

FLASHLIGHT

The Magazine of the MOD Guard Service

Issue 45 Spring 2014



Supporting the Fleet at HMNB Devonport

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- Tennis Anyone?
- MGS Staff win DIO Awards
- The Prince's Trust
- First MGS Officers attend Royal British Legion Festival of Remembrance



In Focus: Providing a service at RAF Church Fenton and the MGS Dog Section at DM Kineton

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Opinions expressed by contributors do not necessarily represent those of the editor or the official views of the MGS.

While the editor takes care to ensure all material produced is accurate, no liability can be accepted for errors or omissions.

From the editor

Mark Allen



Hello and a warm welcome to issue 45 of Flashlight.

Change continues at apace in the MGS. The Fresh Start Programme has already delivered substantial changes to the way we work and will continue to do so. Some difficult decisions have had to be made along the way, but if we are to build a Guard Service for the future then we all need to recognise why.

I know many of you are working hard, contributing to Fresh Start

Workstrands. I encourage you all to continue to do this. Your efforts will have a direct influence on the shape of the future MGS.

In this issue, the work of the MGS staff at Devonport, Kington and Church Fenton is celebrated. The 'can do' attitude of the officers at these sites was all too apparent and they should be commended for all their hard work.

On page 9, 'Jaz' Gibson has written an interesting article about her work with the Suffolk Deaf Association. During my travels I come across many MGS staff who give up their spare time to support very worthwhile causes. If you do, and you would like your efforts recognised in Flashlight, please contact me.

On page 5, Vic Christopher gives details of the 2014 MGS Women's Conference. After last year's successful event it is hoped that this year's will be even better. Limited places are still available, so if you

are interested in attending you will need to contact Vic ASAP.

On page 10, Tony Jackson explains the Prince's Trust TEAM for Employees Programme and how the opportunity for MGS staff to take part came about.

The next issue of Flashlight will be a Fresh Start 'special'. I hope to make this the biggest ever issue, so if you have been involved with the Workstrands and would like to contribute to this issue please get in touch.

I hope you enjoy this issue

All the best

Mark

"When we are no longer able to change a situation - we are challenged to change ourselves."

Viktor E. Frankl, 1905 - 1997



News Bites

Topical news items from around the MOD Intranet



MINISTRY OF DEFENCE

MOD to sell Old War Office (OWO)

21st August 2013



The MOD's Old War Office building in Whitehall is now surplus to requirements and is to be sold in order to invest in Defence priorities.

The Old War Office was built in 1902 for the Imperial General Staff and was central to operations. The building was a focal point for military planning throughout the major conflicts of the 20th century, housing numerous Secretaries of State, including Sir Winston Churchill. The building will go on open market sale shortly following the appointment of suitable

professional agents and is expected to attract significant interest from developers.

In 2014 MOD staff will move out of the Old War Office and all operations will transfer into MOD's Main Building. This is part of the MOD-led drive to operate a more efficient estate.

Bringing MOD teams together into one building will save the taxpayer around £8 million a year in running costs and will also enable closer working and collaboration within the department.

The sale also contributes to the wider Cabinet Office drive to operate a more efficient government estate, which has already helped departments to raise £1 billion by selling buildings and land no longer needed.

Defence Secretary Philip

Hammond said:

"As a result of our work to make MOD leaner, more professional and more efficient, we are able to concentrate defence officials in London in a single building and sell the Old War Office.

The disposal of the Old War Office follows the announcement of the sale of the military facility in Old Brompton Road, London. The capital receipt from these sales will be invested in Defence priorities.



If, like me you have worked in OWO, then you may have been saddened by this news. I have fond memories of working there, including the challenge of delivering induction training to new MGS staff in a claustrophobic, dingy room down in the basement!
- Ed'

Tennis Anyone?

Your editor spoke to Aubrey Barrett CS05 who is based at

DGC Feltham in Middlesex

Q Aubrey, what started your interest in tennis?

A I have been involved with tennis for over 30 years, firstly as a player and then as a coach training professional players on the ATP tour. I played a lot of sport from an early age, but I was asked by a friend to come down to the local tennis club when I was aged about 14, got smitten by the sport and started to take it seriously and started winning some junior tournaments in this country.

When I joined the MOD, I was amazed by the opportunities to play tennis. Because I won the MOD championships, I represented the MOD in Barbados and played Civil Servants over there in St Lucia. One of their players represented Barbados in the Davis Cup.

I started coaching from an early age. I joined the British Sports Council when I was 17 and was asked to go to the National Tennis Centre in Tel Aviv to coach some of Israel's top junior players.

I realised that tennis in this country wasn't going to take me anywhere, so I applied for a scholarship with the Texas Christian University (Fort Worth, Dallas) in America. The facilities and standards were so much better and my coach was an ex Davis Cup player. We got on well (I think he took pity on me!) and I had a try out for the university team. I studied political

and sports science, but I also helped my coach out running the public tennis centre which was one of the best in the country. The first six months were tough, but my coach was very good to me and also well connected. He introduced me to John Newcombe's (former world no 1 and seven times Grand Slam winner) coach who had set up a tennis academy in San Antonio, Texas, where in the summer I used to coach and train.

I had some talent, but lacked the confidence to become a top player. Playing on the ATP circuit was tough and I was also having to fund all my travel and expenses. I got through the qualifiers at Wimbledon in 1983 but was beaten in the first round by a South African.

I achieved the highest coaching qualification through the Association of Tennis Professionals which allowed me to coach male and female players on the professional circuit. I used to coach the British No 2 Alex Bogdanovich. He practised with Andy Murray a



Former British No 2 Alex Bogdanovich



Aubrey with the Civil Service Sports Council Interdepartmental Team Championship Cup which the MOD won last year for the first time since 1987.

Read Aubrey's report on page five.

lot (and beat him I might add!). Alex, being a left hander, was often asked to practise with the top players including Federer and the Williams sisters. Alex had a lot of talent but couldn't convert it in the match environment.

As a coach on the tour you get to meet all the players and will often get asked to help out. My coach at the time was good friends with Tony Roche (former Australian Professional) and he used to send players, including Kevin Curren (who lost to Becker in the Wimbledon final in 1985) for some coaching tips.

Tennis in this country is still very elitist. Many years ago, I set up a community tennis programme in Hammersmith to try and make the game more accessible. Recently, Andy Murray's success doesn't appear to have increased the numbers playing tennis, but I will say we do have some good juniors in this country. I am fully committed to trying to make the game more

accessible for everyone. I recently stood for the ATP (tennis world governing body) Board of Directors and I had to present my ideas to Federer, Nadal and Djokovic in the referee's room at Wimbledon. There were three of us nominated but unfortunately, I was unsuccessful.

