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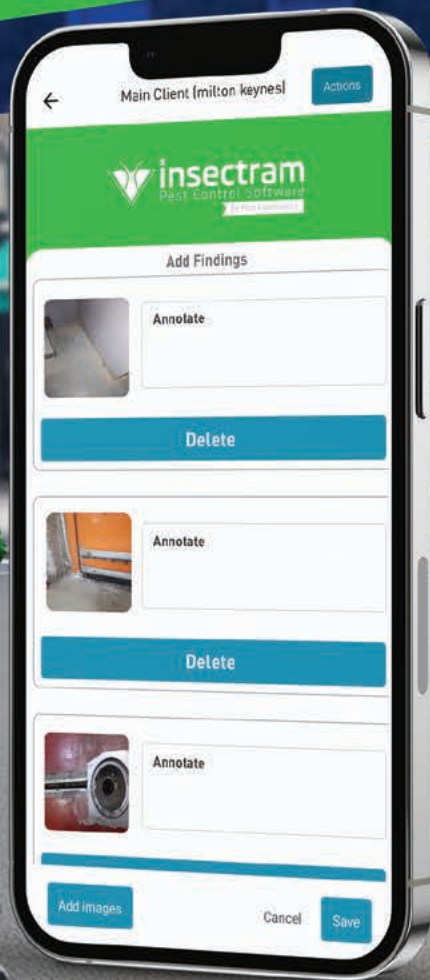


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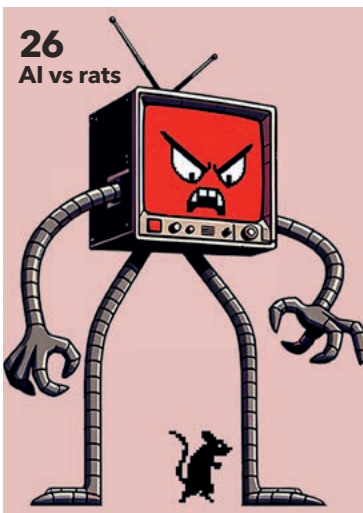
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PPC has been printed using carbon-balanced papers, showing our commitment to choosing a sustainable supply chain and reducing our carbon footprint with each edition.



**BPCA Registered CPD points**  
 Online CPD quiz = 1 point each

Remember to log anything else you've learned in your CPD diary for even more points. [bpca.org.uk/add](http://bpca.org.uk/add)



**Basis Prompt point allocation**  
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 Online CPD quiz = 1 point each  
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# How long does change take?

At BPCA HQ, we've got decades of meeting notes, Board minutes, conference programmes, and back issues of PPC.

It's fascinating to see, across the 60s, 80s, or even the 2020s, certain themes keep re-emerging: How do we elevate professionalism? How can we ensure pest controllers are trained and tested to the highest standards? How can we empower customers to demand better service?

And of course, the ever-present challenge: How do we defend our industry from those unqualified chancers or overzealous regulators?

Underneath it all, our pursuit has always been about earning pest management professionals the respect and recognition that they deserve.

Each generation makes progress. BPCA has always been at the forefront of this evolution, whether it was establishing industry-led training and codes in the 60s when the Voluntary Pesticides Precautions Scheme came to an end or collaborating with RSPH in 2004 to create the first Ofqual-regulated pest management qualification.

Together with our members, we lead the charge.

For some of our highly engaged, long-standing readers, the ongoing discussion around qualifications in the sector might feel like familiar ground—an extension of the progress we've been making for more than 80 years.

But for those newer to the sector, it may seem like change arrives suddenly, as though it's snuck up on us.

So, how long does change take? It depends on your perspective. If you're paying attention, you'll see that change happens slowly and steadily, driven by passionate volunteers who tirelessly champion professionalism and service excellence. But if you take your eye off the ball, change can feel sudden and abrupt.

Don't let change pass you by. Get involved—join the consultations, attend local forums and socials, and register for PPC Live. Be part of the momentum shaping our industry rather than lamenting it once it's already arrived.

From the entire BPCA team, we hope you have a fantastic Christmas. And whatever changes the New Year brings, rest assured that we'll be here to help you navigate them.

Take care -

PPC editors  
[hello@bpca.org.uk](mailto:hello@bpca.org.uk)





## NATIONAL PEST AWARDS 2024 WINNERS ANNOUNCED

The 2024 National Pest Awards winners were announced at an awards ceremony in London.

The Pest Awards are run by Pest Magazine and supported by BPCA and other sector representatives, including Basis and NPTA.

Huge congratulations to all the members shortlisted and those who took the top prizes.

The following awards were presented:

### Diversity and Inclusion Award

London Network for Pest Solutions

### Large Company of the Year

Pest Solutions

### Lifetime Achievement Award

Dr Alan Buckle, CRRU and Sharon Hughes, BASF

### Local Authority of the Year

Hyndburn Borough Council

### Pest Business of the Year

Pest Solutions

### Pest Controller of the Year

John Bates, Cleankill Pest Control

### Small Company of the Year

Elite Pest Management (EPM)

### Sole Trader of the Year

Squeak-a-Boo Pest Management

### Sustainability Initiative of the Year

Beaver Pest Control

### Unsung Hero of the Year

Ellen Ambler, Copley Pest Solutions

### Young Pest Controller of the Year

Arron Scott, John O'Conner.

Every year, the Awards bring together the industry at a sparkling London ceremony.

The ceremony includes dinner, dancing, and entertainment and announces the year's winners.



## PASTURES NEW FOR NATALIE BUNGAY

It's with a heavy heart that we say goodbye to our Technical and Compliance Manager, pest celebrity and winner of Brighton's 2005 Miss Pride contest, Natalie Bungay.

Nat has been with BPCA since March 2013 and has been an invaluable member of the team in that time. Notably, Nat has chaired the BeeWise and BirdWise special interest groups, created or updated all of BPCA's Codes of Best Practice, appeared on radio, television and in the press countless times, given presentations to organisations across many industries, helped pioneer our webinars and digital forums during Covid-19, and much much more.

Nat has taken a role as Technical Director at BPCA member company Pestforce UK, and is looking forward to tackling new challenges.

We want to thank Nat for her dedication, expertise and friendship, and wish her all the best for her new adventure!

Coming on board as Nat's replacement is Niall Gallagher. Niall joins BPCA from Nurture Pest Control, where he was a Regional Technical Support Officer and gained his BPCA Certified Technical Inspector qualification. Niall is excited to get stuck in, saying, "I'm looking forward to joining BPCA, and the opportunity to work alongside the team and give back to the industry whilst supporting members on site and at various events throughout the year".

We can't wait to see what Niall brings to the role, and don't forget to come and introduce yourselves to him at PPC Live in March.



## BYE-BYE BABY

At the end of November, Laura Walford starts her maternity leave. Laura plays a key support role to a number of departments in the Association and will be missed, but we're very excited about meeting Baby Walford and send our best wishes to Laura and her family.



## FULL MEMCOM MEMBERSHIP FOR BPCA

BPCA is pleased to officially be a full member of Memcom, a community that connects senior leaders from membership organisations, trade associations and the wider not-for-profit sector.

Memcom aims to facilitate collaboration, innovation, and knowledge-sharing in the association sector and BPCA are happy to be joining some of the UK's most prestigious Chartered Institutes and Associations in membership.

BPCA commented:

"We're excited for the opportunities that being more involved with Memcom will bring to BPCA. We'll have exclusive access to events, lectures and conferences, connecting us to top levels of thought leadership and networking in the membership arena.

"We're looking forward to using this membership as a tool to help us develop and thrive as an organisation."

Find out more about Memcom at [memcom.org.uk](http://memcom.org.uk)



## VERGO ADDS JG PEST CONTROL TO ITS PORTFOLIO OF BRANDS

James Gilding, CEO of Vergo Pest Management: "I'm excited to share that we've successfully acquired JG Pest Control, a team I've long admired for their dedication and expertise, especially in the residential market. This move is more than just a business decision; it's about bringing on board a group that shares our passion for delivering top-quality service and innovative solutions to our clients."

James Gale, MD of JG Pest Control: "Through becoming part of the Vergo and Tyro Group, I am truly excited about what the future holds for JG and all its employees being part of not just the UK, but the wider European business. This chapter in our history will provide opportunities that we as a business could not have dreamed of 13 years ago when we started our journey."



## CONTEGO ENVIRONMENTAL SERVICES APPOINTS HOLLY WHITE AS NEW MANAGING DIRECTOR



BPCA member company Contego Environmental Services has announced

the appointment of Holly White as the company's new Managing Director.

Holly, who has been a part of the Contego team as Finance Controller, immediately steps into this key leadership role.

Contego said: "Holly brings a wealth of experience to her new position, with over 20 years of experience...her deep understanding of financial management make her uniquely qualified to guide Contego through its next phase of growth and innovation."

Commenting on her appointment, Holly White said: "I am thrilled to take on this new challenge at Contego. Having worked closely with the team in my previous role, I have seen first-hand the incredible dedication and expertise that drives our success.

"I am excited to continue working alongside our talented team to deliver exceptional service to our customers and to lead Contego into its next chapter of growth."

## WHAT'S NEW IN THE BPC8 ZONE?

PestFix refreshes BPC8 discount zone with focus on winter-proofing essentials

The BPC8 scheme is an exclusive benefit available only to BPCA members, offering an 8% discount on trade prices for a handpicked selection of core pest control products.

This benefit provides substantial savings, especially for small and medium-sized businesses, allowing pest control professionals to manage their costs while maintaining access to the high-quality products they rely on every day.

PestFix's Managing Director, Terry Burrows, explains "As a business, we wanted to find a meaningful way to give back to the BPCA members who are at the heart of this industry."

The latest revamp features 12 must-have products, ideal for the fast approaching winter season.

These include:

- Aluminium Proofing Plate 1060 500 X 1000mm
- RaxStop Rodent Sealant
- Black Cat Rat Traps (standard and nano)
- Rodent Proof Welded Wire Mesh - 6.5mm Galvanised Steel (0.9m x 6m Roll)
- RodentFix Door Blocker Kits (1m and 2m)
- Bait Station Tethering Pads and Wire
- PestFix Bullet Rat Bait Station
- PestFix Battery Powered Handheld Sprayer
- Hot Dipped Galvanised Weld Mesh Panel (2.4m x 1.2m - 50mm x 50mm x 12g).

Accessing your BPC8 discount is simple. Just log into your trade account at [pestfix.co.uk/bpc8](http://pestfix.co.uk/bpc8). The discount will automatically be applied to eligible products in your shopping basket.



## COMPANY PEST SOLUTIONS HAS ANNOUNCED SEVERAL NEW HIRES AS THE BUSINESS CONTINUES GROWING ACROSS THE UK

The business has experienced rapid growth in recent years. With expansion plans for the future, the business is welcoming nine new team members in a variety of roles:

Max Hunter – Graduate Service Technician

Conor Blair – Graduate Service Technician

Anna Deak – Graduate Service Technician

Megan Sommerville – Graduate Service Technician

Rebecca Moir – Graduate Service Technician

Michael Deakin – Service Technician

Nilu Pandiyan – Digital Marketer

Yolanda Harding – Management Accountant

Emma Hart – Office Administrator.

In a press release, Pest Solutions said: "From a variety of professional and academic backgrounds, including science, zoology and animal care, these new team members will continue to bring exciting, innovative thinking to Pest Solutions and support its growth journey."

## ALBANY PEST CONTROL APPOINTS NEW MD

BPCA member company Albany Pest Control has appointed Graeme Cleland as its new Managing Director following the retirement of Robin Paradise.

Graeme joined the Chelmsford-based business, which is part of Orkin UK, at the end of July.

Graeme commented: "I'm delighted to be joining Albany and Orkin UK. I have been aware of the company for several years and have been impressed by the culture that clearly values and actively encourages colleagues to develop successful careers with Orkin UK."

Managing Director Kristian Dales said: "I wish Graeme every success. His experience across a range of industries will be a valuable asset in helping continue the expansion of our Albany business."



## PELSIS GROUP ACQUIRES DOFF PORTLAND

BPCA member company Pelsis Group has acquired Nottingham-based garden care product manufacturer Doff Portland, strengthening the group's portfolio of retail, agricultural and professional brands.

Speaking about the acquisition, Pelsis Group CEO Alex Ashmore said: "In Doff, we have found a strong partner to complement our own well-known retail brands and channels. The combined strengths of Pelsis' distribution network and Doff's product portfolio in the UK and Europe will make a powerful combination of brands and channels for our customers," he said. "We are excited to welcome the Doff team to the Pelsis family".

Doff Portland becomes a wholly owned subsidiary, and its 85 employees, customers, and suppliers are welcomed into the Pelsis Group.

The deal follows Pelsis' recent acquisitions of Brandenburg (2022) and Sanitrade (2021), which focused on the Professional Pest Control categories, building and consolidating its Insect Light Trap offer and wider professional distribution network.

Commenting on the sale, Doff CEO Ben Shapiro said: "This acquisition presents a phenomenal opportunity for Doff. There is a great fit in terms of our vision and values. Both businesses have been focused on investing in their portfolios of environmentally responsible products for amateur and professional users. This will continue and the combination will hugely benefit our employees and our customers as we find new opportunities for growth."



## BASF: Neosorexa is back!

Pest control solutions manufacturer, BASF, has just launched the new Neosorexa Plus Blocks to the market for this autumn.

The rodenticide, containing the active flocoumafen is a much more potent product compared to the former Difenacoum version of Neosorexa Blocks, which was withdrawn in 2023 due to BASF's decision to remove its full Difenacoum range due to market changes and increase to resistance to the active.

Combining the palatability of a soft block with the durability of a hard block, the unique, new formulation can withstand extreme temperatures and features an innovative binder that allows for a higher proportion of palatable ingredients, making it more readily consumed than a typical wax block bait.

Laurence Barnard, Country Business Manager for BASF's Professional & Specialty Solutions, commented: "It is an exciting time at BASF, as we continue to introduce innovative solutions designed to help make pest control easier, more efficient and more effective."

He added, "This is the start of a series of products we will launch under the Neosorexa Plus brand over the coming years."





## CALL FOR PARTICIPANTS IN HERRING GULL STUDY

Jon Blount is Professor of Animal Ecophysiology at the Centre for Ecology and Conservation, at the University of Exeter's Penryn Campus in Cornwall.

