



JANUARY 2025




Join the professional  
association for the UK  
public health pest  
management industry

# CHIEF EXECUTIVE OFFICER

RECRUITMENT AND  
INFORMATION PACK



[bpca.org.uk/ceo](http://bpca.org.uk/ceo)  
Driving excellence in pest management

 01332 294 288

 @britpestcontrol

# Chief Executive Officer - Candidate Information Pack

<b>Introduction</b> .....	2
<b>About the role</b>	
Your responsibilities	
Package	
Next steps .....	3
<b>Job description</b>	
Key responsibilities .....	4
Personal specification .....	5
<b>Organogram: BPCA Staff team</b> .....	6
<b>2023 in numbers</b> .....	7
<b>Partners, collaborations and friends</b> .....	8
<b>Charity work</b> .....	9
<b>A manifesto for pest management</b> .....	10

## Further reading

BPCA Annual Report 2023.  
[bpca.org.uk/News-and-blog/bpca-annual-report-2023/277641](https://bpca.org.uk/News-and-blog/bpca-annual-report-2023/277641)

In the media (from PPC117 Dec 2024).  
[ppconline.org/ppc117/pests-in-the-press-july-to-september-2024](https://ppconline.org/ppc117/pests-in-the-press-july-to-september-2024)

Collaborate or die? (from PPC114 Mar 2024).  
[ppconline.org/ppc114/collaborative-action-needed-for-pest-management-and-public-health](https://ppconline.org/ppc114/collaborative-action-needed-for-pest-management-and-public-health)

## Introduction

The Board of the British Pest Control Association (BPCA) is seeking an exceptional candidate to be their next Chief Executive.

We're the UK's trade association for pest management and the public health pest control industry. We provide support and a voice within the sector to over 750 member companies and 10,000 affiliates, with a c. £2m turnover.

Our members protect the public and businesses from damage and contamination by pests, covering the whole supply chain from manufacturers and distributors of pest control products, servicing companies and consultants.

Established in 1942, we're an award-winning not-for-profit membership organisation with a suite of benefits, courses, events, and publications. We operate from our premises on Pride Park, central Derby, 10-minute walk from Derby Station.

At an exciting time in its development, BPCA is seeking a senior association management professional to help shape, and then implement the next phase for the Association.

[bpca.org.uk/ceo](https://bpca.org.uk/ceo)



**The communications, policy,  
and advocacy headhunter**  
020 7340 6480



**Gavin Ellwood**  
Founder  
Ellwood Atfield

07768 927 209  
[gavin@ellwoodatfield.com](mailto:gavin@ellwoodatfield.com)



**Geraldine Hetherington**  
Board Director  
Ellwood Atfield

07540 726 238  
[geraldine.h@ellwoodatfield.com](mailto:geraldine.h@ellwoodatfield.com)

# About the role

## Your responsibilities

The role of Chief Executive involves:

- Responsibility for organisational performance within the strategic and accountability frameworks established by the Executive Board
- Working closely with the Executive Board and its Committees ensuring the furtherance of the purposes of BPCA and increasing the profile of our members
- Development and delivery of a long-term strategy for BPCA within the vision, mission and values established
- Sound governance, enabling the Executive Board to fulfil its constitutional, regulatory and legal obligations
- Lobbying and political skills to create a legislative and regulatory landscape that helps our members protect public health
- Acting as spokesperson for the Association and an advocate of the sector on members behalf
- Strong leadership and direction to a Staff team of 22 (office and field based)
- Financial oversight of the Association's activities
- Business planning, ensuring the Association has the human, material and financial resources needed to operate effectively.

The role involves significant UK and some international travel. Regular visits to the BPCA HQ in Derby are essential with the role being home-based.

"BPCA provide support and a voice within the sector to over 750 member companies and 10,000 affiliates, with a c. £2m turnover."

You'll be a people-first person dedicated to building lasting relationships with their colleagues and members.

To work with us you must be dedicated to professionalism, ethical conduct, and maintaining confidentiality. The successful candidate will be subject to relevant DBS checks.



The BPCA Staff team grabbing some dinner before PestEx - the pest management show 2024

## Package

The post will attract a package, comprising:

- Competitive salary and reviews
- Car allowance
- 25 days of holiday plus public holidays, increases with milestone recognition
- Pension
- Annual bonus scheme
- Death in service benefit
- Private health care
- Employee Assistance Programme
- Work phone, laptop and equipment provided
- Regular team days and a Christmas party
- Excellent working conditions.

## Next Steps

**Ellwood Atfield** recruits for organisations that are seeking to influence their external and internal environments. We are specialist head-hunters recruiting association leaders, corporate affairs, communications, public affairs, sustainability, policy, regulatory, and media relations professionals.

Following interviews with Ellwood Atfield, successful candidates will be invited for interview with the British Pest Control Association (BPCA).

Key dates for the selection process are: first interviews on-screen 20-21 February; second interviews 4 March (AM) in-person in Derby; third interviews in-person 4 March (PM).

All reasonable adjustments will be considered for applicants with disabilities or special requirements under the terms of the Disability Discrimination Act 1995 and 2005.

Apply now at [bpc.org.uk/ceo](https://bpc.org.uk/ceo)

**Gavin Ellwood** is the Founder of Ellwood Atfield and has over 25 years' headhunting experience. He specialises in the appointment of trade association leaders and advises the boards of a diverse range of global organisations on the appointment of communication and advocacy experts. Gavin is a Past Master of the City of London Company of Communicators. **07768 927 209** [gavin@ellwoodatfield.com](mailto:gavin@ellwoodatfield.com)



**Geraldine Hetherington** is a Board Director of Ellwood Atfield and specialises in search work for trade associations, professional bodies, think tanks, charities, and corporates. A qualified solicitor, she spent 16 years in headhunting. Geraldine was the Chief Operating Officer of Hudson Global, Inc. in the UK and the former HR Director of Monster and TMP. **07540 726 238** [geraldine.h@ellwoodatfield.com](mailto:geraldine.h@ellwoodatfield.com)



The communications, policy, and advocacy headhunter

020 7340 6480

# Job description

**Position title:** Chief Executive Officer  
**Responsible to:** BPCA President  
and Executive Board

## **Purpose of the job:**

In partnership with the Board, the CEO is responsible for:

- Implementing the strategic goals and objectives of the organisation
- Enabling the Executive Board to fulfil its governance function
- Accountability for BPCA to its diverse members and stakeholders.

The Executive Board delegates responsibility for management and day-to-day operations to the Chief Executive who has the authority to carry out these responsibilities.

