy highlighted the strength of management skills in DE&S, but indicated that DE&S was often less successful at using this foundation to develop the leadership capability needed. She suggested that by 2013 there is likely to be a significant gap in leadership capability.

"I am a firm believer that exceptional leaders are able to stand back from the chaos of day to day business and make sense of what is happening in a way that engages people in their teams and inspires those people to deliver with you," she said.

"I also feel it is important to build the right teams to deliver; in some cases this may include people who have different views, skills and experience from your own. The challenge for a leader is to recognise the value such a mix can bring.

"And a leader should be a role model in everything they do."

The review confirmed the importance of leadership skills to drive through the acquisition and wider defence change agenda. That's not to say functional skills aren't important too. Both will be needed.

The Aspire Leadership Development programme aims to raise leadership capability within DE&S and the wider acquisition community, and forms part of the MOD's wider approach to preparing Band C and Bs for future leadership roles.

Aspire is highly regarded, and has improved individual and team performance, enabling participants to rise to new leadership challenges and lead change more effectively.

The leadership project will be taking forward recommendations from the review, including:

- continuing to deliver Aspire, Engaging Leaders and Core Competence Development Scheme

- reviewing leadership learning and development opportunities; how they can be improved to better support DE&S business

- refreshing the leadership framework of behaviours

- considering the policies and processes we use to manage people; how do they support leadership?

Caroline Hose, Aspire delivery team leader said: "Although there are several development schemes available in the MOD, Aspire is unique as it focuses on leadership. Aspire enables

civilian and military personnel to learn together, sharing their diverse experiences of leadership."

The next intake for Aspire starts in January on a 12-month programme offering a variety of development opportunities.

The core programme comprises a leadership development course, action learning sets and one-to-one self awareness including Myers Briggs step 2 and individual 360 degree feedback.

Optional development opportunities include: mentoring, DE&S Board shadowing, coaching skills, masterclasses on leadership and acquisition topics, buddying with industry, think tanks to solve organisational hotspots, Whitehall and industry group events and opportunities to join the Afghanistan Main Effort civilian pool

If you are interested in applying to join Aspire and would like to know more visit the Aspire intranet page which is at - <http://defenceintranet.diiweb.r.mil.uk/DefenceIntranet/Teams/BrowseTeamCategories/Orgbased/DES+-+Defence+Equipment+Support/AspireTeam.htm>

Or contact the team on 01225 472361.

Applications are open to military and civilians at Band C/B/military equivalent, who have a background and experience in acquisition and the potential and motivation to reach at least Band B/military equivalent. Applications from the engineering, project management, finance and commercial job families are particularly welcome. The closing date is 29 October.

The results of good leadership: better leaders in DE&S mean the organisation can deliver its objectives – support to operations now and in the future – more effectively leading to better results on the front line. Pictured below, a Viking all terrain vehicle from the Royal Dragoon Guards Viking Group and a soldier from the 1st Battalion, Scots Guards move to reinforce colleagues who have come under insurgent fire in Afghanistan

- How can we develop leadership skills? By looking at which aspects we are strong at, and building on these, and understanding where we are not so strong and taking the initiative to go and get the training, education and experience to fill the gap.

- Is leadership the preserve of senior management?

I think that there is a transition which occurs at some point in any organisation, from people having a strength in management skills, being directly involved in delivery of outputs, to becoming a leader where delivery of outcomes occurs through relationships with others. In my review we found that we need to make sure we support this transition, and continue to build strong managers and strong leaders.

Wendy Barnes

- What will be the key challenges for leaders to implement SDSR?

The main challenge will be that no matter how prepared we think we are, there will be many surprises and challenges to manage. Some of these may seem impossible initially but we have shown we can tackle the impossible before. The main challenge for DE&S leaders in this environment is to stay positive and accountable and avoid becoming a victim.

Our leaders will sometimes go into uncharted territory in managing and leading their people through the next few years. I feel we need to make sure that the right support for this is in place. This could be by training and education on programmes like Aspire or through other aspects such as making sure communications are clear, timely and as transparent as we can be.

A new Leadership Portal is available via the DE&S HR intranet pages offering information to understand, assess and develop your leadership capability. Further information and a link can be found in the September Face-to-Face brief and is also at: <http://defenceintranet.diiweb.r.mil.uk/DefenceIntranet/Teams/BrowseTeamCategories/Orgbased/DES+-+Defence+Equipment+Support/DesLeadershipPortal.htm>



New training to improve inventory management

A NEW training suite for Material and Financial Accounting (MFA) has been introduced.

The training, mandated for supply chain management staff, is designed to improve knowledge and competence in accounting and management of defence inventory.

A team of experts from materiel accounting, financial and inventory accounting and supply chain management have designed the training in conjunction with Defence Academy

with a target to have all Supply Chain Managers trained by October 2011

The new training covers MFA policy, compliance, governance, data records and the management of MOD inventory that has been issued to contractors.

The suite consists of an online 'e-book', a form of distance learning requiring individuals to study the 'e-book' and then complete an online test.

