

FLASHLIGHT

The Magazine of the MOD Guard Service

Issue 46 Summer 2014



**Fresh
Start**

**- A Commitment
to Change**

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Articles and photos of interest are always welcome, but we reserve the right to edit or omit contributions.

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 46 of Flashlight.

The Fresh Start Programme set out to build and invest in a Guard Service for the future and as this initiative now draws to a close, it may be a good time for all of us to pause for a moment and reflect on what it has achieved.

Many of the changes are obvious and you may have already benefitted from the delivery of white goods, new lockers or the refurbishment of your guardroom. Others will not be so apparent, but watch this space. Things will come to fruition soon.

On page 2, Ann Kinnish the Fresh Start Programme Manager sets out what each of the Workstrands have accomplished and what work remains to be done. Ann has also written about her role and reflects on what this has meant for her. Read her interesting article on page 16.

Workstrand 5 were tasked with considering ways of promoting health awareness. As part of this work, Derek Kirk, Workstrand 5

volunteer, was tasked with writing a series of articles promoting men's health. Read the first of these on page 7.

I visited Whittington Barracks in Lichfield, Staffordshire, the new home of the Defence Medical Services (DMS) and saw for myself the work that has been carried out to transform the barracks into a world class centre for medical support and training to the armed forces. Read how the MGS supported this initiative from the people doing the job as well as from Maj (Retd) Rod Gladwin who was the USyO during the rebuild.

I hope you enjoy this issue

All the best

Mark

“Health is a state of complete physical, mental and social well-being, and not merely the absence of disease or infirmity.”

World Health Organisation, 1948



freshstart



Ann Kinnish, Fresh Start Programme Manager

When I was asked if I would take on the role of overseeing the Fresh Start Programme little did I know what challenges lay ahead! However, I firmly believed that the MGS was at a point where we could start to move forward after what has been a number of challenging years and I was keen to be involved in making the MGS an even better place to work.

Fresh Start came about

after we transferred into DIO and was introduced so that we could build an MGS for the future. As you will be all too acutely aware the MGS has been through a number of tough years where there have been restrictions on overtime and recruitment leading to, in some cases, not being able to provide the service that we would all have liked. We have also been through a period where MGS have withdrawn from a significant number of L1 and L2 Front Line

Command sites. Fresh Start is an opportunity to move away from this culture and to start "afresh".

Fresh Start was initially divided into 12 Workstrands, however it soon became apparent that there was a lot of cross over between the workstrands and it was decided to condense them to 6 Workstrands.

The workstrands are:

| | Title | Sponsor(s) |
|--------------|--|-----------------------------------|
| Workstrand 1 | Clarify Future Business Strategy | David Wray Mark Duddy |
| Workstrand 2 | Upgrade Equipment, Accommodation & Uniform | John Egan |
| Workstrand 3 | Define MGS Future Role & Skills Requirements | Kathryn Malough Steven Cassidy |
| Workstrand 4 | Enhance MGS Performance & Productivity | Marc Shreeve Christine Roberts |
| Workstrand 5 | Improve Staff Engagement | Trevor McKinnon |
| Workstrand 6 | Improve User Perceptions / Experience of MGS | Mike Cairns |

Fresh Start Conversations were held in November 2013 and were attended by over 700 staff. There were a significant number of ideas and comments generated at these events and these have informed the work that has been / is being done. So what has been achieved so far?



Workstrand 1 - Clarify Future Business Strategy

Transfer in of guards at Cheadle Hulme.

Mark Scollan, OSM 3, was asked to lead a project to bring the unarmed guarding task back in house. This was a service that had been run by a private security firm for a number of years but it was considered that better value for money could be offered bringing the contract back in house. Mark did an excellent job in managing this project and the 1st April target was achieved.

Security Services Group (SSG)

SSG now comes under the leadership of David Wray, Head of Unarmed Guarding, along with the MGS. This reflects the fact that SSG primarily deliver service outputs and therefore fits better within the Service Delivery team; where the MGS also fit. Under this arrangement the managers in SSG and MGS will find ways of working together for mutual benefit and efficiency.

Workstrand 2 - Upgrade Uniform, Equipment and Accommodation

- ▶ White Goods, Lockers and Chairs have been received at a large number of sites.
- ▶ Cravats, for female staff, have been approved and have been ordered.
- ▶ A decision has been taken to remove grade badges from epaulettes. Plain epaulettes have been ordered and a date for changeover will be announced once sufficient quantities have been received.
- ▶ Approval for the purchase of snoods, winter gloves and hats has been given.
- ▶ It has been agreed that all staff will have name badges and these have been ordered.
- ▶ Approval has been given to move to the Royal Navy No 3 trouser following the MGS Operations Committee Decision to look at ways of writing off old stock.
- ▶ New Dog Handler Uniform has been approved for issue.

Workstrand 3 - Define MGS Future Role and Skills Requirements

Catalogue of Services.

A Catalogue of Services has been designed which incorporates all the tasks that the MGS could provide. The items in this catalogue will be discussed with customers for them to select additional "value added" taskings that they would like provided. This will help rebuild customer relations and enable a new, improved service to be provided to the customer.

Brochure

A brochure detailing the MGS Service Offerings has been produced and will be handed to identified customers at site and TLB level, when we judge they have seen enough evidence of substantive progress to be receptive.

Training

More training is now being provided at locations around the country e.g. a foundation course has recently been held at Winterbourne Gunner. Further courses will be run locally as demand dictates.

Workstrand 4 - Enhance MGS Performance and Productivity

- ▶ Key Performance Indicators have been produced and have been incorporated into the Business Plan as appropriate.
- ▶ Work on mapping Functional Competences to Civil Service National Occupational Standards has been completed.
- ▶ A formal consultation document has been issued providing outline proposals for changes to MGS working patterns.

Workstrand 5 - Improve Staff Engagement

Improvements to Communications

A number of improvements to communications have been made including:

- Reinstating the Blog – 3 current topics with over 300 comments made.
- Senior Leader Visits – 30 visits taken place with more scheduled.
- Fresh Start Newsletter – Issued monthly since October 13.
- MOSS Announcements – Posts are made on a daily basis across a variety of subjects
- Letters to staff – Fresh Start Survey Letter in response to comments in the survey is being issued.
- Training of Managers – Hydra Event, Coaching, Audits.

- Fresh Start Conversation initial round in Nov 13. Next round summer 14.
- Conferences – Women's conference held May 14, Managers Conference July 14.

Fresh Start Survey – Issued Feb 14. Another planned for Sep 14.

Wellbeing Reviews.

Volunteers to undertake wellbeing reviews have now all been trained and reviews have started at a number of MGS sites. It is intended that as the programme develops all sites will eventually have a wellbeing review carried out.

Empowerment.

Delegations of Minor Awards/ Special Bonuses will be made to C1s however policy presently says that B2s will need to be kept informed. Overtime delegations will also be made to C2s meaning that decisions can be made closer to the daily business without the need to refer to Head Office on each occasion.

Head Office Perceptions

Surveys were issued to gather views of staff and managers on their perceptions of the role and purpose of the Head Office. The results are being collated and any resulting actions will be taken forward.

Develop Leadership

Capabilities

Managers have attended a number of training events to improve their leadership skills. Further training is in the pipeline.

Workstrand 6 - Improve User Perceptions/ Experience of MGS

User/Customer Feedback Survey

Customer Feedback Survey was issued to units during July for 1 month. The comments have now been collated on MOSS and results will be analysed and appropriate actions taken.

Magazine Articles

Articles have been placed in various Departmental magazines highlighting the work of the MGS including Defence People & DIologue.

Induction Training

A training package is being produced and will be available soon for all staff to complete.

