

IQ-Insyte Quarterly

Insyte helps Royal Navy deliver suite inspiration
Turn to page 18 for full details



Virtual Machines,
Real Advantage

Turn to page 16

All systems go!

Defence Information Solutions & Services and Mission Systems business set for 1 January launch following Programmes & Support organisation changes

Programmes & Support

In an announcement issued on 14 October Nigel Whitehead, Group Managing Director, Programmes and Support (P&S) provided the background against which BAE Systems Insyte will complete its transformation by the end of 2010.

Nigel stated: "In May this year I announced future changes to the structure of P&S, notably the planned formation of a Maritime business, encompassing all of BAE Systems naval capabilities in the UK. I also announced that a Defence and Information Steering Group was being formed to look at how Insyte's Joint Command and Information Systems (JCIS) could be integrated with existing P&S capabilities, particularly in Military Air Solutions (MAS). This work has now concluded and I am able to announce the new structure of P&S, effective from 1 January 2011."

The organisational changes see the creation of two businesses, Maritime and Military Air & Information (MA&I).

Alan Johnston, currently Managing Director of the Surface Ships business, will be appointed to the role of Managing Director, Maritime. Alan's successor as Managing Director, Surface Ships will be Mick Ord, currently Managing Director, F35 Lightning II in MAS.

Alan and Mick will be joined on the Maritime Board by John Hudson who will continue as Managing Director, Submarine Solutions and Rory Fisher who is appointed to a new role, Managing Director, Mission Systems.

The primary role of the Maritime business is to deliver a coherent Maritime Strategy and to develop the business in the UK and internationally. The Board will also drive efficiency improvements through the Naval Terms of Business Agreement (TOBA) and the Submarine Enterprise Performance Programme (SEPP) and continue to focus on maintaining and developing our key industrial capabilities.

The Steering Group established to look at how Insyte's Joint CIS business stream could best be integrated with existing P&S capabilities, concluded that this can best be achieved by the formation of a new Military Air & Information (MA&I) line of business under the leadership of Kevin Taylor, currently Managing Director of MAS. The new MA&I business will bring together two of the Company's key capabilities in military air and information systems.

It also provides the opportunity to deliver efficiencies and improved value for money solutions for our customers both in the UK and internationally.

Nigel Whitehead: "The changes are designed to deliver strengthened customer focus and increased capacity to sustain our business in what will be challenging times ahead. I am confident that we have the right teams in place to respond to these future challenges.

"In the meantime I ask that you continue to focus on delivering your existing programmes for our customers and the men and women of the armed forces who we are all so proud to serve."

Turn to page 12 for more on this story

THE CHANGES ARE DESIGNED TO DELIVER STRENGTHENED CUSTOMER FOCUS AND INCREASED CAPACITY TO SUSTAIN OUR BUSINESS

Nigel Whitehead, Group Managing Director, Programmes & Support

Photo: the first Type 45 Sea Viper firing - full story on page seven



Are you keeping track of time?

The Working Time Regulations (WTR) govern the hours people can work by providing guidelines around the maximum weekly working time, length of night work, pattern of work, daily rest, weekly rest and holidays.

The WTR also require that we maintain records which show that WTR requirements are being met.

As part of our drive to ensure we meet the requirements of WTR, the ECCS time recorded system was modified to allow indirect bookers to record their time from 1 September 2010. Indirect and direct bookers should remember that in keeping with the ECCS Timesheet Authorisation Policy (ID 18930) and the Code of Conduct, they are required to book all worked hours.

Further information on WTR and your responsibilities can be found on the HR – Policies and Processes webpage under Working Time.



Thanks for your thoughts

The 2010 Employee Opinion Survey closed on 8 October and the final response rate for Insyte was 74 per cent, with some paper responses still to be counted. This improves on the 68 per cent response rate we achieved for the 2008 survey. The data will now be analysed by the external agency, Towers Watson, and in the New Year we will be in a position to issue the findings for Insyte, and define our process for developing action plans within the new Mission Systems and Military Air & Information businesses. The roll-up codes which formed part of the questionnaire will enable us to identify trends in particular areas of the business. It is worth re-iterating, however, that no data will be released to BAE Systems from Towers Watson that can identify individuals or any group smaller than eight people. Once again, thank you to everyone who responded.

Have we got your driving licence details?

We have a Duty of Care to all road users - please help us to meet our responsibility

Safety, Health, Environment

As part of our driver safety programme we set an objective this year to ensure that all members of staff who have a need to drive on Company business provide us with details of their driving licence. While individuals have a responsibility to complete the form accurately, managers still have a responsibility to ensure that their staff have a valid driving licence to drive on Company business.

While the authority for licence checking can be delegated, the responsibility cannot. Although we have sent out a number of reminders to staff and managers throughout the year, we have only achieved a 58 per cent success rate to date. Copies of record sheets being collated by administrators should be forwarded to Tracy Davis (SHE Co-ordinator Dorchester) immediately, so that we can provide more accurate data. If any of you have not yet done so, can you please provide

your licence information using the record sheet available on the SHE intranet page.

Further detail can be obtained from the Guidance on Licence Checking, available to download as a PDF in the same area.

The Driving Licence Record Sheet

can be found at:
BMS/DAF_files/022001-023000/22755



Insyte meets the standards

Lloyd's Register Quality Assurance recommends Insyte's re-certification to ISO14001 & OHSAS 18001

After nine days of audits, Lloyd's Register Quality Assurance (LRQA) has recommended Insyte for re-certification to both ISO14001 & OHSAS 18001 Standards (with sub-certificates to be issued for Maritime-led sites, JCIS-led sites and Manufacturing Hillend to reflect the position for Insyte's transformation in 2011).

ISO14001 is a globally recognised environmental management system standard, while OHSAS 18001 is a similar standard for occupational health and safety.

In his closing meeting, Graham Colebeck (LRQA lead Auditor) stated: "It is evident over the last three years, that significant progress has been made in terms of Safety, Health and the Environment (SHE).

"There is clear evidence that the business is really getting to grips with what's required and operational management are actively involved. It is clear that the work put into raising the profile of and engagement with safety has paid off."

In particular, he recognised the effort and achievements of the SHE function during a period of "transition" which is a great endorsement.



Apex hosts key customer

Naval CIS

Mr David Twitchin, Head of Maritime Combat Systems, DE&S, visited New Malden on 11 August. Hosted by Rory Fisher, the visit offered an opportunity for Mr Twitchin to observe systems integration activity at New Malden. He was also updated on the progress of key programmes.

A tour of New Malden included Apex and Queen Elizabeth Class

(QEC) Mission System briefings, visits to the Type 45, DNA2 and QEC system integration labs, and the CMS Virtualisation Demo.

Mr Twitchin is a key customer whose role is the procurement, through-life support and eventual disposal of all surface ship combat systems. He is also responsible for the Naval Design Partnership.

During his visit, Mr Twitchin took the opportunity to outline current MOD activities and aspirations to

Rory Fisher and senior members of Insyte's leadership team.

On leaving New Malden, Mr Twitchin said that he had enjoyed seeing so much impressive activity and that the visit had been a very useful one.

Further information on the Naval Design Partnership:

<http://www.mod.uk/DefenceInternet/MicroSite/DES/OurTeams/ShipsTeams/NavalDesignPartneringTeam.htm>



Above: Bernie Farmer (right) updates Mr Twitchin on latest DNA(2) developments.

£22.5m Royal Navy support contract

Naval CIS

Defence Equipment and Support (DE&S) has placed a new contract with BAE Systems Insyte for the support of the Royal Navy's Submarine and Mine Warfare Command Team Trainers.

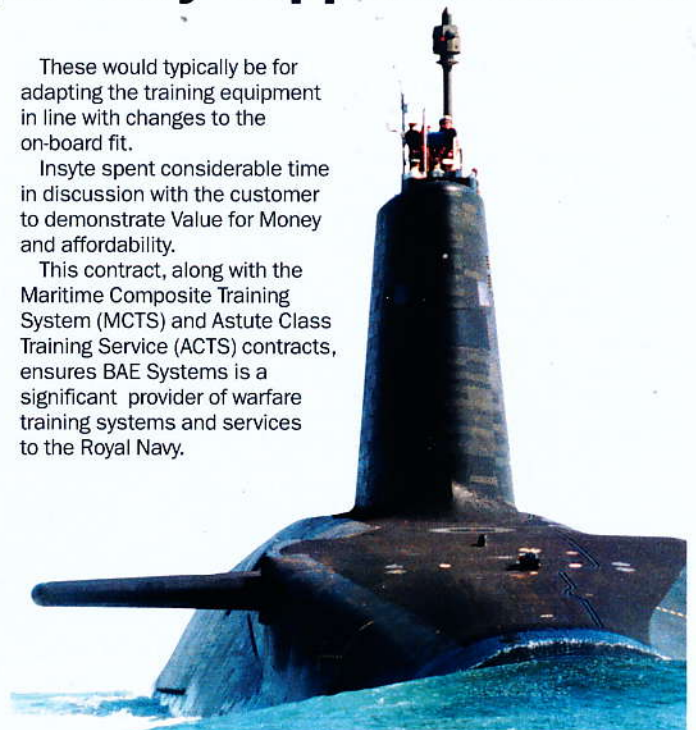
The seven-year, £22.5m programme called USC3 (Unified Support Contract 3) replaces the previous support contract. The scope of the contract includes obsolescence management, technical support, corrective and preventative maintenance, repairs, design authority support, and site support based at HMNB Clyde, HMNB Devonport and HMS Collingwood.

USC3 is a contract for availability incentivised through Key Performance Indicators (KPIs) and gainshare. The contract is based upon a core level of support with additional tasking as new requirements emerge.

These would typically be for adapting the training equipment in line with changes to the on-board fit.

Insyte spent considerable time in discussion with the customer to demonstrate Value for Money and affordability.