Once the test has been passed individuals can then apply to attend

a one-day workshop. Band E/D and their equivalent need to undertake the MFA Basic Practitioner and, for those in grades above Band D, the MFA Advanced Practitioner Workshop.

Finance staff are required to undertake internal inventory accounting/systems training plus some elements of the MFA training to ensure coherence and shared understanding.

Further information is on the Defence Intranet Supply Chain Management Supply Chain Optimisation team page.

Treaty moves closer

THE US-UK defence treaty has taken a key step towards ratification, following its approval by the Senate Foreign Relations Committee.

The Defence Trade Co-operation Treaty, which would improve support to UK Armed Forces by reducing bureaucracy in defence trade relations, was signed three years ago, but the United States has yet to ratify the agreement.

The vote by the Foreign Relations Committee took place on 21 September and it will now be considered by the Senate and House of Representatives.

Devonport energy savings at full steam ahead

ENERGY SAVINGS on the steam system used to heat most buildings at Devonport are likely to top £335,000 in a combined effort by DE&S and Babcock.

Initiatives include reinstating boiler economisers, renewal of lagging on steam distribution pipes to reduce heat loss, new steam traps enabling water to be bled from the steam main and reused in the boiler, new control systems so buildings need only be heated when occupied, and the removal of redundant pipeworks from the system.

Babcock energy manager Chris Piper said: "We are making significant progress in our ongoing energy management programme. Our partnership with the MOD here at Devonport under the Warship Support Modernisation Initiative arrangement is key to our achievements."

John Meaken, Nuclear Services and Support Manager of the base, added: "The energy team has set a great example of how a partnership approach can make a difference: they will continue with their energy saving and green power plans, enabling us to cut costs, protect the environment and support the fleet."



Above: fitters make final connections on new economisers installed in the boiler house



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Discounted future for software and support

MOD-WIDE procurement of IBM software and support has been secured at a substantial discount.

Information Systems and Services' Commercial have announced an Enterprise Agreement with IBM.

It is open to MOD agencies and trading funds and allows software bought through the agreement to be used by contractors for development or outsourcing, service provision or systems integration.

The agreement marks the start of a more strategic relationship between the two, allowing for improved understanding and greater co-operation.

The contract allows for electronic trading with access to purchase through the ICS catalogue via P2P iProcurement. This simplifies procurement and reduces costs.

Customers will be able to download purchased licences via IBM Passport Advantage website which will allow the MOD to co-ordinate its purchases and provide oversight and tracking of the downloaded software.

The agreement does not restrict competition or individual programmes negotiating a better rate of discount than that contained in the agreement.

"This is an excellent achievement for ISS Commercial as it didn't involve an upfront payment or guarantee of future purchases," said an ISS spokesman. "The agreement offers great value for money for the MOD, at no risk."

More information from Gill Peacock, on 01793 555065 or DES Apps Svcs-Comrcl C1(Peacock Gill).



Testing now done with pinpoint accuracy

SUPPORT FOR electronic ground-based communication systems will be enhanced after a deal between DE&S and Diagnosys Systems.

Testing and repair of radio and radar sub-assemblies was performed by a legacy Schlumberger S720 System at ADATS (Sealand det). Following withdrawal of the system, and with Project Marshall – joint military air traffic services replacement programme – not due until 2014, DE&S' Air Defence and Air Traffic Systems (ADATS) delivery team needed a low-cost interim solution to support 3rd line repair.

Diagnosys has provided its PinPoint system, provisioning greater flexibility and efficiency than the legacy system it replaces. Its acquisition included a full suite of analogue and digital test capability, training and extended warranty for five years.

Programs are now running more reliably and quicker than they did on the S720 system, thanks to new techniques and program coding.

ADATS staff quickly created their own test programs to complement Diagnosys' efforts and, with test programs taking no more than four days to complete instead of months, the repair centre is more responsive and creative.

"Two PinPoint systems have been procured to support the ADATS DT equipment," said Mr David Butler, ADATS Radio Systems Programme Manager. "With low implementation and support costs the systems provide ADATS with the exact solution we were looking for."

System of systems sees the way forward

MORE THAN 160 representatives from industry, MOD and academia attended the inaugural meeting of the SOSA (System of Systems Approach) Community Forum at Shrivenham.

The defence-wide initiative is being led by DE&S' Systems Engineering and Integration Group (SEIG) to improve the way the MOD acquires, operates and supports defence capability, systems and equipment.

After discussions including representatives from DE&S ISS, Cap CCII, Niteworks and the Key Systems Adviser (KSA), industry and academia joined four working groups that will inform the Community Forum's work, in the areas of open systems, domain architectures, systems engineering and system of systems processes, and system of systems safety.

Howard Mathers, Director of Safety and Engineering at DE&S said: "SOSA provides an opportunity to address the challenges of the future in a number of different ways.

"We want to implement these changes quickly but we've got to deliver these programmes at a pace that achieves enduring effect."

Niteworks consulted with industry to prepare for last month's launch. The first regular meeting will be in December.

Customer feedback keeps acquisition framework fit for purpose

FEEDBACK IS still being sought on the Acquisition Operating Framework – the authoritative source of policy and good practice for those involved in acquisition in the MOD and industry.