Aide Memoire

A useful pocket guide will soon be issued that operational staff will be able to refer to when they need to remind themselves about important aspects of their role.



And what work is still ongoing?

Workstrand 1 – Clarify Future Business Strategy

- Future strategy paper is being shared with the Strategic Business Partner (SBP) to seek their views on the way ahead for the MGS, including the possibilities of efficiency improvement within the proposed DIO “Incorporated Model”.
- Some initial data is being sought from current and potential service suppliers to MOD to gain an indication of possible commercial approaches.

Workstrand 2 - Upgrade Uniform, Equipment and Accommodation (*see article on P19)

- Further refurbishment works will continue where they have been requested.
- Remaining white goods, lockers and chairs will be delivered in the near future.
- White shirts are on order

and it is expected that they will be received in November, and subsequently distributed to sites.

- Maglite torches have been ordered for sites that requested them. This will bring a small item of equipment up to a better standard.
- A business case for the provision of new Anoraks has been produced. As a request for contract action will need to be raised to order the items, there will be a delay in receiving and issuing them.
- Work on modernising the uniform is ongoing. This uniform will meet the business need and customer requirements. There is a proposal that there will be different options available (based on a theme) which will take into account the different roles that are undertaken.
- Dii requests are still being processed. An MGS officer has been seconded to the DII team to progress MGS requirements.

Workstrand 3 - Define MGS Future Role and Skills Requirements

Training/Skills Requirements

A Training Needs Analysis is being produced. This will inform future decisions on the core and additional training that is required to provide a high quality service to the customer.

Workstrand 4 - Enhance MGS Performance and Productivity

A paper is being developed

with proposals for absence management within the MGS.

Workstrand 5 - Improve Staff Engagement

Conferences

A CSO4/5 Conference is scheduled to be held in September. The agenda has been set by a team of CSO4s/CSO5s to ensure that it covers topics that are of interest to you.

Development Scheme

A staff development scheme has been scoped and a project is now being undertaken to bring this scheme to fruition.

Workstrand 6 - Improve User Perceptions/ Experience of MGS

Users/Stakeholders Engagement Strategy

Work is ongoing on this area.

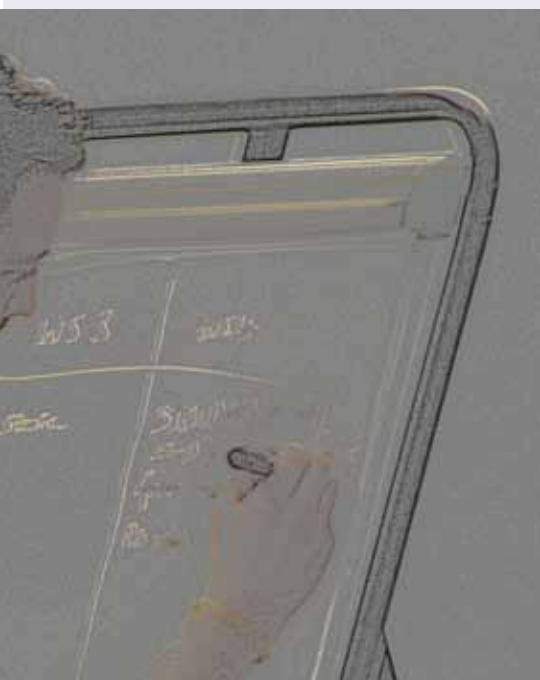
Marketing the MGS

Contact has been made with Other Government Departments to find out how they market their services and the findings will be reviewed.

The logo for 'freshstart' is displayed in white lowercase letters on a dark purple background. The background is a horizontal bar with a right-pointing arrow shape.

The Fresh Start Programme ran for 12 months with many volunteers from all areas of the workforce taking part. The work that has been produced has been of a high standard and it has reaffirmed my belief that we have a lot of staff with hidden skills which we should tap in to more.

There are benefits to all of



you from the workstrands, but what each of you have got out of it will be different depending on where you work and what level of involvement you have had. For those of you who have newly spruced up guardrooms this may be a better working environment, others will feel better informed and aware of what is going on around the MGS, some may have benefitted from learning new skills. Whatever Fresh Start means for you I hope you think that

the programme has been good for the MGS. I know that some of the changes being made have not always been universally popular and with such a diverse workforce it is almost impossible to please everyone. All the changes that are being proposed and implemented are intended to be for the best for all and to help make the MGS "the unarmed guarding provider of choice".

I would like to thank everyone for their input into this programme and hope

that you have gained some valuable skills and experience from your participation. For my part, I have enjoyed getting out and meeting many of you and have learnt many things along the way. I look forward to meeting many more of you as I continue my visits.

Thank you for all your work so far and please continue to participate; your contribution is valued.

Before and after pics of the recent refurbishment of the MGS guardroom at 11 ATT Sqn RM, Instow Barracks, North Devon.

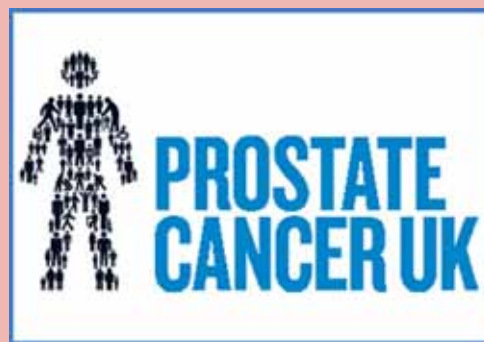
Before:



After:



Men's Health



Workstrand Five volunteer Derek Kirk was asked to write a series of articles to raise awareness of men's health. In this first article he discusses prostate cancer.

It was Trevor McKinnon, sponsor of Workstrand 5, who asked me to write a series of articles about men's health issues as part of an MGS health awareness campaign.

Think about the last time you were feeling unwell and said: "OK I'll go to the doctors on my next rest day" but never got around to going. We can all be our own worst enemy at times when it comes to health care. Is it because we're just too idle? Is it a macho thing, or do we believe we're just invincible and serious illness won't affect us?

I will, during the course of my articles, discuss conditions such as diabetes, stress, cancer and obesity, and look at the effect they can have on one's daily life and work performance.

The subject of this first article is prostate cancer. It's the most common cancer in men aged 50+ and the risk increases with age. The general demographic of the MGS is male and over 50. (which I fit squarely into),

therefore it places a fair proportion of our male staff at risk from this disease. The statistics show:

- 1 man dies every hour in the UK from this form of cancer.
- 41,736 men in the UK were diagnosed with prostate cancer in 2011.
- There were 10,793 deaths from prostate cancer in 2011.
- 1 in 8 men will get prostate cancer.
- 1 in 4 black men will get prostate cancer at some point in their lives.

No one knows how to prevent this form of cancer at present, but diet and a healthy lifestyle may be important. Eating healthily and being active can help you stay a healthy weight. This may mean that you are less likely to be diagnosed with aggressive or advanced prostate cancer.

Symptoms can include:

- Having to rush to the toilet to pass urine.
- Passing urine more often than usual, especially at night.
- Difficulty in passing urine,

including straining to pass it or stopping and starting.

- A sense of not being able to completely empty the bladder.

Very rarely you may also get:

- Pain when passing urine.
- Blood in urine or sperm.

For those living with prostate cancer, about 94% live for at least a year after they are diagnosed: about 85% live for at least 5 years, and around 84% live for at least 10 years, but early detection is paramount and it is after all so easy and simple. All you have to do is go to your GP and ask for a PSA blood test. A sample of your blood is sent away for analysis and from the results the counted markers in the sample will identify whether your risk is high or low. Because of your age your GP may tell you that the test should be repeated (usually 6 monthly, or once a year), or if the results are high he will recommend further tests and refer you to a specialist.