My initiative would open up the courts to the local community, but also promote the MOD as well. I am willing to fund the capital costs, but I would very much welcome sponsors with a similar passion to support me. Ideally, I would like to take my proposals forward with a



Q Tell me about your proposals for the tennis courts at Feltham.

A I asked Sheila Richardson the Facilities Manager here if something could be done to improve them. At the recent Civil Service Interdepartmental Team Championships (which the MOD won for the first time since 1987), four of the players were based here at Feltham. I want to cover the courts so they would be accessible throughout the year. There is a school being built next door and I would like to open the courts up to the local community and offer my coaching expertise as well. I would like to set up a tennis apprenticeship scheme. As I said earlier, we do have some good junior players in this country, but an apprenticeship scheme would help players make the transition from junior to senior tennis.

suitable partner. I am sure I could get some of the top players down here to promote the initiative. My passion is tennis and I still have a desire to make the game more accessible for all.



Q You recently attended a Fresh Start event.

A This is a great initiative for the MGS. With all the doom and gloom around, the Fresh Start Programme appears to be a good opportunity to increase morale and importantly, improve standards. We

do need to get this message out though, because many staff appear to know very little about the Fresh Start Programme. It doesn't appear to have been advertised well enough to the people on the ground.

The MGS should be proud of what they do and be able to market themselves as the best provider of security services there is.

We need people in the MGS with this vision, who know our strengths and can develop the basics. Training should be geared towards making the MGS as professional as they can be and staff should be able to follow a distinct development programme if they so choose. Individuals should also be as well placed as possible to continue their MOD career outside the MGS. Let's see what drives people. This will build teamwork and help change the culture. Individuals need to be more proactive.

We should have more respect for ourselves and for others in what we are trying to achieve. First class customer service is vital. It is something that needs to be improved so we can engage with the customer effectively. We also need to change their perception of the MGS. Partly this is funding, but it's also culture. Many of our customers treat the MGS with a total lack of respect.

It's not just about uniform, but it's about shaping the future. Ask people for their ideas – make them proud to be part of the future.

CSSC Inter Departmental Tennis Team Championships MOD are 2013 Champions

Aubrey Barrett reports

The MOD entered two teams into the Championships.

Four players per team, split into pairs. We started with a squad of ten players and I acted as captain to decide the pairings. But prior to the tournament three players pulled out through injury so on the day of the tournament we only had seven players. Unfortunately this impacted on the original pairings, so we decided as a team that

we would have one full strength team of players whom had played together and another makeshift team. I would rotate with the players in the makeshift team. My team consisted of staff that were all based and working at Feltham Garrison. These were: Graham Thorne, Clive Hambley, and Tom Arthurs. Although Tom and I had played together regularly and successfully in other tournaments, we battled valiantly,

but were always at a disadvantage due to having a couple of scratch pairings in our team.

However our full strength team of Justin Krausher & Paul Nelson and Gavin Seymour & Chris Roberts were crowned champions, not losing a match.

2014 MGS Women's Conference

Vic Christopher reports

On the 13/14 May 2014, the MGS will be hosting a Women's Conference at the Yarnfield Park, Training & Conferencing Centre in Stone, Staffordshire.

The purpose of the Conference is to inspire, inform and encourage women to develop within the MGS / Department, and will touch on subjects such as:

- Women in Management
- Development
- Promotion
- Retention
- Assertiveness

The desired outcome of the Conference is that delegates will leave with a common sense of purpose, feeling valued, and supported in the development of their careers.

This will be an ideal opportunity to network with your fellow colleagues, and discuss any common issues.

There are a limited number of places available (filled on a first come basis) so if you are interested in attending, speak to your line manager to ensure you can be released and then contact Vic Christopher on 01935 455863 or 07827980450.

Yarnfield Park is a purpose built complex. Delegates will be accommodated in hotel style en-suite rooms. Breakfast, lunch and dinner is included during your stay. Hot and cold beverages will be available throughout the day.

MGS Staff Win DIO Awards

Your editor reports...

On Thursday night, 28th February 2014, three MGS staff were the recipients of a DIO award. They were presented with their certificates by acting Chief Executive Mark Hutchinson at the Senior Leaders meeting in Daventry.

The awards celebrate people who are exemplars, demonstrating DIO's Guiding Principles and those individuals who make significant contributions to DIO's five strategic goals. These are:

- Fit for purpose estate
- Efficient business
- Satisfied users
- Best people
- Continuous Improvement

A selection panel, which consists of five senior leaders, with each senior leader representing one strategic goal, agree on the award winners each quarter. The awards are part of the DIO's Reward and Recognition package and each winner receives a Minor Award voucher.

The award winners are:

Best People

Christine Bird CSO5, for acting in the best interests of staff and local community of Stafford.

Karl Lewis CSO5, for acting in the best interests of staff and local community of Stafford.

Christine and Karl assisted the

Police with an RTA that took place outside their site at Stafford in icy road conditions. They were nominated for this award by Martin Colclough.

Robert Woods CSO5, for performing professionally and with great restraint as an exemplary member of the MGS, Dog Section.

Robert challenged and detained an armed man when on dog patrol. Robert was on duty at St Omar Barracks when the incident occurred. He was nominated for this award by Ian Hunter - Jaap.



Karl, Christine (left) and Robert with Head of Unarmed Guarding David Wray

In Focus

Your editor visited RAF Church Fenton in North Yorkshire where despite its closure, the MGS are still providing a valuable service

I was met by Mike Cairns who explained how the request for MGS tasking at Church Fenton came about:

"Matt Triggs whose office in Catterick Garrison is in the same building as the DIO, was approached around November of last year by DIO Disposals to ascertain if the MGS could provide security at the site following the departure of the RAF and MPGS. They were keen to ensure that the remaining assets at the unit were not stolen or vandalised prior to the base being

As a short term measure I did offer to cover the tasking as best I could with the resources available. I was keen to be seen to be helping our own organisation after all.

Thanks though to my management team and the staff, I was able to provide assurances to DIO that the tasking could be covered on an overtime basis and this is what we have been doing since January 2014.

Providing adequate security on a big open airfield is extremely challenging, but our priority has

Control tower at Church Fenton



Stephen Randtoul CSO4 has been in the MGS since 1994. He is based at RAF Menwith Hill but has been helping out at Church Fenton.

Stephen spent 19 years with the Army, based in Germany, serving with the Irish Tank Regiment, who are part of the Royal Armoured Corps. Stephen worked in private security before landing a job with the MGS.

Q Stephen, what do your day to day duties consist of at Church Fenton?

A We get a lot of contractors and DIO staff visiting the site who always have to be booked in. They are responsible for ensuring the infrastructure of the site remains intact and fully serviceable. We carry out high profile vehicle patrols around the airfield day and night. It's a big area to cover. I tend to work mainly nights and it can be quite hairy trying to find your way around in the dark (there's no lights on the airfield) when the fog descends or when the wind and rain are lashing down.



