

NOVEMBER 2016

# PPC85

PLUS

**NEW! BPCA Training Pathway**

**Ask the technical team**

**If it's not written down,  
it didn't happen!**

**The British Pest  
Management Awards**

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**Professional Pest Controller**  
the journal of the UK pest management industry



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# Industry-wide opportunity, collaboration and celebration



*BPCA President Paul Rodman takes us through the big talking points of this quarter, as well as how we grow together as an Association and as a sector.*

We've spoken before about how changeable this sector is, and never has that been more apparent than in the last few years. I've always felt that those who succeed in a changeable climate are those who prepare, adapt and are willing to work together.

## STEWARDSHIP

Rodenticide stewardship is now officially 'live' in the UK, marking one of the most significant changes to our industry. It's tempting to see legislation and restrictions pointed at the sector with reservation or even contempt. However, we hope you'll see it as a real opportunity.

Not only does stewardship demonstrate a significant opportunity for you to expand your local partners (and in turn your client list), but it also serves to validate the professionalism of pest controllers everywhere. We administer these treatments because we're trained; we have the experience to do what others cannot (and should not) attempt; and *therefore* we're the experts. Because of the fastidious work of the Association, we believe all of our members are well prepared for these changes and will see that stewardship adds value to your businesses and yourselves as pest control professionals.

## EXHIBITING

Back in September we exhibited at the Takeaway Show 2016 – one of Europe's largest events for takeaway and restaurant owners. We've always known that anyone in the UK who prepares food for the public should have pest management at the forefront of their minds.

North American restaurants proudly display their pest management contract on the wall, whereas in the UK the stigma of even a 'proudly controlled by X' sticker hidden down a corridor is considered bad for business. I've always found the cultural void between UK and American mindsets somewhat bemusing – what's so wrong with demonstrating that your premises are pest-free and managed by professionals?

Hearts-and-minds-style exercises, like the Takeaway Expo (see news, page 7), mark small victories but are part of a much larger battle.

My thanks go out to Beaver Pest Control who successfully supported us to raise the profile of pest management and ask the big 'why not?' question with us.

## PESTS

This quarter we've seen more sensationalist headlines, particularly from the tabloid newspapers. Some of these stories hold a modicum of truth such as Asian hornets landing in the UK, while other stories are pure fantasy, such as any mention of giant, mutant fleas. In every case we've tried to be the sensible line in the sand for the media, giving consistent and clear-headed responses.

It's easy to see every headline as an opportunity for business, and let's be fair it is. However, it's important to stand apart from sensationalist media posts to present the BPCA and our industry as adaptable, prepared and, above all, professional.

## AWARDS

Finally it is my privilege to share with you news about the British Pest Management Awards! The BPMAs are not only a celebration of the fantastic work you do but a chance to invest in our community for the future. In the spirit of collaboration we'll be working closely with key industry stakeholders to make the BPMAs a success and to raise the profile of pest management in the widest possible context. The awards will form part of our 75<sup>th</sup> anniversary celebrations which take place on 22 March, after the first day of PestEx 2017, and I strongly encourage all BPCA members to enter.

## PAUL RODMAN

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BPCA provides at least one article in every issue of PPC as an online CPD quiz. Look out for the logo on the relevant page, and in the contents list. At least three points are given for each quiz, and we even pass your results to BASIS for free within a few days. To access this unique benefit, simply join the BPCA Affiliate Scheme via [www.bpca.org.uk/affiliate](http://www.bpca.org.uk/affiliate)

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<https://uk.linkedin.com/in/british-pest-control-association-7834195a>



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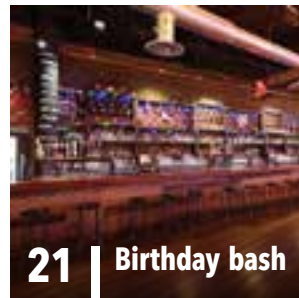
BPCA will host the very first industry-wide British Pest Management Awards which recognise excellence in the UK pest management sector.

### BPCA TO CELEBRATE 75<sup>TH</sup> ANNIVERSARY 21

Next year we will celebrate our 75<sup>th</sup> anniversary with a special dinner held on the evening of Wednesday 22 March, after day one of PestEx.



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## Celebrating success

Last month saw the fiftieth BPCA Member achieve CEPA Certified® status, and at the time of writing we are at 56 UK servicing companies with this certification, and over twice that audited. While still early days, our plan to have every member independently audited against the standard is on track. Before year-end you have three more chances to get together face-to-face and ask us any questions about CEPA Certified® to see if it's right for your business – at our two CEPA Roadshows in Kirkby and Essex, and of course at PestTech – we hope to see you there!

BPCA has lots of new stuff around the corner. We've just launched our British Pest Management Awards, which celebrate the best of our industry. Open to everyone in the UK pest management sector, they are a great opportunity to put your company on the map – see page 20 for details. The awards are being presented at our 75<sup>th</sup> anniversary dinner, which takes place next March during PestEx – tickets have almost sold out, so if you'd like to be there to celebrate with us, book early to avoid disappointment!

We have another milestone to celebrate – the successful implementation of the UK stewardship regime for rodenticides. Is this the beginning of de facto licensing by product type? Whatever happens, we will ensure our members are ready for it.

I'm writing this article from the airport as I have been invited by NPMA to attend the PestWorld exhibition and conference in Seattle. This is the largest event in the global pest management calendar, and an excellent opportunity to see what is affecting other countries – I might even spot some great speakers for PestEx!

Finally, we have a new training pathway, called BPCA Training Pathway, which offers everyone in pest management a structured mechanism to grow and develop throughout their career. I'm very proud of the BPCA team for putting this together, so over to you to check it out and see how your career can develop with BPCA Training Pathway.

**SIMON FORRESTER**  
BPCA chief executive  
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[www.facebook.com/Britishpestcontrol](http://www.facebook.com/Britishpestcontrol)



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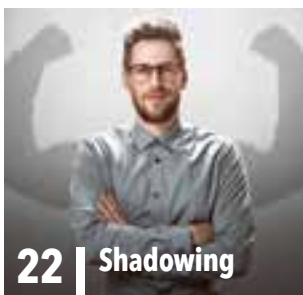
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## Ground Control to major win



THE QUEEN'S AWARDS  
FOR ENTERPRISE:  
INNOVATION  
2016

We would like to extend our heartfelt congratulations to member company Ground Control Ltd for winning the prestigious Queen's Award for Enterprise in the Innovation category.

The award was presented by Lord Lieutenant of Essex John Patrick Lionel

Petre, recognising Ground Control's use of technology to better serve its customers through the use of its live reporting system that "enables a rapid response to evolving customer demands".

Managing director Marcus Watson said, "We are honoured to receive such a prestigious endorsement for our innovation and service... Across 45,000 sites throughout the UK, our hard-working 3,000+ people are justifiably proud of their personal contribution to this fantastic achievement. This event is for each and every one of our staff to say thank you for their commitment and hard work."

Ground Control offers pest control and auditing services, utilising its live reporting systems to satisfy over 45,000 properties including Tesco, Sainsburys, Network Rail and Royal Mail. [www.ground-control.co.uk](http://www.ground-control.co.uk)

## Snakes on a drain!

No - this isn't a cutting edge way of dealing with rodent infestations! In fact, pest controller and BPCA member Alan Irlam wasn't expecting anyone to be at the property at all.

Alan of AntiPest, Liverpool, often gets called to vacant homes by local housing associations, normally to deal with fly infestations. With 22 years' of experience it's fair to say there isn't much Alan hasn't seen before but, with this particular house, he was in for a surprise.



snakes can live for months without feeding.

Alan crept out of the bathroom, closing the bathroom door (just in case), and gave the housing association a quick call. When he went back into the bathroom the snake's head was up and moving, so he did what any of us might have - he took a quick snap for his Twitter feed!

### NOT QUITE EMPTY PROPERTY

As is good practice, Alan was inspecting the property before carrying out his treatment but, when he walked into the bathroom, he realised that the property wasn't as unoccupied as he first thought. Wrapped around the taps of the bathtub was a small snake, left in the property by the previous tenant. Alan told us his first thought was, "That doesn't look like any shower hose I've ever seen."

Alan told us, after giving the shower curtain a quick shake, "the snake didn't move at all. At first I thought it was dead." Though the house had been unoccupied for over a week

### HAPPY ENDINGS

The story has a happy ending though, as one of the members of the housing association's office staff came round armed with a couple of mice for the hungry python. We're told that the snake has since been adopted and is getting lots of TLC - and no longer lives over the taps!

Follow Alan and his company Anti-Pest on Twitter @antipestnw

What's the strangest thing you've ever found during your work day? Send your hisss-terical work stories to [scott@bpc.org.uk](mailto:scott@bpc.org.uk) and we might write about it in a future issue.

## Say hello to our new Communications Officer... no, really!



Scott Johnstone joined the staff team

in September to help with the day-to-day flow of internal and external communications and drive engagement across all BPCA platforms. Having developed digital content for numerous organisations, he's keen to get stuck into the new challenges that working with BPCA will bring.

"I'm hopeful that I can be a useful point of contact for all BPCA

members. I want to hear from you guys so I can spread the news, stories and information you want to share - so please do get in touch!"

He'll be working closely with newly-appointed Marketing Manager, Ben Massey, on several large communication projects including developing the website, putting together a new look for PPC, and wider membership engagement.

Tell Scott what you're talking about: [scott@bpc.org.uk](mailto:scott@bpc.org.uk)

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## On the twelfth day of Christmas BPCA gave to me...

As part of BPCA's ongoing commitment to community projects, members of the staff team have decided they're going to run a reverse advent calendar 'pass it on' charity event.

Instead of having a morsel of chocolate with breakfast every day in the run-up to Christmas, the team will donate food and supplies to a local food bank. UK food bank usage has been steadily rising, with a large proportion of food packages going to those with high levels of disability and long-term illnesses.

### START YOUR OWN REVERSE ADVENT CALENDAR

Once we had the idea, getting the scheme set up was simple. We simply rang around a few of our local food banks and asked what sort of items are in short supply around the holiday period. Our list includes everyday food items such as cereal, soup, pasta, rice, jars of sauce, beans, tinned meat, tinned vegetables, tea, coffee, sugar, and a couple of Christmassy treats. If you want to do a similar thing we suggest you check your local food bank to see what they're currently in need of.

Next, we assigned everyone in the office a couple of days each, between 1 and 24 December, and put our names against items on the list. We'll be updating our Facebook page and sending out Twitter updates, so check out our social channels for ongoing news!

### WHY CHOOSE FOOD BANKS?

1,109,309 emergency food packages were distributed by the Trussell Trust in 2015-16. Supposedly the average food bank user will visit only twice a year, suggesting at least 554,000 people are relying on donated food. Training Administrator Danni first pushed for the project back in October. She said, "I had seen this idea on social media, although it was intended for a family home. The family would put little gifts in a box for loved ones. I thought we could adapt this to help others."

"There are people all around us who will not have a Christmas in the same way we do. They will not have the luxuries which many of us enjoy. I think December is a big time for food and feasts, however many families struggle to put food on the table all year round – wouldn't it be nice if those who really need a mid-Winter feast, got one?"

Let us know what you and your company are doing about giving during the festive season. We want to hear about your charity fundraisers or community projects. Whether you're making your own food bank donations or dressing up for a good cause we want to hear about it.

Send your charitable deeds to [scott@bpca.org.uk](mailto:scott@bpca.org.uk) or tweet us [@britpestcontrol](https://twitter.com/britpestcontrol)

# Act now! BPCA's 75<sup>th</sup> anniversary dinner almost sold out!



Our big celebration on the first evening of PestEx 2017, 22 March is not to be missed!

Since news broke about the 75<sup>th</sup> anniversary celebratory dinner in PPC84 we have been overwhelmed by the levels of support from the membership community with tickets selling fast.

The 200 capacity event which takes place at the O2 Arena's Brooklyn Bowl now has less than 40 tickets remaining. For more information and pictures of the venue see page 21.

Lauren Day, Events Officer said, "We had an inkling that the evening would be popular, but for more than 80% of tickets to go so quickly it is phenomenal."

"During the evening we will unveil a memory timeline of the Association's key developments since its birth in 1942. Any information, resources or images you might be able to share from yesteryear will be extremely helpful as we still have a few gaps!"

In addition to the 75<sup>th</sup> anniversary celebrations, the evening will include the British Pest Management Awards ceremony which is open for nominations and closes on Wednesday 14 December.

Act now to avoid disappointment! Those with ticket availability enquiries are encouraged to quickly contact [events@bpca.org.uk](mailto:events@bpca.org.uk)

## BPCA at the 2016 Takeaway Expo



Supported by Beaver Pest Control, BPCA attended the 2016 Takeaway Expo to showcase its membership community.