So come on guys don't let this illness catch you out;

Keep on top of it by asking your GP for the PSA test. I did and I was glad I did. I was found to have high marker levels which meant I am more at risk from the disease. I feel perfectly fit and well now, but I have to keep things monitored by having regular blood tests.

One of the ways we can help beat this disease is to

educate those at risk. If you think you can help by sharing your experiences with other MGS staff, or if you would like to contribute to wider MGS health awareness, then please contact me or Trevor.

If you are worried about prostate cancer or would just like to find out more

you should visit the Prostate Cancer UK Website:

<http://prostatecanceruk.org/>

ATTENTION LADIES:

We would also like to run a health awareness campaign for you, so if anyone is interested in taking this initiative forward you should contact Trevor.

Positively Promoting health and wellbeing



Pete Emmerson a CSO5 based at Wathgill Army Training Camp in North Yorkshire explains the benefits of joining the CSSC. Pete has been a member for 29 years

The Civil Service Sports Council (CSSC) was started many years ago to promote health and fitness across Government Departments. Over the years the CSSC has grown, (it is now known as CSSC Sports and Leisure) and has developed into the largest provider of corporate leisure and fitness facilities in the UK. For just £3.70 a month it offers a huge range of activities for its members at Local, Regional, National and International levels. There are 12 CSSC Regions, presided over by a Regional Council and divided up into areas.

I enjoy the social side of the CSSC, which is why, when I first joined, I played a lot of darts. I also turned out a couple of times for the CSSC National Rugby team both here in the UK and Abroad. I then took up golf. It's a great way of meeting new friends as well as

an excellent way of improving health.

As with most sports in the CSSC, golf provides the opportunity to take part in competitions against other CSSC members. These may be at a Regional or National level. Normally you will have to qualify in a Regional event to take part in the National finals.

Competitions are organised for both scratch and handicap players. I recently won a Regional qualifier at Hull Golf Club (Kirk Ella) in the Handicap section. I will be going to the National Final at Forest Pines Golf Club in Lincolnshire in September. I have qualified for the National finals before but lost the Handicap Section by two shots. The final is held over three days; one day of practice and two days of the competition.

I am hoping to do better

this year with the help and guidance of James (our club pro). His coaching has certainly helped me and he's already checking my lofts and lies and planning some further lessons in preparation for the Final. I know I have a lot of work to do before I feel really confident to go to the final, but I will go with an open mind and look to enjoy myself, knowing that one day my time will come!



Pete, holding the Mervyn Stanley Trophy which he won at Hull Golf Club. For his efforts, Pete is now the Yorkshire Civil Service Handicap Golf Champion!

freshstart

Update from Workstrand 2 members Lil McGarrity (OM8A), Jim Chapman (OM3B) and Iain Cormack CSO5, clothing officer from Faslane Scotland

Workstrand two were tasked with looking at upgrading uniform, equipment and accommodation. it is no coincidence that this Workstrand has the most volunteers as this is an area that affects all of us on a daily basis. There is a good cross section of the workforce involved in this Workstrand which has ensured as wide a range of views as possible have been taken into account.

Uniform

The Workstrand recognised that the MGS uniform needs modernising and that one style of uniform may not be suitable for all. The Workstrand has been engaging with the Operations Committee to identify a fit for purpose uniform that will provide the desired front of house image but also be suitable for unit and task requirements. A lot of work has also been undertaken to identify and source suitable uniform as well as obtaining samples and quotes from suppliers. This includes female specific uniform where necessary.

The Workstrand believe that staff should be able to choose from a 'menu' of 2 to 3 different styles of uniform

depending on the tasks that are being performed.

Uniform proposals to date are:

Headwear: winter hats have been sourced and are awaiting procurement. Suitable alternatives for the peaked caps for summer are also being researched.

Gloves: waterproof / thermal gloves have been sourced and a business case submitted for approval.

Snoods: these have been considered as a practical alternative to the scarf and will be purchased in the near future.

Trousers: Royal Navy No 3 trouser has been identified as suitable replacements for existing trousers. Further work needs to be carried out to ensure that they are suitable for both male and female wear.

Boots: boots have been a source of contention for a long time; particularly with regards to delivery timescales. A review by the Workstrand has identified that the Royal Navy has an existing contract with Magnum and this is being investigated as a possible source for future footwear.

Jacket: a high viz integrated 3 in 1 waterproof / insulated jacket had been proposed and a business case was submitted at end of March. Specifications have also now been submitted to the commercial branch to enable ordering to take place. This jacket will be bespoke to MGS therefore making them easily identifiable during incidents.

Fleece: work is ongoing to consider options to replace the current issued jumper with a suitable fleece/soft shell alternative.

Shirts: white shirts will be issued as an interim measure whilst other options are being considered.

White good and refurbishments

The Workstrand continues to liaise with managers to ensure that all requests for white goods and refurbishments are dealt with as timely as possible and processed on the ordering system.



Human Resources

HR update from Karen Pearce, MGS HR Business Partner

The MGS separated from the MDP and the Head Office and Corporate Services (HOCs) TLB and joined a new partnership with DIO. This meant that the MGS Senior Management Team (SMT) no longer had any HR support and so the DIO HRBP team assigned a new dedicated HR business partner resource, with the appointment of two new HRBPs to be embedded into the MGS Head Office.

All of these changes happened during a very busy period of MGS management structural changes, surplus staff management, recruitment campaigns and new performance management processes, amongst other issues.

The new HRBP Team consists of Natalie Grenville-Smith and I, and we are based at MGS HO in Wethersfield, with the Senior HRBP Samantha Birch and HRBP Team Leader Nick Manser based in Sutton Coldfield. We are working closely with the DIO

Workforce Management Group (WMG) and DBS to ensure the MGS has the best HR support available.

Natalie transferred into the HRBP team in September 2013 and has a good understanding of the MGS workforce, having previously worked for the MDPGA. I joined the team in May 2014, transferring in from HRD Talent Management, bringing a wealth of HR transactional and policy knowledge and experience.

The role of the HRBP is to provide HR advice and support whilst maintaining a strategic business relationship with the SMT. The HRBP team is also responsible for facilitating the relationship between the business, DBS and HRD Strat (policy owners). The role is varied and specific responsibilities which feed into the strategic relationship include workforce planning, skills auditing and planning, absence management and HRMS management information issues.



One of the most challenging tasks during the year has been the management of surplus staff. Planning Round 12 created 834 surplus staff for the MGS and the HRBP have worked closely with the MGS management to ensure that this process has been managed successfully.

The MGS held a successful Voluntary Early Release Scheme running from 2012 to 2014, this left approximately 200 surplus members of staff. In October 2013 affected staff received 'at risk' letters informing them that their posts would be disestablished after 31st March 2014. These letters also informed staff that the MGS, following TU consultation, were setting a Unit of Redundancy to incorporate all MGS staff and invited applications to

be considered for Voluntary Redundancy. Significant interest was received and the successful VR scheme enabled circa 120 staff to exit the Department. Excellent work carried out by MGS Managers also secured posts within relevant travel to work areas for the majority of those that wanted them. This left 25 staff at risk of compulsory redundancy, however, through close management and careful review of each affected individual there will be no compulsory redundancies. This whole process has been a real success for both the individuals, SMT, TUs and HRBP who have all worked very hard together to achieve this outcome.

This year everyone in the MOD has experienced the new performance management system. The new reporting policy and processes have created much discussion and a number of lessons have been learned through the year in particular for the MGS. As the MGS management structure is fairly flat this has created complexities such as larger than the recommended moderation panels and Countersigning Officers with responsibility for 200+ staff.