## **Key responsibilities**

### **External relations**

- Acts as an advocate for issues relevant to BPCA, its services and relationships and serves as chief spokesperson for the organisation, assuring proper representation
- Listens to members, volunteers, and stakeholders in order to improve services and generate involvement, as well as responding to defined needs
- Initiates, develops, and maintains cooperative relationships with key stakeholders
- Works with legislators, regulatory agencies, volunteers and representatives to promote legislative and regulatory policies that address issues for BPCA's various stakeholders.

### **Governance**

- Works with the Executive Board enabling it to fulfil its governance functions
- Facilitates optimum performance by the Executive Board, its Committees and individual Board members by assisting them to articulate their role and accountabilities and organising regular performance evaluation
- Focuses attention on long-range strategic issues
- Manages the Executive Board's due diligence process to assure timely attention to core issues, protecting the Association and its members from risks
- Works with the Executive Board, its Officers and Committee Chairs to get the best thinking and involvement of each member.

### **Policy and planning**

- Works closely with the Executive Board and Senior management team to agree BPCA's values, mission, vision, and short and long term goals
- Works with the Executive Board and Staff team to monitor and evaluate BPCA's relevance to the sector, its effectiveness, and its results
- Keeps the Executive Board fully informed on the condition of the organisation and on all the important factors influencing it
- Identifies problems and opportunities and addresses them; bringing those which are appropriate to the Board and/or its Committees; and facilitates discussion and deliberation
- Informs the Executive Board and its Committees about trends, issues, problems and activities in order to facilitate policy-making. Recommends policy positions.
- Keeps informed via personal and professional development of all relevant issues in managing all areas of not-for-profit organisations.

### **Management, finance and administration**

- Provides effective oversight of all BPCA activities, and provides strategic leadership to manage day-to-day operations, and assures a smoothly functioning, efficient organisation
- Assures operational quality and organisational stability through development and implementation of standards and controls, systems and procedures, and regular evaluation
- Ensures legal compliance in all areas
- Recommends yearly budget and staffing for Board approval and prudently manages BPCA resources within budget while maintaining quality of service delivery in all areas
- Assures a work environment that recruits, retains and supports quality staff and volunteers. Assures process for selecting, developing, motivating, and evaluating staff and volunteers
- Specifies accountabilities for management personnel (whether paid or volunteer) and evaluates performance regularly.

### **Further specific responsibilities include:**

- Maintains existing member services and develops new services to support member operations and, where possible, reduce bottom line costs
- Ensures members are kept fully informed and abreast of all relevant developments and news through regular personal contact and relevant channels
- Actively promotes membership of the organisation
- Undertakes all other required activities as directed by the Executive Board.

# Job description (continued)

## Person specification

### Key skills, attributes and desirable qualities

The Chief Executive will:

- Possess strong leadership and strategic thinking skills alongside exceptional planning and organisational skills
- Demonstrate exceptional skills in managing continuity, change and transition
- Deal effectively with demanding situations and design and implement suitable solutions
- Be a role model for integrity and values
- Develop individual staff and build high performing teams
- Convey a professional and positive image
- Know how to influence and enable others, requiring professionalism from the workforce
- Demonstrate commitment to continued professional growth and development
- Demonstrate a flexible attitude to meet the demands of both the role and the complexities of its relationships.

The Chief Executive will demonstrate a commitment to results and will be:

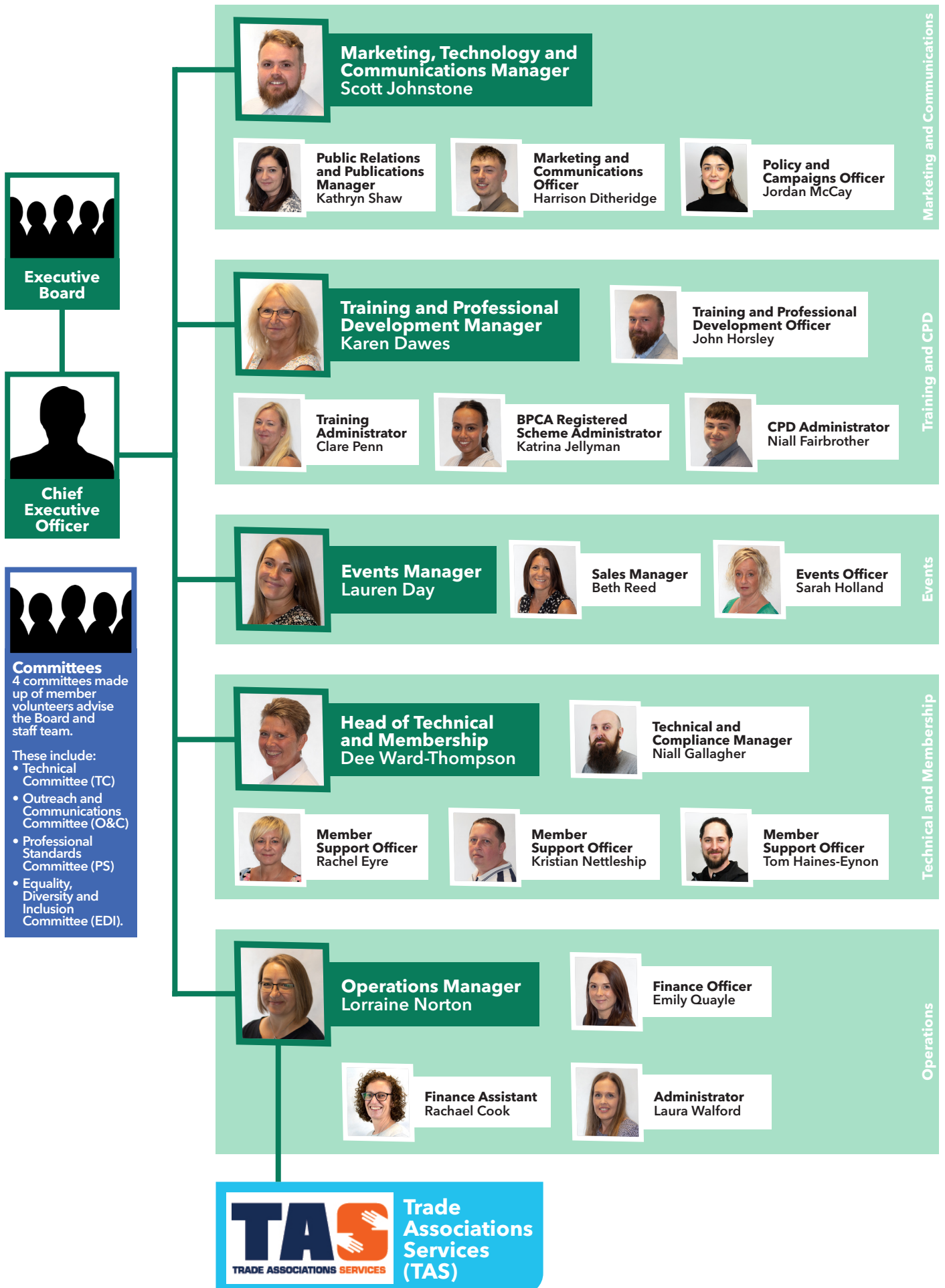
- Customer focused and goal driven
- Able to identify relevant information and transform it into individual and organisational knowledge and learning
- Action oriented and innovative, translating broad goals into achievable steps.