This contract, along with the Maritime Composite Training System (MCTS) and Astute Class Training Service (ACTS) contracts, ensures BAE Systems is a significant provider of warfare training systems and services to the Royal Navy.



Above: Vanguard Class Submarine

Bowman contract award



Above: Bowman in use during an exercise

Prototypes will help customer and end-users determine maturity levels

Joint CIS

Joint CIS has been awarded a £576,000 contract to de-risk the next release of the Bowman Communication Management System (BMCS), by prime contractor General Dynamics UK. This contract award follows last year's £2.1M, two-year support contract for the BCMS.

The programme will provide prototypes to help the customer and end-user to determine maturity levels, prior to the award of BCIP5.5 demonstration & manufacture phase, expected to commence in 2011.

The BCMS element of the Bowman tactical communications system is delivered by Joint CIS in a series of software releases. It allows

the British Army to plan its communication networks and assign frequencies using complex algorithms, assign crypto keys, configure radios and network terminals, as well as monitor and control the network.

The Bowman programme's spiral evolution provides new capabilities to meet the changing needs of the customer and end-user. The iterative development used on BCMS fits into this lifecycle, providing the team with early feedback on the integration of final and interim software releases.

This flexible team approach was praised by the customer during BCIP5.4 and can be built on for the BCIP5.5 upgrade.

Since the initial deployment of 12 Mechanized Brigade to Iraq in April 2005, Bowman (BCIP4.f) has been employed on Operations TELIC and HERRICK. Other brigades have been converted and continued operational experience indicates that Bowman is delivering a battle winning capability.



Above: Colonel Frankel (third from left) in the Systems Test Facility at Christchurch, accompanied by the BAE Systems teams from the UK and Australia

FALCON offers Australian Army a common wealth of information

Joint CIS

On Friday 20 September, Lt Col Steve Frankel of the Australian Army visited Christchurch to view the FALCON system and how it could be applied to the requirements of the Australian JP2072 programme.

This is a large communications project and one being closely tracked by both BAE Systems Australia and Joint CIS.

Representing the Australian Signals Corps, Lt Col Frankel is responsible for setting the JP2072 User requirements. During his visit, he was fully briefed on the FALCON programme and also toured the System Test Facility.

In the afternoon, the briefing moved to Blandford Camp where there was an impressive line-up of FALCON installations for Lt Col Frankel to view.

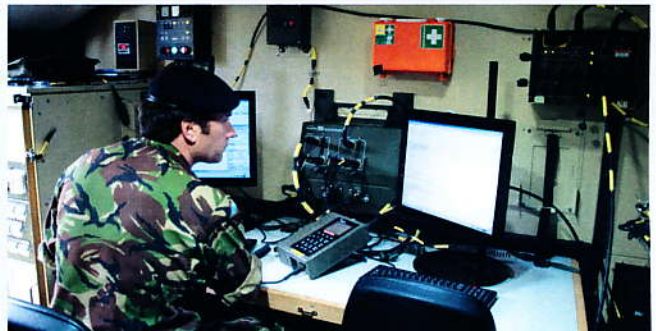
The Australian JP2072 Programme appears to be a

good match with FALCON. It will provide a complete upgrade to the Australian Defence Force (ADF) tactical communications capabilities, including combat net radio, Satcoms and a deployed switching network.

The project is being procured in a number of Phases and the current 2B Phase is of main interest to BAE Systems. It is valued in excess of A\$100m (approx. £60m)

Given the large geographic dispersion of Australian Forces JP2072 will provide secure, broadband voice, data and video conference services to user communities which are mainly connected by satellite links.

It is anticipated that the tendering process will begin in April 2011, followed by a relatively long evaluation and approvals process. Contract award will take place in 2012. The customer expects that an Initial Operating Capability will be in service by the end of 2014.



Above: FALCON installation

THE AUSTRALIAN JP2072 PROGRAMME APPEARS TO BE A GOOD MATCH WITH FALCON

DNA(2) team commended

Naval CIS

On Thursday 22 July Bernie Farmer, DNA(2) Project Manager, received a "Director Ships Commendation" from Rear Admiral Bob Love on behalf of the BAE Systems Insyte DNA(2) team.

Rear Admiral Bob Love confirmed that: "The award recognises the team's rapid response when an untraceable, reliability shortcoming with DNA(2) operator consoles, prevented Fleet Date in HMS Montrose. Personnel from Director Ships, Maritime Commissioning Trials and Assessment (MCTA),

Exemplary teamwork, technical judgement and pragmatism bring about rapid response

contractors and the ship combined to develop and implement a structured programme of analysis, software changes and testing (at sea and ashore). Centred and co-ordinated at Portsmouth Technology Park, exemplary teamwork, technical judgement and pragmatism delivered steady improvements and growing confidence, culminating in

a fully successful Naval Weapon Sea Trial four months later."

Bernie Farmer said: "We were representing a whole team of people that contributed to getting Montrose back to sea. On Insyte's part, the team ranged from the many software and system engineers in New Malden who were analysing the issues and developing solutions, right through to an heroic trio Peter

Baker, Ray Bayes and Cathryn Walton. They spent many days on the ship at sea in up to Force 10 gales, observing, analysing and getting as much information on the system's behaviour as possible back to New Malden."

Steve Carter, IPT Lead Fleetwide CIS said: "This is an excellent award and recognition of the effort and commitment of the team."

THIS AWARD RECOGNISES THE TEAM'S RAPID RESPONSE WHEN AN UNTRACEABLE, RELIABILITY SHORTCOMING PREVENTED FLEET DATE IN HMS MONTROSE Rear Admiral Bob Love



Above, left to right: Lt Cdr Stuart Lowe (DES Ships, Portsmouth team representative), Bernie Farmer (DNA(2) Project Manager), Rear Admiral Bob Love OBE (Director Ships), Lt Chris Emery (DES Ships, Abbey Wood representative), Mat Williams (QinetiQ), representing the Combat System Engineers at Portsmouth, Lt Paul Maddison (MCTA)



HMS Montrose

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Ofcom visits Cowes

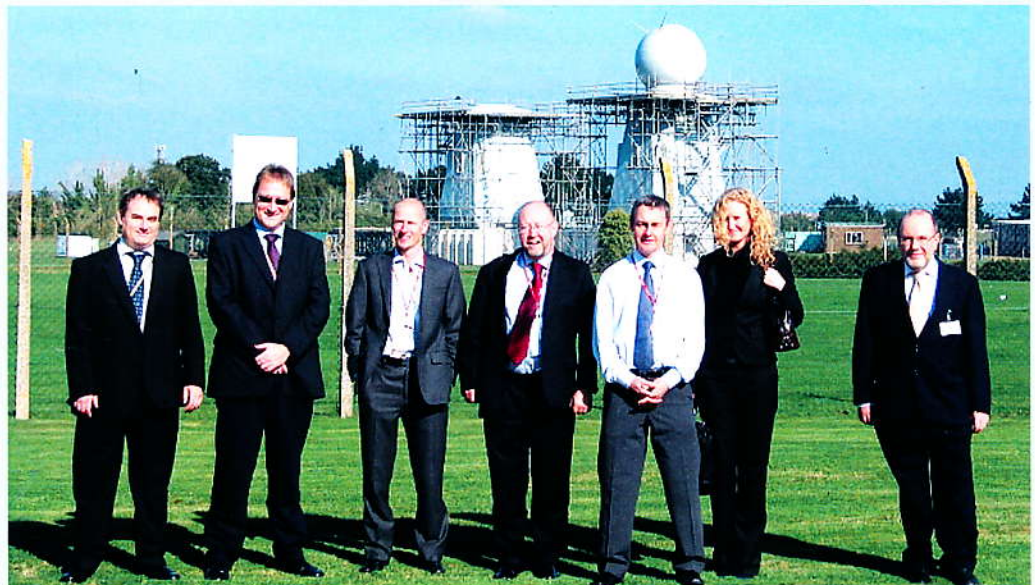
Radar

On Tuesday 12 October, Insyte hosted a visit by Ofcom to Cowes for the launch meeting for a study into the compatibility of future mobile communications networks and our S-band ATC radars (Watchman, S511).

The study recognises the increasing competition for radio bandwidth and the fact that the spectrum above and below the radar S-band has been allocated to future generations of mobile communications and is due to be auctioned off to service providers.

It is hoped the study will lead to a funded programme of modifications to the radars to protect them from the effects of the equipment operating in the newly licensed spectrum.

This study complements Insyte's own PV investment in the upkeep, update and upgrade of its installed base of radars, both in the UK, other home markets, and elsewhere around the world.



Above, left to right: Graeme Hedgecock (Insyte), Chris Dent (Insyte), Joe Butler, Dave Money, Vaughan John, Sam Alling and Bob Longstone



Above: Duncan slips into the Clyde

Duncan - sixth of the best

Naval CIS/Radar

Duncan, the sixth Type 45 Destroyer, was launched in glorious sunshine at BAE Systems Surface Ships' shipyard Govan on Monday 11 October by Marie Ibbotson, wife of the deputy Commander-in-Chief Fleet, Vice Admiral Richard Ibbotson. A crowd of over 14,000 gathered to watch the iconic scene highlighting the enormous sense of pride in shipbuilding on the Clyde that remains at the heart of the local community.

Alan Johnston, Managing Director, Surface Ships said: "Today's launch marks the culmination of a hugely successful production phase on the Type 45 programme.

"Today's event is a celebration of the hard work and commitment of everyone involved and it's remarkable to see so many people turn out to share this occasion with us."

"The warships built at our yards at Clyde and Portsmouth are among the best in the world. We continue to invest in our people and facilities to ensure we retain this enviable reputation of British shipbuilding expertise and remain competitive for the long-term success of our business."

BAE Systems is now more than halfway through the programme to deliver all six Type 45 Destroyers to the Royal Navy by the end of 2013.