There have also been some significant success stories for the SMT not least as they successfully sought dispensation to reduce the minimum grade of a Reporting Officer to D band

which has allowed line managers to report on the staff that they work with. The 2013/14 PAR submission rates for MGS were excellent with only three outstanding by the DBS deadline. This is an enormous achievement and is widely recognised by the TLB.

All staff should now be aware of their final box marking for the 2013/14 reporting year and objectives should now be set for 2014/15. The mid year review is fast approaching and LMs should be thinking about arranging the necessary conversations. It is important to remember that performance shouldn't only be discussed at mid year and end of year but throughout the year to provide all staff with the opportunity to improve.



Over the next year the SMT and the HRBP will be reviewing welfare, wellbeing and absence across the MGS producing absence reporting documentation for each Business Resilience Manager along with recommendations and guidance on potential next steps. Part of this will be working with head office to design and deliver the management information that the SMT need as well as producing a welfare strategy and facilitating wellbeing

workshops.

Work has already started with SMT and HRBP who are currently reviewing the effect that the different shift patterns have on individuals and the delivery of business. They are analysing absence data with a view to providing advice and guidance to inform future rostering. This work will help to inform the proposals for a review of MGS working patterns, currently being consulted.

The HRBP is currently working with Defence Business Resilience and NSV to ensure the ongoing audit and update of MGS security clearances is effective and resolve any outstanding issues. Great strides have already been made in addressing overdue expired clearances but we would ask all staff and managers to review their HRMS records and undertake the clearance process in good time to avoid the expiry of their clearances.

The MGS Information Manager and the HRBP are working with the WMGDBS to ensure information held on HRMS for MGS people is accurate. They are looking to ensure that following all the changes to positions, people, UINs etc the MGS organisation is cleansed and subsequently maintained so that the MGS SMT are able to make effective use of the data. The intention is that all management information, including HRMS and PORT, will be standardised and

consistent. Future projects for HRMS will be the skills review in particular not just looking at the skills people need to carry out their current job but also looking at skills people have so that the MGS can start to grow its leaders of the future. There is already some

good work underway as a project under Workstrand 5, asking people to make the SMT aware of those skills. In addition there has been a good reaction to a call by the MGS Workforce Development Team for volunteers to act as Learning Support Officers to

deliver continuation training locally. Work will start shortly on matching MGS functional competences to Civil Service National Occupational Standards.

Service and civilian personnel can now benefit from a new course that aims to increase their resilience through improved psychological fitness.

A new one-day foundation training course, START Taking Control (STC), helps staff understand the indicators and effects of stress and provides tools for coping with stress and increasing resilience.

The course enables personnel to cope better with day-to-day challenges and take control of their stress and prepares them to better withstand and recover from stress that can't be avoided. It is the first defence-wide primary-prevention initiative designed to increase resilience and psychological well-being.

Captain Duncan Precious, a Royal Army Medical Corps clinical psychologist who has been involved with the development of the training, said:

“START Taking Control is part of the preventative piece, investing as an organisation in the overall well-being of our people. It is about the stuff we are not really trained to deal with – coping with the daily grind of pressures from work



and our personal lives – and about changing the mentality of pushing people until they are broken.”

“It will enable people to develop the skills and resilience to bend, not break, under pressure, and to avoid unnecessary pressures in the first place.”

The importance of mental health is increasingly recognised, and the Joint Stress and Resilience Centre (JSARC) at the Defence Academy has teamed up with experts at the University of East London and within the NHS to develop START Taking Control, which is delivered at three levels, Foundation, Practitioner and Advanced Practitioner, and is aimed at all defence personnel. The Foundation level is for everyone, whilst the Practitioner course is aimed at

those who manage, lead and train others and will enable them to offer support as well as informing management practices. The Advanced Practitioner course will enable selected individuals who have demonstrated the necessary competences at Practitioner level to deliver Foundation and Practitioner STC training locally.

The Foundation course will be delivered at the Defence Academy (or off-site by arrangement). The Practitioner course will be available from January 2015. Full details including course dates will be published in a DIN and on the Defence Academy website: www.da.mod.uk

In the meantime, for further details and to register your initial interest, please contact the JSARC by telephone on 96161 5081 or 01793 785081 or by email at ideeks.cmt@da.mod.uk

In Words and Pictures:

MOD St Athan



In the first of a series of occasional articles, Ashley Evans presents a brief history of MOD St Athan, where he has been Operations Manager for five years. Previously, Ashley was stationed there as an Airman in the RAF.

- Situated in South Wales near the town of LLantwit Major. The choice of name was perhaps a happy one for the thousands of visitors who have passed through the station and might have been puzzled by the 'LI' in Llantwit or the 'w' in Eglwys. Indeed, it is rumoured that, when an Air Ministry official was asked why Eglwys Brewis was not chosen for the name of the site, he replied, after a moment's thought, *"It is hard to say"*.
- The site has a seven mile perimeter fence and is split into two sides, East Camp and West Camp.
- Air Ministry Order No 493 of 1936 announced that a new school of Technical Training to be known as No 4, would be formed at RAF St Athan (Glamorgan) on the 1 September 1938. It has been in continuous use as a training school ever since.
- In 1939, the station's activities were expanded with the arrival of a fighter group pool, the School of Air Navigation, and a maintenance unit.
- During the war a dummy airfield was built using wood and cardboard a few miles west of the original airfield. The Germans attacked the dummy field a number of times and it was rebuilt each time.
- In the 1950s, the base maintained Britain's Vulcan Bombers
- During the 1960s, a driving school was established. Recruits that needed to drive were trained in a fleet of Morris Minors.
- The School now provides specialist engineering training of airmen and airwomen.
- The base celebrated its 75th anniversary in 2013 with a day of special events, including a fly - by from many of the vintage aircraft stationed there over the years.



Location of MOD St Athan



One of several entrance gates. Pic © Mick Lobb



No 4 S of TT Crest



VC10 at St Athan



MGS Officer at RAF Lakenheath honoured in the RAF New Years Honours List

Louise (Elmo) Galley CSO4, was awarded the Air Officer Commanding No 2 Gp / Chief of Staff Operations Commendation in the RAF New Year's Honours list. Air Vice - Marshal S. K. P Reynolds CBE, DFC, RAF said the following: *"I am delighted to award you with my commendation in the Queen's Birthday Honours List 2013. I give a lot of personal attention to each and every award, and I only grant my commendation to the most deserving of individuals. Therefore, you should be justifiably proud of your achievements, and I consider it my honour and privilege to be your Air Officer Commanding. Congratulations and well done."*



Louise with Lt Col Wayand, 48th Security Forces Commander

Such commendations are not given lightly and her endeavours have been of single benefit to the United States Air Force and the MOD. The commendation, therefore, reflects the high esteem in which Louise is held at HQ Air Command, RAF Lakenheath and the 48th Security Forces Section. Her citation also stated:

"Miss Galley demonstrated a consistent and abiding team ethos, identifying the essential elements of her role: maintenance of security, cooperation with the 48th SF Sqn and presenting the forward

face of security to visitors. She commands the respect of her military and civilian counterparts as a consequence of her willingness to help, attention to detail and the pride that she takes in her work irrespective of the task she is undertaking."



Louise with her parents and Sqn Ldr J R Neild, RAFR, RAF Commander, who presented her with the award

MGS Officer receives letter of appreciation

Keith Paveley is a CSO5 at Wethersfield and his efforts hosting an unscheduled visit by a USAF veteran have been recognised. Maj Stephen Freeman USAF (Ret) was kind enough to write via the Chief Constable's office in appreciation following his visit to Wethersfield on Sunday 2nd May 2014. He wrote:

"Recently my wife and I embarked on a 'trip down memory lane' and as one of our stops decided to visit the U.S. Air Force base where I was stationed from 1968-1970: RAF Wethersfield. We didn't expect much but thought we might see the entrance where the old main gate used to be, and perhaps see something of how it has changed since."

