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PPC114

AS SEEN ON **BBC** *HAVE I GOT NEWS FOR YOU*

BOOTS ON THE GROUND

Collaboration is key in fight against pest-related diseases



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PROFESSIONAL PEST CONTROLLER MARCH 2024
THE JOURNAL OF THE UK PEST MANAGEMENT COMMUNITY



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†Ko, Alexander & Choe, Dong-Hwan. Development of a lateral flow test for bed bug detection. Scientific Reports, Article 13376 (2020)

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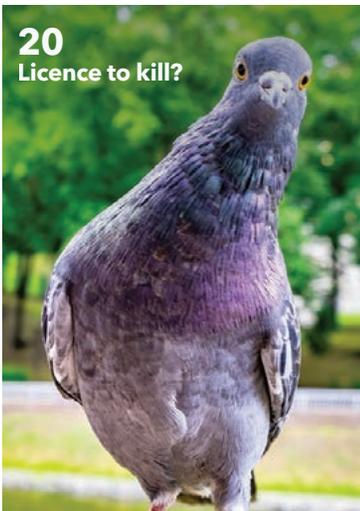
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Dr Alex Kent is Parasitology Lead in the Science and Laboratory Services Department (SLSD) of the Animal and Plant Health Agency (APHA). He gives PPC readers a more detailed look at the disease, its effects, and why APHA monitors it.

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Paul Westgate is the Managing Director of BPCA Consultant member, Veritas Pest Consultancy. Here he tackles the mental health impacts of pest infestations and what pest controllers can do to help manage them.

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Sophie Thorogood joined Pelsis as a training and technical manager in May 2021. In her role, Sophie works at the front end of pest control working directly with customers in a range of settings facing challenging infestations combining technical expertise to a diverse set of real world applications.

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FULL SHOW GUIDE
Careful now! We don't want you reading our bountiful PestEx show guide backwards, so flip this issue of PPC to the back cover – all will be clear!

It's going to be a big year!

As we sit down together to start writing our first foreword for PPC in 2024, we're excited (and a little nervous) about everything we've planned for the year.

It's PestEx – our absolute favourite BPCA event. Thousands of pest professionals worldwide join forces to celebrate our critical work at ExCeL, London.

If you've never been before, please consider joining us in the capital for this truly unique festival of pest management. It's our biggest show ever, and we have surprises and guests you don't want to miss.

Regarding surprises, we've got some significant new projects and benefits coming together for 2024 (one of which will be unveiled exclusively at PestEx!).

Recruiting technicians, improving our qualifications, defending our toolkit, and enhancing the value of BPCA membership are all on the cards this year.

Two new people have joined the BPCA staff team, and we're now up to around 70 volunteers from member companies that help run the Association for the benefit of the sector.

And it's an election year, likely leading to a new governing party. This will significantly impact our lobbying work, and our campaigning has already started to ensure that our influence isn't diminished post-election.

Chemical regulation, glue boards and toolkit challenges are all top of our political hit list.

Significant changes are coming in BPCA and the entire sector.

You're choosing to stay ahead of the game by reading PPC magazine. You're invested in the future of your sector. We'll do our best to keep you in the loop and prepare you for the future.

We hope you have a busy year too and thanks again for your support.

Stay curious.



Scott and Dee

PPC editors
hello@bpca.org.uk



DID YOU SEE US?

PPC magazine was the guest publication on Episode 10, Series 66 of Have I Got a Bit More News for You, broadcast on Friday 22 Dec 2023. Panelists included Armando Iannucci, Phil Wang, Paul Merton and Ian Hislop talking about everyone's favourite pest magazine.



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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



Basis Prompt point allocation
Reading PPC mag = 2 points
Online CPD quiz = 1 point each
bpca.org.uk/find-cpd



LNPS HELPS OUT IN ESSEX AND EAST GREENWICH

BPCA member company London Network for Pest Solutions finished off 2023 with a flurry of charitable giving.

Firstly, LNPS answered a cry for help from a local community group that runs a Saturday club for children and families based in East Greenwich.

The company has agreed to boost the fundraising campaign for The Bridge Community Centre with sponsorship of £1,000.

The Bridge provides a safe, nurturing and fun environment during term time where children with special needs can attend without pre-booking, be themselves, and feel empowered through inclusive and specialist sports and dance activities.

LNPS also spread some early Christmas cheer, by sponsoring the Christmas meal welcome drinks for the amazing staff working at a hospice in Essex.

LNPS Business Development Manager Mike Bailes' wife Paula Reynolds works as a nurse at St Helena Hospice, Colchester. When he heard the hospice was looking for sponsors he approached Managing Director Paul Cooper, who generously agreed to pay for the welcome drinks.

Mike said: "We were delighted to be able to raise a glass for the team and say a massive 'thanks' and let all in the amazing team there at St Helena know how much they are appreciated and acknowledge what a great service and support you all offer."

St Helena Hospice provides specialist palliative and end of life care to local people facing incurable illness in north east Essex, supporting them, their families, friends and carers.

SURVEY WINNER ANNOUNCED



For the last few months BPCA has been running a survey on the future of pest management, looking for your opinions on a number of issues that will help drive the direction of the Association.

For taking part in the survey, we entered everyone into a prize draw to win a brand new iPad Air.

The survey closed just before Christmas and we're pleased to announce the winner of the iPad Air was Bradley Smallwood from Safeguard Pest Control. Well done, Bradley!

Thanks again to everyone who completed our survey, the opinions we've gathered have been invaluable.

TEAM THRILLS UNLEASHED FOR TARGET ACHIEVEMENT



BPCA member Beaver Pest Control treated

its team to some unforgettable outings in 2023 as a reward for hard work and business success.

Following what Beaver described as "remarkable" 2022-23 Business Growth Indicator (BGI) results, the whole team were rewarded with what they have been calling 'BGI prize outings'.

In 2023, as the company has grown so much, the team were all given a choice of what outing they wanted to attend:

- A thrilling day at the races at Sandown Park
- Go-karting excitement
- An evening of theatre accompanied by a delightful meal.

Business growth indicators are key targets across the business that the team are all responsible for achieving, to ensure the business growth remains on track.

Beaver has 13 targets in total and they include things like revenue generation, customer happiness, staff retention and CPD points.

Natasha Kulinski, Beaver Marketing Manager, said, "Judging by the enthusiastic feedback, it's evident that everyone thoroughly enjoyed their chosen experiences, making it an unforgettable time for all.

"We believe rewarding the whole team for hard work and success is incredibly important, and it makes us all feel valued for the work we do."



PESTICIDE MIX THAT CAUSED DEATH OF HOLIDAYMAKERS NOT LEGAL IN UK

The practice of mixing pesticides – which resulted in the death of a Burnley couple who were on holiday in Egypt – is not legal in the UK.

John and Susan Cooper died while on holiday in Egypt, after an adjoining hotel room was fumigated for bed bugs, an inquest found.

The inquest heard that a pesticide containing lambda-cyhalothrin was diluted with dichloromethane, which produced carbon monoxide fumes.

BPCA Chief Executive, Ian Andrew, said: "Our thoughts are with Mr and Mrs Cooper's family and friends who have had to wait five years for the conclusion of the inquest and then relive a truly devastating experience.

"The use of pesticides in the UK has stringent rules and it is not legal to mix pesticides in this way.

"It is absolutely vital that anyone considering the use of any pesticide does so strictly within UK law and exactly in accordance with the product instructions."

Mr and Mrs Cooper were on holiday with their daughter, Kelly Ormerod, three grandchildren and family friends at the Steigenberger Aqua Magic Hotel in Hurghada when they died on 21 August 2018.

A statement from German tourist, Dominik Bibi, was read out at the inquest. Mr Bibi had reported a bed bug infestation in the room next door to the Coopers and later saw three men, two in hotel uniform and one carrying canisters of pesticide, enter the room.

They emerged between five and 10 minutes later and sealed the door with masking tape.

Senior coroner for Lancashire, Dr James Adley, ruled the deaths had been caused by carbon monoxide poisoning as a result of inhaling the vapour from spraying the pesticide which contained dichloromethane.

WARFARIN REMINDER

BPCA still sees questions around what pesticides are available to control grey squirrels in the UK, so we wanted to add a quick reminder to this issue: there are currently no approved rodenticides available for controlling squirrels.

Up until last year, Warfarin was the only rodenticide available for grey squirrel control, however they have now been removed from the label and there are no toxic methods of control available to UK pest controllers anymore.

If you have any questions, please don't hesitate to contact technical@bpc.org.uk



WARNING OF DISRUPTION TO PEST CONTROL SUPPLIES

PestFix warns customers to plan their pest proofing jobs early due to global supply disruptions from the Red Sea Crisis.

80% of container fleets have been sent on longer journeys than normal. The risk of attack in the Red Sea has meant that the majority of container ships have been unable to access the Suez Canal and are being diverted around the Cape of Hope and up the west side of Africa.

This change of route adds approximately 10-14 days to the voyage.

Francis Medley, Supply Chain and Procurement Manager, commented: "We know that some of our containers have been rerouted to avoid the dangers of the ongoing conflict in the Middle East. We plan PestFix manufacture with degrees of tolerance, so while we don't think this will have an impact on our stock levels we do advise our customers to plan their pest proofing jobs early."

With this being a global issue, PestFix's recommendations aren't just specifically for pest control products, but anything your business relies upon to run smoothly.

If you're having supply issues or you're worried about orders being fulfilled in the future, speak to your pest control product suppliers as soon as possible.

ANGLIAN PEST CONTROL WINS REGIONAL BUSINESS AWARD



BPCA member Anglian Pest Control was named Trade Small Business of the Year at The Peterborough Small Business Awards. The Peterborough Small Business

Awards were held on Saturday 7 October, in Thorpe Wood, Peterborough. With

over 360 attendees, the awards aim to reward, acknowledge, and inspire small and micro businesses across the UK.

Robert Polson Snr, founder of Anglian Pest Control, commented: "It was great for the pest control industry to be recognised in regional awards. We were shortlisted from hundreds of applications and up against 10 other trade companies in our category which included electrical companies, home improvements, security, and builders.

"It was an amazing achievement for us, and the first ever pest control company to win a category at the awards."

Robert founded the business in March 2008, following a successful career working for a national pest control company and the pest control department at Peterborough City Council.

The business continues to go from strength-to-strength under the new structure and Anglian are excited for the future.

TWELVE YEARS OF MONITORING BARN OWL BREEDING BY CRRU UK

The Campaign for Responsible Rodenticide Use (CRRU) UK has monitored barn owl breeding in collaboration with the Wildlife Conservation Partnership (WCP) every year since 2011.

Over the study's 12 years, the percentage of successful nests ranged between 23.2% in 2013 and 64.5% in 2014, with the annual average 46.3%. An average 2.9 chicks flew from every successful nest.

CRRU chairman Dr Alan Buckle says, "The intention of the breeding study was to work with barn owl experts in monitoring individual barn owl nest sites over several three-to-four year 'boom and bust' cycles of their preferred prey, the field vole. We wanted to see how breeding success changed from year to year."

Having gathered 12 years of results, the study has now come to an end. Over this period, the British Trust for Ornithology (BTO) tells us that almost 92,000 barn owl chicks were raised from nests across the UK.

The last full census of the British barn owl population, Project Barn Owl, was funded by industry and conducted during 1994 to 1996 by BTO and the Hawk and Owl Trust. This was probably an historical low point and only 4,000 breeding pairs were found.

More recent BTO studies show that, in spite of ongoing contamination with rodenticides, barn owls in the UK have increased both in numbers and geographical range since Project Barn Owl.

Colin Shawyer of the Wildlife Conservation Partnership says, "I am delighted by the success of this research and the work carried out by barn owl conservation workers across the country.

"Their efforts have resulted in an increase in the breeding population from 4,000 pairs in 1996 to an estimated 14,000 breeding pairs today, over 75% of which breed in nest-boxes provided by conservation initiatives."

Reports of the CRRU-WTP studies have been produced annually by the University of Reading and can be found on the CRRU website. See the full article at ppconline.org/ppc-news

SCOTLAND SPRING TRAP CHANGES COME INTO FORCE

The Spring Traps Approval (Scotland) Amendment Order 2023 came into effect on 1 January 2024, with changes to the categories of trap which are approved for use, and to the target species of certain traps approved for use.

Stoats

There's now an additional type of spring trap (Quill Trap) available for stoat control, which complies with the Agreement on International Humane Trapping Standards (AIHTS), and adds several other new spring traps for non-AIHTS species.

Edible dormice

Edible dormice (Glis glis) are now removed from the species listed for certain traps currently approved under the 2011 Order.

There are now only three spring traps approved for the control of edible dormice (the Goodnature A24 rat and stoat trap; the Kania Trap 2000; and the Kania Trap 2500).

Edible dormouse is not currently known to be present in Scotland, therefore these amendments should not impact on any

current trap users.

The approval does however ensure that there are appropriate methods of control available should edible dormouse be introduced.

Legislation information

The Spring Traps Approval (Scotland) Amendment Order 2023 amends the Spring Traps Approval (Scotland) Order 2011.

The 2011 Order specifies the types and makes of trap which are approved for use under section 50(1)(b) of the Agriculture Act 1948 ("the 1948 Act").

It is an offence to use a spring trap which is not approved for the purpose under that section and section 50(1)(c) of the 1948 Act created offences relevant to unlawful use.

If you're a BPCA member and you need advice regarding the law around spring trap use, get in touch with our technical team.

technical@bpca.org.uk





NEW DATA SUGGESTS 74% OF RATS AND MICE ARE ANTICOAGULANT RESISTANT

New data released by The Campaign for Responsible Rodenticide Use (CRRU) UK shows that 73.7% of the Norway rats they sampled were anticoagulant rodenticide resistant.