Stephen, busy at the main gate



From L to R: Steve Randtoul, Mike Cairns, Matt Triggs, Julia Rouse, Gary Dodd, Andy Cross and Phil Baughan

sold off.

DIO time scales meant that MGS recruitment was out of the question, so we put a costing together, based on covering the site on overtime and this went to MGS Head Office for approval.

In the meantime I had heard that ongoing issues with a contractor ruled them out as a possible supplier and DIO were by now getting desperate to find a solution.

been to provide a high profile viable deterrent. We have done this by staffing the main gate, carrying out regular mobile patrols and when available, patrolling the site with the MGS dog van from RAF Leeming.

We continue to review the situation. The provisional date for the unit to be sold is August 2014 and until then we will do our absolute best to meet the customer's needs"

Q What do you do in your spare time?

A My wife and I do a lot of Fell walking, especially around the Lake District. We have a static caravan in a caravan park behind Whitby Abbey, which we use as a base and fit in trips when ever we can. It's a fantastic spot and offers a lot of opportunities for interesting walks.

I used to do a lot of sea fishing with my stepfather until he died. He had a boat and we used to fish for Pollock and Cod. I believed in eating what we caught!

Stephen told me he enjoys his supervisory duties immensely, especially the responsibility and administrative duties that comes with the role.

"The more I can do for the staff under me, the easier it is for them to do their jobs."

Stephen also told me the relationship with the DIO is excellent.

"They are very hands on, provide clear direction and firmly believe in positive engagement."



Phil keeping an eye on things at the main gate

Phillip Baughan CSO5 is also on duty today. He has been with the MGS for 24 years, based at York, but awaiting a transfer to Catterick. He told me a bit about the history of Church Fenton.

"Church Fenton was the birth place of the first RAF Eagle Fighter Squadron made up of American volunteers, formed in September 1940, prior to America's official entry into the war. They were designated number 71 Squadron RAF, flying Brewster Buffaloes." These were replaced by Hawker Hurricanes from November 1940."

He also told me that he believes all the stories about the station being haunted by the ghost of a pilot are true.

"About two weeks ago I was on night shift carrying out a patrol. I was on the back apron, going past the control tower when something darted in front of me. It didn't register initially, but then I realised it was a figure dressed in the uniform of a pilot. I turned the car around, searched the whole area but the figure was gone. It happened so quickly that there is no way it could have been a living person."

Phillip has a real passion for the uniforms and equipment of WW2. When he was based at the Army Apprentice College (with the MGS) he often gave lectures in his spare time about the different types.

"I try to collect as much of it as I can. I would bring it with me to my lectures and the audience were always amazed at the differences between the old and the new. Today's modern uniform is so much different, so much lighter. There are stories of soldiers drowning before they reached the beaches of Dunkirk due their uniforms (and kit) being completely waterlogged in the deep water. I have a lot of theatrical weapons which don't fire real rounds but they sound and feel like the real thing. I have used these when I have been asked to do period filming for interested parties."

Phillip also enjoys sub aqua diving especially around the wrecks off Gibraltar due to its long maritime history. He told me that much of the area around Gibraltar is protected, so you are not allowed to remove anything. You must note the items location and notify the authorities. If it hasn't been found before you are credited with the find. On one occasion Phillip stumbled across a canon ball near the harbour wall and a friend came across the huge chain link of an American WW2 aircraft carrier which had slipped its anchor and disappeared.

Phillip told me he is a registered martial arts instructor - a 2nd Dan black belt in Ju Jitsu no less and, he is also getting married in July. Here's wishing you and yours a very happy future together.



More MGS 'Can Do'

Marc Shreeve MGS B2 Ops reports...

"I was visiting Region 3 MGS HQ at Shrewsbury recently when, not for the first time, it struck me what a fantastic service the MGS provide. On this particular day, it was pouring with rain, it was blowing a gale and it was freezing cold. Despite this the MGS officer on gate duty, who was standing out in the rain, maintained a highly

professional standard, found the time for polite conversation and generally helped to make my entrance to the establishment as stress free as possible. When I got to the pass office, I received a similar high standard of service. To me this really brought home the best of the MGS and why Fresh Start is so important. For many

years the MGS have delivered a first class service, some working in very poor conditions with limited equipment and often without recognition. Fresh Start is an opportunity for us all to change that and to try to provide to our people the support they need to deliver an even better service (if that is possible)."

In Focus

'Jaz' Gibson a CS05 based at Lakenheath, explains why she is a member of the Suffolk Deaf Association

I have always had an interest in Sign Language. As a child, I remember watching the programme 'See Hear' every Saturday which always fascinated me. It was so different from anything I had seen before. The signer's faces were so animated and their hands were flying everywhere. I really enjoyed watching them even though I didn't know what they were signing.

I maintained my interest through my schooling, but it had to take a back seat until I had the time and money to do it. I started a 6 week Basic Sign Language course and from that moment on I knew it was a language I wanted to learn.

I am now a BSL (British Sign Language) Deaf Communicator. It has taken me 5 years to become qualified.

Prior to joining the MGS, I worked as a receptionist / administrator for a small Cambridge accountancy firm. It was during this time that I became the Secretary of the Bury St Edmunds branch of the Suffolk Deaf Association (SDA).

I have used my skills to assist with events held at the SDA including Deaf Awareness Week,

refresher training courses and meetings. I helped organise and participated in a Deaf interpreted Tour of Abbey Gardens in Bury. I also helped to organise the annual quiz night. I provided the questions, puzzles and games which were specifically tailored for the deaf.

Though I have not used my sign language skills for a while I still try to keep up to date and refreshed when I can.

Contrary to popular belief, sign language is not a universal (one size fits all) language. Like oral language, each country has its own sign language. The BSL, even has many local dialects. For instance, there are four different signs for the word 'people' depending on what part of the country you come from! I am more familiar with the sign language used in the South but just moving to Suffolk I have seen a change in some of the signs.

I once feared meeting deaf people - they didn't speak so what do I do? But by joining a deaf social club and actively participating in the lives of deaf people, it has helped me understand and to become confident in their company.

But I am pleased now to be a part of a culture and language that is rich, colourful, expressive and beautiful.

BSL was recognised as an official language by the UK Government on 18th March 2003. Prior to then, it struggled to be recognised as a language, mainly due to ignorance, lack of understanding, a lack of creative thinking and choosing to believe that deaf people were really dumb.

Thankfully attitudes have changed.



The Prince's Trust

MGS staff given the opportunity to take part in the TEAM for Employees Programme

Your Editor reports...