The Type 45s will provide the backbone of the UK's naval air defences for the next 30 years and beyond. BAE Systems Insyte supplies a number of the ships' systems and capabilities, including its Combat Management System,

Electro-optical Gun Control System and Meteorological - Oceanographic System. Insyte's Sampson multi-function radar enables each Destroyer to engage a number of targets simultaneously and defend aircraft carriers or groups of ships, such as an amphibious landing force, against the strongest future threats from the air.

The first of class, HMS Daring, entered service on 31 July and is

now operationally deployed. HMS Dauntless, the second of the class, was commissioned into service in June 2010.

The third ship, Diamond, (see below) is preparing to embark on stage two sea trials with the Royal Navy, while Dragon undertakes her first sea trials next month.

Defender, the fifth ship in the class, is in the final stages of outfitting.

Commander-in-Chief Fleet,

Admiral Sir Trevor Soar, said: "The Type 45 is world class. These ships are as versatile as they are powerful.

"Providing flexible global reach, they will deliver broad utility, common to maritime forces, and give the UK military, diplomatic and political options, with their ability to exert effect on land from the sea.

This ranges from deterrence and conflict prevention right up to high intensity war fighting and all points between."

Diamond arrives in Portsmouth



Diamond, the third Type 45 anti-air warfare Destroyer built by BAE Systems for the Royal Navy, was handed over to the Ministry of Defence (MOD) at a ceremony at Portsmouth Naval Base on Wednesday 22 September. Members of the ship's company raised the white ensign for the first time onboard Diamond, as the Royal Navy's Commodore Steve Brunton formally accepted the Destroyer on behalf of the MOD in Portsmouth, where she will join her sister ships HMS Daring and HMS Dauntless. The Type 45 destroyer is the largest and most powerful air defence Destroyer ever built for the Royal Navy and will provide UK Defence with a world-class military capability until 2040.

Sea Viper bites

Successful first firing clears the way for Type 45 operational deployment

Radar

The excellent operation of the Sampson Multi Function radar has been proven in a successful firing trial of the Sea Viper system carried out from the Royal Navy's Type 45 Destroyer HMS Dauntless at the Hebrides range on 29 September.

Sampson enables the Sea Viper systems to react to high-speed, very low-level, anti-ship missiles, and can track targets over a range of up to 400 kilometres. The Aster missiles are capable of speeds in excess of Mach 4 and are highly agile.

The trial featured the firing of a single Aster 30 missile against a Mirach target at medium range, resulting in a direct hit. This was the first firing of the Sea Viper system from a Type 45 Destroyer and was, therefore, of the utmost importance in demonstrating that development is complete.

Nick Neale, Principal Anti Air Missile System (Sea Viper) Project Director said: "The success of this firing was of huge importance to both MBDA and the Royal Navy.

This now clears the way for the

Type 45 class to be deployed operationally, our long standing ultimate goal.

"I was delighted to be phoned by Captain Richard Powell, CO HMS Dauntless, shortly after the firing, who passed on his congratulations and thanks to the industry team. As ever, this has been a massive team effort and I would like to add my personal thanks and congratulations to all involved."

At Naval Command Headquarters, news of the successful first firing at sea from a Royal Navy warship was received warmly by the Chief of Staff (Capability), Major General Garry Robison. He said: "This is an essential milestone in the development of Type 45 capability and is the culmination of much successful co-operation between MOD and industry."

Sea Viper can engage multiple targets simultaneously, meaning it is capable of defending the new Type 45 fleet and ships in their company against multiple attacks from the most sophisticated aircraft or missiles approaching from any direction and at supersonic speeds.



Above: the Aster missile hurtles towards its target

Photo courtesy of MBDA 2010

Harnessing sea power

Renewables

The Government is committed to harnessing the benefits of a successful wave and tidal renewable energy sector and is evolving policy to ensure technology and jobs do not go overseas.

Two BAE Systems businesses - Insyte and Surface Ships - have won early positioning work in both the wave and tidal areas.

Insyte led a successful design maturity review of Pulse Tidal's tidal energy generator. Elsewhere, Surface Ships and Aquamarine Power have been awarded a grant from the UK government-funded Technology Strategy Board.

They are collaborating on the project to deliver an innovative operations and maintenance (O&M) regime and ballasting

system for the Oyster wave energy device. The innovative device - a buoyant hinged flap - attaches to the seabed and moves backwards and forwards in the nearshore waves, pumping high pressure

water onshore to drive a hydro-electric turbine, which then generates electricity for the National Grid. Offshore renewable generation requires large-scale systems and engineering

resources, supply chain creation & management, along with ongoing through-life management, all of which are highly relevant to BAE Systems.

As the UK's largest engineering and manufacturing company, BAE Systems is well positioned to assist the UK in meeting its challenging renewable energy targets.



Above: the Oyster wave energy device

A motor-vating event

This year's Bronze Chairman's Award winners found themselves celebrating their achievements among some of the greatest examples of automotive engineering. *IQ* got into pole position to report on the evening

Chairman's Awards

The National Motor Museum at Beaulieu proved to be an inspired choice of venue as BAE Systems Insyte's Bronze Chairman's Award winners convened for an evening of celebration.

Hosted by Insyte's Managing Director, Rory Fisher the event held on 30 September, gave the award winners the opportunity to see some of Beaulieu's collection of vehicles which span the entire history of motoring in Britain.

The vehicles on display were examples of the kind of engineering excellence, ground-breaking innovations and performance enhancing developments that the Chairman's Awards are all about.

In his welcoming address Rory Fisher said: "Persistent high performance and continued customer satisfaction brings recognition and reputation that sometimes travels on a global scale. Ferrari, Ford, Rolls Royce are examples of this.

"Building and protecting that reputation is no easy task. There are examples here of the ghosts of motor brands past that warns us that all too often, reputations can be lost.

"No company can stand still

and we must continually innovate and push the boundaries of our performance to stay ahead of the competition."

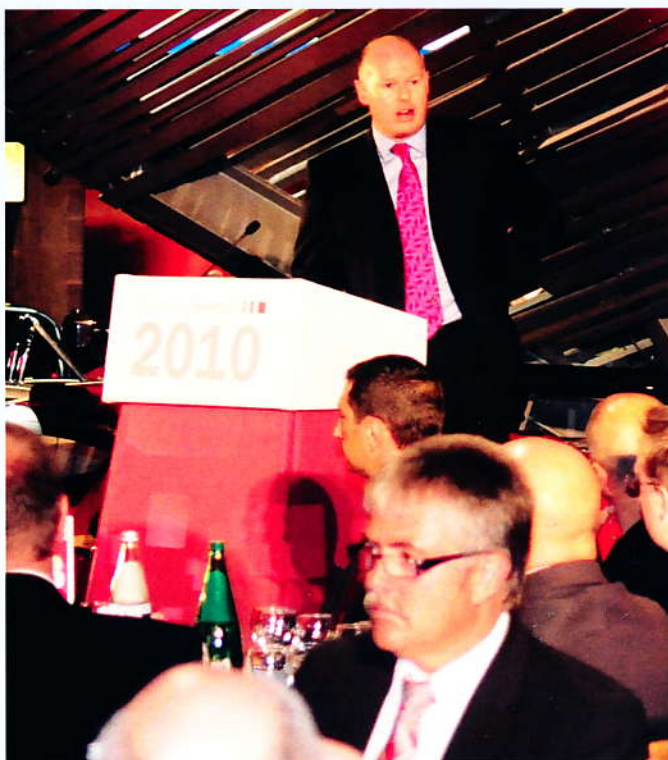
On the night, Insyte celebrated 36 Bronze Awards across all four categories: Innovation, Transferring Best Practice, Enhancing Customer Performance and - new for 2010 - Supporting Our Total Performance Culture.

Rory Fisher: "There are many reasons why I'm delighted to be here, but one of them is that we are celebrating seven awards in the new category, Supporting Our Total Performance Culture.

"For me this is about building and protecting our reputation. It emphasises that it's not just what we do, it's also about the way we do it and that's really important.

"Insyte had 129 Chairman's Award nominations last year and the standard of these was higher than in any previous year. This gave the Judging Panel a very difficult task in selecting the winners.

"I hope we can learn from the fantastic achievements being celebrated here. Tonight is all about celebrating the very qualities that drive success and embed a Total Performance culture across our Company."



Above: Rory kick starts the celebrations at Beaulieu National Motor Museum

TONIGHT IS ALL ABOUT CELEBRATING THE VERY QUALITIES THAT DRIVE SUCCESS AND EMBED A TOTAL PERFORMANCE CULTURE ACROSS OUR COMPANY

Rory Fisher, Managing Director, Insyte



Spotlight> The Chairman's Awards categories

Innovation

This category celebrates the results of behaviours that stimulate or promote innovation - either new to the Company or to its field in general. Award winners will present evidence of a proven and demonstrable solution that will lead - or has already led - to improved business performance.

Ted Kuriata, Insyte's Engineering Director (and Management Committee sponsor of the Chairman's Awards this year) presented the awards in this category. Ted said: "Innovation is a change in the thought process for doing something. This may be the application of inventions, or new discoveries or processes. As an engineering company, innovation is a critical part of our business - it gives us our competitive edge. It may involve taking risks and businesses that do not embrace a competitive spirit may find themselves out-competed by those that do."



Above: Ted Kuriata

INNOVATION

WINNING NOMINATIONS

ARTISAN - Lightweight Array Assembly
Black IP Gateway for FALCON
Non-Cooperative Target Recognition
Low RCS Pole Mast Design
for QE Class
Space Qualified Microwave Substrates
Asset Availability Management Tool
Proactive Environmental Monitoring

Joint Logistic Enterprise Hub (JLEH)

'More Bang - Less Bucks'

ARTISAN Plot Extractor Algorithms

1st BAE Systems pre-contract

IBR - SFU

Insyte Interactive Wall

ARTIST Real-Time Target

Feature Display

Remote Control for S511H

Radar

Transferring Best Practice

Examples of best practice in knowledge, technology and ideas shared across BAE Systems are highly valued in our collaborative culture. They should demonstrate significant value to the business and can originate from within the company, a partner organisation or an external agency.