122 rodent tissue samples were received for DNA sequencing at the laboratories of the Animal and Plant Health Agency (APHA) from August 2022 to July 2023.

Resistance mapping

The Rodenticide Resistance Action Committee (RRAC) of CropLife International in Brussels publishes online maps showing rodent resistance information.

Resistance trends across the UK suggest that:

- L128Q is largely restricted to Scotland and the north of England
- Y139S is found mainly in Wales, on the Anglo-Welsh border and in an expanding focus in North Yorkshire
- L120Q is very widespread across central southern England, but with increasing frequency in East Anglia and the far south-west
- Y139F is found mainly in Kent, East Sussex and Greater London, but now with an established focus in the north-west.

For the full story and report links, visit

ppconline.org/ppc-news

BPCA offers technical pest control support to all BPCA member companies. If you have questions about resistance or other pest management issues, contact the team today.

technical@bpca.org.uk



PROFESSIONAL RODENTICIDE USERS HAVE TWO YEARS TO PREPARE FOR CHANGES

All three user groups of second-generation anticoagulant rodenticides (SGARs) covered by the UK Rodenticide Stewardship Regime – pest controllers, gamekeepers and farmers – have two years to prepare for a significant change in access to such products.

Despite resistance from several farming organisations, the directors of the stewardship regime operator, the Campaign for Responsible Rodenticide Use UK (CRRU), decided that change was essential for the regime to achieve its purpose.

So from January 2026 onwards, all buyers and users of professional SGAR products must hold either a stewardship-specific training certificate less than five years old, or an older one with proof of membership of a stewardship-specific Continuing Professional Development (CPD) scheme.

As five-year certificate expiry dates approach, holders can either repeat the training and requalify, or join a CPD scheme.

At its 2016 inception, the regime's HSE-led Government Oversight Group (GOG) set the objective to reduce exposure of wildlife to rodenticides.

The sentinel measure of this is the incidence of SGAR residues in annual surveys of dead barn owls sent to the Predatory Bird Monitoring Scheme by members of the public pbms.ceh.ac.uk

Every year, the main causes of death have been vehicle impact or starvation.

CRRU chairman Dr Alan Buckle points out that despite all three user groups making widespread advances, including improved competence and best practice, greater understanding of the potential adverse impacts of rodenticides on wildlife, and ways to mitigate them, this target has not yet been met.

"Another important strengthening measure, announced in May 2023, was that from July 2024, none of the five SGARs available in the UK can be purchased for use in 'open areas' away from buildings. Clearly, this change makes it more important than ever to read rodenticide product labels carefully and make sure they can be applied legally in the intended locations."

Since January 2023, all stewardship-specific training and certification approved by CRRU has been regulated independently by Ofqual. All qualifying CPD schemes will also be CRRU-approved.

Two are available already from BPCA Registered and Basis Prompt, and more are expected to follow during 2024.

If you've got questions, we'll find the answers. Send your queries to hello@bpca.org.uk and we'll be sure to get them answered for you.

2024 BARRETTINE PRODUCT LAUNCHES

Barrettine
Environmental Health

As we start the new year, BPCA member Barrettine are giving pest controllers a look at some new, innovative products in the market.

Barrettine's new MoBe Ant and Roach insecticide gel baits are available now, and achieve effective control by exploiting the natural habits of these crawling insects.

These products join the current line up in insect control, such as Flymax ULV which was launched in 2023.

Flymax ULV can be used in lofts, homes, agricultural buildings, in and around domestic properties, public and municipal areas, refuse tips, poultry houses, slaughterhouses and manure heaps.

And looking ahead, soon to be released is Barrettine's new Knockout Max Disinfectant; a powerful, all purpose formula that kills 99.9% of bacteria and viruses including Covid-19.

When it comes to crop protection, Barrettine has it covered.

CropProtect is the latest addition to the Barrettine family of Grain Hygiene products. This concentrated product is capable of treating one tonne of grain with just 10ml (diluted in one litre of water), providing long-lasting protection for up to a year.

Join Barrettine on stand 1 at PestEx pestex.org/register

BPCA
PestEx
The pest management show
13-14 MARCH 2024 / EXCEL, LONDON

VISIT US ON STAND 1

DRAFT COMMITTEE DECISION ON AVK RODENTICIDES IN EUROPE

CEPA The Confederation of European pest management associations (CEPA), has welcomed the European Commission's draft decision not to impose a ban on the use of anti-vitamin K (AVK) rodenticides for indoor control of mice.

In January 2023, the European Chemicals Agency (ECHA) released a report stating that it considers mechanical traps suitable alternatives to anticoagulants for controlling indoor mice infestations.

Anticoagulant rodenticides are authorised on the

understanding that no other practicable alternatives exist. This statement from ECHA indicated that, in their opinion, mechanical traps can replace anticoagulants for the control of mice.

At the time of the statement, BPCA had significant concerns with this position and wrote to ECHA to explain this is not the experience of our members.

CEPA also lobbied against a potential ban across Europe on these anticoagulant rodenticides, and commented: "This is a successful outcome from our

perspective, even if CEPA would have preferred the decision to be more explicit about the inadequacy of the scientific basis for the EU-BPC opinion.

"However, further work seems indicated at national level in certain countries, in line with CEPA's overall commitment to defend access to the full toolbox of vital remedies to be able to deal efficaciously with unacceptable risks."

Formal adoption of the decision by the European Commission is expected in early 2024.

BPCA SHORTLISTED FOR 2024 TRADE ASSOCIATION AWARDS



BPCA has been shortlisted for three 2024 Trade Association Awards:

- Skills Development Award
- Membership Engagement Award
- Trade Association of the Year Award.

The Trade Association Forum (TAF) hosts the Trade Association Awards. These industry-recognised awards are supported by the Department of Business and Trade (DBT), which is a longstanding member of the independent final judging panel.

TAF said: "We had a record number of entries for the 2024 Awards, with a series of shortlisting panels meeting across December 2023 to select the very best in each category to put forward for the final shortlist.

"Congratulations to everyone who has made the shortlist – it's a huge testament to the quality of your work over the past year!"

Award-worthy volunteers

BPCA Chief Executive, Ian Andrew said: "Being shortlisted for a TAF award is a great honour. This is the first time we've been up for the prestigious Trade Association of the Year Award.

"As BPCA Registered goes from strength to strength, we already know it's a great scheme developed by members for members. Seeing it nominated for the Skills Development Award is a testament to what members can achieve when they set their minds to it."

He continued: "Likewise, without the incredible input of all our committees, we wouldn't have been shortlisted for the Membership Engagement Award. It recognises our membership benefit reboot which saw us bring in perks like TradePoint, Dell, BPCA Quest and more.

"Our lobbying work to protect glue boards and governance review projects contributed to us being shortlisted for Association of the Year.

"All these projects had significant member input – so a big thank you to all our amazing volunteers."

The final judging panel will meet in the new year to decide the winners, with the results announced at the ceremony on Thursday, 22 February 2024.

NEW TRAINEE PEST TECHNICIAN JOB TEMPLATE AVAILABLE

BPCA has created a brand new job template for member companies to use when hiring trainee pest controllers.

Recruitment is a hot topic in the industry right now, and many BPCA member companies have suggested they're finding it difficult to attract new trainee staff.

As part of the Equality, Diversity and Inclusion (EDI) Committee's project on improving recruitment issues in the sector, BPCA was asked to create a template for companies looking to hire a trainee pest technician.

The template, which is available in the Member document library, is totally adaptable and members are encouraged to put their personal touch on it.

Dee Ward-Thompson, BPCA Head of Membership and Technical, said: "We know that recruitment is a bit of a sticking point for pest control companies at the moment, and with a large percentage of the industry expected to retire in the next few years it's important that we find ways to tackle the issue. A job advert is the first impression that new candidates will get from you. It needs to be well-written and appealing, so we created this template to make that first impression count!"



You can download the templates from the Member document library (login required): bPCA.org.uk/library

NEW PESTAWARE PRESENTATION TEMPLATE FOR BPCA MEMBERS

BPCA has designed a slide deck for member companies to use, to help educate the general public about the vital role that all pest professionals play in protecting public health.

Members told BPCA that they'd like to be able to talk up the sector, but they need the resources to be able to do it.

We've designed these slides that they can take to their local networking meetings, schools and other public meetings, giving them the power to talk about themselves and the industry.

The presentation includes key facts, as well as explaining why pests have to be controlled.

The slides can be personalised, you can add your own logos and business name, and you can remove any slides you don't want to talk through or aren't relevant to you.

And if you feel confident enough to add your own slides, anecdotes and information, do it! This presentation is adaptable and members are encouraged to include their own expertise and knowledge areas if they are missing from the template.

BPCA member with an idea for a template, code, document or anything that might help members? Let us know! hello@bPCA.org.uk

NEW BPCA STAFF RECRUITS

We're delighted to welcome two new staff members to the BPCA team: Jordan McCay and Tom Haines-Eynon.

Jordan joins the marketing team as Policy and Campaigns Officer. She will focus on BPCA's public affairs interests, engaging with public bodies to make sure pest controllers are heard in policy and across the political landscape.

Jordan has a background in data operations in the energy sector. She then completed her MSc in Social and Public Policy at the London School of Economics.

Outside of work Jordan is a keen runner and enjoys a good book. She also loves to travel and is always planning her next trip.

Tom joins as a Member Support Officer. He has a background in physical and environmental geography, which led him to pest management. Tom joins BPCA from Vergo, where he spent nine months covering a wide range of businesses and private customers across the Peak District, combining rural and urban pest management. He's looking forward to getting stuck into his new role and is hoping that his fresh perspective will bring new and innovative ideas to BPCA.



NEW MEMBERS

Full servicing members

- 360 Wildlife Control Ltd, Hampshire
- A&R Pest Control, Yorkshire
- AJN Pest Solutions, Tyne and Wear
- Apex Trade Solutions, London
- Gateway Pest Control, Essex
- GB Pest Control, County Durham
- Green Valley Pest Control, Devon
- G W Pest Control, Oxford
- Insecta Pest Solutions, Essex
- Joe Day Pest Control, Warwickshire
- PreventiPest, Cornwall
- Scotica Wildlife Solutions, Stirlingshire
- S Doyle (Pest Control), London
- STP Pest Control, West Midlands
- Stratton Pest Control, Hertfordshire

Observer members

- Swat Environmental Services, County Meath
- Pest Patrol, Bahrain
- Wachir, Saudi Arabia
- ServiceCo Company WLL, Qatar

PESTS IN POLITICS: FEBRUARY 2024

BPCA's lobbying work continues. Stay up-to-date with all things pest in the UK parliament and devolved administrations. PPC helps keep you firmly in the loop.

► Scotland's Wildlife Management and Muirburn Bill

The ongoing discussions regarding the Wildlife Management and Muirburn Bill in Scotland have become a focal point for pest-related political matters.

BPCA has successfully lobbied for further scrutiny of the proposed glue board ban in Scotland.

This follows the glue trap ban in Wales, which came into effect in October 2023, and ongoing discussions regarding licensing in England, which have been pushed back to July 2024.

The proposed regulations primarily target the use of glue traps, prompting conversations on humane pest control in Scotland, associated animal welfare and public health risks, and the potential role of licensing in managing challenges related to rodent control.

Current discussions

Advancing through various stages, the Wildlife Management and Muirburn Bill has undergone thorough examination by the Rural Affairs and Islands Committee (RAIC). The Committee's stage 1 report provides essential insights into the considerations surrounding glue traps in Scotland.

The RAIC has seriously considered the insights and recommendations put forth by BPCA during the examination of the bill's various stages.

The Committee, noting the challenges of rodent infestations in critical areas, acknowledged the need for swift and effective rodent control in high-risk public health environments.

While RAIC acknowledges the drawbacks of glue traps, it expresses reservations about a complete ban, especially in high-risk settings.

"The Committee has heard that in settings where there is a high risk to public health, such as schools, hospitals and food preparation areas, quick and effective rodent control is essential. The Committee has also heard from industry representatives about the extent of the rodent problem, with "near pandemic levels of rodent infestations" in some parts of Scotland."

The absence of clear evidence on alternative methods for rapid and effective rodent control in such environments heightens concerns about potential health, social, and economic consequences.

BPCA CEO Ian Andrew met with Gillian Martin MSP, the Scottish Government Minister responsible for leading the Bill through the Scottish Parliament, urging her to consider introducing a licensing scheme for professional pest controllers.

"BPCA has advocated for a licensing scheme, aligning with the committee's preference. We have proposed a robust licensing system for pest controllers, ensuring strict controls while exploring alternative solutions."

Possible amendments

BPCA has advocated for a licensing scheme, aligning with the committee's preference. We have proposed a robust licensing system for pest controllers, ensuring strict controls while exploring alternative solutions.

The debate revolves around whether a total ban would inadvertently prolong the eradication of rodent problems in critical settings.

Edward Mountain, MSP for Highlands and Islands, has introduced amendments to address our concerns raised during committee deliberations.

These amendments aim to implement a licensing system so that Scottish Ministers "may grant a licence ... authorising a pest controller" to use glue traps.

Emphasising the importance of a glue trap licence, these amendments restrict its use to situations where no satisfactory alternative exists and with the "purpose of preserving public health or public safety".

Additionally, the proposed amendments outline the necessity for approved training courses in glue trap usage, ensuring pest controllers meet specific criteria and maintaining professionalism in the industry.