The framework aims to be easy to access, use and apply to support acquisition performance improvement through more consistent application of principles, processes and procedures.

To ensure the framework remains fit for purpose, feedback from the defence acquisition community on its usefulness and usability is vital.

A customer survey is available online at www.aof.dii.r.mil.uk (defence intranet) and www.aof.mod.uk (internet) throughout this month.

Feedback counts. As a result of feedback from the 2009 survey, there

have been improvements made to the framework layout, its content and the site search facility.

Results of the 2010 survey will be published online in December followed by information on action taken.

In addition to the survey, feedback on the AOF can be provided at any time to the AOF team at DESPTG-AOFTeam@mod.uk.

Bases share best practice



THE NEXT forum where naval bases share best safety and environmental practice takes place this month.

The Naval Bases and Maritime Occupational Health, Safety and Environmental Protection (OHSE) Forum is now firmly established.

It operates under the banner of the 'Making Safety and Environmental Protection Personal' (also known as the ABC) Campaign, to provide a forum in which topics of mutual interest can be discussed by the bases and other stakeholders.

The forum's aim is to promote commonality and coherence of approach to OHSE matters to continuously improve safety and environmental protection performance in the sea sector.

The forum allows communication of good practice, lessons learned and affords the opportunity to resolve specific issues.

The forum has now met on three occasions, the first last December.

Chief of Materiel (Fleet), Vice-Admiral Andy Mathews, who attended the first meeting, said: "The forum is a useful initiative; the importance of OHSE is becoming increasingly high

profile within the line management chain. Senior management recognise that safety matters."

Topics raised at the first three forums included impacts of the Haddon-Cave Report, safety culture, management of international catering waste and accident data.

The forums have provided a platform to allow the base OHSE professionals to address issues common to all, allowing them to provide a better service to their respective areas.

Dr Adrian Ferrier, above, the S&EP Assistant Head (OHSE) and forum chairman, said: "The forum was established to promote continuous improvement and is accountable to CoM (Fleet).

"Where resolution of issues requires higher management action, this is elevated to the appropriate individual or committee, or further referral via line management and/or chain of command."

Dr Ferrier is keen to ensure that the forum remains useful and will review progress annually.



Safety and environmental protection round-up

Fire services critical to DE&S

THE DEFENCE Fire Risk Management Organisation (DFRMO) provides services to DE&S sites critical to operations and to management of health, safety and environmental risks.

The organisation's Customer Interface Manager is embedded in the DE&S S&EP Group to make sure DE&S receives the level of service set out in the agreement between DE&S and

Land Forces, where DFRMO sits. The post is filled by Defence Fire and Rescue Service officer Rick Fleming, left.



He monitors the performance of DFRMO fire stations on DE&S sites and also fire safety risk assessments to ensure any fire safety issues are addressed promptly by DE&S management.

Rick can be contacted by email (DES SE SEP-Fire) or on 07828 483889

THE PRIMARY Focal Point network (PFP) is a web of points of contact within DE&S teams and business areas as a point of contact for communications with S&EP Health and Safety Policy team (HS Pol).

The PFP transmits, to the safety advisors within their area, information passed from HS Pol. This requires them to have an understanding of the activities of their team and knowing the correct names and contact details of safety advisors.

Before the PFP network, the distribution list for H&S advisors contained more than 150 individuals – difficult to maintain and use.

The network allows H&S Pol to rapidly distribute information across most of DE&S leaving further dissemination to the PFPs, who are better able to contact their H&S personnel and have a better understanding of their teams' business.

Many PFPs are part of their business management team. Unlike local safety advisors or other H&S advisors, an in-depth knowledge of health and safety is not essential for a PFP, but training such as an IOSH Managing Safely course gives a basic understanding of health and safety.

Further details from HS Pol (DES SE CESO-OHSE-HS-Office) or Nicola Carroll or Rachel Watton on 9355 67633 or 67702.

Science and technology awards mark DE&S' gateway to success

THE DEFENCE Science and Technology Laboratory's (Dstl) Science Gateway team at Abbey Wood has scooped a top MOD honour for excellence in the science and technology community.

The MOD's Chief Scientific Advisor (CSA), Professor Mark Welland, awarded the team, who were nominated by both Dstl and DE&S management, with a CSA Commendation Scheme award for its 'transformational impact'.

Dstl Science Gateways are senior scientists and engineers embedded in each DE&S operating centre and some parts of DE&S Corporate, providing guidance and support.

Dr Andrew Tyler, Chief Operating Officer at DE&S, said: "The recognition of the Science Gateways by CSA in his annual commendations is very timely. They have been one of the real successes in forging closer co-operation between DE&S and the science and

technology programme, and are widely utilised across the DE&S op centres.

"Their value is well recognised in support to operations and core equipment programme projects."

Alexis Hammer, Domain Leader, Acquisition Policy, Programme Office, Dstl, added: "Our team has led the way in helping colleagues in DE&S understand how science and technology can help

them deliver capability to the front line.

"The gateways are recognised across DE&S as the first point of access to science and technology."