The Takeaway and Restaurant Expo 2016 took place on the 27 and 28 September and attracted over 8,700 people. The event which played host to 150 seminars, 300 exhibitors and a range of free masterclasses from industry experts was heralded a great success by Prysm Group, the exhibition's organisers. BPCA, exhibiting for the first time, was supported by Beaver Pest Control which provided technical guidance on pest issues relating to the fast food industry.

BPCA membership manager, Kevin Higgins, led specialist talks on 'The health and safety of your establishment'

and 'Essential tactics to increase your sales'. BPCA's team reported a "significant increase in pest awareness" among the food community attending the event.

Kevin said, "The Takeaway Expo was a fantastic event to be involved with and effective pest management is increasing on the agenda of the industry's key stakeholder groups. We managed to showcase BPCA's membership to some new contacts within the professional food community as well as reaffirm our capabilities to existing contacts."

"We would like to thank Beaver Pest Control for its support at the Takeaway Expo as it was great to have technical assistance on hand. We openly encourage any other members to put themselves forward to help us out in the future."

In response to feedback from the members, the Association has identified exhibitions such as the Takeaway Show as a key strategic priority to raise the profile of effective pest management at end-user events and activities. Following on from the Takeaway and Restaurant Expo, BPCA will exhibit at CropTec in November, a major event for the arable farming community.

Members interested in working with BPCA at key industry events should contact [events@bpca.org.uk](mailto:events@bpca.org.uk)

## Alan Morris moves to Country Head for Bayer

With the sale of Bayer Garden to French firm SBM Développement (SBM) comes a significant staffing change. Taking on the position of Bayer Environmental Science Country Head is Alan Morris – moving on from his current role as professional products head of sales. Alan is a member of BPCA's executive board and has nearly 20 years' experience in the industry.

### BAYER GARDEN AND BAYER ADVANCED SOLD TO FRENCH COMPANY

Bayer Garden was a part of Bayer Environmental Science – a business unit of the Bayer CropScience division. Back in October the consumer section of the business was sold to French-owned SBM, which specialises in biologics, soils, and fertiliser products. The deal means that the Bayer environmental science team is being restructured and will solely focus on professional turf, amenity, and pest control solutions. The environmental science team will remain at its home at Cambridge Science Park.

Now the sale has been completed several dedicated employees, as well as the entire range of products of Bayer Garden and Bayer Advanced, have been transferred to SBM. A license to use the Bayer brand has been issued to SBM to help with the transitional period.

### LOOKING AFTER CUSTOMERS IS STILL TOP OF THE AGENDA

Having worked in the industry for nearly 20 years, and being heavily involved with the BPCA, NPTA and CRRU, Alan Morris's contribution to the sector is far reaching. He commented, "Having led the sales team for Bayer Environmental Science for five years, I'm enthusiastic about the new role that will develop the direction of the business in sales

and marketing but, most importantly, in solutions – from regulatory hurdles to safeguarding products with stewardship initiatives, and designing new technologies moving forward."

"The future is bright for environmental science and, with a large team fully dedicated to these areas of the business globally, we have a strong team and a wealth of experience to draw upon."

"Our vision is to develop industry solutions in our pest solutions and turf solutions teams. One of the key focuses for Bayer is to innovate by enhancing formulations, so that less active ingredient is required to achieve high efficacy."

Dr. Jacqueline Applegate, President of the Environmental Science Business Unit and member of the Crop Science Executive Committee, said: "We are pleased to have completed the sale of this business to SBM. This transaction represents a significant milestone in the transformation of Environmental Science, one that enables us to further strengthen our market leadership position with a single-minded focus on the unique needs of our customers in the Professional business."

"SBM has been a fantastic partner throughout the process, and we are certain our consumer employees, customers and partners will benefit from working with this great company."

Bayer Garden and Bayer Advanced were part of Environmental Science, a business unit within Bayer's Crop Science division, which offers a range of high-quality weed and pest control products for professionals and consumers. The turnover of the Environmental Science unit in 2015 was €819million, to which the Bayer Garden and Bayer Advanced businesses contributed €239million.

## Industry research: where are we going?

We want to know your opinions on pest control, BPCA, and the environmental industry in general.

This year we have commissioned a market research company, Ooda, to liaise with our membership about the pest control community's direction of travel. This is so we can learn as an organisation how best to serve it.

The research includes a range of interviews with members, supporters and other key stakeholders of the sector. The largest activity

within the research will be an online member survey distributed through our fortnightly eBulletin.

Rachel Eyre, Membership Officer, said, "It's so important we understand where our members are heading, and also what they expect from us as an Association."

We openly encourage all staff teams to voice their opinions through the survey which will be circulated through our eBulletin very soon. You can subscribe to receive the communication at [www.bpca.org.uk](http://www.bpca.org.uk)

## Helen Ainsworth moves from Barretine to BASF

Previous BPCA director Helen Ainsworth has left her position as Technical Training Manager of Barretine Environmental and has made a move to BASF as their new UK Northern Sales Manager. She started with BASF last month (October 2016).

Having worked with Barretine since September 2011, and having served as BPCA director (2010-2012), Helen has a wealth of experience to draw upon in her new position. Helen holds degrees in both Environmental Health (Leeds Metropolitan University) and Environmental Science (Nottingham Trent University) and a post-experience Certificate in Pest Management (Birmingham City University) – making her an incredibly well-qualified member of the industry. Gavin Wood Country Sales Manager, UK, Scandinavia and Baltics confirmed her appointment last month.

"At BASF, we create chemistry for a sustainable future. We combine economic success with environmental protection and social responsibility. Through science and innovation, we enable our customers in nearly every industry to meet the current and future needs of society." Source: BASF UK website.

BASF is a German company and the largest producer of chemicals in the world, with a broad portfolio including plastics, performance products, and crop protection products. BASF Group comprises subsidiaries and joint ventures in more than 80 countries and operates six integrated production sites and 390 other production sites across Europe, Australia, Asia, the Americas and Africa.



## Chief Exec shortlisted for an award!

BPCA Chief Executive since 2011, Simon Forrester, has been shortlisted for 'Chief Executive of the Year' in the 2016 UK

Association Awards.

Sponsored by the Institute of Association Management, this award is

for an executive's "professional leadership of their association".

The winner will be announced at the Association's Congress and Awards Ceremony on 17 November 2016. Prior winners include Lesley Batchelor from the Institute of Export (2015) and Dr Michael Pritchard from The Royal Photographic Society (2014).





## Book our newly-decorated meeting room at BPCA HQ



If you're looking for a large, flexible and convenient space for meetings or events in the East Midlands, then consider the newly-decorated and well-equipped spaces in our Derby office.

Our offices are located on the Pride Park Business Park, meaning we're 10 minutes' walk from the railway station, 15 minutes from junction 25 of the M1 and surrounded by a selection of restaurants and hotels. With a park-and-ride nearby, our offices are perfectly placed for a variety of East Midlands based occasions.

### Our facilities include:

- Fully air-conditioned rooms
- Ground floor meeting space
- Projector and screen
- Large whiteboard and flipcharts
- Free WiFi
- Tea, coffee, and mineral water supplied
- Cold lunchtime buffet (on request)
- Breakfast bacon rolls (on request)

### Meeting room capacities

Board room	20
Classroom	24
Theatre	60
Exam room	16
Café / cabaret	16

For more information or to arrange to view our meeting spaces simply get in touch with [sarah@bpca.org.uk](mailto:sarah@bpca.org.uk)

## Professional pest control register sees rapid growth

*The growth of an initiative promoting quality standards in pest control is hailed as good news for the industry.*

We're happy to report that membership of the BASIS PROMPT register has soared by 15% in just two years. The register demonstrates the professional credentials for pest controllers, helping to satisfy the increasing appetite for companies to distance themselves from unqualified traders.

David Lodge, a partner at Beaver Pest Control, said, "Pest control is a complicated and highly-specialised subject, and technicians who aren't properly trained, use incorrect products or don't comply with regulations can land businesses in hot water."

"Membership of PROMPT provides independent proof of expertise, so it's a vital vehicle in the ongoing fight against the cowboys that can blight our industry."

"The fact that it's growing so rapidly shows more and more reputable businesses are acknowledging the need not only to increase standards but to be seen to be doing so by their customers."

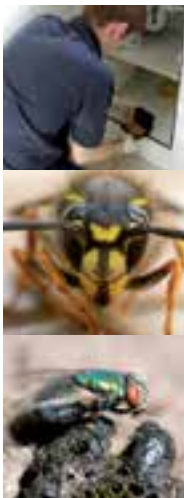
Millions of pounds are wasted every year on failed pest control treatments, and businesses can even be prosecuted if they're proven to have been negligent in their choice of contractor.

Stephen Jacob, chief executive of BASIS PROMPT, says it's vital to ensure work is carried out responsibly by people who are properly trained and competent.

He said, "Every member of the register will be a reputable, fully qualified technician who is up to date with the latest products and techniques."

"Our ID card is a symbol of quality which delivers the ability to recognise experts at a glance – it should be the first thing that businesses look for when choosing a pest control contractor."

BPCA can help member companies apply to join the register. We work closely with the scheme so our members can prove their credentials to prospective clients. To find out more information contact [enquiry@bpca.org.uk](mailto:enquiry@bpca.org.uk)



## Are you a registered BASIS PROMPT professional?

PROMPT is an independent industry-recognised register of suitably qualified people who can genuinely claim to be professionals in public health pest control and related activities.

Members make a commitment to lifelong learning Continuing Professional Development (CPD) which all professionals in leading industries are expected to make.

[www.basispestcontrol.co.uk](http://www.basispestcontrol.co.uk)

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## Moths feast in wardrobes after perfect Summer for breeding



Millions of homes are likely to have moth larvae in them after the perfect weather conditions for reproduction this Summer in the UK.

So far it's been a very mild Autumn, with record high temperatures this September. Many pest controllers are predicting a huge spike in the amount of moth-related call outs as members of the public start noticing their winter woollies have been chomped through.

Cleankill's Managing Director, Paul Bates, warns, "As the temperature drops, people are opening drawers and cupboards to find their best woollen jumpers are full of holes."

"After the adult moth has laid her eggs on the threads of clothes, the larvae hatch out at any time between four days to three weeks, depending on the temperature. The newly-hatched larvae are about 1mm long and will start to spin a small, silken tube, using some of the fibres of the fabric they are eating."

"They will eat from many sources including furs, woollens, animal bristles on brushes and even the felt inside pianos. In loft spaces, they can infest old stored clothing, carpets, natural fibre insulation and bird feathers."

## Jonathan Peck honoured by NPMA



Jonathan Peck, former Chairman and majority shareholder of Killgerm Group Ltd, was posthumously honoured with the NPMA Global Ambassador Award,

which is given to a person who has distinguished themselves through "service and support to the pest management industry."

The National Pest Management Association (NPMA) hosted their annual sector awards program on 20 October during PestWorld 2016 in Seattle, Washington. Jonathan Peck was a driving force in the pest control industry, having spent over five decades with the Killgerm group, before passing away in September 2013 after a long battle with cancer.

Back in 2013, a Killgerm spokesperson said, "Known and respected around the globe, Jonathan's passion for, and commitment to the pest control industry has been evident for all to see and admire."

"For the many people who have had the pleasure of working with Jonathan over the years, they will remember him as being a larger than life character, dynamic and action orientated, and always striving to further the best interests of the industry he loved."

In 1976 Jonathan was a driving force behind a management buyout with Killgerm, taking the company with 13 employees and a turnover of £333,000, to 17 operating companies around the world, with a group turnover of £34million and 170 staff at the time of his death. He was fundamental in the creation of the Campaign for Responsible Rodenticide Use (CRRU), often saying, "who can do as good a job as we can?" He was a key contributor to the World Health Organisation's book, 'Public Health Significance of Urban Pests' and a supporter of the Water for Kids charity. Jonathan Peck's impact on the industry was felt around the world, and the prestigious Global Ambassador Award is a fitting tribute to his life.

The full list of NPMA Award Winners 2016:

- Women of Excellence Award: Shay Runion, Arrow Exterminators Inc.
- Young Entrepreneur Award: Luke Rambo, Rambo Total Pest Control
- PestVet of the Year: Marty Overline, Aardvark Pest Management
- Committee of the Year: Fumigation Committee
- Committee Chair of the Year: Chuck Tindol (Succession Planning Committee), Allgood Solutions
- Pinnacle Award: Norman Cooper.

## What's in your glovebox?

Sometimes it feels like we spend more time in our cars or vans than in our own homes. With both the daily commute, and going from one job to the next, our vehicles often become more than just our transportation. They're our office spaces, filing systems, a storage centre for much of our equipment, our dining room table – our all-round home away from home.

At the heart of your vehicle is that precious bit of 'always to hand' storage space. That one (often neglected) bit of space, perfect for anything from an ice-scraper to an emergency packed lunch. We believe a glovebox reveals a lot about a person, so we're putting this theory to the test. So, we requested access to some of the gloveboxes parked up at BPCA HQ in Derby.