Mo Stevens, Insyte's Joint Command & Information Systems Director, presented the awards in this category. Mo said: "The transfer of Best Practice across BAE Systems is highly evolved. It's one of the reasons our customers keep coming back to us. The nominations this year were of a very high quality, causing a difficult time for the judges. However, the following awards were chosen as they best met the criteria of this category."

THE TRANSFER OF BEST PRACTICE ACROSS BAE SYSTEMS IS HIGHLY EVOLVED. IT'S ONE OF THE REASONS OUR CUSTOMERS KEEP COMING BACK TO US

Mo Stevens, Joint CIS Director, Insyte

TRANSFERRING BEST PRACTICE

WINNING NOMINATIONS

Total Integrated Baseline
Creating a Service Management Culture

Proposal Library & Knowledge Database

ARTISAN Transmit Receive Module

Re-using BOWMAN Radio Training Solution



Above: Mo Stevens

Spotlight> The Chairman's Awards categories

Enhancing Customer Performance

At BAE Systems we're particularly proud of our long standing record of excellence in customer support. This category recognises employees who deliver cost, quality, schedule or other improvements, or who significantly enhance the customer/supplier relationship.

David Leitch, Insyte's Naval Command & Information Systems/Torpedoes Director presented the awards in this category.

David said: "As a business, we're particularly focused on what it is the customer wants. You need a lot of imagination and you need to be able to listen very carefully - we all know how difficult it can be to accurately articulate our thoughts.

"This category recognises those that have that imagination, have the ability to listen and then go away and create ways of really enhancing customer performance.

"Again, we had some outstanding entries in this category. In the end, the winning nominees were the ones that we felt really made Insyte stand out in the eyes of the customer."



Above: David Leitch



Above: the Torpedoes Capability Contract is a great example of how Insyte is helping enhance customer performance

ENHANCING CUSTOMER PERFORMANCE WINNING NOMINATIONS

- 'Pay As You Go' Support Mechanism
- £100m Sting Ray Norway Contract
- Island on an Island
- TCC Award - Outstanding Achievement
- QEC Pole Mast Remote Installation Aid
- Commercial Requirements Toolset
- Hawkeye Initialisation Manager
- T45 MET Team Breezes Through Wind Trials
- ARTISAN common combat system interface

THE WINNING NOMINEES WERE THE ONES THAT WE FELT REALLY MADE INSYTE STAND OUT IN THE EYES OF THE CUSTOMER

David Leitch, Naval CIS & Torpedoes Director, Insyte

Supporting Our Total Performance Culture

This brand new category will reward the efforts of employees who best represent the Company's commitment to maintaining a culture that promotes positive values in every aspect of its business. Nominations will reflect engagement with and promotion of BAE Systems' culture of Total Performance.

Les Gregory, Insyte's Radar Director, presented the awards in this category. Les said: "For me, this category defines what we are as a business. The business is its people, its customers, its contracts - but drawing all of that together within a Total Performance environment suggests that BAE Systems is clear about its purpose and how it defines itself. There's a real focus in BAE Systems on being a responsible company and this new category aims to shine the spotlight on those individuals in the business that are contributing towards that goal."

SUPPORTING OUR TOTAL PERFORMANCE CULTURE WINNING NOMINATIONS

- Supporting Seawolf System Availability
- Novel Secondary Surveillance Radar
- Co-location of Royal Navy staff with waterfront
- Subcontract Mgt Community of Practice
- Bringing Total Performance to Life
- Operation Inspire
- Insyte Transformation Intranet Website



Above: Les Gregory

Reasons to be cheerful...



PETER TAIT
Consultant engineer

"I enjoyed the Awards ceremony at Beaulieu. It was a good and appropriate venue for an engineering company.

"The evening was well organised and sufficient time was allocated to view the museum and enjoy the canapes and champagne.

"I preferred this year's arrangements with each team being seated together. I would like to thank all those involved for planning and executing a successful event."



ALLAN GRIMALDI
Principal Engineer

"For those who haven't been to Beaulieu Motor Museum before it must have been a very impressive venue, with the freedom to wander around and view the exhibits at leisure.

The catering was first class, and large monitor screens all around meant that you had a good view of the proceedings whichever way you were facing.

The speeches and presentations were suitably brief and entertaining. A good night out all round."



VIV HINE
HR Manager

"I really enjoyed the Chairman's Award ceremony this year.

"The venue was really quite glamorous and sophisticated and it was appropriate, with its focus on leading edge technology.

"I may be biased but it was particularly good to have a joint HR/Comms partnership recognised for excellence - its sometimes easy to overlook the contribution made by the functional areas.

"It was nice to have nailed it this year!"



GRAHAM SKELLEY
Engineering Manager

"I thought Beaulieu National Motor Museum was a very appropriate venue to hold the Bronze Chairman's Award ceremony, due to its links back to past engineering excellence.

"It was also great fun to re-acquaint ourselves with the cars we had owned - and the ones we wished we had owned.

"I had an interesting and enjoyable evening meeting old colleagues and making new contacts."



TIM BLAKE
Head of Commercial

"I thought the location and organisation were great. The evening provided an opportunity to network and renew acquaintances, and get to know a little more about our customer who shared in the award."



Above: good food, good company, a couple of glasses of wine and a Bronze Chairman's Award. It all adds up to a great evening

NICHOLA HUDSON
Procurement Lead

"The Chairman's Award programme enables the business to recognise high standards of excellence and showcase the breadth and capability of our people."

DAVE GOODALL
HR Manager

"I thought the setting at Beaulieu, with the evolution of the motor industry surrounding you, made an excellent connection with the whole purpose of the evening being about innovation."

“ I REALLY ENJOYED THE CHAIRMAN'S AWARDS CEREMONY THIS YEAR. THE VENUE WAS REALLY QUITE GLAMOUROUS AND SOPHISTICATED AND IT WAS APPROPRIATE, WITH ITS FOCUS ON LEADING EDGE TECHNOLOGY.”

Viv Hine, HR Manager

Countdown to Mission Systems

Focus remains on delivering our customer commitments as Insyte Transformation concludes

Transformation

The two new BAE Systems businesses, Maritime and Military Air & Information (MA&I), are designed to deliver strengthened customer focus and increased capacity to sustain our business. The changes were welcomed across the Programmes & Support operating group.

Alan Johnston, Managing Director (Designate), BAE Systems Maritime, said: I am pleased to confirm the creation of Maritime, our new naval sector business in the UK.

"This brings together Surface Ships, Submarine Solutions and Mission Systems (the naval elements of Insyte), under a single Maritime management structure.

"Our top priorities will remain unchanged. The three Managing Directors, Rory Fisher (Mission Systems), John Hudson (Submarine Solutions) and Mick Ord (Surface Ships), will focus on the delivery of our existing commitments.

"They retain responsibility for the day to day running of their business-

es, including financial, programme and safety performance.

"This will enable us to drive efficiencies, improve value for money and build upon our existing strengths, to better address present and future market opportunities in the UK and overseas.

"I am confident that Maritime will enable us to forge a sustainable, long-term future for our industry and protect the vital skills required to deliver complex naval platforms and systems for the UK maritime sector."

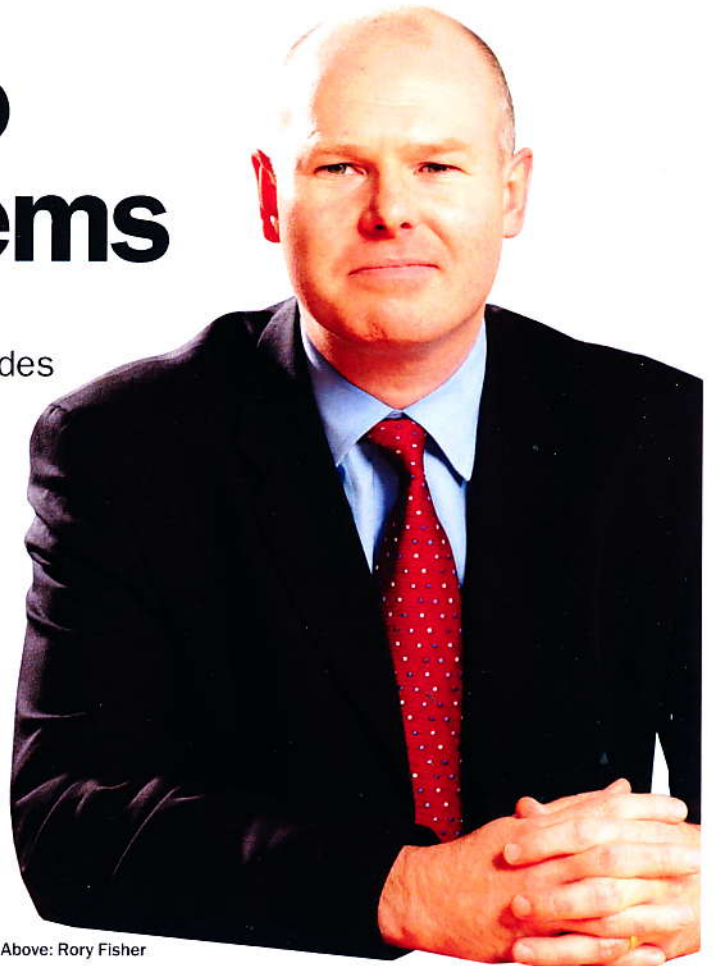
Rory Fisher said: "Insyte's Naval Command & Information Systems (NCIS), Radar and Torpedo businesses, along with the Manufacturing capability at Broad Oak and Cowes will form a business called Mission Systems. Mission Systems will operate alongside the Surface Ships and Submarine Solutions businesses to deliver the new Maritime strategy.