An individual award also went to Dr Nigel Paling, Dstl Science Gateway with the Land Equipment Operating Centre in DE&S.

The citation told of his passion to maximise the impact of science and technology to help bridge the gap between project teams across operating centres and the wider community of experts necessary to make science and technology an effective component of delivered capability.

Commendations:
Claire Burt,
Owen Griffiths,
Andy Stocks,
Tim Rhys-Jones,
Pete Douglass,
Tim Bagley, Jim

Wood, Darren Watts, Andrew Robertson, Ben Evans, Nigel Paling, David Fry, Hamish Smith, Mervyn Lloyd, Mike Larner, Clare Griffiths, Dominic Cockroft, Rob Balcock, Sue Haines and Alexis Hammer.



Specialist and Logistic Vehicles team members line up at Abbey Wood

Display marks renaming

AN IMPRESSIVE display showcased logistic vehicles at Abbey Wood on 13 September

The event marked the launch and renaming of General Support Vehicles team to Specialist and Logistic Vehicles.

Renaming better reflects the vast equipment portfolio the team supports which ranges from motorcycles, fire engines, and counter Terrorist platforms to heavy logistic equipment and tank transporters.

The team will provide critical front line support to UK Armed Forces with responsibility for the through life management of military light and heavy cargo platforms as well as fuel, utility and specialist vehicles for domestic and operational use.

The team is also involved with future logistic fleet requirements and is currently working on programmes including the multi-role vehicle replacement for the Land Rover variants, Future Light Equipment Transporter, support tankers, Combined Articulated Vehicle Programme and the Non Articulated Vehicle Programme.

Team leader Dr Jonathan Cook said: "Re-naming the team has been crucial in integrating our enlarged vehicle portfolio and successfully joining together the separate elements of the former GSV and SUV teams into a single new dynamic team."

DINs - released this month

Defence Instructions and Notice (DINs) are defence-wide instructions, guidance and notices for military and civilian staff, containing up-to-the-minute information to help people carry out their duties. Some of the latest issued on Defence Equipment and Support are:

2010DIN04-136: Amended supply procedure for serviceable and unserviceable cylinders. Guidance on the return of cylinders from units managed by the Air Commodities team.

2010DIN04-144: Future closure of the computer aided maintenance management system (CAMMS). To increase efficiency of maintenance management across the maritime domain the existing computer-based systems will be rationalised to a single maintenance management system. CAMMS data will be transferred to UMMS.

2010DIN04-147: Reporting of materiel losses due to or in direct support of operations. JSP 886 Volume 4 Part 6 is being updated to provide units with a simplified process that aligns operational loss reporting requirements with that in existence for all other materiel losses. It will provide greater visibility of occurrences.

Further information on the latest DINs see:

<http://defenceintranet.diiweb.r.mil.uk/DefenceIntranet/Library/CivilianAndJointService/AtoZ/DinsIndex2010.htm>



Leading the way in developing people

JOINT SUPPORT Chain Services has won the category of 'Best People Development Initiative' at a leading award ceremony.

The award from the Chartered Institute of Purchasing and Supply rewarded Operation Anvil, deploying civil servants to operational theatres.

Major Steve Foster, SO2 J3 Operations, collected the award from comedian Rory Bremner at last month's ceremony in Park Lane, London.

JSC Services beat industry leaders including AstraZeneca, LG Electronics, Napp Pharmaceuticals, NATS and Network Rail for the top award.

Judges who specialise in the procurement and supply chain industry were looking for innovative training and development initiatives that have helped to deliver real improvements in performance.

Judges described Anvil as "a huge investment in supply chain people who have been transformed under very difficult

circumstances. This is a clear people project led by procurement."

Operation Anvil is the only initiative of its kind within defence that involves deploying fully trained civil servants to operational theatres to assist in specific tasks to improve the reverse supply chain efficiencies.

The initiative has saved £12.7 million for the MOD, £5.3 million in transport costs, £600,000 in packaging and £700,000 from 28,000 staff hours saved in theatre.

The team's skills and knowledge were integral in allowing the main British military base in Iraq to close five weeks early, which saved an extra £4 million.

JSC Services Chief Operating Officer Neil Rixon said: 'I am extremely proud that JSC Services and the Operation Anvil initiative has been recognised at these prestigious industry awards in front of industry and supply chain specialists.'

"JSC Services has now been identified by the commercial sector as delivering outstanding development and performance within logistics and the supply chain."



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Abbey Wood shows generosity as box appeal gets under way

THE 2010 Operation Christmas Child Shoebox appeal has now been officially launched at Abbey Wood.

Acceptable items include hats, gloves, scarves, stationery, soft toys – no knitted ones please – cars, soap/flannel/sponges, toothpaste/toothbrush, sweets, balls, tissues, beads/bracelets etc, small purses and bags, small dolls, small colouring books, plastic animals, whistles/mouth organs, yo yo's, packs of combs/brushes etc, dominoes, skipping ropes, slinkies etc but no playing cards, Harry Potter items or chocolate.

Donations can be made in collection boxes in Abbey Wood neighbourhoods

Alternatively staff can fill boxes themselves. Advice on this can be obtained from Jules Hurrel at Abbey Wood x38083.