It's one of the UK's largest research groups that specialises in the study of animal ecology, behaviour, evolution and conservation science.

He's looking for help with a research project. Here he explains what it is and how pest controllers can get involved.

### Plastic pollution: the low-down

Plastic pollution is a huge issue of global concern. For example, up to 12 million tonnes of plastic debris enters the world's oceans each year.

Harm to animals arising from direct interactions with plastic debris (e.g. ingestion, entanglement) can be readily observed.

However, plastic pollution can also result in pervasive, sub-lethal impacts caused by exposure to chemical additives found in plastics, such as plasticisers, flame retardants and UV stabilisers.

Such chemical additives enhance the functionality and lifespan of plastic products, but can readily leach into the environment, enter the food chain, and build up in animal's tissues.

For example, phthalates are plasticisers found in a wide range of everyday plastic items, and also paints, inks and cosmetics.

Phthalates have been called 'everywhere chemicals', because they are now present in every corner of the world (even the high Arctic) in soil, water, ice, and air, and in foods and drinking water.

This is concerning, because phthalates can have a range of harmful effects on humans and animals alike, for example by interfering with the body's hormones, reproduction and development.

### Current research

Our research has discovered that Herring Gull eggs contain a diverse 'cocktail' of phthalates. However, the specific types of contaminants and their concentrations vary considerably amongst nests.

Phthalates find their way into the adult gull's diet and end up being deposited by mothers into their eggs, and then transferred to developing chicks.

Our main focus currently is to understand how phthalates enter the gull's diet, and how reproductive success is impacted. We monitor nests at a breeding colony in Cornwall.

By taking one egg per breeding pair for chemical analysis, we can relate egg phthalate levels to the development, health and survival of the other offspring.

### How can you help?

We are keen to extend this work by exploring how phthalate levels in Herring Gull eggs vary across the UK, and in relation to urbanisation, land use, and proximity to the coast among other factors.

We will also use forensic techniques to determine the mother's foraging preferences (marine, terrestrial, human food sources) inferred from the composition of the eggs that she laid.

We are seeking to link with pest control contractors across the whole of the UK, so we can use Herring Gull eggs that have been collected under Natural England licence in 2025 and 2026 for the purposes of pest control, in order to further our understanding of the routes of exposure to plastic additives in wild birds.

Participants will be sent a pre-paid parcel, so they can easily post eggs to our research lab in Cornwall.

Please email me to find out more about the study and to discuss getting involved.

[j.d.blount@exeter.ac.uk](mailto:j.d.blount@exeter.ac.uk)

## VEHICLE EXCISE DUTY (VED) CHANGES FROM 1 APRIL 2025

It was announced in the 2022 Autumn Statement (17 November 2022), that HM Treasury planned to introduce vehicle excise duty (VED) for electric vehicles, including cars, vans and motorcycles, from April 2025.

On 14 August 2024, the government updated its guidance about changes to the VED rates, so that from 1 April 2025, drivers of electric and low emission cars, vans and motorcycles will need to pay vehicle tax in the same way as drivers of petrol and diesel vehicles.

This change will apply to both new and existing vehicles.

Currently electric vehicles are exempt from VED if the electricity comes from:

- An external source, such as a private or public chargepoint
- An electric storage battery not connected to any source of power when the vehicle is moving
- Hydrogen fuel cells.

Most electric vans will move to the standard annual rate for light goods vehicles, which this year is set at £335 per annum (if paid in a single payment).

## LOGISTICS UK UPDATES PEST CONTROLLERS ON 2030 PHASE OUT DEADLINE FOR NEW PETROL AND DIESEL VEHICLES

Logistics UK has received the below information about government thoughts on restoring the phase-out dates for the sale of new petrol and diesel vehicles to 2030 from contacts at the Office for Zero Emission Vehicles (OZEV).

"As set out in our manifesto, we are committed to phasing out new cars that rely solely on internal combustion engines by 2030. We want to provide certainty and ensure consumers can benefit from more efficient vehicles, as we take action to clean up our transport system.

"The Zero Emission Vehicle (ZEV) Mandate already requires 80% of all new cars to be ZEV by 2030.

"There will be no sales of new pure combustion engine cars from 2030 under our plans, and we will set out more details on specific 2030-35 requirements for both cars and vans shortly."

In the Labour Party manifesto, there was a reference to restoring the phase out deadline to 2030 for cars. Vans were not explicitly mentioned.

However, Logistics UK understands that a formal consultation will open in early autumn in order to confirm any regulatory changes about phase out dates by the end of 2024 and vans will be considered.

They believe the consultation will seek to define hybrid vehicle specifications and set out more specific information about the phase out of new internal combustion engine (ICE) vehicles between 2030 and 2035.





## PESTWORLD 2024 HITS A NEW HIGH IN DENVER

Records were broken when the professional pest management industry from around the globe gathered at PestWorld 2024, held at the Gaylord Rockies Resort & Convention Centre, Denver, Colorado, USA between 22-25 October.

For the first time ever, over 4,000 delegates attended PestWorld 2024.

Of these, more than 500 were international delegates from 53 different countries.

The exhibition also reached a new high with nearly 280 exhibitors.

Reaching such elevated records was quite appropriate as PestWorld 2024 was held in Denver, Colorado, known as the

'Mile High City', as its official elevation is exactly one mile above sea level.

Organised by the National Pest Management Association (NPMA), CEO Dominique Stumpf greeted everyone at the opening ceremony.

She explained how excited she was, saying: "This is so much more than just an annual convention. It's a homecoming for our industry leaders, innovators and trailblazers. It's a time to reunite, recharge and chart the future of the pest management industry together."

With the event being held in Denver, quite appropriately the opening ceremony, sponsored by Envu, closed with a performance by Chris Collins and his Denver tribute band, who performed some of John Denver's most famous hits.

During the following three days there was plenty of opportunity for delegates to learn and share experiences. There were nearly 70 educational sessions delegates could attend.

Subjects ranged from technical issues such as designing new rat proof cities, the science behind termite control, best practices for fumigation, to mastering wildlife control.

In addition, there were sessions addressing management topics, new office technology and keeping people safe.

The exhibition is always at the heart of PestWorld events and visitors had the opportunity to visit stands not only from US exhibitors but also those from Europe, South America and Asia.

Taking advantage of such an international audience, Envu took the opportunity to release news of its latest acquisition, the mosquito technology company In2Care headquartered in the Netherlands.

Once again attendance was good at the Global Pest Management Coalition with representatives from such

diverse countries as Canada, India, Pakistan, Morocco, the Dominican Republic and the Maldives present.

During the meeting, the presidency of the Coalition passed from Alberto Ponjoan from Spain to Manuela Cordeiro from Portugal, who represents the Confederation of the European Pest Management Associations (CEPA).

At PestWorld events there is always time to network and make new contacts, especially at the social events.

The international reception sponsored by Orkin always proves popular and on the final night the PestFest party, sponsored by MGK, drew these four hectic days to a close.

Both of these events were held outside taking advantage of the magnificent sunny weather which ran throughout PestWorld.

So, make a note. Next year's PestWorld is to be held in **Orlando, Florida from October 21-24, 2025**. Don't miss it!



## ANNA MOLLINS JOINS VERITAS PEST CONSULTANCY

Veritas Pest Consultancy are delighted to announce a new person has been added to the team.

Anna Mollins joined Veritas this month as the new Business Development Manager.

Paul Westgate, MD at Veritas, said, "Anna brings to the business an incredibly diverse range of skills which we hope will take Veritas to the next level.

"Veritas Pest Consultancy is quickly becoming an industry leader across Europe as well as the UK. With Anna on board we can continue our rapid rate of growth with a team that are all driving for better pest control."

Most people in the industry will know Anna from her time at PestFix, as a staple on their stand at pest control events and even appearing on ITV for the business.

Anna has a BSc Hons in Ecology and Conservation, multiple pest qualifications, plus years of experience in the industry.

Commenting on the move, Anna said: "When I left PestFix in the summer I didn't know where the road would lead me next. I took on an amazing job but after only 6 weeks I missed the pest industry so much!

"I have respected Paul Westgate for years, so when I got a phone call from him about joining Veritas, I knew I had to come back.

"I feel like our values align perfectly, and I know that my new role will enable me to do all the things that are important to me, from educating the commercial sector to supporting the pest professionals themselves and showing them how their skills should be valued."

To get in touch for more information you can contact the team on:

**0800 999 1834**



## PRESS RELEASE

### CRRU UK PREPARES RODENTICIDE USERS FOR 2026 CERTIFICATION REQUIREMENTS

CRRU UK confirms that from 2026, sellers of professional-use rodenticides will only accept two forms of proof of competence at the point of sale.

Depending on the type of user, requirements vary slightly to reflect their unique roles:

#### Pest professionals

Those who already maintain a current CRRU UK-approved CPD membership and have CRRU-approved training certification will meet the requirements without further action.

For others, up-to-date certification or joining and fulfilling membership criteria for a CRRU UK-approved Continuing Professional Development (CPD) scheme (in 2025) will be necessary by the start of 2026.

#### Farmers

From 2026, existing membership in Farm Assurance Schemes alone will not qualify as proof of competence for rodenticide purchase.

Farmers must show proof of CRRU-approved training within the last five years. If certified over five years ago, they can join and fulfil membership criteria for a CRRU UK-approved Continuing Professional Development (CPD) scheme in 2025.

#### Gamekeepers

Like farmers, gamekeepers will need either recent training certification or a combination of older certifications with a CRRU UK-approved CPD scheme membership.

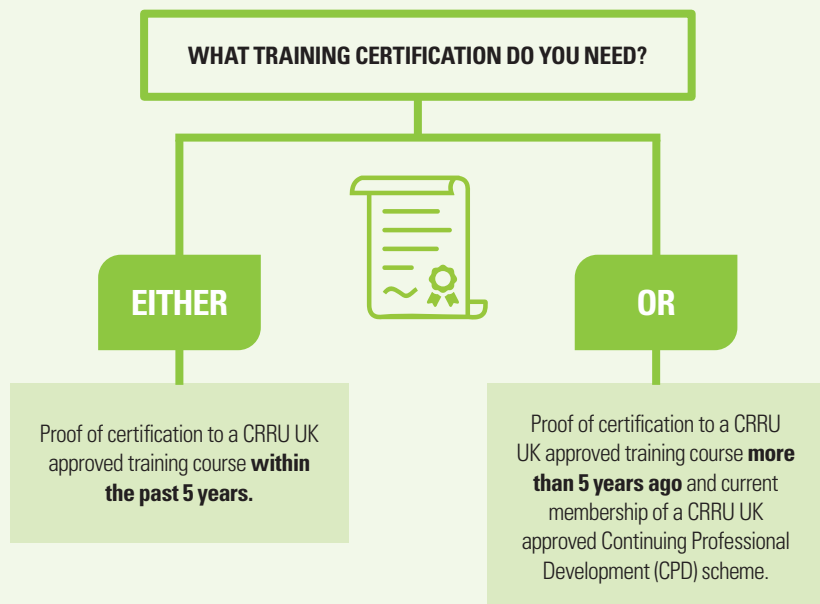
Nigel Cheeseright, CRRU UK's Chair, said: "Our mission is to support safe and effective rodent control across all professional sectors, building on the responsible practices already upheld by rodenticide users. Adhering to these new standards is essential to maintain stewardship and ensure continued access to these important products".

#### Q&As for professional pest controllers

CRRU UK has produced a series of Q&As for all user groups on their website. The pest control advice is here in full.

Professional pest controllers are often involved in the continuous and daily use of rodenticides across multiple client sites. For this reason, it is recommended that professional pest controllers maintain annual membership of a CRRU UK-





### 5 year exam certificate expiry date approaching?

**Either** repeat the training and requalify

**Or** join a CRRU UK approved CPD scheme

approved CPD scheme as an element of best practice, even if their exam certificate is within 5 years old.

Maintaining annual CRRU UK-approved CPD scheme membership is likely to future-proof professional users for further stewardship-strengthening measures.

Note that the requirements for 2026 are the minimum standards needed to purchase and use professional rodenticides under stewardship as a starting point for professional users. Further development and progression in training, including practical experience, is a responsible approach.

### Which CPD schemes are CRRU UK-approved?

On 6 November 2024, this list of CPD schemes approved are:

- BPCA Registered
- Basis Prompt.

CRRU UK-approved CPD schemes are listed here: [thinkwildlife.org/training-certification/continuing-professional-development-cpd-and-stewardship/](https://thinkwildlife.org/training-certification/continuing-professional-development-cpd-and-stewardship/)

### If I choose the CPD route, when do I need to join a CRRU UK-approved scheme?

Users joining an approved CPD scheme for the first time will need to have done so in 2025 and will need to have met their full annual membership criteria during 2025 in order to be ready for the 1 January 2026 changes.

Remember, as recommended, you must maintain your membership in the following years. (CRRU UK-approved CPD schemes feature three points/hours/credits of rodent control content that conforms to CRRU guidelines, required each year as part of the normal quota for membership. This is to be assessed as part of the event.)

### What will the three points/hours/credits of rodent control content that conform to CRRU guidelines look like? (Required each year as part of the normal quota for membership. This is to be assessed as part of the event)

CRRU UK will support the delivery of CPD by producing learning resources available to CRRU UK-approved CPD schemes for dissemination via their established routes to users.

The expertise of CRRU UK member companies, stakeholder organisations and individuals will be harnessed to create a series of CPD training modules made freely available at the CRRU UK website [thinkwildlife.org/training-certification/continuing-professional-development-cpd-and-stewardship/](https://thinkwildlife.org/training-certification/continuing-professional-development-cpd-and-stewardship/).

The modules, each comprising a PowerPoint presentation that takes 45-60 minutes to complete, will be supported by detailed trainer notes. Training organisations will download the resources and use them during face-to-face or online education events. The resources will be made available in January 2025.

### If I am not part of a current CRRU UK-approved CPD scheme in 2025 and my certificate is older than 5 years, when should I take the training and exam so I'm prepared for 1 January 2026?

Course availability and processing times for exam results vary. Ensure you have enough time to access a course, undertake the training and take the exam. Also factor in time needed for results to be processed and certificates produced with potential for exam re-sits also considered.

Once passed, it is recommended that professional pest controllers maintain annual membership of a CRRU UK-approved CPD scheme as an element of best practice.