The Chief Executive will also demonstrate business acumen and demonstrate:

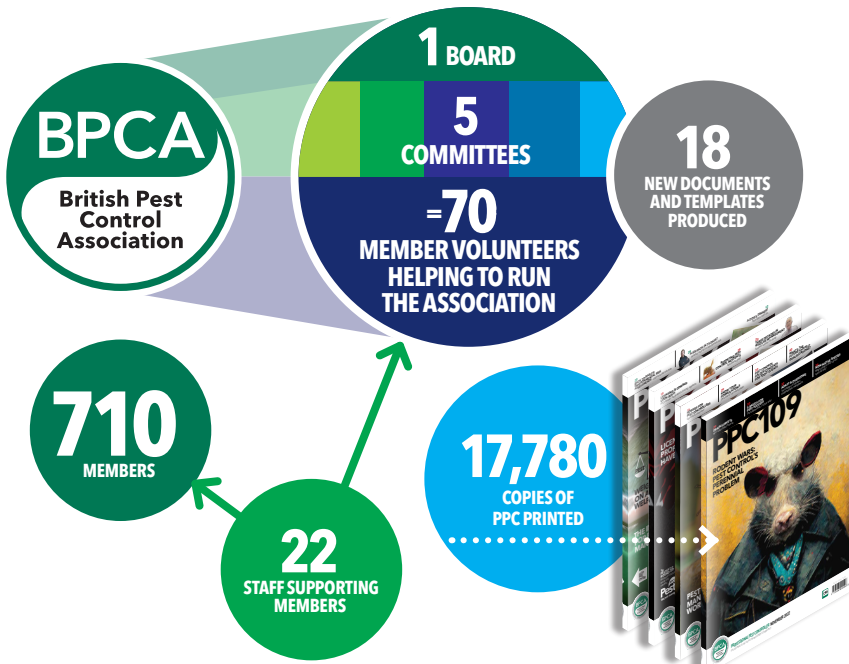
- Knowledge of and experience in management and administration
- Experience in integrating and coordinating diverse areas of management
- Problem anticipation and solving, taking advantage of opportunities
- Knowledge of human resources; finance; oral and written communications; planning and evaluation; and governance
- Some experience in not-for-profit management and governance is desirable
- Experience in dealing with diverse stakeholder groups
- A high level of personal skills in order to make formal, persuasive presentations to groups and to deal effectively with people from all segments of the community.



# Organogram: BPCA Staff Team



# 2023 IN NUMBERS



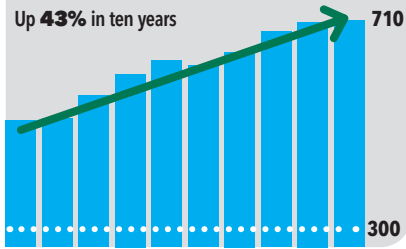
## Spreading the word

17,780 copies of PPC printed  
 PPC Now subscribers = >13,500  
 1.2M reached via Facebook and Twitter  
 11.6K followers with 800 new in 2023  
 BPCA releases were picked up by hundreds of news agencies with a total circulation of 865M across 1,026 news stories  
 Website visited 1.9M times (including the new PPC Online)

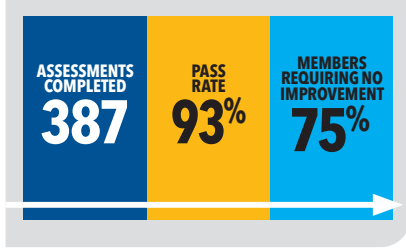
## Member benefits

115,335 clients searching Find a pest controller  
 65 exclusive member benefits  
 26 new member documents

## Membership growth 2014-2023



## Membership assessments

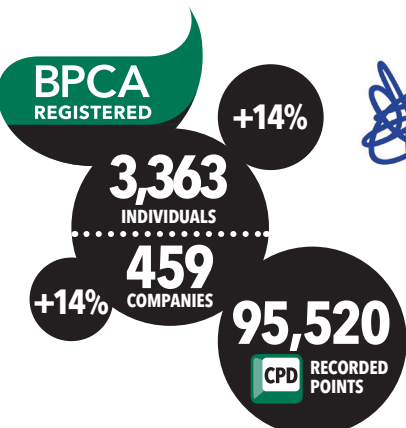


BPCA's Forums and webinars got 87,000 viewers on YouTube (10,900 hours!), with 1,362 people attending the events.

Average feedback: 90%

## Top ten PPC ONLINE articles

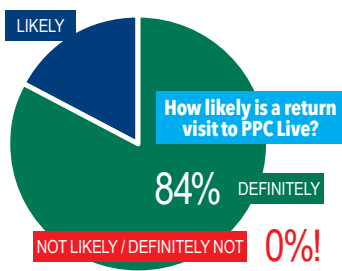
- Ending use of second generation anticoagulant rodenticides bromadiolone and difenacoum away from buildings
- Glue board ban in Wales receives Royal Assent
- 33-year-old woman charged with manslaughter over aluminium phosphide death
- BASF announces phaseout of insecticide products
- PPC Live 2023 show guide
- Pest control contract specifications: a checklist for food clients
- Ficam D to be withdrawn from the market in 2024
- New data suggested that 74% of rats and mice sampled were resistant to anticoagulant rodenticides
- Don't put all your eggs into one wasps' nest
- Pesticide mix that caused death of holidaymakers not legal in UK



**Charity**

*mind*  
for better mental health  
mind.org.uk

With the aid of members and the pest community at large, BPCA raised £1034 for Mind.



PPC Live 2023 as rated by visitors and exhibitors...  
**GOOD/ EXCELLENT**

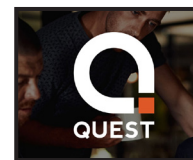


# BPCA Partners, collaborations and friends

As the professional body for the pest management industry in the UK, we need to create deep and lasting partnerships with other organisations.

We work with our members and other industry bodies to protect public health, promote safe practices, and develop the industry.