We finally found the location and arrived at your gate. We parked, got out of our car and headed toward your gate house. The guard there saw us and came out to greet us. His name was Keith (I'm sorry I did not get his last name). We talked to Keith for a few minutes and

told him why we were there. We even showed him some pictures of the old main gate when I was there and shared some personal stories. After checking my military ID card (of course), he volunteered to show us around the base. Of all the things I didn't expect to find, we saw the Base Chapel where my wife and I were married! We also found the school building and actual classroom where my wife taught. We were overwhelmed.

"The reason I am writing is to say THANK YOU to Keith for his friendliness and for taking his time to be a great host and show us around. He really made our day and our trip worthwhile. You are fortunate to have Keith to represent your installation. Please help me say thank you to Keith. I salute you and all the work you do."

Most sincerely,

STEPHEN M. FREEMAN, Maj, USAF (Ret)

The Deputy Chief Constable thanked Keith on Stephen's behalf for what he managed to do for Maj Freeman on the day, whilst continuing to ensure site security with your on duty MGS colleagues. He also stated:

"With the Wethersfield site having such a significant association for USAF veterans and others, it is entirely appropriate that we do all we can to show our support and respect for their service and memories."

MGS staff win DIO awards

The latest MGS recipients of DIO Awards were presented with their certificates by acting Chief Executive Mark Hutchinson at the Senior Leaders' workshop in Stone. The Awards celebrate

people who make significant contributions to DIO's five strategic goals - fit for purpose estate, efficient business, satisfied users, best people and continuous improvement.

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

The Award winners are:

Best people

John Murdoch for his voluntary participation in DIO's corporate initiative to support the Prince's Trust Personal Development Programme, where he helped young people to develop team skills and build their confidence.

Best People and Continuous Improvement

Kathryn Malough for taking a lead role within Fresh Start initiatives and steering her MGS team through a period of great change. Speaking about winning her award, Kathryn said:

"I was very pleased to receive my award as it was from my team and not by a senior grade. This meant a lot to me as my team had recognised I had a very busy year and had managed them to a good level. I was very touched! The nomination was made from my team and they were very excited about the secret which again must have enhanced the team spirit! I will always try and nominate officers for an award as it gave me a real buzz and made me feel special! I would hope to cascade that feeling."

Continuous Improvement

Darren Bartlett for his excellent

work in the MGS Fresh Start programme, and for becoming a CCTV SME and delivering CCTV training to colleagues, which has saved the department money.

Ann Kinnish MGS Fresh Start Programme Manager added:

"Darren has been keen to be involved in Fresh Start from the beginning and has worked really hard on the Fresh Start Workstrands; in particular on Workstrand 2. He has produced some good work over and above his day job and this award is thoroughly deserved. Well done."

The award recipients pictured with David Wray



MGS Officers at DSG Sealand commended for their customer service

A letter of appreciation was sent to officers at DSG Sealand from a customer to thank them for their customer service. It said:

"I would like to commend the guard service you have at DSG for their assistance and attitude to me and my colleague, when I visited Sealand. Having forgotten my MOD pass and upon arrival (approx 12:00 on Tues 24th June), I started to walk towards the guard building. Upon seeing my difficulty to walk, the guard came running out to see me and stop me needing to go any further. He then sorted out my access to the site in a very considerate and professional manner. I would like to pass on my thanks to him and the rest of his colleagues, who I dealt with on both days of my visit. It was a refreshing change to meet people who were so willing

to go out of their way to help, please pass on my thanks to them.

Graham Hawksett the Commercial & Procurement Manager at Sealand added:

"First impressions are always vital and once again you have provided a professional initial representation of our business. It demonstrates to the customer community that we are joined up and all part of the same team.

Thanks once again on behalf of our commercial team for the extremely positive experience you provided to our customer."

Sutton Coldfield guards praised for their service excellence

David Wray HuG, received the following message (via email) from John Oliver, responsible for Business Transition within the DIO Governing Authority. He said:

"David, just wanted to drop a rather belated note to you to let you know of the excellent service that the team in the Sutton Guardroom provided when the SBP (Strategic Business Partner - Ed) first arrived. During the planning and the build up to the arrival of the SBP, the team were ever helpful and flexible to the best way of getting all the SBP on site and issued with passes (no easy task). The fact that Day 1 went so well was due in no small part to the organisation and the welcome that the team gave the SBP. I just wanted to pass on my thanks and let you know the role the team played (not least their patience and their humour)."

Many thanks

Kind regards

John

RAF Leeming dog handlers demonstration a hit with the kids!

Capt Kristy Willoughby RAMC, sent a message of thanks to Matt Triggs, Operational Manager at Catterick Garrison after Stephen Barker and Chris Simmons from the dog section at RAF Leeming entertained kids from two local schools. She said:

"Afternoon Matt, Please could you pass on my sincere thanks to Steve Barker and his colleague, who gave up their time to carry out a demo of the working dogs for our Community Schools Visit. We had over 150 children from Robert Wilkinson and Cudall Manor Schools. Steve had to do the same demo 13 times to 13 different groups throughout the day, so I am very grateful."

Kind regards.

Kristy

Certificate of Appreciation awarded to MGS staff at Crowborough Camp



The citation reads:
The Officers, Adult Instructors, and Cadets of Cadet Force Music Home Counties wish to place on record our appreciation of the most excellent assistance, patience and understanding displayed by the staff during our stay on camp throughout May 2014.

MGS officer supports march past by Queens Coy, Welsh Guards

Keith Basham, Operations Manager, Area 5, received the following message of thanks from Maj A. Bate the Permanent Staff Administration Officer (PSAO) at Hightown Bks in Wrexham. He wrote to thank Delwyn Jones CSO5 for all his efforts supporting the Welsh Guards being given the Freedom of Wrexham. He said:

Keith, Just a quick note to let you know about the events of Fri 18 Jul. Del was manning the gate. On that day the Queens Coy of the Welsh Guards used HTB as the base for their march through the centre of Wrexham. I have to say Del did a super job. He was unfazed by the mass comings and goings, he remained calm throughout and marshalled all of the traffic, people and coaches really well. I did ask if Del needed any type of help as I had chaps on standby, but Del coped superbly on his own. He was great. I did thank Del on the day, but if possible I would like it recorded somewhere that on that day, Del did a great job and was a real advert for all that is good about the MGS.

Regards

AB



Picture by Sgt Russ Nolan, Army Media Comms. Crown Copyright

The Dialogue Box

Personal stories from
around the MGS.

Dai Card a CSO5 at Maindy Barracks writes:

"Unfortunately, I missed the deadline for the 20th anniversary issue so here goes...

I started my Civil service career in 1985 as a patrolman at 39 District Workshops REME Bridgend South Wales and transferred to the MGS in 1992. The site closed at the end of 2002, but myself and a colleague were asked to stay on until April 2003 because they needed a security presence at the site until a private security company could take over. Both of us then transferred to Maindy Barracks in Cardiff where I still work, but my colleague Dave Morris retired in 2011.

I am proud to say I attended the very first foundation course held at the MDP Training School in Medmenham in 2002. The course then was two weeks long and I must admit that we were all under a bit of pressure as both the students and Training staff were anxious to get it right. The first week was mainly spent in the classroom. I think we were all glad to see the middle weekend so we could get away from the 'death by veiwfoil' we were all being subjected to.

On the Monday of the second week, we had a couple of mock exams to pass. Then on to the good stuff; the more practical element of the course. This meant getting out of the classroom and practising the day to day work we would be doing as fully trained professional MGS Security Officers.