First up, we gained access to BPCA President, Paul Rodman's car, to see what he was hiding...

A spare pair of glasses, phone charger, hotel receipt, some orange scented anti-bac

wipes and a disposed of brown paper bag (which we suspect might be from the local Greggs).

What can this glove box say about the owner? This is obviously the glovebox of a highly organised and prepared person. Yes, there might be a better place for keeping your important documents, and a pastie might not be the most nutritious on-the-go meal, but we can respect a busy man's glovebox.



Secondly, we acquired the keys to newly-appointed Communications Officer, Scott Johnstone's car...

A spanner, multiple bulbs, a pair of socks, four BPCA pens, a fork, red electrical tape, 70p, chocolate wrapper and an orange water pistol.

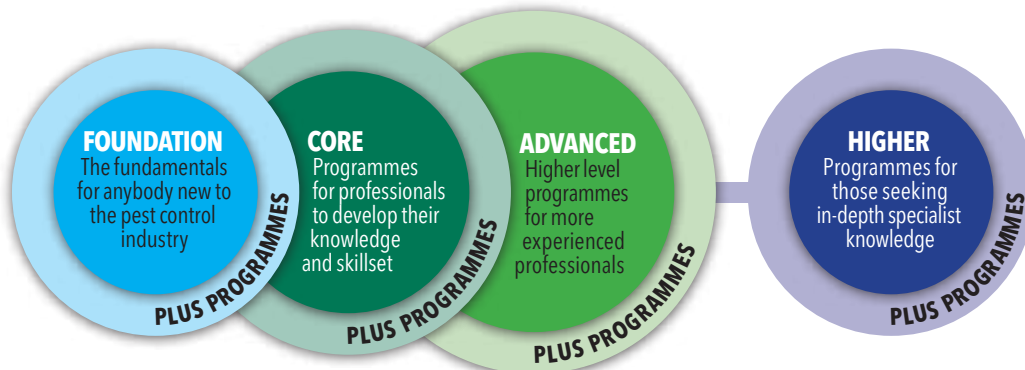
Could two gloveboxes be more different? It's fair to say the owner of this glovebox might have a little more chaotic organisational system than our President. Storing food wrappers, loose change and forks in your glovebox? We can only imagine what the electric tape is for.

When asked to comment on the state of his glovebox, Scott told us, "There's very little you can't achieve with a roll of electric tape, an adjustable spanner and a spare pair of socks. I have no idea how the pens or indeed the orange water pistol got there – honest."

What does your glovebox say about you? Send your pictures to [scott@bpca.org.uk](mailto:scott@bpca.org.uk) or tweet [@britpestcontrol](https://twitter.com/britpestcontrol) with [#glovebox](https://twitter.com/hashtag/glovebox), and we may feature you in PPC.

# Don't miss out on the BPCA Training Pathway

*The BPCA Training Pathway is our new structured learning framework that has been designed to suit all learning styles and enable professionals in the pest management industry to grow and develop throughout their careers.*



- Training that meets growing needs
- Programmes can be selected to build a tailored suite of options
- Engaging and professional tutors
- A busy, rolling schedule of programmes on offer all year round

Building on our popular range of training programmes such as the Foundation Certificate in Pest Management, General Pest Control Course and Advanced Technician in Pest Management, the new BPCA Training Pathway supports both the technical and commercial areas of pest control. One of the main advantages of the BPCA Training Pathway is that learners can map their professional development, and tailor it to their interests or the needs of the company.

Mandy McCarthy-Ward, BPCA Training Manager, said, "The new pathway has been produced to add serious value to the pest control community. The 'technical' and 'plus' routes offer professionals and organisations the chance to build knowledge, skills and experiences to become more effective in pest management and more successful in business."

The pathway begins with introductory programmes at a foundation level to build awareness. Programmes at foundation level provide the underpinning knowledge enabling progression to the core level which will further develop knowledge and skills, and for professionals who wish to demonstrate more developed competencies, they can continue to advanced and higher levels.

BPCA training is not just for professional pest control technicians (specialist and non-specialist)

but also for managers, business owners, sales and marketing professionals, supporting staff and other key stakeholders in the pest control sector who are responsible for, or interested in, pest management related activities.

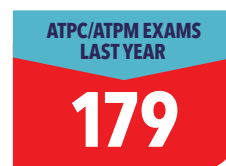
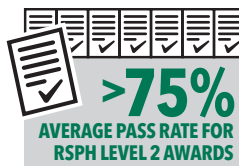
April Pearson, who recently attended the Level 2 Award in Pest Management (General Pest Control Programme), a core technical programme said, "The programme was excellent. The great resources and excellent delivery by the tutors really put the fun back into learning for me."

"The tutors put everyone in the team at ease and built our confidence in what can sometimes be a daunting situation. There was fantastic teamwork and support from everyone involved."

Alongside the release of the new pathway, we have also rearranged our programmes into chronological order on the website so members and supporters can find out what is coming up near them.

## MORE INFO

- [training@bpca.org.uk](mailto:training@bpca.org.uk)
- 01332 225113
- [www.bpca.org.uk/training](http://www.bpca.org.uk/training)





# 50 BPCA members...

*BPCA is celebrating a significant milestone after seeing its 50th member achieve CEPA Certified® status.*

Clearwell Pest Control Services, based in Brighouse, West Yorkshire, became the fiftieth member of the British Pest Control Association (BPCA) to be successfully measured against the CEPA standard. It completes a unique double for the county as Bradford-based Premier Pest Control was the first company in the UK to achieve the standard in December.

Joint Managing Directors Richard Bakes and Alan Lowry are confident the new certification can help Clearwell stand out from the crowd.

They agreed that the new EN16636 standard is a mark of quality and they are proud that Clearwell is one of the few companies in the UK with this accreditation.



Clearwell's directors, Richard Bakes and Alan Lowry

They commented, "It's very important for us to demonstrate our professional status and achieving this accreditation provides independent proof of that. The vast majority of our systems were already in place and the audit process was both comprehensive and thorough."

"As members of BPCA we sought advice prior to the audit and BPCA guided us in the right direction for some areas where we felt we needed to improve."

BPCA Chief Executive Simon Forrester described the milestone as a notable achievement – just 18 months after the launch of the accreditation. He said, "It's fantastic to see the number of members achieving the standard reach the 50 mark in such a short period of time. For the Association this demonstrates the professional standards our members adhere to in all areas of their work."

"All of our servicing members are now at least working towards the standard and we're aiming to help everyone pass the audit by July 2017."

"I encourage all interested members to attend a CEPA Roadshow or speak to our technical team to discuss how CEPA will benefit them."

The scheme was first released by the Confederation of European Pest Management Associations (CEPA) in March 2015.

It defines quality and best practice and acts as an assurance that member companies are fully qualified to deal with all species of both rodents and insects and experts on integrated pest management, the use of chemicals, and health and safety issues.

The standard is the cornerstone of BPCA's strategy to portray a positive image of the pest control industry in terms of public health, food safety, environmental sustainability and economic significance.

As part of further supporting the positive impact of the pest control industry, BPCA is working with key stakeholders such as the British Retail Consortium (BRC), major clients and other specifier's to recognise the EN16636 standard.

John Figgins, BRC Global Standards Food Safety Technical Specialist, said, "Food manufacturers need to be confident of the competency of their pest control contractors. BRC Global Standards therefore welcomes the development of the independent certification scheme and the benefits CEPA Certified® can bring to the industry."

## WHAT IS BRC?

BRC Global Standards is a leading safety and quality certification programme, used in 123 countries by over 23,000 certificated suppliers, with certification issued through a worldwide network.

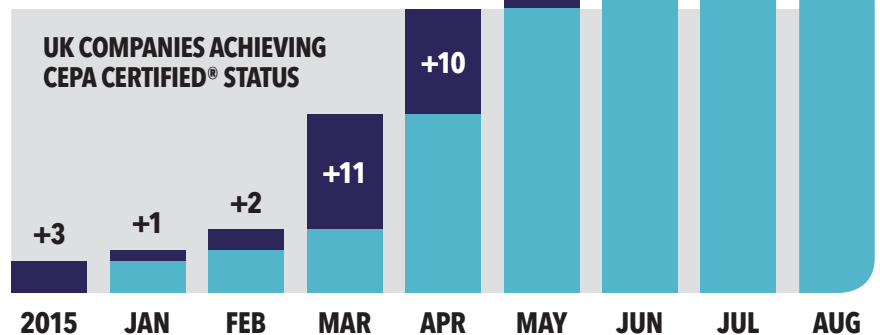


BPCA Technical Manager Dee Ward-Thompson insists certification is far from a simple box-ticking exercise. She said, "Internal audits can be weakened by pressure to allow companies to pass, which we know happens in other associations."

"So each member is being independently assessed by Bureau Veritas, the global certification body and we're the only UK organisation to impose that."

"By using third party verification, clients can be sure our audits are legitimate and that every BPCA member company is held to the same high standard."

Trade Associations Services (TAS), the company which works with Bureau Veritas to deliver UK CEPA certification, has recently been forced to increase its auditing resource such as been the demand for EN16636 CEPA Certification, with the recruitment of Andy Burton.



# stand out from the crowd!



Andy Burton, new auditor for Trade Associations Services

Andy joins the team from Rentokil and takes up responsibility for auditing pest control companies in more northern regions of the UK. Andy's thorough working knowledge of pest control and excellent interpersonal skills lead the TAS team to believe he is going to be a great asset to the CEPA process.

Talking about what he values about CEPA, Andy said, "The audit involves the entire structure of a company and makes sure everything from its working practices and training to its ethos and values are correctly aligned."

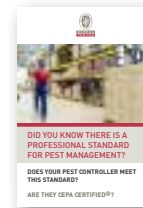
"For clients, CEPA sends out a strong message. It gives them peace of mind that the job will be delivered professionally and to a quality standard."

In order to explain what CEPA means to current and prospective clients, Bureau Veritas has produced an information booklet detailing the benefits, process and impact of becoming CEPA Certified®.

CEPA Product Manager Jess Morgan said, "The leaflet has been developed for CEPA Certified® companies to bolster their tender applications, inform new and existing clients and for associations like BPCA to demonstrate the benefits of the process to their membership communities."

"BPCA continues to remain the mark of professionalism in UK pest management and it has played a significant role in

driving the successes we have experienced with 50 successful CEPA certifications issued so far."



## YOUR NEXT MOVE

Find out more on EN16636 and CEPA, including self-help FAQs and a free eye-catching client leaflet available from



[www.bpca.org.uk/cepa](http://www.bpca.org.uk/cepa)

## SPECIALIST INSURANCE FOR THE PEST CONTROL INDUSTRY

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SPEED  
VIEW



- Stewardship education within the pest management profession is generally good
- Some concerns are being experienced from those traditionally performing their own pest control
- It remains the responsibility of the sector to continue to educate in order to reduce the threat of a total ban

“... we have to believe better training and certification will help to bring other sectors using professional rodenticides up to a higher standard in terms of awareness and product use.”

# RODENTICIDE PURCHASING IN BRITAIN UNDER STEWARDSHIP

*Rodenticide stewardship is now in effect, and you must hold a certificate of competence to purchase professional anticoagulant rodenticides. We ask the big questions about the impact of stewardship on the industry.*

The CRRU stewardship regime officially went live on 1 April 2016 when rodenticides first started carrying labels stating the new stewardship conditions. However, October marks the end of the six months transitional period (April to September 2016) where old products were phased out. Now, to purchase professional rodenticides, you'll need a proof of competence certificate showing that you have taken a CRRU-approved training course and passed the appropriate exam.

We spoke to four of our distributor members about the reality of rodenticide sale and use post-stewardship to try and better understand how the pest control industry is dealing with the new rules. Tim Peeling, the Technical Manager of Edialux (a Pelsis Group brand), Steven Bailey, Managing Director of Barrettine, Rupert Broome, Group Managing Director of Killgerm, Dr Matthew Davies, Divisional Technical Advisor at Killgerm and Dan England, General Manager of PestFix, were kind enough to share their thoughts on the subject.



## Are customers aware of the stewardship scheme?

**TIM PEELING** Edialux has sent all its customers declaration forms and covering letters to explain the changes. Our field-based team has also conducted one-to-one meetings explaining the changes going forward and, in some places, training has also been given to their customers.



Tim Peeling, Edialux (Pelsis)

“...what were once routine orders of rodenticides have now dropped...”

**STEVEN BAILEY** We have been informing our customers at different stages for a considerable amount of time, making sure they are aware of the impact of the stewardship campaign and ensuring that they have understood all of the critical timelines.

**RUPERT BROOME / MATTHEW DAVIES** Yes, our customers are fully aware of the changes. Since December 2015 we've worked with our customers to ensure full compliance. Extensive communication has been undertaken including speaking to customers directly, emails, training courses and presentations at breakfast meetings and workshops. Killgerm is a CRRU UK member company and Killgerm staff are active participants in its work groups. We have fully supported the stewardship initiative throughout.