Prince's Trust

The Prince's Trust is the UK's leading charity working with disadvantaged young people. It has always maintained strong links to the uniformed services including the Armed Forces, the Police, Fire and Rescue, the Ambulance service and the MOD Civil Service. The Trust values the commitment, motivation and leadership skills that uniformed personnel add to their programmes and consider these professions to provide excellent role models and possible career paths for young people. MGS staff have therefore been given the exciting opportunity to take part in the Trust's TEAM for Employees Programme. Following a lot of interest, all the applicants were successfully enrolled and have been provided with dates for their placements to start. Involvement with the programme will provide a unique development opportunity for MGS staff to enhance their existing skills or to develop new ones. It's an intensive experience but it reaps exceptional rewards.

I spoke with Tony Jackson the MOD's Prince's Trust Development Officer, (who many of you will know from his time with the MGS) who told me more about the work of the Prince's Trust and the TEAM for Employees Programme.

"The Prince's Trust and the MOD have been partners since the early 90's. We aim to place members of the Armed Forces and MOD Civil Servants on secondments with teams of disadvantaged, disengaged or unemployed people aged between sixteen and thirty. The TEAM programme helps to boost their confidence, motivation and develop skills and behaviours through teamwork projects undertaken in the community. It's a twelve week intensive programme, with the principal objective of preparing young people for work. Individuals can achieve recognised qualifications and build a portfolio of workplace skills.

The MGS staff taking part have to commit to a minimum of twenty days secondment which includes one week away on a residential team building course. As employed participants they will normally be expected to wear their MGS uniform during the secondment. They can also sign up to undertake a range of formal qualifications such as the Institute of Leadership and Management (ILM) Level 2 in Team Leading or Level 3 in First Line Management. Their role is to work with the Prince's Trust Team Leaders to maximise the experience for themselves and the young people in their team. Relationships are built on trust, motivation and respect for each other."



Tina Treby, Operational Manager based at RAF Welford volunteered to take part in the TEAM Programme.

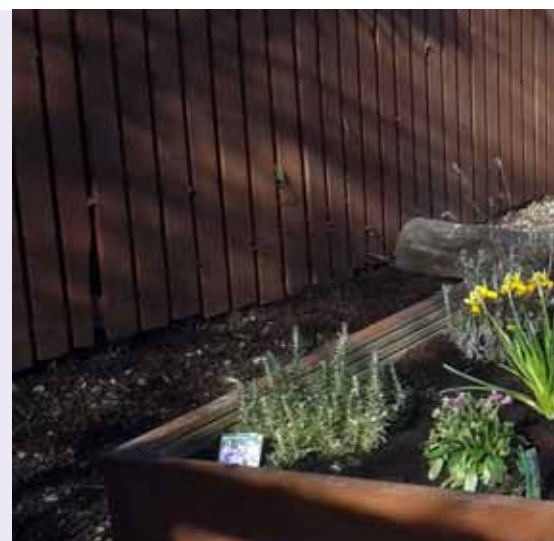
Q Why did you want to take part?

A I found out about the Prince's Trust from the e-mail that was sent out. I then did a bit of research and decided that it would be an interesting initiative to get involved with as I have children that fit into

the age group that the programme is aimed at.

The Prince's Trust have a network of organisations with local knowledge that deliver the TEAM Programme on their behalf. These are the Delivery Partners and the local community project that was chosen by the Trowbridge team was to design, plan and raise the funds to build a garden for a school for the disabled in the local community.

I thought I could help the team



members by bringing a different perspective to the things that they are doing and explain how the projects that they are involved with could be used to provide evidence during job interviews.

So far, the secondment has been quite challenging managing my work commitments alongside the project. It does place me in a difficult position having to pop in and out of the project and not being there all the time.

Taking part has given me chance to expand my ability to work with different types of people from different and often difficult backgrounds.

If you are in the MGS and are taking part in the TEAM for Employees Programme and you would like to share your experiences with our readers. Please contact the Editor - details on the inside front cover.



In Focus

Your editor visited the MGS Dog Section at the Defence Munitions Establishment at Kineton in Warwickshire

DM Kineton is the largest and most modern ammunition compound in Western Europe. Its role is to receive, store, process, issue and distribute explosive and non-explosive munitions and materiel to UK Armed Forces worldwide. The facilities include 54 Standard Explosives Storehouses (SESH) and 185 Explosive Storehouses (ESH), known as igloos. Additionally, the site operates 10 ammunition processing buildings for the repair and periodic maintenance of munitions from manufacture, in stock, and returned from units and other depots. DM Kineton is also responsible for managing three Munitions Compounds located around the country.

My visit coincided with the annual inspection of the MGS dog section, carried out by the MGS Dog Evaluation Officer Fred Humphries. I spoke to Fred about his role and what the inspection involves.

“Over the next two days I will be inspecting the kennels the equipment and the documentation to ensure it all complies with the relevant policies. In essence it’s a quality assurance check which includes an assessment of each

handler to ensure they meet the licensing standard. Following a safety brief the handlers will confirm to me their understanding of the MGS rules of engagement policy and their powers of arrest. They will then carry out a baiting exercise with other handlers acting as trespassers as well as a number of obedience tests. The handlers must be able to demonstrate that they have complete control of the dog and know the rules regarding the use of minimum force.

All MGS Dog Handlers have to be licensed to undertake the role.

Whilst the inspection is a formal process, it’s nice to meet up with each section, see what’s going on and see any improvements or initiatives that have occurred since my last visit. There’s always room for improvement whether it’s the handler’s abilities or the infrastructure of the section. Colin, the Kennel Manager here runs a tight ship and does an excellent job keeping on top of things.”

Colin Gillam CSO4 has been in the MGS since 1994 and has been the Kennel Manager at Kineton since 2004.



Steve (left) and Fred discuss the days events

Steve Care is the Operational Manager at the site. He joined the MGS at Kineton in 2000, having previously worked at the site as a storekeeper. He was a CSO5 until 2007, then took on the CSO3 role in 2012. He is responsible for 34 staff, including the dog section, but this will increase to 41 once all the current recruitment has finished. He told me that due to its size and the nature of the activities carried out at Kineton it is a particularly challenging environment for the MGS to work in.

“The day to day challenges I face include dealing with all the different agencies and their managers on site as well as managing a large and diverse MGS workforce. The dog section is a specialist area and I am thankful that I get a lot of support from Colin and the team. They are all very experienced.”

Q Colin, tell me something about the dog section and its role.

A The section numbers have fluctuated in my time here. We used to have 16 handlers and eight dogs when I first started. Now it’s 12 handlers and six dogs, though we are a couple of handlers short at present.