Thursday was formal testing day and it was made even more nerve - racking and more complicated for all of us as we would be under the media spotlight! The press from the various Regions where we all came from were to be in attendance and were keen to record what we were doing. I had to do my vehicle search twice; once for my test and then again for the camera crew who arrived just as my test finished. But I'm pleased to say I passed the course with a 92% pass mark.

I'd love to know if any of the other people on the course are still with the MGS and if they are it would be interesting to know how they have fared in their MGS careers. In 2003 I made it to the dizzy heights of CSO4 on transfer to RAF St Athan, but the job was not the one I thought it would be so reverted back to a CSO5 and transferred back to my old Establishment at Maindy Barracks in 2007, where I have since taken on the role of Health and Safety Rep."



Paul Gordon an Operational Manager based at HMNB Portsmouth. He writes:

"Prior to joining the MGS in Nov 2000, I was an Area Manager with Chubb Security Personnel Ltd. My first job with the MGS was at HQ 2nd Division HQ, Craigiehall, Edinburgh as a dog handler. I spent 2½ years there and then went



for advancement to CSO4 at the Defence Animal Centre Melton Mowbray. I was then asked to take on 5 Training Regiment, Grantham as a CSO4. Lincolnshire was not the place I wanted to settle down so I applied for the

vacant Group Manager's positions at Bordon and Gosport. I was successful with both applications but chose to take Gosport. I was there from April 2004 until April 2006.

From 2006 until 2010, I looked after DSTL and the Defence College of Policing and Guarding at Southwick Park. From March 2014, I have been based at HMNB Portsmouth.

Part of my role is to help coordinate events at the base. I am the MGS liaison point for all the key contacts

and branches here. This ensures the MGS are fully integrated into the base and importantly, that the events go ahead as smoothly as possible. This is in no small part due to the careful supervision and managed distribution of the relevant information I am responsible for. This includes vetting ships personnel, site contractors, and dealing with the varied visitors which may include VIPs or local authority emergency planning officers or even wedding guests. HMNB Portsmouth also has a

number of Byelaws that have to be met before a function can take place.

There were over 4000 events in the Dockyard last year. Around 1300 of these were out of hours visits to the Historic Dockyard's attractions. There are often more personnel here attending a function than there are permanent staff!

All in all though, an extremely challenging, time consuming but very rewarding role."



Richard Burge is an Operational (shift) Manager based at Abbey Wood. He writes:

"I joined the MGS in January 2007 as a young, fresh faced, and eager individual, wanting to make a career for myself as a civil servant and relishing the opportunity to learn new skills and develop myself professionally and personally.

The MGS has had a big impact on my MOD career and for that I owe the MGS a lot of gratitude.

After completing the MGS foundation course, I returned to Abbey Wood site ready to showcase my newly found

confidence and skills.

In time the opportunity came along to develop a broader range of skills in the wider MOD. In March 2008 I gained advancement and joined the HR team. I developed my IT skills as well gaining understanding of Government strategic frameworks and policy

The new skills portfolio and the training I did at the time helped me to achieve promotion to EO (D band) in 2009 within the DE&S Infra team. I was responsible for project managing accommodation moves into and within the Abbey Wood site in line with the Strategic Plan developed by the DE&S Infra team. After 3 years in this role I wanted to seek a new challenge. I subsequently gained promotion to C2 within the Land Environment Projects Team. After a year in post, I saw an advertisement for the Operational Manager's post. If I was successful, it would have been in a downgrade, but this was the job I had

always wanted to do.

Now, a year or so into my new role I am learning new skills and refreshing others.

One of my current tasking responsibilities is the guarding of Building 1300 which is occupied by the Combat Air Project Team. It's been challenging, due to the remoteness of the building from the rest of the site as well as the ongoing staff shortages.

The MGS officers work alongside a contractor who is responsible for booking people on to the site. The relationship works extremely effectively due to the good communication channels we have established.

I am extremely proud to be part of the MGS and I feel we don't always give ourselves the credit we sometimes deserve. I actively encouraged the Fresh Start Programme with my staff. It's extremely beneficial to all of us and I can't express enough the importance of buying into this new concept."

Mark Pike is an Operational Manager based at the Defence Chemical, Biological, Radiological and Nuclear Centre (DCBRNC), Winterbourne Gunner in Salisbury. He writes:

"The PR12 measures meant that Region 5, Area 2 were faced with losing their admin posts and potentially two extremely valuable female members of staff.

Sharon Iles and Amy Richardson were both part time workers but were encouraged to apply for the vacant CSO4's position. Both were successful and they now share the position.

This arrangement has proved to be very successful for all parties. We have all worked hard together to ensure that we meet as best we can, the ladies' individual needs and cause as little disruption to their lives as possible.

Working with Vic Christopher (Workforce Development Officer) and the ladies, we agreed a structured plan which enabled them both to successfully complete their Foundation Course here at Winterbourne.

Both ladies have a good understanding of MGS business, but they have received a lot of support from their colleagues which has helped develop their functional skills. In March 15 both ladies are due to attend the Supervisor's Workshop."

Sharon stated...

"I have found the transition quite strange and am still adjusting to a totally new and different environment. Admin to security duties! The staff have been very supportive and helpful and having Amy also helps.

Working on the gate has been quite different from working in an office. I enjoy the interactive side of reception and feel this is where I am best placed – the customer service element appeals to me the most in this new role.

I do miss my old colleagues but look forward to building new friendships."

Amy stated...

"I am enjoying my new job as an MGS Supervisor. I have only ever worked in Admin but I am embracing the challenge of this very different role.

I like being on the gate and reception, seeing people on a daily basis, although I am not sure I will say the same about being on the gate in the winter!

The MGS officers at Winterbourne Gunner have been very welcoming and helpful.

I am glad that I still get to see my old colleagues and I am grateful to everyone involved for giving me this opportunity to remain in the MGS."



Amy (left) and Sharon

Quick Caption...



Marc Shreeve AD Del Pol and Will Egerton, Operations Manager, on a tour of security posts in the mines under MOD Corsham.

"London Calling, London Calling"
Or
NEWSFLASH: Her Majesty the Queen is concerned as her radio broadcast transmitter seems to have been relocated as part of the government's improvement and change programme, but she cannot remember where it was located to...



A

WORLD OF

DIFFE

**Programme Manager, Ann Kinnish
gives a personal perspective on the
Fresh Start Programme...**



When I was asked if I would like to manage the Fresh Start Programme (although it didn't have a name at that time) I leapt at the opportunity. This was something that would give me a real opportunity to help shape the future of the MGS. I had some strong beliefs that there were elements of the MGS that needed a revamp and who wouldn't be able to resist an opportunity to influence some of the thinking!

At the start of the programme one of the biggest challenges for me was integrating with DIO team members and their ways of working. It was completely different to what I was used to. To say that understanding some of their terminology was difficult would perhaps be an understatement! I definitely learnt some new phrases! I soon got used to it and (although I don't like to admit it) even picked up some of



RENCE

their phrases myself.

Very early on in the role it became apparent that to undertake what was expected I would have to work many long days to achieve, what at times felt like impossible targets. I like a challenge and finding different ways to meet the targets was definitely a learning curve.

One of the highlights for me has been that the workforce feels that they have been given a 'voice' that they didn't believe they had before. I have also enjoyed getting out and meeting many of you and listening to your ideas and views on what is happening. I have never visited so many different places and although I am sure

I haven't, I feel like I have visited nearly every MOD site in the last 12 months; well it has certainly felt like it. But I am sure my husband has secretly enjoyed the peace. I have enjoyed getting

"This was something that would give me a real opportunity to help shape the future of the MGS."

to know my wider team members better and have learnt lots about the way they work.