Steven Bailey, Barrettine

“...100% of our active customers buying rodenticides have the correct proof of competence.”

**DAN ENGLAND** We went to great lengths to promote the CRRU message to our professional users and gave ample warning of the impending changes, driving them to register with

PestFix and prove their qualifications to enable ongoing supply [...] The Think Wildlife campaign has taken centre stage in our marketing campaigns to our professional userbase.

## What percentage of customers wishing to buy rodenticides have proof of competency certification?

**TP** Customers such as gamekeepers and farmers buy in large quantities and still have old stock, so it's difficult to say when they are going to purchase again and whether they'll all have competence certificates in place.

**SB** Now that stewardship is in place 100% of our active customers buying rodenticide have the correct proof of competence. The few that do not have proof of competence are pointed in the direction of appropriate training so they can obtain certification.

**RB / MD** With our help, the vast majority of our customers have already been stewardship compliant for several months.

**DE** 100% of our account customers have proved their certification. However, the CRRU legislation has come as a big surprise to the non-account holders and ad-hoc buyers, namely property managers, gamekeepers and farmers. We don't see this issue changing in the foreseeable future as these are end-users that are not informed and are the very people that we are targeting to stay away from professional-use rodenticides.

## Are you seeing changes in buying patterns?

**TP** For the customers who have embraced CRRU stewardship, yes – what were once routine orders of rodenticides have now dropped, in some cases.

**SB** Yes, we believe that volume sales on rodenticides are down, but it is too early to say whether this is due to stewardship. Other factors also come into play such as waste disposal costs, weather, etc.

**RB / MD** We have not seen any changes in buying patterns.

**DE** We have seen a massive increase in amateurs and non-registered professional users trying to buy rodenticides and getting knocked back. This causes many of them great frustration as they are used to buying from online sources and agricultural

merchants and are now (quite rightly) being squeezed out of the market. On each occasion we point them towards contacting a professional PCO to provide rodent control services.

## Are customers from outside professional pest control changing their behaviour?

**TP** It's very difficult to say as we rarely see the end-user techniques and practices, but we have supported those industries in training and support in order to improve professionalism.

**SB** Almost all professionals that use rodenticides come under stewardship (with the exception of a few indoor-only products). Barrettine does not supply direct to farmers or gamekeepers, but we know stewardship will affect all users including these sectors. As far as behavioural changes, we have to believe better training and certification will help to bring other sectors using professional rodenticides up to a higher standard in terms of awareness and product use.



Dan England, PestFix

“...business owners that traditionally...did their own pest control are definitely feeling squeezed.”

**RB / MD** CRRU UK is already monitoring changes in knowledge, attitudes and practice across all sectors.

**DE** Most farming customers are currently relying on their Farm Assurance Schemes, which expire in December 2017. We anticipate a further 'panic' from this client-base towards the end of next year. We sense general reticence from the farming community about having to re-qualify.

CONTINUED >

## THE CAMPAIGN FOR RESPONSIBLE RODENTICIDE USE (CRRU)



When government agencies raised concerns that many species of wildlife, such as barn owls, red kites and

kestrels, were being accidentally exposed to rodenticide poisons, there was a call for better stewardship of these products. The Campaign for Responsible Rodenticide Use (CRRU) is the industry's response to these concerns.

Under the banner 'think wildlife', CRRU

promotes best practice and responsible rodent control, thereby protecting wildlife from rodenticide exposure.

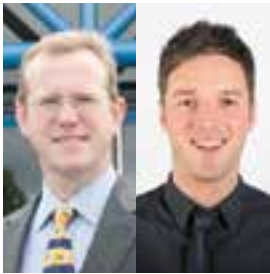
CRRU UK Chairman Dr Alan Buckle says, "We have to get smarter in the way we use rodenticides – and show we are doing so. It is now up to suppliers and users of these essential products to demonstrate that they can be applied without unacceptable effects on UK wildlife and other non-targets."

[thinkwildlife.org](http://thinkwildlife.org)

### Are customers telling you that they are changing how they manage rodent pests?

**TP** The main changes are to techniques. It appears that traps and environmental management are being utilised a lot more.

**SB** We believe stewardship, along with waste disposal and a better understanding of environmental risk assessments, has meant customers are considering a full integrated pest management (IPM) approach towards controlling rodent infestations. This obviously extends beyond just considering rodenticides.



Rupert Broome / Matthew Davies, Killgerm

“We need stewardship to be successful across all sectors.”

**RB / MD** It is too early to tell the extent of any changes. Professional pest control service companies are already used to using environment assessments, non-chemical control and establishing monitoring practices.

**DE** Most rodenticides are sold to PCOs, so, no, we do not hear much change from them. However, the property managers and business owners that traditionally bought direct and did their own pest control are definitely feeling squeezed. More could be done in this market to

publicise the CRRU [message] and its ramifications to end-users, that is needing to use PCOs or become certified in the future.

### What do you see as the threats to maintaining use of rodenticides?

**TP** The main threat to rodenticides is if stewardship doesn't work and the HSE is not happy with the end results. End-users have to embrace stewardship.

**SB** If rodenticide stewardship fails to bring exposure to non-target species of rodenticide actives under control, almost certainly there will be much tighter controls and quite possibly a ban.

**RB / MD** We need stewardship to be successful across all sectors, including farming, gamekeeping and pest control.

**DE** The biggest threat to the continuing use of rodenticides is end-users (both domestic and business) simply refusing to use PCOs and instead trying all sorts of nefarious ways to source rodenticides, in particular, engaging in bulk buying of amateur-use products.

### SUMMARY

Ultimately, we need to see a massive reduction in rodenticide residues in Britain's wildlife or more stringent regulation is going to come into effect. This would almost certainly lead to tighter controls on who can use rodenticides and how treatments are carried out, so it's in everyone's interests to use rodenticides responsibly and to follow recommendations of the CRRU Code of Best Practice.

“We have to get smarter in the way we use rodenticides – and show we are doing so.”



### Getting qualified: Are you fully trained and certified to safely use rodenticides?

If you want to buy professional rodenticides, then visit BPCA's website [www.bpca.org.uk/training](http://www.bpca.org.uk/training) and search for our 'Safe Use of Rodenticides' programme. On completion, you'll get a certificate of competence that will allow you to purchase rodenticides now that the stewardship scheme is live.

### NEXT ISSUE

#### THE LATEST THREAT

The latest threat to hit our industry is the reclassification of attractant lures as biocides. This would have serious repercussions for use of innovative products such as Nara blocks, wasp lures and moth pots. BPCA and our members, plus our colleagues in CEPA from across Europe, are working to head off this challenge. See PPC86 for details.



RODENTICIDE  
PURCHASING IN  
BRITAIN **UNDER**  
STEWARDSHIP

# New business opportunities for those prepared for rodenticide stewardship



*Ben Massey, BPCA Marketing and Communications Manager, believes the new UK rodenticide stewardship regime provides a huge opportunity for pest controllers to offer their expertise to farmers and gamekeepers...*

There's now a real opportunity to develop a professional and meaningful working relationship with traditionally, difficult to reach clients.

It's the first time in our sector that there's now a legal requirement to provide proof of competence before being able to purchase professional products. We're confident that professional pest controllers will be well prepared for the change, though we suspect stewardship may have caught lots of farmers and gamekeepers by surprise.

Without a relevant Campaign for Responsible Rodenticide Use (CRRU) approved certificate or, in the case of farmers, being a CRRU assurance scheme member, it will now be impossible to purchase rodenticides in store or online.

Traditionally, farmers and gamekeepers have carried out rodent control themselves.

However, the problem with this is that the level of training, and indeed professionalism, has varied wildly.

We've always known it's preferable to have a qualified and experienced pest control professional carrying out rodent control work in an agricultural space – now the agriculturalists are going to have to take notice too.

Farmers and gamekeepers now effectively have two choices: get qualified or get help!

And this is where your company has the opportunity to grow. Present yourself up as an expert consultant for these sectors – just in the same way the trusted agronomist has for decades. Agronomists are specialist crop consultants that are well-respected in the farming world. Their job is to add significant value to farmland by maximising field yield, as well as giving practical advice to get the very most out of every season. A professional pest controller can add just as much value to farmers' and gamekeepers' operations as an agronomist, and now that they're being forced to reconsider their practices due to stewardship, there's never been a better time to introduce yourself.

For years, many farmers and gamekeepers have been unaware of best practices when setting out bait points and the correctly using rodenticide. Now that there's serious concerns surrounding potential contaminants coming into contact with British wildlife and non-target species, there's a gap in the sector for professionally-trained and certified pest controllers to offer advice and services where there wasn't necessarily a demand before.

BPCA members are required to adhere to all the Codes of Conduct shown on the BPCA website, including the CRRU Code – making them ideally placed to offer advice and consultation to farmers and gamekeepers. Rodenticide stewardship offers a unique challenge for pest control in the UK, which BPCA members are uniquely prepared for.

Now is the perfect time to capitalise on the opportunity stewardship presents.

Professional pest controllers have the opportunity to share their knowledge and present themselves as consulting experts, to a client base that traditionally may have passed up the service before rodenticide steward went live in the UK.





# Bee control best practice – updated!

*The Pest Management Alliance has released an updated (Issue 3) Code of Best Practice relating to the control of bees, expanding the document from just feral bees to encompass all bee species.*



An online CPD quiz based on this feature is now available on the BPCA website. Each quiz is worth three PROMPT CPD points – register to take part at [www.bpca.org.uk/affiliate](http://www.bpca.org.uk/affiliate)

Image: CC Charles J Sharp



The Alliance, which is made up of BPCA, the Chartered Institute of Environmental Health (CIEH) and NPTA, acknowledges both feral (semi-wild) and colonised bees as an important beneficial insect to the environment, and not a pest.

In the Code, the Alliance identifies pesticide treatment as a last resort, and maintains that efforts should be made to avoid control treatments altogether. Potential risks for foraging, non-target honey bees finding a treated nest include contaminated honey designed for food use, serious bee kills and destruction of hives.

Dr David Aston, Technical Director of the British Beekeepers Association (BBKA) said, “We welcome the publication of the updated guidance as a significant contribution to help ensure bees are safeguarded as much as possible.”

## WHAT'S RESPONSIBLE FOR DECLINING HONEY BEE NUMBERS?

The honey bee is under attack from the varroa mite and it is only the treatment and care provided by beekeepers that is keeping colonies alive. Most wild honey bee colonies have died out as a result of this disease.

Pest controllers who are tasked with treating a honey bee nest should assess the situation carefully. The Alliance advises that if the nest is not causing any risk to public health, then the pest professional should carefully consider the alternatives before carrying out the treatment:

- Can the swarm be rehoused through a mobile bait hive containing a pheromone lure to attract the queen?
- Can the hive be persuaded to move on using non-pesticide smoke (only within first 48 hours of residency)?

- Can the hive be controlled during winter months when honey cells are capped and the stores are at their lowest?
- If control action takes place, can you mask or destroy the smell of the old colony using deodorising compounds to not attract scouts looking for new sites?
- If insecticide use is necessary, can you close off the entrance(s), using extension laces if required, to ensure no future bees colonise the area and the treatment is carried out legally?

**SPEED VIEW**

- Do not apply bee treatments unless there's a serious threat to human health
- 25% of all bee types are endangered
- Bees will not sting unless they have to, and even then serious physical provocation would be required
- Congregations of bees usually do not indicate nests
- Best advice is to wait for bees to 'go on their way'

## Bee control precaution checklist

 **ENLIST A LOCAL BEEKEEPER?**   
 Visit [www.beeconnected.org.uk](http://www.beeconnected.org.uk)

**WORKING AT HEIGHT?**   
**Use access equipment**

**WORKING WITH CHIMNEY FLUES?**   
**Demolition may be required**

**CHANCE OF OTHER BEE ACCESS?**   
**Take action**

**CHOICE OF INSECTICIDE?**   
**HSE 'approved for use' only**

**TREATMENT TIMING?**   
**Just before dusk**

**WASTE DISPOSAL?**   
**Controlled via a licensed waste contractor only as 'non-hazardous'**

**RISK AND COSHH ASSESSMENTS?**   
**Record your findings**

**COMPETENCY OF TECHNICIAN?**   
**No training? No treatment!**

### HELP FOR CLIENTS

To accompany the Code of Best Practice, BPCA has produced information for you to give to clients to explain why treatments are only carried out in extreme circumstances. See PPC84 or the BPCA website for copies of these documents.