The next steps

This lobbying victory signifies collaboration between industry representatives and policymakers, showcasing the BPCA's dedication to finding solutions to the challenges posed by rodent infestations while prioritising animal welfare and public health.

As the legislative process unfolds, pest controllers find themselves central to a pivotal debate shaping the future of rodent control in Scotland.

BPCA remains actively engaged in driving forward these discussions, advocating for solutions that safeguard public health while addressing the unique challenges posed by rodent infestations.

In the coming weeks, BPCA will closely monitor the progress of the Wildlife Management and Muirburn Bill, recognising its potential impact on pest control practices in Scotland.

BPCA stands ready to provide support and guidance to its members, ensuring their voices are heard in

shaping the future of pest management legislation.

With the amendment deadline approaching, pest controllers are urged to stay connected with industry updates and collaborate with professional associations to contribute to the ongoing discussions surrounding the Wildlife Management and Muirburn Bill in Scotland.

BPCA will update members via its website and social media.

► Licensing in England

Glue Traps (Offences) Act will likely take effect in July 2024 and Defra has confirmed that Natural England has been appointed as the regulator for glue trap licensing in England.

"With regards to the timing and implementation period, it is important to us that all pest controllers are aware of their responsibilities when acting under a licence and we want to ensure that there are no operability gaps between commencing the Glue Traps (Offences) Act and the introduction of the licensing regime.

"The minister therefore supports an approach which will allow pest controllers to register for a licence prior to the Act coming into force, which is expected to be July 2024".

This means pest professionals will be able to continue to use glue boards for rodents in England without a license until July 2024, when a licensing scheme will be in place.

BPCA Chief Exec, Ian Andrew said: "While it's been a frustrating wait for news regarding glue board licensing in England, we're pleased Minister Pow has appointed Natural England and delayed the implementation date.

"I've already written to Defra to remind them that BPCA and our members are on hand to help make sure the licensing scheme is workable and allows us to protect public health".

He continued: "BPCA will continue to represent the pest management community. Our fight for a licensing scheme in Scotland continues.

"Above all, we must ensure that pest professionals have access to a robust toolkit that protects citizens from the disease, destruction and distress pest infestations cause".

NEW FLYING INSECT MONITORING SYSTEM

Global pest control manufacturer and distributor Pelsis Group has launched an intelligent monitoring system to help manage the public health risks associated with flying insects.

Initially available with the Cobra LED insect light trap (ILT), Pelsis's proprietary digital technology delivers remote monitoring of flying insect activity in real time.

With the ability to set thresholds for insect catch rates and glue board capacity, the system sends notifications to users alerting them to activity requiring attention.

Data is collected in real time, providing improved insights and helping pinpoint the root cause of problems before they escalate.

Commenting on the new product launch, Alex Ashmore, Pelsis Group CEO, said: "We're delighted to showcase Pelsis's commitment to driving new standards in pest management best practice, by launching our market leading digital insect light trap."

You can drop by stand 90 at PestEx to see the Pelsis team and learn more about their new products pestex.org/register



VERITAS PEST CONSULTANCY RELEASES INSECT ID CARDS

BPCA member Veritas Pest Consultancy has created identification flashcards to help people improve their insect ID skills and prepare for exams.

These cards provide an easy to understand approach to learning insect identification and scientific names, serving as a practical tool for those preparing for field biologist examinations or as a refresher for experienced experts.

Key features:

- **Precision in pest identification**
These flashcards offer a focused resource for mastering insect identification, aiding professionals in swiftly recognizing and addressing pest-related challenges.
- **Scientific names made accessible**
Designed to help you grasp scientific names without unnecessary complexity, these cards provide clear and concise information, supporting your day-to-day work in the field.



Field Biologist exam preparation

Ideal for professionals seeking to refresh their knowledge or preparing for examinations, these flashcards cover essential insect species and scientific classifications encountered in the field.

Professional-grade materials

Printed on durable 320gsm linen finish playing cardboard,

these flashcards are built to withstand the demands of regular use in the field, ensuring longevity and reliability.

Plastic coating for practicality

The plastic coating enhances the cards' durability, making them resistant to wear, spills, and environmental factors. This practical feature ensures a reliable tool in various working conditions.

They can be ordered directly through the Veritas Pest Consultancy website.



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PESTS IN THE PRESS: OCTOBER TO DECEMBER 2023

BPCA's ongoing engagement with the media, positioning the organisation as the go-to voice of authority on pest issues and incorporating a focus on broadcast in 2023, all proved to have been successful when bed bugs in Paris hit the headlines in October.

As well as being inundated with enquiries from print journalists, the team also received a huge number of requests for staff and members to talk about bed bugs across the broadcast spectrum from local radio to television shows both at home and abroad.

Activity in Q4:

Following a speech by Emmanuel Macron which highlighted concerns around bed bugs in Paris at the very start of October, BPCA issued a media update to journalists across the UK, which resulted in a spike in enquiries from major outlets including BBC News, the Press Association, The Times, The Independent, Mail on Sunday, Bloomberg News and GB News, with further enquiries into November and December from CNBC, BBC Radio 4, The Jeremy Vine Show, ITV, Sky News, Channel 5, The Vanessa Feltz Show, TBS – a South Korean TV and Radio station, BBC Newsbeat, The Guardian, Scottish Sun and LBC.

Further swift reaction to the news – a press release raising awareness around rats and flooding issued as Storm Babet hit the UK – secured further coverage in the media.

In October alone, more than 260 news items across print, digital and broadcast featured BPCA.

Further press releases in Q4 included a reminder to check lofts for signs of pests when fetching Christmas decorations, advice on the difference between rats, mice, voles and shrews and a press release highlighting Silverfish as an indicator of potential damp problems in the home.

Work with specific titles catering to associated trades continued in Q4 with articles provided for Cleaning Matters, Food & Drink Manufacturing and Tomorrow's Cleaning.

In 2024, BPCA will aim to build on the success of 2023 by continuing to focus on broadcast opportunities as well as continuing our work in raising awareness around pest issues and the value of professional pest management.

Read all about it!

Spot something in the press? Idea for a press release? Tell us.

hello@bpc.org.uk



TOP 3 HEADLINES

**SLEEPING WITH THE ENEMY:
GET READY FOR THE BED BUG INVASION**
Saga Exceptional

EEW LA LA
Daily Mirror

RODENT HELL AND HIGH WATER
Daily Star Sunday

TOTAL ARTICLES 2023 1,026

**TOTAL CIRCULATION 2023
865,000,040**



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SECURECHOICE REMOTE MONITORING LAUNCHED

Syngenta introduces SecureChoice remote detection system, for smart rodent monitoring in the UK.

Remote digital monitoring systems allow pest control businesses to monitor multiple customers and sites from any location and at any time, improving response times and reducing the need for physical inspections of conventional monitoring devices, according to Syngenta's PPM Digital Lead, Gary Nicholas.

"The exciting technology enables far more efficient use of the pest professionals' valuable time, to engage with more customers and provide a higher level of service, including more opportunity for in-depth inspection to find the root cause of infestations, faster resolution of issues and future prevention," he advised.

The SecureChoice hub connects wirelessly to receive and send data and alerts from any number of sensors. It is scalable to customer accounts of any size.

Once rodent activity is detected, alert notifications are sent directly in real time, as well as being viewed on a digital on-line management dashboard.

SecureChoice works in tandem with the Syngenta Pest App, to offer a comprehensive digital solution for today's professional pest control businesses.

Come and visit Syngenta on stand 98 at

PestEx to find out more pestex.org/register



PESTFIX HELPS CANCER CHARITY CAMPAIGN REACH ITS TARGET

PestFix's own Strategic Business Executive, Anna Mollins, has been working tirelessly since February 2023 to raise money for her best friend's little boy, who was diagnosed with an aggressive childhood cancer.

Terry Burrows, PestFix MD, took the decision to push the campaign over the finish line with yet another donation, meaning they have now hit their £250K target.

Anna commented, "I want to share my utter gratitude to all that have donated, volunteered, completed fundraising, grown plants, made jam, hosted jumbles, climbed mountains, run marathons, pub quizzes, wine tasting nights and so much more."



Teddy has endured so many rounds of chemotherapy, radiotherapy, stem cell transplants, bone marrow aspirates and immunotherapy since he was diagnosed at the age of three.

He is now at the end of his NHS treatment and having scans this month to see how the cancer has responded. From there his family and friends hope he will be able to take part in clinical trials in Pennsylvania, USA to give him a chance of a future.

PRE-REGISTER FOR PESTEX FOR A CHANCE TO WIN A META QUEST 3



This year we're looking to the future and we've gone big: we're giving away a Meta Quest 3 mixed reality VR

headset! To many people this might not mean much, so we spoke to Harrison Ditheridge (BPCA's tech and AI geek) to find out more...

PPC What the heck is a Meta Quest 3?

HD It's a brand new VR headset, released at the end of 2023 and is worth nearly £500.

PPC And what does it do?

HD The latest Meta Quest 3 headset uses breakthrough mixed reality to provide new immersive video game experiences. In simple terms, it's a VR headset but it's a new generation of VR. It's the most powerful Quest headset so far, and has a library of 500+ games and experiences.

PPC Can anyone use it?

HD It's recommended by many VR headset manufacturers that only those aged 12+ should use virtual reality headsets. But since the average age of PestEx attendees is higher than 12 years-old, you should all be fine!

PPC How do I win?

HD Simply register to attend PestEx in London before Friday 8 March. and then attend PestEx to be entered into the prize draw.

After the show we'll draw a winner and the lucky person will be notified by email before we announce it across our social platforms!

pestex.org/register

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FREE EVENTS AND WEBINARS

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

Name	When?	CPD	Sponsor
7 simple proofs: proofing for rodents part 2	6 March	1	
DIGITAL 22: International Women's Day	8 March	3	Pelsis
EXCEL, LONDON PestEx - the pest management show BPCA Member Awards 16:30-17:00 13 March	13-14 March		
Best practice update 2024	10 April	1	
DIGITAL 23	17 April	3	Syngenta
CARDIFF	24 April	5	Pelsis
Integrated insect management part 1	8 May	1	
PRESTON - networking event	15 May		
NOTTINGHAM	22 May	5	PestFix
DIGITAL 24: World Pest Day	6 June	3	Purean
Integrated insect management part 2	12 June	1	
READING/OXFORD - networking event	13 June		
Integrated insect management part 3	3 July	1	

Pssst!

5pm – 21/03,
18/07, 21/11

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

Name	When?	CPD	Sponsor
DIGITAL 25: Science of pest management	10 July	3	Purean
Lead generation and marketing	7 August	1	
DIGITAL 26: Unusual pests	14 August	3	PestFix
Controlling rats in drains	4 September	1	
BELFAST	18 September	5	1env
DUBLIN - networking event	18 September		
ESSEX - networking event	2 October		
Controlling rats in homes	9 October	1	
DIGITAL 27: Starting your pest control journey	16 October	3	Envu
Controlling rats in flats and HMOs	13 November	1	
LEEDS	27 November	5	Killgerm
Delivering pest awareness training	4 December	1	
DIGITAL 28	11 December	3	Bell Labs

bpca.org.uk/events

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BPCA EMAIL

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INBOX

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SPAM

ASK THE TECHNICAL TEAM

What's the difference between unstructured and structured CPD? And are they both worth the same amount of points?

Our answer to this question focuses on how BPCA Registered works, and we'll try to break it down simply.

Structured activities are ones where the learning outcomes are set ahead of time and delivered in a structured way. This could be a training course, a technical meeting or a regional forum. Attendance or completion of the activity can be verified either by attendance records or digital records.

Unstructured learning is where participation cannot be verified or where learning outcomes are not formally set. This can be learning that is achieved in the field; activities that are new to the learner or where additional problem solving is needed. Other unstructured activities include webinars, videos, podcasts or even networking at events.

In terms of whether they're worth the same amount of points or not; all CPD is valuable, but we do recognise practical, hands-on learning as being the most valuable and that is reflected in our allocation of points. To find out more contact us at registered@bpca.org.uk

I've been asked to spray a house for scabies, what can I do?

Scabies is an infestation of the skin by the human itch mite. The microscopic scabies mite burrows into the upper layer of the skin where it lives and lays its eggs. As such, this is a medical condition and individuals need to contact their GP for treatment.

The scabies mite will only survive for a short period of time off the body. The general advice is to launder sheets and thoroughly clean the surrounding areas. Steam cleaners can also be employed as mites will desiccate quite easily.

You should not spray a customer's house for scabies. There are no professional pest control products authorised for this purpose.

Do I need a drain survey if a customer has rats in the loft again?

If rats are active within a property, especially if it's a recurring issue that you're having to return to, then my question would be: why wouldn't you consider the drains? They're often a huge weak spot for properties and need investigating.

Remember, pest management is not just about eradicating the pest, it is also about root cause analysis. Why are the rats there? How did they gain access to the cavities? These questions should be at the forefront of any pest manager's mind. Yes, sometimes rats will enter a property from the garden or through a hole in the wall but, from experience, the drains are also often a likely suspect!

If you aren't equipped to carry out drain surveys yourself, there are companies that specialise in pest control drain surveys.

Can we treat Asian hornets this year?

Unfortunately, no. Unless you are instructed to do so by the appropriate authority, it is very important that you follow the usual reporting process, and allow them to treat and remove a nest.