Through collaboration and friendship, we help keep members up-to-date with specialist knowledge, have their views heard at all levels, and provide unique member benefits you can't get anywhere else.





# CHARITY WORK

The BPCA Staff team are big on charity, having supported organisations such as Mind and Prostate Cancer UK with fundraising efforts.

In April 2024, the team helped renovate an allotment in Derbyshire. The allotment is run by the mental health charity Mind, and the team had a great day supporting the volunteers.

The team have also done walking challenges, bake sales, sweepstakes and much more, to raise money and awareness for various causes over the last few years.

Going forward, the team are focusing on raising donations for The Trussell Trust, and have already made two food bank donations, as well as raised over £1000 on [bpca.org.uk/donate](http://bpca.org.uk/donate).





# DISEASE DESTRUCTION DISTRESS

**A MANIFESTO  
FOR PUBLIC HEALTH  
PEST MANAGEMENT**





# **SOUTHAMPTON TOWER BLOCK HOMES 'INFESTED' WITH BED BUGS**

**“I haven’t even got a sofa to sit on as I have had to get rid of that. It’s affecting my mental health. On Friday night I couldn’t even go to bed.”**

**Southern Daily Echo / 6 April 2022**



# Time to get serious about pest management!

## POLICY ON A PAGE

We want the UK government to commit to prioritising public health and reducing the distress caused by inadequate pest control.

The British Pest Control Association (BPCA) asks politicians to support four key actions:

### 1 PROTECT HOMES FROM PESTS

- Some renters and Homeowners are living with entirely preventable pest infestations, making them ill and miserable
- Lazy landlords can leave tenants open to infestation through poor maintenance, slow action on repairs and inadequate waste management facilities
- Buyers and renters have no way to objectively understand pest risks associated with a property
- There is no national standard for protecting homes from pest ingress.

Develop a PestSafe scheme to proactively keep homes pest-free. Make the scheme mandatory for landlords and social housing. Encourage homeowners to demand PestSafe reports before they purchase a property.

### 2 INNOVATE THROUGH CHEMICAL REGULATION

- Pests are managed with a mix of physical and chemical control methods
- Professional public health pesticides are niche products with a limited UK market
- Chemical regulation post-Brexit means products must go through GB Biocidal Products Regulation (GB BPR) effectively meaning manufacturers have to pay twice to supply the same product in Europe and GB
- GB BPR costs a similar amount to EU REACH for a smaller market, limiting new products and innovation
- Westminster, Holyrood and the Senedd have all restricted physical control measures with legislation.

Reassess GB BPR fee structure to ensure new and existing products are available to protect public health. Review chemical regulations to encourage innovation rather than hinder it.

### 3 RESTRICT THE PROFESSIONAL TOOLS TO PROFESSIONAL USERS

- Pest management work is largely unregulated
- Public health pesticides have the potential to harm wildlife, birds of prey, aquatic life, pets and human health
- Pest control products can have serious animal welfare concerns when used incorrectly
- Dangerous professional-use pesticides and traps can be accessed with little to no training
- Individual licensing schemes exist for certain products, but not for individual pest professionals
- Many pest management companies choose to self-regulate by becoming BPCA members.

Require professional pest controllers to be licensed to practice. Set a licensing standard equivalent to the voluntary standards that 80% of the sector already adheres to.

### 4 DRIVE THE TRUSTMARK SCHEME

- All government estates require some element of public health pest management
- Government already has an approved scheme for quality pest control companies: TrustMark
- Council homes, hospitals, prisons and government buildings do not universally require TrustMark businesses (where available)
- Improve consumer confidence in tradespeople by championing TrustMark
- 80% of all pest management work is carried out by a TrustMark registered company.

Specify that all government-controlled estates must choose a TrustMark registered pest management company, wherever possible.

By making decisive policy decisions regarding pest management, governments can make a real-world contribution to the protection of public health and safety in and around homes and businesses.

[bpca.org.uk/policy](https://bpca.org.uk/policy)

# AN INTRODUCTION TO PEST MANAGEMENT



## Pest problems. We'll all have them at some point in our lives but we rarely talk about them.

We all need to be concerned, and act when pest infestations strike.

Why? Because pests carry diseases that make you ill.

Rodents in the UK spread diseases like leptospirosis (Weil's disease), Salmonella spp., Listeria, Toxoplasma gondii and Hantavirus. Pathogens can spread to humans through rats' urine or direct contact with food preparation areas. Rats and mice must gnaw to keep their teeth in shape – gnawed pipes and wire can cause floods and electrical fires. Rodent treatments equate to 38% of all pest control services in the UK<sup>1</sup>.

UK birds can carry Chlamydia psittaci (Ornithosis), Cryptococcus neoformans, Histoplasma capsulatum, Salmonella spp., Escherichia coli, Campylobacter jejuni and Vibrio cholerae. Research suggests that up to 49% of feral pigeons could be infected with Chlamydia psittaci.

Cockroaches, flies, fleas and other insect pests can spread pathogens, infect your food, and damage your belongings. Flies feed by vomiting saliva onto the food surface and sucking up the resulting liquid. In the course of doing so, the fly contaminates the food with bacteria from its gut and its feet. Flies may transmit food poisoning, dysentery, typhoid or cholera.

## From farm to fork

The regulatory framework (principally the Food Safety Act 1990 and the Food Hygiene Regulations 2005) deems food unsafe if it is injurious to health or unfit for human consumption.

It would be difficult to find any segment of the food industry that could comply with food safety regulations without an adequate pest management programme. Pests contaminate food, as well as production equipment and other surfaces. Pests also infest food items and stored products, including grains and dry goods.

It's estimated that 20% of all food worldwide is wasted because it's contaminated or eaten by rats and mice<sup>2</sup>. That figure is probably closer to 30-40% if you account for insect-based pests too<sup>3</sup>.

## Safe and healthy citizens

Innovations in pest management correlate to an increase in life expectancy. In 1900, life expectancy was just 48 years and, in 2022, it rose to 83 years.

Public health officials attribute the quality of life we have today to three things:

- Better pharmaceuticals and vaccines
- Better sanitation
- Better pest management<sup>4</sup>.

Society is healthier, safer and happier when we prioritise pest management.

## The state of play

The professional pest controller's ability to manage pests is becoming increasingly challenging:

- Insects and rodents are becoming biologically resistant to biocides
- Rodents are increasingly becoming behaviourally resistant to traps and bait boxes
- Animal welfare that focuses on incorrect use of tools is taking precedence over public health
- Fewer biocidal products are available post-Brexit
- Recent legislation is limiting our access to physical controls like glue boards and snares
- Climate change means non-native species like Asian hornets and Asian tiger mosquitoes are becoming established in the UK.