"As Managing Director (Designate) for the Mission Systems business, I am delighted to join Alan Johnston and his team as a member of the Maritime Board and I look for-

ward to leading the Mission Systems business. The Mission Systems Management team will now set about finalising their respective organisations in readiness for January 2011."

"In the meantime, and in my con-

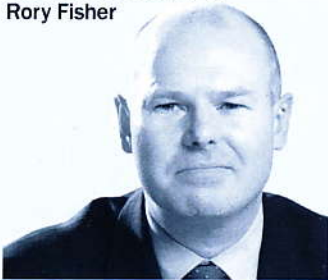
tinuing role as Insyte Managing Director, I would stress that above all else, we must remain focused on delivering our Insyte customer commitments between now and the end of the year, when we conclude the transformation of our business."



Above: Rory Fisher

Mission Systems Management Team (effective 1 January 2011)

MANAGING DIRECTOR
Rory Fisher



CHIEF COUNSEL
Andrew Price



NAVAL COMMAND & INFORMATION SYSTEMS
David Leitch



TORPEDOES, RADAR & MANUFACTURING
Les Gregory



FINANCE (including IT)
Glynn Phillips



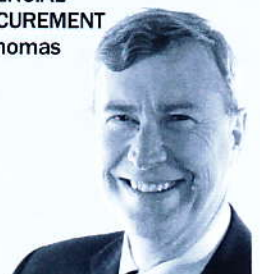
ENGINEERING & PROJECT MANAGEMENT
Ted Kuriata



HUMAN RESOURCES (including SHE, Security and Facilities Management)
Mark Bowers



COMMERCIAL & PROCUREMENT
Mike Thomas



Let's work together

Mo Stevens, Joint Command & Information Systems Director, looks ahead to the transition to Military Air & Information

Joint CIS

On 1 January 2011, Insyte's Joint CIS team will transfer to Military Air & Information (MA&I) as part of a new Defence Information Solutions & Services (DIS&S) organisation, headed by Mo Stevens reporting to Mark Kane.

Kevin Taylor Military Air & Information, (Designate) Managing Director, said: "The MA&I business will bring together the capabilities of Military Air Solutions (MAS) and, from Insyte, Joint Command & Information Systems (Joint CIS), to create a refocused business designed to meet the current and future requirements of our customers."

Rory Fisher, Managing Director Insyte, said: "On behalf of everyone at Insyte I would like to wish Mo Stevens and his team every success in the future as part of the MA&I business."

In today's digital age, one of the factors that gives military commanders the decisive edge on the battlefield is the ability to securely, quickly and effectively exchange

the information that they need to make the right decisions. That capability is the speciality of Joint Command and Information Systems (Joint CIS).

Mo Stevens: "MAS and Joint CIS are already working together on some key programmes and the team is looking forward to joining forces with the new Military Air & Information business," said Mo.

"Joint CIS has over 825 people based across the UK and overseas. This year, we expect turnover to be more than £170m, with an order book in excess of £400m. Around 80 per cent of our work is direct to customers and we also support other BAE Systems businesses. Bringing together the capabilities of MAS and Joint CIS makes for a powerful combination."

"We deliver effective through-life solutions to complex secure IT problems. 'Joint' is essentially about creating intelligent connections, whether between platforms or between systems which don't naturally work together.

"For the UK customer, we provide systems to help our armed forces

operate together, nationally or within a wider coalition.

"We work with customers for the life of their programmes. At the front end, we help them understand the gaps in their capability and develop

concepts and potential solutions to bridge these.

Joint CIS has a diverse portfolio - from making sure that the F-35 Lightning II works together or 'inter-operates' with the new Queen Elizabeth Class aircraft carriers, to products that provide secure information in cyberspace.

The business is no stranger to certain areas of MAS. In addition to their work on the F-35 programme, they are already working closely together in support of the global unmanned air systems strategy.

"We provide the control infrastructure for all UAVs including Mantis, Herti and Taranis" explained Mo. "We make sure the UAVs can integrate with wider military operations.

"We're working across the battlespace on some of today's key programmes, such as Falcon, an advanced communications system for the British Army and Royal Air Force.

Falcon is the backbone of a kind of battlefield internet, allowing huge amounts of voice, data and video to be securely transmitted.

"We're dealing with very real capabilities for very real situations. We work with customers to understand their challenges and to propose and deliver effective solutions to meet the needs of the 21st century battlespace."



Above: Mo Stevens

BRINGING TOGETHER THE CAPABILITIES OF MILITARY AIR SOLUTIONS AND JOINT CIS MAKES FOR A POWERFUL COMBINATION



Above: FALCON is a key Joint CIS programme

Spotlight>

New year, new ways of getting your news

From 1 January 2011, Joint CIS employees, customers, partners and stakeholders will be able to receive all the latest news and views from a new suite of communications tools from Military Air & Information's comms team.

IQ will cease publication at the end of 2010, making way for a new Mission Systems suite of tools, including a new magazine, which will launch in 2011.

Three years at stretch



Above: the Type 996 radar

Radar

The Type 996 Future In-Service Support (FISS) contract continues to deliver exceptional service levels to the Royal Navy, with all its Key Performance Indicators (KPIs) exceeded for thirty-six continuous months. Since the contract (Insyte's first Contract for Availability) began in January 2005, the operational availability of the principal radar in the Royal Navy's current fleet has improved dramatically. FISS incentivises the business to find new and improved ways of meeting the customer's needs.

FISS has proved to be a major success both on a technical level – the KPIs that are now being routinely exceeded at stretch level were well below target when the contract was taken on – and on a contractual level, having been cited by the National Audit Office as a case study of how the contracting mechanism can maximise the likelihood of successful project outcomes.

The hard work and determination which has delivered this success is not over but continues month after month to maintain performance levels until at least 2015, when the contract is currently planned to end.

This achievement is supported by

Type 996 Future In-Service Support contract team wins two Bronze Chairman's Awards while continuing to exceed performance targets

the Customer satisfaction that is evident on the project.

The Performance Review 10 score for FISS was one of the highest in Insyte and within the top five across the whole of BAE Systems. This year the team has also received two Chairman's Bronze Awards for improvements to the service.

One was for the co-location of Royal Navy staff to the Waterfront at Portsmouth (from Abbey Wood) in order to provide and work as a truly integrated team. The second award was for the introduction of a contract mechanism that allowed variable elements of the contract to be flexed according to actual usage determined by the fleet operational profile; effectively creating a 'pay as you go' model.



Above: Type 23 Frigates such as HMS Lancaster are fitted with the Type 996, as are Type 42 Destroyers, and other major Royal Navy surface ships

THE HARD WORK AND DETERMINATION WHICH HAS DELIVERED THIS SUCCESS IS NOT OVER, BUT CONTINUES MONTH AFTER MONTH TO MAINTAIN PERFORMANCE LEVELS UNTIL AT LEAST 2015

Pole mast reaches new heights

Derisking activity continues on the circular UHF transmission array

Naval CIS/Radar

The Mission System Electromagnetic Environment (EME) Test Facility (MSETF) for the Queen Elizabeth Class (QEC) Aircraft Carriers at Cowes reached its maximum height in October, with the addition of the complete prototype Pole Mast.

The three-phase lift (interface fabrication, basic assembly and upper section) was achieved in a single day - benefiting from an earlier trial deployment by BAE Surface Ships in Portsmouth.

The deployment was achieved through close co-operation between BAE Systems Insyte's Chelmsford installation team, BAE Systems Surface Ships and Insyte's Systems

team at the Cowes MSETF.

The major fixings are made using hydraulic tensioning equipment and the opportunity was taken to film key aspects of the lifting and tensioning operation to support handbook production.

In the next few weeks, the 18-metre mast will be used to validate the impact of the Pole Mast on the transmission pattern of the "crown of thorns" - the UHF circular transmission array that sits under the ARTISAN 3D Medium Range Radar (MRR) on the top of the aft island.

The Pole Mast will then return to Portsmouth Naval Base for static and dynamic load testing before returning to Cowes to support Pole Mast antenna testing in 2011.



Above: the complete Pole Mast now installed at the MSETF

Insyte hosts Omani technician training

Radar

BAE Systems Insyte recently hosted a group of 10 Royal Oman Air Force (RAFO) technicians for training which enables them to support in-country deployed equipments. Arriving in the UK on 26 September for a month-long course, the students began with Plot Extractor and Signal Processor training at Bushy Hill Test Range in Essex.

This was followed by CRC (Control and Reporting Centre) training at Bushy and RCDSS (Radar Control & Display Sub System) training at Eastwood House, Chelmsford, after which they covered the Power Amplifier and associated products within the RF Group.

The Omani trainees then moved to Insyte's Broad Oak facility at Portsmouth, where they received Repair Techniques training for one week. A site tour of the Cowes facility was also scheduled before their departure back to Oman at the end of October.



Above: Royal Oman Air Force Technicians

Insyte is investigating how virtual infrastructures can be applied within submarine training systems

Naval CIS

BAE Systems Insyte is benefitting from improved approaches to system design, development and testing through the creation and operation of Virtual Machines (VMs). VMs (software implementations of physical computers) operate and execute programs exactly as their physical counterparts do. Multiple VMs can be hosted and operated simultaneously by a single physical machine, reducing hardware requirements without compromising computational throughput.

The process of creating a VM is simple and allows the number of processors, RAM, network interfaces, storage and other VM parameters to be defined. Tools are provided to assist in installing both the VM and application software on the target system.

No changes are required to the original software to support the transition to the virtual architecture, thereby presenting opportunities for much simpler management of hardware obsolescence. Once a machine is virtualised it is abstracted from the hardware platform, allowing any VM to be operated on any host running the necessary hypervisor software.

To take advantage of the capability, Insyte's sub-surface training group has been investigating how best to exploit a virtual infrastructure within the Royal Navy's submarine training systems.