Closing date is Thursday 28 October.

Chief of Corporate Performance, Trevor Woolley will present the boxes to charity representatives on 2 November in the gym hall at 1.30pm.

Help for Heroes cashes in on the DE&S 'fall guys'



Above and left: Jen Parish with Lance Corporal Danny Kelly from the Red Devils freefall team.

Right, from left, Jenny Prior, Ray Kessler, Jen Parish, Naomi Halcrow and Helen Smith



FIVE DE&S staff members from Abbey Wood became 'Red Devils' for the day to raise cash for Help for Heroes.

Jen Parish, Naomi Halcrow and Helen Smith from Light Weapons, Photographic and Batteries team joined Dismounted Soldier Systems' Ray Kessler and Jenny Prior as they parachuted out of a plane

above Netheravon in Wiltshire. They were accompanied by members of the Red Devils parachute team and have so far raised more than £4,500 with money still coming in.

"We are so pleased with the amount of money we raised, it is going to a fantastic charity that we all support and believe do

a great job for the troops," said Jen. "The jump was an amazing experience that we are all keen to repeat. It was such a rush and we were all relieved that the bad weather we faced didn't stop the jump from taking place."

Further donations can be made at www.bmycharity.com/modsquad.



Fitness club is a runaway success

ONE OF Clyde's latest fitness ventures – the 100 Mile Club – is on its way to being a runaway success after more than 50 base workers signed up in a matter of months.

Since the club was launched around two-months ago news has spread around the base of the benefits.

Two club members have already reached the 100 miles mark with more registering for five and ten kilometre runs.

The aim of the club is to get people out of their workplace and running the great Scottish outdoors with the target of totalling 100 miles at their own pace.

Runs are done in the participants' own time with them signing and dating their own booklet recording their progress.

Left: Clyde Sportsdrome's Warrant Officer Paul Nash and Leading Physical Trainer Regaina Cawley (centre) with some of the 100 Mile Club members.

Submariner Keith regales with tales 'down under'



A FORMER submariner who was for many years a health physicist at Clyde naval base has preserved a unique piece of social history by gathering together examples of the Royal Navy Submarine Service's 'underwater journalism' in a new book.

Keith Hall, 60, left, was a chief petty officer on board *HMS Conqueror* and

Resolution throughout the 1970s and 80s before working at the Clyde base.

While beneath the waves Keith helped with the *Resolution Review*, a newsletter for the crew.

"The newsletters offer a glimpse into life onboard submarines," said Keith. "Although issues were fairly regular, there were only a few

copies. Back copies weren't always kept, which is a shame because they're not only pieces of naval history, but examples of social history too."

Submariners' News: The Peculiar Press of the Underwater Mariner (ISBN 978-0752457932) is due out next month at £12.99, published by The History Press. Profits will go to the West of Scotland Branch of the Submariners' Association.

Teams eyeing up a palace visit

Civil Service Awards nomination list is announced

DE&S STAFF will be invited to Buckingham Palace next month after being nominated for annual Civil Service Awards.

More than 50 nominations were made within the MOD, with DE&S projects among the most high profile.

Leading the way for DE&S projects are the trio of David Bartlett, Mike Jeavons and Austin Harding who won a GEMS idea of the year award for their forward service package for Apache helicopters. They have been nominated for a public value award.

The awards, now in their fifth year, celebrate exceptional contribution and efforts of those who work in the Civil Service.

Permanent Secretary Sir Bill Jeffrey said: "I am pleased to see that there was such a strong response to the call for nominations for the Civil Service Awards.

"I would like to thank all those who took the time to submit nominations and I would like to congratulate those MOD teams that have made this year's shortlist. This demonstrates the passion and commitment that our people in defence have to their work."

"I wish those on the shortlist the best of luck at the ceremony."

Those shortlisted, below, will be invited to the ceremony at Buckingham Palace on 11 November.



Training: participants get down to some disaster relief training

Devonport goes multi-national

STAFF AT Devonport got a look at warships from three other nations as the base hosted FRUKUS, an annual quadrilateral exercise.

The warships from France (*FS Primauguet*), Russia (*RFS Severomorsk*), UK (*HMS Kent*), and the United States (*USS Mount Whitney*) exercised at sea and on land in the disaster relief training areas in the base.

The exercise enhances operational capability and understanding between the four countries, and is now the cornerstone of navy-to-navy co-operation with Russia.

The host country for the exercise rotates each year. The US play hosts next year.

PROJECT & PROGRAMME MANAGEMENT AWARD

The Air Command and Control Programme Management Team (Defence Equipment and Support).

The team has been nominated for the project management and commercial techniques used to procure a new, wind-farm-tolerant air surveillance radar – a project which has unlocked the potential for £7 billion worth of renewable energy investment.

The project received initial acclaim from the Secretary of State for Defence, and the Secretary of State for the Department of Energy and Climate Change later wrote that this 'was an excellent example of collaborative working between our departments'.

PROCUREMENT AWARD

Public Sector organisations working together on the Pan-Government Energy Project (Defence Equipment and Support).