Nigel Cheeseright, CRRU UK's Chair, said: "By providing clear guidance on CRRU-approved training and CPD options, we aim to strengthen existing practices, prevent misuse, protect the environment, and reinforce trust with regulators and the public.

"These updates reflect CRRU's commitment to continual learning and sustainable rodent control, equipping users with flexible options to meet these shared responsibilities."

Dr Matthew Davies, Head of the CRRU UK Training and Certification Work Group, added: "This is the next step in the journey to effectively stewardship aims – to control rodents supporting while minimising risk to non-target species and the environment. Since the inception of stewardship, standards have been raised – from introducing a CRRU UK-approved list of training and certification, implementing secure exams and regulated qualifications across the board, to now require mechanisms to show up-to-date knowledge for all professional users of rodenticides.

"Regular training and a focus on Continuing Professional Development is the right course of action."

The full advice for pest professionals, farmers and gamekeepers is available at [thinkwildlife.org/training-certification/continuing-professional-development-cpd-and-stewardship](https://thinkwildlife.org/training-certification/continuing-professional-development-cpd-and-stewardship)



### GOT QUESTIONS ABOUT CRRU'S UPDATE?

Send your questions to [hello@bpc.org.uk](mailto:hello@bpc.org.uk) and we'll put them straight to the CRRU UK team.





## NEW MEMBER BENEFIT: EXCLUSIVE VEHICLE LEASING OFFERS AND SUPPORT

BPCA members can now get enhanced van and car leasing offers from EasyLeasing.

With this new partnership, member companies can secure discounts on various vehicles from multiple manufacturers.

Shop now by visiting [easyleasing.co.uk/bpca](http://easyleasing.co.uk/bpca) or call **0141 286 1144** and mention your membership.

Note: membership will be verified at the point of purchase.

EasyLeasing can support BPCA members with:

- Leasing offers for vans and car
- Business or personal leasing
- Hire purchase
- New vehicle sourcing for outright purchase and finance lease
- Short-term rental facility
- Salary sacrifice schemes for staff.

BPCA Head of Technical and Membership, Dee Ward-Thompson, said:

“Getting a new van can be frustrating and time consuming for pest management companies. Long lead times and confusing terms can be real headaches for members.

“By partnering with EasyLeasing, we’ve managed to produce a bespoke list of leasing options that’s always up-to-date with the best offers”.

Martin Duffy, Managing Director of EasyLeasing said: “We’re delighted to partner with BPCA to offer members exclusive discounts on cars and vans, whether leasing or buying.

“Managing your fleet, no matter what size, can be daunting. Our aim is to listen to your needs, relieve the pressure, and find the perfect solution for your business.”

The EasyLeasing offers change regularly, so to stay in the loop, you can join the special mailing list just for BPCA members.

[bpca.org.uk/easyleasing-mailing-list](http://bpca.org.uk/easyleasing-mailing-list)

## KILLGERM ANNOUNCES STRATEGIC INVESTMENT FOR PESTWEST ELECTRONICS

Killgerm Group is proud to announce another strategic investment, as PestWest Electronics has now completed its move into a modern and high specification operational base at Symphony House in the Wakefield 41 industrial park.

The new operation centre includes a brand new, dedicated manufacturing section complemented by new racking throughout.

Also based at Symphony House are the PestWest R&D team and the supporting Supply Chain team, along with several meeting rooms and product development areas.

Commenting on the announcement, Rupert Broome, Group Managing Director of Killgerm Group said:

“This expansion will enable our PestWest team to greatly increase production of several of our most popular new products, including our world-leading LED range of fly traps based on our exclusive Quantum X technology and it provides our strong team with the perfect base as we embark on our next phase of growth. All of which makes it a very exciting time for PestWest.”



## REAL LIVING WAGE SET TO RISE ACROSS UK

Almost half a million people working for real Living Wage Employers throughout the country are set for a vital cost-of-living pay boost, as the real Living Wage rates rise to £12.60 an hour across the UK and £13.85 an hour in London.

BPCA is proud to be an accredited Living Wage Employer, which means that every member of staff working for us will earn a real Living Wage. The real Living Wage is different to the government’s minimum wage rate, which for those over the age of 21 is often called the “National Living Wage”.

It is a higher, voluntary rate that is independently calculated based solely on the actual cost of living. The Government’s rate is the legal minimum businesses are required to pay by law.

The real Living Wage applies to all workers over the age of 18 working for a Living Wage Employer and is £12.60 an hour. The ‘National Living Wage’ applies to those over the age of 21 and is worth £11.44 an hour.

A full-time worker earning the new, real Living Wage would earn £2,262 a year more than a worker earning the current government minimum (NLW), and £1,170 more than their current pay.

In London, a full-time worker on the new real Living Wage rate would earn an additional £4,700 a year compared to a worker on the current NLW, and £1,365 more than their current pay.

You can find out more about the Living Wage at [livingwage.org.uk](http://livingwage.org.uk)

## TOM HOLMES LAUNCHES CONTRACTING AND CONSULTING SERVICES

A new contracting and consulting service, Tom Holmes Consulting, has been launched by industry UV insect light trap expert, Tom Holmes.

The new consulting business will provide a broad range of services, including product development, category management, product strategy planning and product testing.

Tom spent 20 years working with Pelsis, leading product development and strategy, overseeing the launch of industry leading insect light traps, rodent control and bird management products.

To learn more, visit [tomholmesconsults.com](http://tomholmesconsults.com)

or contact Tom:

**Email: [tom@tomholmesconsults.com](mailto:tom@tomholmesconsults.com)**

**Tel: +44 (0)7814 023 391**



## LETTER TO THE EDITOR - COPYRIGHT FINES

About 15 years ago, Cleankill was mentioned in the Daily Mirror. We were quite proud of the fact and put it on our website with the Mirror logo next to it.

Two months ago we received a letter from Picrights, informing us of unauthorised use of the logo and a fine of £3000.

We took legal advice and association advice (through our marketing agency) who all confirmed that the company was legitimate and were working on behalf of Mirrorpix.

We tried to explain that we were not using the logo for financial gain and if anything would push people towards their site. We managed to reduce the fine to £1500.

At the same time, our marketing agency received a fine of £500 (reduced to £250) for the use of a photograph of Tony Pulis (former manager of Crystal Palace, who was talking at an event that Cleankill had sponsored) which they had added to our site.

They had taken the picture off an internet site that had no photographer credentials on it... however the legal advice was once again the same.

Members should check their websites and remove any pictures they may have added where they do not know the providence of the photos. Apparently Picrights just use web crawlers looking for photos across the entire internet.

Hope what happened to us will help serve as a warning to others!

Paul Bates, MD, Cleankill.



# BPCA CONSULTATION TO LEVEL UP PEST MANAGEMENT QUALIFICATIONS

**Our proposed new framework for qualifications in the UK pest control industry has caused quite a stir. But exactly what does it mean, and how might it affect you? Here, BPCA's Training and Development Manager, Karen Dawes, explains.**

There has been a lot of talk about the new Qualifications Framework we've been working on, so I'm here to give you some insight into the proposal.

First: what is a Qualifications Framework?

It's a structured learning system that organises qualifications into levels based on learning outcomes. Basically, we're assessing whether the quality of education in the industry is keeping pace with the complexities of the job, looking at how to improve it, and trying to more clearly define how people move through the qualifications to a higher level.

The pest management sector doesn't currently have a formal framework for career progression. It's not a question of whether the industry's framework is up to scratch because it doesn't even exist.

Instead, we have many different qualifications, some of which are awarded by Ofqual regulated awarding organisations such as the Level 2 Award in Pest Management, awarded through RSPH.

Other qualifications, like the Certificated Advanced Technician or Certificated Field Biologist, are offered through BPCA or in-house training.

Our new qualification framework proposal aims to provide the structure for all qualifications to be Ofqual regulated with provision at entry through to a higher level.

## Why do we need a qualifications framework?

We need to move away from the confusion of the current mix of regulated and unregulated qualifications if we want to consider ourselves a professional sector.

What we need is a clear path of qualifications from beginner to expert, and all recognised by the Government and issued by an official awarding body. We'll be working with RSPH to develop this suite of qualifications, and we've now put together an outline of what the framework might look like.

Currently, all BPCA members need to have their technicians qualified to the Level 2 Award in Pest Management as standard, and this RSPH qualification is generally considered your 'right to practise' qualification across the UK - even if, in reality, you're not required by law to have ANY qualifications to call yourself a pest controller.

## What's wrong with the current RSPH Level 2 Award in Pest Management qualification?

Although we helped create that qualification, and our logo is on all the Level 2 Award certificates because of our members' contributions, it does have its issues.

First, a Level 2 qualification is very low - about the standard of a GCSE. Other professional sectors start their professional careers with a Level 3 qualification and we believe most pest professionals are already working to this standard.

Likewise, if we want to attract new talent into the sector, we need to offer the opportunity to progress to more prestigious qualifications as people develop through their careers.

Second, the Level 2 Award is 100% knowledge-based - which doesn't fit well for such a practical profession. A three-hour theory exam isn't going to make you a competent pest professional.

## What are the proposed changes?

Our proposal involves taking two of the written modules from the current Level 2 Award in Pest Management qualification and adding an additional Level 3 competency unit. These three modules combined will be sufficient to upgrade the current Level 2 to a Level 3 Certificate qualification.

Also, having two Level 2 qualifications with different learning outcomes requirements isn't good. In fact, it does us all a massive disservice and is confusing for new entrants, our customers, and even the government when we're talking to them and trying to protect our toolkit. Our proposal looks to keep the Safe Use of Rodenticides at Level 2 and combine it with a module for Safe Use of Insecticides.

Combined with a practical assessment, this broader Level 2 qualification would allow new technicians to gain the practical skills needed to become professional pest controllers and be fully prepared to take the Level 3 qualification.

## Mythbusting time

Ok - so that's WHY we want to change the core professional standard to a Level 3 qualification. However, there seems to be a lot of confusion and myths circling about this proposal and the rest of the Framework.

**Myth:** "BPCA is doing this all on their own."

**Fact:** In reality, we went out to industry in 2020 and consulted on the change to very positive feedback. From that feedback the Steering Group was formed to build a proposed framework. The Steering Group included representatives from small and large servicing companies alongside NPFA and RSPH in order to take into account all viewpoints. We are now consulting with industry about their proposals. We are definitely not doing this alone.

We plan for RSPH to award all the new qualifications so they can align with Ofqual requirements.

**Myth:** "Those with current Level 2 Award qualification will lose their status or qualifications or be forced to upgrade them to Level 3."

**Fact:** If you have achieved the current Level 2 Award in Pest Management or any of its recognised equivalences, that qualification will still be recognised and your certification at that level will still be valid. There is no circumstance with our proposal under which you would "lose" that qualification. No-one can take away a qualification that you've earned.

The choice to upgrade is a purely personal one. If you do choose to do so, the units from your current Level 2 will provide 50% of the credits you need for your level 3 qualification. You only need to take the proposed

competency (practical) assessment at level 3 in order to upgrade to a level 3 qualification.

**Myth:** "The qualification framework is designed to make BPCA money out of qualifications."

**Fact:** These new qualifications will require a significant investment from BPCA. We're prepared to allocate full-time staff to develop the framework, and once the qualifications are released, any RSPH test centre will be able to deliver the training - not just BPCA.

This is an investment in our sector, not our bottom line. Don't be fooled into thinking this is a money grab, or we're trying to take away your hard-earned qualifications, or even that this is an "us vs. them" situation.

We want to find a solution that works for the sector. Together, we can find the right solution that will improve the sector for all of us in the future.



## BPCA WIN HIGHLY COMMENDED IN AWARDS FOR MEMBER SUPPORT

BPCA has won a highly commended award for 'support' at the 2024 Memcom excellence awards.

The award ceremony was in London on 28 September 2024 and BPCA picked up the accolade for work on new and existing member benefits.

One of the outcomes was our Big Book of Benefits, sent to every main member contact at BPCA member companies.

BPCA Head of Technical and Membership, Dee Ward-Thompson, explained: "While we already had a huge raft of benefits available, more work was done in collaboration with the BPCA Servicing Committee to help identify any gaps where members could save costs, such as on vehicles, computer equipment and uniforms.

"Leveraging our established network of suppliers, partnerships, and through proactive outreach, we successfully negotiated and secured 68 new membership benefits, including valuable affiliate offers from renowned brands like B&Q TradePoint, Dell, and Which? Trusted Trader."

Dee said: "We're really proud that the hard work of our volunteers and Staff team has been recognised by Memcom. The competition at these awards is incredibly tough, so to be highly commended was brilliant."

If you're not sure what member benefits are available, take a look at our website and take advantage of lots of great discounts/freebies!

[bpca.org.uk/benefits](https://www.bpca.org.uk/benefits)

## PESTS IN THE PRESS: JULY TO SEPTEMBER 2024

Over the summer months, BPCA has enjoyed a healthy mix of coverage in print and digitally as well as broadcast appearances on radio and TV.

As June moved into July, planned press releases were paused briefly as unions in Scotland warned of possible bin strikes later in the summer. BPCA were quick to react, advising residents to dispose of waste carefully to avoid attracting pests.

The focus then turned to insect species for the summer, with press releases about mosquitoes, common summer problems with ants, horseflies and house flies, followed up by specific advice around wasps, which reflected the apparent dip in numbers reported this year and how to spot the signs of SPIs.

August also saw a press release reminding holidaymakers to check they had not brought home any hitchhikers in the form of bed bugs on clothes and luggage, followed up with a brief moment in the spotlight for our House of Pests online tool.

BPCA's position as the voice of authority for the sector is reflected by the media enquiries received weekly from print, online,

radio and television journalists and program-makers which over the summer included The Daily Mail, BBC Radio Stoke, BBC Wales Today, BBC Radio 5, and BBC's Rip Off Britain – many of which resulted in further articles or interviews with our very own Natalie Bungay.

BPCA also worked with sector-specific titles to highlight the importance of professional pest management to decision-makers in the public and private sectors, appearing in Facilities Management Journal, Health Business magazine and Tomorrow's Cleaning.