### MORE ADVICE

British Beekeepers Association

 [www.bbka.org.uk](http://www.bbka.org.uk)

National Bee Unit

 [www.nationalbeeunit.com](http://www.nationalbeeunit.com)

### UN-BEE-LIEVABLE FACTS

- It has been estimated that it would take 1,100 bee stings to produce enough venom to be fatal
  - Honey bees fly at a speed of around 25km/h and beat their wings 200 times per second
  - A third of all the plants we eat have been pollinated by bees
  - Bees have been around for more than 30 million years
  - Honey bees are particularly sociable and can live in groups of up to 50,000 in a single hive. Bumble bees are also social, but live in smaller groups of 50 to 150.
- [www.bbka.org.uk](http://www.bbka.org.uk)

## Bee spotters of the world unite! A few of the bees you're likely to see...



Honey bee



Red mason bee



Early bumble bee



Red-tailed bumble bee



Tree bumble bee



Ivy bee



Tawny mining bee



White-tailed bumble bee



Small garden bumble bee



Common carder bee



Leaf cutter bee

Images: Berks, Bucks and Oxon Wildlife Trust ([www.bbowl.org.uk](http://www.bbowl.org.uk)) - North East Wildlife; Peter Creed; Philip Preedy; Cécile Bassaglia; Bramblejungle; Suzsanna Bird; Rachel Scopes; Jon Hawkins

# BPCA to host inaugural British Pest Management Awards

*BPCA will host the very first industry-wide British Pest Management Awards which recognise excellence in the UK pest management sector.*

**BRITISH Pest Management AWARDS**

Your name here?

## AWARDS THAT ARE OPEN FOR NOMINATION (AND FREE TO ENTER):

### DEL NORTON AWARD

Outstanding contribution to the fumigation sector

### CHARLES KEEBLE AWARD

Outstanding commitment and performance in training and development

### UNSUNG HERO AWARD

Outstanding support to the pest management industry

### LIFETIME ACHIEVEMENT AWARD

Outstanding contribution to the pest management industry

### TECHNICIAN OF THE YEAR AWARD

Outstanding performance as a pest management professional

### COMPANY OF THE YEAR AWARD

Outstanding pest management service

## BRITISH Pest Management AWARDS

**ACT NOW!  
DEADLINE FOR  
NOMINATIONS  
14 DEC**

“The BPMAs represent a fantastic initiative for the whole pest control community to come together and recognise excellence.”

The British Pest Management Awards (BPMAs) acknowledge the difference individuals and companies can make to portray a positive image of the pest management industry regarding public health, food safety, environmental sustainability and economic significance.

Open to all pest management professionals operating in the UK, the ceremony will take place at BPCA's 75<sup>th</sup> anniversary dinner at the O2 Arena's Brooklyn Bowl, on 22 March following the first day of PestEx 2017.

Kevin Higgins, Chairman of the BPMA judging panel, said, “The BPMAs represent a fantastic initiative for the whole pest control community to come together and recognise excellence.”

For the sake of independence, organisations are limited to one nomination per category and all references to company names will be redacted throughout the shortlisting and judging process.

Representatives from the sector's key stakeholder groups, such as BPCA, NPTA and independents, have all been invited (awaiting confirmation) to identify winning and highly commended entries as the award judging panel.

The deadline for BPMA nominations is 5pm on Wednesday 14 December. Entries will then be shortlisted against criteria set out at [www.bpca.org.uk/awards](http://www.bpca.org.uk/awards)

Submit nominations to [awards@bpca.org.uk](mailto:awards@bpca.org.uk)

# BPCA TO CELEBRATE 75<sup>TH</sup> ANNIVERSARY

Next year we will celebrate our 75<sup>th</sup> anniversary with a special dinner held on the evening of Wednesday 22 March, after day one of PestEx 2017.

STOP PRESS  
ONLY 40  
TICKETS LEFT  
BOOK NOW!



SPEED  
VIEW

- WHAT? BPCA 75<sup>th</sup> anniversary
- WHEN? Wednesday 22 March 2017
- WHERE? Brooklyn Bowl, O2 Arena, London



Since it's very first meeting at London's Great Eastern Hotel in 1942, BPCA has continued to showcase pest control as a specialised and valuable product, demonstrating the importance of trained and competent practitioners.

Originally established to preserve the nation's food stocks in time of war, and to maintain public health through stewardship of the limited stocks of pyrethrum, the UK's leading pest control association today boasts 650+ members, representing over 3,500 professionals operating within the industry.

Taking place on Wednesday 22 March at the O2 Arena's Brooklyn Bowl, the largely informal dinner will give attendees the chance to celebrate the last 75 years of BPCA, as well as reflect on challenges facing the sector

now and in the future. The 75<sup>th</sup> anniversary dinner will bring together the pest control sector's key stakeholders to champion the activities of the association, its membership and supporters in a fun and exciting environment.

BPCA President Paul Rodman said, "BPCA has come a long way since 1942, but we still hold the same virtues today in maintenance and preservation as we did then. The dinner will be a chance for people within the industry to come together in an enjoyable atmosphere, and perhaps talk about what things might be like in the next 75 years."

"It is important to us that we make this celebration accessible to all members of the pest control community, so we have tried to take this into account when sourcing venues and activities in and around the London area. I encourage all

readers of PPC to make an effort to attend, especially colleagues who will be at PestEx 2017."

The celebratory 75<sup>th</sup> anniversary dinner has a maximum capacity of 200 guests, based on round tables of ten. After a semi-formal dinner (including awards), the venue also benefits from being able to facilitate further networking with bowling lanes, bars and lounges all open to dinner attendees to mark the memorable occasion.

## BOOK NOW

To register interest contact BPCA Events Officer Lauren Day.

✉ [lauren@bpca.org.uk](mailto:lauren@bpca.org.uk)

☎ 01332 225111

## THANK YOU!

Supported by

**Barrettine**

**BASF**  
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**pelsis**

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Europe

We are compiling a BPCA 'memory wall' and timeline for PestEx...

1942

First meeting of the Industrial Pest Control Association at the Great Eastern Hotel, London.

2017

BPCA to celebrate 75<sup>th</sup> anniversary during industry flagship event PestEx.

We want to include your pictures, comments, memories and facts about the development of BPCA.

\* Contact [marketing@bpca.org.uk](mailto:marketing@bpca.org.uk)  
We'd love to hear from you!

## MEET THE MEMBERS Keith Patterson - a day in the life of a fumigator

*Keith is a fumigation technician with 29 years' experience. He currently works for Dealey & Associates.*



**07:30** Hit the road: a fumigator always starts early. The first call is to view a job at a grain merchants to investigate the gas retention of a fumigated silo. Since the CRD changes to phosphine use, we are not able to fumigate products more than once so every fumigation has to be monitored carefully.

**08:00** No tractors on the road so arrive at the job early. I catch up with the site manager to go through the RAMS, exclusions zones and concentration readings for the fumigation. He sends me off with a permit to work and I go about drawing atmosphere samples from the silo. Readings look good, so I call them into the office so admin can update the CTP programme. I am confident that we have reached lethal levels, so I book in the ventilation when I hand in my permit.

**09:00** Back in the van to head to the next site where I will be meeting my second pair of hands. A fumigator rarely works alone! This job only arrived at the start of the week but, as it's one of our contract customers, we moved a few things around to help them out.

**10:00** On-site at a malting company. Confined space rescue is the main subject of our permit and it takes half an hour to go through the safety checks with the customer. We carry out a high-pressure fog of a jumbo storage bin using a machine we fondly call 'the beast.'

My second man keeps me tied to an anchor outside with his eyes on me and his hands on the rescue winch! My multi-gas alarm behaves itself and stays quiet so we finish the job in a little under an hour. We're already on-site so we check through some commodity samples for our customer. It's tedious work, but diligence pays off in this case. One insect which slips the net can cause many thousands of pounds' worth of damage.

**13:00** Quick break for lunch before driving in convoy to the next site.

**14:00** All work stops for 'The Archers'.

**14:30** An on-farm fumigation. We arrive at an empty yard and within ten minutes three workers have gathered from who-knows-where, all on foot. After a chat and a giggle, we learn that there is a neighbour's farm we should be calling at later in the week. Everyone knows each other around here!

**15:30** Job was a pleasure. We even got a cup of tea from the farmer's wife. We check for gas leaks, tape off the gas lines, put up warning notices and book in the first monitoring visit. We will be back in a week to see how things are going.

**16:00** Make a call to the office and head back to the yard to load up for tomorrow. I'm off to gas some shipping containers of recycled clothes just past the Dartford Crossing, so just a little different today.

**18:00** Once kids are put to bed, it's a steak and ale pie for dinner with full control of the TV, which is great especially as 'Cold Feet' is back on.

**22:00** Finally hit the hay, ready to go again tomorrow.



## Me and my shadow

*We're always looking for ways to help people new to the sector get the professional help and experience they need to be fantastic pest controllers...*

We're considering setting up a 'shadowing' scheme so those who are new to the industry can get on-the-job experience by following more established and experienced pest controllers. We all know the importance of spreading the message of professionalism and quality throughout the industry, and a properly implemented mentoring scheme could be a key tool for realising this vision!

This initiative is nationwide,

so you won't be mentoring your future competition. Instead, the mentor will join you from another region for specific types of inspections, treatments and projects they have outlined in their 'need for experience'.

Similar mentoring schemes have been successfully running around the world and, although we're still working out all the ins-and-outs of the programme, we believe it could be a valuable tool for everyone involved.

### WE BELIEVE THE SCHEME WILL DELIVER:

- Answers to the most pressing pest control questions
- The opportunity to bounce around ideas freely
- Management and business-related advice
- Professional networking opportunities
- Increased knowledge, skills and confidence.

### WHAT DO YOU THINK?

We're looking for pest controllers and companies that would consider helping people new to the industry get set up and involved with the community. Would you be interested in volunteering your time to support the next generation of pest controllers?

### GET IN TOUCH...

We also want to hear from you if you think you could benefit from being mentored by an experienced BPCA member. Would you be interested in being mentored? Whatever your thoughts are about mentoring, we want to hear them.

 [membership@bpc.org.uk](mailto:membership@bpc.org.uk)

# WHAT DO YOU KNOW ABOUT THE FaCE FORUM?

*The FaCE (Fumigation and Controlled Environment) Forum is made up of BPCA members who consider fumigation and controlled environments among their main income streams. In layman's terms these are the guys who use gas and heat to eradicate pests.*

## POPULAR FORUM DISCUSSIONS INCLUDE:

\* Stored product insects with both gas and heat treatment

\* Bed bug eradication

\* Textile pests

\* Phosphine stewardship



### DID YOU KNOW?

Fumigators have to deal with volatile chemicals, but also with a volatile legislative landscape that has been changing dramatically over the last year. The Forum has acted as a vital tool for the UK distributor of phosphine to be able to help fumigators adjust to the changing label and training requirements to ensure the continued use of their products.



Martin Cobbald, Chair of the FaCE Forum, said, "It was always considered true during the heady days of freely-available methyl bromide that fumigators were those pest controllers too weird or dangerous to be able to do pest control properly. A lot has changed in the last fifteen years and now professionalism and accuracy always sit top of the agenda."

"Not only does this forum provide a valuable function of keeping FaCE members in touch with one another, but it also forms the basis for a countrywide network of fumigation and heat treatment professionals for any BPCA member to use. For this reason the forum is open for all members to join and everyone is welcome."

FaCE Forum meetings have recently focused on phosphine stewardship and its changing regulation.

Similar to our other committees such as Servicing, and Manufacturers and Distributors, the FaCE Forum

provides a powerful voice for the industry to be able to feedback to legislators and manufacturers. What's more, BPCA believes the FaCE Forum is absolutely unique in the UK in that the discussions that take place in the room will not happen anywhere else in the country, or in any other association. The Forum is far from being a closed shop, and the Association, along with the Forum itself, openly invite new participants for the meetings.

To learn more about working within feed production, food manufacturing or hotel sectors, why not attend a FaCE Forum to discover what the power of the BPCA network can do for you?

## RESERVE YOUR PLACE

Our next meeting is in Derby on 28 November.

 [rachel@bpca.org.uk](mailto:rachel@bpca.org.uk)

**WANTED!**

## new products for testing

*There's a huge variety of professional products and services targeted at pest controllers – but how do you make your product stand out? Answer... BPCA product testing!*



Whether you've got a new product that you want to get into the hands of pest controllers, or a company favourite that you would like to highlight to the pest management world – now's your opportunity! We're putting together a product testing feature for inclusion in the next issue of PPC.

All of our product testers are BPCA members, meaning you know your products are in the hands of an actual pest control professional.

### How it works:

- Let us know what product you would like to be tested and how it's typically used.
- Send samples of the product that you want to be tested
- We'll put your samples into the hands of the real experts, our members.

Note that all products must be either targeted at, or frequently used by, pest controllers.

Your product will then feature in PPC, with a full review from our product testers.

Do you have questions about product testing? Contact [scott@bpca.org.uk](mailto:scott@bpca.org.uk)

**WANTED!**

## new product testers

*There's a huge variety of professional products and services targeted at pest controllers – but how do you know which products are any good? You ask a BPCA product tester!*



Interested in putting some of the latest and greatest pest control products to the test?

We're looking for members interested in giving honest reviews of products and services available for professional pest controllers.