Colleagues from the MOD, the Office of Government Commerce, the Department for Work and Pensions and DECC (among others) have been nominated for their work on the Pan-Government Energy Project, which is jointly developing a plan to introduce contracting strategies for electricity and gas that adopt best practice in energy purchasing. The project has delivered £139 million in benefits in 2008/09 and £335 million in 2009/10, exceeding forecasts and helping departments to achieve Comprehensive Spending Review targets.

PUBLIC VALUE AWARD

Apache helicopter 600-hour Depth Service Interval and 300-hour Forward Service (Defence Equipment and Support).

The team identified which aspects of the 300-hour depth service required by Apache helicopters were critical, and which could be moved to the 600-hour service interval without prejudicing airworthiness.

This meant the revised 300-hour service could be conducted in theatre, with a revised 600-hour service being conducted on the Apache helicopter's return to the UK. This has produced direct financial savings of £3.2 million in year one, £4.2 million in year two and £4.4 million in year three.



Above: Scylla poses for the camera, shortly before her departure from Devonport, and pictured, right, with Devonport dog handlers

Scylla leads the 'flotilla' of first Devonport puppies

A RECENTLY-ARRIVED litter of MOD Police puppies at Devonport have been named after a class of Royal Navy warships.

The puppies, unveiled in September's *desider*, have been named after the Leander class of frigates due to the Royal Naval connection.

One of the ships – *HMS Scylla* – was the last warship to be built at Devonport before being sunk off Cornwall as a scuba divers' attraction.

The ship's namesake puppy was the first to be handed over to a new owner – an MOD police officer who previously served aboard the

former frigate.

Superintendent Jim O'Donnell, head of MOD Police at Devonport, said: "Handing over the puppies to their new homes marks a major step in the successful outcome of the new force breeding programme. The team here in Devonport has done a fantastic job – the future looks good."

The tiny police dogs of the future for the MOD Police are now old enough to be handed over to their trainers before operational duties nationwide protecting MOD buildings, personnel and other assets. The pups will attend their initial police dog course next November.

The 12 Belgium Shepherd puppies, born on 10 July, are the first MOD Police dog recruits to be born to the police unit in Devonport.

The boy puppies are named Sirius, Ury (after *HMS Euryalus*), Jove (*Jupiter*) Ajax and Apollo. The girls, Cleo (*Cleopatra*) Scylla, Minnie (*Minerva*), Rora (*Aurora*) and Phoebe.

Two remaining puppies will be named by the civilian Kent Police.



BRITAIN'S FUNDRAISER of the year received a boost from Clyde naval base, thanks to the Royal Marines.

Guide dog owner Scott Cunningham and his canine companion Travis were at the base to help raise cash for two charities. They were joined by cheerleaders from Glasgow Rangers FC.

They were also rasing money for the Travis Trek Ball last month, organised by Scott in Glasgow with help from Fleet Protection Group, Royal Marines.

Proceeds were split between the RM Charitable Trust and Guide Dogs for the Blind.

While at the site the group was put through their paces by Royal Marine physical training instructors and treated to a thrilling turn around the Gareloch in the Marines' offshore raiding craft.

Colour Sergeant Billy Rodgers, who helped organise the visit, said: "Marines from Fleet Protection Group helped Scott during his trek of the West Highland Way. He came to visit us at the Base in December last year and brought along a guide dog puppy, Royal, who had been named after the Corps."

Scott, a recent winner of the Institute of Fundraising's Award for Voluntary Fundraiser of the Year, has now raised more than £100,000 for guide dogs.

Clyde boosts guide dog funding



Left:
Rangers FC
cheerleaders
meet the
Royal
Marines
during their
visit. Guide
Dog Travis
is pictured
in the
centre with
owner, Scott
Cunningham,
on the left
and Colour
Sergeant
Billy Rodgers
on the right.

Abbey Wood offers chance to re-skill

ABBEY WOOD is to host a skills fair on 17 November to promote re-skilling opportunities and the future direction of skills at DE&S. Representatives from the functional Skills Director teams, the PPPA Career Consultancy Service, Defence Academy and Leadership teams will be available, among others.

THE FIRST three awards at Devonport to recognise long service in support of the UK's submarine acquisition programme have been presented.

Gold lapel pins have been awarded to Michael Moore, Alan Gill and Tony Frost of Superintendent Nuclear Works (SNW) for a total of more than 75 years' service across a wide range of the acquisition programme.

DE&S Director Submarines Rear Admiral Simon Lister, responsible for introducing the scheme, is keen to present gold awards to qualifying staff. He presented the lapel pins in St Levan Hall, also attended by other members of the SNW department.

The award is based on time served in direct support of the submarine acquisition programme.

Different colour pins designate the amount of time served and range from blue for completion of up to four years service, through bronze and silver to gold which denotes completion of more than 20 years' direct support service.



Trio rewarded after more than 75 years of submarine work



Rear Admiral Simon Lister presents certificates to Michael Moore, above left, Alan Gill, far left, and Tony Frost, all of Superintendent Nuclear Works at Devonport

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Charity should stay at home

THE MOD is urging generous people to consider service charities as a better way of showing support at Christmas, rather than sending parcels to troops overseas.