If you spot something in the press or have an idea for a press release, get in touch with the team by email: [hello@bpca.org.uk](mailto:hello@bpca.org.uk)

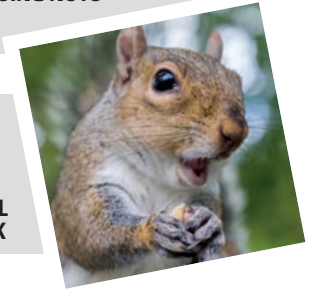
### TOP 3 HEADLINES



**RANDY BUGS GOING NUTS FOR CEREALS**



**BRITS ARE ONLY JUST REALISING WHAT HAPPENS WHEN CATCHING A GREY SQUIRREL – AND IT'S DARK**



**BRITAIN'S PEST PROBLEM: IN PLACES WHERE SOCIETY FAILS, VERMIN FLOURISH**

**TOTAL ARTICLES 2024 2,260**

**TOTAL CIRCULATION 2024 217,104,766**



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# STOP THE PRESSES!

## BPCA in the media

The press loves a creepy crawly story. We all remember how much bed bug coverage they ran with in October 2023 and that kind of exposure is great for the pest management industry.

And the more stories BPCA appears in, the better for our members too.

There are many benefits to your trade association having a media presence, including increased awareness of BPCA members and the importance of using a professional among the public, more traffic to our Find a pest controller tool [bpca.org.uk/find](https://bpca.org.uk/find) and increased knowledge of pests and the damage they can cause.

BPCA spends lots of time working with the press to educate the public about pest awareness and the importance of using BPCA members. We've built and maintained a strong position in national and regional media, as well as in broadcast – and, of course, in more specialist industry magazines.

You'd be hard-pressed to find a news story about pests that BPCA isn't mentioned in – a reflection of how much influence BPCA and its members have.

Here's a quick infographic with some key facts about BPCA's media work.

**"And the more stories BPCA appears in, the better for our members too."**

### GET IN TOUCH

If you want to:

- Learn more about our media work
- Join our Outreach and Communications Committee
- Be a contact on our media list

Drop us an email to [marketing@bpca.org.uk](mailto:marketing@bpca.org.uk)

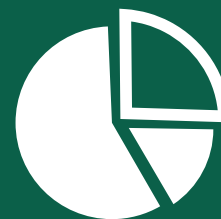
**BPCA**

British Pest Control Association

## 5 fast facts about BPCA in the media

### Fact 1

BPCA's marketing & communications team work with Shepherd PR to raise the Association's profile and highlight key messages across news platforms including print, digital and broadcast.



### Fact 2

In 2022, 213m people saw BPCA in the news. In 2023, this rose to 865m. Halfway through 2024 that number was 253m.

### Fact 3

We're building our position as the voice of authority for the industry - so when it comes to post control, journalists come to BPCA first.



### Fact 4

Our team send out press releases, liaise with journalists, create bespoke articles for publications, support our campaigns and organise Interviews with our technical experts.

### Fact 5

In 2024, BPCA has appeared in thousands of news articles in print and online, as well as being featured in dozens of radio broadcasts and TV interviews, including ITV's Tonight programme. BPCA was even a question on The Chase!



## PESTS IN POLITICS: JULY TO SEPTEMBER 2024

The past few months have seen notable changes in England's pest control landscape, particularly surrounding the introduction of the Glue Traps (Offences) Act 2022, which took effect on 31 July 2024.

These developments coincided with a major political shift following the General Election, with Labour now in power and new ministers taking charge at Defra. BPCA is looking forward to working with these officials to ensure that the licensing system for glue traps balances public health needs with animal welfare considerations.

### ► Changes to glue trap licensing in England: reflecting on recent developments

Before the election, Defra, led by Minister Pow, introduced several updates to the licensing regime.

Initially restricted to food manufacturing facilities, the regime was expanded to include national and regional food distributors.

Defra also recognised that in rare circumstances, pubs, restaurants, supermarkets, and hotels might require glue traps to address severe infestations.

While BPCA welcome these changes, we've been clear that the adjustments didn't go far enough.

"While we're pleased that Minister Pow acknowledged our concerns, we'd have liked to see class licences expanded to all food sites, allowing pest professionals to act swiftly to protect public health without waiting days for individual licences from Natural England."

BPCA has repeatedly raised concerns over the practical impact of this system. Waiting for individual licences could result in businesses closing for days, particularly smaller operations, while they await approval.

The high cost of these individual licences could also make it harder for smaller businesses to afford the protection they need to keep their premises safe for customers.

### ► Political changes and looking ahead

The General Election brought a new government to power, with Labour now overseeing key departments, including Defra.

As the new ministers settle in, BPCA is eager to work with them to ensure the licensing regime is both effective and practical for the pest control

industry. Collaboration will be essential to ensuring that pest professionals can continue to protect public health without unnecessary delays or financial strain.

Despite the political shifts, BPCA remains focused on improving the licensing framework, ensuring that public health and animal welfare are kept in balance.

### ► Supporting pest controllers during the transition

Over the past few months, BPCA has worked to prepare pest controllers for the new licensing system by releasing practical guidance for its members. The guidance document can be found in the Codes and Documents section of the member library.

[bpca.org.uk/library](https://bpca.org.uk/library) (login required)

This guide covers everything, from the types of licences available to application procedures and advice on managing clients who may be unlawfully using glue traps.

Though these changes currently apply only to England, BPCA is encouraging pest controllers across the UK to stay informed, as similar regulations could eventually be introduced in other parts of the country.



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## NEW MEMBERS



### Servicing members:

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- Ally Pest Control, Sutherland
- East Devon District Council, Devon
- Farnborough Pest Control, Farnborough
- Hope's Pest Solutions, Herts
- Jack Black Pest Control Services, London.
- Obsidian Environmental Services, Middlesex
- Pest Risk Management Group, West Yorkshire
- Termapest Ltd, Northern Ireland
- Verida Ltd, Co Down

### Observer members:

- Acciona & Sogex Facility Services LLC, Oman
- Acciona Facility Service for Maintenance and Cleaning, Qatar
- Gebyaw Mossie Wondifraw, Ethiopia
- Integrated Management for Public Health Services, Jordan
- Modern Cleaning Methods Company
- (Termifast), Kuwait
- Motah Environmental Services (Phoenix Biokill for Pest Control), Saudi Arabia

### Preparing for the future

As we look back on the recent changes, BPCA remains committed to supporting the industry through this transition. The Association will continue to engage with the new government to advocate for practical, effective solutions that safeguard public health while maintaining compliance with new animal welfare laws.

With the political landscape evolving and new regulations on the horizon, pest controllers are encouraged to stay connected with BPCA for updates. BPCA will continue to provide guidance through its website, social media channels, and member resources, helping professionals navigate the new glue trap licensing regime effectively.

### 2024 Autumn Budget announced

Chancellor Rachel Reeves released the long-awaited autumn budget plans in October. Some of the announcements will have impacts on pest control businesses, such as increased National Insurance contributions for employers. These will rise from 13.8% to 15%, and the threshold for NI contributions will drop to £5,000 (down from £9,100). However, Employment Allowance has been expanded, by removing the £100,000 eligibility threshold, simplifying employer NICs so all eligible employers can benefit. The allowance

will rise from £5,000 to £10,500.

The CGT lower rate will rise from 10% to 18%, and the higher rate from 18% to 24%, with residential property CGT also increasing. Business owners looking to sell assets or property related to their businesses will face higher CGT. Additionally, Business Asset Disposal Relief (BADR), designed to lower CGT for qualifying businesses, will also increase from 10% to 14% in April 2025, and then to 18% in April 16%. With the recent increase the pest control industry has seen in acquisitions, this could have significant effects on the structure of the industry.

The National Living Wage will increase by 6.7% for those aged 21 and over and National Minimum Wage by 16.3% for workers aged 18-20. This change raises payroll costs for pest control companies. However, if you're taking on your first set of employees, the increase in the Employment Allowance means the National Insurance contributions cost for those employees should be covered. Wage increases could boost consumer spending, making clients more willing to pay for pest control services, while also helping businesses attract and retain skilled workers, improving service quality and reducing turnover.

To read the full wrap-up, visit [ppconline.org/ppc-news](http://ppconline.org/ppc-news)

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EVENTS

# FREE CPD EVENTS AND WEBINARS

Event type **Webinar – Members only** **Local forum** **Virtual forum**

Name	When?	CPD	Sponsor
Delivering pest awareness training	4 December	1	
DIGITAL F28	11 December	3	Bell Labs
DEBATE: Life after glue boards - tackling rapid rodent infestations	8 January	1	
GLASGOW	22 January	4	Pelsis
ONLINE roundtable - Sole Traders	23 January	1	
BPCA Networking - local meetups for pest professionals - DURHAM	30 January		
Legislation and best practice refresher	5 February	1	
DIGITAL FORUM 29	12 February	3	Purean
MILTON KEYNES	26 February	4	Killgerm
ONLINE roundtable - Sole Traders	27 February	1	
GUEST WEBINAR: Feral pigeon control and proofing	5 March	1	
PPC Live 2025   Professional pest controllers LIVE - 19 March, Harrogate			
DIGITAL FORUM 30	26 March	3	Pelsis
ONLINE roundtable - Sole Traders	27 March	1	
Practical ant control for pest professionals	2 April	1	
ONLINE roundtable - Sole Traders	24 April	1	

**Pssst!**  
5pm –  
16/01/25

**Non-member 'open day'**

Special online event for pest management companies that are NOT members of BPCA. Learn about membership, meet Board members and ask questions. Learn more and book at [bPCA.org.uk/secret](http://bPCA.org.uk/secret)



SAVE THE DATE!

THE PROFESSIONAL PEST CONTROL SHOW  
19 March 2025

Yorkshire Event Centre, Harrogate

[bPCA.org.uk/events](http://bPCA.org.uk/events)



Best Pest Pic competition is back for PPC Live 2025. BPCA is once again looking for the best pest photograph and is offering a £500 prize for anyone who captures the perfect image of public health pest control.

The competition is now officially open. All you need to do is either: Tweet your image on X to @britpestcontrol

Tag us on Facebook @Britishpestcontrol Send us an image on Threads @british\_pest\_control

And don't forget to use the hashtag #BestPestPic2025.

The photograph can be of any public health pest or a pest management professional in action, helping to protect people from infestations.

The entries will be shortlisted and the top 10 best pest photographs of the year will be on display around the PPC Live 2025 exhibition hall, which takes place on Wednesday, 19 March 2025 at the Yorkshire Event Centre.

The winning photograph will be picked by a panel of leading experts and members of the BPCA team.

Closing date is 3.45pm, 16 February 2025.

For full rules/terms and conditions, visit [ppconline.org/PPC-News](http://ppconline.org/PPC-News)

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INBOX

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SPAM

# ASK THE TECHNICAL TEAM

## SPEED READ

- The wasp season has been terrible, but it's not likely that hornets are the cause
- A qualification framework has the potential to elevate the pest control sector to higher levels of professional recognition
- Expanding foam must be used with caution
- Wildlife crimes should not be reported to BPCA but to the WIIS.

### Have European and Asian hornets had an effect on wasp numbers this year?

The wasp season this year has been terrible and the most likely cause is the weather. Bad weather will delay the emergence of queens in spring and, when they do emerge, there's likely a reduction in food source (small invertebrates) for the queen to be as productive.

European and Asian hornets are known for their predatory behaviours and competitive interactions. However, the quantity of confirmed Asian hornet sightings in the UK at the current time is probably too low to make any real impact on nest numbers just yet.

Of course, disruptions in the natural balance of our ecosystem, such as the arrival of an invasive pest species, does highlight concerns about the potential ecological consequences in the future.

### Is expanding foam safe to use for pest control proofing?

Expanding foam can be used for pest control proofing, but it must be used carefully and by the manufacturer's instructions.

Some expanding foams may contain chemicals that could be harmful if not handled properly, so it's essential to take necessary safety precautions when using them.

It's also important to consider the specific pest you target and whether expanding foam is the most effective and safe control method.

Expanding foam wouldn't prevent rodents from accessing the hole without using a material such as wire wool in conjunction with expanding foam. Always be careful when using wire wool around electrics as this carries a fire risk. Expanding foam labels must be read carefully and you should avoid use in areas of potential ignition, such as around boilers.

### We already have qualifications - why have a new framework?

We do - we have the BPCA/RSPH Level 2 Award in Pest Management as our default entry-level qualification. But it's up for review (like all Ofqual qualifications), and unfortunately one or two qualifications don't make a framework.

We have the opportunity to set the bar a little higher and make some new higher-level qualifications for everyone looking to develop their careers, skills and knowledge.

We can make our qualifications less about passing written exams and more about measuring competency. We're practical people, so sitting a three-hour exam can't be the best way to assess new techs.

Crucially, it will also make the industry a more appealing option for people looking at starting new careers. A proper framework will show what the sector has to offer in terms of upward mobility/career progression, which is a huge factor in people's decisions when it comes to choosing jobs.

We also know how tough changes to the industry through legislation have been. A qualification framework can contribute to the industry's professionalisation by setting consistent standards for pest control practices. We believe this will enhance the industry's reputation and credibility, ultimately leading to increased trust from the government.

If you have questions or concerns, please do get in touch with our training team, who can help.

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

### Where can I report a wildlife crime to? You or CRRU?

You wouldn't report wildlife crimes to either us or CRRU, neither organisation deals with those. You would report them to the Wildlife Incident Investigation Scheme (WIIS). WIIS investigates incidents in the UK involving wildlife, such as illegal poisoning, shooting, or trapping of protected species.

WIIS works with other organisations, including the police, to gather evidence, identify perpetrators, and prevent further harm to wildlife. The scheme plays a crucial role in enforcing wildlife protection laws.

If you need to report a crime, you can call freephone **0800 321 600**.






### WHO YOU GONNA CALL?

The members of our technical team are happy to come out to visit sites with BPCA members who are struggling with a tough infestation and need hands-on advice. Get in touch!



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# WHATEVER'S THE MATTER, DEER?

NON-NATIVE DEER MANAGEMENT IN THE UK



Deer have been an important ecological asset in our countryside for millennia. Red Deer (*Cervus elaphus*) and Roe Deer (*Capreolus capreolus*) are the only two species able to claim the United Kingdom as their true ancestral home. Regular PPC contributor and rural pest expert Dave Archer explores how non-native deer species can affect the British countryside.



Deer are a great asset, whether by bringing pleasure to casual observers, gracing many areas from parklands to open moors, or being a valuable sporting benefit. They also have the bonus of income from local accommodation, employment, sporting equipment and clothing sales, and venison sales in restaurants or meat sales outlets.