As challenges mount up:

- People will be forced to live alongside pests
- More people will get ill and potentially die from avoidable diseases
- Businesses will suffer from increased costs and closures
- More food will be wasted, inflating food prices and stressing supply resources.

We appreciate that many don't like talking about pest management. Nobody wants to think of animals being trapped or culled. However, we've been quiet about pest management for too long.

The animal welfare lobby would have you believe we can learn to coexist with rats, mice, cockroaches, fleas, flies, bed bugs and more. But the truth is that when these pests live alongside us in our homes and our work, we will get sicker. We will catch the diseases that they spread. They will cause fires and floods, destroy our food, and leave us in distress.

No one wants another living creature to suffer or die. Professionals in pest management take every precaution to avoid causing unnecessary harm. However, we must protect the public health of our citizens.

Politicians need to be ready to advocate for public health management and the protection of health and safety. Together we can stamp out the disease, destruction and distress that pests cause.

## Jordan McCay

Policy and Campaigns Officer, British Pest Control Association

1 BPCA (April 2024) 'Find a pest controller tools data'

2 National Pest Management Association (NPMA) 'Professional pest control stands ready to reduce the health and property risks from pests' (accessed 16 April 2024) [pestworld.org/covid-19/](https://pestworld.org/covid-19/)

3 The Food and Agriculture Organisation of the United Nations (FAO) 'International Year of Plant Health 2020' (accessed 16 April 2024) [fao.org/plant-health-2020/about/en/](https://fao.org/plant-health-2020/about/en/)

4 NPMA 'Pest Management Industry Fact Sheet' (accessed 17 April 2024) [multibriefs.com/briefs/npma/IndustryFactSheet.pdf](https://multibriefs.com/briefs/npma/IndustryFactSheet.pdf)

**"It's estimated that 20% of all food worldwide is wasted because it's contaminated or eaten by rats and mice..."**

# WHAT IS THE BPCA?

## “Driving excellence in pest management”

The British Pest Control Association (BPCA) is the professional association for the UK public health pest management industry.

It represents around 80% of professional pest management work conducted in the UK. As a trade association, it is the voice of the sector to UK and devolved governments.

The provision of pest management and control services is an area that is often overlooked. However, inadequate pest control can often have catastrophic effects economically, socially and on public health. BPCA promotes the highest standards of professionalism within the industry, only allowing membership to organisations that prove their competence.

Pest professionals help maintain public health, sustain the ongoing food supply from farm to fork and keep our critical infrastructure safe, including hospitals, schools and care homes.

BPCA's role is to:

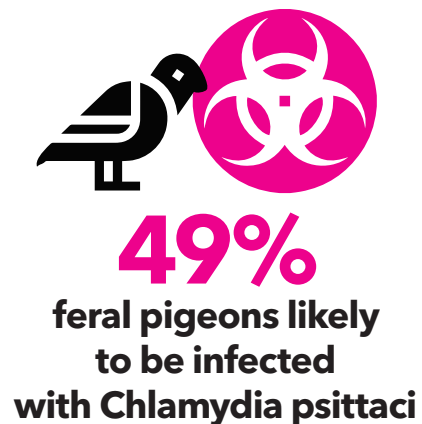
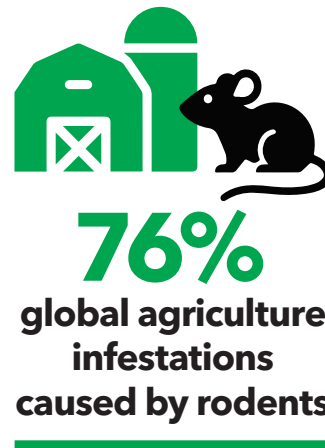
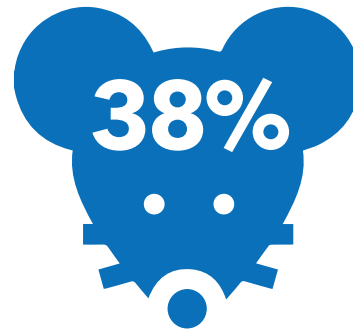
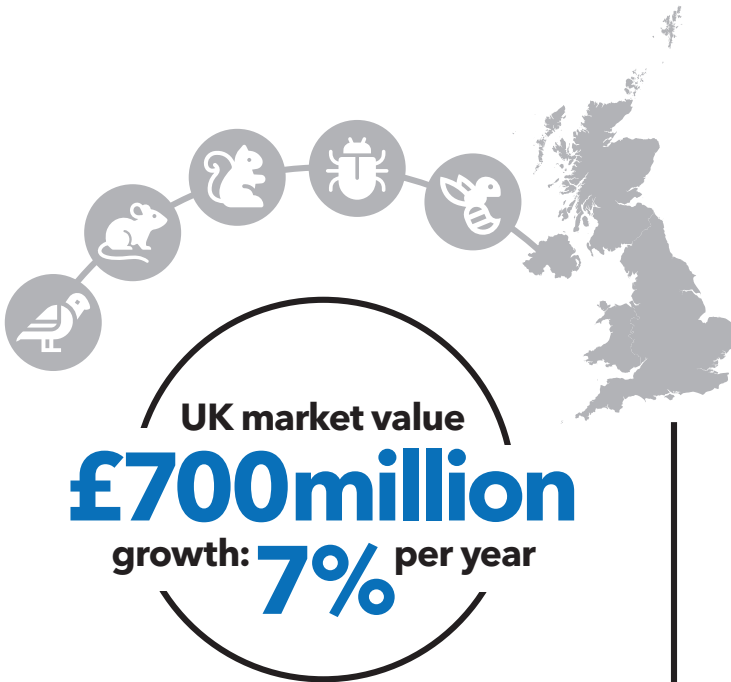
- Highlight the risks of inadequate control
- Offer guidance on what to look for when searching for a pest control contractor
- Provide general pest advice and guidance documentation
- Provide advice on how to select an appropriate pest control professional.



**“...inadequate pest control can often have catastrophic effects economically, socially and on public health.”**



# PEST MANAGEMENT TODAY





UK pest professionals are **UNLICENSED**



of professional pest controllers think the sector needs licensing



of UK pest work done by BPCA members



of BPCA members assessed to BS EN 16636



Say control will become harder in next five years



Say it's likely control failed due to trap avoidance



Experienced biological resistance



Experienced behavioural resistance



say control will become difficult without glue boards



**"Renters should know that their home is safe from the misery of a pest infestation before they sign a tenancy agreement."**



# 1 PROTECT HOMES FROM PESTS

## Living with pests

Public health pests have the potential to:

- Contaminate your home
- Spread diseases to yourself and your family
- Damage your belongings
- Ruin food, property and reputations
- Make you feel miserable and trapped in your own home.