The kindness and generosity of those who send boxes of treats out to operational theatres is appreciated.

But the sheer volume of these packages often delays the mail sent by troops' family members. Also, unintentional inclusion of inappropriate items can cause serious difficulties for those charged with distributing supplies, including post.

In the run-up to Christmas, when the amount of post increases, personnel at Camp Bastion are highlighting some of the unintended consequences of the public's generosity.

- Personal mail to deployed personnel can be delayed by all the other items from members of the public.
- Delivering goodwill parcels to forward operating bases needs additional helicopter re-supply flights and road convoys which can place service personnel at additional risk.
- Many items in the public's parcels are either already available in theatre or are simply not appropriate for the Afghan environment.

Major Cameron Hill of the Operation Herrick Postal and Courier Squadron at Camp Bastion, said: "We are grateful for the generous support shown, but what would really help is if members of the public could channel their goodwill by donating instead to one of the MOD's recommended service charities."

"These charities send out packages in a way which does not hold up personal mail, or put unnecessary pressure on military resources."

The magnificent seven!



SEVEN MEMBERS of the DIO/Defence Computer Incident Response Team from Corsham took part in a mountaineering and mountain biking adventurous training expedition to the Cairngorm mountains in Scotland.

Based at the RAF's adventurous training centre at Feshiebridge Lodge, near Aviemore, the team warmed up with a climb to the summit of Meall a'Bhuchaille.

Each member of the team took the lead with map and compass to hone navigation skills.

Walking and scrambling the rocky face of Cairn Lochan to the top of Ben Macdui, the second highest peak in Britain, was the objective for the second day.

The team also took a mountain biking tour of the forests and Loch Morlich.

Sgt Dave Gray, an experienced mountain leader, planned the walking routes to ensure they would be challenging enough for the novices and experienced hillwalkers.

Pictured, back row, from left: FS Steve Owen, WO Dave Longley, Sgt Nige Cooke, Cpl Pete Donaldson, Sgt Dave Gray. Front: Cpls Steve Shellam, Ricky Wheeler

FORTY STAFF from the Helicopters Operating Centre, along with family and friends, completed the 47-mile Mendip-based Butcombe Trail in under 24 hours to raise £6,652 for the Youth Cancer Trust and Help for Heroes.

"Following our 62-mile trailwalker last year for the Gurkha Welfare Trust, I thought we could raise more if we involved more project teams from across the operating centre," said Nick Fernandes of Special Projects Multi-Air Platforms.

"The walk was harder than last year but everyone relished the challenge and felt a real sense of achievement at the end."

Pictured, right, are the helicopter teams that took part: Special Projects Multi-Air Platforms, Helicopter Engines, Sea King, Apache, RWSG, Lynx and SAR(H).

Helicopter trailblazers



MOD yoursay
2010

Improving how staff work at DE&S

RESPONSES TO the latest MOD Your Say survey will show whether actions are improving how DE&S staff work.

Two examples that suggest DE&S is on the right track – In D ISS, the Application Services team, spread over several sites, has improved internal communications by setting up a working group.

"The changes have helped the flow of communication across the team," said team leader Mike Stapley. "It has organised activities to share knowledge and increase awareness of our business."

Team member Clare Dolan added: "We have SNAK sessions (sharing new and acquired knowledge) – it's surprising how much you can learn in just half an hour!"

The D LE 'Big Breakfast' has been successful too – one senior manager said: "It's a great opportunity to get together in an informal atmosphere and discuss the issues on people's minds with some ground truth applied."

LE staff agree: "It helps me gain an understanding of our priorities and successes as well as enjoy an excellent cooked breakfast," said one.

The on line survey closes on 29 October – don't miss this chance to "have your say".

Bill waves a fond farewell to his operational life



A FAMILIAR face to DE&S military and civilian staff in Iraq and the Middle East has retired as a contractor with Synergy.

Bill McGoldrich, pictured left, has spent six and a half years supporting operations making him one of the longest serving contractors on continuous operations.

Bill has supported the IT infrastructure in Iraq and the Middle East for Synergy since 2004.

The Synergy contract started in 2003, when UK Forces were deployed in Iraq. Project Synergy

uses commercial service providers to cover some of the critical communication roles, both hardware and personnel.

Synergy staff support much of the satellite communications, network infrastructure and the DII/C Restricted (Deployed) computer network within Umm Qasr (Iraq), Bahrain, Qatar, UAE and Oman.

Bill said: "Being ex-service, it has been really good to be back in the service environment. In my working career I've never been away from working with defence, so retiring will be a bit of a shock."

Sam misses out on his world championship dream

But he still clocks up good times after a morning alarm nightmare

SAM WRIGHT is back with DE&S after narrowly missing out on a top ten World Championship triathlon finish – a result which seemed unlikely when he overslept before the start!

The RAF flight lieutenant works for DE&S' Short Range Air Defence team and set his tough target after finishing seventh in his age group at the 2009 European Championships.