However, we now have a growing problem. We humans have inadvertently skewed the ecological balance in favour of deer (especially non-native species) in many ways by importing four other species of deer never previously found in these Islands.

/continued...

Muntjac Deer, Nick Lane





Japanese Sika Deer

### The history of non-native deer in the UK

Once free, non-native deer found the British habitat to their liking and colonised many areas. They also found the land free from predators apart from man.

Previous inhabitants of our islands, such as wolves, lynx, and bears, relied on wild deer as part of their natural diet, keeping numbers stable to a certain extent and maintaining a reasonable balance in the ecosystem. Additionally, injured, diseased, or older deer were naturally taken, and herds stayed comparatively healthy.

During Roman Britain, Fallow Deer (*Dama dama*), which were previously absent, were viewed as a beast to hunt and eat and were imported into many areas of the British Isles. In fact, their place in the fauna of these isles is now so well-rooted that they are accepted as part of the natural ecosystem. These are the large "spotted" deer with huge palmate antlers found adorning country parks and estates, as well as well-established herds in the wild. Often albino deer can be found in these herds. In fact, pubs called the White Hart (Hart meaning deer), of which there are many, can be directly attributed to this point.

In around 1860, Sika Deer (*Cervus nippon*) were introduced into Britain and well-established herds are now widespread in Scotland, with patchy populations in England and Ireland.

Hybridisation with naturally occurring Red Deer is now occurring much more frequently, and brings its own problems of maintaining pure genetic strains of wild Red Deer.

Red, Fallow, and Sika Deer are herding deer, forming large travelling groups. Roe do join together in groups for the winter period, but these will naturally disperse by late spring and generally are nowhere near the size of herding deer numbers.

### Modern invasive species

In the past hundred or so years, we have introduced Reeve's Muntjac (*Muntiacus reevesi*) and Chinese Water Deer (*Hydropotes inermis*)—incidentally, the only species in the UK without antlers.

Muntjac, in particular, is responsible for many motor vehicle accidents per year, and being the only species able to breed all year round, it is expanding its range across the country at an alarming rate. Figures suggest Muntjac deer populations have doubled in recent years and have a capacity to live very close to and even within urban settlements. Their small size allows them to capitalise on areas inaccessible to other deer species. Both species are in the main solitary.

Muntjac are found in native woodlands. Being such a small species (around the size of a medium-sized dog), their intense browsing habit means that the lower levels of woodland and scrub are laid open to prevailing winds, making the areas unattractive to low-level nesting birds such as nightingales and woodlarks. Scarce wildflowers and orchid numbers can be irreversibly damaged if deer populations remain unchecked. Many Sites of Special Scientific Interest (SSIS) are often now recorded as being in less than ideal health due to the impact of non-native deer.

### Invasive deer management

Of course, we must not treat these imports as pests, such as Grey Squirrels or Glis Glis. All deer must be respected, although control is absolutely necessary to preserve farm crops and undergrowth

**"All deer must be respected, although control is absolutely necessary...deer cannot self-regulate, and if numbers are left unchecked, deer can suffer from injury due to disease, age-related issues and over-population."**



Muntjac Deer, Nick Lane



in woodland or where sensitive nesting sites are discovered. Deer cannot self-regulate, and if numbers are left unchecked, deer can suffer from injury due to disease, age-related issues and over-population. We certainly are not looking to eradicate populations but to manage them to the best of our ability and for their long-term health benefits in the absence of natural predation.

From a human welfare perspective, zoonotic diseases such as Lyme Disease can cause serious long-term effects if left untreated, and human fatalities and injury from deer collisions with motor vehicles are a very real problem.

If you live in a rural area, how many deer have you seen dead by the side of the road after a vehicle impact? It was not only the deer that sustained damage!

The only legal method of deer culling is by use of a suitable centre-fire rifle deployed by suitably trained and authorised persons.

Deer are subject to legal constraints in relation to:

- Times of day
- Times of year they may be culled
- Sex
- Species.

However, in some areas, this is not a practical solution, so other methods of deterring or excluding the deer must be found, such as deer-proof fencing or repellents. Although these solutions may work in small areas, the expense and practicality of deploying such methods in large rural areas are totally prohibitive.

**Perceptions of deer stalking**

The world of deer stalking and management is very different from when I started this work in the 1980s. I make no apology for stating that the general public's perception of deer is, in the main, skewed in favour of the deer by personalities or certain organisations who, either by intent or ignorance, have little or no idea of the problems caused by deer or how best to control them.

Emotions are the overriding factor when dealing with a practical problem. A well-placed shot from a rifle is instant. The animal never suffered the stress of an abattoir, nor from medical intervention to end its life. It lived life in a free-range environment and the end product (venison) is enjoyed as a very healthy and tasty meal. Perhaps we should question why more advertising isn't done to promote these facts, as

opposed to the obsession with fast-food chains and meals delivered packaged to your door within minutes?

And I feel that is the problem. We have distanced ourselves from the reality of the countryside, and the management of animals; relying instead on convenience and comfort.

We may have learned the error of our ways in relation to importing invasive mammalian species, but in general we are now evermore detached from the realities of the great outdoors.

**Like what you read?**

Dave will return next year with a follow-up article on deer management. He will explore the world of our native deer species and how you can become professional and qualified in deer management.

**"Chinese Water Deer, the UK's only antlerless species, is spreading."**



Chinese water deer, Nick Lane



LEGISLATION

# CRRU CODE CHANGES

## WHAT PEST MANAGERS NEED TO KNOW



Campaign for Responsible Rodenticide Use

The CRRU code of best practice has seen its latest revision, with various changes and updates. Some of the changes aren't relevant to pest control but other items are important for us to review and understand.

**"...rodenticide labels state that the user must comply with the CRRU code of best practice. This makes it a legal requirement to adhere to the CRRU code!"**



An online CPD quiz based on this feature is now available on the BPCA website. BPCA Registered members and affiliates can take a CPD quiz at any time  
[bpca.org.uk/find-cpd](https://bpca.org.uk/find-cpd)  
or sign up at  
[bpca.org.uk/affiliate](https://bpca.org.uk/affiliate)



Section	Minor Change	Major Change	Description of change
Foreword		X	New foreword from Nigel Cheeseright
3.8		X	Availability of FGAR baits in the UK
3.8		X	Availability of SGAR baits for use away from buildings
3.8		X	Clarification on use pattern of cholecalciferol baits
5.3		X	Updated wording reference in and around buildings
5.3		X	Definition of a building for the purpose of rodent pest management
5.3		X	Definition of waste dumps
5.7		X	Additional text reference the use of lower strength baits
6.1	X		Glue boards now only approved for use in certain areas
7.1	X		Wording on RRAG guidance moved up to top of paragraph to highlight importance
8.7		X	Availability of SGAR baits for use away from buildings
8.11	X		Update to wording reference covered and protected bait points
Further Reading	X		Some updates to links
ANNEX 3	X		Updated RRAG guidance

**“From the 1 January 2025, no products containing a second generation anticoagulant as an active ingredient may be used away from a building.”**

### 3.8

#### Availability of First Generation Anticoagulant Rodenticides (FGAR) baits in the UK

(Coumateteryl, warfarin, etc).

The only remaining product with an FGAR active ingredient is a contact foam. With this in mind, the document recognises this and so has redacted the previous guidance on its use.

Availability of Second Generation Anticoagulant Rodenticides (SGAR) baits for use away from buildings.

New statement says “From the 1 January 2025, no products containing a second generation anticoagulant as an active ingredient may be used away from a building.”

#### Clarification on use pattern of cholecalciferol baits

This has been updated – “Some baits containing cholecalciferol are permitted for use against wood mice (*Apodemus sylvaticus*). However, they are not authorised for use against the closely related yellow-necked mouse (*A. flavicollis*) and care should be exercised to ensure that this species is not inadvertently exposed to cholecalciferol baits.”

This is basically saying that we must identify the species of “field mouse” in a targeted effort and to not make assumptions. In any situation, it is important to identify the rodent species we are trying to control, especially with mice, and not just make assumptions between house mouse, and the varied field mouse species. Wildlife cameras and live sightings will be useful for this process.

“Some products containing cholecalciferol are authorised for use in ‘open areas’ and at ‘waste dumps’.”

If treatments are needed in areas where SGARs are not allowed, this product, label requirements dependent, may be a suitable alternative.

Proper caution still needs to be applied when

considering any primary poisoning risks, as always. It is vital not to use the product with a false sense of security. The prevention of primary access to the bait, from non-targets, is still of the utmost importance.

Cholecalciferol is a fantastic option when considering reducing the possibility of secondary poisoning. However, there is no “antidote” and the LD50 is lower (lower being bad!) in terms of grams per kilo needed to affect a non-target species, such as a dog.

### 5.3

This section gives some clarification on what certain definitions mean, specifically, “in and around buildings”, what a building actually is and waste dumps.

In brief, the term in and around buildings is quite straightforward when we understand the definition of a building. The updated code describes a building as a FIXED structure that forms an enclosure and protects from the elements.

For an example of something that is not a building, we would be looking at structures such as movable sheds and pens (not fixed) and open barns storing hay (not enclosed).

Make sure you take a look at all the definition updates so that you understand what your restrictions are.

## Q&A

### Can I still burrow bait?

In short, yes and no. As we always reiterate, when using pesticides, the label is key and a piece of guidance you have to follow legally. So if a label says you can burrow bait, you can. If it doesn’t, then you can’t!

However, if a label states that you can apply the product to burrows but the area to be treated is an “open area” then no, you cannot use an SGAR. You would need to source a product that

allows burrow baiting AND use in open areas.

As mentioned above, there is a cholecalciferol product available that allows burrow baiting and can be used in open areas.

As always, if you have a product that allows burrow baiting, make sure you follow all safety advice and make sure that the product is not at risk of non-target animals gaining access.

### Who makes these changes and are they law?

Law surrounding chemicals in the UK is regulated by the health and safety executive (HSE). All manufacturers of chemicals have to go through a rigorous application process to authorise their products for use in the UK – this consists of field testing, lab testing and the payment of fees for assessment by the HSE.

Part of this process is the approval of the labels associated with the pesticide. This authorisation is governed by the Biocidal Product Regulation (BPR) and the Control of Pesticides Regulations (COPR) – the latter being superseded, eventually, by the BPR. And so, this is the regulation that makes the label a legal requirement to follow.

In terms of the CRRU code, rodenticide labels state that the user must comply with the CRRU code of best practice. This makes it a legal requirement to adhere to the CRRU code!

Changes to the code are implemented by the working groups associated with the efforts to reduce residues of rodenticide in non-target animals, most notably the barn owl. This is all done with the oversight of government workgroups reporting back to the HSE.

### GOT QUESTIONS?

If you’re a BPCA member and you’ve got questions around the CRRU code and what it means, get in touch.

**technical@bpca.org.uk**

# BACK-TO-BASICS

## USING CHOLECALCIFEROL RODENTICIDE SAFELY



**Richard Faulkner** RF  
Envu



**Alex Wade** AW  
BASF

Cholecalciferol rodenticides have been on the market for some time now. However, there are significant differences between cholecalciferol-baits and anticoagulants, with which we're probably more familiar.

We asked Richard Faulkner from Envu, the company that manufactures Harmonix Rodent Paste, and Alex Wade from BASF, the manufacturer of Selontra, to give us a back-to-basics run down of cholecalciferol safety.



**"Sub-acute rodenticides are more acutely toxic, so there is a greater likelihood of primary poisoning when ingested directly by a target or non-target animal."**

### How does cholecalciferol work differently to SGARs?

**AW** SGARs are also known as AVKs, or Antivitamin Ks. They work by inhibiting enzymes in the rodent's body, which causes physiological changes due to a loss of a metabolic process downstream.

**RF** The mode of action for cholecalciferol is a form of Vitamin D3. It floods the target animal's body and causes hyper-calcification (also known as hyper-vitaminosis).

Once a lethal dose is consumed, the animal is unable to process and assimilate the excess calcium, which builds around the vital organs (liver and kidneys first) and results in death.

Vitamin K1 is needed for blood clotting, so once it is depleted, the animal's blood clotting mechanism fails, which will lead to internal haemorrhaging and death.

**AW** Yes, cholecalciferol works with an entirely different mode of action: it is essentially an increase of a substance, which results in too much of a metabolic process occurring in the rodent's body.

This increase creates an excess, which causes the body to undertake processes such as the mobilisation of calcium and its subsequent calcification onto soft tissues at an increased rate and in critical locations within the rodent's body.

**"Professional pest managers must carry out a thorough ERA and follow all product label instructions."**

### What are the key environmental considerations when using a cholecalciferol rodent bait compared to an SGAR? Are there any unique risks associated with using a cholecalciferol product?

**AW** Pest professionals undertaking a rodent control program should conduct a thorough Environmental Risk Assessment before deploying any lethal control measure.

**RF** Cholecalciferol is classified as a sub-acute toxic rodenticide, whereas SGARs are chronic rodenticides.

Sub-acute rodenticides are more acutely toxic, so there is a greater likelihood of primary poisoning when ingested directly by a target or non-target animal.



**AW** One key difference between cholecalciferol and AVKs is that cholecalciferol is largely metabolised by rodents during calcification, meaning that after the process has occurred, the rodent shows significantly lower risks to non-target scavenging and predatory animals in terms of bioaccumulation.

**RF** The principles for conducting an Environment Risk Assessment (ERA) for a cholecalciferol rodenticide are the same as those for conducting an ERA for an SGAR, as both are toxic substances.

First, you need to justify the use of rodenticides. This will identify the target rodent, the level of rodent activity, the risk to human health, and the risk of re-invasion. You also have the same environmental considerations: non-target species, companion animals, livestock, water bodies, water sources, alternative food sources, proofing, etc.


The main risk associated with using cholecalciferol products (as with all rodenticides) would be that of primary poisoning. As previously mentioned, cholecalciferol is acutely toxic.



An online CPD quiz based on this feature is now available on the BPCA website. BPCA Registered members and affiliates can take a CPD quiz at any time [bpca.org.uk/find-cpd](http://bpca.org.uk/find-cpd) or sign up at [bpca.org.uk/affiliate](http://bpca.org.uk/affiliate)

Bounty Pest Control





**"Cholecalciferol rodenticides have no known rodent resistance, unlike second-generation anticoagulants."**

Professional pest managers must carry out a thorough Environmental Risk Assessment. They must ensure they follow all product label instructions to the letter; after all, the LABEL IS KING.