Following the correct process ensures that the nest is correctly removed and analysed in a lab. To read more, see this article:

ppconline.org/ppc-news/guest-blog-asian-hornet-dos-and-donts-for-uk-pest-controllers/277261

We're aware that this is a frustrating topic for pest controllers. We know you have the skills and knowledge which you could apply to Asian hornet control. However, the authorities currently believe that the best way we can help is with a collective effort to control this particular invasive species. If this changes, we will let you know and help transition the industry into the fight against Asian hornets.

Changes to the technical team

As of the beginning of this year, John Horsley has taken a position in BPCA's training and development team. He'll be lending his technical expertise to improving professional development opportunities for members and non-members.



Are you a BPCA member with a technical question? Get in touch...

technical@bpca.org.uk
01332 294 288
twitter.com/britpestcontrol



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!

COLLABORATE OR DIE?



**"Through managing avian pests,
pest professionals are essential
in eradicating psittacosis
in human populations."**



A report on pest-related diseases sparks a call for pest management and public health agencies to work together. Jordan McCay, BPCA Policy and Campaigns Officer, breaks down the stats and implications for us.



An expanding bull's eye rash is an initial sign of about 80% of Lyme infections. Image by James Gathany.



Lifecycle of the tick, Ixodes ricinus, a typical carrier of Lyme disease. Image by Alan R Walker.

BPCA is calling for closer links between pest professionals and public health bodies off the back of the UK Health Security Agency's report on animal-associated infections (England) (December 2023).

BPCA has evaluated the impact of pest management on Lyme disease and leptospirosis in England during the third quarter of 2023, emphasising the need for public health agencies to recognise and value the essential work of pest professionals.

Zoonotic diseases are transmitted from animals to humans usually through contact and can often be life-threatening. Pests such as rats, mice, birds and ticks carry zoonotic diseases in the UK.



Conjunctival suffusion of the eyes due to leptospirosis. Image by Daniel Ostermayer.

Pest professionals implement control measures to help reduce rodent populations, and subsequently tick populations, thereby lowering the risk of human exposure.

Q3 2023 saw a substantial surge in confirmed Lyme disease cases, reaching 905 compared to 578 during the same period in 2022.

Acute cases constituted a significant portion, accounting for 77.3% of the total cases in Q3 2023.

Particularly noteworthy is the regional distribution of cases, with Yorkshire and Humber, and West Midlands reporting the same number of cases for Q1-4 in 2022 and Q1-3 in 2023.

In contrast, all other regions experienced more cases in the first three quarters of 2023, compared to the whole of 2022. The South West, South East, and London exhibited the highest acute cases in Q3 2023, indicative of geographical tick habitats.

This underscores the critical importance of targeted tick management strategies in these regions to reduce the overall prevalence of Lyme disease effectively.

Psittacosis

Psittacosis, caused by *Chlamydia psittaci* and *Chlamydia abortus*, is primarily associated with birds, particularly parrots and other psittacine species. However, these bacteria can also infect a wide range of birds, including pigeons and doves.

Through managing avian pests, pest professionals are essential in eradicating psittacosis in human populations.

During Q3 2023, a singular case of psittacosis was reported, a notable contrast to the absence of reported cases during the corresponding quarter in 2022.

Q1 experienced a surge with the highest recorded spike, accounting for four cases.

STUDY RESULTS

Leptospirosis

Pest management is crucial in mitigating the presence of leptospirosis, as rodents are primary carriers of the *Leptospira* bacteria. Pest professionals therefore minimise human exposure to leptospirosis by managing contaminated and rodent infested environments.

Leptospirosis cases during Q3 2023 numbered 32 confirmed and 21 probable cases. Among the confirmed cases, thirteen individuals reported recent travel abroad, underscoring the potential for global transmission.

Furthermore, ten confirmed cases indicated potential exposures linked to water sources.

Notably, a comprehensive analysis revealed no discernible geographical pattern in relation to leptospirosis, emphasising the need for a broad-spectrum approach to preventive measures.

Lyme disease

Ticks transmit the Lyme disease-causing bacterium, *Borrelia burgdorferi*. These ticks typically live in pest populations, such as rats, mice and pigeons, which are the primary target species for pest professionals.



“Pest management is crucial in mitigating the presence of leptospirosis, as rodents are primary carriers of the *Leptospira* bacteria.”

/continued...

COLLABORATE OR DIE?



An immature little blue heron with psittacosis. Image by Milton Friend.

Implications

The findings emphasise the pivotal role of pest professionals in preventing diseases, underlining the need for recognition and appreciation from public health agencies.

Inadequate pest management leads to greater contact with pest species such as rats, mice, pigeons and ticks.

Increased support for pest management is crucial, especially given the concerning rising incidence of Lyme disease. The report underscores the urgent need for effective tick management, by way of rodent management in key regions.

Our key recommendation is for more collaboration between pest professionals and environmental health agencies.

Joint efforts are essential for mitigating health risks associated with pests and raising awareness of the risk of inadequate pest management.

The goal is to empower both the public and pest control professionals through guidance on identifying high-risk areas and adopting protective measures, integral to building a proactive culture of pest-related health risk awareness.

We encourage policymakers to leverage the report's data for evidence-based decision-making.

This includes guiding resource allocation and policy development to effectively curb the spread of diseases linked to pests.



Inadequate pest management increases the likelihood of human exposure to common vectors for pest-related diseases.

The report suggests that a targeted approach to pest management efforts is essential, focusing resources on high risk regions to strategically reduce the overall prevalence of zoonotic disease.

Such collaboration is deemed crucial for actively contributing to awareness campaigns and fortifying a collective stance in disease prevention.

Overall, the report emphasises that collaboration serves as the silver bullet in a comprehensive strategy to combat and mitigate the impact of pest-driven diseases.

Conclusion

This focused report illuminates pest-driven trends in Lyme disease and leptospirosis during Q3 2023, showcasing pest professionals as key allies in shaping effective prevention and control strategies.

Recognising the nuances of tick and rodent behaviours, collaborative efforts can be directed towards creating a healthier and safer environment for the population of England.

BPCA urges public health agencies to value and incorporate the expertise of pest management professionals in their initiatives.

In summary, the policy implications revolve around recognising the importance of pest professionals in public health, developing targeted strategies for pest management, fostering collaboration between various agencies, and promoting education and awareness to mitigate the risks associated with pest-related diseases.



KEY RECOMMENDATIONS

Recognise and appreciate the vital role of pest professionals in disease prevention, securing increased support from public health agencies.

Urgently address the rise in Lyme disease with effective tick management in key regions, emphasising joint efforts to mitigate health risks.

Promote collaboration between pest professionals and environmental health agencies, specifically targeting waterborne diseases.

Support policies for educational campaigns targeting both the public and pest control professionals to foster a proactive culture of awareness.

Guide policymakers in leveraging report data for evidence-based decision-making, implementing a targeted approach to pest control in high-risk regions for strategic reduction of Lyme disease prevalence.

“The findings emphasise the pivotal role of pest professionals in preventing diseases, underlining the need for recognition and appreciation from public health agencies.”

THINK OUTSIDE THE BAIT BOX



For trained professionals, it's time to think outside of the bait box and where authorised on-label, try covered and protected. Here, Laurence Barnard from BASF explains how.



"... find a few different objects to protect the bait ... You could even use part of a building or site infrastructure itself!"

Most pest professionals have seen first-hand the damage that a rat or mouse infestation can cause, from contaminating food supplies and damaging buildings to chewing through wires and spreading disease.

Of course, the best way to prevent an infestation in the first place is to ensure you have an integrated pest management programme in place to reduce the likelihood of rodents moving in, including environmental management and non-chemical control methods.

If you have exhausted all of these options, it may be time to use a rodenticide.

Traditionally, most chemical pest control methods call for a tamper resistant bait box, but increasingly many pest controllers are reporting that both rats and mice simply won't enter these boxes, let alone eat the bait inside.

So, what do you do if you are faced with a colony of rodents that is avoiding bait boxes?

Identify areas of activity

The first step to a successful covered and protected baiting programme is much like a traditional approach – identify and select strategic sites where rodents are known to forage along rat runs.

This will allow for a more targeted approach, ensuring a higher likelihood of uptake while minimising exposure to non-target species and saving time, money and resources.

Find sturdy materials

Next, scout the site to identify sturdy materials that you can use to form your

bait stations. It could be anything from palettes, timber, tyres, pipes or guttering – the key is that it must be sturdy so that it cannot be easily moved or accessed by non-targets.

If possible, find a few different objects to protect the bait – for example, you might want to place it within a pipe, then cover that with a palette. You could even use part of a building or site infrastructure itself!

Secure your bait

When you have gathered your objects, take the appropriate quantity of bait as per the label (for example, seven blocks of Selontra if targeting rats) and attach the bait onto or inside an object, like a pipe or tray, using garden wire (or an alternative secure material). This will reduce the risk of any passing humans or non-target species accessing the bait.

Cover and protect your station

Once the bait station is in place, and you have ensured it is located in an area of high rodent activity but as far out of reach of non-targets as possible, cover it up using a large or heavy item.

Again, this could be anything from an old door, a large rock, corrugated steel, wire sheet or a tyre. Make good use of the materials in the surrounding area and at your disposal.

Label and record

Finally, it's vital to ensure the bait point is clearly labelled, as per the CRRU guidelines, to ensure that other people on site know the bait's whereabouts.

Remember to record exactly where your bait stations are located, both for auditing and to make checking and refilling stations easier.

Check bait points

Once the bait has been laid, revisit stations at intervals as shown on the product label. For example, Selontra would be two days after first placement and then at least weekly to check on uptake and to replenish eaten bait.

This approach to baiting is considered to be much more effective than traditional bait boxes, as it doesn't disturb rodents' natural behaviour and using familiar items prevents neophobia from affecting uptake, making control much faster, and saving time, resources and money.



IDENTIFY YOUR TARGETS

BIRD GENERAL LICENCES 2024 UPDATE



Mark Wenman, tutor for BPCA's Certificate in Bird Control course and Technical Sales Manager at member company Pelsis, reviews changes to UK general licences for bird control.

Bird general licences are issued by the relevant UK Government agencies to provide a legal basis for authorised persons to consider lethal methods of control.

You do not need to apply for general licences, but it is imperative that you read and understand the latest issues and abide by their terms and conditions.

Historically, the licences have been issued annually on the first of January each year. Government consultations and reviews have led to recent interim changes.

The bird general licences for England will again cover a period of two years.

Below is a review of the licence changes for 2024. There are minimal amendments from 2023. In my opinion, there appears to be no intention to consider the inclusion of gulls in general licensing in any part of the UK currently.

There are many pieces of general advice that I could give when considering the use of licences. One is to fully identify the bird; for example, collared doves and wood pigeons have now been removed from most bird licences. If our intention is to consider control of feral pigeons, we must ensure that we fully identify them as such.

The bird general licences throughout the UK all have a requirement to consider and apply alternative lawful methods before proceeding. This can be complex so please ask for advice if appropriate.

My final point is when using the licence on or near a 'site of special scientific interest' (SSSI). These may also be known as 'European sites'. These sites are now listed individually with specific advice and guidance. Please read these as most guidance pertains to the disturbance of Schedule 1 protected birds.

ENGLAND

Department for Environment, Food and Rural Affairs (Defra)

[gov.uk/government/collections/general-licences-for-wildlife-management](https://www.gov.uk/government/collections/general-licences-for-wildlife-management)

Those for professional bird management have been issued for two years, applicable from 1 January 2024 until 31 December 2025.

There are no changes within the licence re-issues.

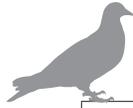
The three most relevant licences are:

- Valid from 1 January 2024 – GL40: General licence to kill or take certain species of wild birds to conserve wild birds, flora or fauna of conservation concern
[gov.uk/government/publications/wild-birds-licence-to-kill-or-take-for-conservation-purposes-gl40](https://www.gov.uk/government/publications/wild-birds-licence-to-kill-or-take-for-conservation-purposes-gl40)
- Valid from 1 January 2024 – GL41: General licence to kill or take certain species of wild birds to preserve public health or public safety
[gov.uk/government/publications/wild-birds-licence-to-kill-or-take-for-public-health-or-safety-gl35/valid-from-1-january-2021-general-licence-gl41-to-kill-or-take-certain-species-of-wild-birds-to-preserve-public-health-or-public-safety](https://www.gov.uk/government/publications/wild-birds-licence-to-kill-or-take-for-public-health-or-safety-gl35/valid-from-1-january-2021-general-licence-gl41-to-kill-or-take-certain-species-of-wild-birds-to-preserve-public-health-or-public-safety)
- Valid from 1 January 2024 – GL42: General licence to kill or take certain species of wild birds to prevent serious damage
[gov.uk/government/publications/wild-birds-licence-to-kill-or-take-to-prevent-serious-damage-gl36/general-licence-gl42-to-kill-or-take-certain-species-of-wild-birds-to-prevent-serious-damage](https://www.gov.uk/government/publications/wild-birds-licence-to-kill-or-take-to-prevent-serious-damage-gl36/general-licence-gl42-to-kill-or-take-certain-species-of-wild-birds-to-prevent-serious-damage)

WALES

Natural Resources Wales

naturalresources.wales/permits-and-permissions/species-licensing/bird-licensing/general-licences-for-birds-2024



Valid from 1 January 2024 to 31 December 2024.

There have been some changes within the licence reissues, noted below.