It’s a brilliant job, I love it, seeing my dog and the other handlers. There’s 18 square miles of MOD land here which we patrol. It’s a lovely place with woods, streams and lakes - it’s very picturesque. It does though come with its own challenges. It’s not completely enclosed so we do come across members of the public who

inadvertently stray onto the site, often with dogs or poachers fishing in the streams and lakes. When I first started with the section there was an RTA on the road between the two depots (Marlborough and Edgehill). It occurred about 2am. It was a cold winter's night. Two individuals were badly injured. One managed to find our gatehouse. He was covered in blood from a facial injury. The other was found by one of the handlers in a ditch with a broken leg. The handler was able to summon medical assistance. Both Warwickshire Police and the local Ambulance Service were involved in the incident.

Because I am a shift worker

it can be difficult to see as much of the other handlers as I would like. I tend to work with the same people all the time. All being well this situation will improve when we recruit a day work Kennel Manager in the coming weeks as part of the Fresh Start Programme.

Nico, my dog is a Czech Shepherd. He can be aggressive when he needs to be, but he has a fabulous personality and it puts a smile on my face when I come in each day and I see him.

Away from work, I spend a lot of time in the garden with my family. I have three kids which take up a lot of my time!



Colin on patrol with Nico

Philippa Buckler has been a dog handler for nearly 10 years. She started at 30 Signals Regt Bramcote but transferred to Kineton about 14 months ago.

Q Philippa, what do you enjoy about your job?

A Coming into work and seeing my dog Tyson. He is a long haired German Shepherd. He's the only one on the section and he's the most handsome, beautiful and gorgeous dog here!

At the start of each day shift I will deliver the security keys to the gates, as well as loading up the van to go over to Edgehill to swap the dogs. The dogs will have been fed by the night shift, so I will take them out to walk this off. Whilst I am doing this I will check that each of the dogs is OK and showing no obvious signs of discomfort or injury. I will then get on with kennel routine, ensuring they are all spick and span, before I go out on a patrol. I try to get two patrols in each shift, unless I have to cover

the meal breaks on the gates. A long patrol can take upwards of five hours. It's just lovely being out with Tyson, seeing the wildlife in all its shapes and sizes. Spending the time training him is also very rewarding.

I have four dogs of my own. I used to own horses and Birds of Prey as well but I have had to give these up as I just don't have the time (or money) to look after them properly. I used to display my birds at the Battle of Bosworth open days.

I am also interested in native American art, its history, people and way of life.

Philippa and Tyson



John and Truus



John Allan has been a dog handler for nearly six years. He started his MGS career at Kineton. He told me:

"It's a very interesting job though the shift work can be a bit tiring. There's always a lot to do. Each day, I will train with the dogs that I am responsible for. It might be obedience training or the 'man work' training (such as dealing with a trespasser). One of my dogs, Truus (pictured below) is a Dutch Shepherd (Herding) dog (hence its unusual name). He has a strong character, is reliable, watchful, independent and very active. Typical of the breed really.

It's rewarding seeing how each dog performs; watching its confidence grow. Dogs have to be nurtured carefully to get the best out of them.

Working with the dogs at night makes it much more challenging for me but it also has its rewards. The dog comes into its own. It's a lot more alert at night and its senses are heightened. A good handler will always use this to their advantage."

Away from work John enjoys spending time with his family, taking his Grandchildren around Warwick Castle and the local museums. He worked in a factory before he joined the MGS and prior to that he was in the Royal Navy for nearly 11 years. John served on the Ark Royal but also spent time at RNAS Yeovilton and HMNB Devonport.

"When the signal came through about the outbreak of the Falklands Campaign I was on a big exercise with a lot of the Fleet in Gibraltar serving on HMS Dido, which was an anti - submarine frigate. There was no requirement for us and a number of other ships to go so all the men and equipment, including weapons which the other ships needed, was transferred onto them, where necessary by helicopter and slung nets."

Royal British Legion Festival of Remembrance

On November 9th 2013 two MGS staff from MOD St Athan, became the first MGS personnel to take part in the annual Festival of Remembrance at the Royal Albert Hall in London

It was whilst watching the Festival of Remembrance in 2012, I sat discussing with my colleague Ken Kirkham CSO4, how disappointing it was that the MGS had never been represented at the event. The MGS are an integral part of the MOD and we felt the prestige to be gained from attending would be enormous.

We decided therefore, that I would write to the Royal British Legion requesting to attend the 2013 event. In time I received a letter back, but it was disappointing news. The Legion thanked me for my interest but it would not be possible for the MGS to attend, but they would consider us for the 2014 event. Disappointed, we

decided to keep our fingers crossed and hope for the best for 2014.

Then, out of the blue, I received a letter from the Legion inviting myself and a colleague to the 2013 Remembrance Festival in the Royal Albert Hall. Stunned, but extremely pleased, I suddenly realised the enormity of the situation. I contacted Ken and between us we started to put all the arrangements in place. There was a lot of paperwork to complete and we needed to ensure we had

authority to attend from the MGS Regional Office and Head Office, Wethersfield.

"It's difficult to express in words just what it feels like to take part in such an iconic national event, the feeling of pride was almost overwhelming."

Jean White CSO4

travelled to London and once Ken and I were settled into our hotel we took a stroll along to the Royal Albert Hall to familiarise ourselves with the route and to prepare ourselves for the first rehearsals.

Suddenly, those famous stairs which we all see on TV, which we had to march down, loomed large. My nerves almost got the better of me as I worried about tripping

- much to the amusement of those around me. It was surprising how narrow the stairs were. A garrison Sgt Major barked out the orders. He was very strict, and it was his job to ensure that everything was perfect. The words 'do it all again' became all



If we were going to be seen by millions of people we needed to look our best. We wanted to show off the MGS in the best possible light after all. My dress tunic was way too small and Ken didn't own one, so it was off to the stores to get kitted out. I must thank Chris Corbett, the Storeman at Shrewsbury, for all his help in obtaining our uniform in really quick time, it was then off to the Tailors for some much needed alterations.

Arrangements now complete, we

too familiar. When you watch the event on TV, you just don't realise the amount of effort that everyone has put in beforehand.

The Saturday matinee was suddenly upon us. Dressed in our MGS uniform we both felt privileged and proud to be there. Lining up waiting to be called forward, my stomach was in knots, not helped by being warned that people sitting on the end nearest the stairs had a habit of leaving walking sticks, bags etc in the aisle

for you to trip over. As we got to the top of the stairs all we could see was a sea of faces all clapping to the beat of the drums. Once down the steps we marched to



our point at the front of the stage floor. We were now far more relaxed and started to enjoy the experience. When it was all over, we stayed on the stage floor, collecting poppies and passing them up to the audience and also helping them to take photos. Much to our surprise people wanted our photo as well. We were asked loads of questions about who we were and what we did. I hope this heightened people's

awareness of what the MGS do. After we had finished we watched the performance back on the dressing room monitor,

The evening performance was much the same but everything seemed so much louder and bigger. For both of us, the hardest bit was seeing the bereaved families who were directly opposite us. When the poppies were falling they were all so brave and the two minutes silence seemed to last

"As an ex serviceman it was a very emotional experience, especially when all the poppy petals were falling. Knowing they represented a person who had paid the ultimate price for the defence of our kingdom made you all too aware of the losses we, as a nation, have suffered."