Insects, rodents and birds can easily contaminate food and work surfaces with their excreta, hairs or body parts. These are potential pathogens that spread disease.

Parasites carried by pest species (such as fleas) can also be passed on to humans, causing illness and stress. For example, that's how the outbreaks of bubonic plague are still transmitted in Madagascar.

## Inadequate housing

The older a building is, the harder it is to protect from pests.

A mouse can squeeze through a gap the size of your finger. A rat can climb a drain and enter a loft at breakneck speed.

Lazy landlords can leave tenants open to infestation through poor maintenance, slow action on repairs and inadequate waste management facilities. And many are also slow to act once an infestation has been reported.

New homeowners also may have no idea that their property has an active infestation, or is at risk of infestation, until after they move in.

## Assessing pest risk

Buyers and renters cannot objectively understand the pest risk associated with a property.

Renters should know that their home is safe from the misery of a pest infestation before they sign a tenancy agreement.

Homeowners should be able to demand a pest-risk assessment like they would a building survey. However, there is no national standard for protecting homes from pest ingress. Currently, householders have no clear way to check if the property they intend to rent or purchase has an infestation, or is likely to be at risk of infestation in the future.

## POLICY RECOMMENDATIONS

**Develop a PestSafe scheme to proactively keep homes pest-free. Make the scheme mandatory for landlords and social housing. Encourage homeowners to demand PestSafe reports before they purchase a property.**

This policy aims to establish a unified standard for pest management practices across various sectors, including social housing, private rental and new home markets.

The objective is to ensure that everyone can live in environments free from the threats posed by pests, which include disease transmission, property destruction, and emotional distress.

Implementing a PestSafe scheme would assure individuals regarding the level of pest activity in their homes, thereby promoting health and well-being.

## LUTON MUM'S HORROR AT FINDING MOUSE DROPPINGS IN TODDLER'S BED

"The pest control and the housing officer keep blaming each other. My mental health has declined and I have had to go on medication. I'm not going to have my daughter walking around where there are mice."

**Luton Today / 10 May 2022**



**“As products get restricted, banned or removed from the market, pest professionals find gaps in their toolkit and, ultimately, their clients suffer.”**

# 2 INNOVATE THROUGH CHEMICAL REGULATION

## The pest management toolkit

Pest professionals rely on a broad toolkit of physical and chemical control methods to keep homes and businesses pest-free.

Each tool has its pros and cons. Some can only be used inside. Others risk the secondary poisoning of non-target species like pets and wildlife. Others are prohibitively expensive or require too much supervision in certain locations.

Through training and experience, pest professionals select the right mix of tools for a job.

As products get restricted, banned or removed from the market, pest professionals find gaps in their toolkit and, ultimately, their clients suffer.

**65%**  
**of pest controllers say rodent control will become difficult without glue boards**

## A niche market

Unlike agricultural pesticides, public health pesticides are niche products with a limited UK market. There are around 1,500 pest management companies in the UK and they each use much fewer chemicals than a farm spraying crops.

Chemical regulation post-Brexit means products must go through GB BPR, which applies to biocides manufactured in or imported into England, Scotland and Wales.

The GB BPR pricing model is comparable to the equivalent EU scheme (EU REACH) while having access to a much smaller market.

This disproportionately affects niche markets such as professional-use public health pest management products.

For our members to continue to protect public health effectively, they need access to a broad, affordable range of products to combat pesticide resistance and manage sites with specialist requirements.

A high price for the authorisation process will cause manufacturers to make difficult decisions about which products they bring to the UK, thereby stifling innovation. If the reauthorisation process is too expensive for niche markets, products will disappear from shelves, and our member's ability to protect public health will be further limited.

A tiny percentage of the population uses professional pest control products, however they go a long way to protect public health. Every supermarket, hospital, care home, food factory and significant British infrastructure relies on pest professionals and their toolkits. Please do not stifle our sector's effectiveness with a prohibitively expensive authorisation process.

## Physical toolkit

Westminster, Holyrood and the Senedd have all restricted physical control measures with legislation. Rodent glue boards have been banned or restricted across England, Scotland and Wales.

There are early signs that snap traps will come under pressure next, meaning that non-chemical tools may become trickier to deploy.

## POLICY RECOMMENDATIONS

**Reassess GB BPR fee structure to ensure new and existing products are available to protect public health. Review chemical regulations to encourage innovation rather than hinder it.**

This policy emphasises the need for chemical regulation to prioritise public health considerations while also fostering innovation in pest management. With the challenges posed by post-Brexit registration costs, there is a concern that essential tools in pest management could become inaccessible or excessively costly. Therefore, BPCA calls for regulatory frameworks that not only safeguard public health but also support the development and accessibility of effective pest control solutions.

BPCA strongly believes that the UK needs a joint approach between industry and government for pesticide regulation. Pests see no borders; our members need to be able to travel between nations, knowing that their toolkit is suitable and legal for whatever they encounter.

**"NEW SURVEILLANCE HAS FOUND GENES FOR RESISTANCE TO ANTICOAGULANT RODENTICIDES IN 78% OF RATS AND 95% OF HOUSE MICE"**

**The Campaign for Responsible Rodenticide Use UK  
12 December 2022**



### **Pest management work is largely unregulated**

While many of the products pest professionals use are heavily regulated in the UK, technicians themselves aren't.

Despite having access to dangerous and highly regulated biocides, the UK has no licensed pest technicians or mandatory professional bodies for companies like many other countries do – including Ireland, the USA, Norway, Germany, Netherlands, France, Hungary and Cyprus.

Instead, we have many voluntary 'self-regulating' initiatives to help technicians conform to legislation, such as the Wildlife and Countryside Act 1981 and the legally binding label conditions of biocides.

Qualifications like the RSPH/BPCA Level 2 Award in Pest Management, various Codes of Best Practice and guidance documents are in place to ensure pest controllers understand how to control pests safely while remaining compliant.

**"Live capture traps, snap traps, and glue boards can all cause huge amounts of suffering for a target species if they are used without training."**



### **Public health pesticides can be dangerous**

Rodent poisons, or rodenticides, can potentially harm non-target wildlife. These poisons present a significant risk to other wildlife, either by direct ingestion or indirectly by consuming prey that has eaten bait.

In 2023, the Campaign for Responsible Rodenticide Use (CRRU UK) warned that "two-thirds of the latest sample of barn owls had residues from products containing brodifacoum, an active ingredient in many brands, though in none was it confirmed as the cause of death."