The three licences most relevant to professional bird management are:

- GL001 – Licence to kill or take wild birds or to take or destroy their nests or eggs for the purposes of preventing serious damage or spread of disease to livestock, foodstuffs for livestock, crops, vegetables or fruit
naturalresources.wales/permits-and-permissions/species-licensing/bird-licensing/general-licences-2024/general-licence-001/?lang=en
- GL002 – Licence to kill or take feral pigeon or to take or destroy their nests or eggs for the purposes of preserving public health, public safety or preventing the spread of disease
naturalresources.wales/permits-and-permissions/species-licensing/bird-licensing/general-licences-2024/general-licence-002/?lang=en
- GL004 – Licence to kill or take carrion crow or to take or destroy their nests or eggs for the purpose of conserving wild birds.
naturalresources.wales/permits-and-permissions/species-licensing/bird-licensing/general-licences-2024/general-licence-004/?lang=en

Under the new general licences, if any European protected species of animal (as defined within the general licence) or any wild bird of prey is captured, killed or injured in the course of action carried out under this licence, NRW must be advised of that fact as soon as practicable.

Following detailed consultation with stakeholder bodies, Natural Resources Wales changed the 2024 bird General Licences.

In 2022, Birds of Conservation Concern (BoCC) Wales highlighted a 25-year decline in magpie populations in Wales, thereafter placing them on the amber list. Therefore, magpies are now not included on General Licence GL001.

Scoveston Fort has been added to the list of SSSIs where the relevant general licences do not apply.

And the cormorant, red kite, reed bunting and song thrush are no longer included as beneficiary species of GL004. The chaffinch, dunnock, garden warbler, Mediterranean gull and rook are added as beneficiary species of GL004.

		Canada goose	Monk parakeet	Feral pigeon	Jackdaw
ENGLAND	GL41 – Public health and safety				
	Slips and falls	✓		✓	
	Spread of human disease	✓		✓	
SCOTLAND	GL03 – Preservation of public health, public safety and the spread of disease			✓	
	Issue with birds nesting	✓	✓	✓	✓
WALES	GL002 – Preservation of public health			✓	
NORTHERN IRELAND	TPG1 – Preserving public health or public safety			✓	✓

NORTHERN IRELAND

Department of Agriculture, Environment and Rural Affairs (Daera)

daera-ni.gov.uk/articles/wildlife-licensing

Valid from 1 January 2024 to 31 February 2024, after which it is assumed that they will be reissued, at the time of writing.

Consultation and amendments to the bird licences occurred previously in 2023. There are no changes within the 2024 licence re-issues.

The three most relevant licences are:

- To kill or take certain birds TPG1. Kill or take certain birds, including the taking, damaging or destruction of their eggs, or the disturbance of such a bird or the young of such a bird for the purpose of preserving public health or public safety
daera-ni.gov.uk/publications/tpg1-general-licence-kill-or-take-certain-birds
- To kill or take certain birds TPG2. Kill or take certain birds, including the taking, damaging or destruction of their eggs, or the disturbance of such a bird or the young of such a bird for the purpose of preventing the spread of disease and preventing serious damage to livestock, foodstuffs for livestock, crops, vegetables, fruit, growing timber and fisheries
daera-ni.gov.uk/publications/tpg2-general-licence-kill-or-take-certain-birds
- To kill or take certain birds TPG3. Kill or take certain birds, including the taking, damaging or destruction of their eggs, or the disturbance of such a bird or the young of such a bird for the purpose of conserving wild birds.
daera-ni.gov.uk/publications/tpg3-general-licence-kill-or-take-certain-birds

SCOTLAND

NatureScot

nature.scot/doc/general-licences-birds-2023-2024

Valid from 1 January 2024 to 31 December 2024.

There are no changes within the licence re-issues.

The three most relevant licences are:

- GL01/2024 – To kill or take certain birds for the conservation of wild birds
nature.scot/doc/general-licence-birds-gl012024-kill-or-take-certain-birds-conservation-wild-birds
- GL02/2024 – To kill or take certain birds for the prevention of serious damage
nature.scot/doc/general-licence-birds-gl022024-kill-or-take-certain-birds-prevention-serious-damage-livestock
- GL03/2024 – To kill or take certain birds for the preservation of public health, public safety and preventing the spread of disease.
nature.scot/doc/general-licence-birds-gl032024-kill-or-take-certain-birds-preservation-public-health-public-safety
Please remember that from 1 April 2020 NatureScot Licensing took over trap registration from Police Scotland. You are required to register all bird traps.



Further help

Remember, if you're a BPCA member and you have questions about bird licensing, or a specific situation you need help with, contact our technical team for support.

technical@bpca.org.uk





FOX SAKE

ECHINOCOCCUS MULTILOCULARIS: A TINY PARASITE CAUSING A BIG PROBLEM

Dr Alex Kent is Parasitology Lead in the Science and Laboratory Services Department (SLSD) of the Animal and Plant Health Agency (APHA). His team is currently carrying out the UK's annual *Echinococcus multilocularis* surveillance to confirm that the UK remains disease-free. Here he gives PPC readers a more detailed look at the disease, its effects, and why APHA monitors it.

Human echinococcosis is a zoonotic disease (a disease that is transmitted to humans from animals) that is caused by parasites, namely tapeworms of the genus *Echinococcus*.

Alveolar echinococcosis (AE) is a rare but serious infection caused by *Echinococcus multilocularis*.

Although some species of *Echinococcus* are present in the UK (*Echinococcus granulosus* – cause of cystic echinococcosis), the UK remains disease-free of *E. multilocularis* and, to-date, there have been no 'internal' AE cases. However, AE was noted as the cause of death of a woman in 1954. Despite never leaving the country, it was judged that the infection vector was regular consumption of unpasteurised cheese from an area in Switzerland endemically affected by *E. multilocularis*.

A further case was reported in 2002 in a man from Afghanistan who had recently moved to the UK from Pakistan.

Although uncommon, it is a very serious illness that requires monitoring. If untreated or if treatment is limited, AE results in a mortality rate of over 90% 10-15 years after diagnosis.

Parasites and pathways

Echinococcus multilocularis uses rodents or small mammals such as voles and lemmings as

hosts for the larval stages, which are then transmitted to wild canids, particularly fox species, through ingestion.

It is in these hosts where larvae mature and reproduce, with each worm producing hundreds of eggs which are then released into the environment via faecal matter.

These eggs are ingested by rodents to begin the lifecycle again, but can also be transmitted to domestic dogs, occasionally cats and humans.

Human transmission can occur via three pathways: contact with eggs from either fox or dog faecal contamination in the environment, direct contact with eggs in dog faeces, or through contaminated dog hair while stroking the animal.

Historically, the risk of becoming infected by *E. multilocularis* in Europe was considered to be restricted to certain regions.

Until the 1990s for instance, only a 'core' area consisting of eastern France, southern Germany, parts of Switzerland and Austria were known to be endemic for the disease.

In recent years however, *E. multilocularis* has intensively spread into new areas including the Baltic, Denmark, the Netherlands, Poland, Romania, Slovakia, Slovenia and Sweden, becoming one of the most threatening parasitic challenges within Europe in the process.



SPEED
VIEW

Although rare, alveolar echinococcosis is a serious illness with an exceptionally high mortality rate

***E. multilocularis* uses rodents or small mammals as hosts for the larval stages, which are then transmitted to wild canids ie foxes**

Since 2012, the annual *E. multilocularis* surveillance programme to confirm disease-free status in the UK has been carried out by APHA

APHA needs pest controller collaboration in order to maintain a level of robust surveillance

The British Isles are fortunate to possess natural barriers which has helped prevent the introduction and establishment of *E. multilocularis*. However, there is a real risk of *E. multilocularis* being introduced through the legal importation of animals from other countries.

In May 2010, a female beaver was found floating in a pond on a country estate in the UK. Noting large cysts on the beaver's liver, the owner froze it and subsequently sent the organ for testing.

The beaver had been wild caught in Germany in late 2006. Despite having been quarantined within the UK for six months, it was determined to be positive for *E. multilocularis* infection.

Despite this event, the legal importation of dogs remains the most likely route of introduction of *E. multilocularis* into the UK.

In 2011 for example, 85,786 dogs were imported to the UK but this has increased dramatically to 307,263 dogs in 2019, according to the Dogs' Trust.

It has been estimated that, without treatment, there is a 98% probability that one dog in 10,000 would enter the UK carrying *E. multilocularis*.

Surveillance of a growing threat

In response, the European Commission (EC) adopted a regulation aimed to control *E. multilocularis* infection in dogs and decrease the potential risk of AE infection in humans. This was to ensure continuous protection of Finland, Ireland, Malta and the UK – countries that have remained *E. multilocularis* 'free'.

Specifically, this regulation put in place the foundations for the annual surveillance programme for the detection of *E. multilocularis*, which APHA has carried out since 2012. As set out in the



Hydatid cyst of *Echinococcus multilocularis* in the human liver. This is slow developing (over 5-15 years) primary tumour-like lesion which can lead to weight loss, abdominal pain, general malaise and signs of liver failure.

"...we're looking to increase our network of UK pest controllers who carry out fox control in urban areas."

regulation, the programme must be able to detect a 1% prevalence in a representative host population with 95% confidence.

More specifically, the surveillance programme must include samples which reflect the geographical distribution of the UK's red fox population, cover all 12 months of the year (excluding the cubbing season), and be of a sufficient size (over 383 faecal samples), based on the current estimate of the size of the population (approximately 357,000).

Funded by Defra, APHA has subsequently relied on a network of over 50 landowners, pest controllers and hunters who have supported the surveillance programme by providing more than 500 fox carcasses from mainland Britain on an annual basis.

All foxes undergo a post-mortem by the parasitology team, where faecal material is removed for the purposes of surveillance.

Additionally, we are also involved in providing a range of other samples to support a range of academic institutions carrying out research into life history, rodenticides, ticks, and other pathogens including Covid-19.

Now for the science-y stuff

Faecal samples are tested for *E. multilocularis* eggs by being combined with a zinc chloride solution, which enables any eggs to be isolated through flotation and sieving, and deoxyribonucleic acid (DNA) is extracted from any eggs present.

Any DNA present is then combined with strands of DNA which contain unique sequences, to identify between *E. multilocularis*, *E. granulosus* and other Taeniid species.

These strands find the corresponding sequences within the DNA if present, which are then amplified.

The resulting product is then separated by the size of the sequence using an electrical charge – also known as electrophoresis.

Sequences of DNA which have been amplified and separated can then be detected by fluorescence.

How pest controllers can help

Discovering the introduction of *E. multilocularis* on our shores as early as possible gives us the best possible chance to attempt to prevent further spread and potential eradication.

Furthermore, maintaining the UK's disease-free status not only assists with the exportation of specific agricultural products, but also aids those of us who are pet owners.

For instance, the UK government has requested that the EU waive the requirement for a pre-movement tapeworm treatment for dogs imported from Great Britain.

The continuation of a robust surveillance programme for *E. multilocularis* is extremely important in multiple ways and without your collaboration, this simply would not be possible.

This is why we're looking to increase our network of UK pest controllers who carry out fox control in urban areas.

All we ask is for your name, date of kill, postcode or grid reference and nearest town/village to be documented on each fox carcass.

Once recorded, we will collect these free of charge. We will also be able to supply any consumables needed for the surveillance eg bags, tags and cable ties.

Foxes can also be frozen until there are multiple carcasses for collection, as we try to be as cost-efficient as possible.

NEXT STEPS

If you are involved in the control of foxes in the UK and can help, please contact a member of APHA fox survey team:

Paul Cropper (northern England)
paul.cropper@apha.gov.uk
 07496822408

Tim Glover (southern England)
tim.glover@apha.gov.uk
 07713145682

For scientific queries please contact APHA Parasitology Lead:

Alex Kent
alex.kent@apha.gov.uk
 07909646246

As a notifiable animal disease, you can also help with the UK's ongoing surveillance by reporting any suspected infection immediately. This can be done by calling the Defra Rural Services Helpline:

England **03000 200 301**
 Wales **0300 303 8268**
 Scotland – your local Field Services Office
[gov.uk/guidance/contact-apha#scotland-apha-field-services](https://www.gov.uk/guidance/contact-apha#scotland-apha-field-services)

Further information on how to spot *E. multilocularis* can be found at [gov.uk/guidance/echinococcus-multilocularis-how-to-spot-and-report-the-disease](https://www.gov.uk/guidance/echinococcus-multilocularis-how-to-spot-and-report-the-disease)



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 or sign up at bpca.org.uk/affiliate

MENTAL HEALTH AND PEST CONTROL

TOP DOWN APPROACH



Paul Westgate is the Managing Director of BPCA Consultant member, Veritas Pest Consultancy. Here he tackles the mental health impacts of pest infestations and what pest controllers can do to help manage them.

“The challenges posed by mental health issues are not going away, as a WHO report confirms 15% of working age adults have mental disorders in 2019.”

See the full talk in the Technical Theatre at PestEx this March!
pestex.org/register



The ability to manage pests relies on a wide range of tools and techniques.

When most people consider the pest controllers toolbox, they will think of the traps and baits we use. Some may even think of proofing, housekeeping and education.

Few would think about how the modern pest controller needs to manage the many mental health challenges that can be experienced by those with pest infestations.

Our failure to identify, consider and develop strategies to manage mental health challenges can have a significant impact on our ability to manage pests for the protection of public health.

In some cases, it is the client's mental health which can be a barrier to our work.

The frequency that pest controllers interact with clients exhibiting mental health conditions has increased, and perhaps this reflects society's increased ability to understand and discuss mental health conditions.

The 'increased' prevalence of such conditions is something that many industries, including our own, need to become better educated about.

The challenges posed by mental health issues are not going away, as a WHO report confirms 15% of working age adults have mental disorders in 2019.

The future perhaps looks even more challenging, since a recent NHS report stated that one in five children had a probable mental health disorder in 2023.

Our ability to support mental health has never been more important.