We'll send you products, free of charge, and, in exchange, you tell us what you think! Your review will be used in PPC so our community can get an honest and practical insight before parting with their hard-earned cash.

### What you'll need to do:

- If you're selected as a product tester, you'll be expected to write a review within two weeks of receiving it
- You'll be asked to describe the use and benefit from a user's point of view – why should someone buy this product?
- Appropriately manage expectations and describe limitations with the product.

Note that you must be part of a BPCA member company to be a product tester.

Interested in being a trusted product tester? Contact [scott@bpca.org.uk](mailto:scott@bpca.org.uk)



# Introducing the Bayer Pest Solutions team

At Bayer our experienced UK team of Pest Experts combine the expert scientific knowledge of Bayer with a practical understanding of how our products can be integrated into your pest control programme.



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- Photo identification
- Pest identification  
& treatment

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BPCA EMAIL

# Ask the technical team

As the leading trade association for the pest management industry in the UK, we're often the first point of reference for pest professionals, media, government and the general public requiring assistance with pest issues. Technical Officer Natalie Bungay touches on some of the common questions she has had in her inbox recently.



**ARE YOU A BPCA MEMBER WITH A TECHNICAL QUERY? GET IN TOUCH...**

 [enquiry@bpca.org.uk](mailto:enquiry@bpca.org.uk)

 01332 225104

 @britpestcontrol

**INBOX**

SENT

ARCHIVE

BIN

SPAM

**SUBJECT: RODENTICIDES**

With the colder temperatures closing in, mice such as the wood mouse may make an appearance within homes and businesses, is it okay for me to lay rodenticides internally?

Natalie Bungay <enquiry@bpca.org.uk>

**REPLY**

As with any pest control strategy, you must think of the risk hierarchy and what controls pose the least risk, starting with non-toxic measures such as traps. What you need to remember is that if a wood mouse population is entering a building, what are they entering for? Is there a possibility that they are still egressing to the external areas? If the answer is yes, then rodenticide use internally may lead to the rodents dying outside and becoming a potential for secondary poisoning. Make sure you really think about the tools you have available for internal mouse control, especially when they are anything other than house mice.

**SUBJECT: AUDITS**

How do I get support to make sure I am ready for the EN16636 audit?

Natalie Bungay <enquiry@bpca.org.uk>

**REPLY**

All BPCA members have a dedicated field support officer to help with the standard. The officer will explain the standard, how the audit day will flow and give you detailed but simple advice. They will see how your business functions and then let you know what the auditor will want to see. Anything you do not already have in place, the BPCA can provide! Initially, contact me to start the support process.

[enquiry@bpca.org.uk](mailto:enquiry@bpca.org.uk)

**SUBJECT: WARFARIN INDOORS**

Is it legal for grey squirrel warfarin to be used inside all year round?

Natalie Bungay <enquiry@bpca.org.uk>

**REPLY**

Yes. You can use the baiting technique all year round in places such as roof spaces, and this applies to the whole of the UK. You must make sure that you do not use other warfarin-based poisons as this would be illegal; it needs to be specifically authorised for grey squirrels on the label. However, if you want to use warfarin in hoppers externally for grey squirrels, there are restrictions in some areas of the UK as well as strict guidance under the Grey Squirrel Warfarin Order. Feel free to contact your BPCA support officer for more details.

**SUBJECT: STEWARDSHIP**

Rodenticide stewardship: do we have to get new employees qualified immediately?

Natalie Bungay <enquiry@bpca.org.uk>

**REPLY**

If you want them to use rodenticides then yes. New labels under stewardship conditions were released on 1 October which means the user must comply with the need for one of the certifications listed by CRRU. An uncertified employee can be involved in the application of rodenticides but this MUST be with direct supervision of a certified user, direct meaning 'by their side'. Older labels that are not under the stewardship conditions can be used up until 31 March so it is important you get that old stock out and used before this date. Please see this website for the up-to-date list [www.thinkwildlife.org/list-of-training-and-certification/](http://www.thinkwildlife.org/list-of-training-and-certification/)



- Use rodenticides indoors only after other methods have failed
- The use of grey squirrel warfarin is a special case with special rules
- Those who use rodenticides must be qualified, even if only recently employed
- Help from BPCA is available to ease the audit process

# If it's not written down, it didn't happen!



*Kevin Higgins explains how recording written evidence can make the difference between a contract renewal and a date in court.*

In the age of digital technology the importance of records can sometimes be overlooked. The BPCA office receives calls at least once per week from members of the public that have had some sort of pest control treatment but had not been given any paperwork, whether written or electronic. "Really?" I hear you say, "surely not!" Just last week alone I took three calls from members of the public that were concerned because a pest controller had carried out a treatment but had left them with nothing in writing. Not only is this unprofessional, it's also a risk to health and safety should anything have gone wrong, and may even be a breach of consumer legislation.

The only time records are normally requested are when things either go

'pear-shaped' or there is an issue with the treatment, so quite often technicians are mistaken in thinking that they are not that critical. But the old saying "if it's not written down it didn't happen" applies – your paperwork is the only evidence you have to state that the work has taken place.

I often hear the statement "it was only a small job, so no need for any paperwork" – this could not be further from the truth. In fact, the small jobs are just as important as any other for so many reasons, and getting paid is high on that list.

This is not about recommended contents of a site folder, or an 'all singing, all dancing' electronic system (I'll save that for another article) – it's the very minimum that we recommend you leave with any client.

## SPEED VIEW

**Proper reporting conveys many benefits:**

- **Your side of 'the story' is covered if there are legal challenges**
- **Less time spent playing 'catch-up' with internal work records**
- **Much legislation calls for fully-formed documentation**
- **Trends in your own working methods are easier to analyse**

“If a complaint or incident arises following a treatment, usually the first request made by investigators is for a copy of the treatment records.”



**Professional pest control: essential records**

Finding pests in the home or business can be very distressing, and that is when the public turn to professional pest controllers to solve their problems. It is essential that good practices, as well as legislative requirements, are carefully followed. If a complaint or incident arises following a treatment programme, usually the first request made by investigators is for a copy of the treatment records.

Professional companies must ensure that there is a true and accurate record of the treatments provided, but you may be surprised to know that some companies do not complete any treatment records, written or electronic, and some companies offer very little information on their reports, making them almost useless.

'BS EN 16636:2015 Pest management services – Requirements and competences' requires a formal record, service report and client recommendation to include a retained internal record of the pest management plan and service delivered. This British Standard forms the basis of our recommendations.

A good pest management report should comprise:

- All of the site details: address, date and call type
- Reason for visit and visit type (one-off, contract, routine call-out, follow-up)
- Detail what has been done on the visit, not just "inspected all areas"
- Pest activity found and any actions taken
- Recommendations or precautions – it's unusual to find nothing to recommend, but as a minimum mention something like "good hygiene and housekeeping in place"
- Progress (or otherwise) of prior recommendations
- Detail risks assessed and describe how any potential incidents were avoided, e.g. changing a formulation, using PPE or safe access equipment
- List products used – don't just put the product name, also record the active ingredient and quantity, and also list where the products were applied (a simple map may help)
- Confirmation that the job has been done
- **Get names and signatures!** It's very important to prove you have been there and your client has received the report. Ensure you print names too.



### THE CRRU CODE

The CRRU Code tells us that, “It is good practice to leave details about the products you have used, the appearance of the bait, the number and position of baits laid and the actions needed if bait is disturbed or consumed accidentally, and obtain where practicable the occupier’s signature confirming full understanding of the treatment programme and the inherent risks to non-targets.”

Product labels require you to remove rodenticide on completion of treatment. To safely dispose of the product and its packaging, remove all baits after treatment and dispose of them in accordance with local requirements. For information on disposal contact your local environment agency. Records relating to actions taken at the end of treatment are also useful to show that all your bait points and bait have been removed.



### EUROPEAN BIOCIDAL PRODUCTS FORUM



Those who apply rodenticides as a part of their job are expected to keep adequate records of their activities. These records will normally be in a written form, either stored on paper or electronically, with copies held both at the treated site and with the technician.

### BAIT REMOVAL



According to Dr Ed Blane of Natural England some sites still have forgotten bait going back years. These can still cause poisoning incidents. The subsequent investigation will be asking who placed the bait. Do you have records to show that you removed all your bait points?

### CONSUMER RIGHTS ACT

The new Consumer Rights Act October 2015 requires that a service must be provided with reasonable care and skill: **it focuses on the way a service has been carried out** rather than the end result. This means that, if a trader has not provided a service with reasonable care and skill, they will be in breach of this right, whatever the outcome. Not completing essential paperwork may well come under this section.

### CHARTERED INSTITUTE OF ENVIRONMENTAL HEALTH (CIEH)



The CIEH says that reports should contain:

- Location of baits and monitors (this may be in the form of a checklist or plan)
- Details of follow-up inspections
- Confirmation that all accessible baits have been removed at the end of the treatment
- In the case of failure to gain access to collect baits, a letter advising the occupier that the responsibility for the protection of the baits has transferred to them (Nb. BPCA members have access to a sample copy of such a letter via the members’ area of the website).

Where anticoagulant rodenticides are used outdoors the following additional records should be kept:



- Inspection reports, that demonstrate the treatment frequency to check and replace baits and to search for and remove dead rodent bodies where appropriate
- Reports of any effect on non-target species and action taken to reduce risk
- Reports of any interference or removal of baits
- Reports on conditions, which may adversely affect treatment and remedial actions
- Evidence that control has been achieved within the prescribed timescales.



Firstly let’s cover the report, either paper or electronic. As a minimum it needs to have the customer’s name and address details, your name and contact information, what you have done and what has been used (actives and trade names of the products you have used, even if they are non-toxic). When you read the report, remember that nine times out of ten the client does not understand pest control, so make sure that they will be able to not only comprehend what you have done, but also what needs to be done next, if anything. We highly recommended that you sign the report, date it and get the client to do the same. This will add protection should you face any

complaints but it also demonstrates your level of professionalism.

We also recommend that you leave the client with all of the required health and safety documentation. Again this can be paper copies, web links or email, but as a minimum we recommend at least the MSDS for any products used. It will always be of benefit to leave a copy of your site-specific risk assessment. This is something that should be done on site for every job, however small. Also include copies of safe systems of work and any specific training certificates for jobs that require qualifications (for example rodenticides,

aluminium phosphide or mobile elevated work platforms). All of these demonstrate your commitment to health and safety and will also give the client assurance that you represent a professional company.

I could give a much larger list of documents that should be left with a customer, and many of you will already leave more than I have recommended. However, this article was prompted by the fact that so many are leaving nothing. So, make sure you are covered and leave these items as a bare minimum – anything more will only benefit you and your client.