Ken Kirkham CSO4

forever. I don't think either of us will ever forget those families especially the bravery of the children.

Turning to face the Royal Family, we raised our caps and gave three cheers. We knew now that it was all coming to an end.



For both of us it was an experience we will never forget. It was an honour to take part. Being able to talk to the Chelsea Pensioners was a real privilege and having our picture taken with Alfie Boe, the English Tenor was also very special.

MGS Employee wins Commendation

Your editor reports...

The Agency may be no more, but Kev Graham's efforts towards delivering a comprehensive programme of MGS and MDP complement reviews was recognised by former Chief Constable, Steve Love.

Kev carried out site visits across Great Britain. This required him to analyse customer tasking requirements, consider prevailing financial restraints, engage with customers and stakeholders and draft reports and recommendations for internal, customer and the Defence Police Federation / TU consideration. The programme was delivered on time and to a very high standard.



In Focus

Your editor visited HMNB Devonport, Plymouth in the West Country

I was met by Mark Furneaux, one of the Operational Managers based at Devonport. He has not long taken up post having been promoted recently. He told me what he thought the challenges would be in the coming weeks and months:

"I am fortunate that I come with a Devonport background as



Mark (left) discussing tactics with Sean Allen

I was here as a CSO5. I also have three years experience of carrying out the manager's role, all be it on a temporary basis elsewhere. Obviously, there have been changes here both in personnel and operational policy. We have a new managerial team here so everyone is still getting to each other. Also, the post was vacant so I haven't had a formal handover as such.

The relationship with the customer here is also excellent. We have a new base Captain and he is very pro MGS.

Fresh Start is a good thing and from what I have seen it has had

some positive results. I put in a bid to have the MGS guardroom at the Royal Marine Trials and Testing Squadron at Instow refurbished and the work is, as far as I know, being done as we speak. As an organisation we need to get our services catalogue out there to ensure customers (and prospective customers) know what we do and what we can offer. Widening our skill set is a very important part of this.

Top of my own priorities at the moment is the completion of PARs."

I spoke to Mathew Gillmore CSO5. He was on access control duty at the Camels head gate when I caught up with him.

"The job here is always interesting and can be, during peak times, very busy. We seem to be constantly on the go.

One of the trickiest things we have to deal with is informing drivers that their vehicles are not allowed on site due to a site ban. It might be for a variety of reasons, but as you can imagine, the drivers can get a little irate!

Generally though, the banter here whether it's with the MGS team or the customers, is always very positive and very often it is a good way of resolving problems. The busiest period tends to be between 0630 and 0830."

Mathew informed me that he is a member of Fresh Start Workstrand Four and one of the areas that the group is looking at is the terms and conditions, rosters etc of MGS officers. He told me:

"I have been to two meetings so far and it's been very interesting. I volunteered as I wanted an opportunity to put my ideas forward.

"Prior to joining the MGS, I was a Customer Sales Assistant with Toys R Us, which I did for 10 years. I also worked for the CSA, dealing with customers over the phone. MGS customer care is good and importantly we get the backing from management if there is a problem.

"I would love a long career in the MGS, but having said that I am receptive to a career in the MOD outside of the MGS. I would like to get onto the Civil Service Fast Stream Scheme with a view to moving up the grades.

"Outside of work I am an active member of the Salvation Army. I am heavily involved with the children programme which we run after school for local kids aged between four and 10. I am also a member of the Corps Band. I play the baritone sax."



I spoke to Philip Barnes, Jamie Shaw and Richard Searle who were all on duty at the busy Albert Gate.

Philip told me that he has been in the MGS for 10 years and he enjoys his work immensely. However, he did tell me that it can be frustrating sometimes trying to keep up to date with what's going on.

"An awful lot of communication is done by email and it's only possible to check these at a couple of places on site."

Phillip also told me that he thought the principles behind Fresh Start were good ones, and if the uniform (and its supply) can be improved as a result that would be a positive move forward. However, he was worried about any potential changes to working patterns and how these might affect his pay. Privatisation of the MGS also worries him and the lack of clarity on this subject has not been helpful.

Jamie Shaw told me that he was until recently, working in the MGS office as a CSO4 (TMP), a job he enjoyed immensely. He believes that as many officers as possible should be given the opportunity to undertake this role. He's now back working full time with his Section (I Section).

"There's about 17 of us. We work together all the time covering the different gates."

Richard, who's been in the MGS since 1994 told me about the Defence Munitions (Plymouth) site, which the officers at Devonport also cover:

"We cover the site 24/7. There's usually three of us on duty at the same time, a Supervisor and two CSO5s. We cover the control room and monitor all the alarms as well as carry out patrols and the usual access control."

Philip has been in the MOD nearly 40 years. He used to be a storeman. Away from work he enjoys sport and spending time with his three Grandchildren.



L to R: Richard Searle, Phil Barnes and Jamie Shaw



Dave Prideaux on duty at Camels Head Gate

Celina Bartholomew has only recently taken up her role as an Operational Manager at Devonport.

Q Celina, tell me why you joined the MGS.

A Whilst working as a Base Security Receptionist, I realised I was continuously building strong working relationships with MGS. It was at that time that an exciting opportunity to become an Operational Manager at Devonport became available so I decided to apply. Looking through the job description I anticipated that my previous work experience in

various departments within the Civil Service could potentially make me a successful MGS Operational Manager.

I have a friendly approachable personality and I enjoy supporting people in various ways. I like to assist others in their personal development and provide welfare support if needed. I am a very approachable line manager and ensure I spend time getting to know my staff. I believe a manager who communicates regularly with their members of staff will help to support a successfully working team, benefiting the business and providing the best possible service

to the customer.

Q What are you looking forward to most?

A I am most looking forward to managing two great sections to ensure we continuously provide an effective service to the customer. I will ensure I communicate regularly with my staff, provide on going support and offer encouragement to members of staff who want to progress in their careers. I will be managing any staff who may be under performing, establish the reasons why and aim to develop them to ensure they perform effectively.

Q What are your key challenges going to be in the coming weeks / months?

A The key challenges for me will be to reassure my staff who have raised concerns about changes in the business, changes in management and new staffing. I will need to assure my staff that these changes will be a success by communicating regularly with them and keeping them informed of business requirements, decisions made, and future plans within the MGS.

Q What are the skills and experience you have which will benefit the MGS?