Trying to accommodate so many differing and sometimes opposing views and opinions is impossible and I am sure that some of you will disagree with some of the changes. However, I believe that for the vast majority Fresh Start should make a

positive difference to your working life. I have received lots of positive feedback about the programme and have even been challenged to ensure we deliver. I hope

you think we have met these challenges; albeit that some have still yet to come to fruition.

I have been impressed by the morale amongst the workforce and am always pleasantly surprised by how dedicated our guards are despite the recent testing times.

This role came at a time when my day job (C2 OSM) was also changing

and I was very keen to keep an eye on developments here too as when I return to the role I don't want another steep learning curve.

On a final note if Fresh Start has, even in a small way, improved your working lives then I am proud of what it has achieved. I want to say thank you to everyone who has supported me in this role and for all those who have contributed to the work; I know this has been challenging for you too.

Charity News

Taking on the Ben Nevis challenge!

From the Editor...



Suzanne Bright is a CSO5 based at Denison Barracks in Hermitage near Newbury in Berkshire.



On the 5th of July she took part in the Ben Nevis Midnight Challenge in aid of the Alzheimer's Society.

Following a safety briefing, she set off (around 2200hrs) for the summit of Britain's highest mountain with only a (head) torch and the glow stickers on the pack of the person in front to guide her.

It was a tough undertaking and the climb was a long and arduous one. By the time she reached the half way point it was pitch black. There was a waterfall at one point which

she couldn't see, but could hear the water. It was difficult for her to cross, trying hard not to get too wet or slip on the rocks!

At the $\frac{3}{4}$ point she met snow and ice; the wind was getting up and it had also started to rain. This section was particularly draining fighting against the elements, but she finally reached the summit at 02.45 Sunday morning, nearly 5 hours after she started. Suzanne said:

"It was pitch black and foggy; I couldn't see a thing! I rested on a rock for a few moments and tried to take a picture of the monument at the top; unfortunately it didn't come out as it was too dark. It felt so cold at the top!"

The descent felt a lot harder on her body due to its steepness and fatigue, but she finally made it to the bottom around 08.30 - just in time for a hearty breakfast!

Suzanne exceeded her target of raising £300 for the charity. She added:

"I was proud to do it and raise the money for the Society. It was also good

exercise and keeping active, keeps your body fit"

Prior to the challenge, Suzanne did what she could to get herself fit, but Newbury isn't renowned for its hills! She trekked up Beacon Hill near Burghclere in North Hampshire (see pics below), which at 261



Suzanne at the top of Beacon Hill

metres is someway short of Ben Nevis, but a trek none the less!

Suzanne joined the MGS in October 2007 and has spent all her career at Hermitage. She told me:

"I always try and give to charity when I can - even if it's just small change or donating old clothes to the local charity shops. Last July I took part in Race For Life in aid of Cancer Research, and raised £113.50. I ran the 5k course at Newbury Showground, in a time of 28 mins and 29 seconds. Not bad if I do say so myself for my first run in a very long time!"

"I wanted to do something this year for a different charity. I saw the opportunity to trek up Ben Nevis for the Alzheimer's Society on their Facebook Page, and thought I would go for it. It's something I have never done before, and definitely it's a challenge! My Nan (who sadly died in 2007) had Alzheimer's, so I thought it would be a chance to raise money in her memory as well as for a great charity."



Suzanne and her friend Catherine with their challenge medals

You can donate to the Alzheimer's Society by going to the link below:

<http://www.alzheimers.org.uk/>

Karen Woodhouse is a CSO5 from Bicester, who along with her husband Ken, are both voluntary local coordinators for the Help for Heroes charity. In March, Karen also became the county coordinator for Oxfordshire.

On a recent visit to Tedworth House Recovery Centre they met Derek Derelanagi the London 2012 Paralympian gold medallist (pictured with Karen and Ken, top), who lost both his legs in Afghanistan.

The other two photographs were taken at recent Help for Heroes fund raising events that Karen and Ken organised in Bicester.

In April, Karen and a group of volunteers had a great weekend collecting donations and selling merchandise at Tesco which raised £1459. Karen (dressed in the Marine Hero Bear suit) is pictured with Tesco staff.

In the bottom photograph, Karen (this time in an Army Hero Bear suit) is with a new fan at Sainsbury's Pioneer Square store in May. Another great weekend collecting donations and selling merchandise took place, raising a total of £1612.

Karen has been with the MGS for 23 years. Her husband Ken is retired from the MDP after completing nearly 30 years service.



In Focus

Your editor visited Whittington Barracks in Lichfield, Staffordshire, the new home of the Defence Medical Services (DMS)



I was met by Paul Evans the Operational Manager for the site. Paul has been at Lichfield for around five years. Paul's career has seen him manage, at some point, most of the sites in the old Region 3, having started as a CSO5 at Donnington 20 years ago. I asked him what his biggest challenge has been:

"PR12. Managing the surplus staff was particularly difficult. I had to find new sites for the officers at 30 Signal Regiment at Bramcote, following the decision to replace them with the MPGS. I had 2 months to achieve this. Trying to keep all the officers fully in the picture with what was going on, dealing with all their concerns and sensitivities and at the same time managing the process in line with MOD policy was tricky. In the end, 7 officers went to Kineton, two went to DIO Sutton and one to Kingstanding. People don't like change, but I take a lot of pride from the knowledge that the transition went as smoothly as it did."

I asked Paul about the Midland

Medical Accommodation Project (MMAP):

"The MMAP saw DIO and its industry partners work closely with the Surgeon General's office and Joint Medical Command to transform the barracks into a world class centre for medical support and training to the armed forces."

"The main phase of the project has taken about 3 years and cost £138 million to complete. All that is left now is a small pocket of contractors tying up the loose ends, such as landscaping etc. This is a historic site and some of the buildings are listed, so the works have had to be handled sensitively."

"Prior to the works starting, I was asked by the customer if I could provide extra tasking to staff the side gate near the Keep to control contractor / plant access for the duration of the project. We couldn't get anyone in on a fixed term contract, so the customer agreed to fund overtime to ensure the task was covered."

"The MGS team have worked extremely hard to meet the customer's needs, who incidently have always been very supportive of the MGS. The works required us to move office accommodation a couple of times as well as switch tasking to the new gates as they became operational. This was all achieved without any reduction in day to day MGS operations. I think initially it was a big culture shock for them due to the extra numbers of people entering / leaving the site, but the

team got on with it and they have to be commended for all their efforts."

In his spare time Paul unwinds by walking his dog, Spike (a Border Collie), spending time with his family or using the gym.

I spoke to Tim Gillam CSO5, a dog handler. (his brother Colin, also a dog handler, featured in the last issue). Tim told me:

"Apart from covering breaks and any other odd jobs that crop up, my main duties are patrolling the site which I try to do 2 or 3 times a day. At night I'll do more. The dogs are far more responsive then. There are 5 handlers all told



and we share 3 dogs. We have a Rottweiler and two German Shepherds. My dog's name is Moss. A lovely dog with a good temperament."

"The site is bigger than it used to be as they have extended into the woods as part of the new works, but it does mean we can now walk completely around the perimeter which we couldn't do before. The ranges here are the

biggest issue as they have to be controlled effectively when they are being used.”

Tim used to be an engineer in the Royal Navy, where he served for nearly 14 years. Most memorable deployments included two trips to Antarctica for 6 months on HMS Endurance, the Arctic survey vessel.

“Seeing Penguins swimming and Seals lazing on the ice flows was an incredible experience.”

In his spare time Tim likes to go to the gym or walk the Dales with his wife, who is a headmistress at the local school.