**...GIVE THE CLIENT ASSURANCE THAT YOU REPRESENT A PROFESSIONAL COMPANY.**

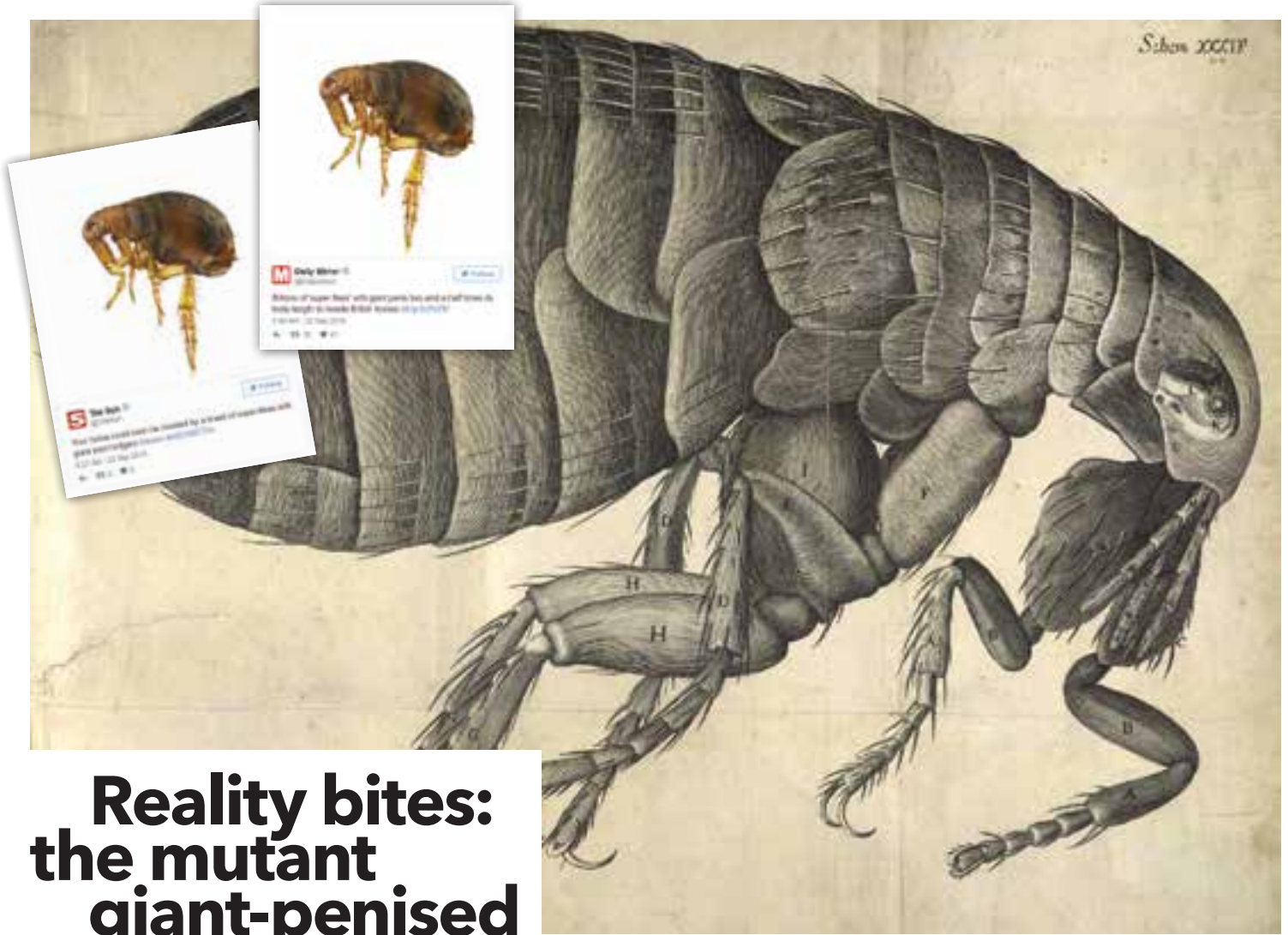


Image: The British Library Board - Robert Hooke, Micrographia 1665

# Reality bites: the mutant giant-penis fleas invading the tabloids

*Here we go again. The latest wave of shouty headlines about outsized monster invaders is rolling in. The latest crop – fantastically – are the “billions of super fleas with giant penises” invading British homes.*

These monsters are giants, said *The Mirror* – “far bigger than normal fleas”. And, according to *The Express*, they “have mutated to have large manhoods and are now immune to poisons”. *The Sun* went even further, suggesting that their penises were all “erect”. Save yourselves!

Hysteria around arthropods (insects, spiders and their allies) is common fodder for newspapers – it’s been barely a month since a completely different swarm of “giant cannibal spiders” was “invading British bedrooms”. Pholcids, the spiders in question, are not only utterly harmless but are in fact beneficial because they eat other less harmless insects.

Such headlines pour oil on an unhelpful fire of general fear and aversion towards arthropods. This fear is unnecessary and

avoidable. An awesome experiment involving *Doctor Who* in 2011 demonstrated that there is nothing innate or evolutionary about this fear – and it most likely persists through cultural reinforcement. So if we don’t teach our kids to be afraid of bugs, they won’t grow up afraid of bugs. And that means they won’t miss out on a whole world of awesome.

At least with fleas there is something to be genuinely concerned about – they are, after all, obligate bloodsuckers and can be vectors for several important diseases including bubonic plague. But we have been living and dealing with fleas for centuries. Caution is sensible; blind panic is not.

But why the fuss about these fleas and their penises? A flea’s penis, however giant, is quite the wrong end of a flea to get worried about. Let’s try and unpick this story a little.

## ARE FLEAS INVADING?

To begin with, fleas are not “invading” – they are already found everywhere except the Arctic. Fleas typically follow cycles with adult populations booming in Summer and generally dying away in Winter. They thrive in damp, humid conditions but cannot develop below about 13°C, meaning Winter usually halts their activity.

However, there has been a succession of increasingly wet Summers and mild Winters, which provides good conditions for flea breeding. So fleas may be proliferating in the balmy weather. Some veterinary organisations and charities have reported increases in cases. And these reports appear to have been cherry-picked by tabloids in an effort to create panic.

But Natalie Bungay of the British Pest Control Association said, “There certainly have not been any mentions of anomalies in flea reports, whether it be the size of them or frequency of them.”

### PESTICIDE-RESISTANT MUTANTS?

Neither is there any truth in the claim that these insects are resistant to current pesticides. While fleas may have become resistant to many older insecticides, there is no conclusive evidence of any resistance to more modern chemical treatments. Concerns about what looks like resistance are mostly down to failure to follow, or stick to, product directions.

There is also no obvious evidence that fleas are getting any bigger. Neither, disappointingly, are their penises.

### HOW GIANT, EXACTLY? I'M ASKING FOR A FRIEND

However, it has to be said: there is at least truth in the rumour of “giant-penis fleas”. Fleas do have extraordinarily long penises. Being in possession of a 3.3mm appendage may not sound like much, but it is up to 2.5 times the flea's own body length – on an average man that'd be a 4m member. But this was the case anyway – there is no new breed of particularly monstrously hung mutants, just the regular well-endowed ones.

The penis size of the flea is a record for insects, although not for animals generally as is sometimes claimed. That honour goes to the barnacle (eight times its body length, which would be 14m on a human in case you are wondering).

But flea genitalia are hardly a clear and present threat. On the contrary – what flea penises are is fascinating. They have been described as “the most elaborate genital organ in the animal kingdom”. The penis is an immensely long wispy ribbon-like structure, kept coiled up inside the abdomen when not in use. It is so thin that it is “only faintly discernible”, even under a microscope, and cannot enter the female by itself. It must be supported by extra structures called ‘penis rods’ which, along with external claspers, help to manoeuvre the whole apparatus into place for mating to occur.

The precise function of the penis rods is not entirely clear – one end is shaped “like a cobra's hood”, so they may act to scoop out rivals' sperm. Alternatively they may help to transfer the sperm to the female – one author observed sperm with tails “wound around the penis rods like spaghetti on a fork”. Nobody really knows.

Such a delicate, fragile organ is hardly something to strike terror into the hearts of the nation, so why all the tabloid hate?

### MATERS GONNA MATE

Maybe they were thinking of Strepsipteran penises, or possibly bed bug penises. Those are a whole different, rather stabbiest ball game: genuinely the stuff of nightmares. Look them up if you dare. Or maybe bush cricket genitalia, some of which resemble bear traps and handcuffs.

The mechanical details of how males and females mate is enormously important in determining whether – and which – DNA is



passed on. It's therefore somewhat central to the process of evolution. Genitals are used as anchors, hooks, locks and keys, turnstiles, advertisements, titillators, manhole-covers, crowbars, weapons, mazes and many more – and with such a bewildering array of functions they are some of the fastest-evolving structures in nature.

Insect genitals, particularly, are a smorgasbord of delightful weirdness. Male damselflies have shovel-shaped penises for removing rivals' sperm. Some male spiders snap off one of their two detachable penises inside their mate, both to deter future lovers and to prolong sex while they run away. Female barklice's vaginas are shaped like a prehensile penis and literally reach into the male to grab his sperm.

The point being: insect genitals are compelling enough already, without the need to invent reasons to be scared or disgusted by them “invading our bedrooms”.

So fleas may be enjoying a bit of a comeback in some warm, wet weather. But they are not invading, and neither are they mutants with giant penises. Fleas, in general, have impressive members – but the flea class of 2016 has no particular claim to endowment over previous alumni.

### ABOUT THE AUTHOR

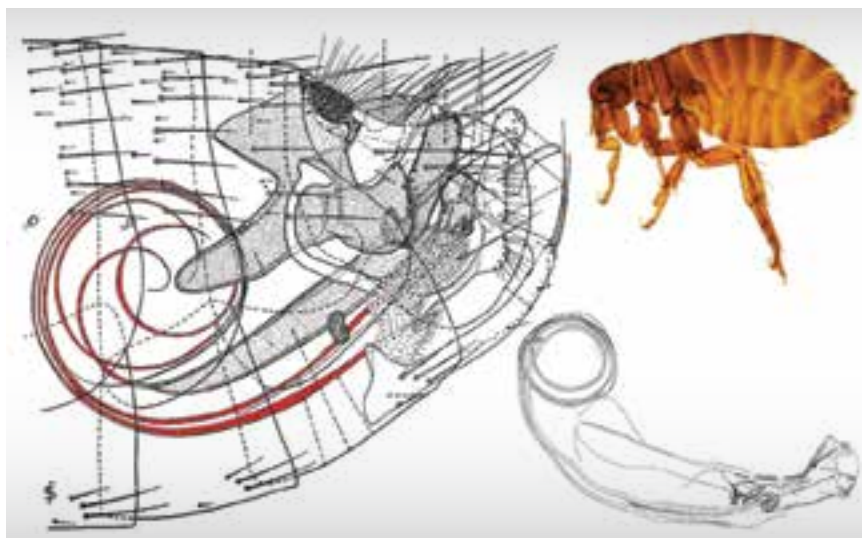


James Gilbert is Lecturer in Zoology at the University of Hull. This feature was first published by The Conversation.

 @james\_gilbert

THE CONVERSATION

 [www.theconversation.com/uk](http://www.theconversation.com/uk)



The flea penis, 2.5 times its body length, is kept coiled up inside the structure shaded red in the abdomen when not in use. Top right: Human flea *Pulex irritans*. Bottom right: isolated male genitalia

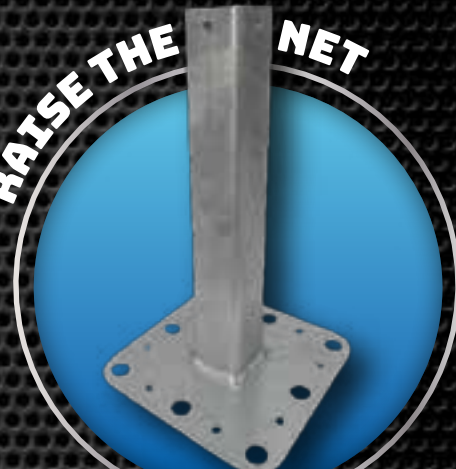
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**2nd November 2016.**

# Time is running out to get qualified for invertebrate fumigation

In 2015 new legislation came about demanding that anyone carrying out invertebrate pest fumigations needs to update their qualification to the RSPH Level 3 Award in the Safe Use of Fumigants for the Management of Invertebrate Pests. The '2015 Plant Protection' legislation comes into effect as of 2017 meaning that if you continue to fumigate without getting qualified, you'll break the law.

## WHAT QUALIFICATIONS DO I NEED?

If you already hold the BPCA Fumigation Diploma and at least one of the BPCA Fumigation Module certificates, then it's easy to get qualified to this new standard – but you need to act quickly.

You have two options:

1. You can simply take the mandatory unit 1 RSPH qualification, as part of the BPCA 2-day refresher course (day one training, day two exam)
2. Alternatively, if you have all the required knowledge to take the exam, you can simply sit the written exam at one of our test centres.

We suspect that the opportunity do one of these refresher courses will end in 2017, so if you want to

get qualified by this way then get booked on a course sooner rather than later!

If you don't have a BPCA Fumigation Diploma and at least one of the BPCA Fumigation Module certificates, then we have a 4-day course for the full RSPH qualification. At the end of the course, you'll be able to sit the assessments for all the relevant modules meaning you can continue to fumigate.

Throughout 2016, a team consisting of Mandy McCarthy Ward (BPCA Training Manager), Martin Cobbald (FaCE Forum Chair, Dealey & Associates), David Cross (Rentokil), and Paul Hoyes (Killgerm) have been in correspondence with CRD emphasising the need for the

fumigation deadline to be extended to the end of 2018.

The group said, "While we have requested an extension to this 2016 deadline, we cannot guarantee that one will be granted. So, play safe, get your qualifications up-to-date as soon as possible."

## NEW TO FUMIGATION AND WANT TO GET QUALIFIED?

If you're a pest controller who wants to get qualified to fumigate invertebrate pests, then we suggest you get in touch with our training team here at the BPCA. We can offer career and training advice to help develop your practice safely, as well as get all the relevant certification you need to work within the latest legislations.

## DATES FOR THE DIARY

### RSPH Level 3 Safe Use of Fumigants for the Management of Invertebrate Pests

#### Mandatory Unit 1 Refresher Course and Assessment (two days)

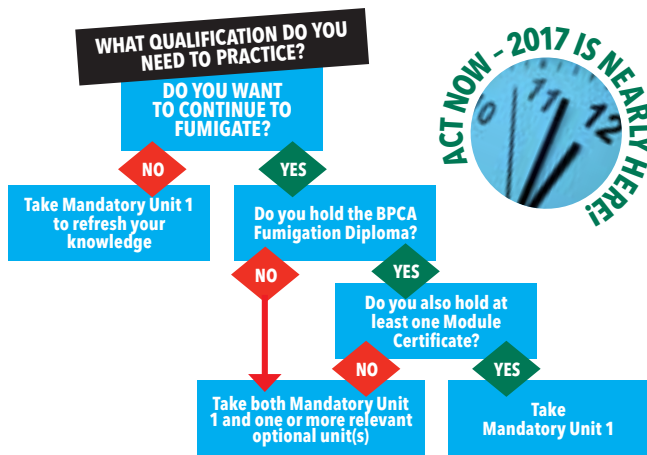
- 7-8 Dec 2016, Peterborough LAST CHANCE

#### Mandatory Unit 1 assessment only

- 11 Nov 2016, Ireland
- 23 Nov 2016, Bristol (afternoon)
- 2 Dec 2016, Peterborough
- 6 Dec 2016, Ashford, Kent (afternoon)
- 8 Dec 2016, Peterborough
- 16 Dec 2016, Stafford (afternoon)
- Or at anytime! The assessment can now be booked as a supervised online option. Anyone wishing to take this option will have a system check and a tutorial first. The exam date must be booked at least five days in advance.