Identifying the challenges

So, what are some of the main challenges pest controllers face and how do we begin to approach these?

It's not easy. We should remember that we, as pest managers, are not qualified to diagnose or provide medical advice.

However, what we can do is to help make a difference to people's lives. A positive action, even a small one, may have a significant impact on someone's mental health.

Throughout more than 20 years in the pest control industry, I've been very lucky to have experienced almost (not quite!) the full spectrum of pests, people and places.

I have drawn on these experiences to offer some personal advice on some of the most commonly encountered mental health issues, which can form barriers to control.

Phobias

Defined by the NHS as "An overwhelming and debilitating fear of an object, place, situation, feeling or animal".

These are often seen by medical experts as one of the easier mental health challenges to manage, through specialist work with behavioural therapists.

As a pest professional we should understand that not everyone wants to talk or think about pests, and by carefully assessing conversational situations this is often not a significant barrier to conducting our work.

However, it is something to be aware of, particularly when removing any dispatched pests – it sounds obvious and most of you are already pretty mindful of this, but try not to remove them in view of a client suffering from a phobia.

Hoarding disorder

The acquisition of an excessive number of items, which hold little or no value or use and which are stored in a chaotic manner, can have a significant impact on the ability to manage pests. In addition to keeping large amounts of items, people who have a hoarding disorder often find it hard to:

- Organise items and themselves
- Make decisions
- Do everyday tasks such as cooking, cleaning, and paying bills.

Their inability to 'let go' of any of their belongings becomes difficult to manage, and this can lead to poor relationships with family, friends and neighbours.

Estimates vary on the prevalence of hoarding disorders, but a general estimate is that around 2.5% of people suffer with this within the developed world.

Despite this relatively low prevalence, those involved in the management of pests are likely to become involved with those that exhibit hoarding behaviours. This is due to the increased risk of pest populations developing, not only for the hoarder but for those living nearby.

Attempting to conduct treatments within hoarders' properties is difficult, almost unachievable using a conventional approach.

A different approach is needed: simply suggesting the usual housekeeping, laying baits, traps or applying sprays will be unsuccessful in the short and long term.

Successful resolution is challenging and hoarding disorders are very difficult for medical practitioners to treat.

In many cases those with the disorder do not see it as something which needs to be resolved and have difficulties understanding how their behaviours are impacting on others.

Delusional parasitosis (DP)

Perhaps the most well-known mental health condition which pest controllers encounter.

People with DP have a strong misbelief that they, or their surrounding environment, is infested with lice, mites, bed bugs or 'other' small creatures.

DP can be difficult to diagnose and is a very difficult condition to treat, and like many disorders is often not present in isolation.

The cases highlighted in this feature reveal signs that led me to believe that DP may have been present. I encouraged the client (usually via a family member or care provider) to investigate this further with a medical practitioner.

There are many other signs of DP including physical itching, scratching and gouging of the skin to remove insects.

It is worth remembering that pest control professionals should not be examining client's bodies and should at this point refer the client to their doctor or pharmacist.

/continued...



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TOP DOWN APPROACH

DP CASE STUDIES

This is one I think many other pest controllers will have come across. A large number of samples (35 images) were provided for identification by email. These images were of ‘bugs’ that were found around the house.

Upon examination of the photos there were no bugs; the photos simply contained pictures of fluff, Sellotape, and even some rocks.

During one survey I noted many hundreds of pieces of Sellotape stuck to shelves, cupboards and many other surfaces which contained ‘samples’.

Upon inspection of the samples using a microscope no invertebrates were present. The sheer volume of these ‘samples’ were enough to convince me that the client may need some medical help.

I was in the process of booking a survey with a client to investigate some carpet beetles. We had agreed on a time and at the point of ending the phone call, the client stated: “You will not find any, as they only flew in through the window at 5.15pm”.

On attendance to the survey the warden of the sheltered accommodation confirmed that the client had DP.

During a survey at a client’s house I entered the front door and was immediately met with an overpowering smell of insecticide.

Fly ribbon screens and mosquito coils were present in each room. The client showed me the insecticide cans that he had used; all were perfectly lined up and numbered (1-20). The survey revealed no pest activity.

Precautionary insecticide treatments – a big no!

People with DP often have a strong desire for a spray treatment to be conducted, and they can be quite forceful with this.

But remember, it is important to ensure that professionalism is followed at all times and treatments with insecticides can only be undertaken once (if) the presence of target pests has been confirmed. Spraying a placebo (water only) is not recommended as this enforces the view that insects are present, when in fact they are not.

There are a wide range of other conditions which may impact upon treatment success. Clients with depression, anxiety, or autism sometimes struggle to deal with challenges within their lives and the presence of pests may be something that additional support is needed for them to understand and act upon.

What to do?

Put simply, it’s difficult. Many people involved in the mental health industry find this tough and there are no silver bullets, no easy fixes. We as pest controllers are certainly not going to solve a person’s mental health, however our actions can help our customers’ wellbeing and increase the likelihood of a successful pest management outcome.

Helping the client to understand there may be a problem is a difficult first step.

Involving family and friends is often, in my experience, the best and most successful starting point.

Having a trusted person present during surveys can help reassure the client and reduce the risk of overwhelming them.

Signposting the client to services from local authorities, medical practitioners or registered charities can be of great help, assuming that the person is willing to engage.

Hoarding disorder has many links to OCD, and the charity [OCD-UK](http://ocduk.org) may be able to assist ocduk.org

Carefully consider your recommendations

Where significant mental health barriers are present, simply telling a person with a phobia to get over it, someone with DP that there’s nothing there, a hoarder to do some cleaning or an autistic or depressed person that they should stop feeding the birds is not going to have the desired impact and, in some situations, make the problem worse.

Developing a considered approach with the support of professional mental health support workers, or more likely friends and family, can be a beneficial strategy.

“...there are no silver bullets, no easy fixes.”

The legal system has many instruments to help ensure that public health and safety is maintained. With disorders such as hoarding it may be possible to enforce on those (after a period of supported encouragement) to rectify issues.

The Prevention of Damage by Pests Act (1949) and Public Health Act (1961) could be used, with care and compassion, to help ensure wider public health is not compromised.

Engage with your team. Colleagues are often a great source of support, sharing successes and failures is a great way to learn and pass on strategies.

It is important to remember that without customer engagement successful resolution of the issue you have been tasked with looking into is unlikely to be achieved.

It’s difficult however to know how far to go. How much time and effort is to be dedicated to these complex situations?

This for many pest controllers is a moral dilemma. From personal experience it’s important to remember the positive impact you can have on someone’s life, but also that these situations can prohibit the function of the pest controller and the organisation in dealing with other tasks.

Knowing what to do is tough and in the past I have struggled to know what to say, which led in some situations to inaction on my behalf.

But I have a different outlook these days – I simply aim to be a good human being and to do something positive. And by treating people fairly and with respect, this has so far worked well for me.

And if in doubt – ask. There are many pest controllers with experience in these situations who would be more than willing to lend their knowledge to help you.

HOW'S YOUR JOB-AD-FU? HOW TO WRITE GREAT RECRUITMENT ADVERTS



Tackling one of the hot topics of the moment, Publications Manager Kat Shaw has written a neat little list of ways to jazz up your job adverts and appeal to the best talent the industry has to offer.



Recruitment is tough right now, not just in the pest control industry but across the board.

According to new British Chambers of Commerce (BCC) research, UK firms are facing the highest level of recruitment difficulties on record.

Data for 2022 found that 82% of organisations reported recruitment difficulties in Q4, up from 76% in Q3.

But what can YOU do to make your recruitment woes a little less painful? It all starts with that first impression: the job advert.

If your job advert isn't engaging enough to draw in those applications, here are some quick tips that might help.

1 NO JARGON JOB TITLES

A job title should be concise, reflect the role accurately and not be made up of internal jargon that nobody outside your business will understand. Yes, a 'Principal Specialist in the Facilitation and Execution of Fauna Deterrence Measures' sounds very fancy, but how many people do you think will apply for that? Also, imagine the business card costs.

2 WRITE AN ENGAGING JOB SUMMARY

This is the first paragraph or two that prospective candidates will read, so it needs to capture their attention and encourage further reading. And for those newbies coming into the industry, it's your opportunity to sell a pest control career to them! Grab them with phrases like "Are you looking for a rewarding career opportunity?" and speak passionately about how the role will impact both the public and your business positively.

3 WHAT'S MY JOB?

It's more common that you would think to find a job advert that has a summary, but no role responsibilities. As a prospective candidate, I'd find that either lazy or concerning, and I certainly wouldn't apply. You should always provide specific and detailed information about the role using bullet points.

4 NEEDS AND WANTS

This is where you write what your ideal candidate will have, in terms of qualities and training. Remember to differentiate between 'must-have' and 'nice-to-have' qualifications or traits. For example, you might be willing to take on technicians without a Level 2, so you could say "Level 2 Award in Pest Management preferred but not essential, training can be provided".

5 SHOWCASE COMPANY CULTURE

This is especially important to young people in the market for jobs, who value work/life balance and being treated with respect. Briefly describe the work environment, your company values, and any unique perks or benefits. This isn't just good for the candidate, but good for you – it will help you attract people who align with your organisation's culture.

6 NOBODY LIKES A RUT

For many prospective candidates, knowing there's potential for growth and professional development is really important. Do you offer training? Can people progress in their roles or gain promotions? Retention is just as important as recruitment, so try to attract candidates looking for long-term career opportunities.

7 SHOW ME THE MONEY

Long gone are the days when it's considered crass to ask about pay and benefits. The more transparent you are about what you're willing to offer, the more (and often better quality of) candidates you're likely to appeal to. Did you know four in five job seekers are less likely to apply for a role if it doesn't specify a salary?

And benefits don't just include salary - do you offer flexible working? Do you give bonuses? What about pensions or team-building activities? For some people, a good wage isn't the most important thing, so what kind of package do you offer?

8 STANDARD BOILERPLATE

Make sure it's obvious how candidates should submit applications and what documents are required. You'd be surprised how often this gets missed! Additionally, you could provide contact information for enquiries.

British Chamber of Commerce research: [britishchambers.org.uk/news/2023/02/quarterly-recruitment-outlook-highest-level-of-recruitment-difficulties-on-record/](https://www.britishchambers.org.uk/news/2023/02/quarterly-recruitment-outlook-highest-level-of-recruitment-difficulties-on-record/)



Remember, the key is to create a job advert that not only attracts a high volume of applicants but also ensures that those applicants are a good fit for your organisation.

Job ad template

We now have a trainee pest technician job advert template, available to BPCA members to download and customise (login required). bPCA.org.uk/library



MEET THE MEMBER

SO FAR, SO GOOD

Sophie Thorogood joined Pelsis as a training and technical manager in May 2021. She works at the front end of pest control, working directly with customers in a range of settings. Sophie faces challenging infestations that require technical expertise to solve a diverse set of real world problems.



PPC How did you get into a career in pest control?

ST My route came from a love of science, especially insects, and at university I developed an interest in how they interact with humans.

This led me to complete a Masters degree, where I focused on diseases and transmission vectors, with a particular interest in parasites. One highlight was a trip to Cameroon to study the blackfly and onchocerciasis, a parasitic disease prevalent in West Africa.

After this, I went on to work in an insect lab, where I was first exposed to the pest species I would make my career in, including moths, cockroaches, flies, bed bugs and beetles.

PPC What do you enjoy most working in pest control?

ST The moment when pest control formed the basis of a career was the realisation that it ticked all the boxes for me, and seeing the day-to-day satisfaction it provides.

This included working with animals and insects in an applied science environment to solve real-world problems and to the benefit of humans.

One of the other features that makes it such a rewarding career is being able to witness change directly happen as a result of your actions. If you are innovative with a new or improved product, it translates from concept to real-world applications relatively quickly.

PPC How do you see the interaction between training and product development?

ST When I'm out doing training with clients, I see first-hand the scenarios and unique challenges they face. This manifests through conducting a thorough site survey to assess and understand the pests, entry points and feeding locations to apply the appropriate tools.

This helps not just to trigger ideas in an industry where there is no 'one size fits all' solution, but it also provides insights that feed directly into product development. For example, you can observe new species that are emerging and trends when it comes to pest distribution.

These insights mean that any innovation that goes into product development is more tailored directly to challenges that myself and trainer colleagues see at our customers' infested sites.

PPC What do you see as the biggest challenges?

ST There's a cocktail of current and future challenges facing the pest control industry right now.

One overarching issue is how to deal with the

challenges brought about by climate change. As average temperatures rise, a better environment is created for many pest species, including new invasive tropical ones that can survive and thrive outdoors.

An example is the occurrence of mosquitoes in Kent, potentially a significant pest and public health challenge.

In terms of urbanisation, if we continue to develop greenfield sites and destroy habitats, we will exacerbate the shift of pests to favourable urban environments.

Also, through globalisation, people will become more active pest spreading insects. An example is bed bugs, which during lockdown saw significantly reduced numbers. But infestations have soared since travel has opened up.

Compounding these challenges are the difficulties posed by the 'pesticide gap'. Although, sensibly, available compounds are being restricted to mitigate wider biodiversity harm, given the timeframe to develop new ones, this is leaving the industry with a smaller pesticide toolkit.

On top of this, we are seeing growing levels of resistance for rodenticides and insecticides. As these are often based on compounds of similar classes, this is also driving cross-resistance, exacerbating the 'pesticide gap' challenge.

PPC How do you see the industry, and the skillsets of those in it evolving in response to these challenges?