Professional-use insect poisons, or insecticides, can be fatal to fish, plants and aquatic insects.

Pets, particularly dogs, can die from rodenticide poisoning if treatments aren't carried out professionally.

Many pesticides can be harmful to humans, particularly children. In 2022, the untrained use of pest control products was linked to the death of an 11-year-old girl at a block of flats in Shadwell, Tower Hamlets.

# 3 RESTRICT THE PROFESSIONAL TOOLS TO PROFESSIONAL USERS

## Welfare concerns

Pest control products are humane by design. However, when adopted by an untrained user they can be inappropriately applied and cause unnecessary suffering.

Under the Animal Welfare Act 2006, it is an offence to cause unnecessary suffering (physical or mental) to an animal under your control.

Live capture traps, snap traps, and glue boards can all cause huge amounts of suffering for a target species if they are used without training.

These products are only as humane as the training a pest professional has received.

## Access to professional-use products

Professional-use rodenticides can be purchased by anyone with a CRRU-approved training certificate. This can be done online in less than an hour and training is often assessed with a multiple-choice quiz.

Professional-use insecticides have no specific requirement beyond the user being “trained and competent”. Reputable suppliers will ask for training certificates before selling these products, however, these chemicals are available elsewhere.

All professional-use biocides appear regularly online, and we get many reports of these products ending up in untrained hands.

The Control of Pesticides Regulations (COPR) states that users must be “trained and competent” to use professional products – however, this raises more questions than answers. What does competent mean? Who does the training and to what level? How are professional users being benchmarked?

## Product and treatment-specific training and licences

Some products have specific training or licence requirements. They include:

Activity	Restriction
Using a rodent glue board	Restricted by schemes in England and Scotland (coming into effect 2024/5)
Fumigation	Level 3 Award in Safe Use of Fumigants for the Management of Invertebrate Pests qualification
Aluminium Phosphide	RSPH Level 2 Award in the Safe Use of Aluminium Phosphide for the Management of Vertebrate Pests qualification
Controlling some wild birds	Individual licenses are available for gulls and other wild birds (varies by nation)

# 92%

of professional pest controllers think the sector needs licensing

## Self-regulations

Around 80% of all pest management work carried out in the UK is carried out by a BPCA member company.

BPCA members self-regulate by submitting themselves to regular assessments and agreeing to follow Codes of Conduct and Best Practices.

However, anyone can call themselves a “pest controller” without any qualifications or assessments. They can choose to ignore best practices or might be completely unaware they exist.

## POLICY RECOMMENDATIONS

**Require professional pest controllers to be licensed to practice. Set a licensing standard equivalent to the voluntary standards that 80% of the sector already adheres to.**

BPCA’s membership criteria require:

Companies	Individuals
To be regularly assessed to the BS EN 16636 Standard in Pest Management	To hold the RSPH/BPCA Level 2 Award in Pest Management (or equivalent)
To only employ trained technicians	To carry out 20 hours of continuous professional development (CPD) a year

To adhere to industry Codes of Best Practice and Conduct.

We believe BPCA standards should be the standard in the industry.

Through a licensing scheme, we can ensure our professional toolkit remains intact and accessible.

The government must define criteria for professional pest controllers and implement a licensing scheme to ensure that only qualified individuals can access the necessary tools and techniques.

By safeguarding the expertise and resources of professionals in the field, this policy aims to maintain effective pest control services and protect against substandard or ineffective practices.

**"The government already has an approved scheme for quality pest control companies: TrustMark. Despite this, TrustMark is not a prerequisite..."**



# 4 DRIVE THE TRUSTMARK SCHEME

## Pests in public holdings

All government estates will require some element of public health pest management. Hospitals, schools, council contracts, social housing, prisons and parliament buildings have agreements with pest professionals for proactive and reactive pest management support.

This support is normally in the form of a pest management contract agreement between the organisation and a private pest management company.

Many of these contracts go through a form of tender process. However, the specification requirements vary wildly across regions, types of premises and estates.



**UK pest professionals are  
UNLICENSED**

## Government-endorsed quality

The government already has an approved scheme for quality pest control companies: TrustMark. Despite this, TrustMark is not a prerequisite for a pest management company to work on a government-controlled estate.

TrustMark is the UK government-endorsed quality scheme encompassing many trades that work in and around homes. TrustMark was started in 2005 and is a not-for-profit organisation that aims to raise standards and help people choose a trusted tradesperson.

## UK-wide coverage

All BPCA members are TrustMark registered, meaning 80% of all pest management work is already carried out by a TrustMark-registered company throughout the UK.



## POLICY RECOMMENDATIONS

**Specify that all government-controlled estates must choose a TrustMark registered pest management company, wherever possible.**

Encouraging the use of TrustMark registered companies signifies a commitment to quality and reliability in pest management services. By endorsing TrustMark registered companies over others, the aim is to promote trust and confidence among consumers, particularly in relation to pest control services across various estates.

TrustMark registration signifies adherence to industry standards and codes of conduct, thereby enhancing transparency and accountability in the provision of pest management services.

This policy aim seeks to elevate standards within the industry and empower consumers to make informed decisions when seeking pest control assistance.

## HOUSING ASSOCIATION TOOK OVER A YEAR TO DEAL WITH COMPLAINT OF HOME WITH 'MICE IN EVERY ROOM'

"...from what I've seen and from what I know of the organisation in terms of their repairs and prioritising customers' needs, it's an absolute disgrace. I believe that now people will be able to see how bad things are with that organisation and I welcome it."

**Kwajo Tweneboa**  
**The Big Issue / 12 May 2022**



# TIME FOR ACTION!

End the **DISEASE**  
**DESTRUCTION**  
**DISTRESS** caused by pests

BPCA represents the majority of pest management work carried out in the UK. The Association advocates for elevated standards and professionalism in the industry. BPCA focuses on safeguarding public health, promoting consumer confidence, and ensuring effective pest management practices.

BPCA's overarching aim is to professionalise the industry, emphasising the vital role of pest professionals in public health management.

BPCA calls on governments to keep homes safe by standardising practices through schemes like PestSafe, prioritising public health through chemical regulation, restricting tools from untrained users, and promoting the use of TrustMark registered companies.

By working collaboratively, BPCA's member community strives to create safer and healthier communities - free from the threats posed by pests.

If you'd like to support BPCA's Manifesto, and commit to ending the disease, destruction and misery pests cause, contact us today.