Running multiple, concurrent operating systems on a single host machine can incur a large overhead on the resources of the host system. This impact can be mitigated by replacing a conventional operating system by running a direct hardware (bare metal) hypervisor. This manages the system resources and data interactions between the multiple VMs and base hardware. Evaluation of available virtualisation products resulted in the VMWare vSphere being selected as the bare-metal hypervisor for set of host machines. A submarine training system was then deployed.

The approach was validated by successfully installing and operating a selection of subsystems from the Talisman trainer (AS1117) software onto a vSphere architecture.

The resulting system can perform basic sonar (2076) emulation, man-



Above: submarine command system (SMCS)

Virtual machines, real advantage



Above: virtual machines could really improve submarine training systems

aging the synthetic environment required to simulate the real world and firing weapons (Spearfish torpedoes) via an interface to the real submarine command system (SMCS). All of this is achieved with only minimal additional overhead compared to that of the same subsystems running natively on the hardware.

vSphere offers a selection of additional functionalities that support the management of the virtualised system. One such feature is the ability to logically group several hosts together into a cluster. The resources of the host machines are aggregated together into one larger

resource pool, enabling the load of the machines to be shared. These clusters can host redundant versions of the VMs allowing for a high degree of fault tolerance. If a running VM fails the management system immediately enables redundant VMs thereby preventing disruption to any of the services provided by the system.

Using the ability to clone VMs, systems previously limited by hardware no longer have such restrictions. This has a positive impact on the factory development of application software, SMCS being a good example of this. Within the factory environment, SMCS can

‘THE APPROACH WAS VALIDATED BY SUCCESSFULLY INSTALLING AND OPERATING A SELECTION OF SUBSYSTEMS FROM THE TALISMAN TRAINER’

support interaction with two systems at once. When virtualised, multiple concurrent copies can be created and operated in isolation, allowing for a more rapid testing throughput of the systems that require a SMCS connection.

The combination of the additional functionality described earlier and the reduced hardware footprint makes a virtualised system easier to manage and maintain throughout its life.

With the importance placed on hardware abstraction, technological refresh throughout the lifetime of a system can be achieved without the traditional expense of having to re-engineer aspects of the system to support the hardware. The technology can really improve our training solutions and the hard work is virtually done for us.

NAUTIS to the fore

Technology insertion successfully integrates NAUTIS 4 Systems into Sandown Class MCMVs

Naval CIS

In December 2008, BAE Systems Insyte received a five-year contract from the MOD to provide continued support to the NAUTIS Command Systems fitted to Royal Navy Hunt Class and Sandown Class mine countermeasures vessels (MCMV).

Subsequently, Insyte's NAUTIS Command Systems team has spent the last 20 months developing hardware and software to enable the NAUTIS Command System on the Sandown Class MCMVs, to be upgraded from NAUTIS 3 to NAUTIS 4.

The latest generation NAUTIS 4 mine countermeasures command & control system is designed to combat the increasing threat posed by evermore sophisticated mines. It controls all the combat system and platform equipments essential to MCM mission effectiveness.

The work included a redesign of the graphics suite using innovative and new to market technology. The technology insertion will overcome obsolescence that was

increasingly creating spares shortages. It will also release spares to the Hunt Class systems, enabling them to continue in-service.

Two NAUTIS 4 systems have now been accepted into service with the Royal Navy on HMS Shoreham and HMS Ramsey.

Two further systems will be installed by the end of the second year of the contract, with three in each of the following two years. The ship modifications are being implemented on a round-robin basis.

One ship kit is purchased and installed on the first of class. Essential equipment is retained from the upgraded ship, modified and then fitted to the next ship in the

‘PRODUCING A SUCCESSFUL IMPLEMENTATION OF TECHNOLOGY INSERTION THAT MEETS ALL OF THE CUSTOMER'S ASPIRATIONS’



Above: Sandown Class mine counter measures vessels

programme.

The software has been developed by the NAUTIS Software Team at Insyte's Frimley facility, the modification kits are prepared by Insyte's Manufacturing Group in Broad Oak and they are then tested by the Insyte's NAUTIS Integration Team, also based in Broad Oak.

The kits are then installed onboard the ships during in-service time with no effect on ship availability.

The programme meets a tight timescale for ship fitting, renovation/modification of removed equipment and testing for the next system in the programme.

The teams' efforts are producing a successful implementation of technology insertion that meets all of the customer's aspirations.

The programme also shows how diverse teams that are employed across the business can come together to produce a successful solution to in-service issues.

The two installed systems to date have since been trialled. Representatives from the trials authority, Maritime Capability Trials and Assessment (MCTA), have commented on how the trials were "well presented by Insyte and supported by ship's staff."

Spanish exhibition for UK Maritime capability

BAE Systems businesses attend UK Trade & Investment Defence & Security Organisation sponsored show

Torpedoes

BAE Systems Insyte joined up with BAE Systems Group Business Development, Surface Ships and BAE Systems Australia to attend the UK Trade & Investment Defence & Security Organisation (UKIT DSO) sponsored UK Maritime Capability Exhibition, held in El Ferrol, Spain on 7 October 2010.

The event was designed to promote stronger links between the UK and Spanish defence industries and provided an opportunity for excellent interaction between naval and industrial visitors.

Some 15 UK companies attended

the exhibition which also included a symposium.

Speakers included Captain Tim Davies Royal Navy, Senior Naval Advisor UKIT DSO, Rafael Perez, Deputy Director Ferrol Shipyard, Navantia, Max Sothcott, BD Director, Defence, A&P Group, Bob Moran, Insyte's BD Manager, Torpedoes, Insyte, and Ian Keron, Bid Manager, Maritime, QinetiQ.

Representatives from 17 Spanish companies and the Spanish Navy were also present.

HM Ambassador, Giles Paxman provided senior UK representation.

Insyte's focus was a potential opportunity for a Sting Ray Mod 1

sale in 2013-2015 and follow-up briefings to the naval staff in Madrid are planned for later in the year.

On 8 October, Navantia hosted a tour of the El Ferrol shipyard, which included a visit to the new Spanish Landing Platform Helicopter (LPH) (Juan Carlos I) and the first of two similar LPHs which are being built for Australia, where BAE Systems is the Prime Contractor.

Navantia will build the ship as far as the flight deck and, following a 45-day transfer to Williamstown using the world's largest heavy ship lift, BAE Systems Australia will fit the island blocks, combat system and communications systems.



HM Ambassador Giles Paxman in discussion at the BAE Systems stand, El Ferrol, Spain

Suite inspiration for trainees

Naval CIS

On 24 September the 2nd Sea Lord, Vice Admiral Montgomery, opened Collingwood Hall at HMS Collingwood. The hall is the centre-piece of the Royal Navy's "Operation Inspire" initiative and showcases the new audiovisual, multimedia and presentation suite supplied by BAE Systems Insyte.

David Leitch, Naval Command and Information Systems Director Insyte and Steve Dowdell, QEC Mission System Lead, Insyte represented the business at the ceremony.

Insyte has been proud to support the "Operation Inspire" initiative, designed to enhance the Royal Navy's recruitment process and promote its varied career paths.

Insyte's involvement stemmed from a visit by Cdr RN Kissane to the Queen Elizabeth Class (QEC) Aircraft Carrier Mission System Integration Facility (MISC) at Portsmouth back in 2009.

The impending de-commissioning of the 180-degree wrap-around screen simulator of Flyco (the QEC Air Traffic Control Tower) was seen as a golden opportunity to augment the Collingwood Hall facility in a cost effective manner.

Steve Dowdell said: "We were happy to use the equipment and lend a hand to the training schools. We've also supplied some of the software demonstrators that the public can use at the Action Stations exhibit at Portsmouth Historic Dockyard."

The Insyte team subsequently worked closely with Royal Navy staff

Insyte and the Royal Navy team up to enhance new training facility

to turn the simulator into a state-of-the-art presentation capability. The suite can be accessed as a networked resource by trainers and instructors for the interactive display of multi-media presentations. It can also render QEC Mission System synthetic environment views of the evolving design for acquaintance/publicity purposes.

The Insyte/Royal Navy team recently won a Bronze BAE Systems Chairman's Award for their efforts.

David Leitch said: "We are proud to support the Royal Navy at HMS Collingwood, by providing audiovisual, multimedia and presentation equipment to enhance this prestigious facility at their world class Maritime Warfare School."

Commodore Tim Lowe Royal Navy, Commodore of the Maritime Warfare School and Commanding Officer of HMS Collingwood said "The Hall forms the centre-piece for Inspire, an initiative to enhance the training environment at HMS Collingwood, to better focus, motivate and enthuse our trainees and staff.

"The effect we are aiming to achieve is to promote core values, war-fighting spirit and to strengthen Royal Navy identity. We are extremely grateful to BAE Systems, MBDA UK and Babcock for their generous support with this initiative."



Above: 2nd Sea Lord Vice Admiral Montgomery opens the new facility

THE EFFECT WE ARE AIMING TO ACHIEVE IS TO PROMOTE CORE VALUES, WAR-FIGHTING SPIRIT AND TO STRENGTHEN ROYAL NAVY IDENTITY. WE ARE EXTREMELY GRATEFUL TO BAE SYSTEMS

Commodore Tim Lowe, CO HMS Collingwood



Above: the impressive new audiovisual suite at HMS Collingwood



Still hitting the road?

Total Performance

BAE Systems wants to be recognised as a company committed to developing a culture of Total Performance. This is not just about what we do but also how we do it.

It is about every aspect of the way we do business – customer focus, financial performance, programme execution, and responsible behaviour.

This endeavour is supported by a range of resources such as High Definition Video Conferencing (HDVC). The facilities are helping many teams to be more efficient and reduce unnecessary travelling. With almost a third of all road traffic accidents in the UK involving somebody driving on company business, Insyte takes its commitment to the safety of its employees seriously.

Approximately 8.4 million miles were covered by Insyte employees on company business during 2009. The Driver Safety Programme was launched this year to raise awareness, providing driver profiling and training where required. Already, Insyte has seen a significant rise in benefits as a business from the combination of reducing the need to travel and training - but how about the benefits to the individual?