Open and thorough communication with the customer is key. If the customer has companion animals, can these be excluded from the area for the duration of treatment? For example, fencing can isolate the area and reduce risk.

When using the bait in bait stations, ensure that the bait is secured and that the bait stations are also secured. A compliance label stating that cholecalciferol is in the bait station must also be in place, and this is a legal requirement (the same for SGARs). When burrow baiting, ensure that the bait is placed deep into the burrow, that the bait is threaded onto a wire or burrow baiting star, and that the burrow is backfilled and marked.

**AW** The biggest risk is treating cholecalciferol like an AVK. Regardless, all rodent control programs require a commitment to ensuring that products are used responsibly to avoid causing exposure to non-target species.

In addition to following the label's detailed, safe handling instructions for proper and effective use, it's important to ensure that if a risk is identified, a mitigation process is in place:

Can I eliminate this risk? Can I substitute this risk for one of a lesser impact? Can I use control tools to separate the risk from the subjects, for example, using tethered and secure tamper-resistant bait stations?

Can I put processes in place to reduce the impacts, such as correct labelling, reporting, and communication of these risks, and having first aid guidance for physicians and vets on file as a last resort in case of emergency?

**Does cholecalciferol have any unique benefits pest professionals should consider when selecting these products?**

**AW** Remember that cholecalciferol is not an AVK. Understanding the differences between the two unlocks a world of potential for professional pest managers to tap into when building their integrated pest management strategies.

**RF** The unique benefit of cholecalciferol rodenticides is that there is no known rodent resistance, unlike the resistance exhibited by *Mus musculus* (House Mouse) and *Rattus norvegicus* (Common Rat).

Once the rodent consumes a lethal dose,

the effects will quickly follow, resulting in mortality.


Also, when a target animal consumes a lethal dose of cholecalciferol, it has a stop-feed effect on the animal, which means that it will not continue to feed. This is unlike when an animal takes a lethal dose of an SGAR and continues to eat more of the SGAR up until the point of death.

The SGAR bioaccumulates in that animal's body and increases the likelihood of secondary poisoning to predators and carrion feeders.

**AW** This also means there is a lower chance that rodents will overfeed and waste bait, which means the same efficacy will require fewer visits by professional applicators.

**RF** There are two cholecalciferol formulations/products on the market, and they both have different label uses. One is the only rodenticide in the UK and Ireland that can be used in open areas and for burrow baiting.

The other has *Apodemus sylvaticus* (Field/Wood Mouse) on the label and cannot be used in open areas or for burrow baiting. Both cholecalciferol baits also have label approval and they both can be used for permanent baiting.



**"If the customer has companion animals, can these be excluded from the area for the duration of treatment? For example, fencing can isolate the area and reduce risk."**

# RAGE AGAINST THE MACHINES?

## ARTIFICIAL INTELLIGENCE IN PEST MANAGEMENT



**Scott Johnstone** **SJ**  
BPCA (host)



**James Gilding** **JG**  
CEO, Vergo



**Daniel Schroer** **DS**  
Managing Director,  
Futura



**Patrick Lynch** **PL**  
President, Bell Sensing  
Technologies

**SJ** Is technology, particularly artificial intelligence, going to replace technicians or reduce our workforce?

**JG** No. We're working with pests, with living creatures that are inherently unreliable and that don't do what we want them to do. Tech will play a part in enhancing pest management, but we have to have a human there to react to changes that aren't logical. We're not replacing but enhancing.

I talk about AI freeing technicians up to do the job rather than checking bait boxes - giving them time back to give real service and professionalism to the customer. There is a price for tech, but there is also the education element. It's not the pest control company that will solve the pest problem; you've got to work in partnership with your customers.

**PL** I look at construction because it's a similar industry, very blue-collar and customer service-focused, where productivity and safety are extremely valuable. There have been some major advancements in construction tech, but there have not been fewer electricians, plumbers, etc, since those digital enhancements became available. Those trades are working with highly advanced tech to be more productive and safer, which raises the industry as a whole. It's a good example of how we, as an industry, can transform.

**DS** I 100% agree. However, there are some grey areas, with some quite extreme ideas. I cannot say it's not happening. It's very hard to get new technicians. We've seen a trend in North America and some parts of Europe where small companies want to replace up to 80% of their workforce with machines.

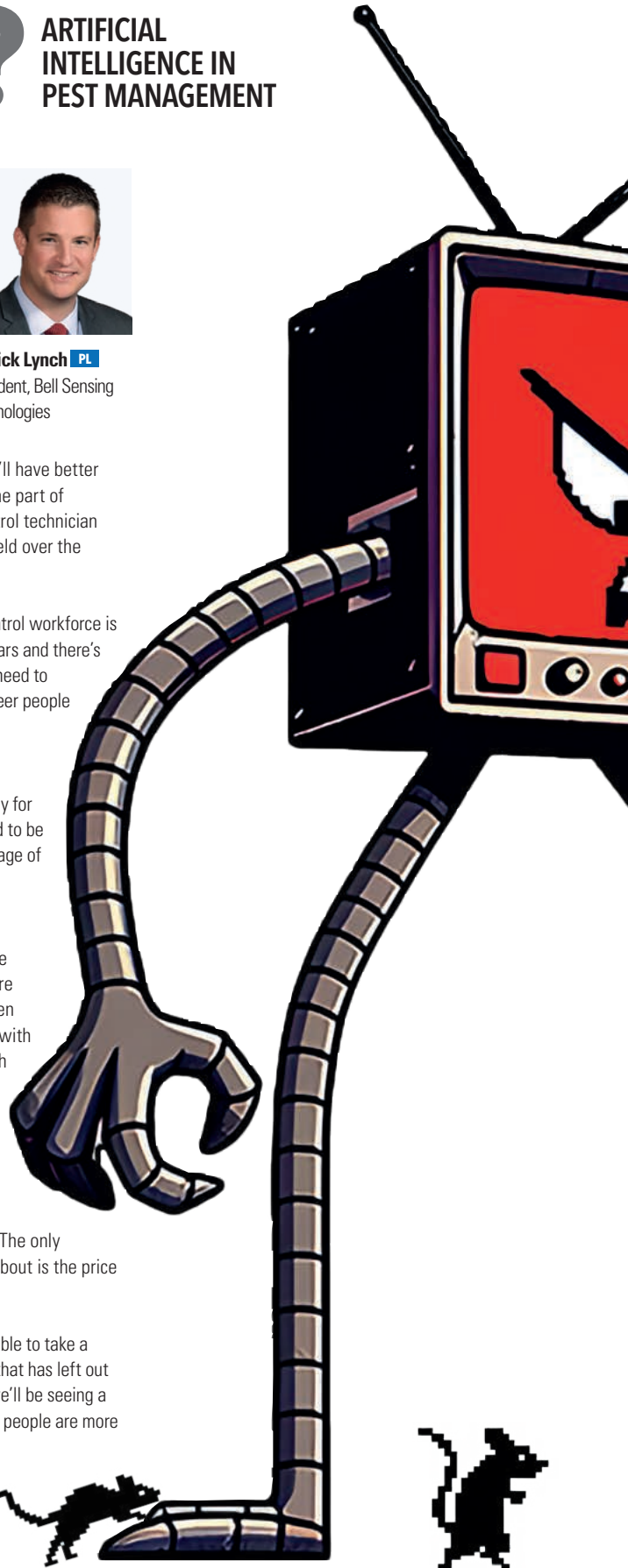
I think one factor is that you'll have better tools. Digital and AI will become part of your toolbox, and the pest control technician will become an expert in the field over the next decade.

**SJ** A huge part of the pest control workforce is set to retire over the next 10 years and there's a huge gap in recruitment. We need to focus more on the fantastic career people can have in pest management.

**SJ** How accessible are remote monitoring and smart technology for pest management? Do you need to be a huge company to take advantage of the latest tech?

**DS** It's one of the main things we've been working on over the last decade. The costs of it were tremendously high. It's only been something for thought leaders with deep pockets or big clients such as food producers. There's a sweet spot in pricing - it's a lot cheaper thanks to economies of scale, and it's now becoming very accessible. Everything is more usable, and so are the hardware products. The only thing I've seen much surprise about is the price - it's drastically changed.

**SJ** Early adapters have to be able to take a financial risk on a product, and that has left out some SMEs so far. But I think we'll be seeing a trend as prices come down that people are more willing to have a go.





**JG** Tech has become more normalised. Other costs around alternatives to tech have continued to creep up. Those pressures and inflation make the tech alternative much more viable. It's available to all, and it's very straightforward now to reach out to your market and start supporting your customer base with that tech.

The cost of tech is often for a point of use. All these techs, ChatGPT and WhatsApp, are free. I imagine we will see digitally enhanced cameras that link with AI products in the future.

**SJ** We need to use it with our brains switched on. Small businesses that experiment will see the most gains; however, these products are brand new. Their terms of service mean that you are potentially handing over data streams to external companies. You need to keep client data secure.

**JG** Once you start to go commercial with these, you need to look at legislation such as GDPR. It tends to be a paid-for service. The benefit for larger companies is that we do have multiple people working in the back office, looking at trends and tipping points and adding real data to that.

If customers leave food out on the floor, that's an issue. You'll be able to provide them with verified data that shows when and where rodents are coming. You can talk to your customer about what's happening on this day, at this time, that's causing a spike in activity. Is it a delivery? A waste collection?

**JG** Big data is the single biggest battleground moving forward. We've got the option to collect data, but what do we do with it? Trend analysis. You can cross-correlate with weather data, etc., to make that information useful, making it easier for techs to do their job to know where to go and when and to help deliver better pest management.

This gets to the heart of the professional pest industry. I don't think we always get the credit as an emergency service. We want this to be a professional, high-standard technical role, and this might be what finally pushes the balance for us.

**DS** Most of our customers make amazing things from their data, from categorisation and prioritisation directly linked to boxes on-site or using that to automate a mid-size pest control business. Now is one of the best times to do this because many people have the knowledge and software. With AI and so many open services, people are enabling you as a small or medium-sized business to do whatever is best for you. Make it individual to you and your clients.

**SJ** You can ask your data questions via AI – this has never been more accessible to you guys.

**DS** I would say be careful with whom you share your data. I would also suggest testing things out, playing around, and taking your time.

**JG** See what works in a safe environment, push through examples and see what you get. It will pay dividends in years to come. We want to be at the edge of what you bring to your customers.

**SJ** What are the value and benefits to servicing companies? How do we talk about value to customers?

**DS** Typically, AI tremendously increases the level of surveillance. You can spend way more time using the tech, proofing, working together on proofing, and dealing with hygiene issues. We've seen many market leaders share many customer success stories.

**JG** Data collection creates certainty, and one of the challenges in the market is making sure jobs are done in a timely manner and in the right way.

Tech helps us understand better. How accurate is that annual recording? Smart data means an instant record added to a technician's record makes a much stronger data trail, giving huge value to the end user. Everything we do should be about creating a pest-free environment.

**PL** When choosing which tech system to work with, ask how it works. How is data stored? How do they share the data, and is it protected? We are all here today to protect public health. We need to do a better job of making sure everyone understands the reason for our industry.

Anything that makes your technicians more efficient and allows them to use their skills and minds to better protect your customers and their property is going to be worth it.

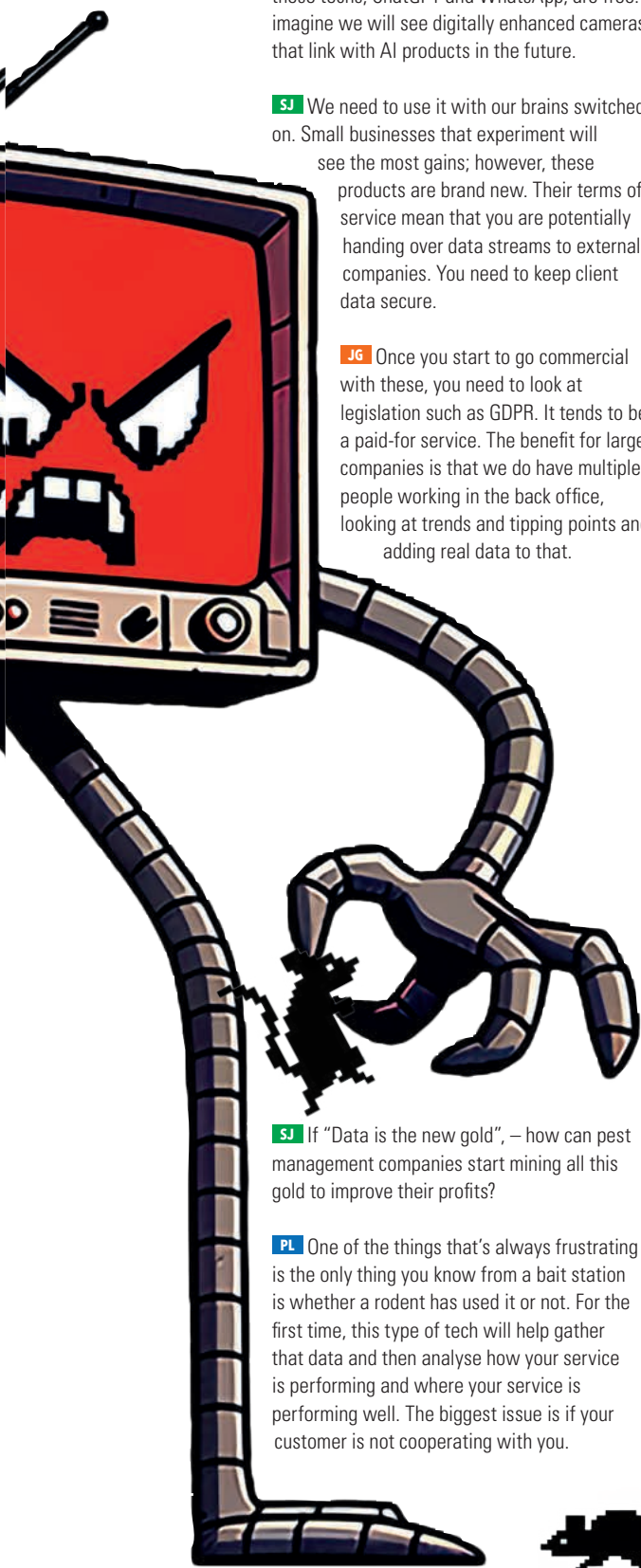
**DS** End customers are greeting this with more open arms than I've ever seen before. The food industry, especially, is demanding this of pest control businesses. Of course, it comes with a price.