**PLEDGE YOUR SUPPORT**  
[bPCA.org.uk/policy](https://bPCA.org.uk/policy)

**CONTACT US FOR A MEETING**  
[policy@bPCA.org.uk](mailto:policy@bPCA.org.uk)

# LIVING WITH PESTS – A REMINDER

## HOUSING ASSOCIATION TOOK OVER A YEAR TO DEAL WITH COMPLAINT OF HOME WITH 'MICE IN EVERY ROOM'

"...from what I've seen and from what I know of the organisation in terms of their repairs and prioritising customers' needs, it's an absolute disgrace. I believe that now people will be able to see how bad things are with that organisation and I welcome it."

**Kwajo Tweneboa**

**The Big Issue / 12 May 2022**

## HORROR: WE'RE FORCED TO EAT ON THE FLOOR AS MICE ARE EVERYWHERE – THE BATHROOM LEAKS FIVE TIMES A WEEK BUT COUNCIL WON'T HELP

"I get so afraid the mice will bite my baby at night. We have not slept well in a long time and it breaks my heart to see my kids suffering like this."

**The Sun / 2 May 2022**

## GRANDMOTHER SLEEPS IN CAR TO ESCAPE RAT-INFESTED COUNCIL HOUSE

"They're nesting under my TV unit. They've chewed through the plug wire of my TV. They've chewed through my aerial wire. I'm getting them in the bathroom, in the kitchen, just everywhere," she added.

"I have rat droppings on the back of my bath, rat droppings in the kitchen. The only place I've not seen one is in my bedroom, but I still won't sleep in there just in case. I am so scared."

**Birmingham Mail / 4 April 2022**

## GLASGOW BARROWFIELD RESIDENTS MARCH TO WEST OF SCOTLAND HOUSING ASSOCIATION OFFICES TO DEMAND ACTION

"Residents in Overtown and Law St have been left to live in decaying flats, infested by rats, meanwhile West of Scotland Housing Association receive increased rent and service charges. The current situation is causing untold damage to the residents' mental and physical health."

**Glasgow Evening Times / 29 April 2022**

## WINDOWLESS ROOMS AND INSECT INFESTATIONS: DOMESTIC ABUSE VICTIMS FORCED TO LIVE IN 'TRAUMATISING' PROPERTIES

"I never thought that life would be like this. That my children would suffer like this. I will bear all the sufferings in the world, but I cannot bear to see my children suffer."

**Sky News / 17 April 2022**

## 'CHAOS': UKRAINIAN REFUGEES PLACED WITH UNVETTED HOSTS IN UNCHECKED HOMES AS COUNCILS WAIT FOR FUNDING

"One Ukrainian woman arrived at her London host's house to discover she had only a 5 sq m bedroom to share with her six-year-old son, the heating was broken and there were mice running around."

**The Independent / 8 May 2022**

## LUTON MUM'S HORROR AT FINDING MOUSE DROPPINGS IN TODDLER'S BED

"The pest control and the housing officer keep blaming each other. My mental health has declined and I have had to go on medication. I'm not going to have my daughter walking around where there are mice."

**Luton Today / 10 May 2022**

## BED BUG SCAMMERS ARRESTED AFTER 'PROVIDING FAKE PEST CONTROL TO ELDERLY VICTIMS'

**Daily Mirror / 8 December 2023**

## TRAGIC DEATH: WOMAN ADMITS KILLING GIRL, 11, AFTER USING POISONOUS SUBSTANCE TO TACKLE BED BUGS AT HER HOME

**The Sun / 7 May 2024**

## RATS AND COCKROACHES AMONG THOUSANDS OF PESTS FOUND AT ENGLISH HOSPITALS

**The Guardian / 9 April 2024**

# GLOSSARY

## **Bait box**

A plastic or metal box containing toxic or non-toxic rodent bait placed in or around infrastructure protected by a pest controller. They protect bait from non-target species like dogs, cats and birds.

## **Biocide**

A biocide is a chemical substance, mixture or microorganism intended to control any harmful organism in a way that is not purely physical or mechanical. In public health pest management, these are usually rodenticides or insecticides.

## **Behavioural resistance**

Rats and mice have genetically encoded behavioural patterns designed to increase the survival of their species in hostile environments. One of these behaviours in rats is neophobia: the fear of new objects within their environment. Another is an aversion to food that makes them feel unwell, also known as base or bait shyness. Resistance leads to harder-to-treat pest infestations and more failed treatments.

## **Biological resistance**

Sometimes called genetic or metabolic resistance. Rats, mice and insects can develop resistance to the active ingredients in biocides. CRRU UK has found genes for resistance to anticoagulant rodenticides in 78% of rats and 95% of house mice. Resistance leads to harder to treat pest infestations and more failed treatments.

## **BS EN 16636 Standard for Pest Management**

Pest management services requirements and competences, and the accompanying certification scheme, which sets the benchmark for professional pest management.

## **The Campaign for Responsible Rodenticide Use (CRRU UK)**

A trade organisation that runs a stewardship scheme for professional rodenticide users. Their guidance is industry best practice and specified on many rodenticide products. They were given the responsibility by the Health and Safety Executive (HSE) to reduce the amounts of rodenticides found in wildlife.

## **GB Biocidal Products Regulation (GB BPR)**

The legislation that dictates how chemical pest control products are regulated and approved for the UK market. GB BPR covers 22 different product types under four main groups which includes disinfectants, preservatives, pest control and antifouling products.

## **Insecticide**

A biocide specifically formulated for insects. Not all insecticides can be used against all insects and the label conditions on the product tell you more specifically which insects which products can be used on.

## **Pest professional**

A qualified pest technician, officer or specialist who engages in continuous professional development (CPD).

## **Secondary poisoning**

Secondary poisoning occurs when a non-target animal ingests another organism that has poison in its system. Many biocides are bioaccumulative, meaning if a mouse dies from a biocide and then a bird of prey eats that mouse, the bird of prey will get a dose of poison too. If the bird eats enough poisoned mice, it might be significantly harmed by the poison or its ability to reproduce. Wildlife and pets can be affected by secondary poisoning making it especially important that biocides are used by professionals.

## **Snap trap**

A snap trap (sometimes called a break-back trap) is a wooden, metal or plastic trap which comes with a powerful snapping mechanism designed to kill rodents immediately upon contact.

## **Rodenticide**

A biocide specifically formulated for rats and mice. Despite the name, rodenticides can harm other wildlife and people. They are bioaccumulative, meaning that if a predator eats something that has rodenticide in its system, it too can get a dose of poison.



# HACKNEY NURSE CALLS FOR HELP WITH FLAT

“I’m begging to God. I need help.  
I’ve gone through so much.  
I just want a safe home.”

**Hackney Gazette / 8 April 2022**



British Pest Control Association  
4a Mallard way, Pride Park  
Derby DE24 8GX

01332 294 288  
policy@bpca.org.uk

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