ST These challenges will require a more innovative mindset to help identify and remain proactive against current and emerging threats, while exploring new tactics to support the pest manager's toolkit.

On a current day-to-day level, this is already translating to managing species that weren't previously considered, such as updating some pesticides to include silverfish.

Similarly, it also requires that all training resources are kept relevant and up-to-date and tailored to the latest trends and future challenges.

For example, if we discuss resistance, our customers might have a limited understanding, yet it is a growing challenge and it is essential they recognise the issue.

I believe we will also see the applied science element involved with pest control increasingly come into its own and be a more externally visible side to our industry.

This means pest control will become more interdisciplinary. This will see practitioners having a greater knowledge and understanding of chemistry, biology and utilise the evolving technologies coming onto the scene.

"The pace of change in the industry means it is ripe to attract the next generation of operatives."

And in terms of technology, this will become an increasingly complementary trend and help practitioners and customers to detect, identify and manage pests. As part of this, data capture and exploitation will be essential to help the industry remain on the front foot with infestation characteristics and identifying risks and emerging challenges.

PPC What would you say to those considering a career in pest control?

ST Pest control is a great industry to work in if you enjoy science, studying animals and thrive in a multidisciplinary environment.

It is also an industry that is undergoing an exciting transition as it evolves rapidly to meet a spectrum of challenges. This means that working with new and emerging pest control technologies and methods will increasingly be a fact of your professional life, making it a highly dynamic, enriching career.

The pace of change in the industry means it is ripe to attract the next generation of operatives. So it's important that the wider benefits are also highly attractive, and this is certainly the case for pest control.

It provides a highly independent and flexible career option, which is especially beneficial for those looking at a better work/life balance.

As a career, it also comes with a defined progression ladder, bolstered by the strong opportunities to succeed and educate yourself alongside the chances to specialise (eg, in birds or bed bugs).

It is also becoming an increasingly diverse industry as it is attractive, and available, to anyone regardless of background as long as they are knowledgeable and committed to doing a good job.

Generally, there is little awareness of the industry amongst those considering their career plans, but it is one where the benefits are highly marketable.



Driving excellence in pest management

BPCA is the professional association for the UK public health pest management industry. Our aim is to promote professional pest management, representing the industry, driving standards and ethics while protecting the environment.

PRESIDENT'S REPORT

COMMITTEE REPORTS

TREASURER'S REPORT

THE YEAR IN NUMBERS

ANNUAL REPORT 2023

2023 MILESTONES

A look back at what BPCA and our members have achieved together in 2023.

JANUARY A series of new member benefits from Pelsis, Kwik Fit and 1env is released.

FEBRUARY BPCA partners with Stubben Edge (Risk) to offer members a growing range of insurance products that meet the demands and needs of pest management workers.

As part of the ongoing commitment to tackling recruitment and retention issues, the Executive Board gives the go-ahead for an Equality, Diversity and Inclusion committee.

MARCH BPCA Registered launches an app for iPhone and Android.

PPC Live returns to Harrogate, welcoming 528 visitors back to the Yorkshire Event Centre, beating attendance figures from 2020.

BPCA celebrates International Women's Day with a special Digital Forum with an all-female cast of presenters.

A template checklist is developed to justify using lethal control when carrying out bird management work.

APRIL Two new Codes of Best Practice are released: 'Drainage inspections for rat activity' and 'Fogging and ULV treatments for insect control'.

BPCA Quest is released giving members access to HR, health and safety, tax and legal advice services and template documents.

MAY BPCA teams up with Direct Line as the expert pest control voice for their rodent infestation media push, appearing on 15 different radio stations and reaching an estimated 2.6 million people.

JUNE Members vote for changes to BPCA Articles of Association and Rules.

BPCA Chief Exec Ian Andrew made the case for professional pest control use of glue boards in the Scottish Parliament.

Field biology report template for members is released.

BPCA hosts a special World Pest Day Digital Forum, welcoming delegates and speakers from around the world.

Two new Codes of Best Practice are released: 'Customer services and consumer rights' and 'Health and safety for pest management companies'.

JULY BPCA warns local councils that "bins are a key battleground in protecting the public from pests" as further cuts to services are announced.

AUGUST BPCA joins the UK Lobbying Register, operated by the Chartered Institute of Public Relations.

SEPTEMBER BPCA pens an open letter to the Minister for Rural Affairs ahead of imminent Welsh glue board ban stating, "...when Welsh citizens rightfully ask why rodent lives were prioritised over theirs, we'll be sure to point to the Welsh government and this poorly thought-out legislation".

PPC magazine investigates the effect advancements in artificial intelligence may have on pest management.

OCTOBER Partnership with Logistics UK to offer new member benefits

BPCA urges vigilance on bed bugs, following France fears and appears across international news channels and in the press.

NOVEMBER BPCA successfully lobbies The Rural Affairs and Islands Committee for further scrutiny of the proposed glue board ban in Scotland.

DECEMBER BPCA shortlisted for three 2024 Trade Association awards.



Our annual report is published in PPC magazine - making it accessible to thousands of pest professionals and the entire sector.

It's BPCA's job to...



REPRESENT



SUPPORT



ASSURE

PRESIDENT'S REPORT

CHALLENGES AND PROGRESS



Our staff team and dedicated army of over 70 volunteers from member companies continue to work hard to REPRESENT the sector, SUPPORT our members, and ASSURE our customers of our industry's professionalism.

In the past year, your association has built well on the foundation of our values of PASSION, INTEGRITY, EXPERTISE and SUPPORT as we work for the needs and interests of our members.

We have many achievements to celebrate in the past year and many exciting developments that will benefit our members in 2024.

In March, we returned to Harrogate for a successful PPC Live with excellent attendance. Our exhibitors reported high levels of engagement and enthusiasm about what opportunities lay ahead for our industry.

The strategic goal of reaching over 3,000 pest controllers in the BPCA Registered CPD scheme was easily surpassed. Many pest professionals see the added value offered by BPCA Registered, and it will likely become the most popular industry CPD scheme in 2024. Launching many valuable resources, training opportunities and our BPCA Registered App will only continue to make the scheme more popular.

Work continues to build upon the new qualification framework. In 2023, we conducted the member consultation process to ASSURE further industry professionalisation, make our qualifications more fit for purpose, demonstrate our competency and ultimately help protect our toolkit. To deliver this essential work, your Association has invested in a full-time role responsible for bringing the new framework to completion.

Our voice

Another significant investment your Association has made to continue to REPRESENT its members is the investment in a full-time Policy Officer to increase our political engagement and fight for our members' national interests. Through BPCA, your business now has a loud voice, and our influence continues to grow.

Inclusion

The last year has seen the launch of the new BPCA Equality, Diversity and Inclusion Committee, which is working hard with other member volunteers to showcase sustainable careers and help us recruit the

pest professionals of the future. This work will develop a suite of recruitment aids and resources for members.

Our AGM in 2023 saw the first significant update to the Articles and Rules of the Association in over a decade, ensuring that BPCA's governance is fit for purpose in the modern world, allowing us to have less bureaucracy and more positive action for our members.

A bundle of benefits

Many new exciting member benefits were introduced and showcased in the award-nominated "BPCA Big Book of Benefits", further demonstrating the real value of membership.

Your Association has been working hard to deliver a huge new member benefit; one of the most significant ever introduced. We're progressing this project quickly, and should be announced at PestEx this March.

Consolidation

Your President, Executive Board, committees, working groups, CEO and staff team continue to work well together with a healthy culture, ensuring the best outcome as we strive to SUPPORT our members better.

Your Association's great work has been recognised, with BPCA being nominated as a finalist for three categories in the Trade Association Forum Awards, including the coveted 'Trade Association of the Year'.

BPCA is strong as an association. We'll continue to invest in our members. We're 100% focused on delivering our strategy: REPRESENT, SUPPORT and ASSURE.

I would like to thank all of our volunteers for their commitment and hard work.

Your Association would not be the same without you. BPCA is YOUR Association. You, the member, own it, run it and help us grow. If you would like to get more engaged in the important work of your Association, please get in touch.

I would like to thank the BPCA staff team and our member-volunteers for their dedication.

In memoriam

Sadly, 2023 ended with the tragic loss of our Immediate Past President, Phil Halpin. He was a gentleman, a friend and a great support to many of us, as well as a champion of the industry. He is greatly missed by so many of us who work or volunteer within the Association.



RUN BY PEST PROFESSIONALS

All BPCA Board and committee members are volunteers from member companies. No one gets paid. They all do it for the love and service of the sector.

If you're interested in volunteering with BPCA, we'd love to hear from you.

membership@bpca.org.uk

As you can probably tell, I am proud of BPCA. If you're a member, I encourage you to consider how you might get involved and become more engaged in 2024 as we push forward for the benefit of all.

Get involved. Read things. Join events. Volunteer. Stay in the loop.

I wish all of you every success in the year ahead.

Chris Cagienard
BPCA President
president@bpca.org.uk

COMMITTEE REPORTS

SERVICING



In some ways, 2023 was an unusual year for the committee, with projects being set for the coming year progressing to a point, but being stalled due to circumstances.

However, there was good work done this year, led by BPCA's Natalie Bungay, with us reviewing and introducing more Codes of Best Practice.

The tender support package was released, which is worth exploring.

The BPCA team has done an amazing job of putting together the Big Book of Benefits, which you all should have received. Many political discussions and lobbying work took place on the subject of glue boards, where we await the outcome in Scotland after bans were confirmed in England and Wales.

That's why filling in surveys and putting your point of view when asked is massively

important. Remember, we're trying to convince people with little or no knowledge of our industry that we are protecting public health and safety.

The job is also perhaps going to be even more difficult with manufacturers not registering their products or active ingredients banned – we have to try our best to protect our toolbox any way we can, so your support is needed.

A few subjects mentioned at last year's backend were safeguarding technicians and environmental risk assessments, and what training resources could be made available. These will be on the horizon in 2024.

Finally, I would like to thank all the Servicing committee members for their support over this past year, but also know they would like to convey their thanks to Ian and all BPCA staff for their help and for representing BPCA Members and the industry as a whole.

“Remember, we’re trying to convince people with little or no knowledge of our industry that we are protecting public health and safety.”

Malcolm Stowell
Servicing Committee Chair
membership@bpca.org.uk

EQUALITY, DIVERSITY AND INCLUSION



The EDI Committee was set up primarily to deal with recruitment and retention industry challenges. Recent research shows that over 40% of the industry is due to retire in the next 10 years creating thousands of vacancies in the industry.

At the same time, there are demographic groups that are massively under-represented. For example, women form 52% of the UK population and only around 4% of the pest control industry.

“Have we got career paths in place for those who want to progress, or will they leave for better progression elsewhere?”

Member companies regularly report difficulties in recruiting staff and applications tend to come from the same talent pools, white, male, between 30-40. As an industry, we are not attracting enough young people, we are not attracting enough women, and we are not attracting more diverse applicants. The pest control industry is missing out on significant talent opportunities.

However, are we ready as an industry to welcome more diverse applicants? I'll take the uniform as a simple example. Do your supply chains offer uniforms which fit women? Have we got insurance companies which are willing to insure young drivers? What other challenges will there be in retaining a more diverse workforce? Are there sufficient training programmes for new unqualified staff coming into the industry? Have we got career paths in place for those who want to progress, or will they leave for better progression elsewhere?

The EDI Committee worked hard in 2023 to create the strategy and charter documents for member companies. We are now working on adding EDI to your toolkit, which will give you

the means to support more diverse recruitment and retention in your businesses. Once completed, we will be launching the charter for member companies to sign up to. The charter will show your commitment to recruiting and welcoming a more diverse workforce.

Our businesses are all about our people, and we are only as good as those people. Recruiting the right personnel, training them well and retaining them are all critical to the success of the industry and our businesses.

I'd like to take this opportunity to thank the EDI Committee members for their ideas, enthusiasm and commitment over the last year, and I'm excited to see what 2024 will bring.

Julia Pittman
Equality, Diversity and Inclusion Committee Chair
marketing@bpca.org.uk

PROFESSIONAL STANDARDS



At each update, I always feel lucky that I get the opportunity to work with like-minded industry colleagues who volunteer so much time for the betterment of

our industry. I am always amazed that the dedicated staff team at the BPCA achieves so much in a relatively short period.

2023 was no exception: when I looked back at the committee's role, I was struck by how many projects have reached fellow members and how many are due to be implemented.

CPD is at the heart of our industry. As a fellow technician, I take pride in presenting myself to customers with a depth of knowledge and when I speak to like-minded colleagues, it is clear that my passion is shared. The Professional Standards Committee has continued its work on changing the culture of CPD, influencing the BPCA Registered scheme, helping implement the BPCA Registered app and improvements to magazine articles across the sector. This work will continue into 2024 and beyond!

The Committee has supported the industry trailblazer group developing the Level 4 Apprenticeship. This work is planned to continue into 2024. The BPCA Onboarding programme is in full swing with incredible uptake; what is clear from early analysis is how beneficial new technician

onboarding is. The standard of technicians after onboarding is fantastic! The Professional Standards Committee will continue to support the development and improvements to this member offering.

Throughout 2023, the Committee worked with the BPCA staff team on the project to establish the licensing of BPCA trainers and third-party training courses. Courses have been identified, and applications for trainers to apply are out.

The Qualification Framework is now in place, and we've moved to the next phase of identifying existing courses and developing new courses to fit the framework. This is one of the most exciting projects we've worked on and has incredible potential for individuals as we continue to professionalise our industry.

We completed the review of the BPCA complaints procedure, one of the outcomes of which was BPCA applying to the Chartered Trading Standards Institute to be recognised as an Alternative Dispute Resolution (ADR) body which will allow impartial assessments of complaints.