A year of hard training – 4-5 hours' swimming, 6-8 cycling and 5-6 running per week, plus gym work – took Sam to Immenstadt in Germany as part of the Great Britain in a field of 878 other athletes.

"I set myself a target of a top ten place in my age group for the World Championships, a goal made more challenging by the potential presence of triathlon's powerhouses of Australia, New Zealand and the USA," he said. "Nevertheless, I believed that I had it in me to do it."

But his dream was almost derailed when he slept through his alarm clock. "I slept in and missed breakfast," he admitted. "I couldn't believe that I was almost going to miss the World Championships because I missed the alarm."

"It was still only 0545 though, and the race didn't start till 0730 so I stayed calm and said a silent prayer of thanks that I had eaten so much pasta the night before that I might get away with no breakfast."

After energy bars, Sam turned in competitive times in the 4km swim, the hilly 130km cycle ride and the flat 30km run. His final time of eight hours and six minutes earned him 13th in his age group. Sadly I missed my top ten position," he said. "But the guys who finished ahead of me had to work hard for it!"



The Remembrance Garden is opened at Abbey Wood

THE NEW Abbey Wood Remembrance Garden was opened by the Chief of Defence Materiel, General Sir Kevin O'Donoghue, in a short ceremony on 15 September led by the Abbey Wood Padre Wing Commander Roger Hardman.

Over the past months the garden, at the rear of the junction behind Neighbourhoods 3 and 4, has been tidied and the pond cleared and planted with new sustainable flora.

Four new granite stones, each with an inscription relating to remembrance, have been placed at each corner of the pond. The area is for people to spend time in quiet contemplation in natural and peaceful surroundings.

Work was undertaken using funds remaining from the Abbey Wood Memorial Fund.



Clyde engineers raise a charity glass

ERSKINE HOSPITAL – providing nursing care for service personnel – has benefitted to the tune of £1,500 from engineers at Faslane.

And a major bank's local branch has added more cash to bring the total to £3,500.

The Faslane branch of the Royal Naval Engineers Quart Club raised the money from a black-tie dinner.

Although the club traces its roots back to 1930 where it was formed near Plymouth to 'discourage the gin drinking habit in the

Royal Navy' the Faslane branch has been on the go since 1997. Since then they have raised thousands of pounds for local and national charities..

The money will see Erskine refurbish a cottage in the grounds of the hospital for recently disabled servicemen to acclimatise to family and civilian life while having medical and social support close at hand.

From left: Lt Cdr Chris Lowe (secretary), Lt Cdr Stuart Hobson (chairman), Erskine's Catriona Connelly and Lt Cdr Pete Austin

Cash target is beaten in team's mountainous task

A TEAM of walkers from DE&S has nearly doubled its fundraising target after battling through the Three-Peaks Challenge.

Five months of training saw the eight-strong team – Richard Aspray, Adam Sutch, Jo Scott, David Hayward, Chris Smith, Ray Kessler, Rob Taylor and David Pickard – complete the event under their 22-hour target.

The team spanned an age range of 28 to 57 for the challenge of 500 miles of driving from Ben Nevis to Mount Snowdon and 26 miles walking with a height gain of 10,000 feet – all in less than 24 hours.

The walkers, despite knee and ankle injuries for Jo and Rob, completed the Ben Nevis climb in just over four hours and completed Scafell Pike, after a six-hour drive, in just under three and a half hours.

"During the five-hour drive to Snowdon the fitter members of the team suggested that we may be able to make it to the top in less than 1 hour 15 minutes to secure a gold medal – no chance!" said team member Rob Taylor.

"We ascended Snowdon via the Pyg track to the summit, which is where the race time ends. This leg took two hours three minutes. We completed the challenge in 20 hours 48 minutes – well under our team target of 22 hours."

Funds were raised for the Firefighters' Charity and Help For Heroes. A target of £4,000 was comfortably passed with £6,751 raised in total.

Charity contributions from other DE&S staff who took on the challenge has seen well over £10,000 raised for good causes.



Peak Practice: Help for Heroes and the Fire Fighters' Charity are set to gain from DE&S' efforts on Britain's highest peaks



Ray Board, centre, at Plymouth with WO Alex Sharpe and Lt Cdr Rob Colley

Ray cops a visit to his old base

A FORMER Royal Navy police officer was welcomed back to Devonport, 65 years after joining the naval regulators' branch.

Ray Board, 86, enjoyed a tour of the Royal Naval Police HQ Western and the naval base.

Mr Board spent 21 years as a naval policeman, having joined as a general sailor at 15.

Fund week will raise charity profile

THE CIVIL servants' in-house charity hosts its annual fund week from 11-15 October.

Civil Service Benevolent Fund fundraising manager Clare Bridges said: "Last year we raised nearly £12,000 from people taking part in quiz nights, learning how to salsa, baking cakes, taking part in raffles, and even singing karaoke.

"Besides the money raised, Fund Week goes a long way to heighten awareness of the civil service's charity. It's here for you, for life; but we know some people miss out on getting the help and support they need because they simply don't know about us."

A Fund Week website contains information and resources. It can be found at www.csbf.org.uk/fund_week

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