**SJ** In the next 3-4 years, what will be the most significant benefit for the end client?

**PL** Working with the same technician. Our biggest issue is retaining our best people. If you can train your technicians and give them tech that makes their lives easier, you're far more likely to keep them in your industry and in your company. If they're dealing with the same person with the same logo, your customers are likely to be happy and want to continue to work with you.

**JG** Technology will create a platform of data and understanding of your sites, so regardless of who turns up, it will feel like the same technician. We'll be able to capture data at multiple levels. I think that's achievable within that three-year window. The benefits from that investment are huge for us and our customer base.

**DS** Being future-proof. It helps you to be independent. There's talk of rules tightening around chemicals – but having the data will help technicians on the ground implement an IPM more effectively.



**SJ** If "Data is the new gold", – how can pest management companies start mining all this gold to improve their profits?

**PL** One of the things that's always frustrating is the only thing you know from a bait station is whether a rodent has used it or not. For the first time, this type of tech will help gather that data and then analyse how your service is performing and where your service is performing well. The biggest issue is if your customer is not cooperating with you.



LEGISLATION

# LICENCE TO GULL

## HOW TO SOAR THROUGH THE APPLICATION PROCESS FOR BIRD CONTROL



Gull management requires great effort and knowledge to be successful. In this article, BPCA Technical Manager Natalie Bungay and Special Interest Group (SIG) BirdWise give practical advice on gull control and, if needed, submitting a successful licensing application.

When looking at gull management, be it the legal requirements or the practical implementation, there is a lot to consider: the legislation, non-lethal options, what licensing application you need for the removal of nests, eggs and adults, and how to submit a successful licence.

### The legislation in brief

As we know, all birds, their nests, and eggs are protected under the Wildlife and Countryside Act 1981, section 1.

For gulls, there are allowances, in certain circumstances, for them to be managed in a "lethal" way. But this requires you to first apply for an individual licence issued by the relevant UK Government agencies to provide a legal basis for authorised persons to consider lethal control methods.

Depending on where you are in the UK, this will either be:

- Natural England
- NatureScot
- Natural Resources Wales
- Department of Agriculture, Environment and Rural Affairs (DAERA) for Northern Ireland.

### Essential steps for securing your gull control licence

Anyone who has applied for a licence to control gulls will know how tricky it can be!

But applications should be granted if you have a genuinely good reason for removing eggs, nests, or adults and the right evidence.

When applying for a licence to control gulls, you must imagine that you are the wildlife officer approving or denying an application to kill wild birds.

You would be responsible for ensuring the work has a genuine need and meets the legal requirements for you to approve the application.

If you approve an application that turns out to be unlawful, then you would be in a lot of trouble!

If you keep this in mind, you will better understand the decisions these officers have to make and the solid evidence they need to approve them.

### Before applying

Before you log into that licence form and start tapping away, you must first ensure you have followed the legal requirement to have genuinely tried all other non-lethal means of prevention/control. The things you need to consider are...

### Prevention before nesting starts

Authorities will examine what work has been done to try to prevent the birds from nesting. You need to consider all angles: proofing, deterrents, scaring with audible alarm calls, fixed and handheld lasers, targeted falconry, and even hawk kites.

### Proofing high-pressure areas

If you can, you also need to show that high-pressure nesting locations from previous years have been considered for proofing. Records of this consideration, such as a survey report, will be required. Generally, plastic owls as a deterrent will not be effective for gulls and should not be considered.

### Public health and safety

If the gulls are nesting for the first time and the danger to public health and safety is high, we'd advise speaking with the authority you would be applying for a licence with (e.g., Natural England).

### Gathering evidence

If you need to apply for a licence, have you gathered all the evidence you need?

### Evidence: the key to a strong application

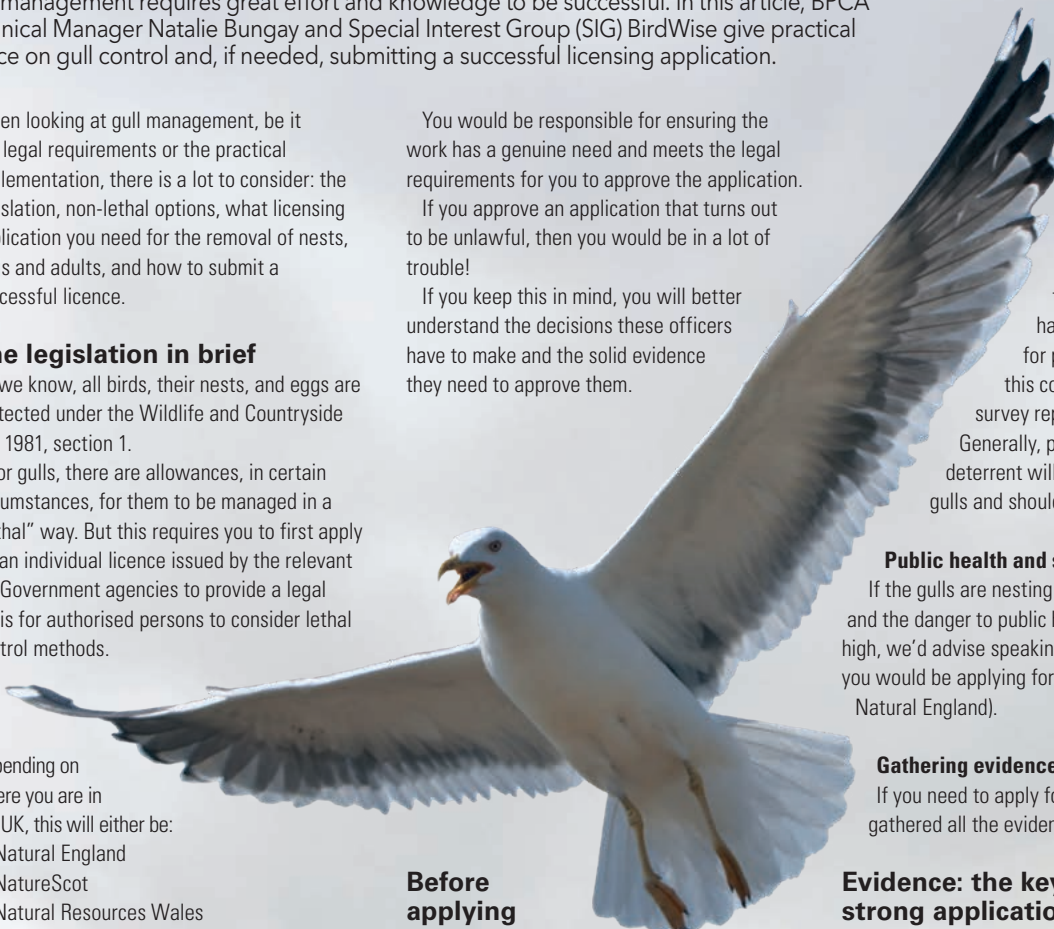
These are the main things you need to consider when applying for an individual licence for gull control.

### The reason

The usual basis is that the gulls cause public health and safety concerns from their nesting activities.

"Nuisance" will not cut the mustard; there has to be a genuine public health issue, such as:

- Droppings accumulating that may cause serious injury (slips) or illness through contact
- Droppings blocking gutters or gullies then cause flooding
- Serious issues with birds attacking people, stones being dropped on passers-by
- Gulls fouling on people as a defence mechanism (yes, that does happen!)
- Contamination of food stuffs.





# "Licensing authorities will not approve applications based on "stories" or word of mouth..."



## The species

This will be requested at the point of application, so brush up on your identification skills. You will need to say which species of gull you're looking to control, as there are different rules governing species and the licences/circumstances under which you can control them.

Collect an array of photographs of the birds. Not just one bird perching on the edge of the building, but a good collage of images of the species, close up and as part of the broader problem that exists. Just make sure you get your identification right!

## Evidence of non-lethal control methods tried

You must provide evidence that you or your customer have tried some non-lethal methods to tackle the issue before applying for a licence. You need to include the reasons for discounting these non-lethal controls. An example of a good reason could be that the weight of the cost to proof is unreasonable for the control required.

Evidence of the problem the gulls are causing There are a few angles to go here, depending on the problem.

If droppings are causing a public health and safety concern, take plenty of photos of them, clearly showing that they are an issue.

If they're causing slip concerns, seek records from your customer of "near miss" accident reports or emails from employees or the public stating they have slipped (you can redact personal details for GDPR).

For those with blocked gutters, ensure you have photos and records of maintenance teams having to repair them regularly or water damage as a result of the blockage.

Copies of invoices for cleaning being carried out to address the droppings in sensitive areas can also be helpful.

When it comes to attacks on staff or the public, you should seek records from your customer of "near miss" or accident reports, injury reports, and submitted/hospital visit records.

You should also collect emails from employees and the public stating they have been attacked (again, you can redact personal details for privacy).

A good piece of evidence is video footage (CCTV, etc) of gulls attacking people, fouling on people as a defence mechanism, or picking up and dropping stones on nearby people or vehicles.

## "...ensure you have followed the legal requirement to have genuinely tried all other non-lethal means of prevention/control."

## And finally

All of the points above will be scrutinised in detail. In the past, I have been contacted by members who have been upset because their application has been refused.

After examining the application, one common denominator emerged: the above points were not covered thoroughly enough.

Licensing authorities will not approve applications based on "stories" or word of mouth about the problems occurring. They need hard evidence.

If you do not have this evidence, you will not be successful and will have wasted a good portion of your time.

Follow our advice, and you have the best chance of being approved for lethal gull management.

## About BirdWise

BirdWise, a special interest group (SIG) set up by BPCA in 2017, has the sole focus of ensuring the pest management industry has a place to go when guidance, research, or advice is needed on bird-related topics.

The group has been successful in creating bird codes of best practice, guidance and templates on using general licences properly and legally as well as a general place for the BPCA staff team to go when those tricky bird-related enquiries come in.





## MEET THE MEMBER

# TAKING CHARGE OF YOUR DESTINY

## RHINO PEST MANAGEMENT



*This article contains details of a traumatic childbirth.*

I'm Ben Hunt, or as my rugby friends used to call me: Rhino. It's a nickname that has stuck with me since I was a teenager, so it seemed fitting to use it for my company.

I'm based in Swadlincote, Derbyshire and have been running Rhino Pest Management since August 2019.

Owning a pest control business suits me down to the ground. I can be quite introverted and like doing things by myself, so lone-working doesn't bother me.

I started out as a third generation plastic recycler, following in the footsteps of my granddad and my dad.

Unfortunately the family business closed down before he could pass the torch to me, so I had to look for other options.

For around 18 months I ran a cob shop and café, but that didn't work out so I took a job driving a forklift, but as most pesties will understand, I got bored!

In Feb 2019 I paid to do my RSPH Level 2 Award in Pest Management with BPCA. I did it all at online, spending hours and hours each day going through all the learning materials. I would even take the learning to work with me and do it on breaks

and between loading lorries.

In July 2019 I did all three units and passed. A month later, Rhino Pest Management started trading.

It's been hard work, but three years later the business is thriving and I'm now RSPH Level 3 qualified, something I'm really proud of.



I did get completely wedged in an absolutely tiny loft once. I'm quite tall, so I couldn't roll over, I couldn't sit up or anything. In the end I had to do the reverse worm to get out. That was the point where I learned to say no to things that were potentially dangerous.

Having always worked for family or myself I didn't like the restraints of working for a company. Working for myself meant I could be home when I need to be for my boys and hopefully create a really successful company so my family can have everything they need.

Family is important to me. I have three sons and two step-daughters, and I'm supported by my partner Emma.

I had my eldest son, also named Ben, two days after I turned 22. It was a traumatic labour for my then-partner, where my son became stuck for around 15-20 minutes and wasn't breathing when he was finally delivered. He was resuscitated, but it's not known how long he was without oxygen for. About a year later, he was taken for a brain scan and we found out he had severe brain damage.

The condition is called Spastic Diplegia, a form of cerebral palsy. There are many symptoms and conditions that come along with this, but crucially we were told he would never walk unaided, if at all, and he probably wouldn't talk or go to mainstream school.

Into his first year, Ben began to walk and talk. He went to pre-school and started to develop quite fast. It was difficult seeing him have his operations, having long needles in his muscles to help with the tightness, seeing him hobble around with his legs in casts and people staring at him whenever he was out. But we brought him up knowing he was different and that it didn't matter.

Nearly 18 years later, he has completed school, is in his second year of college and is living his best life, with lots of friends.

As you can imagine, having children with extra needs is a big commitment. It takes more time and energy than you might think, and it can be very emotional. Working a day job for someone else made it harder for me to be with him when I wanted to be, without having to use holidays or miss pay. A big bonus about running Rhino Pest Management means that I have more freedom and flexibility to choose my hours to suit my life and my family.

The challenges are plentiful. Working with the general public can be hard, it is something I haven't had to do before. As a huge sufferer of anxiety and other issues it has forced me to push myself to do things I hadn't done previously in my life.

After five years of this my confidence is really good. Dealing with people and managing expectations has been a rollercoaster of a skill to master, and I have just about done that.

Other challenges are managing time efficiently; I am the secretary, the planner, the technician, the face of the company, the media department, the dad, the partner, the purchaser. The list of tasks is endless! But I wouldn't have it any other way.

Knowing there are really good people willing to share their knowledge helps. For example, Avril from Killgerm has a wealth of knowledge and has helped me more than she probably realises. Asking for help is definitely a skill and is how I have learned so much of what I know.

My passion for my work helps me push myself all the time.

The day I can't keep pushing further is the day I will look at other things to do. I've not had companies invest in me before so I invest in myself with plenty of training.

This is a fantastic industry. I'm hoping to be doing this job for as long as my body will let me.





LEGISLATION

# THE EDI TOOLKIT

## WHAT IS IT AND HOW WILL IT HELP PEST CONTROLLERS?

### Get expert advice

The BPCA Quest HR service is a valuable member benefit for businesses of all sizes that employ people.  
[bpca.questcover.com](http://bpca.questcover.com)  
 0116 243 7675



Can a new approach to Equality, Diversity and Inclusion be a boost to your recruitment problems?

BPCA has released Equality, Diversity and Inclusion (EDI) guidance for pest management companies.