In late 2023, we completed the review of the incredibly popular BPCA Certificated Advanced Technician. By adding new scenarios and tweaking the assessment, we believe the improvements will improve the CAT assessment for technicians seeking to achieve 'advanced' status.

"The standard of technicians after onboarding is fantastic! The Professional Standards Committee will continue to support the development and improvements to this member offering."

Finally, BPCA committees are only as good as the volunteers who attend. The Professional Standards Committee and other BPCA committees are always looking for new members to bring fresh ideas and help us all create a professional industry for us, technicians, and companies to be proud of.



Martin Rose-King
Professional Standards Committee Chair
training@bpca.org.uk

OUTREACH AND COMMUNICATIONS



It's been two incredible years since the inception of the BPCA Outreach and Communications Committee!

This year saw my first year as chair of this (or indeed, any) committee.

It has been a year of getting our feet under the table and making some solid progress with many of our strategic objectives. We've worked on projects such as creating a template pack for speakers, liaison with local councils, and feedback on various projects such as a new member-to-member app and member recruitment.

In addition to our strategic objectives, the Committee also regularly discusses less structured objectives, such as bringing the ideas, concerns and innovations of the pest management community forward for discussion with the BPCA team.

It is this second aspect (along with our strategic objectives, of course) that I wish to expand on further in 2024: making the Committee a window for the membership to see how the committees support them and play a critical role in the running of BPCA. It is my hope that by doing so, we can reach more pest managers, include more members, and

communicate more effectively and transparently with the industry as a whole.

All of this work could not be achieved without the support of the volunteers who make up the Committee. The time, effort and enthusiasm they bring to each meeting make me proud to be the chair of this Committee.



Alex Wade
Outreach and Communications Committee Chair
hello@bpca.org.uk

"This year saw my first year as chair of this (or indeed, any) committee."

TREASURER'S REPORT



2023 was another strong year for the Association, with many key initiatives completed. To

continue to deliver those, the Association needs a healthy financial platform upon which to operate.

The current policy is to reinvest reserves and we are mindful to ensure that members' monies are wisely spent. Key investments included a new staff team member to help develop the new qualifications and training framework that Karen Dawes, BPCA's Training and Professional Development Manager, has outlined at our forums for the last 18 months.

Other mentionable investments include preparatory work on a new CRM system to replace our now-aged platform in late 2024, and more field engagement from the Staff team, including forums, curry nights and on-site assessments.

The Association's finances remain healthy, with a better-than-planned performance at both top and bottom levels.

As 2023 was a non-PestEx year, our budget was for a planned loss of over £50K, and so it was especially pleasing that, with your strong support and the hard work and dedication of the Staff team, we managed to end much closer to a break-even situation.

Membership numbers are at an all-time high despite the continued consolidation we see in the sector. BPCA Registered, the UK's leading CPD scheme for professional pest controllers, also enjoyed a record high, with over 3,300 users now aligned.

We were also able to support 193 of our smaller category members who took advantage of the rebate scheme we were able to offer to help businesses recover in the 'cost of living crisis' post-Covid.

PPC Live was a sell-out, and that event continues to go from strength to strength.

The other notable event in was the decision to clear the mortgage on the property in Derby. We believe this provides us with greater financial flexibility in the future, and with interest rates so low at the time, any investment incomes from the reserves certainly weren't covering the costs of our ongoing higher-rate mortgage.

You also continued to strongly support our variable revenue streams, especially the training and advertising streams, so a thank you to all our members and other supporting partners.

Your support is vital in ensuring that the Association continues to enjoy healthy finances that allow us to continue to invest in our strategy and especially our public affairs agenda in support of our 'toolkit', which continues to come under pressure.

The Finance Working Group (a working group of the Board) continues to work well and delivered several new financial governance policies early in the year, primarily outlining how our finances work and are governed.

Focus for the team has now shifted to subscriptions and specifically the category level banding, and it's hoped that we can smooth transitions between bandings whilst also finding ways of financially supporting new businesses; it's hoped the work will be concluded in readiness for the 2025 renewals.

We have PestEx 2024 to look forward to, and planning for it starts as soon as the old one finishes. I'm pleased to confirm that at the time of writing, we've now sold all of the floor space (and the hall will be even larger than in 2022). The Board and our supporting partners look forward to welcoming you to what we hope will be our best-ever trade show; if you haven't booked your free tickets then please do so at pestex.org/register

To close, I would like to thank you for your support and, as always, I encourage everyone to become involved with what is YOUR Trade Association.

I'll remind you that for it to work, it needs you and your passion, so please attend the Forums, join in with your local Contract Sharing Network, serve on the Committees or maybe even try for the Board and find out more how the Association serves its members and the wider sector.

I wish everyone success with their business in 2024.

Mark Williams
BPCA Treasurer
finance@bpc.org.uk

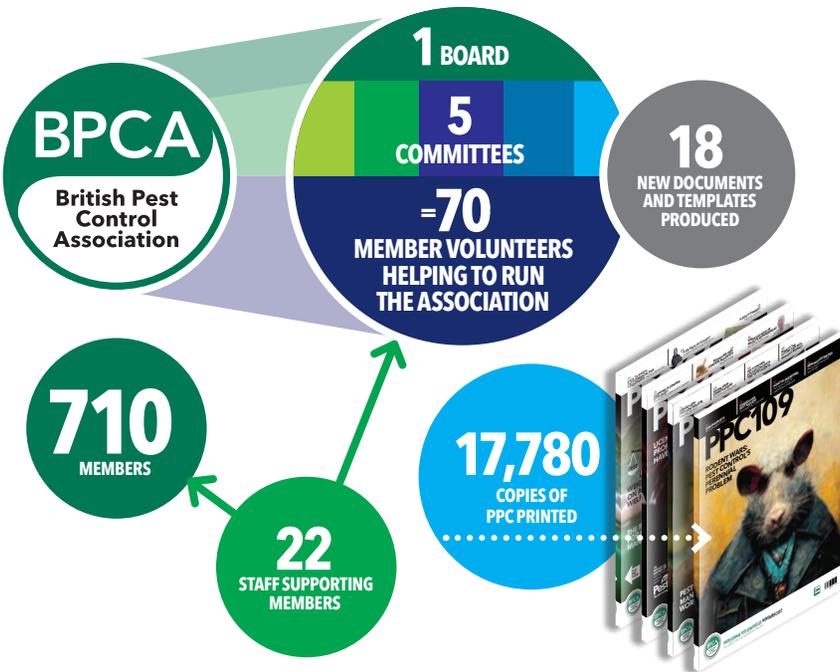
THEY WORK FOR YOU

The Executive Board is the governing body of the Association, and Board Members, as Directors, have a duty of care to both BPCA Members and the BPCA Staff team.

The Board's emphasis is on strategy and performance, stewardship and conformance. The Board also ensures that resources are used appropriately (money, time, staff, etc), and that relevant legislation is adhered to.

		Meetings attended
President	 Chris Cagienard Pest Solutions	9
Vice Presidents	 Mike Ayers Precision Pest Management	9
	 Martin Rose-King Bounty Pest Control	7
Treasurer	 Mark Williams Ecolab	9
Immediate Past President	 Philip Halpin Countrywide Environmental Services	RIP (Oct 23)
Manufacturers and Distributors Committee Chair	 Anthony O'Hare BASF	2 (-11/05/23)
Servicing Committee Chair	 Malcolm Stowell Safeguard Pest Control and Environmental Services	8
Equality, Diversity and Inclusion Committee Chair	 Julia Pittman Beaver Pest Control	9
Outreach and Communications Committee Chair	 Alex Wade Wade Environmental	5 (27/04/23-)
Professional Standards Committee Chair	 Martin Rose-King Bounty Pest Control	7
Board Members	 Jason Cholerton CSS Pest Services	9
	 Chris Corbett Aderyn	3 (-16/06/23)
	 Mick Kilburn Elite Pest Management	7
	 Michael Taylor Contego Environmental Services	6
	 Paul Westgate Veritas Pest Consultancy	4

2023 IN NUMBERS

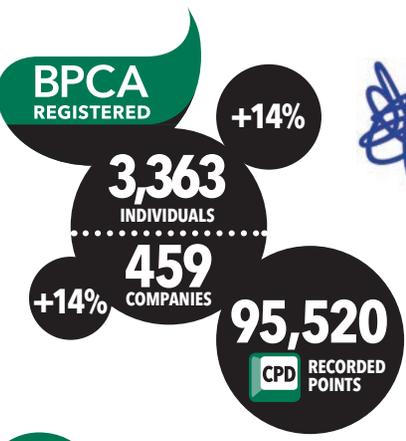
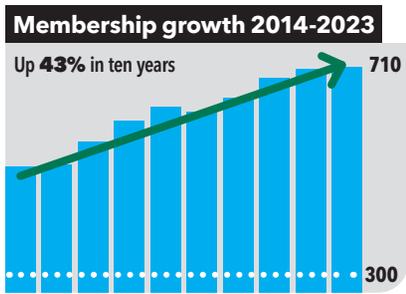


Spreading the word

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

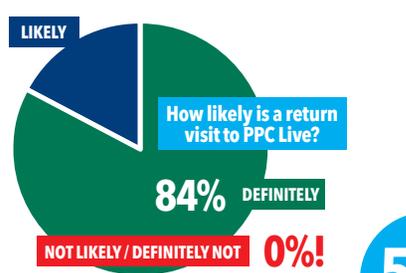


Charity

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

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



BPCA PPC LIVE



TRAINING CALENDAR

Can't see what you're looking for?

Ask us about bespoke training!

training@bpca.org.uk

Courses and exams

Course/exam	From (£)	Exam	Date	Location
Level 2 Award in Pest Management (residential)	1,118.00	✓	07-12/04/2024	Stafford
			02-07/06/2024	Stafford
			21-26/07/2024	Milton Keynes
Level 2 Certificate in Pest Management (residential)	1,476.00		06-13/04/2024 01-08/06/2024	Stafford
Hands On Practical Training	259.00		06/04/2024 01/06/2024	Stafford
Principles of Pest Identification	110.00		23/04/2024	Online
			16/07/2024	
			17/10/2024	
Bed Bug Control	110.00		18/04/2024 28/11/2024	Online
Waste Management	110.00		07/05/2024 05/11/2024	Online
Fundamentals of Rodent Biology	64.00		09/05/2024 1/2 day 03/10/2024 1/2 day	Online
Fundamentals of Insect Biology	64.00		09/05/2024 1/2 day 03/10/2024 1/2 day	Online
Advanced Insect and Rodent Biology	110.00		28/03/2024 31/10/2024	Online
Root Cause Analysis for Pest Technicians and Field Biologists	64.00		02/05/2024 1/2 day 10/10/2024 1/2 day	Online
Mole Control	120.00		26/03/2024 1/2 day 29/08/2024 1/2 day	Derby
Certificate in Bird Management	180.00	✓	22/02/2024	Online
			23/05/2024	
			26/09/2024	
			14/11/2024	
Formulations and Applications	110.00		16/05/2024	Online
			19/09/2024	
Stored Product Insects (SPIs) in Food Factory Environments	110.00		20/03/2024 18/07/2024 25/10/2024	Online
Introduction to Wildlife Management	161.00		10/07/2024 1/2 day 29/10/2024 1/2 day	Derby
Aluminium Phosphide	358.00	✓	26+27/03/2024	Southwick
			02+03/10/2024	
Becoming a Field Biologist or Technical Inspector	110.00		25/03/2024	Online
			08/05/2024	
			12/07/2024	
			08/10/2024	
Starting Out in Pest Control	110.00		04/03/2024	Online
			08/07/2024	
			01/10/2024	
Level 3 Award in Safe Use of Fumigants for the Management of Invertebrate Pests	901.00	✓	13-16/05/2024	Derby
			25-28/11/2024	
Steps to Leadership Management	219.00		11+18/03/2024 05+11/06/2024	Online
Grey Squirrel Control	120.00		27/03/2024 1/2 day 30/08/2024 1/2 day	Derby
Flies and their Controls	110.00		01/05/2024 07/11/2024	Online
Non-native Pests and their Control	120.00		11/07/2024 1/2 day 30/10/2024 1/2 day	Derby

Exams only

	Exam	From (£)	Date	Location
RSPH Level 2 Award in Pest Management	170.50		12/04/2024	Stafford
			23/04/2024	Wales
Technical Inspector	170.50		21/05/2024	Derby
			07/06/2024	Stafford
RSPH Level 3 Award in the Safe Use of Fumigants for the Management of Invertebrate Pests	335.50		26/07/2024	Milton Keynes
			09/04/2024	Derby
Certificated Field Biologist	335.50		12/04/2024	Stafford
			07/06/2024	Stafford
Certificated Advanced Technician (CAT) in Pest Management	294.00		Book anytime	Online

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

	From (£)
Full Level 2 Award in Pest Management – online course	363.00
Using Rodenticide Safely leading to the Lantra Level 2 Award in Rodent Management	75.00
Foundation Certificate in Pest Management	60.50
Pest Awareness for Non-technical Staff	
Completing Risk Assessments	
Working at Height	
Asbestos Awareness	22.00
Manual Handling	
Ladder Safety	
COSHH	



Enquiries and bookings

training@bpca.org.uk
01332 225 113
bpca.org.uk/training

Bulk booking discounts

We now offer discounts on bulk bookings for our Level 2 Award in Pest Management course, for both members and non-members: 0-2 licences – standard price; 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

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

BPCC 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. BPCC will not be liable for any costs incurred by the delegates.