Malcolm Prisk reduced his business mileage by 11,649 miles in 2009. That's a distance further than London to Sydney (10,562 miles as the Qantas flies...) and Malcolm is enjoying a better work/life balance as a consequence. *IQ* recently caught up with him to find out more, so over to Malcolm...

"Up until around June/July last year, I was working on a project based in Christchurch. I was commuting weekly between Christchurch and Chelmsford - something like 24,000 miles a year.

"I also spent around a year of

Malcolm Prisk is getting more mileage out of doing less travelling

that time working at Sunbury. I had a team working for me there and so it was important to be located with them.

"For the last year or so, I've been based back at Chelmsford and working on Artisan. Although the programme is split between here and Cowes, I haven't been to Cowes once, except for my initial interview for the project! That's partly because my team is in Chelmsford but also because I can interact with the guys at Cowes very well through HDVC or Communicator or the 'phone. These resources have really helped cut the need for travel.

"The only problem I find occasionally is when the video conferencing rooms are all booked - but I guess that highlights how popular and successful they have become.

"If I have a gripe, it's that the HDVC equipment tends to be installed in the bigger meeting rooms. You quite often see one person in a large room talking to one person on another site. In my opinion, it would be better to also see the equipment in smaller rooms.

"That aside, you can do an awful lot with video conferencing - you don't need to travel as much as we used to - and the quality of the video systems is excellent.

"My work/life balance is much better now. Living away in a hotel during the week means that you tend to work longer hours because there isn't much to do in the evenings.

I'd return home at the weekend completely shattered and not do anything constructive with my time. Then it would suddenly be Monday morning again, up at four o'clock to drive down to Christchurch again. So, living and working locally is great - no more having to worry about traffic. Life is just a lot easier."

"I did the Driver Safety Training a few weeks ago. It provides good reminders about the dangers of being tired at the wheel and that type of thing. It's a pity the training was launched after I'd finished regularly driving long distances.

"During that time, I was inspired by the Top Gear TV programme. In one show, Jeremy Clarkson was attempting to drive to Scotland on one tank of petrol - economy driving.

"I took a lot of the boredom out of my drives to Christchurch by trying to think ahead all time, not braking unnecessarily, reducing the times I'd change gear.

"I found it relaxing to try and drive as economically as I could. It gave me something to think about other than 'Oh no, I'm going to be late' or 'Oh no, I'm going to be stuck in this traffic jam forever.' And that really helped me approach driving more positively and change my mindset.

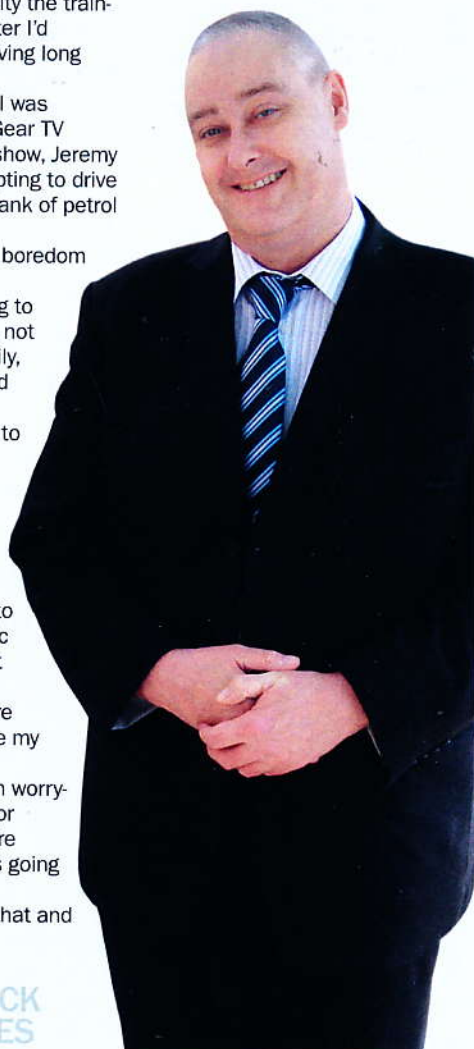
"There's no point in worrying about being late or getting to where you're going. There's always going to be a traffic jam.

"Once you accept that and

take things slowly and easily, you become far more relaxed. That to me was the most positive thing I learned.

My advice would be to avoid travelling completely if you are able to. Use the video conferencing facilities, use Communicator, pick up the 'phone - use the resources available to you.

We have the means to work a lot smarter these days and that really helps the productivity of the business."



Above: Malcolm Prisk

USE THE VIDEO CONFERENCING FACILITIES. USE COMMUNICATOR. PICK UP THE 'PHONE. USE THE RESOURCES AVAILABLE TO YOU

Scott gets a new Insyte into underwater engineering

Supporting relationships

Scott Parry recently began his latest six month placement, working on combat system configuration management at Submarine Solutions' Ash Vale site. Nothing too unusual in that.

However, electronic engineering graduate Scott is now able to use new skills and experience that are rare for the Submarine Solutions graduate development programme.

He has just spent six months gaining an insight into some aspects of underwater engineering, which probably wouldn't have been covered on a placement within Submarines Solutions.

Working at BAE Systems Insyte's facility at Broad Oak, Portsmouth, Scott was able to experience the many activities centred around one product - from design authority to shop floor, to working with a distance customer, the US Navy.

Scott's placement involved tackling engineering issues on the Archerfish single shot mine dispos-

al unmanned underwater vehicle (UUV), which is being supplied to the US mine neutralisation programme.

Scott's placement came about through the partnering that exists between Submarine Solutions and Insyte, which supplies torpedoes for the Vanguard and Swiftsure classes of submarine.

"I was dealing with issues arising from the project straight off the bat," said Scott. "I have been doing a lot of concept work, technical investigation, technical document writing, and getting a good feel for working with a different-thinking customer."

Before joining BAE Systems in September 2009, Scott had spent a couple of months with offshore contractor D F Hydraulics, where he worked on remotely operated UUVs, used to monitor cable laying activities.

Scott's first placement within BAE Systems was at Weymouth. His Line Manager, Andy Woodcock, knew of Scott's interest in UUVs and, during a visit to Submarine



Above: Scott pictured with Archerfish

Solutions' Waterlooville office, introduced him to some contacts within Insyte.

Through these he obtained a placement with Brian Teasdale, Archerfish Project Systems Design Authority, and this finished at the end of September.

Scott also became familiar with Insyte's other big UUV programme, Talisman: "The guys working on Talisman (an autonomous underwater vehicle demonstrator) were just next door at Broad Oak and it was a friendly atmosphere, where every-

one mingles."

Scott says the placement gave him an invaluable opportunity to widen his appreciation of underwater electronic engineering technology and increase his experience of applying theory to practice over all aspects of a project. His placement is a great example of best practice being shared throughout BAE Systems.

Initiatives like these are of real benefit and help the Company progress as it aspires to embed a culture of Total Performance.



I HAVE BEEN DOING A LOT OF CONCEPT WORK, TECHNICAL INVESTIGATION, TECHNICAL DOCUMENT WRITING AND GETTING A GOOD FEEL FOR WORKING WITH A DIFFERENT-THINKING CUSTOMER

Scott Parry

Left: Scott has taken a new set of skills and experience back to Submarine Solutions, following his placement with Insyte



Above: Harriet Green

Harriet Green appointed to Board

Skills for the future

The Board of BAE Systems plc has appointed Harriet Green as a non-executive Director of the Company with effect from 1 November, 2010.

Harriet Green is Chief Executive Officer and Executive Director of Premier Farnell plc, a leading, high service, multi-channel technology distribution group.

She joined Premier Farnell in 2006 and has been instrumental in driving the successful strategic transformation of the global business with an increased focus on the web, innovation, operational excellence, employee engagement and building a high performance culture.

Harriet has extensive global business leadership experience and board expertise within the technology market which will be a great asset to our Company as we continue to grow in the customer support services sector.

Recently awarded an Order of the British Empire for services to the electronics industry, Harriet previously ran businesses for Arrow Electronics Inc, a global provider of products, services and solutions to the electronics industry.

She is also a non-executive director for Emerson, a US-based, global manufacturing and technology company.

Dave has a very good year

Broad Oak-based employee wins prestigious award from Portsmouth University for Learning at Work

Skills for the future

On 22 September, John Bishop and Brian Cariss, representing Portsmouth University, presented Dave Perrio with the University's Liz Bishop Award for best undergraduate on the Learning at Work programme for 2009/10.

The programme offers career development courses that involve learning in the workplace supported by university study and is open for all grades of employee - from supervisory or technician levels up to Managing Director.

The programme provides a new way to gain University qualifications to the benefit of employers and employees alike, delivering the professional skills and latest technical advances required in today's competitive markets. Over the last ten years, employees from more than 100 companies have benefited from

the Learning at Work Programme.

The Liz Bishop award has been in place for a number of years and is used by the University to recognise students who have made outstanding progress in the Learning at Work programme.

Dave, based at BAE Systems Insyte's Broad Oak Manufacturing facility, went on to get a First Business degree and also received a tankard from the University for his efforts. Dave said: "It's fantastic to be selected for this award and I am really pleased with all the support I have received from both the university and BAE Systems."

Mark Skinner, Insyte's Head of Manufacturing at Broad Oak said: "The Learning at Work programme is an excellent scheme as it is a work based programme, enabling the business to select work-based projects for the individual to carry out. These projects not only benefit

the business, they also allow the individual the opportunity to develop their learning in relation to their actual job."

Dave's success illustrates just how important it is for industry and academia to invest in the UK's engineering and manufacturing skills base. BAE Systems launched the findings of its UK skills review at the Royal Academy of Engineering in July this year. The resulting Skills 2020 strategy sets out the action the Company needs to take to operate successfully over the next decade, into 2020 and beyond. Skills 2020 will ensure the Company's UK business develops, nurtures and retains the skills of its people.