The EDI toolkit has been created with help from BPCA's EDI Committee, a group of dedicated volunteers from across the pest management community.

The toolkit aims to help get businesses and teams ready for being diverse and inclusive when recruiting new talent.

### What is EDI?

Equality, Diversity, and Inclusion (EDI) is an approach that promotes fairness and full participation for everyone, particularly groups that have been historically underrepresented or discriminated against.

The EDI concept is made up of three points:

#### Equality

Ensuring everyone has the same opportunities and is not treated differently or discriminated against.

#### Diversity

Recognising and valuing people's different backgrounds, knowledge, skills, and experiences.

#### Inclusion

Seeing differences as a benefit, and ensuring people feel comfortable sharing their perspectives.

### Why is this useful to pest controllers?

In the last couple of years, pest management businesses have found recruitment a struggle.

The pest management sector should be an opportunity for everyone, no matter their background, to develop their skills and realise new and exciting careers. A good EDI framework in your business can help with:

#### Recruitment

With an estimated 40% of the workforce retiring in the next ten years, it's more crucial than ever to start attracting new talent into the pest control industry. EDI when recruiting new staff can help reduce bias and attract better candidates.

#### Retention

A diverse workforce is strongly connected to employee retention, as employees feel accepted and respected.

### Improved financial performance

Research has found for every percentage increase in the rate of racial or gender diversity, there was an increase in sales revenues of approximately 9% and 3% respectively.

### Increasing new business

92% of employers interviewed in a government study report diverse recruitment has enhanced their reputation and helped them win new contracts.



Chair of the EDI Committee, Julia Pittman, commented:

"We're really proud, as a committee, of the toolkit that we've put together for the sector. Our hope is that it helps enable the pest management community in the UK to grow, thrive and have a level of future-proofing that we currently don't see."

### Real life stories

As part of the toolkit, we spoke to members of the EDI committee about the challenges they faced, as people with protected characteristics.

One of those was Ian Adamson at Precision Consulting, who spoke to BPCA about autism.

Ian was happy to speak about his autism, believing that it might give others the confidence to join an industry that he's found works for him and his neurodivergence.

"The beauty of my job is that a lot of my autistic traits filter into it very well. I'm very meticulous and fixated on solving problems, and ever since I could talk, I've been fascinated by the natural world"

"There are some disadvantages that I have to work through, though. When I talk to people, I'm sometimes overly blunt, and that can be difficult when I'm auditing.

"I'm not very good at multitasking, so if I'm typing up a report, I have to put my phone on silent and switch my emails off so I can focus on what I'm doing."

He continued, "Working from home helps with having fewer distractions. While I don't mind being part of a team, I'm not a big group person. I sometimes find working in an office a bit overwhelming, with all the noise and bustle."

### The EDI Toolkit

The toolkit is designed for professional pest management businesses looking to enhance the Equality, Diversity and Inclusion within their workplace.

There are a range of resources available in the document, including recruitment tools and more information about EDI.

There's also a great deal of information and case studies on how to support those in your business with protected characteristics, such as age, disability or sexual orientation.

Download the toolkit at [bpca.org.uk/library](http://bpca.org.uk/library)

(login required)



### Coming soon - BPCA EDI Charter

BPCA Marketing Manager, Scott Johnstone, believes it's time for the industry to step up and make a commitment to the principles of EDI.

He said: "There's never been a more important time to open our arms as an industry and welcome people from all walks of life, into what is an exciting, challenging field.

"Keep an eye on our comms to see how you can sign the BPCA EDI Charter and pledge your support to being an inclusive pest management business."

### Interested in committee work?

If you'd like to find out more about the EDI Committee and would like to volunteer, get in touch. [hello@bpca.org.uk](mailto:hello@bpca.org.uk)

# STEERING CLEAR OF THEFT

## 4 TIPS TO KEEP YOUR VAN SAFE

### 1 BEEF UP YOUR LOCKS

You should keep your van locked and close windows whenever it's unattended. It's a good idea to change the locks that came with your van, as criminals will be familiar with the types of locks fitted on popular models. If you bought your van second hand, others may still have a key to your van or have made copies of the key before it was sold.

You can fit your van with hooklocks, which use a hook bolt instead of a standard deadlock and make doors harder to prise open, robust locks that can resist hammer blows and being crowbarred, and are anti-drill and anti-pick, and locks that can't be broken into with a screwdriver – one of the most common ways thieves get into vans.

Alternatively, you can add extra locks to boost the security of your van's existing ones. Slamlocks lock doors as soon as you close them – particularly useful if you're unloading or delivering items, when you might forget to lock the doors yourself. There's more chance of accidentally locking your keys inside though.

Or you can fit deadlocks between the van door and adjoining door panel, which put a bolt into a bracket and are locked manually with an external key. These are especially worth the investment if you leave your van unattended for long periods of time. Any extra visible locks also have the added benefit of acting as a deterrent to potential thieves.

### 2 SECURE THE TOOLS IN YOUR VAN

Ideally, you should remove your tools from your van when you're not working. If this isn't possible, make sure they're out of sight – covering or tinting windows makes it harder for would-be thieves to see what's inside – and get a lockable tool vault that can be bolted to the floor of your van.

Another option is to attach expensive tools to the inside of your van with a security cable. A sign saying no tools are kept in your van overnight may deter criminals and you can also mark your tools with a UV pen or etching kit so they can be traced back to you if they're stolen – another potential deterrent.

### 3 GET WISE WITH PARKING

When you're out and about try to park your van in a place where it's clearly visible and that's well-lit if it's dark. Also look out for areas with CCTV, which can put criminals off, and make use of secure car parks when they're an option. Parking with your sliding door or the back doors close to a wall will make it harder for thieves to remove items if they do break into your van.

Parking somewhere that makes it hard for someone to get underneath your van to steal your catalytic converter, which is valuable because of the precious metals inside, is also a good idea. Avoid parking with one side of your van up on the kerb, for example. There are also measures you can put in place to make it harder to steal, such as a special lock or getting the bolts that hold it on welded shut. If you normally park your van outside your house or on your driveway when you're not working, position an indoor or outdoor smart security camera to monitor it so you can be alerted on your phone if someone tries to steal it. The footage could also help catch the culprits if your van is stolen or broken into.

### 4 CONSIDER OTHER SECURITY MEASURES

If your van doesn't come with an alarm and immobiliser, it's worth installing an approved system. Thatcham Research, which was set up by the motor insurance industry, tests and certifies alarms, immobilisers and other vehicle security products.

The Police Preferred Specification is an accreditation scheme for all types of security products as part of the police's Secured by Design (SBD) initiative so you can also search for vehicle security products that have met certain standards on the Secured by Design website.

A steering or gear lever lock, or a security box that fits over the pedals, will make your van harder to steal and you can install a tracker so if your van is stolen it can be tracked via GPS to increase the chances of it being recovered. Signage on your van with your business's name could also make it less attractive to thieves.

Another way criminals steal vehicles is by relaying the signal from keyless fobs to open the doors.

Car manufacturers are introducing measures to make keyless fobs less vulnerable but if yours don't have these security features make sure you store them away from your front door or put them in pouches or boxes that block the signal.

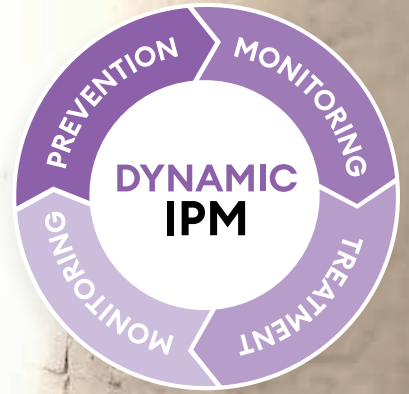
#### MEMBER BENEFIT

BPCA members can get endorsed as a Which? Trusted Trader and enjoy 50% discount for 6 months on the monthly recurring membership fee.

[bpca.org.uk/which](http://bpca.org.uk/which)

**Which?** Protect your van and its contents from rising theft with our essential advice for boosting security.





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## **HARMONIX®** Rodent Paste

Overcome bait shyness utilising similar base matrix. Increasing initial bait consumption and reducing the baiting period

## **HARMONIX®** Monitoring Paste

Decrease the amount of time that rodenticides are in place. Return to a monitoring program



# TRAINING CALENDAR

## Courses and exams

Course/exam	From (£)	Exam	Date	Location
<b>Level 2 Award in Pest Management (residential)</b>	1,165.00	✓	26-31/01/2025	Milton Keynes
			30/03/2025 - 04/04/2025	Stafford
<b>Level 2 Award in Pest Management (non residential)</b>	930.00		09-14/02/2025	Edinburgh
<b>Level 2 Certificate in Pest Management (residential)</b>	1,640.00		29 March - 05 April 2025	Stafford
<b>Hands On Practical Training</b>	208.00		29/03/2025	Stafford
<b>Certificate in Bird Management (online learning, classroom and examination)</b>	180.00	✓	20/02/2025	Blended
			15/05/2025	Blended
			18/09/2025	Blended
			27/11/2025	Blended
<b>Safe use of Aluminium Phosphide</b>	506.00	✓	24/03/2025	Southwick
			25/03/2025	Southwick

## Online learning - take at any time

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

	From (£)
<b>Full Level 2 Award in Pest Management – online course</b>	363.00
<b>Using Rodenticides Safely – Online course and exam</b>	125.00
<b>Foundation Certificate in Pest Management</b>	60.50
<b>Pest Awareness for Non-technical Staff</b>	
<b>Asbestos Awareness, Completing Risk Assessments, COSHH, Ladder Safety, Manual Handling Working at Height</b>	22.00

## Bulk Booking

We now offer discounts on bulk bookings for our Level 2 Award in Pest Management course, for both members and non-members:

### Discounts:

0-2 licences – standard prices remain

3-9 licences – 20% discount

10+ licences – 40% discount

Exam costs remain the same. Contact the training team to find out more.

## Terms and conditions

All costs are members only and exclude VAT. Non-member prices are available at [bpca.org.uk/training](http://bpca.org.uk/training)

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

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 if a programme is cancelled. BPCA will not be liable for any costs incurred by the delegates.



**Enquiries and bookings** | [training@bpca.org.uk](mailto:training@bpca.org.uk)  
01332 225 113  
[bpca.org.uk/training](http://bpca.org.uk/training)

## Exams only

	Exam	From (£)	Date	Location
<b>RSPH Level 2 Award in Pest Management</b>	170.50		31/01/2025	Milton Keynes
			14/02/2025	Edinburgh
			06/03/2025	Derby
			04/04/2025	Stafford
<b>Technical Inspector</b>	170.50		31/01/2025	Milton Keynes
			14/02/2025	Edinburgh
			06/03/2025	Derby
			04/04/2025	Stafford
<b>RSPH Level 3 Award in the Safe Use of Fumigants for the Management of Invertebrate Pests</b>	335.50		31/01/2025	Milton Keynes
			14/02/2025	Edinburgh
			06/03/2025	Derby
			04/04/2025	Stafford
<b>Certificated Field Biologist</b>	335.50		31/01/2025	Milton Keynes
			14/02/2025	Edinburgh
			06/03/2025	Derby
			04/04/2025	Stafford
<b>Certificated Advanced Technician (CAT) in Pest Management</b>	245.00		Book anytime	Online

## Can't see what you're looking for?

### Bespoke Pest Control Training delivered in-house by BPCA

Can't find the exact training you're looking for on the BPCA training pathway? Get bespoke training for you or your business designed specifically for your requirements.

BPCA's in-house training options are perfect for employers who have multiple employees all needing the same training.

It can be a far more cost-effective solution than putting those employees onto open training courses, where they may incur travel and overnight accommodation costs.

To discuss your training needs and requirements, then please call us on **+44 (0) 1332 294 288** or email [training@bpca.org.uk](mailto:training@bpca.org.uk)

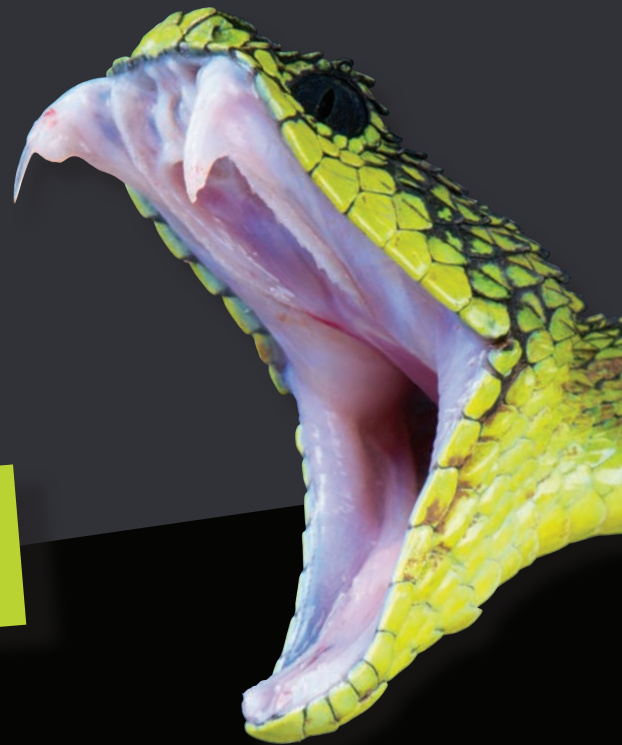




# When it's time to bite

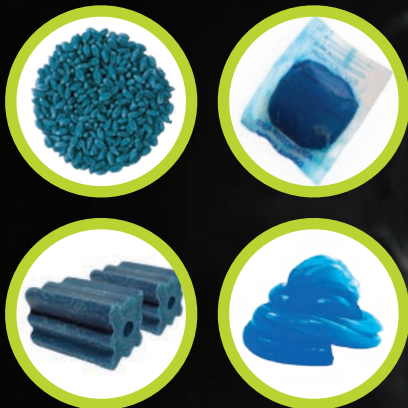
## the bullet

### BRODIFACOUM



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Environmental Health



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### VERSATILE & ECONOMICAL TRAP PROTECTION


- Tamper-resistant trap cover with EVO® key
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- Simple to use:  
Catch =  No Catch = 

For information on how the Power of  products can enhance your rodent control service and solve problems at your accounts, contact your local Pest Control Distributor or visit [www.bellsensing.com](http://www.bellsensing.com).