A Working in different departments has provided me

with opportunities to develop my management skills. I will use tried and tested methods such as team building exercises to develop working relationships for my current staff and to also help integrate new staff into their sections.

My friendly and approachable personality will give my staff confidence to be able to come to me with any concerns and issues they may have.

Having worked previously in a military environment and being married to a serving member of the Armed Forces, I have gained an understanding of military and veterans lifestyles. As a number of my staff are ex service personnel, I can confidently signpost them to

the relevant support networks and agencies that are available.

Q What's going to be your development priority?

A It is essential that I acquire the practical skills and knowledge needed to be able to provide a professional guarding service.



‘Pawprint’

An update on the MGS Dog Sections from Fred Humphries, MGS Dog Evaluation Officer

The “footprint” of MGS dog sections is now set for the foreseeable future, with 14 sections remaining. I am sure you don’t need me to tell you that the last two years have been painful, what with the reclassification of sites, staff leaving under VERS and the reduction of sections all over the country it has been a difficult time for us all.

Our good friend and colleague John Warbuton, former DEO North, has returned to dog handling duties in Catterick Garrison Dog Section, (based at RAF Leeming) and I am sure all of you that worked, met or received advice from John will wish him every success in his

new (old) role. Thanks John, you really are a ‘top dog’!

As you no doubt know, various Fresh Start Work strands (the programme to build an MGS for the future) are being undertaken all over the country. One of them is responsible for uniform and specialist equipment. For dog handlers there may be some positive changes coming our way. These may include a utility vest for handlers and a new jacket and trousers. In addition it has also been discussed that the much missed MGS dog trials may be reinstated. All good news. Furthermore, I have secured some new dogs from the Defence Animal Centre (DAC) to

replace some of our older dogs.

On this positive note I would also like to inform you that we have been able to transfer a good many dogs to our military colleagues (Army, RAF, Police) from those sites that are closing or losing their dog sections. We have also returned a number of dogs to DAC who have come to the end of their working lives.

Thank you for your continued support during these challenging times.

Finally, remember to remain professional, train hard, trust your dog and stay safe.

(The last) Regional Matters...

An update from around the Regions

Region 2

Counting down to VERS!

Article by Juliette Roberts CSO5, Fylingdales.

For several months now all the focus has been on Fresh Start and how everything in the MGS is going to change for the better. We all have to move with the times and look forward to the future. However, I would like everyone to take a moment to remember those members of the MGS who have left in recent weeks or are due to leave shortly. We should thank them all for their hard work, enthusiasm and professionalism which has helped make the MGS what it is. A well respected unarmed security provider.

Ken Drewery (who featured in Flashlight 43) is one such individual. He has decided after a long and distinguished career with the MGS to take VERS. Ken was a valued member of the MGS team at RAF Fylingdales. He reached that time in his life (he was 70 last month) when he felt it right to hang up his hat and retire gracefully. He will

be sadly missed by all of us here at Fylingdales for the contribution he made and the camaraderie he instilled.

Ken joined the MGS for many reasons, but he wanted to live in the Whitby area and he was aware that there were vacancies for the MGS at Fylingdales.

His proudest moment was when he was asked to cover the CSO3 role at Fylingdales. He was extremely pleased that people thought he could do the job and that his experience with the RAF would stand him in good stead.

Ken intends to spend his time in retirement with his family in Ipswich and Dundee as well as fishing, playing golf and gardening. He also has a list of things to do from his wife, who he acknowledges has been a great support to him throughout his career.

Ken is not sure what the future holds for the MGS. However, he



told me that it's very important that all staff must realise that their future is in their hands. The better job they do, the smarter they are and the more confidence the customer has in them, the more secure their jobs will be. He also said: "New areas and opportunities need to be opened up - everyone needs to play their part."

Ken always liked RAF Fylingdales. Being a small unit, everyone got to know each other, were very friendly and tended to stay at the unit for a long time. It was like one big happy family.

Article by Kathryn Malough, Business Resilience Manager

Region 5

Region 5 wins first unofficial MGS pool championships!

On January 21st 2014, the first competition for the MGS Pool Championship 'Ashes' Cup took place. Four players: John Egan (R1), Derek Halford (R5), Dave Fairbrother (R5) and Simon Ruddick (R5) took part. The opening games seemed to please the crowd with some superb potting and tactical play. The final was between Simon and John, who is well known for his pool playing capabilities. The game was very cagey and lasted about fifteen minutes. Simon eventually won and took the much sought after trophy! After the match Simon said:

"To beat John Egan was a major achievement. I would also like to add John was very gracious in defeat."

The cup now sits in the R5 trophy cabinet and is polished weekly by Derek and Dave on a rotation basis.



Region 4

Nightshift - a poem by Tim Houldsworth CS05

1. The cold loneliness of the falling night
hoping everything will be alright.
Wondering what the long shift will bring
wishing it wasn't coming on Winter but Spring.
Hot coffee to keep the chill away
as I stare out of the window and pray
that my loved ones are tucked up and sleeping tight
as I'm patrolling this dark lonely night.

2. The passing of time seems to stop
and the temperature outside seems to drop.
With the moon and starlight I can see fine
the predators watching me from the tree line.
Keeping the terrorists and trouble makers at bay
as I wait patiently for the coming of the new day.

3. Guarding those that need protecting
Is never a duty worth neglecting.
It is an honour to serve and my duty to care
while being out in mother nature's dark cold air.
To protect friend from foe and suchlike
under the ghostly glow of the moonlight.

4. With the coming of the new dawn my shift is over
to pass the gauntlet over to another
Who will carry on the vigilant gaze
as I slumber and dream of my loved ones under the
warm sun's rays.

Tim is based at Keogh Barracks

Region 5

Officers from across the MGS support Faslane surge

Mark Pike, Operational Manager based at Porton Down reports

Recently, officers from across the MGS volunteered at very short notice, to travel to Scotland to assist MGS operations at Faslane. For many this involved being asked on the Friday and travelling on the Sunday!

The surge was a complete success due in no small part to the

enthusiasm and professionalism of the team and the support they received from everyone at Faslane. I must particularly mention at this point, Nance (pronounced Nancy) Boyd CSO4 who went to great lengths to ensure everyone settled in and was ready for the task ahead.

As you can see from the

pictures, everyone had a great time and fully utilised the opportunity to do some team building!