A key element of BAE Systems' Skills 2020 strategy is to encourage 'through-career' skills development.

This approach begins with encouraging young people to consider a career in engineering whilst at school, to providing continuous training for those in employment with the Company and concludes with advice for employees reaching retirement age.

Skills development has always been important for the Company. BAE Systems invests more than £50 million per annum in supporting skills and education activity in the UK.



Above: Dave receives his award

IT'S FANTASTIC TO BE SELECTED FOR THIS AWARD AND I AM PLEASED WITH ALL THE SUPPORT I HAVE RECEIVED FROM BOTH THE UNIVERSITY AND BAE SYSTEMS

Dave Perrio

THESE PROJECTS NOT ONLY BENEFIT THE BUSINESS, THEY ALSO GIVE THE INDIVIDUAL THE OPPORTUNITY TO DEVELOP THEIR LEARNING IN RELATION TO THEIR ACTUAL JOB

Mark Skinner, Head of Manufacturing

In with the SOCET Set



Mark Sarojak, Director of Global Sales and Marketing for the GXP business, congratulates Air Commodore Ian Wood, OBE MA BA (Hons) RAF, former head of JARIC, on his new post in London. The GXP team hosted a networking reception at the Imperial War Museum Duxford during the 2010 BAE Systems GXP EMEA User Conference in Cambridge, U.K.

Cambridge conference with a focus on BAE Systems' specialist imagery and geospatial software

Joint CIS

Geospatial image processing software products can assist companies or governments in critical operations including homeland security, disaster relief, humanitarian efforts, defence missions, and other projects that require superior visual intelligence.

BAE Systems Geospatial eXploitation Products develops industry leading software applications for image analysis and geospatial analysis. BAE Systems GXP commercial products such as SOCET GXP, SOCET SET, and GXP Xplorer provide customers with comprehensive image display, exploitation, photogrammetric production, and data management software.

These products serve government and civil customers' needs for mapping, GIS, image analysis, precision targeting, intelligence, visualisation, simulation, and mission planning.

BAE Systems Insyte employs a team of Sales and Technical support personnel, to promote GXP software in the Europe, Middle-East, and Africa (EMEA) region, as part of the Global GXP product and Home market strategy which is also a key technology in our ISTAR aspiration in the UK.

More than 80 Geospatial eXploitation Products (GXP) cus-

tomers attended the third biennial regional user conference in Cambridge, between 13-15 September 2010.

Held for the benefit of GXP software users in the EMEA region, conference attendees had the opportunity to meet with BAE Systems engineers, product managers, support technicians, and the chance to network with fellow software users.

The event featured speeches from senior military and commercial dignitaries and guest presentations from the Norwegian Polar Institute, Ordnance Survey Great Britain, the National Geological Survey of Denmark and Greenland, Royal School of Artillery, and the Swedish Air Force.

The honorable Air Commodore Ian Wood, OBE MA BA (Hons) RAF, Officer Commanding the National Imagery Exploitation Centre (JARIC) delivered the keynote address, U.K. geospatial-intelligence to 2015, on Monday 13 September.

He explored the roots of his Unit and the challenges he has overcome in order to move from a single-source intelligence agency to a true Geospatial Intelligence Unit. He also discussed current opportunities which will allow his Unit to evolve into a multi-discipline, multi-source intelligence production centre.

In another keynote address,

Imagery and Modern Data Management Environments, Peter Woodsford, MBE, touched upon the challenges and opportunities facing National Mapping Agencies, orchestration and formal workflow management, and Service-Oriented Architectures (SOAs).

Mr. Woodsford has more than 40 years of experience in the computer graphics and geographic information industries and has written extensively on these subjects.

He has been instrumental in the development of geospatial standards and has served on the advisory board of OGC Europe.



Above: Peter Woodsford

Spotlight>

What are SOCET GXP® and SOCET SET® ?

SOCET GXP is BAE Systems' groundbreaking software that addresses multiple image analysis and geospatial production needs, all in one easy-to-use package with a single user interface.

SOCET GXP gives analysts the capability to produce and deliver highly accurate mapping and intelligence data to the field in time to make critical decisions for a growing number of disciplines such as emergency response, disaster relief, transportation and engineering infrastructure, land use and utilities management, mission planning, reconnaissance, homeland defense, and other activities that require superior visual intelligence.

SOCET SET is the established, market-leading software solution for geospatial analysis, mapping and photogrammetry, with comprehensive, powerful functionality for triangulation, DEM extraction, orthorectification, mosaicking, feature collection and visualisation.

The software is renowned for its unequalled flexibility, depth, performance, and ability to ingest data from numerous government and commercial image sources. In keeping with BAE Systems' vision that a wide range of analysis tasks are merging into a single market requiring a single product, SOCET SET's photogrammetric strength is being transferred to SOCET GXP and enhanced by SOCET GXP's fresh architecture and productive user interface.

Presentations are picture perfect

Presentations honours the Type 45 Destroyer and 1 ACC's successful, deployment to Afghanistan

Supporting relationships

Shortly before leaving the business, Jonathan Walton, BAE Systems Insyte's former Business Development Director, had the pleasure of seeing two of his paintings presented to our customers.

A keen artist in his spare time, Jonathan has used both the Commander Type 101 radar and Type 45 Destroyer HMS Daring as subject matter in recent canvases.

In support of the strong relationship between Insyte and No. 1 Air Control Centre (1 ACC), Jonathan completed a painting depicting the Commander AR327 (RAF Type 101) radar in operation at Camp Bastion, Afghanistan. The work celebrates 1 ACC's successful three-year deployment to Afghanistan with the BAE Systems radar.

At a dinner held at the Royal Air Force Club on 1 September, Les Gregory, Radar Director Insyte, presented the painting to Wing Commander Mark Presley, Officer Commander 1 ACC.

Also present were Air Commodore 'Ginge' Crayford,



Above: Wing Commander Presley accepts the painting from Les Gregory

Air Officer Battlespace Management at Air Command, Mr Bob Lorimer from the ADATS Delivery Team, as well as Alastair Balloch and Norman Hutchinson from Insyte's Business Development team. Accepting the painting on behalf of his Unit, Wing Commander Presley said: "The Type 101 was the eyes and ears of Helmand. During the time the radar was in Afghanistan, it controlled 107 different aircraft types, and covered an area of 63,000 square miles.

"This painting captures the atmosphere of Camp Bastion in the early days of the deployment."

Air Commodore 'Ginge' Crayford added: "The Type 101 has served 1ACC well over the last dozen or so years. It has an enviable opera-

tional pedigree in both Iraq and Afghanistan and on other deployments in Cyprus, Oman, Kazakhstan and the Arctic. BAE Systems should feel justifiably proud of its contribution - we could not have done it without you."

THE TYPE 101 HAS SERVED 1 ACC WELL OVER THE LAST DOZEN OR SO YEARS. IT HAS AN ENVIABLE OPERATIONAL PEDIGREE IN BOTH IRAQ AND AFGHANISTAN

Air Commodore 'Ginge' Crayford, Air Officer Battlespace Management, Air Command

Shortly before leaving Insyte, Jonathan Walton presented his painting of the Type 45 Destroyer HMS Daring to Commodore Tim Lowe of the Maritime Warfare School (MWS) at HMS Collingwood.

The painting commemorates the significant levels of teamwork established between Insyte and the Royal Navy at the MWS. The timing of the presentation coincided with the first anniversary of Type 45 training delivery through Insyte's Maritime Composite Training System (MCTS).

To date, the system has been used to generate trained manpower for three Type 45 Destroyers; Daring, Dauntless and Diamond. Prior to the presentation, guests were able to tour the MCTS facility and view an array of Operations Room simulators, including the Type 45.



Above, left to right: Mandy Barrett, MCTS Service Delivery Manager, Insyte; Jonathan Walton, former Business Development Director, Insyte and Commodore Tim Lowe

Above us the waves

BAE Systems people like a challenge...

All at sea

Although the organisational changes to Programmes & Support don't take effect until 1 January 2011, some employees are already teaming up to face new challenges. Take this intrepid bunch, for example.

BAE Systems Submarine Solutions' Steve Branigan, Surface Ships' Mark Walsha, Insyte's Pat Daffarn and Jim Prescott, and Military Air Solutions' Alex Moulton gathered at Hamble Marina, Southampton at the end of August, their aim being to sail across the Channel. With HMS Daring unavailable and Astute awaiting its commissioning ceremony, the crew chartered a 37 ft Beneteau yacht and set out into the English Channel.

As we all know, life is full of ups and downs - particularly when you're sailing into two-metre high waves for several hours. When the more experienced marmers started to turn interesting shades of green, our valiant crew realised it was time to consider their options.



LIFE IS FULL OF UPS AND DOWNS, PARTICULARLY WHEN YOU'RE SAILING INTO TWO-METRE HIGH WAVES FOR SEVERAL HOURS

However, BAE Systems corporate business systems and manuals offered little in the way of advice about rough seas. The Skipper's common sense opted for changing course for Poole and putting off the Channel attempt for another day. With the radio regularly reporting 'Pan Pans' (one down from a Mayday), the decision was quickly accepted.

The BAE Systems crew went on to offer moral support to other vessels until the life boat came on station. Although not quite successful in their attempt to cross the Channel, the crew had a great weekend.

Members of the crew have since competed in the Roy Castle Charity Challenge Race which was held between the 16-17 October. The Insyte team finished commendably in fourth place, with Steve Branigan leading the Submarines crew to third place.



Above, top, left to right: Pat Daffarn (Insyte), Alex Moulton (MAS), Brian Fenix (HP Bracknell), Steve Branigan (Submarines), Mark Walsha (Submarines seconded to Surface Ships). Standing, lower: Neil and Elaine O'Conner (Activity, Farnborough Aerospace). Above: Pat Daffarn keeps a level head in choppy seas