Howard Baker (pictured right) was on duty at the main gate when I met him. He told me he has been based at Lichfield for all of his 24 years in the MGS, so he has seen a lot of changes over the years. “The barracks used to be the home of the Prince of Wales Division. They used to do their own guard duties, so we got to know them all quite well. They in turn were replaced by the MPGS who were also good to work alongside until they left due to the changes in the security profile of the site. Things have gone full circle as they are now back on site, though not up to strength. The site is a lot busier than it used to be, and come the Autumn, the place is going to be absolutely full of new students.”

Previously, Howard served with the Royal Army Medical Corps, as a Medical Assistant and Storeman and was trained at Keogh Bks, near Aldershot in Hants. (As part of the MMAP, the DMS element at Keogh is moving to Whittington Bks. The site will then be handed over to DIO). After leaving the regulars, he joined the TA and has noticed a difference in the type of people attracted to the TA now as opposed to then.

“The Reservists I have seen here are as professional as their regular counterparts and it’s very difficult to notice any difference. They ask a lot more of them these days than they did when I was in the TA.”

In his spare time Howard likes to walk the Lake District, a favourite being Ambleside. He hopes to try one or two of the ‘Wainwrights’ in time. He also enjoys visiting the theatre with his wife.



I also caught up with Martin Beddow, who like Howard and Tim, has spent all of his MGS career at Lichfield. He told me what the MMAP has meant to him:

“We were really busy during the day dealing with all the contractors, but conversely at night and at weekends it was a lot quieter than normal as few permanent staff or contractors would be on site. It was only when they fell behind their deadlines would you see contractors at weekends. Since we have moved here to the new main gate, the last three months have been non stop due to new intakes coming in. It’s been a steep learning curve trying to get to know all the new staff, their contact details and their locations. In the past we got to know all the regulars.”

Martin served with the Staffords (who were part of the Prince of Wales Division) and he was stationed at Whittington Bks during his tour of duty. He completed 36 years service with the regulars and TA. He actually did his training at Shorncliff camp, having joined straight from school. Today is Martin’s birthday (happy Birthday Martin) and he informed me he is now of an age when time away from work is more important than a large salary. Martin plans to celebrate over the weekend. It will be a double celebration as it’s his Mum and Dad’s Diamond wedding anniversary.

Martin lives close to Cannock Chase and likes to going mountain biking. He also enjoys walking in the Peak District, as well as visiting antique shops.



Teamwork Counts



Maj (Retd) Rod Gladwin reflects on the Lichfield MMA Project

I was responsible for the security of Whittington Barracks from the relocation of the Army Training Regiment, Lichfield, which moved to Pirbright in April 2008 until I relinquished the duties of the site USyO on 31 Mar 2014. During this period the site went from a closed

Defence Medical Services.

The redevelopment was a 3 stage major build project which was passed through the business approval process in 2009 and construction of phase 1, the Headquarters of the Surgeon General and the Commander Joint

2008 to April 2014 Whittington Barracks was classified as a Security Level 4 site with the only site security provided by the MOD Guard Service and an armed response commitment from the Staffordshire Constabulary.

During Phases 2 & 3 of the



site with limited buildings retained to support the Army Development & Selection Centre and the Regional Rehabilitation Unit to the present establishment. In the ensuing period the MOD concluded the transition through Government departments of the 'Main Gate Business Case' for the redevelopment of the site as 'Centre of Excellence' for the

Medical Command, was completed in December 2009 and Phases 2 & 3 were completed in March 2014 with the Defence College of Health & Education Training (DCHET) relocating from Keogh Barracks, Aldershot principally and elements of Defence Medical Services from a number of additional sites.

Throughout the period April

MMA project it was necessary to split the site into 8 discrete sections to allow contractor access and control of these areas whilst still maintaining a working site for the personnel assigned to the Headquarters of the Surgeon General and his staff, which includes a significant number of officers of

I* and above. To maintain the site security of the MOD staff it was necessary to man a gate providing vehicle access for the exclusive use of the contractor from 0700-1800hrs Mon to Fri, as well as the routine access facilities for the MOD staff. The additional site security required the MOD guard staff across the West Midlands to flex the workforce to meet this requirement without any additional incremental staff. The coordination of the MGS tasking across a wide geographical area was a mammoth and thankless task for Paul and, despite the difficulties in juggling the availability of MOD Guard staff assigned to Lichfield, as well as those from other sites, he always provided a solution, even if it meant that he stood stag (guard) in the rain.



The interim period was not without incident as there were two incursions of travellers lasting several days in one case and for almost a month on another. Two confirmed bomb alerts involving WW2 mortar ammunition and 2 occasions when the local alert state had to be raised following activity involving suspicious behaviour by individuals who appeared to be evaluating our vigilance. In addition there were a small number of incidents involving contractors suspected of attempting to remove stolen items from the site and, on one occasion, attempting to ingress the site whilst possibly in possession of illicit drugs.

The MMA project is nearing completion and the re-named Defence Medical Services, Whittington was re-designated a Security Level 2 site from 01 Apr when the MOD Guard Service was joined by a platoon of Military Provost Guard Service (MPGS) who will provide the armed response and armed guarding on the raising of the security alert state. Throughout the security of Whittington Barracks has principally been provided by the MOD Guard Service who have done the site and themselves proud.



A GUARD FORCE

Marc Shreeve, AD Policy and Delivery reports on a recent good

HQ British Forces Cyprus (HQBFC) invited HQ MGS to visit Cyprus to provide some assistance to the Security Force Police (SFP) in updating their processes and policies. So on 27 May 2014, Tom Taylor (OSM7) and I took the trooper flight out to Cyprus.

I must say that the first thing to take me by surprise was the quality of the trooper flight. It was just like a commercial airliner but with more leg room. During the 5 hour flight a film was shown and we were fed food out of boxes. No alcohol though, the flight was strictly dry.

We were accommodated at the Mess in the new SLAM accommodation which was very good and comparable with the new Wethersfield blocks. Throughout the visit the temperature was about 30° C so it was really hot. Not that Tom and I had much time to sit in the sun!

The first thing that struck me was how smart the SPF guards look. As you can see from the picture, they wear MGS uniform but all of them looked like the shirts and trousers were brand new. The trousers were combat style but still looked clean and tidy and not wash faded. They

even wear the peaked caps in temperatures up to 45°C! I was told that when it gets very hot, the guards shower and change during their meal break to ensure that they continue to look as smart as possible. They were also very polite when dealing with their customers and overall gave the impression of being extremely professional and a guard force that HQBFC could entirely rely upon.

So what advice could Tom and I offer? The SPF have faced significant cuts to their staffing over the past three years and have had to drop a number of tasks (it sounds familiar doesn't it?) So we looked at how they could make their remaining resource even more effective, we covered four areas as follows:

Rosters. The current roster is based on 13 hour shifts and includes an hour handover period. We have suggested a more effective roster which will free up more resources and maybe help them to reinstate some of their more critical tasks.

The SFP Manual. Their operations manual is outdated and does not really reflect the SPF's tasking. We suggested that they adopt

the MGS Operations Manual as a template.

Tasking agreement. The tasking required of the SPF is not laid down in any detail. We have suggested that a set of tasking agreements is established which would not only set out the tasking of



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will visit to Cyprus

the SPF but also the support (in terms of infrastructure, equipment etc) that they require from HQBFC. We have also offered to set up an audit regime where an MGS auditor will visit Cyprus once a year to conduct an NSI audit.

Training Matters. We have

offered to provide support to enable the SPF to develop their own training based on the MGS model. This may involve MGS trainers visiting Cyprus to establish a training protocol and also some of the SPF visiting UK to undertake training here.

This was a very interesting visit and, I hope, worthwhile for HQBFC. I am hopeful that we can build closer ties to the SPF and continue to learn from each other.