#### Full course (four days)

- TBC, register your interest



## YOUR NEXT MOVE

Register your interest and we will get back to you with relevant dates.

[training@bpc.org.uk](mailto:training@bpc.org.uk)

**Join BPCA at PestTech**

**WIN A DRIVING EXPERIENCE!**

**PestTech 2 Nov 2016 Stand 24 Compton Suite**

Considered to be the largest one-day pest control event in Europe, PestTech caters for every sector of the industry with exhibitors covering every facet connected with vertebrate and invertebrate management.

There is free parking, free entry to the exhibition, and seminars are available to all interested parties. Pre-registration can streamline the entry process but is not essential.

CPD points are available for attendance as well as for every seminar and demonstration.

**#Pesttech2016**

# Missed out on your Regional Forum?

If you didn't manage to make it to your Regional Forum so far this year... you missed out!

The map gives you all the details of the upcoming Regional Forums and CEPA roadshows taking place in your area for 2016 and 2017. All sessions are free to attend for members and affiliates, and keep you and your staff up-to-date with the latest news, legislation, products and changes to the pest control community.

What's more, we now include guidance from some of the BPCA Training Pathway programmes focusing on making your business more successful. That means a morning out at a BPCA Regional Training Forum could revolutionise your google ranking, advance your knowledge of health and safety, and even transform your selling technique!

Other reasons to attend a Regional Forum:

- Meet and establish links with fellow members
- Have your say on the Association's direction
- Free breakfast roll!



"One of the best forums, nice to see something new, 100%!"  
Paul Homer, Orbis Protect

"Good balance of speakers."  
Stewart Gibbons, Goodwin Pest Management

"Excellent Content, very informative"  
Tim West, Merlin

## CEPA roadshows

### 23 NOVEMBER 2016

Joan Elliot Meeting Rooms, Essex Wildlife Trust, Abbotts Hall Farm, Great Wigborough, Colchester, Essex CO5 7RZ

### 13 DECEMBER 2016

Rentokil Initial Supplies, Webber Road, Knowsley Industrial Estate, Kirkby, Merseyside L33 7SR

### MORE INFO

View the programme and register for your Regional Forum

[www.bpca.org.uk/events](http://www.bpca.org.uk/events)

**DON'T FORGET!** Follow us to the largest UK trade exhibition and conference for the pest control industry!

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- EMAIL** [events@bpca.org.uk](mailto:events@bpca.org.uk)
- CONNECT** #PestEx2017

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## BPCA on the road - to your clients!

BPCA will be exhibiting/ presenting at the following shows, representing you!

We will be there to promote the use of a professional pest controller, the importance of having a pest control contract in place and the importance of the BPCA logo.

If there are any other shows you would like to see us represent you at please let us know!

### PESTTECH 2016 2 NOVEMBER

Stand 24  
National Motorcycle Museum, Solihull, UK  
[www.npta.org.uk](http://www.npta.org.uk)

### PARASITEC 16-18 NOVEMBER

(Presenting only)  
Paris Event Centre, France  
[france.parasitec.org](http://france.parasitec.org)

### CROPTEC 29-30 NOVEMBER

Stand 185  
East of England Showground,  
Peterborough, UK  
[www.croptecshow.com](http://www.croptecshow.com)

### CLEANING SHOW 14-16 MARCH 2017

Stand A16  
ExCel, London, UK  
[www.cleaningshow.co.uk](http://www.cleaningshow.co.uk)

### PESTEX 22-23 MARCH 2017

ExCel, London, UK  
[www.bpca.org.uk/pestex](http://www.bpca.org.uk/pestex)

### GLOBAL SUMMIT #2 2-4 APRIL 2017

New York Hilton Midtown, New York, USA  
[tinyurl.com/summit17](http://tinyurl.com/summit17)

### INTERNATIONAL CONFERENCE ON URBAN PESTS (ICUP) 2017 9-12 JULY 2017

Aston University, Birmingham, UK  
[www.icup2017.org.uk](http://www.icup2017.org.uk)

# Programmes in focus

In this edition of PPC we explore some of the popular Technical and Plus programmes in a little more detail.

## LEVEL 2 AWARD IN HEALTH AND SAFETY

Level	Pathway	Duration	CPD
Core	Plus	1 day	6

**Suitable for** Pest technicians, specialists, support staff, client groups

**Overview** Under the Health and Safety at Work Act 1974, everyone is responsible for the health and safety of themselves and everyone around them while at work. To ensure safety we need to understand what we are responsible for, and what others do to maintain our safety.

This one-day course will consider hazards and risks, how to spot these, and how to determine best controls to prevent accidents. You'll also learn what you must do in the event of an accident.

**What is covered?** Introduction to Health and Safety at Work; Roles and responsibilities of employers and employees; Consequences of not adhering to health and safety legislation; Recognising risks and hazards; Risk assessments; Risk control hierarchy; Accidents and incidents; Records.

**Assessment and accreditation** Assessed by a one hour multiple choice examination. After passing the exam a certificate is issued within four weeks.

Awarding body	Pre-requisites	Study options
HABC	n/a	Classroom

### NEXT STEPS

- | Technical pathway  | Plus pathway   |
|--|--|
| <ul style="list-style-type: none"> <li>Becoming a technical Inspector and take the Certificated Technical Inspector</li> <li>Becoming a Field Biologist and take the Certificated Field Biologist</li> </ul> | <ul style="list-style-type: none"> <li>Level 2 Award in Food Safety</li> <li>Level 3 Award in Food Safety</li> </ul> |

**Fees** From £72 (inc. VAT)

**Dates**  
12 January 2017 / Derby  
3 February 2017 / Peterborough  
4 April 2017 / South  
20 June 2017 / Midlands  
20 September 2017 / South  
15 November 2017 / Scotland

## FOUNDATION CERTIFICATE IN PEST MANAGEMENT

Level	Pathway	Duration	CPD
Foundation	Technical	3 hrs study	6

**Suitable for** Everyone who is interested in gaining underpinning knowledge of the pest control industry such as junior technicians, support staff, client / end-user groups.

**Overview** BPCA's Foundation Certificate in Pest Management is for new pest control technicians, and all pest control team members who support technicians but do not carry out pest control themselves. This online learning course provides a valuable insight into what is involved in pest management and control and what a pest control technician does as part of their role.

**What is covered?** Roles; classification; reasons for pest control; what pest control technicians do; pest control practices.

**Assessment and accreditation** On completion of this online course a BPCA certificate of completion will be available to print online.

Awarding body	Pre-requisites	Study options
BPCA	n/a	Online

### NEXT STEPS

- | Technical pathway   | Plus pathway   |
|---|--|
| <ul style="list-style-type: none"> <li>Practical Trapping</li> <li>Using Rodenticides Safely</li> <li>Level 2 Award in Pest Management</li> </ul> | <ul style="list-style-type: none"> <li>Customer Service Essentials</li> <li>Sales Skills</li> <li>Starting and Managing your own Business</li> </ul> |

**Fees** From £60 (inc. VAT) or £30 (inc/ VAT) when purchased with General Pest Control Course (online or classroom).

### ENQUIRIES AND BOOKINGS

- [www.bpca.org.uk/training](http://www.bpca.org.uk/training)
- [training@bpca.org.uk](mailto:training@bpca.org.uk)
- 01332 225113

# TRAINING CALENDAR

BPCA's training courses and examinations are run throughout the year all around the UK. The full training calendar is at [www.bpca.org.uk/training](http://www.bpca.org.uk/training)

Date	Programme	Location	Cost	CPD	Duration	Type
03/11/2016	Becoming a Field Biologist	Derby	£165	8	1 day	C
07/11/2016	RSPH Level 2 Award in Pest Management	Kirkby	£140*	-	2.5 hrs*	E
07/11/2016	RSPH Level 2 Award in the Safe Use of Rodenticides	Kirkby	£40	-	40 mins	E
07/11/2016	RSPH Level 3 Safe Use of Fumigants for the Management of Invertebrate Pests Unit 1 Assessment ONLY	Kirkby	£305	-	3 hrs	E
11/11/2016	RSPH Level 2 Award in Pest Management	Belfast	£140*	-	2.5 hrs*	E
11/11/2016	RSPH Level 2 Award in the Safe Use of Rodenticides	Belfast	£40	-	40 mins	E
11/11/2016	RSPH Level 3 Safe Use of Fumigants for the Management of Invertebrate Pests Unit 1 Assessment ONLY	Belfast	£305	-	3 hrs	E
15/11/2016	Certificate in Bird Management	Derby	£185	20	1 day	B
16/11/2016	Practical Vertebrate Trapping	Derby	£165	12	1 day	C
17/11/2016	Safe use of Aluminium Phosphide for the Management of Vertebrate Pests	Derby	£300	10	2 days	B
21/11/2016	Advanced Technician in Pest Management	Derby	£245*	-	2 hrs	E
22/11/2016	Certificated Field Biologist	Derby	£305*	-	3.5 hrs	E
23/11/2016	RSPH Level 2 Award in Pest Management	Bristol	£140*	-	2.5 hrs*	E
23/11/2016	RSPH Level 2 Award in the Safe Use of Rodenticides	Bristol	£40	-	40 mins	E
23/11/2016	RSPH Level 3 Safe Use of Fumigants for the Management of Invertebrate Pests Unit 1 Assessment ONLY	Bristol	£305	-	3 hrs	E
29/11/2016	Practical Insect Control	Derby	£165	12	1 day	C
30/11/2016	Insect Identification	Stafford	£165	12	1 day	C

BPCA reserves the right to cancel a programme if insufficient bookings have been received. Delegates will be offered an alternative date or a full refund of the programme fee. BPCA will not be liable for any costs incurred by the delegates.

Venue details are provisional and may change, please check the BPCA website before booking.

\*Cost dependent on whether candidate is taking a full exam or modular resit.

**2017 DATES AVAILABLE ONLINE**  
[www.bpca.org.uk/training](http://www.bpca.org.uk/training)

C = course  
E = exam  
B = both

Date	Programme	Location	Cost	CPD	Duration	Type
02/12/2016	Certificated Field Biologist	Derby	£305*	-	3.5 hrs	E
06/12/2016	RSPH Level 2 Award in Pest Management	Kent	£140*	-	2.5 hrs*	E
06/12/2016	RSPH Level 2 Award in the Safe Use of Rodenticides	Kent	£40	-	40 mins	E
06/12/2016	RSPH Level 3 Safe Use of Fumigants for the Management of Invertebrate Pests Unit 1 Assessment ONLY	Kent	£305	-	3 hrs	E
07/12/2016	Safe Use of Fumigants for the Management of Invertebrate Pests REFRESHER	Peterborough	£405	20	2 days	B
11/12/2016	General Pest Control Course	Stafford	£920	24	6 days	B
13/12/2016	RSPH Level 2 Award in the Safe Use of Rodenticides	Stafford	£125	12	1 day	B
14/12/2016	Level 3 Award in Food Safety	Derby	£350	20	3 days	B
16/12/2016	RSPH Level 2 Award in Pest Management	Stafford	£140*	-	2.5 hrs*	E
16/12/2016	RSPH Level 2 Award in the Safe Use of Rodenticides	Stafford	£40	-	40 mins	E
16/12/2016	RSPH Level 3 Safe Use of Fumigants for the Management of Invertebrate Pests Unit 1 Assessment ONLY	Stafford	£305	-	3 hrs	E



## ONLINE LEARNING

The flexible approach to pest control training, learn at your own pace at times to suit you [www.bpca.org.uk/online](http://www.bpca.org.uk/online)

	Member cost	Non-member
<b>Individual modules</b>		
Introduction to Pest Management: Health, Safety and Legislation; Invertebrates; Vertebrates	£100 per module per year	£150 per module per year
<b>All modules</b>	£300 per year	£450 per year
<b>Using Rodenticides Safely</b>		
Online course and exam	£100	£150

All costs listed are member's only prices and are exclusive of VAT.

## ENQUIRIES AND BOOKINGS

- [www.bpca.org.uk/training](http://www.bpca.org.uk/training)
- [training@bpca.org.uk](mailto:training@bpca.org.uk)
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