Mark Pike



LtoR-Mick Rose, Carla Board (both Bovington), Tina Baldwin (Welford), Danny Nelson (HMS Gannet)



LtoR-Steven Pryor (Welford), John Smullen (Halton), Alex Ingram (Faslane), Nathan Ellis, William Oliver (both Otterburn), John Quinton (Kentigern)



Nance Boyd CSO4



Worth going just for the scenery



Team building

Region 2

Email forwarded by Mike Cairns, Business Resilience Manager

A word of thanks from DM Longtown

Dear All,

May I take this opportunity to thank all of you for assisting the MACR on site team with Exercise Phoenix 4. The exercise played a very important part in this depot complying with the Major Accident and Control Regulations. I would particularly like to thank all of the staff who acted as casualties. My thanks also goes to the team of personnel who help set up the exercise and develop the scenario and all of the other unseen work.

These exercises do take a considerable amount of time to plan. I hope you all found the exercise to be worthwhile, the majority of the feedback that I have received, is very positive. I will be arranging a cold de-brief in April.

Once again many thanks

Luis Eckersley
Security Officer
DM Longtown

All,

I would also like to add my thanks to the foregoing. While there were some quirks, which inevitably occur as a result of exercise artificiality, as Site Controller this was the best exercise we have carried out. Thanks to all of you for taking part and for the huge amount of effort you expended. It was very worthwhile and we shall take seriously the lessons learned.

Best regards,

Andrew
Andrew Davidson
HoE
DM Longtown

Region 3

Customer Certificates of Appreciation awarded to officers at DSG Sealand

Article by Keith Basham, Operational Manager North Wales

MGS staff at DSG Sealand were presented with a Customer Certificate of Appreciation by Marc Shreeve, MGS B2 Ops. Marc was at Sealand presenting a Fresh Start briefing and I took the opportunity to ask him if he would do the honour. He was only too pleased to oblige.

The certificate was awarded to the team at Sealand for all their efforts over the past six months, which has included dealing with intruders gaining access to the site and supporting the site during the adverse weather conditions. This resulted in extra tasking being requested at short notice by the customer, something that the whole team volunteered for.



LtoR- Bryan Jones, John Davidson, Martin Pendrey and Marc Shreeve



At a recent Regional SHEF meeting, Paddy Brennan presented Alun Walters from JSMTIC Indefatigable with his IOSH Managing Safely Certificate. Alun was appointed the Group Health and Safety Rep and actively gets involved with all H&S issues assisting me and the team in the Group. Alun passed the course with flying colours. Well done.

Charity News

From the Editor...

Graham Elsy a CSO5 at MCTC Colchester, is running in this years London Marathon to raise money for the Royal British Legion. If you would like to sponsor Graham, you can contact him on his mobile: 077969 54445.

Or you can make a donation by going to the link below, but be aware that you will need to do this on a PC as MOD security protocols will block access to the site:

<http://www.virginmoneygiving.com/team/dan>

Graham is hoping to raise at least £1800. It's the centenary of the outbreak of the First World War this year and Graham is recognising this by undertaking the marathon dressed in the First World War uniform of the King's Own Scottish Borderers (Graham's old Reg't).

Flashlight went to print shortly after the London Marathon took place. You can still sponsor Graham by calling him on his mobile, details above.



Graham pictured in the First World War uniform of the King's Own Scottish Borderers



Fred Humphries, his two sons and two of his eldest sons Police colleagues (5 in total), raised £175 for H4H on the 27/7/2013 by completing a 10 Km run with 30 obstacles (water crossings, tunnels, carrying tyres etc). The event took place at Lower Drayton Farm, Penkridge, Staff's.

Kevin Graham reports...

A number of staff and their partners from Wethersfield, including MGS, MDP and serving soldiers, took part in a marathon bike in November of last year in aid of H4H. The route (all 26.2 miles of it) took in some of the most scenic countryside around the base, and as you can see from the pictures below it was a great success - however, it did take its toll on one or two of our volunteers! I would like to thank Lynn Rudd who runs the shop at Wethersfield, who was kind enough to organise refreshments and Mark Allen who helped coordinate the supply of H4H collection tins, buckets and banners.

I would also like to thank Lynn for being quiz master extraordinaire at the quiz night which was held on the evening of the Manager's Conference. The two events raised £623 for H4H. Well done to all and thank you to everyone for your support.





Issue 46 of Flashlight
If you would like to c
contact me. I would e
volunteered to take pa



will be a 'Fresh Start' special.
contribute to this issue then please
specially like to hear from staff who
art in the workstrands. Ed'

Coffee break

Time to put your feet up!

Sudoku



* A prize of an MGS paperweight will be awarded to the sender of the first correctly completed Sudoku AND crossword puzzles.

If you don't want to tear your copy of Flashlight you may send a photocopy of this page to the editor, to the address on the inside front cover.

Debbie Kenwright, Operational Support Manager, based at Lakenheath was first with the correct answers to the puzzles in the last issue.

		1	8		2	7		
9								6
		2				9		
6			9		1			5
				7				
3			5		6			1
		5				8		
2								7
		9	2		3	6		

Flashlight 44 Sudoku solution.

2	1	5	6	7	4	3	8	9
3	7	4	5	9	8	1	2	6
6	9	8	2	1	3	4	7	5
7	5	6	3	8	9	2	1	4
1	2	3	4	6	7	9	5	8
8	4	9	1	2	5	7	6	3
5	8	1	9	4	2	6	3	7
4	6	7	8	3	1	5	9	2
9	3	2	7	5	6	8	4	1

Flashlight 44 crossword solution.

Across: 1. Hijack, 3. Clumsy, 6. Daniel, 7. Spider, 8. Epoxy, 10. Panache, 14. Pterodactyl, 17. Outrage, 19. Cheap, 20. Infest, 21. Sequin, 22. Norway, 23. Sealed.
Down: 1. Hidden, 2. Chevy, 4. Lupin, 5. Yorker, 9. Octet, 11. Alas, 12. Clyde, 13. Kong, 15. Potion, 16. Opened, 18. At sea, 19. Crepe.

Crossword

1		2		3	4		5		6		7	
8												
					9							
10												
										11		12
13							14					
					15							
16								17				
							18					
	19		20				21					
22												
								23				
24												

Across

- 3. Reserve supply (9)
- 8. Disgusting (4)
- 9. Memorandum (8)
- 10. Headman (6)
- 13. Singer, --- John (5)
- 14. Hole (7)
- 15. Healthy (3)
- 16. Cautious (7)
- 17. Airman (5)
- 21. Ascending (6)
- 22. Grape - growing area (8)
- 23. Gambling device, --- machine (4)
- 24. Fiona, ---, TV presenter (9)

Down

- 1. Wealth (9)
- 2. Junior officer (9)
- 4. Type of fluffy towel (5)
- 5. Console (7)
- 6. Pale red (4)
- 7. Onion - like vegetable (4)
- 11. Early airship (9)
- 12. Separate (9)
- 14. Lubricant (3)
- 15. Amusement park (7)
- 18. Elizabeth ---, cosmetics queen (5)
- 19. Jetty (4)
- 20. Minus (4)

Answers in the next issue!